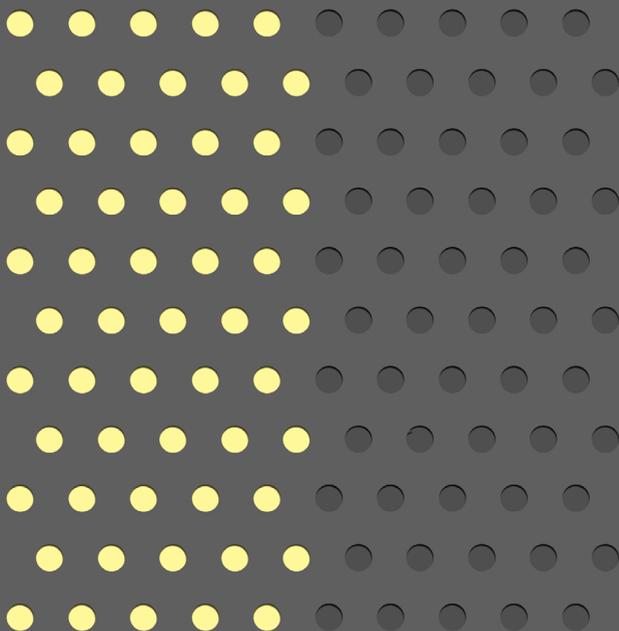


# Gender Equality and Response to Domestic Violence in the Private Sector of Ukraine: Call for Action

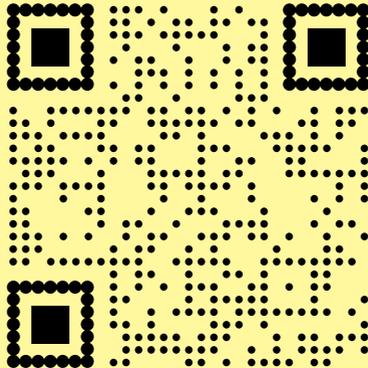


Посольство  
Великої Британії  
в Україні

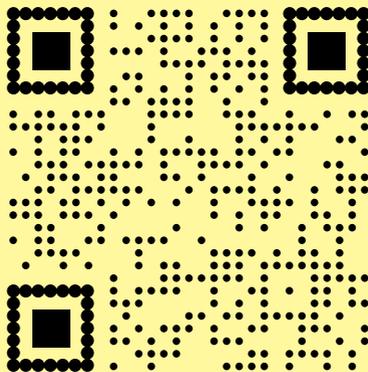


**Please use QR code to download the research text,  
infographics and guiding principles**

**in English:**



**in Ukrainian:**



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The study “Gender Equality and Response to Domestic Violence in the Private Sector in Ukraine: Call for Action” was conducted to identify the most pressing gender issues that Ukraine’s private sector employees may face and to look for possible business responses to these challenges. The study addresses issues of equal treatment for women and men working for companies in Ukraine and examines the possibility of combining professional and parenting responsibilities, as well as the effects of domestic violence on the survivors’ professional lives.

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## LIST OF ABBREVIATIONS

<b>EDRPOU</b>	Unified State Registry of Ukrainian Enterprises and Organizations
<b>EIGE</b>	European Institute for Gender Equality
<b>EU</b>	European Union
<b>IGAC</b>	Industrial Gender Advertising Committee
<b>CEDAW</b>	Convention on the Elimination of all Forms of Discrimination Against Women
<b>ILC</b>	International Labor Conference
<b>ILO</b>	International Labor Organization
<b>OECD</b>	Organization for Economic Co-operation and Development
<b>PE</b>	Physical Entity
<b>SDGs</b>	Sustainable Development Goals
<b>UNFPA</b>	United Nations Population Fund

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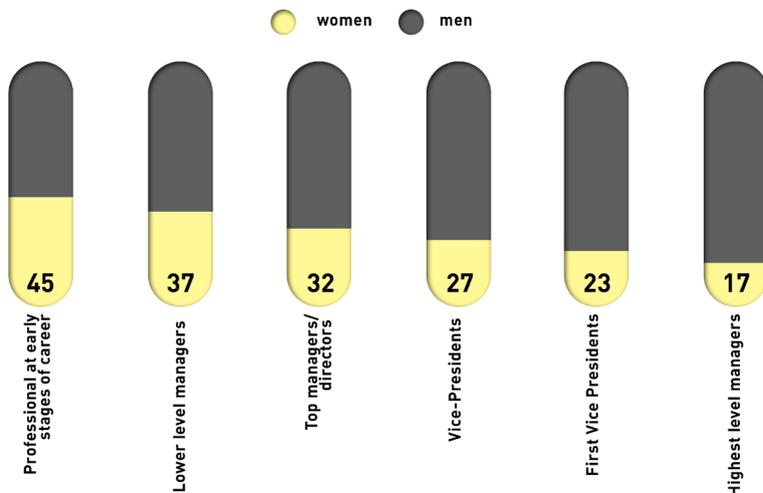
## Should companies be interested in gender equality?

*“Promoting gender equality in the workplace is not just the right thing to do. It is also smart business”*

**Michael R. Bloomberg**

Gender equality is a fundamental human right. However, despite considerable progress, women and girls in different countries still cannot fully make use of their own potential in the economic, social and social life of society. Women are under-represented in power structures and decision-making positions. According to the 2017 Women in the Workplace report<sup>1</sup>, “women make up more than half the global population. However, you can hardly believe it if you look at top managers. In fact, women hold only 20% of top manager positions, i.e. only one “top” in five is a woman.” At the same time, among professionals who start their careers in companies, the proportion of women is close to one half, and among lower-level executives, women are more than one third (Fig. 1.1). According to the *Fortune Magazine*, which annually publishes a ranking of the 500 largest U.S. corporations by total income, only 32 of the companies (6%) were run by female CEOs in 2017.<sup>2</sup>

Data collected by the European countries show that in 2017, women accounted for only a quarter (25 %) of board members in the largest publicly listed companies registered in EU Member States.<sup>3</sup> France was the only Member State where the proportion of women among board members was 43 % due to the introduction of a gender quota requiring at least 40 % of each gender in the board rooms. Legislative quotas to ensure a gender balance on company boards are introduced in Belgium and Italy (at least one third of each gender), as well as in Denmark (30% of women or men respectively). Unfortunately, there is no systematic data collection in Ukraine to assess the proportion of women and men among top managers, but the open data of the Unified State Registry of Ukrainian Enterprises and Organizations (EDRPOU) make it possible to assess the gender composition of companies’ registered executives. In particular, the proportion



**Fig. 1. The proportion of women among supervisory managers at different levels in the United States, %.**

*Source: survey of 118 U.S. corporations as part of the Women in the Workplace study, LeanIn.Org and McKinsey, 2017.*

of female managers among all active economic entities is 40%.<sup>4</sup> At the same time, this high level is achieved mainly by natural private entrepreneurs (PEs) and among them women make up 46%, but when it comes to legal entities, women are running only 30% of all enterprises and organizations. Education is the only sector with a high proportion of female executives in Ukraine (69%); in sectors such as government, hotels and restaurants, real estate operations, arts/sports/entertainment, wholesale and retail trade, the ratio of executives is rather gender-balanced. On the other hand, more than 80% of managers in such economic sectors as transport, construction, and agriculture are men.

Gender imbalance manifests itself in the fact that in many countries **women still earn less than men and face biased attitude with regard to their career choices and career advancement.** In particular, the average gender salary gap was 16% in EU countries in 2016, but in some countries this figure was over 25%. In Ukraine, the average monthly wage for women amounted to only 78% of the corresponding “male” indicator in 2017, and this is owing largely to a focus of female employment on lower-level positions and less-paid economic activities. Lower income levels naturally lead to increasing

risks of women's poverty and social insecurity, and their effects are particularly acute in old age, when retirement benefit plans are calculated.

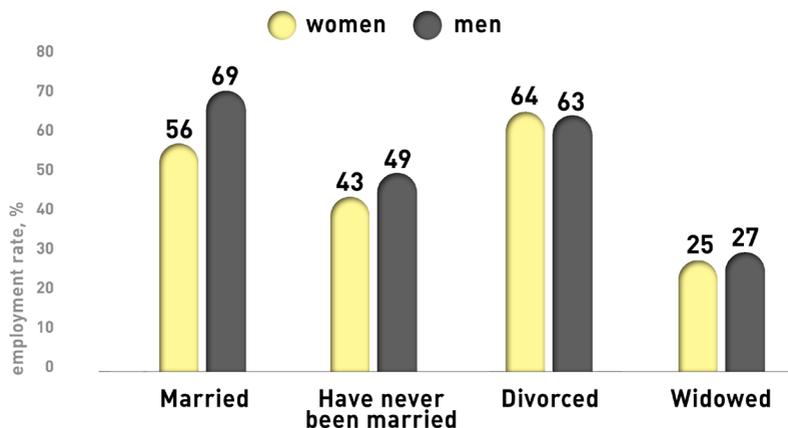
However, numerous studies show that women's empowerment contributes to economic growth and social development, to the formation of more sustainable and inclusive communities. As estimated by the European Institute for Gender Equality (EIGE), **promoting equality between women and men could create 10 million additional jobs by 2050** and lead to the employment growth to almost 80%.<sup>5</sup> Accordingly, the GDP per-capita may increase by almost 10% in this region. It is also expected that the progress on gender equality will have a positive impact on demographic processes in the EU. There is evidence that policies with regard to parental equality result in higher birth rates; in its turn, the increase in labour supply will be accompanied by a mitigation of the population ageing effects. In other words, women's economic empowerment benefits all members of society: women, men and children.

Companies focusing on women's empowerment get better business results. International studies show that **investments in the gender diversity of employees lead to increased productivity and efficiency of organizational and management processes, profitability of companies and satisfaction of consumers**, who are increasingly interested in information about the environmental and social responsibility of manufacturers when choosing their products.<sup>6</sup> Investors are also paying considerable attention to the issues of companies' reputation and sharing the principles of ethical investing, diversity and inclusive development values. Therefore, more and more leading corporations in the world recognize that the role of women is similar to that of men as leaders, entrepreneurs, workers, executives, innovators and consumers. Companies are adapting their own corporate policies, internal programs and social initiatives to create an environment where women and girls are empowered, cooperate with human rights and international organizations to promote women's rights and advocate for gender equality.

Despite various policies and measures to promote gender equality, **women remain the primary caregivers for children and elderly persons**. Surveys show that 73% of Europeans agree that women spend more time than men on housework and caring for family members.<sup>7</sup> These trends are better seen during the periods of life when caregiving responsibilities are most intense: in families with the youngest child under the age of 7, women spend an average of 32 hours per week for paid work and 39 hours per week for unpaid

work, while men spend respectively 41 and 19 hours per week. Ukrainian men devote an average of 15 hours per week to domestic work.<sup>8</sup> At the same time, their wives or partners spend almost twice as much time doing household chores (29 hours per week). It is important that housework can take considerable physical effort and eventually lead to an overload of women employed in the labor market. Therefore, in modern studies, gender specifics of the working time distribution are described using the terms “double workload” or “second shift” for women.

Among other European countries, Ukraine has the highest proportion of respondents who strongly disapprove of when a woman decides to work full time, while having children aged under. <sup>9</sup> Every four persons surveyed in the country had this point of view. On the other hand, about 40% of women and men surveyed fully agreed that a woman should be prepared to cut down on her paid work for the sake of her family. Such particularities of public opinion are fully reflected in national labor market statistics: married women find themselves much less job-oriented than married men; at the same time, there are practically no gender differences in employment rates among divorced or widowed individuals (Fig. 1.2).



**Fig. 1.2. Employment rate of women and men depending on their marital status, Ukraine, 2017.**

*Source: calculated based on the data of the State Statistics Service of Ukraine*

Obviously, the disproportionate involvement of women in housework affects their professional development opportunities, career advancement and financial independence; ultimately, it limits their life choices and reduces their sense of satisfaction with life. With this in mind, the world's leading companies are paying close attention to the **implementation of policies that are friendly to workers with family responsibilities**, which policies are intended to promote a harmonious work-life balance. Such measures may include financial incentives (such as childbirth allowance, coverage for medical expenses for maternity, babysitting services reimbursement), use of working hours (paid parental leave following the birth of a child, leave in case of minors' sickness, work breaks for nursing mothers, flexible working hours), provision of special services for this group of workers (pre-school institutions for their children, children's room at workplace, awareness-raising activities related to issues of responsible parenthood or family planning).

There is a growing awareness that family-friendly policies will attract a wider pool of talents, men and women, and create the preconditions for their interest in a long-term collaboration with the company. For businesses competing for talent, proposals for a better work-life balance may be an important factor in encouraging the workforce. On the other hand, management should be aware that if such policies are targeted exclusively at female employees, this will reduce their competitiveness in the labor market, as they will be perceived as less reliable and "valuable" workers.

An important indicator of gender equality is the proportion of women working part-time. In European countries, this indicator remains quite stable and hovers at around 30% (8% for men). This employment mode allows women to maintain contact with the labor market, especially after the birth of a child or if there is a need to care for disabled family members. But it is to part-time employment that gender differences in earnings are partly attributed, which differences hamper women's economic independence, limit their career opportunities and cause lower levels of social protection (pension and unemployment benefits, etc.).

No less important is the problem of **domestic violence and sexual harassment**, which problem is related to the impact of gender-based stereotypes determining the "proper" roles of women and men. Together with state agencies and human rights organizations, the private sector can play an important role in combating various forms of violence against women. Employ-

ers have not only legal and moral obligations, but also an economic interest in supporting their male and female employees in difficult circumstances, maintaining their health and psychological well-being. Different forms of violence against women, ranging from sexual harassment to domestic violence, can have serious consequences in terms of survivors' ability to work, and therefore, influence their performance, motivation and productivity, business profitability and sustainable company growth.

In particular, 45% to 55% of women in different EU countries report incidents of sexual harassment in the workplace<sup>10</sup>. In the United Kingdom, over 20% of employed women have taken time off due to issues of domestic violence, 2% of them have lost their jobs due to this<sup>11</sup>. Therefore, in many countries, employers are legally responsible for preventing sexual assault in the workplace, and potential lawsuits can have significant financial consequences for companies.<sup>12</sup>

Domestic violence has a negative impact not only on the survivors themselves; their co-workers feel the indirect effects of this problem. Obviously, it worsens the psychological climate in the team, affects the social cohesion, motivation and dedication of the staff, and damages the company's public image.<sup>13</sup> Studies show that the inability to provide real assistance to domestic violence survivors can lead to staff frustration with company values and management processes.<sup>14</sup>

Finally, domestic violence has major social and economic consequences for society as a whole. Relevant losses may be estimated in monetary, labor or intangible terms, have current, long-term or delayed effects, be shared between employers who also lose out due to employees' temporary inability to work, government agencies and civil groups providing services to victims, insurance funds and budgets of various levels, including loss of corporate property, profits, etc. Medical and demographic losses, including bodily injury of varying severity, disability and other health disorders with irreversible consequences also have some economic equivalent. Indirect losses as a result of violence can manifest in delayed post-traumatic disorders, effects on family and interpersonal relationships and so on.

According to the EIGE, the total cost of gender-based violence for EU Member States exceeds 200 billion euros per year<sup>15</sup>. It includes economic losses, provision of services (medical, legal, social, psychological and spe-

cialised support), survivors' personal losses. In the United Kingdom, losses due to violence against women are estimated at around 1.8 billion pounds per year.<sup>16</sup> This amount includes the cost of disability due to injury and poor physical condition, health insurance, losses due to absence from work or being late to work, reduced productivity and concentration of employees. Model estimations show that one half of these costs is borne by employers.

The application of similar approaches to assessing the impact of violence against women in Ukraine has shown that the total economic losses borne by society can be up to 208 million US dollars per year (0.23% of GDP in 2015).<sup>17</sup> Although most of these losses are related to the personal costs of female survivors of violence, the economic output loss due to their disability was estimated at nearly 4 million US dollars per year. Moreover, in the context of highly prevalent informal employment, the estimated losses may be substantially understated, as the calculations were based on official labor market statistics, including employment rates and wages.

Results of the survey<sup>18</sup> confirmed significant material losses sustained by domestic violence survivors. The loss of income was due to both temporary inability to work (including due to employers' refusal to pay for sick leave, inability to work during a certain period of time, difficulty concentrating on work, etc.), and the eventual loss of employment. Some female respondents indicated that they had to look for a new job because of unwanted disclosure and discussion of this sensitive information within the team, or decided to change jobs in order to avoid unpleasant memories. In some cases, they were dismissed from their jobs because they were unable to control themselves and focus on their job responsibilities after having experienced the violence.

These examples clearly show that domestic violence should be perceived as a serious problem not only by the authorities but also by the private sector. Employers must be aware of the extent of the violence as it affects a large part of the population. In particular, the National Police of Ukraine recorded 115,000 complains and reports of domestic violence in 2018 and almost 80% of them were filed by women. Almost 70,000 persons have been put on record for preventive purposes in connection with domestic violence, the vast majority of them are men. During 9 months of 2019, more than 102,000 complains and reports have already been recorded. However, experts point out that these figures reflect only about 15% of all the cases<sup>19</sup>: 22% of women of reproductive age have experienced physical and/or sex-

ual violence, but only 32% of the survivors have decided to seek any help, mostly from relatives, acquaintances or colleagues<sup>20</sup>. Therefore, developing measures to motivate employers to protect the health, safety and well-being of staff must be part of the business and management standards, policies and strategies of socially responsible companies.

It is generally acknowledged that promotion of equal opportunities for women's employment will help to build strong economies, create more stable societies, achieve international sustainable development goals and protect human rights, improve the quality of life of individual families and entire communities, develop entrepreneurship and socially responsible businesses. In 2004, the **Calvert Women's Principles**<sup>21</sup> were developed; this document was the first global corporate code of conduct focused exclusively on empowering, advancing and investing in women worldwide. These Principles were designed to provide companies with a set of standards on gender equality they can use to measure their progress, and provide a tool for investors to use to assess corporate performance on gender equality issues.

This document was the forerunner to the **Women's Empowerment Principles**, introduced by UN Women and the United Nations Global Compact in 2010.<sup>22</sup> These principles are based on the analysis of real business practices from around the world and call for the promotion of gender equality by means of the following:

- maintaining high-level, gender-sensitive corporate leadership,
- equal treatment of women and men in the workplace, respect and protection of human rights and non-discrimination,
- ensuring the health, safety and well-being of all staff, both women and men,
- promotion of women's education, training and development,
- focusing on empowerment of women in the process of business development, implementation of marketing strategies and creation of supply chains,
- promoting equality through advocacy and community-based initiatives,
- assessing progress in gender equality and publicly reporting on outcomes.

In 2011, the UN Human Rights Council unanimously approved the **UN Guiding Principles on Business and Human Rights**<sup>23</sup>, recognized as a glob-

al standard, and all states and corporations are expected to respect them. Although the Guiding Principles are not legally binding, they are based on applicable standards and practices and provide for three equal components:

- 1) duty of the State to protect human rights against violations by third parties, including business entities and corporations,
- 2) duty of business to respect human rights,
- 3) ensuring that staff have access to an effective remedy.<sup>24</sup>

**Bloomberg Gender Equality Index** is calculated to evaluate gender equality in corporate policies of the largest companies<sup>25</sup>. It is based on internal company statistics, evaluates staff policies, the level of gender sensitivity of communication strategies, and the supply of goods and services produced by companies. Inclusion of a company into the Index calculation is seen as the gold standard of corporate policy, enabling it to publicly demonstrate a commitment to gender equality and promotion of women in the workplace. While the first Index calculations were for financial services companies only (2016), it was updated at the request of investors and other stakeholders, and the Index is now analyzing different sectors of the economy. In 2019, the Bloomberg Index was calculated based on the data provided by 230 international companies with head offices located in 36 countries.

In addition to the data that characterize women's representation at various levels, the Index calculations make it possible to assess the status of corporate policies promoting gender equality and support of workers who have family responsibilities. In particular, 60% of companies whose data was collected in 2019 reported that they had regular internal reviews on gender pay gap issues; 91% of companies that have found any wage gaps have made efforts to correct this injustice.<sup>26</sup> These companies paid considerable attention to gender equality issues in the management process: 80% reported that they took into account the principles of impartiality and non-discrimination in the management training process, 60% monitor gender balance during the appointment to decision-making positions, 48% integrate goals related to the inclusive involvement of different groups of male and female employees into annual assessments of companies' operations. About half of these companies had gender-sensitive family policies; moreover, 55% of them provided assistance in case of children adoption, 46% covered child-birth expenses of workers, 43% even reimbursed the cost of medical proce-

dures related to possible gender reassignment of employees. When evaluating communication strategies and external engagement, 68% of companies indicated that they conducted a gender evaluation of their own advertising and marketing products to avoid gender prejudices, 67% checked to see that their products, services and facilities were not used to exploit or abuse women, 55% had partnership programs with businesswomen-oriented suppliers, 51% of financial sector companies offered specialty products to support women's businesses.

An equally important issue for businesses should be awareness of the inadmissibility of **sexism, women's objectification, and "toxic" gender stereotypes in advertising and marketing campaigns**. Many countries impose significant penalties for using discriminatory messages in advertising, as gender stereotypes have a potentially harmful effect on individuals who have certain characteristics: gender or sexual orientation, pregnancy or maternity. According to the Advertising guidance on depicting gender stereotypes approved by the UK Committee of Advertising Practice (CAP),<sup>27</sup> the use of stereotyped messages regarding other characteristics (age, ethnic or religious identity, disability) may strengthen the effect of gender stereotypes and increase the likelihood of harming and/or offending the bearer of such features.

In Ukraine, these functions are performed by the **Industrial Gender Advertising Committee** (IGAC), which examines advertising for discrimination. The IGAC's work is based on the Non-Discriminatory Gender Advertising Standard, COY 21708654-002-2011, which has been supported by professional marketers and advertisers, leading human rights organizations and other stakeholders. The Committee examines complaints about discriminatory advertising filed by citizens and provides expert opinions in response to requests by public authorities. In particular, in 2017, the Expert Council considered 24 complaints of discrimination; 6 of them were found to be discriminatory and removed from the public domain, and 2 complaints were referred to the court. In 2018, as many as 78 complaints were considered and 35 advertisements were withdrawn.

Complaints about discriminatory advertising may also be considered by the State Consumer Service and the Ukrainian Parliament Commissioner for Human Rights; in the case of television and radio advertising, the National Council of Television and Radio Broadcasting of Ukraine (National Council)

examines such complaints. The National Council may also impose sanctions ranging from cancellation of a television channel license to significant fines (5% of the total license fee).

The Draft Law of Ukraine of 05.07.2018 No. 8558 “On Amendments to the Law of Ukraine “On Advertising” with respect to combating discrimination”<sup>28</sup> submitted to the Parliament of Ukraine proposes the definition of gender-based discriminatory advertising as “degrading the dignity of persons on the gender basis; broadcasting stereotypical perceptions of the intellectual, physical, social or other preferences of one gender over another; replicating stereotypical roles that limit human freedom of choice; using the person solely as a sexual object for the purpose of attracting consumer attention, or based on ambiguous expressions with allusions to sexual relations; or demonstrating the physical violence of one gender against another.” The Draft Law also proposes to impose fines on advertisers who place, order or manufacture advertisements with sexist content, which fines should be five times the cost of the advertisement. Repeated violations during the year should result in a fine of thirty times the cost of advertising. If the advertiser provides false information about the cost of discriminatory advertising, a penalty of 500 non-taxable minimum incomes is proposed. If the cost of non-compliant advertising cannot be established, then the penalty will be 600 non-taxable minimum incomes of citizens.

Thus, issues of gender equality and standards of non-discrimination on gender basis should attract the attention of Ukrainian companies because compliance with relevant development norms and priorities can deliver tangible economic results. Gender benchmarks for socially responsible companies are defined by a number of different international and national commitments assumed by Ukraine as a state. These issues are discussed in more detail in the next Section.

## International and national commitments on gender equality as guidelines for responsible business

The main regulatory legal act, the **Constitution of Ukraine**, Article 24. guarantees equal rights for women and men: “citizens have equal constitutional rights and freedoms and are equal before the law... Equality of the rights of women and men is ensured: by providing women with opportunities equal to those of men, in public and political, and cultural activity, in obtaining education and in professional training, in work and its remuneration; by special measures for the protection of work and health of women; by establishing pension privileges, by creating conditions that allow women to combine work and motherhood; by legal protection, material and moral support of motherhood and childhood, including the provision of paid leaves and other privileges to pregnant women and mothers”<sup>29</sup>.

Gender equality guidelines are embodied in the **Law of Ukraine “On Ensuring Equal Rights and Opportunities for Women and Men”** (2005). According to provisions of the Law, the equality between women and men consists in the absence of gender-based restrictions or privileges, and the main purpose is “to achieve equal position of women and men in all spheres of public life by legislative ensuring equal rights and opportunities for women and men, by combating gender discrimination and to use special temporary measures aimed at eliminating the imbalance between the opportunities for men and women to exercise equal rights granted to them by the Constitution and the laws of Ukraine”.<sup>30</sup>

In addition, Ukraine has committed itself to ensuring the equal rights and opportunities of women and men by acceding to fundamental international human rights treaties:

- Universal Declaration of Human Rights (1948),
- Convention for the Protection of Human Rights and Fundamental Freedoms (1950),
- International Convention on the Elimination of All Forms of Racial Discrimination (1965),
- International Covenant on Civil and Political Rights (1966),
- Covenant on Economic, Social and Cultural Rights (1966),

- Convention on the Elimination of All Forms of Discrimination against Women (1979),
- Beijing Declaration and Platform for Action (1995),
- European Social Charter (revised) (1996),
- Council of Europe Convention on Action against Trafficking in Human Beings (2005),
- Convention on the Rights of Persons with Disabilities (2006).

The **Convention on the Elimination of all Forms of Discrimination Against Women** (CEDAW)<sup>31</sup>, which is signed and ratified by Ukraine in 1980, remains the main international document on equal rights and opportunities for women and men. CEDAW reveals the essence of discrimination against women in all spheres of life, including “political, economic, social, cultural, civil or any other field” (art. 1). The Convention contains a number of articles regarding the discrimination elimination in the context of political and public life (art. 7), representation and participation (art. 8), nationality (art. 9), education (art. 10), employment (art. 11), health (art. 12), economic and social life (art. 13), status of rural women (art. 14), equality before the law (art. 15), marriage and family relations (art. 16), prevention of traffic in women and their exploitation (art. 6).

The art. 5 of CEDAW calls for “a proper understanding of maternity as a social function”, emphasizing the need for men and women to share child-raising responsibilities equally. Accordingly, maternity and childcare provisions are recognized as inalienable rights and implemented in all areas of the Convention: employment, family law, health or education. Special measures aimed at maternity protection are “not considered discrimination” (art. 4). Moreover, art. 11 of CEDAW stipulates that States Parties should prevent any inequality between women and men in the field of employment that may arise as a result of family responsibilities and the birth of a child. In this regard, CEDAW calls to:

- prohibit, subject to the imposition of sanctions, dismissal on the grounds of pregnancy or of maternity leave and discrimination in dismissals on the basis of marital status;
- introduce maternity leave with pay or with comparable social benefits without loss of former employment, seniority or social allowances;
- encourage the provision of the necessary supporting social services to enable parents to combine family obligations with work responsibilities and participation in public life;

- provide special protection to women during pregnancy in types of work proved to be harmful to them
- The provision of gender equality in the workplace and promotion of the employment of workers with family responsibilities are also included in the standards of the International Labour Organization (ILO):
- Convention concerning Equal Remuneration for Men and Women Workers for Work of Equal Value, No. 100 (1951),
  - Maternity Protection Convention (Revised). No. 103 (1952),
  - Convention concerning Equal Opportunities and Equal Treatment for Men and Women Workers: Workers with Family Responsibilities, No. 156 (1981).

In particular, according to art. 3 of the **ILO Maternity Protection Convention No. 103**<sup>32</sup> the minimum duration of maternity leave should be 12 weeks, including 6 weeks before and 6 weeks after the delivery. At the same time, the duration of this leave in different countries differs and depends on the specific features of their socio-economic development. While, on average, in the Organization for Economic Co-operation and Development (OECD) countries the duration of such leave is approximately 19 weeks, within this group it varies from 52 weeks in the United Kingdom to 6 weeks in Australia and Portugal. The USA remains the only OECD country that does not provide the maternity leave at all (Figure 2.1).

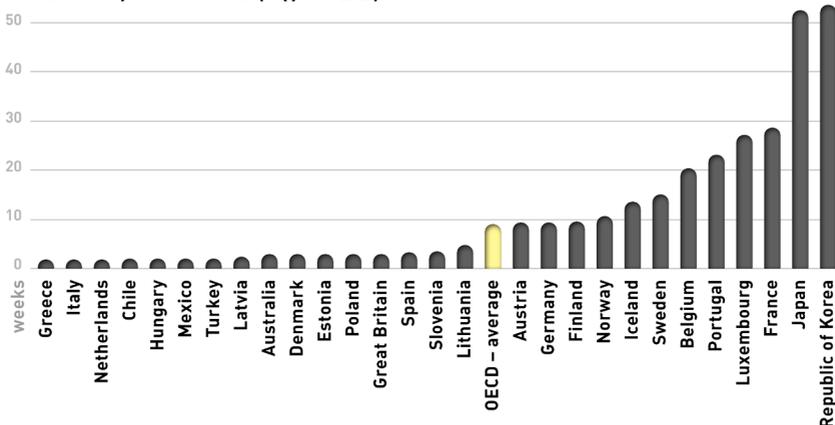


Fig. 2.1. Duration of maternity leave in some OECD countries, 2016.

Source: OECD statistics database:  
<https://stats.oecd.org/index.aspx?queryid=54760>.

Ukrainian legislation fully complies with the requirements of this part of ILO Convention No. 103: women are granted maternity leave of 126 calendar days (70 days before and 56 days after the delivery); in the event of birth of two or more children, or any complications during the childbirth, the leave is increased to 140 days (70 days before and 70 days after the childbirth). Upon termination of maternity leave, the childcare leave is granted until the child reaches 3 years of age (or 6 years of age in some cases). Importantly, this leave can also be used in full or in part by the child's father, grandmother, grandfather or other relatives who are actually caring for the child. At the request of the persons entitled to such leave, they may also work part-time or from home during this period. Male and female workers may, at their discretion, interrupt and renew their childcare leave or work part-time while on such leave.

It should be noted that in many countries there is also the possibility of paternity leave. As of 2016, the average duration of such leave in the OECD countries was 8.2 weeks, but, for example, in France, Portugal, Luxembourg, the child's father could take more than 20 weeks of child-care leave, and in Japan and South Korea he can remain on leave for almost a year (Fig. 2.2). In an effort to promote gender equality, the European Commission decided in 2018 to grant child's father a compulsory 10-day paid leave to care for his child; in accordance with the proposals of the **Directive aimed at improving the work/life balance for parents and carers**<sup>33</sup>, all EU Member States must comply with this requirement. Attempts to introduce a compulsory paternity leave have also taken place in Ukraine; Among the initiatives, there is draft Law No. 10099 of 27.02.2019 "On Amendments to Article 17 of the Law of Ukraine "On Leave" (on paid parental leave after childbirth)"<sup>34</sup>, which provides for a father's right to a 10-day paid leave after the childbirth.

**ILO Convention concerning Equal Opportunities and Equal Treatment for Men and Women Workers: Workers with Family Responsibilities, No. 156**<sup>35</sup> emphasizes that it is much more difficult for male and female workers, with family responsibilities to overcome the problems faced by all employees, and stresses the need for special measures. Protective measures should apply to men and women with obligations to dependent children and other immediate family members who really need care or assistance if such duties limit the ability to train, engage in economic activity or promote male or female workers.

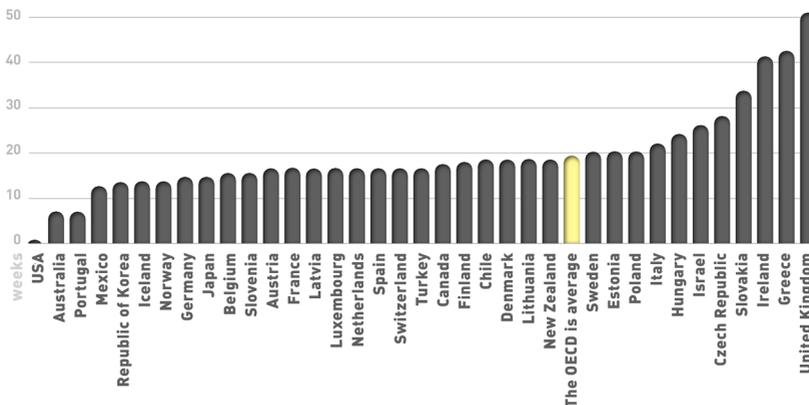


Fig. 2.2. Duration of paternity leave, 2016.

Source: OECD statistics database:  
<https://stats.oecd.org/index.aspx?queryid=54760>.

Despite the extensive system of social protection measures, Ukraine still lacks sufficient additional guarantees for working mothers and fathers to create the conditions for an effective combination of family and work responsibilities. The current legal regulation of parental leave is discriminatory (because, for example, in some cases the child’s father may get such leave only if he is raising a child or children without a mother).<sup>36</sup> Therefore, Draft Law No. 9045 of 05.09.2018 “On Amendments to Certain Legislative Acts of Ukraine on the Provision of Additional Guarantees Related to the Combination of Family and Work Responsibilities”<sup>37</sup> proposes, in particular, to establish the right of the father to part-time and shorter working hours at his request.

Ukraine’s international commitments in the field of gender equality are also linked to the country’s accession to the **Beijing Declaration and Platform for Action** (1995).<sup>38</sup> In particular, the Platform for Action identifies 12 major critical areas of concern that require strategic action to ensure gender equality in countries around the world:

- 1) the persistent and increasing burden of poverty on women,

- 2) inequalities and inadequacies in and unequal access to education and training,
- 3) Inequalities and inadequacies in and unequal access to health care and related services,
- 4) violence against women,
- 5) the effects of armed or other kinds of conflict on women,
- 6) inequality in economic structures and policies, in all forms of productive activities and in access to resources,
- 7) inequality between men and women in the sharing of power and decision-making at all levels,
- 8) insufficient mechanisms to promote the advancement of women,
- 9) inadequate protection of the human rights of women,
- 10) stereotyping of women in all communication systems, especially in the media,
- 11) gender inequalities in the management of natural resources and in the safeguarding of the environment,
- 12) the rights of the girl child.

Recommendations have been set up for governments to meet the strategic objectives of the Beijing Platform for Action. Recommendations related to the Strategic Objective F.6. ***“Promote harmonization of work and family responsibilities for women and men”*** indicate the following:

- promoting career development based on work conditions that harmonize work and family responsibilities,
- ensuring that full and part-time work can be freely chosen by women and men on an equal basis, ensuring, incentives and/or encouragement, opportunities for women and men to take job-protected parental leave and to have parental benefits, their work place being retained,
- promoting the equal sharing of responsibilities for the family by men and women, particularly in relation to children and elder care, etc.

The recommendations also emphasize the role of the private sector, trade unions and non-governmental organizations in balancing the situation of workers with family responsibilities and call for the following measures:

- to adopt appropriate measures involving relevant governmental bodies and employers' and employees' associations so that women and men are able to take temporary leave from employment, have allowances and benefits and make arrangements to modify work hours without sacrificing their prospects for development and advancement at work and in their careers,
- to design and provide educational programs through innovative media campaigns and school and community education programs to raise awareness on gender equality and non-stereotyped gender roles of women and men within the family; to provide support services and facilities, such as on-site child care at workplaces and flexible working arrangements,
- to enact and enforce laws against sexual and other forms of harassment in all workplaces.

The issue of combating violence and harassment in the workplace is addressed by new international documents adopted at the 108th session of the International Labour Conference (ILC) in 2019, namely **ILO Convention No. 190 on the Elimination of Violence and Harassment in the World of Work**<sup>39</sup> and the relevant Recommendation and Resolution. New ILO Convention No. 190 sets minimum international standards for ensuring zero tolerance for violence and harassment in the workplace. "violence and harassment" in the workplace as "a range of unacceptable behaviors and practices, or threats thereof, whether a single occurrence or repeated, that aim at, result in, or are likely to result in physical, psychological, sexual or economic harm, including gender-based violence and harassment".

Importantly, the provisions of Convention No. 190 apply not only to jobs but also to cases of violence and harassment occurring in the course of, linked with or arising out of work: in the workplace, including public and private spaces where they are a place of work; in places where the worker is paid, takes a rest break or a meal, or uses sanitary, washing and changing facilities; during work-related trips, travel, training, events or social activities; through work-related communications, including those enabled by information and communication technologies; in employer-provided accommodation; when commuting to and from work.

Given the urgency of the problem, the Ministry of Social Policy of Ukraine has initiated the development of methodological recommendations for collective agreements, which contain a section on the issue of combating sexual harassment in the workplace.

At the same time, a number of international documents have provisions intending to promote equality of rights and opportunities for women and men, remain unratified by Ukraine. In particular: International Convention on the Protection of the Rights of All Migrant Workers and Members of Their Families, ILO Convention No. 175 on Part-Time Work, Home Work Convention No. 177, ILO Convention No. 189 on the decent work of home workers (freelancers), Council of Europe Convention on preventing and combating violence against women and domestic violence (Istanbul Convention).

Domestic violence issues are closely linked to gender issues since the **Istanbul Convention**<sup>40</sup> emphasizes that violence against women is a manifestation of historically unequal power relations between women and men and one of the crucial social mechanisms by which women are forced into a subordinate position compared with men. Recognizing the important role of the private sector in this area, art. 17 of the Convention encourages it to assist the State in formulating, developing and implementing appropriate policies, in particular, to prevent violence and support survivors. Ukraine signed the Istanbul Convention back in 2011.

New **Law of Ukraine “On prevention and combat against domestic violence”**<sup>41</sup> adopted in December 2017 was developed taking into account the provisions of the Istanbul Convention and international standards, primarily aimed at protecting survivors. In particular, the law applies not only to immediate family members (family), but also to ex-spouses, newlyweds and other relatives linked by a common life. The list of administrative and legal responsibilities for committing acts of domestic violence was extended; in addition, special response measures are implemented: urgent restraining order (issued by the police), restrictive injunction and restrictive measures are imposed on offenders by a court decision. Lastly, the scope of all actors involved in preventing and combating domestic violence was expanded, and the procedure for their interaction was defined in order to provide immediate assistance to survivors and prevent new incidents of violence. Around the same time, in December 2017, amendments were also made to the Criminal Code of Ukraine, establishing criminal responsibility for domestic violence (namely, art. 126<sup>1</sup>).

The equality between women and men is one of the core values of the European Union (EU). Accordingly, **The Ukraine-EU Association Agreement (2014)**<sup>42</sup> also obligates Ukraine to guarantee equal opportunities for women and men in the spheres of employment, education and training, economy,

in society and in decision-making (art. 420). Gender equality provisions are also covered by several directives, namely:

- Directive 2004/113/EC implementing the principle of equal treatment between men and women in the access to and supply of goods and services,
- Directive 92/85/EEC on improvements in the safety and health at work of pregnant workers and workers who have recently given birth or are breastfeeding,
- Directive 79/7/EEC on the progressive implementation of the principle of equal treatment for men and women in matters of social security,
- Directive 2010/18/EC implementing the revised Framework Agreement on parental leave concluded by BUSINESSEUROPE, UEAPME, CEEP and ETUC and repealing Directive 96/34/EC focused on a gender-balanced combination of work and family responsibilities.

The EU Action Plan adopted with the aim to close the gender pay gap reaffirms its willingness to combat the “glass ceiling” phenomenon, including the introduction of a gender quota, according to which the underrepresented gender should comprise at least 40% of executive directors. Efforts to ensure a transparent selection of board members are encouraged, and in the context of public administration, government strategies to improve gender balance in decision-making are approved.

Moreover, **Directive 2014/95/EC on the disclosure of non-financial and diversity information by certain large undertakings and groups** obligates some large companies (with more than 500 persons employed) to publish sustainable development data, including environmental, social, human rights and corruption aspects. The Directive also requires the provision of information on the policy to support the diversity of the company’s administrative, management and supervisory bodies, taking into account the age, gender, education and professional qualifications of staff and the results of its implementation during the reporting period. Guidelines on companies’ reporting on these issues were adopted in 2017.<sup>43</sup>

The Committee of Ministers of the Council of Europe has recently adopted the **Recommendation CM/Rec(2019)1 on preventing and combating sexism**<sup>44</sup>, which for the first time provides an international definition of sexism and also recognizes that sexism and sexist behavior occur across the spectrum of human activity, including cyberspace (the Internet and social me-

dia). The recommendations are aimed at preventing sexism at three levels, including individual (individuals' behaviour), institutional (for example, family, work or education environment), and structural (through societal gender inequalities, social norms). The Government of Ukraine also announced its intention to start working on the implementation of appropriate provisions and preparation of the relevant action plan.

Ukraine committed to promote gender equality by joining the global **Sustainable Development Goals by 2030 (SDG)**<sup>45</sup> approved in September 2015 during the UN Sustainable Development Summit. The Summit outcome document "Transforming Our World: A 2030 Agenda for Sustainable Development"<sup>46</sup> has formulated 17 goals and 169 targets having defined the central role of human rights in development with the slogan "leaving no one behind" and confirmed existing international human rights treaties. The SDGs are based on a dual approach to gender equality and women's empowerment: they exist as a separate Goal No. 5 and cross-cutting theme with related targets within other goals.

The global CDGs by 2030 have been adapted to Ukrainian realities and development strategies, and the results of such targets localization are presented in the National report "Sustainable Development Goals: Ukraine"<sup>47</sup> having identified 17 goals, as well as the respective targets and indicators of their achievement.

In order to monitor the achievement of **Goal 5. Gender equality**, six targets were identified and 12 indicators were proposed. These targets are as follows: elimination of all forms of discrimination against women, reduction of gender-based and domestic violence, promotion of the shared responsibility of men and women for housekeeping, provision of equal representation and economic opportunities for women, improvement of access to family planning services (Table 1). A particular attention is paid to the employment of women with young children, since it was proved that employers' biased treatment of working women is often linked to the possibility of maternity leave, long interruption of employment due to maternity and expectation of missing at work when the child is ill. Indeed, the employment rate of women with children aged 3–5 years is significantly lower than among all women aged 25–44 (59% and 71%, respectively). Therefore, creation of favorable conditions for combining professional and family responsibilities requires the advocacy work with employers, improvement of employment opportunities and flexible working hours.

**Table 1. Targets and indicators for monitoring the achievement of CDG 5 “Gender Equality”**

<b>Target</b>	<b>Indicators</b>
<b>Target 1. Create an environment for ending all forms of discrimination against women and girls</b>	5.1.1. Number of normative acts which were revised or adopted to provide men and women with equal rights and opportunities and to prevent discrimination against women and girls
<b>Target 2. Reduce the level of gender-based and domestic violence, and ensure efficient prevention of its manifestations and timely assistance to survivors</b>	5.2.1. Share of women aged 15–49 who have experienced at least one form of physical or sexual violence, %
	5.2.2. Number of complaints regarding domestic violence, thousands
<b>Target 3. Encourage shared responsibility for housekeeping and child-rearing</b>	5.3.1. Ratio of duration of unpaid domestic work (housekeeping, care for children and other family members etc.) between men and women, %
<b>Target 4. Ensure equal opportunities for representation at all levels of decision-making in political and public life</b>	5.4.1. Share of women among the Members of Parliament of Ukraine, %
	5.4.2. Share of women among the members of oblast councils and local councils of oblast significance, %
	5.4.3. Share of women in senior positions of public service (Category A positions), %

<b>Target 5. Increase the population's access to family planning services and reduce teenage fertility</b>	5.5.1. Level of current use of modern contraception by married and unmarried sexually active women aged 15–49, %
	5.5.2. Fertility rate among women aged under 20, per 1,000 women aged 15–19
<b>Target 6. Expand economic opportunities for women</b>	5.6.1. Ratio of average wages for men and women, %
	5.6.2. Average weighted entrepreneurship index for women (SME policy index), points
	5.6.3. Employment rate of women aged 25–44 with children aged 3–5, %

A number of programmatic documents also proclaim the target consisting in promoting equality between women and men in employment, preventing gender-based discrimination and violence and combating gender stereotypes:

- Action Plan for the Implementation of National Human Rights Strategy by 2020, approved by the Cabinet of Ministers of Ukraine (CMU), Order No. 1393-p of 23.11.15<sup>48</sup>;
- State Social Program on Equal Rights and Opportunities for Women for the period up to 2021, approved by the CMU, Resolution No. 273 of 11.04.18<sup>49</sup>;
- National Action Plan for the Implementation Recommendations of the UN Committee on the Elimination of Discrimination against Women in the 8th periodic report on the implementation of CEDAW for the period up to 2021 approved by the CMU, Order No. 634-p of 05.09.18<sup>50</sup>;

- National Action Plan for the Implementation of UNSCR 1325 on Women, Peace, Security for the period up to 2020, approved by the CMU, Order No. 113-p of 24.02.16<sup>51</sup>;
- The Concept of the State Social Program on the Prevention and Combating against Domestic and Gender-Based Violence for the period up to 2023, approved by the CMU, Order No. 728-p of 10.10.2018<sup>52</sup>;
- a draft Strategy on the Implementation of Gender Equality in Education “Education: A Gender Dimension – 2021”.

In 2017, the position of **Government Commissioner for Gender Policy** was introduced to contribute to the implementation of public policies aimed at ensuring equal rights and opportunities for women and men in all areas<sup>53</sup>, monitoring of gender principle implementation during the adopting of normative acts by the Government; cooperation and engagement with civil society on these issues.

Thus, Ukrainian legislation remains gender-neutral in general, since it meets major international commitments for the protection of equal rights and opportunities and does not contain direct discriminatory provisions against women or men. Employed women are offered a wide range of social guarantees focused on maternity protection that are designed to improve their working conditions. However, in practice, these guarantees can become barriers for women’s employment. Employers may give preference to male workers so that businessmen do not face the additional inconvenience and obligations regarding working mothers, although women may not need or intend to use their rights.

The lack of attention paid to combining the professional activity and father’s responsibilities remains a problematic issue. At present, the question of taking into account the interests of child’s father when organizing his hours in the workplace is not discussed; this prevents addressing the dominant stereotype: the perception of the husband as a breadwinner. The idea of a “man’s” childcare leave remains unacceptable for most employers and employees themselves. However, according to other countries’ experience, men’s involvement in raising children and balancing the distribution of family responsibilities is the most promising way to promote gender equality in the society, raising the birth rate and employment of women, thus creating preconditions for economic growth.

## Gender equality in the corporate policies of domestic companies: a “tough call” or a priority for management?

A special sociological survey was conducted to collect data on the particularities of gender equality perception in the business environment and the impact of family responsibilities on the professional lives of women and men. Its tools, including quantitative and qualitative analysis, were based on the approaches of global network DV@Worknet, which promotes partnership to assess the impact of domestic violence on the employment opportunities of survivors, its effects in terms of their performance and the ability of internal policies to support such individuals.<sup>54</sup> This study focused on the impact of domestic violence on the professional lives of male and female employees, as the previous estimates made by the United Nations Population Fund in Ukraine convincingly demonstrated that the effects of this problem go far beyond the private lives of households and cause significant economic losses for employers too.<sup>55</sup>

During the development of the questionnaire, a session was held with HR department specialists of leading Ukrainian companies and business circles' opinion leaders, who spoke about pressing gender issues and needs of staff, as well as assessed the possibilities of companies' influence on ensuring gender equality in the business environment. There were also several in-depth interviews with business representatives to discuss the issues in more detail.

The results of the discussions showed that HR experts do not consider gender equality a priority. At the beginning of the discussions, representatives of the business community denied any manifestations of gender-based inequalities and emphasized that the attitude towards employees was based solely on the objective criteria for evaluating their performance: *“Honestly, I don't see any problems here at all,” “Everything is fine with the gender issue, everyone is treated equally,” “Our employees are evaluated not by gender, but by specific results of work”.*

However, in the course of further discussion, HR professionals gradually recognized the existence of **various challenges and problems that women and men may face in their professional lives**, as well as different attitudes towards women's and men's career advancement. At the same time, the assumption that businesses should respond to these challenges and promote

equal opportunities for all employees, regardless of their gender, has not received widespread support. Business relationships are generally perceived as a competitive environment and all processes in it must be profit-oriented. As some of the participants rightly pointed out, the problem of under-involvement in the professional environment also applies to other population groups (people with disabilities, people of pre-retirement age).

The participants in the session and the respondents who were interviewed during the in-depth interviews, acknowledged that **the top management of domestic companies is mostly represented by men, even if among all employees women are prevalent**: *“This is very noticeable during our industry conferences where top management meets: there are obviously more men in the hall, although in general there are more women working in our field.”* Some people stressed that such corporate structures are largely predetermined by the situation in public administration: *“Look at our “government offices”- how many women are there? It is the state that sets the models for the distribution of power in the business environment too, in our companies and corporations.”*

Participants in the discussion acknowledged that gender imbalance in employment is influenced by **the lack of transparency of internal policies at the company level, which determine the conditions for male and female employees’ promotion and remuneration**, “backroom dealings,” corporate practices and specific “cultural codes”. Although respondents overwhelmingly denied the presence of such facts in their own companies, they unanimously acknowledged the existence of gender-based occupational segregation in the domestic labor market, increased vulnerability of women to discrimination in employment due to the reproductive age or presence of young children. Gender stereotypes related to different perceptions of social role and destination of women and men in society were recognized as the root causes of different career opportunities: *“If a man has the opportunity to build a career without taking a paternity leave, then the woman provides him with a reliable support at home. And those few years which she devotes to one, two or three children make it impossible for her to build a career and become a top manager.”*

Male and female company executives agree that **having family responsibilities affects the performance of staff**, making them perceived as less efficient employees: *“If a child is very sick, running a fever, can a woman employee think of the job, even if she came to the office? Generally, in this case it is better to stay at home and not to “break” the working rhythm,” “If*

*she knows she needs to pick up her child from kindergarten or school, say at four o'clock in the afternoon, can she work efficiently after lunch?"* Unfortunately, ideas concerning the adoption of special measures to create a favorable environment for combining family and professional responsibilities are still lacking sustained support from management and HR professionals: *"You know, I think employees have to set their own priorities. It's everyone's own choice - how much time to devote to the family and to the career," "If a person is incapable of organizing his or her own life, adjust all the processes in it, then why should the company suffer, why should it suffer losses, why should other people do their colleagues job?"*

It is notable that **family responsibilities of employees are mainly associated with women**. As a result, young women and women with young children, who may often be sick and in need of constant care, are openly perceived as an unwanted (unreliable) group of workers. Some of the surveyed employees of HR departments, both men and women, acknowledged that there are widespread cases in the labor market when company executives give clear instructions not to employ these categories owing to potential maternity leaves or absence from work due to a child's illness. HR professionals are well aware of the requirements of anti-discrimination law, but **in practice, there are cases where a certain gender or age are indicated in job postings**. During job interviews, women are more likely than men to hear tactless questions about their marital status, having children or planning a pregnancy, and so on. Ultimately, a final employment decision is made by management, and it is practically impossible to prove a biased attitude towards the male or female candidate because of his or her gender.

On the other hand, the possibility for **men to use childcare leave or leave due to a child's sickness is not well perceived either by company executives or by HR professionals**. If on the personal, human level, such men are seen by others with sympathy and even with admiration, they are likely to encounter misunderstanding and often disapproval from their colleagues. When describing men taking parental leave, participants in discussion used characteristics such as "unreliable," "irresponsible," "weak," as well as rather stereotypical statements and assessments related to the traditional view of gender roles: *"Does his wife really earn more?," "They don't have grandmothers to sit with their baby when needed, do they?"* It is still not typical of our society to understand that men are able to care for infants, and communication with young children can have a high emotional value for them.

Participants in discussion agreed that the staff who face any family problems (related to children, spouses, other family members) initially evoke the empathy of colleagues, who try to give them “neighbourly” help. However, over time, the irritation begins to accumulate as they “require attention,” distract others with conversations about their own problems, and resolve personal matters during working hours. The following opinion was quite common among the respondents: *“If a person has some private problems, it is better for him or her not to come to work for a while and let others do their job.”* It is even more difficult for survivors of domestic violence if such cases become known in the workplace. Shock, **empathy, indignation after a while turns into disapproval of survivors, accusations of provocative behavior and unwillingness to solve a “problem” and change their own lives.** If manifestations of domestic conflict become obvious in the workplace (such as intrusive calls, harassment by offenders), then this situation attracts the attention of management. Unfortunately, in discussing this issue, the prevailing attitude of management was confirmed: if a co-worker has serious family problems, it is easier and more efficient to find a new person.

Finally, **gender stereotypes in the frame of office workers’ communication culture** were discussed. Gender-oriented jokes, ambiguous talk and inappropriate assessments of women’s appearance remain common: *“When I attend meetings, they look at how I’m dressed and how I look, and then they listen to what I’m talking about.”* Male and female representatives of business admitted that in the corporate culture there is an informal division into “girls,” who occasionally have to make coffee, and “boys,” who are asked to “move a table” or fix office equipment if necessary. Respondents paid particular attention to the persistence of gender-oriented celebrations, collective “female” and “male” holiday greetings in the workplace (for example, on 8<sup>th</sup> of March).

According to respondents, **in communication strategies, companies also often use gender-sensitive messages** when using corporate images to portray men who represent professionalism, serious and responsible attitude, influence, while women’s image is used to draw attention to a particular product and is often stereotyped.

The results of the session and in-depth interviews with business representatives made it possible to outline the most important problems in the field and to better develop a questionnaire for conducting a survey of office workers.

## **Do employees need gender-sensitive corporate policies?**

### **4.1. Gender-based bias towards employees**

Quantitative information on the needs for gender-sensitive policies was collected through targeted online surveys of companies' staff operating in Ukraine. To this end, international tools (questionnaires) were adapted to the Ukrainian context, but a key list of comparable indicators was retained. Given the sensitivity of the topic, particular attention was paid to ethical considerations: in a letter of invitation for an interview, respondents were informed about the survey goals and objectives and explained the future use of data. The possibility to complete the questionnaires online guaranteed the anonymity of the information provided and openness of the opinions expressed. The study complied with all international standards for the conduct of sociological surveys and with personal data confidentiality requirements.

According to the results, one thousand people joined the survey, almost two-thirds of whom were women (64%). The majority of the respondents represented the most active population of working age (25-44 years old) and were married. Given the targeted nature of the survey, which was aimed exclusively at office workers, almost two-thirds of the respondents (62%) belonged to the category of "professionals/specialists," a fifth part belonged to the category "managers", 10% were "administrative" employees. Only a few percent of the persons surveyed were senior managers and technical staff. Representatives of private domestic companies (48%) took a more active part in the survey, and representatives of international companies and state-owned enterprises were less active. Detailed characteristics of respondents are presented in Fig. 4.1.

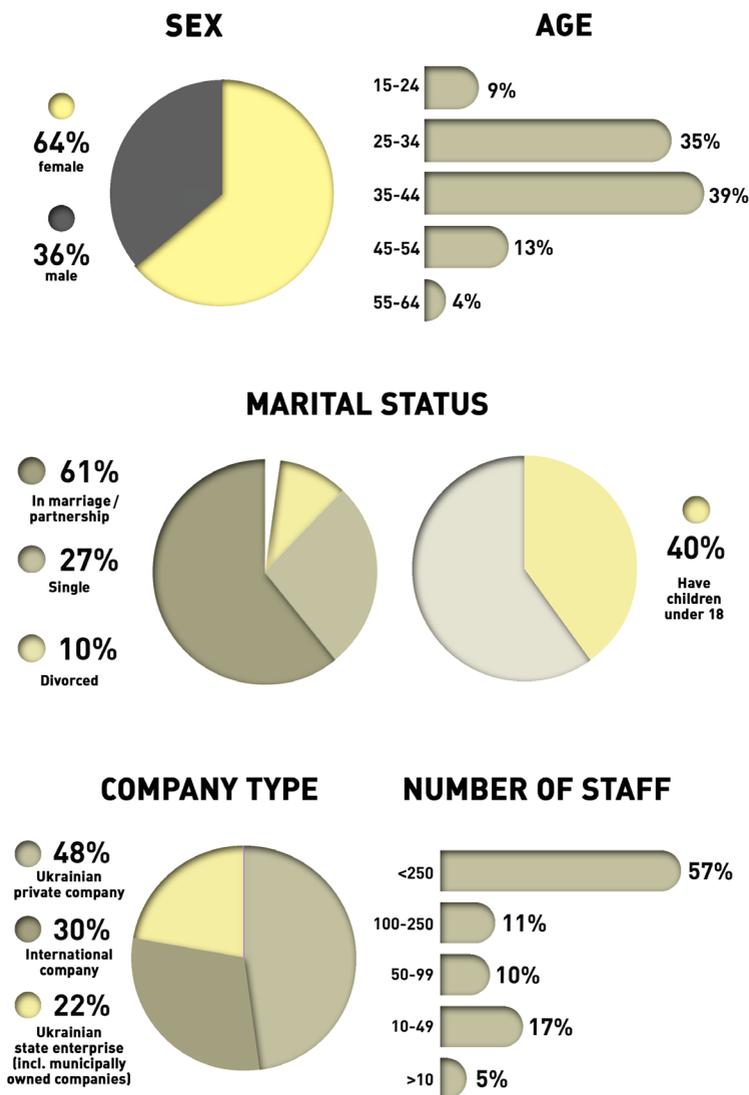
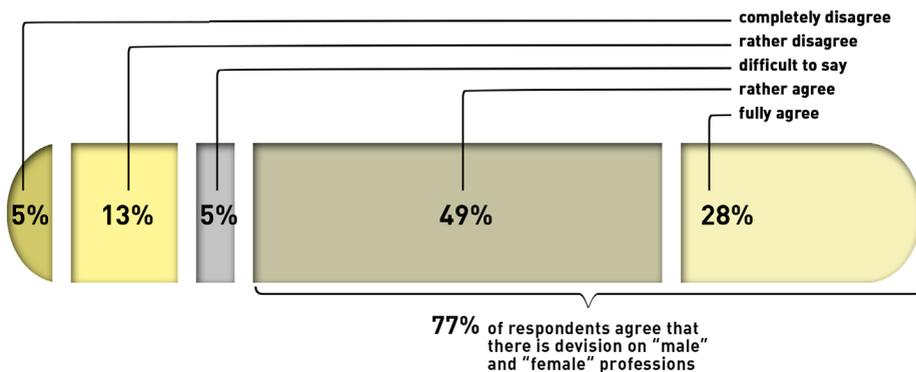


Fig. 4.1. Profile of respondents who were interviewed in domestic companies within the framework of the survey (N=1 000).

Some methodological limitations should be taken into account when analyzing the results of the survey. First, the recruitment of respondents was based on a so-called “convenience” sampling consisting of only those office employees who agreed to answer the questions and were not randomly selected. Another limitation of data collection is related to the method of administering the survey process. As the respondents completed the questionnaires independently, the possibility of their discussions with colleagues cannot be ruled out, which could have affected the peculiarities of their personal opinions. Finally, the possibility to fill in the questionnaire freely resulted in the low level of their activity, which affected the collection of information in the form of open-ended questions.

In general, the survey showed that the phenomenon of gender-segregated occupation remains widespread in the domestic labor market. The overwhelming majority of office workers and employees agreed with the statement about the existence of “female” and “male” professions (Fig. 4.2). There is no significant gender-based difference regarding this stereotypical assertion, meaning that both women and men recognized the existence of gender division of labor.



**Fig. 4.2. Attitude of the interviewed office employees towards the existence of “female” and “male” professions in the domestic labor market, %.**

It can be assumed that the phenomenon of occupational segregation is less pronounced in the white-collar environment. Most of the respondents indicated that their companies did not show significant difference in the attitude of management towards women and men regarding the provision of corporate social package, sick leave, referral for professional development programs, setting of wages and payroll (Fig. 4.3). At the same time, a significant proportion (13% to 19%) recognized that, in matters of career advancement, distribution of responsibility for projects important to the company, business trips or the need to work overtime, men were more often preferred. However, women are much more likely to receive company's support in respect of childcare leave for children under 3 years of age and sick child care leave (43% and 35% respectively).

## WOMEN

### PERSONALLY FACED A SITUATION WHEN

- 13%** — Their professional skills, knowledge, expertise were doubted because of gender
- 13%** — Were given a lower salary than other staff on similar positions
- 10%** — Faced offensive comments, unacceptable sexually-flavored jokes
- 10%** — Had their candidature rejected during the job application because of their gender
- 10%** — Were not taken seriously in distributing work tasks
- 9%** — Were denied/not considered for promotion
- 4%** — Were affected by unacceptable sexually-charged actions (touching, slapping etc)

**62%** — Never experienced a biased attitude

### The management treats men and women equally, when:

- 73%** — ask to work overtime
- 73%** — assign/accrue salary
- 71%** — dispatch to business trips
- 65%** — consider them for promotion
- 62%** — are granted a leave in connection with the illness of an adult family member

### The management gives preference to men, when:

- 21%** — consider them for promotion
- 18%** — dispatch to business trips
- 12%** — ask to work overtime
- 11%** — assign/accrue salary



## MEN

### PERSONALLY FACED A SITUATION WHEN

- 5% — Their professional skills, knowledge, expertise were doubted because of gender
- 5% — Were given a lower salary than other staff on similar positions
- 3% — Faced offensive comments, unacceptable sexually-flavored jokes
- 3% — Had their candidature rejected during the job application because of their gender
- 2% — Were not taken seriously in distributing work tasks
- 4% — Were denied/not considered for promotion

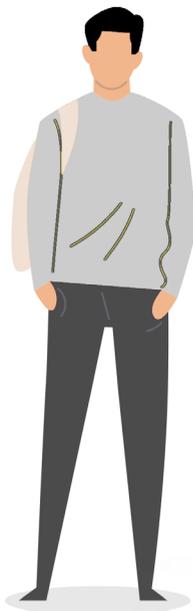
**85%** — Never experienced a biased attitude

### The management treats men and women equally, when:

- 63% — ask to work overtime
- 86% — assign/accrue salary
- 65% — dispatch to business trips
- 71% — consider them for promotion
- 69% — are granted a leave in connection with the illness of an adult family member

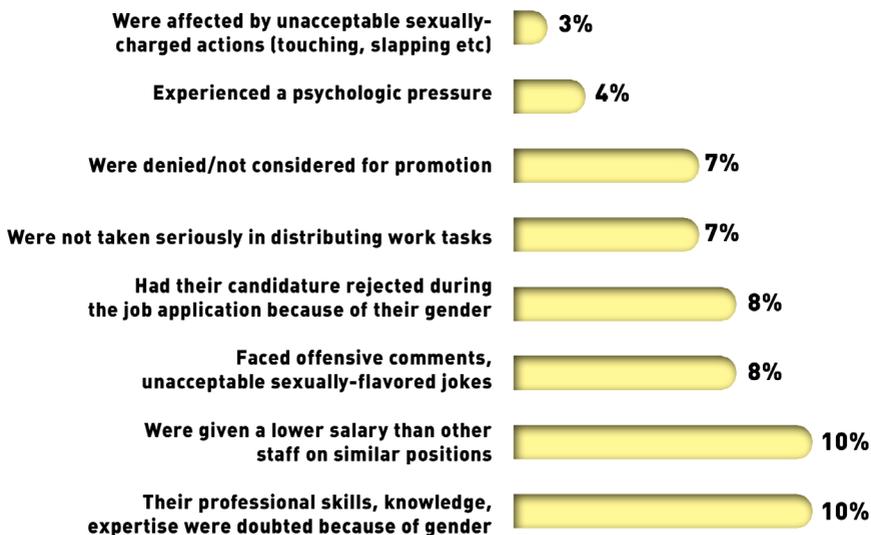
### The management gives preference to men, when:

- 15% — consider them for promotion
- 21% — dispatch to business trips
- 23% — ask to work overtime
- 3% — assign/accrue salary



**Fig. 4.3. Distribution of answers to the question “If you talk about your company, do the management have the same attitude to women and men in the following situations?”,%.**

70% indicated that they did not personally encountered biased attitude in the professional field because of their gender. Among those who mentioned such cases, there were persons who most often confronted with lower wages (10%), doubts about their professional skills (10%), rejection of their applications for employment (8%), offensive statements and unacceptable gender-based jokes (8%). Refusals of career advancement, reluctance to give serious/important assignments, psychological pressure, and even unacceptable sexual harassment were also reported (Fig. 4.4).



**Fig. 4.4. Percentage of respondents who indicated that they had to deal with certain manifestations of biased attitude in the professional sphere due to their gender, %.**

At the same time, the proportion of women who reported biased attitude was significantly higher (Fig. 4.5), in particular in terms of career advancement and wage determination. On the other hand, most men said that they were more often asked to work overtime and sent on business trips. Therefore, some differences in the attitude of the management are observed and quite often related to the perception of different social roles, which are unique to women or men only. In many cases, it is the priority of family responsibilities that acts as a limiting factor, thus impeding women's career advancement and determining the lower "value" of women as workers in the eyes of their employers.

- Difficult to say
- Men are preferred
- Women are preferred
- Men and women are treated equally

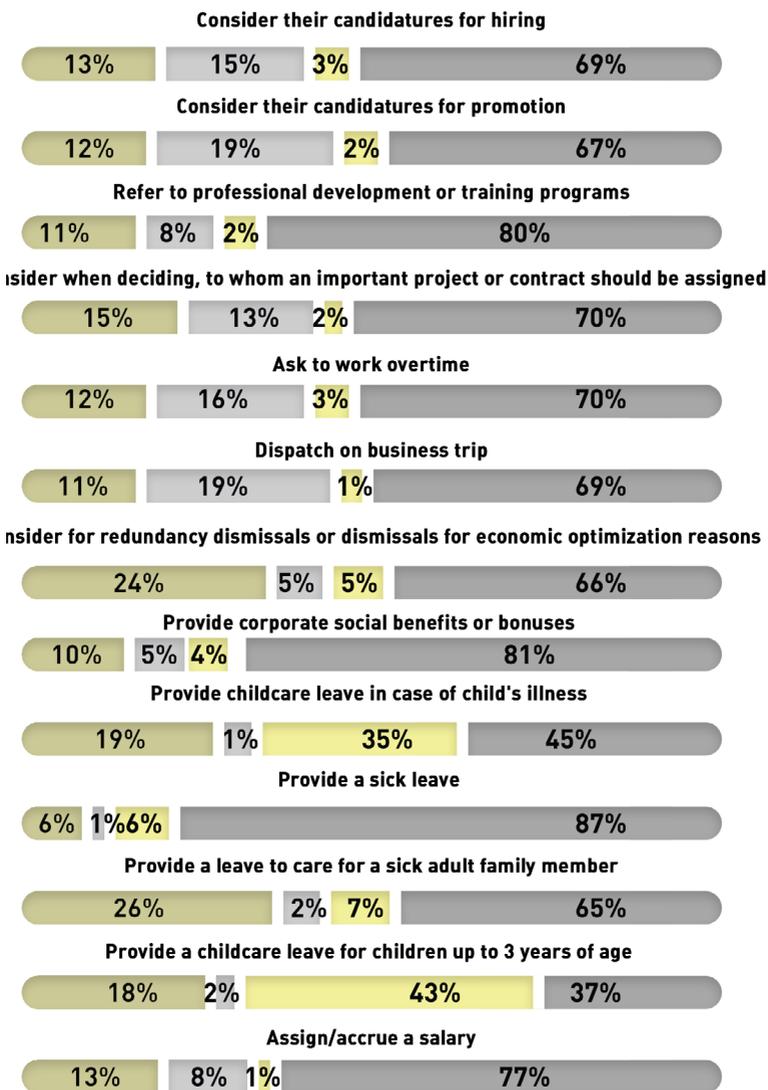
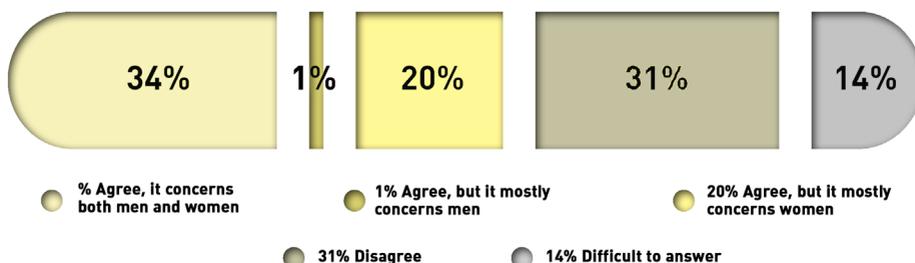


Fig. 4.5. Differences in gender-based bias towards employees, %.

Only a small proportion of respondents reported internal gender equality policies in their companies: 10% indicated that gender equality measures/ equal working conditions were provided, 5% indicated that any discrimination is prohibited by internal rules, and 3% reported that there was a code of ethics in their company.

## 4.2. Family-friendly activities within corporate policy

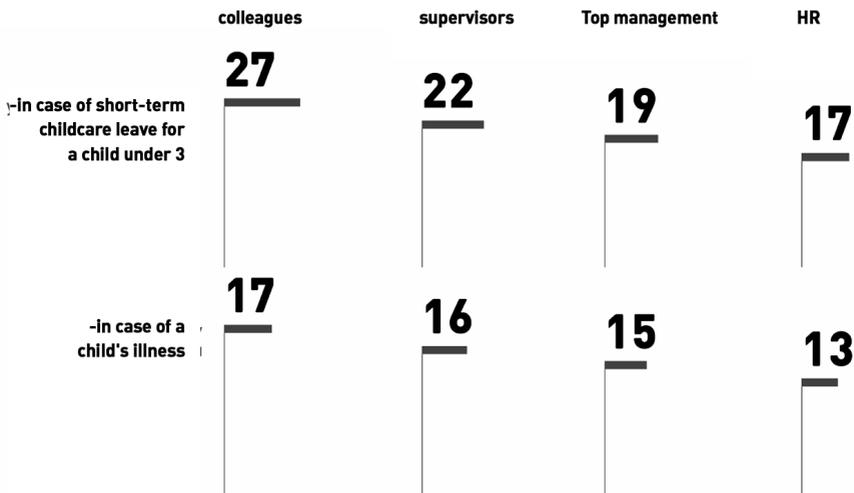
More than half (55%) of the respondents agreed that the need to fulfill family responsibilities (caring for underage children, elderly or sick family members) adversely affects the employees’ performance (Fig. 4.6), although every fifth respondent noted that it predominantly affects women, and a third were convinced that it equally affects women and men. Accordingly, the implementation of family-friendly corporate policy measures to promote a work-life balance is essential for all employees.



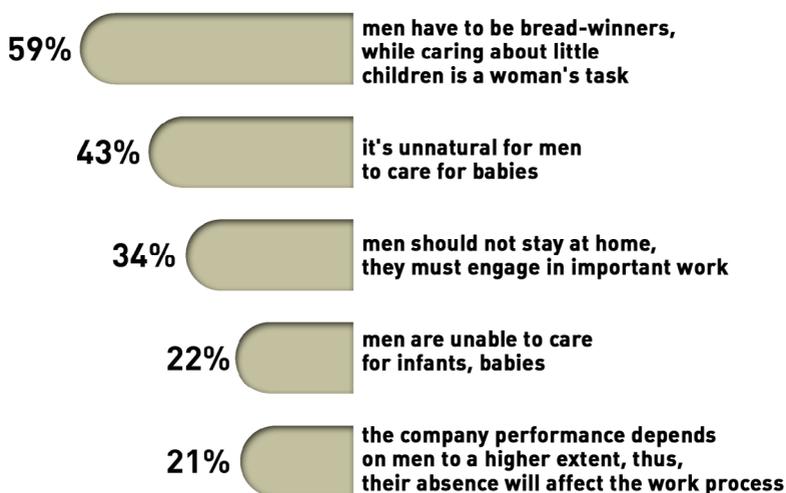
**Fig. 4.6. Distribution of answers to the question “Do you agree that the need to fulfill family responsibilities adversely affects the professional performance of male/female employees?”,%.**

More than half of the respondents assumed that their management would support anyone who wished to take a paternity leave to care for a child of less than 3 years of age or in the case of a minor child sickness, regardless of gender. At the same time, the proportion of respondents who said that only women would receive support in this case and men would face negative attitudes, remained quite significant (Table 4.1).

**Tab. 4.1. Distribution of answers to the question “If an employee of your company will be willing to take a leave due to certain family circumstances, will he/she receive support/understanding from colleagues and management?”,%.**

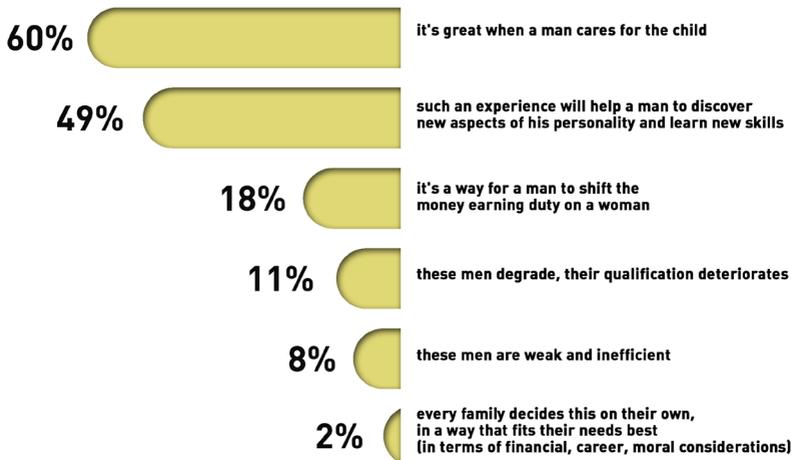


The reasons for not accepting the possibility of a “man’s” childcare leave are related to the influence of deep-rooted gender stereotypes on the distribution of the social roles of women and men. Thus, almost 60% of the respondents who expressed doubts as to support of the parental responsibilities of men, believed that men should financially support the family, and taking care of young children is a woman’s task (Fig. 4.7). Among other reasons, they mentioned the unnaturalness of men caring for children (43%) and “sitting at home” instead of doing important things (34%), as well as the inability of men to care for babies (22%). It was often thought that the results of a company’s overall work were more dependent on men, so their absence would affect the workflow more. Instead, those who acknowledged management’s dissatisfaction with women’s maternity leaves, attributed the reasons for negative attitudes to loss of professional skills (40%) and interest in work-related issues (46%), as well as reduced performance of female employees (40%).



**Fig. 4.7.** The reasons for the negative attitude towards men taking childcare leave, % respondents who believed that men, unlike women, would not be supported by companies if they took leave.

The results of the survey revealed a rather interesting pattern: if at the professional level the possibility of a man's leave to care for a child is not always perceived positively, at the personal level, the respondents express their respect and even admiration for such men (Fig. 4.8). Almost half of the respondents were convinced that such an experience would be useful for men, help them feel new emotions and learn new things. However, the impact of patriarchal approaches remains at the following level: a significant proportion of the respondents were convinced that men taking childcare leave were trying to transfer their roles as breadwinners to women (18%). Every ninth respondent agreed that men were degraded and lost their skills when looking after children, and 8% considered men as weak and ineffective (8%).



**Fig. 4.8. Respondents’ personal attitude towards men taking childcare leave, %.**

In general, the question of combining family responsibilities with work must have been relevant to male and female respondents, since a significant proportion (40%) of them have children under 18 years of age. The personal experience of the respondents confirmed the persistence of stereotypes: in the case of a child’s sickness, it is usually his/her mother (44%) and not the father (2%) who stays at home (Table 4.2). The respondents also reported significant support offered in such cases by grandmothers (10%) and other family members (2%).

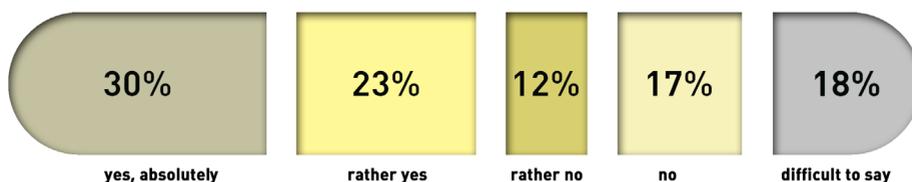
**Table 4.2. Distribution of answers to the question “Who in your family usually stays/stayed at home with a sick child?”, %.**

Answers	Proportion of survivors, %
Did not contact any agency	77%
Police	12%
Psychologists	11%
Health care institution	7%
Hotlines	2%

Social services	2%
Lawyers	1%
Non-governmental organisations	1%
Local authorities / local government authorities	0%

Even more pronounced gender imbalances are observed between male and female office workers when it comes to parental leave to care for a child under 3 years of age. Three quarters of all the respondents who had children used this opportunity, but the vast majority were women (95%). Significant differences were also observed in the duration of such leave: if the women generally made full use of the opportunities provided by law (3 years), the men were on such leave for no more than 3 months.

Recognizing the impact of family responsibilities on their professional lives, more than half of the respondents indicated that they felt a personal need for corporate policies to ensure a harmonious work-life balance (Fig. 4.9). At the same time, three-quarters (76%) admitted that there were no special policies that would be “friendly” to male and female employees with family responsibilities at the companies where they worked. Among the possible measures, the respondents suggested the possibility of working remotely or part-time, doing flexitime, opening kindergartens for employees’ children, or creating children’s rooms in the premises of the company, providing additional days off (compensatory leave) to employees with family responsibilities, encouraging men, as well as women to take childcare leave, developing health insurance programs, including for employees’ family members, organizing awareness-raising activities and entertainment events for those of them who have children, etc.

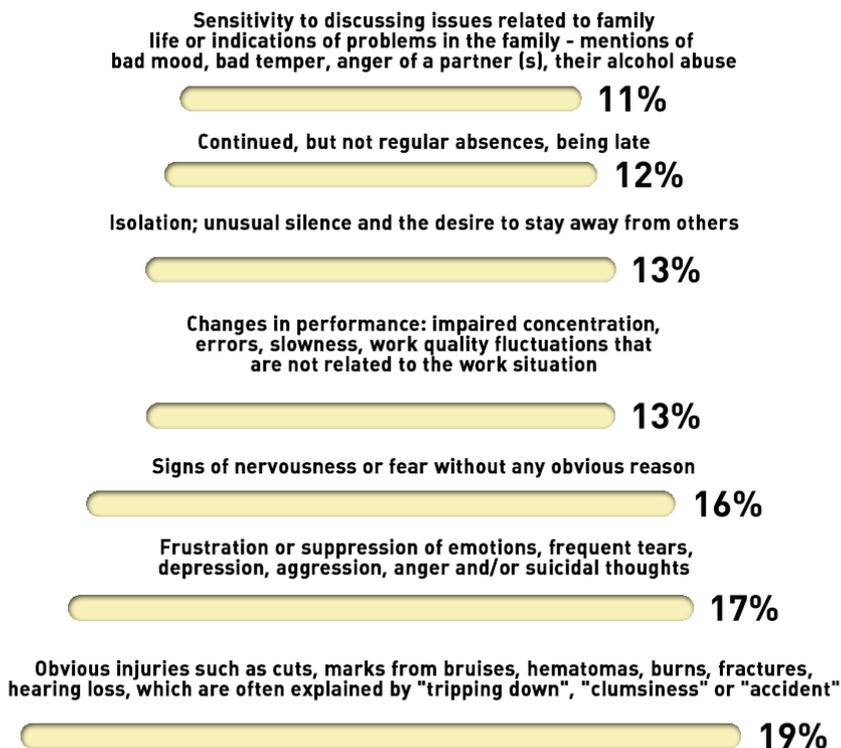


**Fig. 4.9. Distribution of answers to the question “Do you personally need corporate work/life balance policies in your company?”,%.**

### **4.3. Impact of domestic violence on the survivors' professional lives and opportunities to help them at the company level**

Domestic violence is no less important factor influencing the professional life of male and female employees and productivity of their work. According to statistics, representatives of different population groups face it, but the vast majority of them are women.<sup>56</sup> The male and female respondents' value judgements fully confirm these trends: 77% believed that women predominantly suffered from domestic violence and only 20% were convinced that both women and men were equally affected by violence.

Although about a quarter of the respondents said that it was difficult for them to answer this question, 15% said they knew personally at least one person in the company who was a survivor of domestic violence. In addition, while communicating with their colleagues, 41% noticed certain manifestations/signs indicating that an employee was suffering from domestic violence (Fig. 4.10). The most common signs observed by the respondents were noticeable bodily injuries (19%), hypochondria, depression (17%), anxiety (16%), isolativeness (13%), inability to concentrate (13%), missing or being late for work (12%), increased sensitivity to issues related to family life (11%). Other signs that may "hint" at recent domestic violence experience include changes in alcohol or medication consumption patterns, unseasonal clothes (for example, long sleeves or high collars in summer), wearing sunglasses indoors, excessive make-up, unusual requests for working hours, unusual number of incoming phone calls and reluctance to answer them, sudden visits from male or female partner, unexpected gifts or flowers in the workplace, etc. A more in-depth correlation analysis of the survey results showed that these signs of domestic violence were much more easily noticed by persons who had experienced these problems themselves.



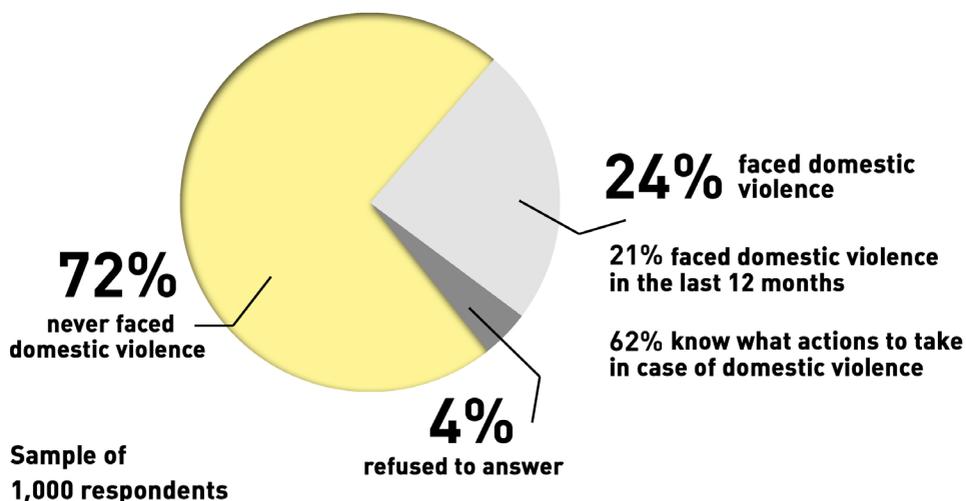
**Fig. 4.10. The most common signs of domestic violence that respondents identified in their own colleagues' behavior, % (N=1000).**

The survey revealed that it was much easier for people to identify persons suffering from domestic violence than those tending to commit it. However, only 68% were convinced that there were no offenders among their colleagues. Moreover, 9% admitted that they personally knew colleagues who mistreated their spouses. When assessing the signs that suggest a person's inclination to domestic violence, the respondents most often mentioned the psychological pressure, namely: putting down his/her partner (14%), dominating in communication in the presence of partner (12%), controlling his/her partner's actions and schedule (11%), trying to look as a victim in a relationship (9%).

Recognizing the prevalence of domestic violence in Ukrainian society, the respondents were almost unanimous in the opinion that the consequences of violence adversely affect the professional lives of survivors. This idea was supported by 78% of them and another 18% were hesitating. They mentioned the following specific effects in the workplace: their moral and physical exhaustion, low concentration on the workflow, depression, irritability or aggressiveness, general deterioration of the psychological climate within the team.

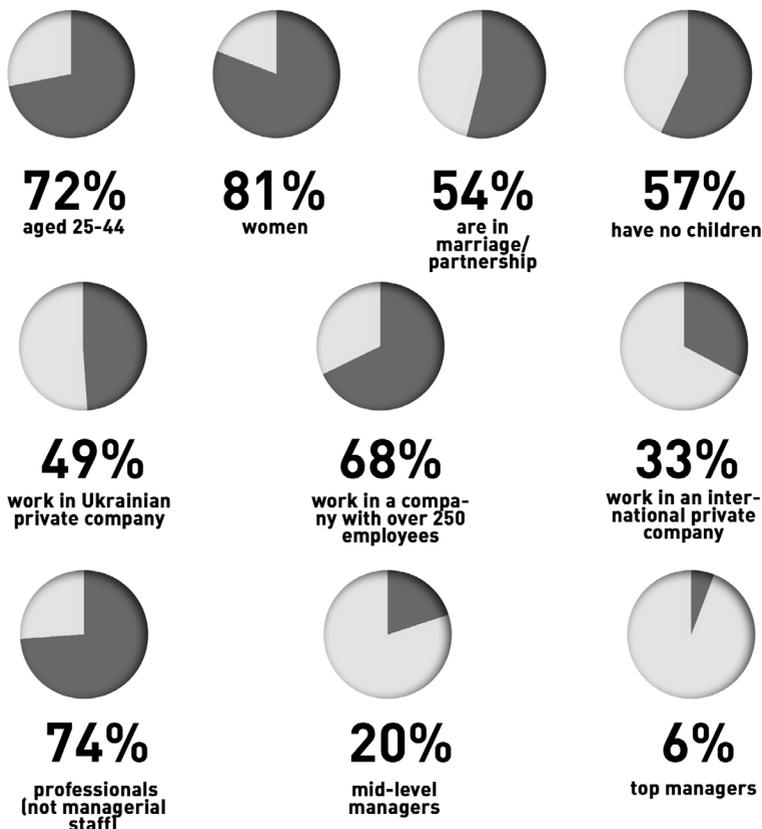
It was difficult for respondents to assess how well the management of companies were aware of domestic violence acts faced by their subordinates. Only 10% were convinced that managers had such information, while almost 40% believed that such news did not reach them. Despite this, almost half of respondents believe that special company policies can reduce the negative impact of domestic violence on their professional lives, namely: psychological and/or legal support to survivors (23%), preventive trainings/aware-raising sessions, providing additional compensatory time off/leaves to survivors, promoting helplines, assistance in cooperation with law enforcement agencies, inclusion of necessary medical (and psychological) assistance in insurance packages provided to employees, as well as access to temporary housing for survivors of domestic violence (less than 10%).

The relevance of these measures is confirmed by the respondents' personal experience. A quarter (24%) experienced some form of domestic violence, and one in five (21%) were survivors of violence over the last 12 months (Fig. 4.11). Psychological violence was the most common: 19% faced insults, threats, humiliation, blackmail perpetrated by family members, almost 10% confronted with controlling behavior (control of social circle and phone calls, restriction on freedom of movement), 5% were harassed (persistent phone calls, stalking and so on). Physical violence (14%) took second place: beating or other bodily injuries inflicted by family members. A much lower proportion of the respondents reported economic violence (4%) and sexual violence (2%); the insignificant rates may be attributed to the lack of knowledge about the manifestations of these forms of violence (for example, bans on work or taking away of money or property are not associated with economic violence, and sexual violence (including marital rape) remains the most unreported crime due to the strong taboo existing in the society, as well as stigmatisation of survivors).



**Рис. 4.11. Proportion of respondents who experienced any form of domestic violence during the last 12 months, %.**

A vast majority of the respondents who admitted to experiencing domestic violence were women (81%). Most of the survivors were in the 25-44 years age group, more than half were married or lived with a partner and had no children. In general, the profile of survivors of violence in the workplace (Fig. 4.12) is fully consistent with specifics of the sampled population. A more detailed analysis shows that the risk of violence is equally shared by representatives of different professional groups, management levels and companies of different forms of ownership.



**Fig. 4.12. Domestic violence survivors profile identified by respondents, %.**

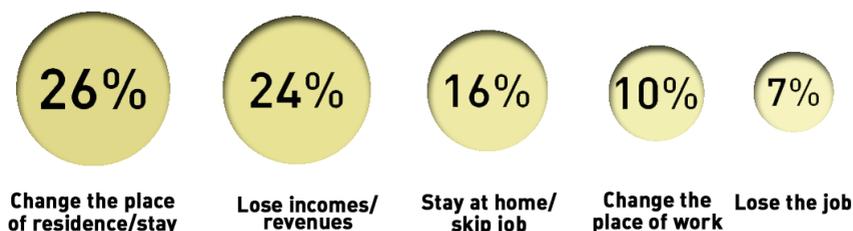
According to the survey, most cases of domestic violence are committed by survivors' ex-partners (42%), parents (34%) and his/her current partners (25%). Acts of violence perpetrated by children, spouses and other family members are much less common. Recalling the experienced violence, the vast majority of survivors note its adverse effects on their own health: psychological stress, depression (59%) and light bodily injuries (36%). Only a few percent mentioned moderate injuries (such as fractures, dislocations, sprains in the muscles) and severe injuries (deep wounds, injuries to the head or internal organs). Other health effects include exacerbation of chronic diseases as a result of stress, high blood pressure. etc. (Fig. 4.13). A quarter of the survivors had to change their

place of residence (26%), lost their earnings (24%); they were also forced to miss work (16%), change their place of work (10%) and lose their job (7%) due to domestic violence.

**WHO WAS THE PERPETRATOR: CONSEQUENCES OF VIOLENT ACTIONS**



**DOMESTIC VIOLENCE CAUSED THEM TO:**



Sample of 229 respondents who faced domestic violence and did not refuse to answer

**Fig. 4.13. Main categories of offenders and consequences of domestic violence in situations reported by the respondents, %.**

*\* the overall percentage exceeds 100% because multiple answer were allowed..*

Three-quarters of the survivors of domestic violence identified in the survey did not seek the assistance of any specialized organization (Table 4.3). Police (12%), psychologists (11%), doctors (7%) were most likely to contact by applicants, which may also indicate the seriousness of such cases and injuries sustained by survivors. Only a few percent of the survivors used the services of hotlines, social services, lawyers and specialized non-governmental organisations. The closest friends (51%), parents (27%) and other family members (17%) enjoyed the greatest confidence of the survivors.

**Tab. 4.3. Distribution of respondents who suffered from domestic violence and reported to a proper agency,%**

<b>Answers</b>	<b>Proportion of respondents, %</b>
Mother	<b>44</b>
Father	<b>2</b>
Grandmother	<b>10</b>
Another relative, family member	<b>2</b>
Another close person, not a family member	<b>2</b>
Difficult to say, it depends on the specific situation	<b>40</b>
Lawyers	<b>1%</b>
Specialised NGOs	<b>1%</b>
Local authorities/local self-governing organizations	<b>0%</b>

It is quite telling that the experience of women and men who suffered from some form of domestic violence differs significantly (Fig. 4.14). First, there were more women than men among the survivors (30% and 12% respectively). Second, women more often than men complained of psychological violence, controlling behavior and harassment. Third, a greater proportion of men reported experiencing physical violence (35%). Fourth, women were abused by their current and ex-partners much more often than men, and the male survivors mostly complained of being abused by their parents (44%).

Finally, women's and men's help seeking behavior differs significantly: seeking help is alien to men (absolute majority, 91%), while every fourth woman sought professional help (in particular, 13% of women went to the police, the same percentage saw a psychologist). Men are also less likely than women to share their experiences of domestic violence, even with their immediate circle that is parents and friends (Fig. 4.14).



**Fig. 4.14. Particularities of experiences of domestic violence among male and female respondents, % (N=229).**

While assessing the impact that violence had on a person’s own ability to work, one in four persons acknowledged that it was negative; it was not only those who suffered physical injury, but also survivors of psychological violence, namely: harassment and controlling behavior. A significant proportion of survivors complained of intrusive phone calls or text messages while at work (23%), unexpected offender’s visits to the workplace (10%), harassment near the workplace, and even communication with colleagues or management. As a result, half of the survivors complained of feeling bad in the workplace (anxiety, depression, constant headaches), 42% felt fatigue (including due to sleep problems), 39% complained of inability to concentrate on work. Only 30% believed that their performance was not adversely affected.

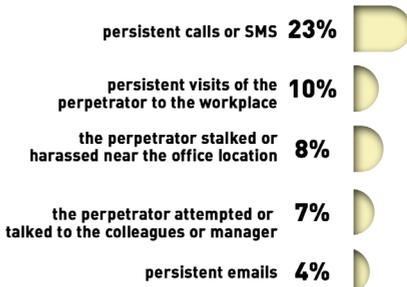
Although the overwhelming majority (63%) believed that the effects of domestic violence had no impact on survivors who were their colleagues, one in nine acknowledged that they were concerned about this situation, a few percent said that their colleagues had to do the work instead of them, answer frequent phone calls and emails from the offender. In some cases,

domestic violence has led to conflicts between employees due to unplanned changes in the work schedule, postponement, redistribution of work responsibilities. Several respondents even noted that their colleagues sustained bodily injuries or threats from their offenders.

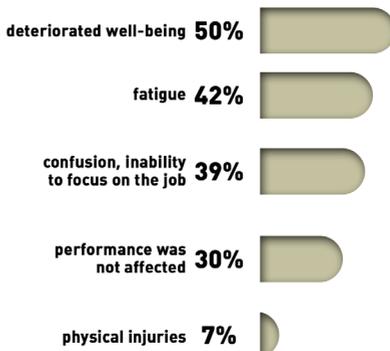
20% stated that they had discussed these cases with their colleagues, but usually these conversations did not go beyond informal communication; a much smaller group shared the situation with management or union representatives. At the same time, most of them did not feel any negative consequences from the discussion and were convinced that this information was only known to those staff members who were supposed to know it to protect the survivors.

Interestingly, **although 62% of the survivors of violence believe that they know how to behave if it happens again**, this rate is quite low, given that a quarter of them feel insufficiently aware or completely unaware and the rest hesitate. Accordingly, there is an acute need for outreach regarding the forms of domestic violence, its consequences and the impact on survivors, as well as information campaigns on the accessibility of

**MANIFESTATIONS OF DOMESTIC VIOLENCE ARE VISIBLE AT THE WORKPLACE, %**



**IMPACT OF THE DOMESTIC VIOLENCE ON THE PERFORMANCE**



**IMPACT OF THE DOMESTIC VIOLENCE ON COLLEAGUES/WORKING ENVIRONMENT**



assistance, available services and contacts of competent institutions. It is important to pay attention not only to the consequences of violence for the personal life or health of the survivors, but also to the possible impact on their professional activities, relationships within the team, etc.

Priority is given to the **need for companies' specific policies aimed at reducing the potential impact of domestic violence on the professional lives of staff and providing targeted support to those in need**. This is especially the case for large companies where the individual approach to work/communication with employees is less evident. Specific support measures for survivors of domestic violence within the staff may include the following:

- development of psychological and/or legal support at company level,
- systematic implementation of preventive measures, trainings on prevention of domestic violence,
- extension of health insurance programs,
- implementation of flexible system of leaves and days off, opportunities to take advantage of “unaccounted” sick leaves (without sick leave certificate),
- dissemination of information on support lines/helplines, contacts of competent agencies providing services to survivors.

## Conclusions

The problem of gender inequality does not lose its relevance in Ukraine, as there are noticeable differences in the situation of women and men in political, economic and public life. These differences are particularly evident in the domestic labor market, which is characterized by the division of employment and professions into “male” and “female” categories, biased treatment of women in career advancement or their own businesses, persisting gender pay gap. In particular, the results of the survey of office workers carried out within the frame of this study show that one in five women confronted with the denial of employment due to their gender, as well as abusive language and inadmissible sex-oriented jokes in professional environment.

Women’s employment opportunities, professional development and financial independence are largely limited by the family responsibilities traditionally entrusted to them by the public opinion. Maternity and related employment breaks can lead to employers’ bias towards women’s employment and their perception of women as less reliable workers. On the other hand, the idea of granting childcare parental leave to male employees remains unacceptable for domestic companies. Less than a half (45%) of the white collar respondents agreed that the management treats women and men equally when they take a childcare leave due to a child’s sickness; only a third of them admitted that women and men would be able to take equal advantage of parental leave until the child teaches 3 years of age. The personal experience of the respondents confirms the following stereotypes: almost in half of families (44%), a mother usually stays at home with a sick child, and men are only 5% among office workers who took advantage of parental leave until the child teaches 3 years of age.

Despite the significant impact of family responsibilities on professional life, three-quarters of the office workers reported absence of special family-friendly corporate policies in their companies. However, foreign companies already have a wide range of activities aimed at promoting a harmonious combination of work and family life. Such initiatives may include financial incentives (such as childbirth allowance, coverage for medical expenses for maternity, babysitting services reimbursement), time management (possibility of working remotely or part-time, doing flexitime, work breaks for nursing mothers), provision of paid leaves and extension of health insurance programs for parents who have minor children, development of targeted services for this group of employees (corporate pre-school

institutions for their children, children's room at workplace, awareness-raising activities related to issues of responsible parenthood or family planning).

No less important remains the problem related to gender inequality and stereotypical perception of "right" gender roles, and domestic violence. Almost a quarter of the domestic companies' female and male employees surveyed (24%) have experienced domestic violence; the vast majority of them have been women (81%). Although the effects of violence are felt first and foremost by survivors who need medical, psychological, legal or social assistance, domestic violence leads to measurable economic losses and personal economic harm due to loss of labor capacity and reduced performance, temporary missing at work, inability to concentrate on work, worsening of the psychological climate in the team. In particular, a quarter of the survivors complained of intrusive phone calls or text messages in the workplace, 10% of them reported unexpected visits, harassment by offenders, their intrusive communication with colleagues or management. There was also a negative impact on colleagues who had to substitute for survivors, redistribute work responsibilities, perform additional tasks, change their own work hours.

Therefore, socially responsible companies concerned about the well-being of their employees should take individual and collective action to prevent domestic violence. This will help to create a corporate culture of zero tolerance for violence, develop internal policies to support survivors, implement information events, and collaborate with government agencies and NGOs working in the field.

Female and male representatives of Ukrainian companies indicated the following specific measures: advisability of developing psychological and legal support systems at the company level, extension of health insurance programs, implementation of flexible system of leaves and days off, opportunities to take advantage of "unaccounted" sick leaves, dissemination of information on help-lines, contacts of competent agencies providing services to survivors.

Companies have also to be aware that gender equality and diversity policies, which take into account the needs and interests of all categories of employees, are important not only in the context of human rights protection. The full use of the economic potential of men and women contributes to economic growth and social development, formation of more stable and inclusive communities, profitability of companies and performance of their management strategies through the use of new approaches and solutions.

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54. DV@Worknet works to mobilize awareness on domestic violence and use it as a basis for further action, because domestic violence is an extreme manifestation of gender inequality and gender-based discrimination, based on social norms, roles and expectations related to men and women which influence their relationships and family structures, and also determine the root causes of the violence.

56. According to the National Police, there were about 115.5 thousand complains on domestic violence registered in 2018; of them 78% were submitted by women, about 1% - by children.



