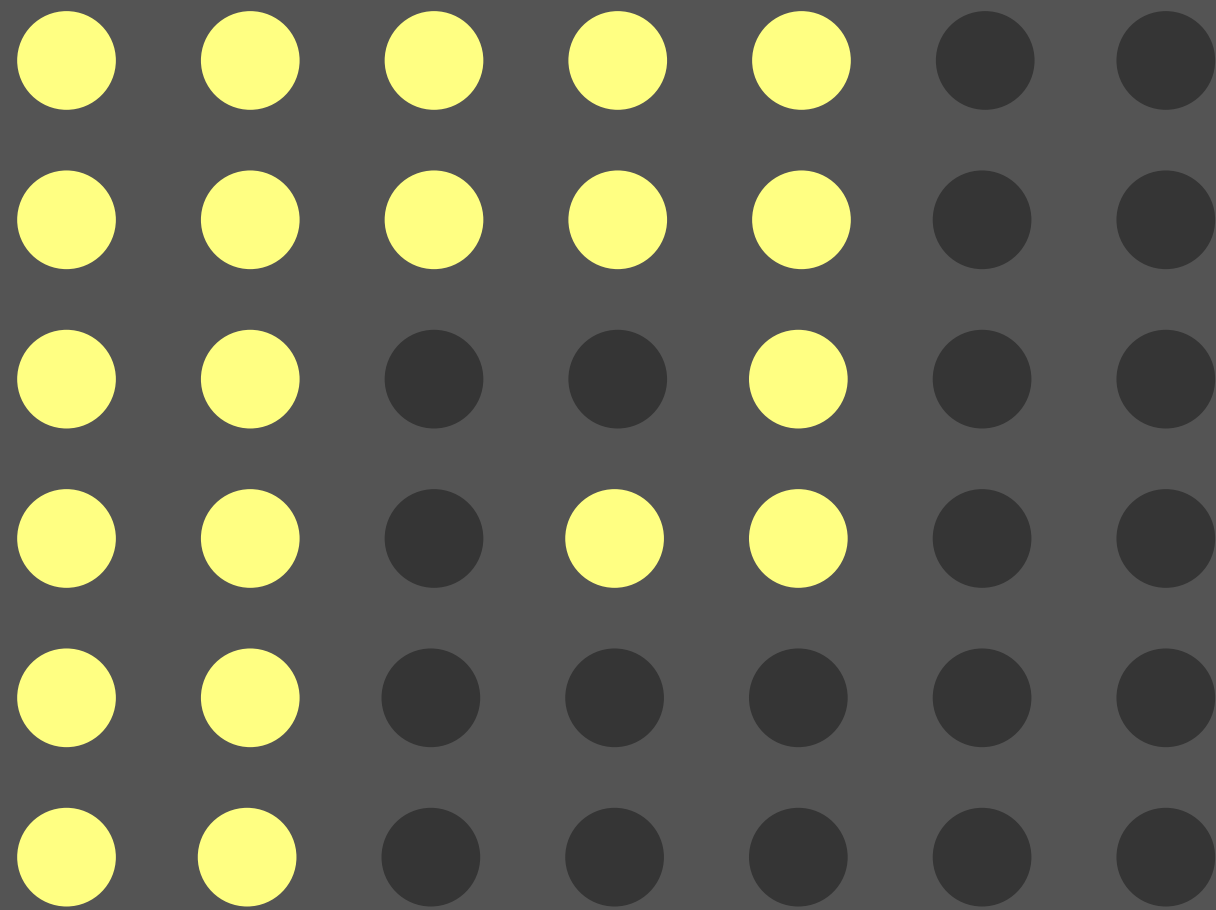


Gender Equality and Response to Domestic Violence in the Private Sector of Ukraine: Call for Action





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.

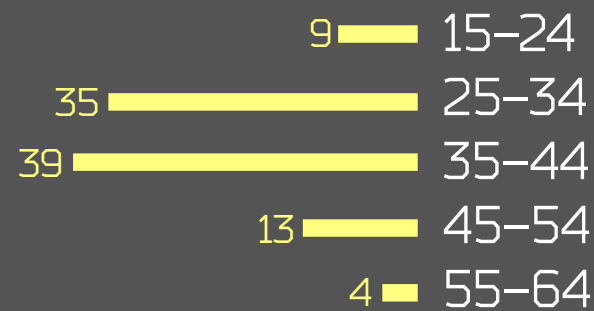
The profile of the respondents, %



GENDER



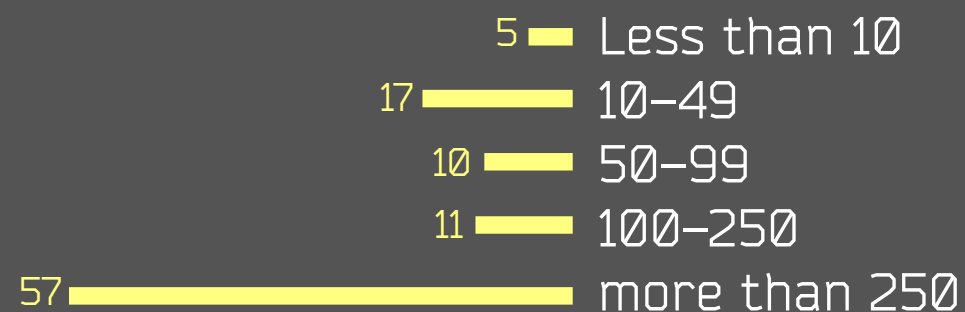
AGE (years)



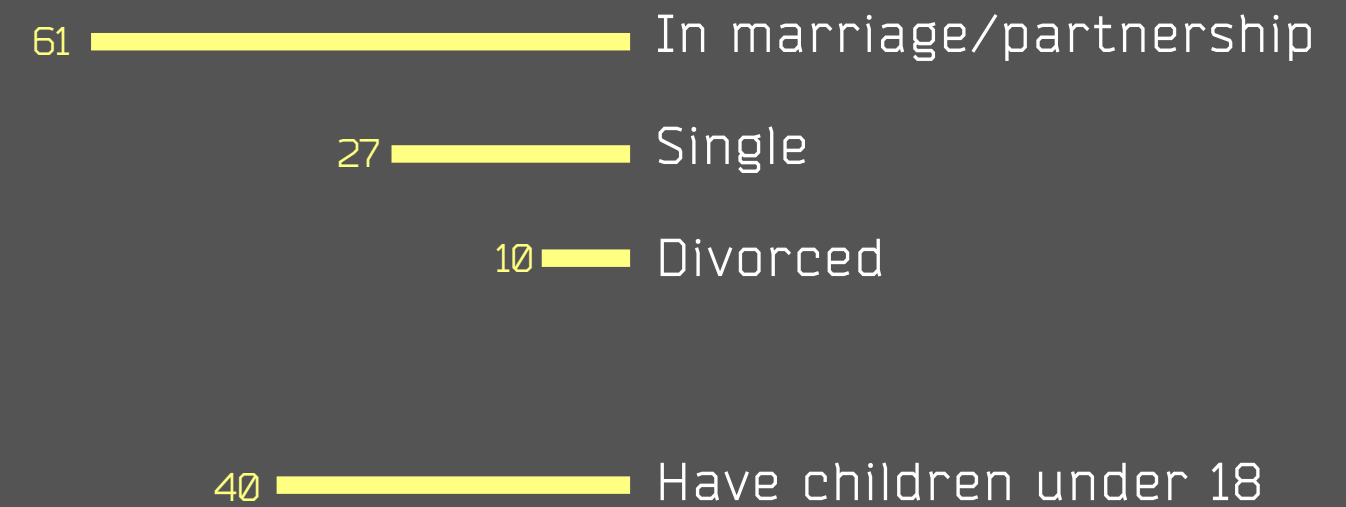
COMPANY TYPE



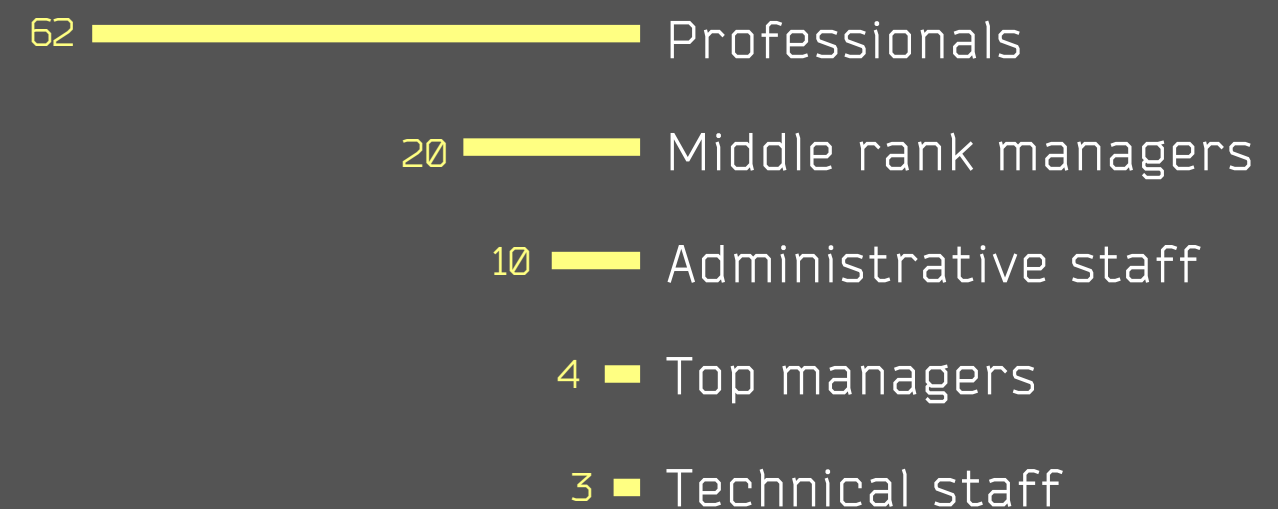
NUMBER OF STAFF



MARITAL STATUS



POSITION CATEGORY



Attitudes of the office staff to corporate policies, % of respondents



77

agree that there is a division between “male” and “female” professions at the Ukrainian labor market

76

say that there are no special “family-friendly” policies for staff with family obligations

53

see a need in the “work and life balance” corporate policies

10

are aware of internal company's activities to ensure gender equality

5

are aware of internal company's rules prohibiting any form of discrimination

3

know about the existence of the company's corporate Code of Ethics

Respondents' experience of gender bias in the workplace, %

10

professional skills, knowledge, expertise were doubted because of gender

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

8

experienced offensive comments, unacceptable sexual jokes

experienced rejection during the job application because of gender

7

were not taken seriously in the process of important tasks/projects distribution

were denied/not considered for promotion

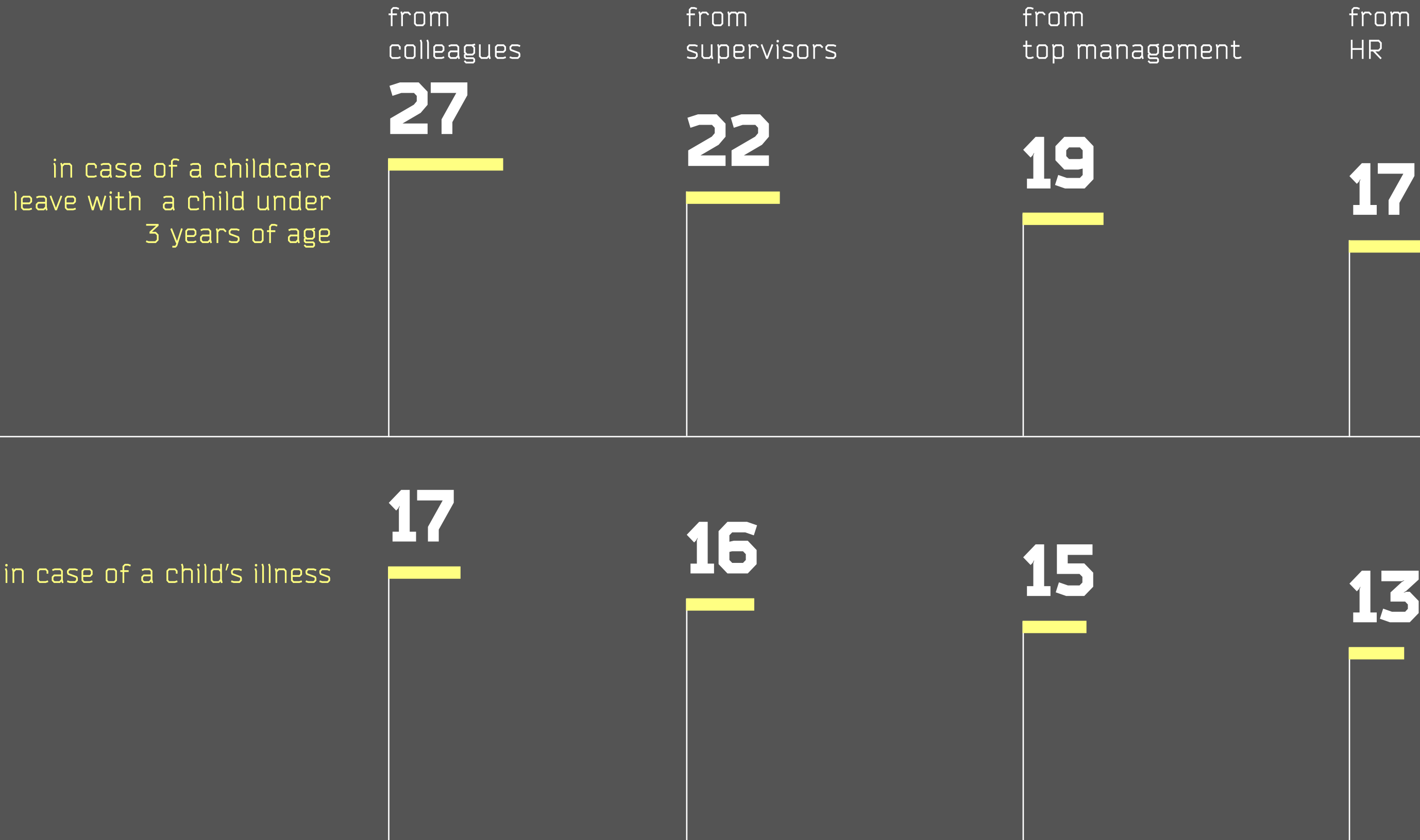
4

Experienced psychological pressure

3

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

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



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 situa-
tion

10

grand-
mother

2

father

other relative

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

21% — faced 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, %

psychological

19

- insults, threats, humiliation, blackmailing by family members
- control over the social circle, phone calls, restrictions of movement
- harassment by a family member (persistent calls, stalking)

physical

14

- beating or injury by a family member

economic

4

- prohibition to work, deprivation of livelihoods, forcibly taking money or property from them

sexual

2

Both men and women most often suffered from psychological violence. 91% of men compared to 74% of women never sought external help.

91

men

74

women

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



42

former partner

34

father/
mother

25

current partner

13

other family
members

4

mother/father
of the spouse

2

child/ren

most often reported as a perpetrator amongst women's responses
44%

most often reported as perpetrators amongst men's responses
44%

Experience of domestic violence: attitude among the office staff, %

41

noticed the signs of the domestic violence, among which:

15

personally know the colleagues affected by domestic violence

9

personally know the colleagues who abuse their spouse

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

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

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, %

in one-third of the cases domestic violence manifestations reach the workplace

78

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

23

persistent calls or SMS

10

perpetrator's visits to workplace

8

stalking near the office

because of domestic violence, the percentage of survivors had to:

26

change the place of residence/stay

24

lose incomes/revenues

16

stay at home/skip job

10

change the place of work

7

lose the job

Domestic violence survivors seeking help, %

20% informing their company about this. Among them:

only **23%** sought help from specialized organizations:

98

informing
colleagues

22

informing
management

2

informing a trade
union

12

police

11

psychologists

7

health
facilities

2

hotlines

social
services

1

lawyers

specialized
NGOs

Expectations on corporate response to domestic violence



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.