Gender Equality and Response to Domestic Violence in the Private Sector of Ukraine: Call for Action
The research work and publication of this study were supported by the Government of the United Kingdom upon commission of the UN Population Fund in cooperation with the CSR Ukraine. Materials, opinions and recommendations set forth in this publication, reflect the views of its authors and do not necessarily represent the official position of the Government of the United Kingdom, UNFPA or CSR Ukraine.

The research company is Ukrainian Marketing Group.
The profile of the respondents, %

**GENDER**
- Man: 36%
- Woman: 64%

**AGE (years)**
- 15–24: 9%
- 25–34: 13%
- 35–44: 39%
- 45–54: 27%
- 55–64: 4%

**COMPANY TYPE**
- Ukrainian private company: 48%
- International company: 30%
- Ukrainian state enterprise (incl. municipally-owned companies): 22%

**NUMBER OF STAFF**
- Less than 10: 5%
- 10–49: 17%
- 50–99: 10%
- 100–250: 11%
- more than 250: 57%

**MARITAL STATUS**
- In marriage/partnership: 61%
- Single: 27%
- Divorced: 10%
- Have children under 18: 40%

**POSITION CATEGORY**
- Professionals: 62%
- Middle rank managers: 20%
- Administrative staff: 10%
- Top managers: 4%
- Technical staff: 3%
Agree that there is a division between “male” and “female” professions at the Ukrainian labor market: 77%

Say that there are no special “family-friendly” policies for staff with family obligations: 76%

See a need in the “work and life balance” corporate policies: 53%

Are aware of internal company’s activities to ensure gender equality: 10%

Are aware of internal company’s rules prohibiting any form of discrimination: 5%

Know about the existence of the company’s corporate Code of Ethics: 3%
Respondents' experience of gender bias in the workplace, %

10
- Professional skills, knowledge, expertise were doubted because of gender

8
- Experienced offensive comments, unacceptable sexual jokes

7
- Were not taken seriously in the process of important tasks/projects distribution

4
- Experienced psychological pressure

3
- Resorted to unacceptable sexually-charged actions (touching, slapping etc)

- the salary was lower than that of male/female staff on similar positions

- Experienced rejection during the job application because of gender

- Were denied/not considered for promotion
Percentage of office staff who believe that a woman, unlike a man, will receive support and understanding in her own company if she needs a childcare leave, % of respondents

<table>
<thead>
<tr>
<th></th>
<th>from colleagues</th>
<th>from supervisors</th>
<th>from top management</th>
<th>from HR</th>
</tr>
</thead>
<tbody>
<tr>
<td>in case of a childcare leave with a child under 3 years of age</td>
<td>27</td>
<td>22</td>
<td>19</td>
<td>17</td>
</tr>
<tr>
<td>in case of a child's illness</td>
<td>17</td>
<td>16</td>
<td>15</td>
<td>13</td>
</tr>
</tbody>
</table>
Who in your family usually stays / stayed at home with a sick child?

Distribution of respondents’ answers to the question, %

- 44% mother
- 40% difficult to say, depends on a specific situation
- 10% grandmother
- 2% father
- 2% other relative
- 2% other close person, not a relative

Among the office staff who used a childcare leave, men accounted for only 5%. Theirs leave did not last more than 3 months.
Interest in family-friendly corporate activities:

- allowing a possibility of remote or part-time employment,
- flexible working hours, opening kindergartens/nurseries for employees’ children, or setting up children’s rooms on the company’s territory,
- providing extra days off (leaves) for staff with family responsibilities, encouraging men to take a childcare leave on par with women,
- development of health insurance programs, including for members of staff of employees’ families,
- organization of awareness and leisure events for staff with families, etc.
Personal experience of domestic violence among the employees of the companies in Ukraine, %

72
did not experience domestic violence

24
experienced domestic violence in the last 12 months

4
refused to respond

Group profile of respondents who reported having experienced domestic violence, %
Sampling: 229 respondents who experienced domestic violence and did not refuse to respond

- women: 81%
- professionals (not the managerial staff): 74%
- aged 25-44: 72%
- work in a company with over 250 employees: 68%
- have no children: 57%
- are in a marriage/partnership: 54%
- work in a Ukrainian private company: 49%
- work in an international private company: 33%
- middle rank managers: 20%
- top managers: 6%
The respondents experienced the following types of violence, %

<table>
<thead>
<tr>
<th>Type</th>
<th>Men</th>
<th>Women</th>
</tr>
</thead>
<tbody>
<tr>
<td>Psychological</td>
<td>19</td>
<td>14</td>
</tr>
<tr>
<td>- insults, threats, humiliation, blackmailing by family members</td>
<td></td>
<td></td>
</tr>
<tr>
<td>- control over the social circle, phone calls, restrictions of movement</td>
<td></td>
<td></td>
</tr>
<tr>
<td>- harassment by a family member (persistent calls, stalking)</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Physical</td>
<td>14</td>
<td>9</td>
</tr>
<tr>
<td>- beating or injury by a family member</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Economic</td>
<td>4</td>
<td>91</td>
</tr>
<tr>
<td>- prohibition to work, deprivation of livelihood, forcibly taking money or property from them</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Sexual</td>
<td>2</td>
<td>74</td>
</tr>
<tr>
<td>Both men and women most often suffered from psychological violence. 91% of men compared to 74% of women never sought external help.</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>
The main categories of perpetrators in situations of domestic violence reported by the respondent(s), %
the total may exceed 100% because multiple options were allowed

- Former partner: 42%
- Father/mother: 34%
- Current partner: 25%
- Other family members: 13%
- Mother/father of the spouse: 4%
- Child/ren: 2%

44% of women's responses and 44% of men's responses were most often reported as perpetrators amongst their responses.
Experience of domestic violence: attitude among the office staff, %

41 noticed the signs of the domestic violence, among which:

- sensitivity to discussing issues related to family life or indications of problems in the family – mentions of bad mood, bad temper, anger of a partner, their alcohol abuse (11)
- continued, but not regular absences, being late (12)
- isolation; unusual silence and the desire to stay away from others (13)

15 personally know the colleagues affected by domestic violence

- changes in performance: impaired concentration, errors, slowness, work quality fluctuations that are not related to the work situation (13)
- signs of nervousness or fear without any obvious reason (16)
- frustration or suppression of emotions, frequent tears, depression, aggression, anger and/or suicidal thoughts (17)

9 personally know the colleagues who abuse their spouse

- obvious injuries such as cuts, marks from bruises, hematomas, burns, fractures, hearing loss, which are often explained by “tripping down”, “clumsiness” or “accident” (19)
Consequences of the domestic violence for the professional life of the survivors, %

78 agreed that the consequences of the domestic violence adversely affect the professional life of the victims.

23 in one-third of the cases domestic violence manifestations reach the workplace because of domestic violence, the percentage of survivors had to:

<table>
<thead>
<tr>
<th>Percentage</th>
<th>Action or Change</th>
</tr>
</thead>
<tbody>
<tr>
<td>23</td>
<td>Persistent calls or SMS</td>
</tr>
<tr>
<td>10</td>
<td>Perpetrator’s visits to workplace</td>
</tr>
<tr>
<td>8</td>
<td>Stalking near the office</td>
</tr>
<tr>
<td>26</td>
<td>Change the place of residence/stay</td>
</tr>
<tr>
<td>24</td>
<td>Lose incomes/revenues</td>
</tr>
<tr>
<td>16</td>
<td>Stay at home/skip job</td>
</tr>
<tr>
<td>10</td>
<td>Change the place of work</td>
</tr>
<tr>
<td>7</td>
<td>Lose the job</td>
</tr>
</tbody>
</table>
Domestic violence survivors seeking help, %

20% informing their company about this. Among them:

- 98% informing colleagues
- 22% informing management
- 2% informing a trade union

only 23% sought help from specialized organizations:

- 12% police
- 11% psychologists
- 7% health facilities
- 2% hotlines
- 1律师
- 1% social services
- 1% specialized NGOs
49% are certain that special company policies could reduce the negative impact of domestic violence on professional life of employees:

- providing psychological and/or legal support to domestic violence survivors,
- organization of prevention training/information events at company level,
- providing additional days-off/leave to domestic violence survivors,
- support of trust lines,
- assistance in interacting with law enforcement bodies,
- inclusion of necessary medical (including psychological) assistance in staff insurance packages,
- providing temporary shelter to domestic violence survivors.