



# UNDP UKRAINE

## GENDER EQUALITY STRATEGY

### 2019-2022

*“Gender equality lies at the heart of the 2030 Agenda for Sustainable Development, which asserts gender equality as both a fundamental human right and a necessary foundation for a peaceful, prosperous, and sustainable world”<sup>1</sup>*

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<sup>1</sup> Gender Equality as an Accelerator for Achieving the SDGs

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## Introduction

UNDP operates in about 170 countries and territories and focuses on helping to achieve the eradication of poverty, the reduction of inequalities and exclusion, helping countries to develop policies, leadership skills, partnering abilities, institutional capabilities and build resilience to sustain development results.

**UNDP's Strategic Plan 2018-2021** is framed in three development settings: a) eradicate poverty in all its forms and dimensions, b) accelerate structural transformations for sustainable development, c) build resilience to shocks and crises. To respond to these issues, UNDP has identified six cross-cutting signature solutions:

1. Keeping people out of poverty
2. Governance for peaceful, just, and inclusive societies
3. Crisis prevention and increased resilience
4. Nature-based solutions for development
5. Clean, affordable energy
6. **Women's empowerment and gender equality**

The promotion of gender equality and women's empowerment (GEWE) is central to UNDP's mandate and its development approach to deliver on the 2030 Agenda. UNDP recognizes gender equality as an essential development goal through: a) strengthening interventions tackling structural changes that accelerate gender equality and women's empowerment rather than engaging primarily in programmes focused on women as beneficiaries, b) strengthening the integration of gender equality into UNDP work on environment, energy, and crisis response and recovery, c) better aligning UNDP programming with its corporate messaging on the centrality of gender equality and women's empowerment to achieve sustainable development and d) building upon institutional mechanisms for gender mainstreaming such as the Gender Equality Seal and the gender marker which provide measurable standards and incentives to drive progress.

UNDP Ukraine Gender Equality Strategy 2019-2022 will serve as a guidance for the UNDP Country Office (CO) in Ukraine in implementing the GEWE priorities as set in the UNDP Strategic Plan 2018-2021<sup>2</sup>, the UNDP Global Gender Equality Strategy 2018-2021<sup>3</sup>, the Government of Ukraine - United Nations Partnership Framework 2018-2022<sup>4</sup> and the UNDP Country Programme Document for Ukraine 2018-2022<sup>5</sup>. This Strategy goes beyond the SDG Goal 5 "achieve gender equality and empower all women and girls" to enable progress across all 17 Goals.

### Mandate:

All major global commitments today address gender equality in the context of their thematic concerns, as have a range of international, regional and national norms, standards and commitments. The salient global commitments guiding UNDP efforts to advance gender equality include: the Convention on the Elimination of all Forms of Discrimination Against Women (CEDAW), the Beijing Platform for Action, the Sustainable Development Goals, the United Nations Declaration on the Elimination of Violence Against Women, the International Conference on Population and Development, the United Nations Security Council resolutions 1325, 1889, 1820, 1888, 1960, 2106 and 2122, the United Nations Framework Convention on Climate Change, the Hyogo Framework for Action, aid effectiveness commitments, and the Council of Europe Gender Equality Strategy 2018-2023. Its strategic engagement focuses on the following priority areas: prevent and combat gender stereotypes and sexism, prevent and combat violence against women and domestic violence, ensure the equal access of women and men to justice, achieve a balanced participation of women and men in political and public decision-making, protect the rights of migrant, refugee, and asylum-seeking women and girls, achieve gender mainstreaming in all policies and measures. UNDP guided by its mandate under the UNAIDS

<sup>2</sup> [UNDP Strategic Plan 2018-2021](#)

<sup>3</sup> [UNDP Global Gender Equality Strategy 2018-2021](#)

<sup>4</sup> [Government of Ukraine and United Nations Partnership Framework 2018-2022](#)

<sup>5</sup> [UNDP Country Programme Document for Ukraine 2018-2022](#)

Division of Labour addresses HIV through development, planning, mainstreaming, governance, focusing on legislation that promoted human rights, gender equality, and sexual diversity.

## Country's National and International Obligations on Gender Equality

The Government of Ukraine (GoU) is committed to the implementation of national and international obligations on gender equality. The country adopted the Sustainable Development Goals (SDGs), joined the Beijing Declaration and Platform for Action<sup>6</sup> of the 4th World Conference for Women (1995), and ratified key human rights treaties, including the Convention on the Elimination of All Forms of Discrimination against Women (CEDAW, 1981) and its Optional Protocol. The Ukraine-EU Association Agreement<sup>7</sup>, signed in 2014, entails a commitment to ensure equal opportunities for women and men in employment, education, training, economy, society and decision-making.

Gender equality is enshrined in the Ukrainian Constitution and in several specialized laws – On Ensuring Equal Rights and Opportunities of Women and Men (2005)<sup>8</sup>, On Preventing and Combating Discrimination in Ukraine (2013)<sup>9</sup>, On Preventing and Combating Domestic Violence (2018)<sup>10</sup> – aimed at achieving gender equality and equity in all spheres of life.

The new State Social Programme on Equal Rights and Opportunities of Women and Men for the period up to 2021<sup>11</sup> aims to strengthen the institutional mechanism for gender equality with an integrated approach to addressing the institutional barriers to gender equality.

Ukraine's policy and legislative framework on gender equality also includes the National Human Rights Strategy and Action Plan<sup>12</sup>, which aims to ensure equal rights and opportunities for women and men in all areas of life.

The adoption of the National Action Plan to implement the UN Security Council Resolution 1325 "Women, Peace and security" till 2020<sup>13</sup> and the National Action Plan to implement CEDAW recommendations till 2021<sup>14</sup> is a commendable step towards the gender equality agenda in Ukraine.

Additionally, in 2017, Ukraine introduced amendments to the Criminal and Criminal Procedure Codes to implement the provisions of the Council of Europe Convention on preventing and combating violence against women and domestic violence<sup>15</sup> (Istanbul Convention), which the GoU has not ratified yet.

In 2017, the Cabinet of Ministers of Ukraine (CMU) established a new position of the Government Commissioner for Gender Policy, responsible for coordinating the work of ministries, and other central and local executive bodies to ensure equal rights and opportunities for women and men, monitoring CMU's application of the gender equality principle, developing state programmes on gender equality and cooperating with international organizations and civil society. Moreover, CMU assigned the Vice Prime Minister on EU and Euro-Atlantic Integration with the functions and responsibilities for coordinating the state gender equality policy.

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<sup>6</sup> [Beijing Declaration and Platform for Action](#)

<sup>7</sup> [EU-Ukraine Association Agreement](#)

<sup>8</sup> [On Ensuring Equal Rights and Opportunities of Women and Men](#)

<sup>9</sup> [On Preventing and Combating Discrimination in Ukraine](#)

<sup>10</sup> [On Preventing and Combating Domestic Violence](#)

<sup>11</sup> [State Social Programme on Equal Rights and Opportunities of Women and Men till 2021](#)

<sup>12</sup> [Human Rights Strategy and Action Plan](#)

<sup>13</sup> [National Action Plan to implement the UN Security Council Resolution 1325 "Women, Peace and Security" till 2020](#)

<sup>14</sup> [National Action Plan to implement CEDAW recommendations till 2021](#)

<sup>15</sup> [Amendments to the Criminal and Criminal Procedure Codes to implement the provisions of the Council of Europe Convention on preventing and combating violence against women and domestic violence](#)

## UNDP's Comparative Advantages in Achieving Gender Equality Results

1. The ability to leverage partnerships with central line ministries of government and other governing institutions (legislative and judiciary) to promote legal and policy reforms that eliminate structural barriers to gender equality and put in place policies to empower women.
2. The power to convene civil society, women's groups, and other non-governmental actors to engage in policy making processes with national authorities.
3. Recognition as a thought leader, including through its Human Development Reports and other publications, which provide an opportunity to advocate for policy reforms and changes in social norms and behaviours.
4. Innovation as a critical aspect of UNDP's gender work. Advancing gender equality calls for innovative approaches, from community conversations on difficult topics to behaviour-change campaigns to challenge discriminatory social norms and practices that are at the heart of gender inequality. Technological innovations, from mobile banking applications to new clean energy, can eliminate structural and societal barriers that prevent women from accessing financial and other services and break traditional patriarchal supply chains of information, resources and power.
5. Direct social and legal support and promoting new models of services for HIV-positive women.

## Main Challenges Related to Gender Equality in Ukraine

Ukraine ranked 61st in the UNDP Gender Inequality Index in 2017 (0.285), falling slightly from its 55th position in 2016 (0.284)<sup>16</sup>. The **life expectancy** at birth in Ukraine is 76 years for women and 66 for men. It has increased since 2004, with an increase of 3 years for women and 4 years for men (HFA, WHO/Europe, 2014).

**Gender-based violence (GBV) and human trafficking** remain serious problems and are aggravated by the conflict in eastern and southern Ukraine. This constitutes a significant crisis for the country and the region. There are over 1.7 million internally displaced persons, two-thirds of whom are women, and approximately 1.5 million people seeking asylum or other forms of legal stay in neighbouring countries<sup>17</sup>. Women are disproportionately affected by the conflict and its consequences (*74 percent of those affected*) due to persistent gender inequality, discrimination, and reinforced stereotyping<sup>18</sup>. The conflict resulted in widespread human rights violations, sexual and gender-based violence and human trafficking, including trafficking of women for sexual exploitation. Violence against women has increased in certain areas in the regions of Donetsk and Luhansk, as well as in the temporarily occupied Autonomous Republic of Crimea and the city of Sevastopol, since the conflict broke out.

Lack of judicial independence resulting in impunity for perpetrators of acts of discrimination against women, including sexual and gender-based violence, is widespread. The justice system remains inaccessible for most women because of corruption, lack of knowledge about their rights, and the limited availability of legal aid. Judges often resort to mediation, even in situations of domestic violence. Domestic and sexual violence remains underreported, as well as statistics disaggregated by age and relationship between the victim and the perpetrator. There have been reports about the lack of shelters for gender-based violence survivors, including for women and girls with disabilities. The country has established mobile emergency units for victims of violence, but there are insufficient budget allocations to health services and health-care equipment in hospitals and medical centres are outdated.

Deep-rooted patriarchal attitudes and discriminatory stereotypes concerning the roles and responsibilities of women and men in the family are persistent in political discourse, in the media, and in society at large. Such

<sup>16</sup> [UNDP Gender Inequality Index](#)

<sup>17</sup> <https://reliefweb.int/sites/reliefweb.int/files/resources/o50%20Gender%20and%20conflict%20in%20Ukraine.pdf>

<sup>18</sup> [https://www.unece.org/fileadmin/DAM/operact/Technical\\_Cooperation/Delivering\\_as\\_One/UNDAF\\_country\\_files/2018-2022\\_ENG\\_Ukraine\\_UN\\_Partnership\\_Framework\\_2018\\_2022\\_signed.pdf](https://www.unece.org/fileadmin/DAM/operact/Technical_Cooperation/Delivering_as_One/UNDAF_country_files/2018-2022_ENG_Ukraine_UN_Partnership_Framework_2018_2022_signed.pdf)

discriminatory stereotypes are the root causes of violence against women and, to date, the country has yet to apply measures to modify or eliminate discriminatory stereotypes and negative traditional attitudes<sup>19</sup>.

**Internally displaced persons (IDPs)** are particularly vulnerable (*59% of IDPs are elderly, 58% women, and 8% children*)<sup>20</sup>. Internally displaced women, including elderly women, women with disabilities, Roma women, lesbian, bisexual, and transgender women, women who are HIV positive, and women with drug addictions, are at a heightened risk of being or having been subjected to sexual violence and sexual exploitation, and facing an exacerbation of the already difficult living conditions and barriers accessing registration as internally displaced persons, hindering their freedom of movement.

The inclusion of women's needs and experiences **in peace and security decisions** is crucial in achieving and sustaining peace. The UN Security Council Resolution (UNSCR) 1325 adopted by Ukraine addresses the disproportionate impact of the ongoing armed conflict on women and girls that exacerbates existing gender inequalities and discrimination. It also acknowledges the importance of including different perceptions and experiences, especially those of women, in conflict prevention, peacekeeping, conflict resolution and peacebuilding. The National Action Plan to implement the UNSCR 1325 till 2020 recognizes women not only as survivors of the armed conflict but also as active agents in peace and security and emphasizes that violence and discrimination against women are serious obstacles to building a successful and peaceful society.

**Women's representation in decision-making** remains significantly low in the Verkhovna Rada, the Government, and the diplomatic service, owing to persistent traditional and patriarchal attitudes, the lack of effective measures, including temporary special measures, limited access to political networks and insufficient capacity-building. The Law of Ukraine "On Political Parties"<sup>21</sup> provides a bonus system for parties that ensure at least 30% same-sex representation among elected MPs and the Law of Ukraine "On Local Elections"<sup>22</sup> stipulates a 30% gender quota on the electoral lists of political parties at the local level. However, it lacks an effective implementation. As of March 2019, only 11.6% of women are represented in the Verkhovna Rada of Ukraine<sup>23</sup> (while the world's average is 24.3%<sup>24</sup>). Participation in decision-making is 24% (6 women out of 25 ministers) of the Cabinet of Ministers<sup>25</sup> and 36.9% of all executive civil servants in the top level of public administration<sup>26</sup>.

Ukraine faces serious challenges to **women's equal opportunities and rights in the economy**: gender gaps and inequality in economic opportunities and discrimination in the labour market, limited access for women in finance, business, and trade. The economic activity of Ukrainian women and the employment rate on the labour market is lower than that of men. The labour force participation rate (age 15 and older) is 46.9% for women and 63.0% for men as of 2017<sup>27</sup>.

Despite the legislation in place on equal remuneration of work, there was an increase in the **gender pay gap** over the recent years. According to the International Labour Organization, women throughout the world are

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<sup>19</sup> [https://ukraine.unfpa.org/sites/default/files/pub-pdf/Masculinity%20Today%20Men%27s\\_Report.pdf](https://ukraine.unfpa.org/sites/default/files/pub-pdf/Masculinity%20Today%20Men%27s_Report.pdf)

<sup>20</sup> [www.un.org.ua/en/publications-and-reports/un-in-ukraine-publications/3700-humanitarian-needs-overview-in-ukraine-2016](http://www.un.org.ua/en/publications-and-reports/un-in-ukraine-publications/3700-humanitarian-needs-overview-in-ukraine-2016).

<sup>21</sup> [Law of Ukraine "On Political Parties"](#) (Article 17/5): if a party ensures less than two-thirds of the same sex representation among elected MPs, it shall have additional financing of 10% of the annual amount of state financing of statutory activities of political parties (distributed evenly between political parties that are eligible for such funding in line with this law)

<sup>22</sup> [Law of Ukraine "On Local Elections"](#) (Article 4): the same sex representation in the electoral lists of candidates for local councilors in multi-mandate constituencies must be at least 30 percent of the total number of candidates in the electoral list

<sup>23</sup> Verkhovna Rada of Ukraine, [http://w1.c1.rada.gov.ua/pls/site2/p\\_deputat\\_list](http://w1.c1.rada.gov.ua/pls/site2/p_deputat_list)

<sup>24</sup> Inter-Parliamentary Union, <http://archive.ipu.org/wmn-e/world.htm>

<sup>25</sup> Cabinet of Ministers, [http://www.kmu.gov.ua/control/uk/publish/officialcategory?cat\\_id=247077361](http://www.kmu.gov.ua/control/uk/publish/officialcategory?cat_id=247077361)

<sup>26</sup> State Statistics Service of Ukraine, <http://www.ukrstat.gov.ua/>

<sup>27</sup> [http://hdr.undp.org/sites/default/files/2018\\_human\\_development\\_statistical\\_update.pdf](http://hdr.undp.org/sites/default/files/2018_human_development_statistical_update.pdf)

not only paid less, but are less well-off in high-paying professions. The gap in wages in these professions is larger and increases at the higher level of wages. Thus, the gender pay gap among executives is about 40%, which is twice as high as the gap at the average career level of about 20%. The gender pay gap in monthly earnings in Ukraine is 21.2% as of 2017<sup>28</sup>.

The gender disparities in average wages contribute to the gender gap in pensions. Women engage disproportionately in unpaid work due to traditional reproductive roles and family duties. This gender-based segregation also contributes to the structure of entrepreneurship as well as women's firms are mostly operating in the "female-dominated" sectors. Whereas women and men have equal access to finance through bank accounts, the gender gap is observed in obtaining bank loans<sup>29</sup>. The state is making efforts to continue the payment of social benefits to internally displaced persons in the conflict-affected areas, however, mothers and wives of killed soldiers face serious challenges accessing the social benefit payments.

Ukraine has the second-largest **HIV epidemic** in Eastern Europe and Central Asia. New HIV infections among adult women have almost tripled in 12 years, from 1,814 in 2005 to 5,100 in 2017. As a result, 46% of adults living with HIV in Ukraine in 2017 were women, the vast majority of whom had become infected through sexual transmission<sup>30</sup>. According to UNAIDS, the key populations most affected by HIV in Ukraine are: sex workers with an HIV prevalence of 7%, men who have sex with men (MSM) with an HIV prevalence of 8.5%, and people who inject drugs with an HIV prevalence of 21.9%<sup>31</sup>. HIV prevalence is higher among women who inject drugs (23.6%) than men who inject drugs (20.8%)<sup>32</sup>. As of December 2018, over 333,700<sup>33</sup> people are living with HIV (PLHIV). In 2015, out of all PLHIV registered in Ukraine, 57% were men and 43% were women<sup>34</sup>.

Ukraine continues to face a significant **TB epidemic**. In 2016, the country had the second highest number of people with TB at 39,000, while 21% of people with TB were living with HIV. This is the highest rate of HIV/TB co-infection, and the second largest number of incident cases in the region<sup>35</sup>. There is still a high level of stigma and discrimination towards LGBTI, people who are HIV-positive, people affected by TB and people with drug addictions. The armed conflict has disrupted the provision of diagnostic, prevention, and treatment services in the non-government-controlled areas (NGCA) of eastern Ukraine.

The needs of **rural women** are not fully recognized at the national level. The situation of rural women is worse than those of rural men, and urban women and men. On average, women earn 36% less than men and rural women are particularly vulnerable: 48% do not have access to local medical services, 36% do not participate in decision-making in their communities, and 67% cannot access the internet from home<sup>36</sup>. In the 2017 Concluding observations on the eighth periodic report of Ukraine, the state is called to address poverty among rural women and to fully ensure their access to justice, education, health-care services, housing, formal employment, skills development and training opportunities, income-generating opportunities and microcredit.

Discrimination against **Roma women** is a significant gender issue in Ukraine. According to UN Women, the estimated 100,000-200,000 Roma women are the most socially excluded and marginalized group in Ukraine<sup>37</sup>. They are discriminated against for being Roma, for being women, and for being poor. Roma women have limited access to education, health care, do not participate in public and political life and live under constant threat to their security. These problems become even more severe through the lack of ID documents – in some

<sup>28</sup> [UNECE Country Overview](#)

<sup>29</sup> World Bank (2006). Ukraine Country Gender Assessment

<sup>30</sup> [https://www.avert.org/professionals/hiv-around-world/eastern-europe-central-asia/ukraine#footnote26\\_gqinagh](https://www.avert.org/professionals/hiv-around-world/eastern-europe-central-asia/ukraine#footnote26_gqinagh)

<sup>31</sup> <http://www.unaids.org/en/regionscountries/countries/ukraine>

<sup>32</sup> [https://unaids.org.ua/images/pdf-files/JPS\\_Booklet\\_.pdf](https://unaids.org.ua/images/pdf-files/JPS_Booklet_.pdf)

<sup>33</sup> [Statistics on HIV by the Public Health Centre of the Ministry of Health of Ukraine](#)

<sup>34</sup> HIV Infection in Ukraine. Information Bulletin No.45, 2015. the Public Health Centre of the Ministry of Health of Ukraine, [http://moz.gov.ua/uploads/0/2067-facts\\_hiv\\_140x140\\_eng\\_web.pdf](http://moz.gov.ua/uploads/0/2067-facts_hiv_140x140_eng_web.pdf)

<sup>35</sup> [Tuberculosis surveillance and monitoring in Europe](#)

<sup>36</sup> UNDAF Country Analysis 2016

<sup>37</sup> [The Rights of Roma Women in Ukraine](#)

areas of Ukraine only 15% of Roma have passports, a situation that obstructs their access to social services, education and official employment.

Negative and patriarchal stereotypes of women and girls persist in **school curricula** and textbooks. Schools offer “life skills lessons” where girls are taught cooking and sewing, while boys are taught woodworking and carpentry, a situation that also upholds traditional gender roles in society. Unequal access of women to the universities of the Ministry of the Interior and Defense is outlined in the CEDAW Concluding observation, as well as high dropout rates among Roma girls as the practice of early marriages still persists in Roma communities.

There is a lack of public policies and measures to protect the rights of women and girls with **disabilities**, including their rights to inclusive education, health care, employment, housing and participation in political and public life. There is also an absence of mechanisms to protect women and girls with disabilities from intersecting forms of discrimination and from violence and abuse. The practice of forced sterilization of women recognized as legally incapable, with the consent of her guardian and without her free and informed consent, is another matter of concern.

**Elderly people** represent 22% of the population in Ukraine and elderly women in particular continue to be one of the most vulnerable groups impacted by the on-going conflict in eastern Ukraine. They lack access to health care and to protection from violence and abuse. The baseline survey of Help Age International, based on the interviews with 4,595 elderly women and men in eastern Ukraine (who were pre-selected based on specific vulnerabilities), showed 20.5% of elderly people (75.8% of those are women) experiencing at least one type of violence and abuse; the most common was emotional/psychological abuse (19.8% of elderly people interviewed)<sup>38</sup>.

The CEDAW Committee in its concluding observations expressed concern at reports of discrimination, harassment and hate speech, based on negative stereotypes, against **lesbian, bisexual and transgender women** and the lack of shelters for lesbian, bisexual and transgender women who are victims of violence. It is also concerned about the lack of information on health services and rights of lesbian, bisexual and transgender women, as well as the lack of training of medical personnel with regard to their needs.

There is a general lack of **statistical data**, disaggregated by sex, age, ethnicity, disability, geographical location and socioeconomic background. This is necessary for an accurate assessment of the Labour force participation of women, to determine whether they suffer from discrimination, for informed and targeted policymaking and for the systematic monitoring and evaluation of progress achieved towards the realization of women's substantive equality in all areas covered by the CEDAW Convention.

An updated Country Gender Profile can be accessed [here](#).

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<sup>38</sup> [https://reliefweb.int/sites/reliefweb.int/files/resources/helpage\\_baseline\\_report\\_usaid\\_echo\\_july\\_2018.pdf](https://reliefweb.int/sites/reliefweb.int/files/resources/helpage_baseline_report_usaid_echo_july_2018.pdf)

## **Corporate Policy Documents on Gender Equality, Women's Empowerment, and Gender Mainstreaming**

**UNDP Global Gender Equality Strategy 2018-2021** is the third such strategy. It articulates the core principles and priorities of the UNDP approach to gender equality and provides entry points for achieving the gender equality targets across the three development settings of the UNDP Strategic Plan 2018-2021. This strategy reflects the recommendations and management response to the 2015 independent evaluation of the UNDP contribution to gender equality and women's empowerment. The strategy is aligned to the requirements of the United Nations System-Wide Action Plan on Gender Equality and the Empowerment of Women (SWAP)<sup>39</sup> and Common chapter to the Strategic Plans of UNDP, UNICEF, UNFPA and UN-Women<sup>40</sup>.

**UNDP Global Gender Parity Strategy 2018-2021** stipulates for gender parity as a strategic priority for the organization. Gender parity is seen as the means of establishing "a working environment where men, women and persons with other gender identities have equal opportunities to contribute to UNDP's mission and advance within the organization in the atmosphere of dignity and respect" and "a working environment that fully embraces equality, eliminates biases and discrimination, and is fully inclusive of all personnel."

**Government of Ukraine and United Nations Partnership Framework (UNPF) 2018-2022** recognizes the importance of reaching gender equality through the implementation of the Sustainable Development Goals (SDGs) and the national reform agenda that provides the framework for mainstreaming human rights and gender equality into national humanitarian, recovery, and development processes and a responsibility to address gender equality through operational activities at the country level. In achieving gender equality and eliminating all forms of discrimination, UN is aimed at applying a twin-track strategy - gender mainstreaming<sup>41</sup> and women's empowerment. Ukraine is a signatory to CEDAW which is a binding international treaty that guarantees equality of women and men and prohibits gender-based discrimination. With its strong focus on people, UNPF consolidates the efforts of the UN agencies and partners to address structural issues of poverty, inequality, and vulnerability in the country and aims to build stronger coherence between humanitarian, recovery, and development programmes to produce a maximum impact in the areas of strategic priorities.

The UNPF gives a special attention to the needs and aspirations of the most marginalized and vulnerable populations in Ukraine, where the definition of vulnerable is set as the following: *people living below the poverty line, people living in rural areas, young people, unemployed people, elderly people, directly conflict-affected populations of the Donetsk and Luhansk regions, migrants and IDPs, ex-combatants, children from vulnerable groups including in residential care institutions, children from IDP families, children and persons with disabilities, children and adolescents in conflict with the law, victims of gender-based violence, including domestic violence and human trafficking, people living with HIV (including people who inject drugs, commercial sex workers, and men having sex with men) or suffering from NCDs, and ethnic minorities. The groups who tend to be left behind include (to varying degrees): women living below the poverty line, elderly women, women with disabilities, rural women, young women and girls living in the conflict affected areas, ethnic minorities, particularly Roma, and women IDPs*<sup>42</sup>.

**UNDP Country Programme Document for Ukraine 2018-2022** aims at supporting the Ukrainian government's National Development Strategy<sup>43</sup> and Action Plan<sup>44</sup> by promoting sustainable and inclusive human development with a focus on empowerment and needs of vulnerable and marginalized people. Integrating gender equality and human rights into programme interventions is ensured as one of the programme priorities. The programme will target the needs of vulnerable populations in conflict-affected regions and in poor rural

<sup>39</sup> [UN System-Wide Action Plan on Gender Equality and the Empowerment of Women](#)

<sup>40</sup> [Common chapter to the Strategic Plans of UNDP, UNICEF, UNFPA and UN-Women](#)

<sup>41</sup> [Guidance on Evaluating Institutional Gender Mainstreaming](#)

<sup>42</sup> [Government of Ukraine and United Nations Partnership Framework 2018-2022](#)

<sup>43</sup> [National Sustainable Development Strategy "Ukraine 2020"](#)

<sup>44</sup> [2018 Government Action Plan](#)

areas. Other target groups include unemployed youth and women, survivors of violence (including domestic violence), persons with disabilities, people affected by HIV, and lesbian, gay, bisexual, transgender and intersex individuals.

## **Programme interventions as per Country Programme Document**

### **Pathway I: Inclusive and Effective Democratic Governance**

**The gender equality work in this pillar will be structured around two key priorities:**

1. **Inclusive and responsive decision-making and policies** will focus on promoting women's access, meaningful participation, and leadership in decision-making in national parliament, local councils, and public institutions through capacity building and policy advocacy. This work will be strengthened through collaboration with UN Women, National Democratic Institute (NDI) and other partners. The collaborative efforts will include the implementation of stand-alone initiatives (Women's Forums, Political Academies, Campaigns) and capacity building of civil society in their advocacy efforts for the promotion of inclusive decision-making at all levels.

CPD indicator:

- a. **Percentage of women in Parliament**

Baseline (2015): 12%

Target (2020): 30%

2. **Accountable institutions and human rights** will focus on strengthening institutional capacity for design and implementation of gender-responsive policies and services with "leaving no one behind" as a guiding principle. Thus, this work will identify and address the needs of most vulnerable persons and groups to assert their rights and to seek remedies for grievances related to improving access to quality administrative and social services and enhancing government capacity for participatory strategic planning and transparent implementation through:

- working with Parliament to strengthen its capacity on gender screening of the draft legislation;
- working with the Ombudsperson Office, the Ministry of Justice, and other government institutions to implement international obligations on the Universal Periodic Review (UPR) and the Convention on the Elimination of all Forms of Discrimination against Women (CEDAW);
- facilitating the CSO-Government dialogue on the implementation of the National Human Rights Strategy;
- working with the Office of OHCHR and UN Women to support the implementation of UPR and CEDAW recommendations;
- policy advocacy for the adoption of the Istanbul Convention;
- supporting the Ministry of Justice in strengthening the legal advice and technical assistance and capacity of the law-enforcement sector to respond to gender-based and sexual violence;
- supporting the Ministry of Health of Ukraine with design and implementation of a methodology on gender mainstreaming in procurement procedures, support to women and men affected by HIV and lesbian, gay, bisexual, transgender and intersex individuals.

**Key partners:** UN Women, OHCHR, NDI, Parliament, Ombudsperson Office, Ministry of Justice, Ministry of Health, CSOs, etc.

### **Pathway II: Inclusive and Gender-Responsive Sustainable Development**

**The gender equality work in this pillar will focus on the promotion of gender-responsive green economic development, structured around two key priorities:**

1. **Women's economic empowerment** through policy advocacy and programming addressing the gender pay gap, discriminatory culture, attitudes and stereotypes in the world of work, and gender-responsive provisions in labour standards (focusing on green jobs) and social protection systems with a focus on

young women. This work will include widening access to care facilities to address women's unpaid care work and promoting decent work conditions for men and women, taking into consideration the unequal sharing of child care and domestic responsibilities.

2. **Mainstreaming gender equality principles** in low carbon, energy efficiency, environmental management, ensuring equitable access to resources, particularly through working with the government, communities, and the private sector to plan and manage a low-carbon, energy-efficient economy, environmental risk management, ensuring equitable access to resources, particularly for marginalized groups and promoting women's contribution at the level of decision-making and leadership. Programme interventions in this area will be guided by environmental and social assessments. The gender mainstreaming capacity of the SDG localization programme's regional coordinators will be developed and collaboration with the state gender focal points on inclusion of gender issues into the agenda will be established.

**Key partners:** Government of Ukraine and government institutions: Ministry of Energy and Coal Industry, State Agency for Energy Efficiency and Energy Saving, Ministry of Ecology and Natural Resources, Ministry of Regional Development, State Service of Geology and Mineral Resources, Construction and Housing and Communal Services, National Commission for State Regulation of Energy and Public Utilities, Ministry of Economic Development and Trade, Members of Parliament, Parliament Committee on Environmental Policy, Nature Resources Utilization and Elimination of the Consequences of Chornobyl Catastrophe, Parliament Committee on Fuel and Energy Complex, Nuclear Policy and Nuclear Safety, city and regional administrations, CSOs and green initiatives, the private sector.

### **Pathway III: Recovery and Peacebuilding in Conflict-affected Areas:**

The gender equality work in this pillar will be structured around three priorities:

1. **Sustainable economic recovery:** UNDP will ensure that all infrastructure and rehabilitation work is designed in a gender-responsive manner focusing on social-related infrastructure, where participatory methods of gender-responsive decision-making will be promoted. UNDP will facilitate cooperation between the Ministry of Social Policy and counterparts to promote employment for vulnerable women and men to address gender equality gaps through policy and programmatic interventions, specifically targeted at the needs of the most vulnerable women. It will include financial support through SMEs, activities focusing on social inclusion, training for employment skills, etc.

CPD indicators:

- a. **Number of people benefiting from emergency jobs and other livelihoods in crisis or post-crisis settings**  
Baseline (2016): 0  
Target (2022): 100,000 (women), 50,000 (men)
- b. **Number of new jobs and other livelihoods generated**  
Baseline (2016): 0  
Target (2022): 90,000 (men), 130,000 (women), 30,000 (youth)

2. **Restoring and reforming governance structures:** Working closely with UN Women, UNDP will focus on women's empowerment and strengthening women's groups' organizational capacities to raise awareness on the importance of addressing gender-related conflict risks, strengthening capacities of the agencies to provide services and engage both women and men into the decision-making processes on conflict mitigation.

CPD indicators:

- a. **Number of national and regional governmental agencies with improved capacity in community engagement, gender-responsive planning, coordination and monitoring of recovery efforts**

- Baseline (2016): 0  
Target (2022): 6
- b. **Share of conflict-affected women and men satisfied with quality of security services with UNDP support**  
Baseline (2016): 53% (women), 68% (men)  
Target (2022): 63% (women), 78% (men)
- c. **Number of conflict-affected women and men benefiting from improved infrastructure and quality public services with UNDP support**  
Baseline (2016): 0  
Target (2022): 1,000,000 (women), 1,000,000 (men)

3. **Building resilience:** UNDP will provide policy advice and technical assistance to the Ministry of Interior and the Ministry of Temporarily Occupied Territories and IDPs, local governments, law enforcement agencies and CSOs. It will focus on improving gender-responsive services, building trust around gender-related issues, promoting dialogue with women's organizations, ensuring security for women and girls and protecting the conflict-affected population, empowering women and girls by involving them in all types of decision-making activities, including in security services. UNDP will work with justice sector agencies to scale up community-based early warning and monitoring systems in conflict-affected regions and will work with administrative service centres together with UN Women to ensure that concerns about women's safety and gender-based violence are being addressed. This includes women's participation in early warning and monitoring systems designs. Women will be engaged as change makers contributing to greater security.

CPD indicators:

- a. **Share of conflict-affected women and men that feel safe outside the home**  
Baseline (2016): 37% (women), 75% (men)  
Target (2022): 47% (women), 85% (men)
- b. **Number of victims of domestic and gender-based violence provided with scaled-up legal and security services, provided with UNDP support**  
Baseline (2016): 0  
Target (2022): 5,000

**Key partners:** UN Women, Ministry of Social Policy, SMEs, Ministry of Interior and the Ministry of Temporarily Occupied Territories and IDPs, local governments, law enforcement agencies, justice sector agencies, administrative service centres, CSOs.

## **UNDP Policy to Support Planning and Programming in Ukraine**

UNDP will actively consider gender equality and women's empowerment (GEWE) in all stages of the programming cycle. Programme and project documents will be fed with gender analysis and the rationale must address structural barriers to gender equality and the priority areas with concrete changes to advance gender equality in at least one area of intervention. The corresponding results and resources frameworks will include at least one gender-specific outcome and indicative outputs and indicators.

### **Budget allocation:**

UNDP in Ukraine will strive that at least 50% of the programme budget – the total amount of expenditures with gender equality as the main objective (GEN3) and significant objective (GEN 2) – directly contributes to gender equality results as a minimum standard in programming by the end of 2020.

### **Three-step procedure for gender review of all programme and project documents:**

**First stage:** the review of concept notes/proposals on gender provisions, including gender analysis.

**Second stage:** the endorsement of a draft project document and the draft Annual Work Plan with its Annual Gender Work Plan<sup>45</sup>.

**Third stage:** the monitoring of gender indicators at all stages, including gender mainstreaming efforts through TORs and monitoring trips.

### **Social and Environmental Screening Procedure (SESP)<sup>46</sup>:**

SESP will become a mandatory procedure where pre-LPAC meetings with participation of CSOs working on gender equality are foreseen and Gender Marker<sup>47</sup> is assigned as per UNDP standards. The UNDP Business Development and Innovations Unit will play a significant role in becoming the champion of integrating gender mainstreaming and women's empowerment agenda into elaboration of future interventions.

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<sup>45</sup> See Annex 3

<sup>46</sup> Link to POPP: <https://bit.ly/2VJaVA7>

<sup>47</sup> See Annex 4

## **UNDP Partnerships**

**The United Nations Gender Thematic Group (UNGTG)** aims to strengthen the UN Country Team and Agencies (UNCT) performance on gender equality and women's empowerment (GEWE). It will mainstream a GEWE approach into all key policies and programmes cycles as one out of six mandatory programmatic principles of UN country programming in line with UN System-Wide Action Plan on GEWE. UNGTG serves to enhance UN coordination and strategic partnership with key stakeholders and other agencies to support national partners in the implementation of country commitments in the GEWE area, and to create a platform for sharing knowledge, best practices, and lessons learned. The UNDP Ukraine Gender Equality Strategy leverages the role of UNDP in the joint activity of UNGTG, which unites UN Agencies' efforts in promotion of gender equality goals, coordination and partnership in the following functional areas: 1) research and analysis, 2) support to UNCT gender mainstreaming, 3) promoting accountability of UNCT on gender equality, 4) policy, technical, and normative support, 5) advocacy and communication campaigns, 6) capacity development on gender mainstreaming. *The indicative contribution of UNDP to UNGTG will be outlined as "at least one substantive input should be provided once per year."*

**The Common chapter:** In line with the 2016 quadrennial comprehensive policy review of operational activities for development of the United Nations system (Q CPR), UNDP remains committed to working together with UN Agencies to support implementation of the 2030 Agenda. The Common chapter of the strategic plans of UNDP, UNFPA, UNICEF, and UN-Women describes key areas of collaboration<sup>48</sup>: a) eradicating poverty, b) addressing climate change, c) improving adolescent and maternal health, d) achieving gender equality and the empowerment of women and girls, e) ensuring greater availability and use of disaggregated data for sustainable development, f) emphasizing that development is a central goal and that in countries in conflict and post-conflict situations the development work of the entities of the United Nations development system can contribute to peacebuilding and sustaining peace, in accordance with national plans, needs, and priorities and respecting national ownership. *The common chapter intervention led by UNDP will be supported through development of a concept paper of implementation by 2022.*

**The UNDP MoU with UN Women** builds on the Common chapter and commits to stronger collaboration to meet the 2030 Agenda. This strengthened partnership is a chance to move forward and leverage comparative advantages to achieve results. It provides a useful framework for UNDP and UN Women to enhance collaboration in concrete ways under seven areas of work: legal and policy reforms to advance gender equality, gender-based violence, crisis and post crisis response and early recovery, women's political leadership, mobilizing the private sector to advance gender equality, economic empowerment, and energy. *UNDP will seek for opportunities to cooperate with UN Women both in programming and advocacy.*

**Ukrainian Gender Machinery:** UNDP in close cooperation with UN Women will support the efforts of the gender machinery to effectively coordinate a delivery of the gender mainstreaming strategy. It includes gender-responsive budgeting and can be applied in all policies and programmes at all levels with regard to various aspects of women's lives and support the national machinery to develop policies and programmes aiming at achieving gender equality in a comprehensive and effective manner and within a human rights framework. UNDP will consider capacity building activities for gender focal points in localities and broader inclusion of the gender machinery into the cooperation modalities (looking at GM as a key partner) for UNDP projects and programmes.

**Civil society and women's movement:** UNDP in Ukraine will strengthen its partnership with civil society by embracing and supporting organizations that promote women's rights, disabled people's rights, LGBTI rights, Roma's rights, the rights of HIV positive women and men, and other key populations. This effort will increase achievements in planning, implementation, monitoring, and accountability for gender equality results in UNDP. *UNDP will continue to advocate for the inclusion of civil society organizations in country-led efforts to achieve the 2030 Agenda, guided by the establishment of the UNDP Civil Society Advisory Committee<sup>49</sup>.*

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<sup>48</sup> UNDP Strategic Plan 2018-2021 <http://undocs.org/DP/2017/38>

<sup>49</sup> [UNDP Civil Society Advisory Committee](#)

**UNDP in Ukraine will work with government to strengthen capacities of civil society and help create a space and opportunities to effectively engage in sustainable development and advocacy for GEWE.**

## **Institutional Implementation and Capacity Framework of the Strategy**

UNDP CO is adapting its institutional framework to align its policies and procedures with the United Nations System-Wide Action Plan (UN-SWAP) on Gender Equality and Women's Empowerment, which calls on all entities of the UN to take specific measures to increase accountability and oversight for mainstreaming gender equality and women's empowerment and ensuring gender equality results. UNDP is also implementing the 2012 QCPR resolution (67/226) recommendations on gender equality and aligning its policies and procedures with the UNDP Strategic Plan 2018-2021. This section of the Strategy details this process in terms of the organization's policy and planning, accountability and oversight, gender architecture, capacity development, knowledge and communication, and financial resources.

### **Leadership for Gender Equality:**

UNDP Ukraine Leadership will continue to challenge gender power structures and discriminatory practices and will promote action to eliminate Sexual Harassment (SH) and Sexual Exploitation and Abuse (SEA)<sup>50</sup> within the organization and in programmatic/policy work. In alignment with the System-Wide Action Plan and the commitments of both the Secretary-General and the UNDP Administrator as international gender champions, UNDP Ukraine senior management will consistently champion gender equality.

Senior management will include gender equality and the empowerment of women in public speeches, statements and advocacy efforts, will ensure gender balance in meeting delegations and UNDP-hosted panels and UNDP events. Senior management will promote implementation of this gender equality strategy for the country office, establish an effective gender architecture and gender expertise, a gender equality, SH and SEA accountability framework and will take substantive steps in promoting an inclusive and respectful organizational culture.

### **CO technical capacity for gender mainstreaming:**

UNDP in Ukraine has a dedicated Gender Specialist. As required by the Seal benchmarks, COs with a portfolio over USD 25 million and crisis COs should have a dedicated senior person occupying the post of a gender advisor. This strategy suggests having at least two additional national staff posts (100% both) to support the gender team in launching the implementation of this first gender strategy and to leverage the CO's efforts in applying for the Gender Equality Seal round 2021-2022.

### **Gender Focal Team:**

UNDP Ukraine Gender Focal Team (GFT) will be headed by the Resident Representative (RR) or the Deputy Resident Representative (DRR) and is responsible for overseeing the implementation of the annual Action Plan of the Gender Equality Strategy 2019-2022. The RR/DRR ensures gender issues are considered in all policy, programme, administration and financial decision-making in the office. The GFT membership is multidisciplinary and will therefore include, but not limited to:

- **Gender Specialist** coordinates the development of a coherent and systematic approach to gender mainstreaming in the programmes and reviews all programme planning documents for their gender equality components prior to submission for funding. They should be involved in all substantial and operational discussions to ensure gender responsive corporative policy implementation.

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<sup>50</sup><https://popp.undp.org/SitePages/POPPSubject.aspx?SBJID=352&Menu=BusinessUnit&Action=DISPLAY&RefreshToken=025f74a3-cf36-4d12-8135-395f3cf8a66>

- **Strategic Planning, Partnership & RBM Team Leader** will ensure the proper corporate gender mainstreaming procedures at the stage of strategic concept development phase and put efforts in developing GEN3 proposals together with responsible programme/project personnel and the Gender Specialist. SPP&RBM Team Leader has a monitoring and evaluation responsibility for facilitating the work of the CO on gender mainstreaming and gender equality activities. They are responsible for the appropriate use of gender related corporate accountability frameworks and reporting.
- **Programme Team Leaders** will ensure the effectiveness of gender mainstreaming practices in UNDP programme flow and an inclusive and respectful organizational culture.
- **Operations Manager** coordinates implementation of gender responsive operational policy and will develop entry points to establish gender-responsive procurement together with the Procurement Manager. Operations Manager also reviews and advises on the operations of common services that will enhance CO efficiencies and effectiveness in service delivery and in implementation of a family-friendly space.
- **Communications Manager** ensures gender-responsive communications and messaging according to rules and regulations, ensures the gender-oriented content of the speeches, talking points, website, and all the knowledge management products.
- **Human Resource Manager** is responsible for ensuring the CO adherence to gender-responsive HR policies and for all staff taking responsibility for gender issues in line with their terms of reference.
- **Talent Development Manager**, together with Gender Specialist, is responsible for developing internal gender capacity of all staff members by organizing gender training at different levels: basic, advance, and thematic. TDM will ensure that at least 10% of the Country Office's learning plan budget is allocated to gender-related training/activity.
- **Local Staff Council representative** will ensure linkages between LSC and GFT to communicate gender-related issues and will closely cooperate with the Global Staff Survey Focal Point in the area of prevention of harassment, sexual harassment, discrimination, and abuse of authority.
- **Security Lead** ensures gender-responsive security support, risk management measures, and all matters relating to safety and security.

The GFT will elaborate annual plans to the Strategy and will meet at least once per quarter on an annual basis.

#### **Accountability and Monitoring Mechanism:**

1. UNDP in Ukraine will ensure that implementation of the UNDP Ukraine Gender Equality Strategy 2019-2022 is recognized as a criterion of good performance in performance assessment of all managers through learning plans and assessments.
2. Corporate monitoring system (results-based management) and tools, which will continue mainstreaming gender equality and the empowerment of women to enable the organization to assess progress toward the three development outcomes established in the Strategic Plan. Project documents' Results and Resources Frameworks (RRF) contain gender-disaggregated indicators and targets which are monitored and reported on in project progress reports and ROAR.
3. UNDP Country Office in Ukraine will be developing an Action Plan to implement its current Gender Equality Strategy annually and will continue to implement and improve the gender marker<sup>51</sup> as the primary tool for tracking resource allocations for gender equality in the organization. UNDP outcome evaluations and the UN Country Team scorecard highlighted weaknesses in gender mainstreaming in programming as indicated in UNDP Country Programme Document 2018-2022, therefore, at least 15% of resources for gender equality and

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<sup>51</sup> <http://www.unevaluation.org/document/download/2827>

women's empowerment is benchmarked to strengthen gender expertise and prioritize the needs of women in conflict-affected areas and in other vulnerable situations.

## Capacity Framework

### UNDP Gender Equality Seal<sup>52</sup>:

The Gender Equality Seal (GES) incentivizes UNDP Country Offices to integrate gender equality into all aspects of their development work. Upon completing a range of specific standards, participating UNDP Country Offices can achieve either a Gold, Silver, or Bronze level certification. By engaging with the Seal, UNDP Country Offices are better positioned to support government partners and accelerate progress towards achievement of the Sustainable Development Goals. To receive a Gender Equality Seal, standards must be met in the following seven areas:

- Management Systems;
- In-house Capacities;
- Enabling Environment;
- Communications and Knowledge Management;
- Programmes;
- Partnerships;
- Gender Impact/Results.

Additionally, the Gender Equality Seal serves as a learning platform to help UNDP Country Offices establish baselines, fine-tune strategies, document innovations and showcase the impacts of interventions for gender equality. Launched in 2011, the Gender Equality Seal has worked with 57 UNDP Country Offices across all regions. Upon completion of every Gender Equality Seal round, the UNDP Gender Team hosts an Awards Ceremony in New York to recognize the progress of participating Country Offices' work on long-term gender results. UNDP CO in Ukraine aims at applying for certification within this Strategy cycle.

### Learning

To build strong and sustainable internal gender capacity, ***UNDP in Ukraine will allocate no less than 10% of learning budget to specific gender and SH and SEA learning activities***. Sessions on gender equality and women's empowerment, gender-responsive language, will be introduced through the **induction process** for newcomers. Informal events on gender stereotypes and other related issues outside of programming are to be organized as well as at different types of office retreats. All gender studies developed with UNDP support will be presented during formal and informal learning events as office learning hours. Women leaders and gender experts will be invited to these events to share their knowledge and experience in the area of gender and development.

## Knowledge Management, Communications, and Advocacy

UNDP Ukraine Communications will gender mainstream its Strategy and include the following aspects into the annual working plans: the development of the guidelines on gender-sensitive and non-discriminatory language with orientation of the staff through the induction processes and on a regular basis, at least once per year. The Office will strive to issue knowledge management materials showcasing gender mainstreaming in a thematic area at least once a year. The UNDP Ukraine website will develop a **dedicated webpage on gender equality** with relevant data such as the national Gender Inequality Index and "change stories" that highlight shifts in

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<sup>52</sup> <http://www.undp.org/content/undp/en/home/gender-equality/transforming-workplaces-to-advance-gender-equality/gender-equality-seal-for-undp.html>

gender relations on the ground. In addition, the CO Communications will actively participate at the UNCG/UNGTG joint efforts for gender targeted events. UNDP in Ukraine will actively participate in and share experiences in the global Community of Practice (CoP) on gender equality, in the regional emailing group, contribute to the regional news magazine issued by the Istanbul Regional Hub, etc. The Office, in cooperation with civil society and other UN agencies, will develop an advocacy plan to promote women's and girls' rights as per the identified issues.

## ANNEX 1

### A short glossary of terms

**Gender** refers to the roles and responsibilities of women and men that are created in our families, our societies and our cultures. The concept of gender also includes the expectations held about the characteristics, aptitudes and likely behaviours of both women and men (femininity and masculinity). Gender roles and expectations are learned. They can change over time and they vary within and between cultures. Systems of social differentiation such as political status, class, ethnicity, physical and mental disability, age and more, modify gender roles. The concept of gender is vital because, applied to social analysis, it reveals how women's subordination (or men's domination) is socially constructed. As such, the subordination can be changed or ended. It is not biologically predetermined nor is it fixed forever.

**Sex** describes the biological differences between men and women, which are universal and determined at birth (female, male, intersex).

**Gender Equality** means that women and men have equal conditions for realizing their full human rights and for contributing to and benefiting from economic, social, cultural and political development. Gender equality is therefore the equal valuing by society of the similarities and the differences of men and women, and the roles they play. It is based on women and men being full partners in their home, their community, and their society.

**Gender Equity** is the process of being fair to men and women. To ensure fairness, measures must often be put in place to compensate for the historical and social disadvantages that prevent women and men from operating on a level playing field. Equity is a means. Equality is the result.

**Gender Mainstreaming** is a process rather than a goal. Efforts to integrate gender into existing institutions of the mainstream have little value for their own sake. We mainstream gender concerns to achieve gender equality and improve the relevance of development agendas. Such an approach shows that the costs of women's marginalization and gender inequalities are born by all. UN ECOSOC describes gender mainstreaming as "the process of assessing the implications for women and men of any planned action, including legislation, policies or programmes, in all areas and at all levels. It is a strategy for making women's as well as men's concerns and experiences an integral dimension of the design, implementation, monitoring and evaluation of policies and programmes in all political, economic and societal spheres so that women and men benefit equally, and inequality is not perpetuated. The ultimate goal is to achieve gender equality". (ECOSOC Agreed Conclusions 1997/2)

**Gender Stereotypes** are simplistic generalizations about the gender attributes, differences and roles of women and men. Stereotypical characteristics about men are that they are competitive, acquisitive, autonomous, independent, confrontational, concerned about private goods. Parallel stereotypes of women hold that they are cooperative, nurturing, caring, connecting, group-oriented, concerned about public goods. Stereotypes are often used to justify gender discrimination more broadly and can be reflected and reinforced by traditional and modern theories, laws and institutional practices. Messages reinforcing gender stereotypes and the idea that women are inferior come in a variety of "packages" – from songs and advertising to traditional proverbs.

**Gender-Based Violence (GBV)** is an umbrella term for any harmful act that is perpetrated against a person's will and that is based on socially ascribed (gender) differences between women and men. The nature and extent of specific types of GBV vary across cultures, countries and regions. Examples include sexual violence, including sexual exploitation/abuse and forced prostitution; domestic violence; trafficking; forced/early marriage; harmful traditional practices such as female genital mutilation; honour killings; and widow inheritance.

**Gender Gap** refers to any disparity between women's and men's condition or position in society. It is often used to refer to a difference in average earnings between women and men, e.g. "gender pay gap." However, gender gaps can be found in many areas, such as the four pillars that the World Economic Forum uses to calculate its Gender Gap Index, namely: economic participation and opportunity, educational attainment, health and survival, and political empowerment.

For more information, please visit: <https://trainingcentre.unwomen.org/mod/glossary/view.php>

## ANNEX 2

### Links to Ukraine's Gender Policy

#### **Key national legislature:**

1. [National Human Rights Strategy](#) aims at ensuring equal rights and opportunities for women and men in all areas of public life (adopted 24 March 2021)
2. [State Programme on prevention and elimination of domestic violence and gender-based violence 2021-2025](#) (adopted on 24 February 2021, enforced on 2 March 2021)
3. [National Action Plan to implement the UN Security Council Resolution 1325 "Women, Peace and Security" 2021-2025](#) (adopted on 28 October 2020)
4. [Gender Equality Communications Strategy](#) (adopted 16 September 2020)
5. Ukraine joined [Equal Pay International Coalition](#) (16 September 2020)
6. [Biarritz Partnership for Gender Equality Action Plan](#) (adopted on 16 December 2020)
7. Ukraine joined [Biarritz Partnership for Gender Equality](#) (11 September 2020)
8. [Gender Equality Commission](#) was set up to coordinate the work of executive bodies to ensure equal rights and opportunities for women and men (adopted on 2 September 2020, enforced on 8 September 2020)
9. [Government action program](#) includes gender equality targets (adopted on 12 June 2020)
10. The [election code](#) (Article 154/12, Article 219/9, Article 220/7) increases the gender quota to 40 percent in national, sub-national, and local elections, with the exception of village, settlement, and city councils in the amalgamated communities with up to 10,000 voters, where the quota remains 30 percent (adopted on 19 December 2019, enforced on 1 January 2020)
11. [Guidelines on gender-oriented budgeting](#) (adopted on 2 January 2019)
12. [Law on elimination of bullying \(harassment\)](#) (adopted on 18 December 2018, enforced on 19 January 2019)
13. [Gender assessment of legislation](#) (adopted on 28 November 2018, enforced on 5 December 2018)
14. Amendments to ensure [equal rights and opportunities for women and men during military service](#) in the Armed Forces of Ukraine and other military formations (adopted on 6 September 2018, enforced on 27 October 2018)
15. [National Action Plan to implement CEDAW recommendations 2018-2021](#) (adopted on 5 September 2018). [CEDAW Concluding Observations of the Eighth Periodic Report of Ukraine](#) (provided on 3 March 2017)
16. [State Social Programme on Equal Rights and Opportunities of Women and Men 2018-2021](#) (adopted on 11 April 2018)
17. Amendments to the Criminal and Criminal Procedure Codes of Ukraine to implement the provisions of the Council of Europe Convention on [preventing and combating violence against women and domestic violence](#) (adopted on 16 December 2017, enforced on 11 January 2019)
18. Ukraine joined [Declaration on Trade and Women's Economic Empowerment](#) (12 December 2017)
19. [Law on preventing and combating domestic violence](#) (adopted on 7 December 2017, enforced on 7 January 2018)
1. Ministry of Health [abolished its order No.256 banning women from being employed in 458 professions](#), which were considered damaging to women's health (adopted on 13 October 2017, enforced on 22 December 2017)

2. [EU-Ukraine Association Agreement](#) (effective as of 1 September 2017). The Treaty envisions ensuring equal opportunities for women and men in different spheres
3. [European Charter for Equality of Women and Men in Local Life](#) (cities are joining since June 2017)
4. CMU introduced a [post of Government Commissioner for Gender Equality Policy](#) on 7 June 2017, the post was filled on 15 February 2018
5. CMU assigned the Vice Prime Minister on EU and Euro-Atlantic Integration with the functions and responsibilities for coordination of the state gender equality policy (March 2017)
6. Gender parity provisions in public institutions has been included in the [Strategy for the development of public administration 2016-2021](#) (adopted on 24 June 2016)
7. Law on [political parties](#) (Article 17/5) provides that if a party ensures less than two-thirds of the same sex representation among elected MPs, it shall have additional financing of 10% of the annual amount of state financing of statutory activities of political parties – distributed evenly between political parties that are eligible for such funding in line with this law (changes adopted on 8 October 2015, enforced on 26 November 2015)

Before the adoption of the new [election code](#), Law on [political parties](#) (Article 8/10) stipulated for 30 percent gender quota in electoral lists for MPs (changes adopted on 21 November 2013, enforced on 1 February 2014) and in electoral lists for local councillors in multi-seat constituencies (changes adopted 14 July 2015, enforced on 8 August 2015)

8. Before the adoption of the new [election code](#), Law on [local elections](#) (Article 4) stipulated that the same sex representation in the electoral lists of candidates for members of local councils in multi-mandate constituencies must be at least 30 percent of the total number of candidates in the electoral list (adopted 14 July 2015, enforced on 8 August 2015)
9. Law on [preventing and combating discrimination](#) (adopted on 6 September 2021, enforced on 4 October 2012)
10. Law on [eliminating human trafficking](#) (adopted on 20 September 2011, enforced on 15 October 2011)
11. Law [on ensuring equal rights and opportunities of women and men](#) aims at achieving parity of women and men in all spheres of life (adopted on 8 September 2005, enforced 1 January 2006)
12. President's Decree on [improving the work of central and local executive authorities on ensuring equal rights and opportunities for women and men](#) (adopted on 26 July 2005)
13. [Constitution of Ukraine](#) (28 June 1996). Article 3 enshrines the equality of men and women in all spheres of life. The norm of gender equality is also reflected in Articles 21, 24, 51. Part 3 of Article 24 is directly devoted to the elimination of discrimination against women.

#### **International:**

1. [United Nations Charter](#) (26 June 1945)
2. [Universal Declaration of Human Rights](#) (10 December 1948)
3. [ILO Conventions](#)
4. [Convention on the Elimination of All Forms of Discrimination against Women](#) (CEDAW) and its [Optional Protocol \(Ukraine\)](#): CEDAW adopted on 17 July 1980, ratified on 12 March 1981; CEDAW-OP accepted on 26 September 2003
5. [Beijing Declaration and Platform for Action](#) of the 4th World Conference on Women (September 1995)
6. [United Nations Security Council Resolutions on women, peace, and security](#) – UNSCRs 1325 (2000), 1820 (2008), 1888 (2008), 1889 (2009), 1960 (2010), 2106 (2013), 2122 (2013), 2242 (2015), 2467 (2019), and 2493 (2019)

7. [Sustainable Development Goals](#): While being a stand-alone goal (SDG 5), gender equality cuts across all 17 SDGs and is reflected in 45 targets and 54 indicators for SDGs (September 2015)
8. [Council of Europe Gender Equality Strategy 2018-2023](#) (7 March 2018)
9. [UNAIDS Gender Action Plan 2018-2023](#) (5 June 2018)
10. [UNDP Gender Equality Strategy 2018-2021](#) (12 December 2018)
11. [Biarritz Partnership for Gender Equality](#) (August 2019)
12. [Council of Europe Convention on Preventing and Combating Violence against Women and Domestic Violence](#), or so-called Istanbul Convention ([Ukraine](#): adopted on 7 November 2011, not ratified)

## ANNEX 3

### Proposed format of the Annual Gender Work Plan

Expected Products (Insert Output/Outcome)	Key Activities (Insert Activities)	Quarter				Source of Funding (donor)	Budget
		I	II	III	IV		
Gender-sensitive, gender-oriented, gender-targeted activities under the Output(s) (e.g. sex-disaggregated data, capacity building, advocacy, raising awareness, policy/legal framework interventions, service provision, grants provision, innovations, panels/boards, conferences/forums, gender-sensitive procurement, infrastructure, etc.)							
Communications and knowledge products (base-line studies, research, analytical papers, videos/photos, blogs, success stories, etc.)							
Partnerships (State institutions responsible for gender issues, women's movements, UN WOMEN, UNFPA, UNDP gender related projects and other relevant partners)							
Capacity on gender, organizational culture of gender quality, SH and SEA policies of the project/programme staff							
Total budget for the project:							
Total budget for gender:							
% for gender:							

## ANNEX 4

### Gender marker

Gender Rating	Description
<b>Gender Rating 3:</b> Gender equality is a <b>principal</b> objective of the output	The achievement of gender equality is an explicit objective of the output and <b>the main reason</b> that this output was planned.
Examples of outputs that could be rated 3	<ul style="list-style-type: none"> <li>▪ A resource guide on gender and climate change is developed. <b>[Motivation for rating:</b> Analyses the differential impacts of climate change on women and girls, and ensures that climate change policies are gender-responsive]</li> <li>▪ A gender-based violence resource centre is established. <b>[Motivation for rating:</b> Provides support to survivors of gender-based violence; increased awareness, advocacy for reduction of gender-based violence.]</li> <li>▪ Business management training is provided to local women's producer groups. <b>[Motivation for rating:</b> Promotes women's entrepreneurship]</li> <li>▪ Legislative quotas put in place to increase women's representation in parliament. <b>[Motivation for rating:</b> Enhances women's political participation]</li> </ul>
<b>Gender rating 2:</b> Gender equality is a <b>significant</b> objective of the output	For an output to be scored 2, gender equality <b>must not be the main objective of the expected output, but the output is expected to promote gender equality in a significant way</b> . Gender equality is an important secondary objective and may be promoted by more than one of the activities associated with the output.
Examples of outputs that could be scored 2	<ul style="list-style-type: none"> <li>▪ Climate change mitigation and adaptation policies and programmes are developed <b>[Motivation for rating:</b> Developing climate change mitigation and adaptation policies is the principal objective of this output. Ensuring that these policies and programmes reflect women's concerns and interests is a secondary objective of the output. Activities that constitute this output will reflect gender-responsive policy and technical advisory services based on gender analysis. Furthermore, women's local knowledge on climate change mitigation and adaptation will be collected and used.]</li> <li>▪ A handbook for political parties is developed. <b>[Motivation for rating:</b> The entire knowledge product will reflect gender analysis and sex-disaggregated data. The handbook will also provide many relevant examples on how to make political parties more accessible and accountable to women.]</li> <li>▪ Post-crisis community security and cohesion is restored. <b>[Motivation for rating:</b> Restoring security and cohesion for the whole community is the principal objective of the project. A secondary objective of the project is to ensure that women benefit from the project, survivors of gender-based violence are reintegrated into their families and communities, etc.]</li> <li>▪ Aid coordination mechanisms are set up in such a way that women and men co-design and benefit equally from recovery programming. <b>[Motivation for rating:</b> The main objective of the project is to establish aid coordination mechanisms. Consultative processes to engage women in the deliberations will be facilitated and their needs will be directly included in these mechanisms.]</li> </ul>

Gender Rating	Description
<b>Gender Rating 1:</b> Outputs that will contribute <b>in some way</b> to gender equality, but <b>not significantly</b>	For an output to be scored 1, gender equality will not be one of the main reasons for having this output or critical in its design. Nevertheless, some aspect of the output—perhaps one of the activities—is expected to promote gender equality. In contrast to a rating of 2, however, the output is not expected to contribute to gender equality in a significant way.
Examples of outputs that could be rated 1	<ul style="list-style-type: none"> <li>▪ New systems and procedures are established to enhance efficiency and transparency in public service.</li> </ul> <p>[<b>Motivation for rating:</b> The main objective of most of the activities that constitute this output is to promote government accountability and transparency in public service. One or two of the activities will focus on promoting gender equality, for example, by organizing a training to share information with women organizations.]</p> <p>[If promoting gender equality is a secondary objective of the output (for instance, ensuring that these new systems and procedures target both women and men equally, such as by establishing some mechanism to strengthen the interface between women's organizations and the government, or by promoting the active participation of women in ensuring transparency), the output could be rated 2.]</p>
<b>Gender Rating 0:</b> Outputs that are <b>not expected to contribute noticeably to gender equality</b>	All outputs that are not expected to contribute to gender equality in a noticeable way should be rated 0. Activities that constitute the output are not targeted to promoting gender equality.
Examples of outputs that could be rated 0	<ul style="list-style-type: none"> <li>▪ AIDS responses are integrated into poverty reduction strategies. [<b>Motivation for rating:</b> The planned activities that make up this output do not take the different needs and interests of women and men into account. Activities are planned in a way that assumes that services "for people" will meet the needs of everyone.]</li> </ul>