



ALTERNATIVE REPORT ON UKRAINE'S IMPLEMENTATION
OF THE CONVENTION ON THE ELIMINATION OF ALL FORMS
OF DISCRIMINATION AGAINST WOMEN
(VIII PERIODIC REPORT)

Prepared by network of women's and human rights organizations
Coordinator of Report – Charitable Organization «Kyiv Gender Studies Institute»

Ukraine, 2017

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¹ She stopped the work on the report and left the Drafting group since December 2016 and started collaboration with the «Anti-discrimination Center «Memorial».

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LIST OF ABBREVIATIONS

NGO	Non-governmental organization
CEB	Central executive body
MSP	Ministry of Social Policy of Ukraine
MIA	Ministry of Internal Affairs of Ukraine
MES	Ministry of Education and Science of Ukraine
SSSU	State Statistics Service of Ukraine
Medstat	Center for Health Statistics of the Ministry of Health of Ukraine
CEC	Central Election Commission
VRU	Verkhovna Rada of Ukraine
CMU	Cabinet of Ministers of Ukraine
MFYSU	Ministry of Family, Youth and Sports of Ukraine
MFI	Interfactional deputy association
HEI	Higher educational institution
NASU	National Academy of Sciences of Ukraine
SRI	Science and Research Institute
NGM	National Gender Mechanism
IOM	International Organization for Migration
UNDP	United Nations Development Programme
IDPs	Internally displaced persons
MM	Mass media
GGGR	Global Gender Gap Report

REVIEW OF THE IMPLEMENTATION OF ARTICLES OF THE CONVENTION AND CEDAW COMMITTEE'S CONCLUDING OBSERVATIONS

ARTICLE 2 and reply to Concluding Observations #18-19

States Parties condemn discrimination against women in all its forms, agree to pursue by all appropriate means and without delay a policy of eliminating discrimination against women and, to this end, undertake:

- (a) To embody the principle of the equality of men and women in their national constitutions or other appropriate legislation if not yet incorporated therein and to ensure, through law and other appropriate means, the practical realization of this principle;
- (b) To adopt appropriate legislative and other measures, including sanctions where appropriate, prohibiting all discrimination against women;
- (c) To establish legal protection of the rights of women on an equal basis with men and to ensure through competent national tribunals and other public institutions the effective protection of women against any act of discrimination;
- (d) To refrain from engaging in any act or practice of discrimination against women and to ensure that public authorities and institutions shall act in conformity with this obligation;
- (e) To take all appropriate measures to eliminate discrimination against women by any person, organization or enterprise;
- (f) To take all appropriate measures, including legislation, to modify or abolish existing laws, regulations, customs and practices which constitute discrimination against women;
- (g) To repeal all national penal provisions which constitute discrimination against women.

During the reporting period, policies and measures to eliminate discrimination against women in Ukraine faced a serious challenge due to the political opportunism of the previous government and the present government's lack of institutional capacity to implement necessary measures.

Between 2010 and the end of 2013, national mechanisms for gender equality (NGM) were ac-

tually destroyed due to administrative reforms. The Ministry of Family, Youth and Sports responsible for equality issues was liquidated. After five months, by Presidential Decree dated April 6, 2011², its functions were partly transferred to the Ministry of Social Policy. However, the Ministry of Social Policy began regulating issues of equality only the following year, when a relevant department appeared on November 1, 2011 (today the Department of Family and Gender and Combating Human Trafficking, which has different subdivisions in charge of gender policy, combating human trafficking and prevention of domestic violence).

Unfortunately, decision-making powers for gender policy were not transferred along the vertical executive branch from one ministry to another. As of the 2012, administrative reforms were not completed, and neither was the second phase, which was associated with local administrative reforms. The vertical administrative structure – from the Ministry of Social Policy to regional and district administrations, was virtually non-existent. In 2011, the departments responsible for implementing the Law «On equal rights and opportunities...» received instructions from three different CEBs.

In addition, there is no normative act that might regulate the structures, governance, and number of subdivisions responsible for gender equality and women's rights issues at national and local levels. Therefore, the first restructuring measures, as well as additional or reduced workloads, are being implemented in the structural subdivisions responsible for women's rights, gender policy, and combating gender-based violence. This led to the loss of human capacity (MFYS officials responsible for gender policy on the ground) and material resources (regional gender resource centres, etc.). Later, in early 2014, institutional mechanisms became even weaker compared to previous ones.

² Presidential Decree: «On optimization of central executive authorities» dated December 9, 2010

Advisory structures, which functioned on public initiative, were preserved longer. Ten gender resources and twenty gender educational centres with different forms of governance and legal registration continued to operate. While gender equality advisors were still employed in 16 regional administrations of Ukraine in 2012 (expert councils on gender discrimination were also created and implemented at the managerial level of regional administrations)³, advisors were no longer available in local executive bodies during the reporting period.

However, we have not seen any increase in personnel or authority in executive bodies responsible for the implementation of gender policy.

The main problem is the absence of any strategic plan to develop gender policy in the country. The State Institute for Family and Youth has been functioning since 1991; it is a government research institution under the Ministry of Family, Youth and Sports, which up to 2010 performed expert evaluations for state gender policy, but was transferred in 2010 under other management, and had to re-profile its activities. In fact, the Institute ceased performing any work related to gender issues. The Research Institute of Labour and Employment under the Ministry of Social Policy does no research on gender studies, and has no profiled professionals.

The State programme specifies that the texts of public documents related to gender equality should be developed by professionals, and then coordinated with members of women's organizations working with the Ministry of Social Policy. This approach does not include systematic work on preparing gender equality issues. Documents prepared in this manner are subjective and have little effect.

Another component of the national gender mechanism is the institutionalization of anti-gender initiatives. Movements, acting under such slogans as «gender ideology is hostile to children and families» have significant representation among deputies («pro-family» inter-factional associations in the Parliament of Ukraine and some regional councils), in executive bod-

ies, among members of advisory bodies in the CEB (Ministry of Education and Science of Ukraine, National Commission for the Protection of Public Morality), and in some educational and research institutions. Loudly proclaiming a pro-family policy, these movements have organized and carried out lobbying activities in the Parliament (parliamentary hearings on family issues and countering «gender ideology», public discussions on gender policy threats in regional councils). In 2016, this activity was institutionalized by the creation of a special Government Ombudsman for Family Affairs under the Cabinet of Ministers (Decree of CMU, dated February 24, 2016, #131), equipped with a staff and executive powers. After strong protests from women's⁴ and other human rights organizations, the decision was revoked in August of this year.

CONCLUSION

The number of employees in the department of the Ministry of Social Policy (five persons) is insufficient for implementation of required tasks, and needs to be expanded. The employees are not qualified to fulfill the Ministry's functions in terms of development and implementation of gender policies.

Committee Recommendations #18 and 19 were not implemented. The situation in Ukraine is moving in the opposite direction.

ARTICLE 3, and reply to Concluding Observations #20-21

States Parties shall take in all fields, in particular in the political, social, economic and cultural fields, all appropriate measures, including legislation, to ensure the full development and advancement of women, for the purpose of guaranteeing them the exercise and enjoyment of human rights and fundamental freedoms on a basis of equality with men.

The previous State Programme for gender equality in Ukrainian society up to 2010 was

³ The implementation of gender policies at the local level - Center for Adaptation of Civil Service to EU standards, 19 March 2013

⁴ Open letter of NGOs on the need for elimination of the post of Government Ombudsman for Family Affairs // http://www.la-strada.org.ua/ucp_mod_news_list_show_572.html



terminated in 2010. Its effectiveness was independently assessed by the Women's Consortium of Ukraine. It was specified that the Programme was declarative; assessment criteria were not specified. A positive aspect was the fact that the Programme was actually adopted as a kind of guarantee, that equal rights issues would be included in state policies during this difficult period in the country.

The following State Programme to ensure equal rights and opportunities for women and men up to 2016, Decree of CMU, dated 26 September 2013. # 717 (hereinafter - the State Programme) was developed in 2010, but was not approved in 2011 or in 2012 due to the destruction and absence of institutional mechanisms in relevant CEBs. Approval of the State Programme stretched into three years; this issue was presented at special parliamentary hearings (September, 2013).

Given general social decline and departure from gender equality principles, which lasted from 2010 to 2013, actual destruction of state institutional mechanisms to ensure gender equality and revitalization of anti-gender initiatives, the Programme failed to meet the requirements for a complex gender approach. It was ineffective because it focused on partial steps in randomly selected fields.

During this period of complete deregulation of gender policy issues, public administrations, especially in Eastern and Central Ukraine, developed their own local programmes. They often integrated equality issues into other programmes, such as the rehabilitation of children (Zaporizhzhya Oblast: Complex regional programme for the rehabilitation and recreation of children, family support, youth, gender parity, and combating human trafficking for 2012-2016).

In 2016, the Ministry of Social Policy announced the development of a new State Programme⁵ because the current one ended that year. However, no governmental or independent assessments of the Programme were drawn up. Both Ministry of Social Policy Reports on Programme performance for 2013 and 2014 show a significant gap between the targets and indicators for their implementation. This did

not allow us to evaluate the effectiveness of measures that were carried out. In addition, the vast majority of Programme activities were organized, as in previous years, by NGOs funded by international organizations.

Moreover, the constant shortage of research data does not allow organizations to prepare a comprehensive strategy for gender equality. Key line ministries - the Ministry of Culture, Ministry of Education and Science, Ministry of Health, Ministry of Emergencies, Ministry of Regional Development, Ministry of Finance, and Ministry of Infrastructure at both national and regional levels - formally implement gender equality legislation, but poorly understand the contents.⁶ For example, at the request of the Ministry of Finance, the term and approaches related to «gender budgeting» were removed from the new Conception of the State Programme

CONCLUSION

Institutional uncertainty resulted in the Government's inability to develop and implement a coherent and intentioned policy of gender equality. Committee Recommendations #18 and 19 were only partially fulfilled. The State Programme up to 2016 was approved, but it is not comprehensive.

ARTICLE 4 and reply to Concluding Observations # 22-23

1. Adoption by States Parties of temporary special measures aimed at accelerating de facto equality between men and women shall not be considered discrimination as defined in the present Convention, but shall in no way entail as a consequence the maintenance of unequal or separate standards; these measures shall be discontinued when the objectives of equality of opportunity and treatment have been achieved.

2. Adoption by States Parties of special measures, including those measures contained in the present Convention, aimed at protecting maternity shall not be considered discriminatory.

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6 According to assessment conducted by experts of «The Development of Democracy» Center



Legislative initiatives on temporary special measures (gender quotas) have begun to emerge in the political field since 2013. In 2013, paragraph 10 was included in Article 8 of the Law of Ukraine «On political parties». It provides for «a minimum percentage of persons of each gender, at least 30% of the candidates, in the electoral list». In 2015, Parliament approved the Law of Ukraine «On local elections» (dated 14.07.2015 #595-VIII), Article 4, «Equal Suffrage», which stipulates that «persons of each gender must be represented in electoral lists by at least 30% of the candidates running for local councils in multi-mandate constituencies».

However, this rule was not mandatory. This norm was not unified with electoral legislation and did not contain sanctions (such as refusal to register the party's electoral list in the CEC). The CEC did not consider its non-observation as grounds for refusing registration of a party's candidates.

Several bills were drafted to remedy this situation, including government bills, such as the draft Law of Ukraine «On amendments to certain legislative acts of Ukraine (regarding equal rights and opportunities for women and men in the electoral process), which received favorable recommendations from the Committee. However, the Verkhovna Rada of Ukraine failed to adopt the bill, and it was withdrawn on 27.11.2014.

As a result, during parliamentary elections in 2014, only seven parties observed this norm.⁷ As a rule, parties added women at the bottom of the party list (Gender monitoring of parliamentary elections in 2012/2014, Public control network for gender equality). In the 2014 parliamentary elections, the number of female candidates increased slightly in party lists – by 5%, female candidates in majoritarian constituencies - 2%, an average of 4%. However, progress is much too insignificant. In fact, the percentage of female MPs in the current Parliament has increased by 2.4% - from 8 in the 7th Convocation of the Verkhovna Rada to 10.4% in the current composition.

During the local elections in 2015, only 38% of

⁷ According to the project «Assistance in further strengthening the electoral process in Ukraine»

the 132 participating parties published their charter in the public domain, and only 25% of the published charters contained provisions on gender quotas in the Verkhovna Rada candidate lists.⁸ Women headed 86 (or 11.5%) of all 748 party lists. This figure was disproportionate to the total percentage of women candidates in the lists, namely 30.8% of the total number of candidates. This low figure demonstrates that parties are not ready to nominate and support women leaders.

An essential part of the first lobbying campaign «for» gender quotas was the promotion of these laws, and contributed to public awareness about why temporary special measures are necessary.

Quotas for public service officials were proposed in a government bill – Law on amendments to some laws of Ukraine on equal rights and opportunities for women and men. This bill was not supported by the VRU Committee on Human Rights or the National Minorities and Interethnic Relations, and was rejected on February 5, 2014. During this period, there were no other attempts to introduce temporary measures to promote women in public service.

Temporary measures to promote female participation in other areas, especially in the economic field, remain elusive. In fact, the situation is the worst in this field. There are very few complete statistics on women in business (data collected and analyzed by the State Service of Ukraine for Regulatory Policy and Entrepreneurship), no actual figure for «female» businesses owned by women or women in top management positions, even if we ignore non-transparent ownership inherent in Ukraine and the widespread practice of «registering» a company in the name of a female family member.

The issue of temporary equality measures for vulnerable women is raised in the current State Programme (Item VI. Measures aimed at developing women's business skills...). However, this field does not exist in terms of actual Programme measures. It has been changed to read «gender programmes and services rendered by the State Employment Service», while

⁸ Final Report of the Committee of Voters of Ukraine (CVU) on gender monitoring results in local elections in 2015 / Elections in Ukraine

other categories of citizens are referred to as «job seekers, employers and young people». There has been no implementation of previously announced promotional campaigns for women from rural areas, representatives of national minorities and women with disabilities either in the State Programme or in any legislative initiatives.

The Ministry of Social Policy has done little to define vulnerable categories of women, and has not provided statistics or methodology to perform specific tasks.

CONCLUSION

Temporary gender equality measures have not been developed or implemented in other areas, and are especially missing in the economic field. The government has failed to introduce systemic gender equality measures in this field.

ARTICLE 5 and reply to Concluding Observations #24-25

States Parties shall take all appropriate measures:

(a) To modify the social and cultural patterns of conduct of men and women, with a view to achieving the elimination of prejudices and customary and all other practices which are based on the idea of the inferiority or the superiority of either of the sexes or on stereotyped roles for men and women;

(b) To ensure that family education includes a proper understanding of maternity as a social function and the recognition of the common responsibility of men and women in the upbringing and development of their children, it being understood that the interest of the children is the primordial consideration in all cases.



Despite some positive changes, old ideas continue to impact the position of women and men in Ukrainian society. Advertising and media continue to impose the idea that women should only be employed in service jobs and subservient positions, while men are assigned leading roles in society.

The main drivers of these changes are NGOs, as information and educational activities to

promote gender equality, equal status and responsibilities of women and men in the private and public sectors, and human rights issues is not dispensed systematically or continually by the government. The State does not exercise any influence on commercial TV or radio, which continue to release discriminatory and sexist advertising and programs.

This issue has not been completely regulated on the legislative level although the Law of Ukraine «On advertising» prohibits discriminatory statements, including any allusions to gender. In recent years, some NGOs have monitored advertising campaigns, and met with publicity managers and representatives, reminding them of the Law of Ukraine «On advertising» and their responsibility with regard to violations. Similarly, NGOs monitor websites, as well as newspapers and magazines that publish ads for job vacancies indicating the applicant's gender. There is a positive trend towards fewer manifestations of outright sexism.

CONCLUSIONS

We note a definite improvement in the implementation of Concluding Observations #24-25. However, they are carried out by civil society and not through government policies.

ARTICLE 6 and reply to Concluding Observations #28-29

States Parties shall take all appropriate measures, including legislation, to suppress all forms of traffic in women and exploitation of prostitution of women.

Ukraine is still a source, transit and destination country for trafficking in women, men and children, and all forms of human trafficking, sexual and labour exploitation, and beggary have been recorded. It is also a country with internal human trafficking.

Despite the activity of the Government and the State, the overall effectiveness of policies to combat human trafficking declined during the reporting period. This happened from 2012 to 2013, and the situation has been difficult in



the past three years. Identifying and assisting victims, poor inter-departmental coordination, weak national mechanisms of interaction between executive authorities in combating human trafficking, and opaque and shallow coverage of these problems constitute bottlenecks in the implementation of government policies.

With the annexation of Crimea and Russia's occupation of Donetsk and Luhansk Regions, masses of people, including women and children, left their homes and moved to territories controlled by Ukraine (according to the Ministry of Social Policy - 1,621,030 persons by the end of 2015), thus becoming IDPs. According to La Strada-Ukraine⁹, 6.5% of respondents who left the war zone, and 12.5% of those who returned to their place of residence suffered from human trafficking.

Human rights advocates have learned about human trafficking problems in areas that are not controlled by the Ukrainian government from actual witnesses or victims. The media and international monitoring mission have reported cases of human trafficking in annexed Crimea and the occupied territories of Donetsk and Luhansk Regions. It is difficult to verify such cases because these areas are not monitored and do not have proper security forces or human rights organizations, so that the victims are, in fact vulnerable.

To ameliorate their difficult social situation and protect their families, many women and young girls, who are raising children on their own and others who have left their homes in the occupied territories, have been forced to enter the sex industry with or without the participation of human traffickers.

Children in orphanages and crisis centres are extremely vulnerable to trafficking¹⁰. Women residing in rural areas are also very vulnerable. Ukrainian recruiters often use extreme violence, fraud or debt bondage towards such women.

⁹ Risk assessment of situations of trafficking in internally displaced persons in Ukraine / La Strada Centre-Ukraine, 2014/2015

¹⁰ National report «Status of implementation of the state policy on combating trafficking in 2013 and the state of Ukraine's compliance with international agreements in this area», 2014

The lack of a network of specialized institutions remains one of the largest problems in assisting victims. In addition, an overwhelming number of anti-trafficking operations in Ukraine are still carried out through organizational and financial support of international organizations and not through Ukraine's own funding.

CONCLUSION

Concluding Observations #31-32 were partially met, namely in terms of legislation on trafficking. State funding of Programme measures and their effective implementation have been set aside.

Some recommendations for women's shelters have not been fulfilled.

REPLY TO CONCLUDING OBSERVATIONS #26-27

The Basic Law governing State policy on combating violence against women «On domestic violence prevention» (2001), and a number of regulations have been outlined in previous governmental and alternative CEDAW reports.

However, the provisions of these regulations have not been properly enforced, primarily because of the institutional weakness of relevant services that were reorganized during this period. Local youth and family administrations, which by 2010 were engaged in the prevention of domestic violence, were reorganized as youth and sports administrations. They did not always have the powers or authority to deal with issues of domestic violence. Departments involved in this line of work were not created in social institutions of local state administrations. This resulted in the loss of specialists, in whom a lot of money and effort had been invested, and of tested mechanisms of interaction with the state and profile private institutions. The realization of a state policy on domestic violence prevention was largely assigned as an additional job to untrained employees specializing in labour matters, subsidies, etc.

We have recorded a certain number of problems in this area.

The main problem is to ascertain the facts of domestic violence or real impending threats. Such facts should be recorded within three days, but there is a major problem in the interaction between responsible institutions and agencies, which have many different branches, thus making the interaction algorithm very difficult. Information on domestic violence from internal affairs agencies is reported once a month or once per quarter, which is often too late to clarify the circumstances and initiate responses to such acts of violence. There is no information on domestic violence from rural and village councils. Accordingly, rural women have little opportunity to complain about cases of domestic violence.

As a rule, cases of domestic violence are verified by social workers employed in family, children and youth services. The police and representatives of executive powers are rarely present although this is required by relevant regulations.

Representatives of local executive authorities empowered to act on cases of domestic violence do not collect information on families where this offence has been repeated. There is also no information on other forms of gender-based violence.

Either there is no register of institutions and organizations working on combating domestic violence, or it does not include addresses and services provided by them. After state budgetary subsidies were cancelled in 2014, complaints about domestic violence are only formally reviewed, and there is no adequate or timely assistance to victims, especially to women residing in remote settlements and villages.

So, victims of domestic violence are currently experiencing double violation of their rights. Having suffered from domestic abuse, they face inadequate responses to protect their rights and obtain necessary assistance and support.

As for offenders, legislation provides for a number of actions, from preventive registration with the police to criminal prosecution for failing to comply with a restraining order or carry out a remedial programme.

However, these measures are not very effective. Every year, the police preventive register has

about 100,000 names of persons who committed domestic violence. But, data of social services and studies show that problems are not solved for many years in families where domestic violence is reported. While internal affairs agencies annually send only 6% of offenders listed in the register into remedial programmes, only 1% of the offenders actually complete the required programme. There are regions where such programmes are not at all implemented. Moreover, courts issue restraining orders against only 5% of the offenders every year. Ukrainian legislation does not provide for additional sanctions, and offenders continue living together with their victims. Ultimately, the victim has to make the final decision and leave on her own. Even when she finds refuge in a women's shelter, she is not properly protected because shelters do not guarantee personal safety.

To improve the situation, Ukraine prepared a bill on ratification of the Istanbul Convention (#0119, «On ratification of the Council of Europe Convention on preventing and combating violence against women and domestic violence...») and two accompanying laws No.5294, «On preventing and combating domestic violence» and No.4952, «On amendments to some laws of Ukraine in connection with the ratification of the Council of Europe Convention on preventing and combating violence against women and domestic violence.»).

However, the Parliament did not approve this Convention. The reason was the term «gender» and several measures aimed at protecting women's rights that prevailed in the main text and accompanying bills, and embodied in these documents.¹¹

CONCLUSION

Concluding Observations #26-27 were not fulfilled.

There is an urgent need to adopt a package of bills on preventing and combating domestic violence, and ratification of the Istanbul Convention.

¹¹ Transcript of the plenary session of the Verkhovna Rada of Ukraine, November 17, 2016

Reply to Concluding Observations #28-29

By the end of 2014, two regional crisis centres for victims of domestic violence were functioning in Ukraine: in Zaporizhzhya Region (in NGO premises) and Khmelnytsky Region (state institution). Victims of domestic violence can also seek refuge and social assistance at social and psychological support centres.

These support centres function in 18 regions of Ukraine (out of 27):. They are primarily situated in regional cities. The centres provide services to very different groups of people, not just female victims of violence; they are often overcrowded, especially now, when they receive flows of IDPs escaping the two conflict regions of Eastern Ukraine. They do not take any people, including women and the elderly, with severe health problems. In fact, they cannot properly ensure security for the women who are actually housed there. There are no support facilities or shelters for victims of domestic violence in Vinnytsia, Poltava, Kharkiv and Kherson Regions.

Today, there is an urgent need for specialized facilities that would provide support to victims of domestic violence, as well as access to women residing in remote and rural areas, regardless of age and health.

CONCLUSION

Concluding Observations #28-29 have been partially implemented.

ARTICLE 7 and reply to Concluding Observations #32-33

States Parties shall take all appropriate measures to eliminate discrimination against women in the political and public life of the country and, in particular, shall ensure to women, on equal terms with men, the right:

(a) To vote in all elections and public referenda and to be eligible for election to all publicly elected bodies;

(b) To participate in the formulation of government policy and the implementation thereof and

to hold public office and perform all public functions at all levels of government;

(c) To participate in non-governmental organizations and associations concerned with the public and political life of the country.

Women's political rights are enshrined in Article 24 and Article 71 of the Constitution of Ukraine. Ukraine has also imposed gender quotas in political representation, amending the Law of Ukraine «On political parties» and approving the Law of Ukraine «On local elections». However, the non-imperative nature of these provisions and the absence of sanctions have rendered them ineffective in society.

Opportunities for women to hold key positions and participate in community life have practically not increased. According to local elections in 2015, one to two «female» seats (14 regions) were added in regional councils. However, we cannot say that quotas had a significant impact. In most regions, quotas were fulfilled by one of the parties or none at all.

Quotas for public officials were outlined in the draft Law on amendments to some laws of Ukraine on equal rights and opportunities for women and men (3411-2), initiated by the Cabinet of Ministers of Ukraine. But, it was not approved by the relevant committee of the Verkhovna Rada, and was rejected in February 5, 2014. There were no other attempts to increase the percentage of women in government positions. Currently, the percentage of women in government posts is low and not regulated, albeit higher than in Parliament. Local bodies are also headed by men. None of the 25 local state administrations in Ukraine (24 regional and municipal) were presided by a woman. In addition, most regional administrations (14) had no women acting as deputy heads. In general, only 16% of these positions are occupied by women, while 84% of them are held by men.

Women's participation in political parties is mostly technical. Of the 123 parties that participated in local elections in 2015, there were only 23 cases of women presiding over central bodies of a party, or acting as one of the leaders. This is 17.4% of the total number.¹²

¹² Gender monitoring of local elections in 2015. Analytical report. Women's Consortium of Ukraine, 2015



Since 2013, there has been a surge in volunteer community initiatives related to the Maidan (Revolution of Dignity) and ongoing war caused by Russia's occupation of Crimea and aggression in Donbas, which began in 2014. Women were very active, and often launched and led many initiatives, such as Euromaidan-SOS, Krym-SOS, Diana Makarova Foundation, Narodny Tyl Project, and other NGOs and volunteer associations. At the end of the acute phase of military confrontation, many activists joined relevant government structures, but mainly in advisory positions.

Women's participation is minimal in reformist groups that are currently developing reforms in 17 key areas. Women do not have a meaningful voice in the National reforms council (NRC), the Strategic Advisory Group for Supporting Ukrainian Reforms (SAGSUR), the Reanimation Package of Reforms (the RPR), or the Public Councils under different Ministries. No experts on gender equality, gender evaluations or other forms of gender expertise have been scheduled in any of the 17 major reform fields. In addition, women from vulnerable groups have not been included.

CONCLUSION

Despite approved legislative norms for gender quotas in the electoral process, social and political opportunities for women are not equal to men's. The fact remains that the higher the decision-making level, the fewer women in those positions. The low representation of women in elected bodies and in appointed top positions remains a problem in Ukraine.

Committee Recommendations #32-33 have been partially implemented.

ARTICLE 8

States Parties shall take all appropriate measures to ensure to women, on equal terms with men and without any discrimination, the opportunity to represent their Governments at the international level and to participate in the work of international organizations.

The level of female representation in Ukrainian international relations remains symbolic. Women do not have many opportunities to express their views or influence policy-making in this field.

According to the State Report, the ratio of men and women employed in the Ministry of Foreign Affairs of Ukraine is about 70% to 30%. However, in 2015, only 38 women out of 600 employees, or 6.3%, occupied management positions in the Ministry of Foreign Affairs.¹³

In July 2014, the President of Ukraine Petro Poroshenko instructed Foreign Minister Pavlo Klimkin to increase the number of women diplomats who were to head Ukrainian diplomatic institutions in EU countries as «Ukrainian women have very high potential, and an excellent educational and professional level»¹⁴, but these changes are yet to be implemented. There are only four women ambassadors (less than 4%) occupying the 84 ambassador posts: Tetiana Izhevska (the Holy See), Nataliya Halibarenko (the UK), Inna Ohnivets (Portugal) and Liubov Nepop (Hungary).¹⁵ Another woman, Tetiana Volkova, occupies a high position as temporary Chargé d'Affaires of Ukraine in Montenegro, Second Secretary of Consular Affairs.

Men hold most positions in Ukrainian embassies. Ukraine participates in many global, European and regional international organizations, but has very few women representatives.

The Permanent Mission of Ukraine to the United Nations is headed by a man. There are two women among the 20 employees: Olena Syrota, Counsellor (political affairs, member of the UN Security Council) and Hanna Kalchenko, First Secretary (political affairs, member of the UN Security Council). The Mission of Ukraine to UNESCO is exclusively male. Only three international delegations stand out:

The Permanent Mission of Ukraine to the

¹³ <http://www.eurointegration.com.ua/articles/2016/09/27/7055004/>

¹⁴ <http://rada.gov.ua/print/96284.html>

¹⁵ <http://rada.gov.ua/print/96284.html>

United Nations and other international organizations in Geneva is headed by a man, but half of the employees are women, and a woman holds the position of Deputy Head of the Delegation;

The World Trade Organization is headed by Ukraine's Trade Representative Nataliya Mykolska, while the Permanent Mission of Ukraine to the CIS coordination bodies is headed by Olha Darybohova. All other international missions or delegations of Ukraine are headed by men.

CONCLUSION

There were no significant changes in terms of gender equality in international representation during the reporting period. Equal and non-discriminatory opportunities for Ukrainian women to represent their government at the international level have yet to be assured.

ARTICLE 10

States Parties shall take all appropriate measures to eliminate discrimination against women in order to ensure to them equal rights with men in the field of education and in particular to ensure, on a basis of equality of men and women:

- (a) The same conditions for career and vocational guidance, for access to studies and for the achievement of diplomas in educational establishments of all categories in rural as well as in urban areas; this equality shall be ensured in pre-school, general, technical, professional and higher technical education, as well as in all types of vocational training;
- (b) Access to the same curricula, the same examinations, teaching staff with qualifications of the same standard and school premises and equipment of the same quality;
- (c) The elimination of any stereotyped concept of the roles of men and women at all levels and in all forms of education by encouraging coeducation and other types of education which will help to achieve this aim and, in particular, by the revision of textbooks and school programmes and the adaptation of teaching methods;
- (d) The same opportunities to benefit from scholarships and other study grants;
- (e) The same opportunities for access to programmes of continuing education, including

adult and functional literacy programmes, particularly those aimed at reducing, at the earliest possible time, any gap in education existing between men and women;

(f) The reduction of female student drop-out rates and the organization of programmes for girls and women who have left school prematurely;

(g) The same Opportunities to participate actively in sports and physical education;

(h) Access to specific educational information to help to ensure the health and well-being of families, including information and advice on family planning.

Profile laws of Ukraine «On education», «On preschool education», «On general secondary education», «On extracurricular education», and «On higher education» contain articles that guarantee equal education rights regardless of gender, with the exception of the Law «On vocational and technical education», which contains no such article. The draft of the new law «On education» (dated 19.11.2015 #3491) stipulates that participants in the educational process are guaranteed protection from all forms of discrimination based on color, political, religious or other beliefs, and gender.

Since 2014, the Ukrainian government has resumed implementing gender equality in education. Systemic changes in higher education brought in through previous educational reforms have had a negative impact on the situation of women in this field. According to some NGOs, public expenditure on education decreased by 30-40%. Faculty and staff positions, occupied mostly by women, were eliminated. Studies in humanities in high schools were also reduced, which led to a significant decrease of teachers in humanities departments that affected mostly women.

There are still cases of discrimination against women in higher MIA and MFA educational institutions and difficulty in enrolling in military departments of different universities. Female students enrolled in higher educational institutions, especially technical or vocational colleges, are often demotivated by their teachers. Innovative technical and promising academic projects at higher educational institutions do not have a mandatory gender component.

Segregation persists in a number of subjects in high school - physical education, maintenance work, and Homeland defense - which violates female rights to equal access to educational programmes. Textbooks recommended by the Ministry of Education – Labour Education for Girls,¹⁶ 2013 and Labour Education for Boys, 2015 - have gender-oriented guidelines from previous years that continue to be published. Thus, the publishing policy of the Ministry of Education remains highly discriminatory.

Access to primary, secondary and higher education by girls and women from vulnerable groups is not a priority for state authorities.

In 2014, the Ministry of Education started paying more attention to female stereotypes that are reflected in school textbooks, but secondary school textbooks and programmes continue repeating them. In his speech in 2014, the Deputy Minister of Education declared that «the majority of Ukrainian (school) books are at times sexist in their selection of illustrations and tasks».¹⁷ Stereotypes influence girls in their choice of non-technical occupations, thus limiting their access to promising innovative professions.

No systematic education on reproductive and sexual health issues were introduced during the reporting period, and only a few doubtful and ineffective measures were initiated. However, this field has seen steadily increasing clericalization since 2011. The scale and number of information and promotional campaigns on gender equality in education are inferior to the scale and number of information campaigns launched against gender equality. Anti-gender information campaigns in education peaked in 2012. There were cases of harassment and persecution of gender equality activists in Volyn, Ternopil, Zakarpattya, Rivne Regions and in Kyiv. In 2013, anti-gender movements in education took on a strongly anti-European character and spread to a number of legislative ini-

tiatives, including the initiative to remove the term «gender» from all regulations in Ukraine.

A specialized discipline of theology was introduced in the academic field, but there are still no gender studies on the school curriculum. Research initiatives on systematic teaching of gender studies are not supported, professional training for teachers specializing in gender studies does not exist, and the subject is not included in the classification of professions and specializations.

The State Report informs us that «today, scientific knowledge on gender issues has been clearly identified and systematized. Gender research and studies are increasingly spreading in Ukrainian academic and university centres». However, scientific knowledge on gender issues is neither systematic nor always scientific. Seeing that gender studies have not been institutionalized, their subject remains marginal and research studies are often assessed and managed by non-professionals. Publications issued as gender studies are not always professional, and are sometimes blatantly sexist. Since 2011, Ukraine has reduced the number and scale of conferences on gender issues. Today, two scientific journals that highlight gender issues in education are published, but there are no professional indexed scientific publications related to these issues.

Chapter VIII of the State Programme provides for the implementation of regular work on gender equality in the educational system, including curricula with these courses, gender equality classes, and gender analysis of textbooks and curricula. However, its implementation has been postponed indefinitely, and funding has not been envisaged.

CONCLUSION

The introduction of gender equality issues and the gender component into the curricula has become critical and requires immediate attention.

16 Sydorenko VK, Machacha TS, Tytarenko VP, Pavh SP, Havryliuk GM. Textbook «Labor education for girls», 5 class. – Kharkiv: «Sytsyya», 2013.

17 On gender issues, higher education and the European development vector: round table at the Ministry of Education of Ukraine // <http://www.oa.edu.ua/ua/info/news/2014/17-06-01>

ARTICLE 11 and reply to Concluding Observations #34-35, Concluding Observations #36-37

1. States Parties shall take all appropriate measures to eliminate discrimination against women in the field of employment in order to ensure, on a basis of equality of men and women, the same rights, in particular:

- (a) The right to work as an inalienable right of all human beings;
- (b) The right to the same employment opportunities, including the application of the same criteria for selection in matters of employment;
- (c) The right to free choice of profession and employment, the right to promotion, job security and all benefits and conditions of service and the right to receive vocational training and retraining, including apprenticeships, advanced vocational training and recurrent training;
- (d) The right to equal remuneration, including benefits, and to equal treatment in respect of work of equal value, as well as equality of treatment in the evaluation of the quality of work;
- (e) The right to social security, particularly in cases of retirement, unemployment, sickness, invalidity and old age and other incapacity to work, as well as the right to paid leave;
- (f) The right to protection of health and to safety in working conditions, including the safeguarding of the function of reproduction.

5 2. In order to prevent discrimination against women on the grounds of marriage or maternity and to ensure their effective right to work, States Parties shall take appropriate measures:

- (a) To prohibit, subject to the imposition of sanctions, dismissal on the grounds of pregnancy or of maternity leave and discrimination in dismissals on the basis of marital status;
- (b) To introduce maternity leave with pay or with comparable social benefits without loss of former employment, seniority or social allowances;
- (c) To encourage the provision of the necessary supporting social services to enable parents to combine family obligations with work responsibilities and participation in public life, in particular through promoting the establishment and development of a network of child-care facilities;
- (d) To provide special protection to women during pregnancy in types of work proved to be harmful to them.

3. Protective legislation relating to matters covered in this article shall be reviewed periodically in the light of scientific and technological knowledge and shall be revised, repealed or extended as necessary.

The actual situation of Ukrainian women in the labour market has worsened since the previous reporting period.

Key parameters for women in the labour market continue to decline.

Women's salaries as a source of income and economic independence constitute 0.47% against 0.78 of men's salaries. At the end of 2015, a woman received on average 0.75% of a man's salary, but the gender pay gap was higher in certain types of economic activity. It declined to 0.66% in financial and insurance jobs, and to 0.47% of a man's salary in the arts, sports, and entertainment and leisure spheres. The GGGR-2015 measures the ratio of women's to men's salaries in Ukraine at 0.66%. Moreover, Ukraine's position fell by 11 points in 2015; it ranked 56th in 2014 compared to 67th in 2015 (according Global Gender Gap Report 2015).

The percentage of women is very high in informal employment. According to a sample survey, women are informally employed in households or home-based jobs. These women have no legal protection. Men are also employed in informal jobs, that is, they work for others in the shadow economy and are usually paid in cash.

Women who have paid informal jobs are usually employed in low-paying positions, such as sales clerks in shops, stalls and markets (about 54% of all the women working informally in the paid employment sectors), restaurant employees (6.79%), agricultural workers (5.14%), domestic workers and cleaners (5.13%) and seamstresses (3.70%).¹⁸ At the legislative level, employment contracts and other employment documents are usually short-term so that women can be dismissed without social security during pregnancy or when they ask for child-care leave. This practice is also applied to sick leave and holidays.

¹⁸ The scope and the main features of informal employment in Ukraine program document for the Government of Ukraine. The World Bank, 2011

Horizontal and vertical segregation is a key factor in the gender pay gap. The State Statistical Service (SSSU) does not handle or publish data on job positions/gender/ type of economic activity. Interested parties carry out relevant studies on their own.

According to research on the gender pay gap in the commercial sector (AIN.UA, 2016, women's wages have been declining for at least three years. Standing at 74% of men's salaries in 2013, they actually declined to 59% in 2015. Today, women employed in top management positions receive 0.58% of men's salaries, in middle management positions - 0.65%, in senior positions or as group managers - 0.58%, as specialists - 0.59%, and as qualified workers - 0.64%. The actual pay gap is substantially larger than what is shown in official figures.

Although the issue of equal pay for equal work is acute in Ukraine, it is often questioned or passed over in silence. Documents, which declare the principle of equal pay for equal work, including certain points of the current State Programme, do not have and do not give a description of the mechanisms used to determine such parity.

Women, who are employed in the public sector (budgetary sector), are concentrated in low-paying positions with high social guarantees; if these guarantees are reduced or ignored, their income will be critically affected. Women in the private sector are concentrated in service positions in shadow economic activities, but enjoy relatively high salaries; if labour inspection demands adherence to social guarantees, their chances of earning a high income, which these women expect, will be drastically reduced.

Due to the expansion of the shadow economy and the legal nihilism of all market «players», shadow employment has reached the size of the official labour market.¹⁹ In these circumstances, «protective» legislation on female employment is neither effective nor enforced.

¹⁹ Analytical report: Research on conditions for economic empowerment of women in Ukraine as a contributing factor for gender equality (initiated by the Ministry of Social Policy of Ukraine and supported by the OSCE Project Coordinator in Ukraine), 2012

Enforcement in this area and in many others remains poor. A good example: more and more job advertisements requiring persons of a particular sex.

The current judicial system and pre-trial settlements of labour disputes are not able to adequately respond to violations of women's rights. Although experts have recorded an increase in the number of cases relating to employment disputes in the courts, statistics on appeals to the Commissioner's Office do not reflect any increases.

CONCLUSION

In general, the types of employment and patterns of discrimination against women in the labour market are quite different, and depend on whether they are employed in the public or private sector, in formal or informal jobs, or in rural or urban areas.

However, the national policy on gender equality in the labour market contains no strategies that would increase economic opportunities for women working in different sectors.

ARTICLE 12 and reply to Concluding Observations #38-39

1. States Parties shall take all appropriate measures to eliminate discrimination against women in the field of health care in order to ensure, on a basis of equality of men and women, access to health care services, including those related to family planning.
2. Notwithstanding the provisions of paragraph I of this article, States Parties shall ensure to women appropriate services in connection with pregnancy, confinement and the post-natal period, granting free services where necessary, as well as adequate nutrition during pregnancy and lactation.

Recommendation #24 provides for access to healthcare for women, with an emphasis on women from vulnerable groups. The State Report does not contain such information. Statistics on access of women from vulnerable groups to health services are not recorded or published by Medstat or SSSU.



The current situation of women's access to health services is defined in some health care reforms (the Law «On the order of health care reform in Vinnytsia, Dnipropetrovsk, Donetsk regions and in Kyiv» dated 07.07.2011 # 3612-VI). Launched in 2011, they recommend closure of health facilities (consolidation), and reduction of health workers for reasons of profitability. This has created a major problem for women to access health services, mainly in terms of time and transport, availability of additional funds for travel, and their physical mobility in general, which remains significantly lower than men's.

Reforms have notably reduced access to healthcare, including primary treatment, for women residing in rural areas, and especially for pregnant women, mothers with young children, women with disabilities, and elderly women.²⁰

The general medical and demographic situation of Ukrainian women continues to decline compared to 2010. Women constitute the majority (53.8%²¹) of the population in Ukraine; the largest groups include women aged 50-59 (3,648,503 persons) and over 60 (6,215,883 persons). The average life expectancy at birth is 75.88 years. We note both the «aging» of the female population and the deteriorating health of women of reproductive age. Cancer deaths continue to rise. The situation has become more complicated due to poor conditions in maternal and child healthcare centres and increased incidence of illnesses among newborns.

Ukrainian women suffer longer from chronic diseases (cardiovascular diseases and malignant tumors), while mortality is higher among men. According to preliminary data, Ukrainian women are generally more prone to chronic diseases compared to men (1.41 times). As they get older, women have more chance of suffering from multiple diseases, from 1.82 times among women aged 30-39 to nearly 8.37 times among women aged 60-65.²²

20 Exploring Systemic and Structural Pathways to Health Equity in Health Reform, Simons Frazer University, 2012-2013.

21 Children, females and family in Ukraine. State Statistics Service, 2012.

22 The main reasons for the high level mortality in Ukraine, World Bank, 2010.

As women live longer than men and suffer more from chronic diseases, they tend to spend more years, or most of their life, in poor health. This results in more frequent visits to the doctor and additional costs.

However, these facts are not taken into account in government healthcare policies and programmes, which are dominated by a gender neutral approach. The prevalence of chronic diseases among Ukrainian women is not dependent on a woman's financial status because both rich and poor women are equally affected. These facts point to a gender-segregated way of life rooted in gender stereotyping.

The somatic health of adolescent girls remains unsatisfactory. The impact of stress on the health of school children, especially young girls, has risen considerably²³ due to major problems in the modern healthcare system, namely:

- reduction of prevention programmes that were previously available in outpatient healthcare units;
- poor quality food;
- absence of educational programmes aimed at building a culture of good health for school children;
- decline in physical activity, especially among secondary school girls.

As physical fitness standards for secondary school students were removed in 2011, teachers pursued another programme, «taking into account each child's individual characteristics». In practice, this led to stereotyping, such as physical exercises are «excessive» for young girls.

Generally speaking, female ethnic minority groups and disabled girls are not at all reflected in official healthcare statistics or lack essential indicators.

23 Annual report of health, sanitary and epidemic situation ... Ministry of Health of Ukraine, 2016

CONCLUSION

Aggregate data on diseases do not reflect the disproportionate nature of chronic diseases in different population groups, including gender groups. This does not allow the government to develop adequate health policies because it fails to see the real person. Demands for outpatient medical services are higher among the female population. Women are the main recipients of healthcare services, and this fact should be taken into consideration when planning and implementing reforms.

Reply to Concluding Observations #38-39

The question of women's reproductive health is covered in the State Report. The question of high HIV/AIDS rates is highlighted in Ukraine's thematic report submitted by HIV service organizations.

In recent years, the incidence of sexually transmitted infections (STIs) has risen among children and young people, but unfortunately, government statistics do not publish this information by age and sex, so it is impossible to establish the percentage of affected adolescent girls. Moreover, we have no data on young girls from vulnerable groups.

Research data show poor sexual education and insufficient information about pregnancy prevention and family planning, little use of effective methods of preventing unwanted pregnancy, poor educational work with young girls, and lack of knowledge about healthy lifestyles and family planning.

The large number of unwanted and unplanned pregnancies among young girls is connected to the inaccessibility of reliable contraception for young people. For example, hormonal contraception for one month is more than 70% of a scholarship (Scholarship application procedure, Decree of CMU, dated 5 March 2008 #165). Reproductive pressure, difficulties and high costs of procedures for terminating an unwanted pregnancy, coupled with poor use of effective contraception often lead to neonaticide.

According to the study «Sexual and reproductive health, gender equality and human rights, gen-

der-based violence, economic and political opportunities for HIV-positive women in Ukraine», every fifth woman among all HIV-positive women (17.3%) has access to free or pay abortion services, and only 10.7% to quality medical care after such a procedure. Only 10.6% obtained or can obtain free infertility treatment or assisted reproductive technology. 25.6% of the respondents did not receive counseling on safe conception, and only 20.7% received required assistance for this issue.

The State Programme «Reproductive National Health» up to 2015, which regulates these issues, has ended, but a new one has yet to be developed and approved. There is no report on its results.

Especially worrying is the curtailing of sex and gender education for young people, started in 2010. Similarly, in the last five years, politicians have repeatedly brought up the abortion criminalization question. A corresponding bill was registered in 2013 and 2016.²⁴ However, to date, these changes have not been included in national legislation that would criminalize women's access to abortion services and infringe on their reproductive rights.

ARTICLE 13

States Parties shall take all appropriate measures to eliminate discrimination against women in other areas of economic and social life in order to ensure, on a basis of equality of men and women, the same rights, in particular:

- (a) The right to family benefits;
- (b) The right to bank loans, mortgages and other forms of financial credit;
- (c) The right to participate in recreational activities, sports and all aspects of cultural life.

For the first time since the independence of Ukraine, we can submit a reply concerning this article to the CEDAW Committee. On the backdrop of the growing unemployment, especially in towns and villages, many women rely on the social benefits and subsidies to feed their children and themselves. but the state and local authorities are cutting down the social benefits.

²⁴ Rada going to ban abortion / Fakty, October, 07, 2016

This government initiative was drawn up in 2016, depriving more than 200,000 single mothers of social benefits of many other benefits. This initiative of the Ministry of Social Policy came into force on January 1, 2016.

The Cabinet of Ministers is considering the imposition of a single social contribution for all working Ukrainians.²⁵ Such categories as rural women, 2/3 of whom are not engaged in the labour market due to few paid jobs, and who are unable to pay such fees, will certainly not be able to pay them when they become mandatory. These norms will discriminate against them.

In addition, all the old problems concerning women's social security are still ongoing. In fact, childcare leave looks quite generous on paper. However, parental leave is calculated according to official and not actual wages, which are usually minimal, especially for young mothers.

The Government is especially silent about the alimony payment system. Unregulated legislation in this matter makes women dependent on their ex-husbands who are often engaged in shadow employment and officially refuse to make payments.

There have been several restrictions on women's access to different social services (kindergartens and schools, healthcare institutions, social worker, etc), making it difficult for women to coordinate their professional opportunities with family and leisure time.

Consequently, there is a severe shortage of childcare facilities both in urban and in rural areas (SSSU, 2013). Today, it is even more acute due to more than 1 million 300 thousand refugees (internally displaced persons, IDPs), who have left their homes in Crimea, Luhansk and Donetsk Regions and moved to other regions of Ukraine.

CONCLUSION

Social policies and relevant reforms for women were drawn up without proper consultation with

²⁵ Ukrainians waiting for radical pension reform / *Segodnya*, November 24, 2016

women's organizations and experts on women's rights. As in the previous State Programme, appropriate actions and measures are missing in the current State Programme.

ARTICLE 14

1. States Parties shall take into account the particular problems faced by rural women and the significant roles which rural women play in the economic survival of their families, including their work in the non-monetized sectors of the economy, and shall take all appropriate measures to ensure the application of the provisions of the present Convention to women in rural areas.

2. States Parties shall take all appropriate measures to eliminate discrimination against women in rural areas in order to ensure, on a basis of equality of men and women, that they participate in and benefit from rural development and, in particular, shall ensure to such women the right:

- (a) To participate in the elaboration and implementation of development planning at all levels;
- (b) To have access to adequate health care facilities, including information, counselling and services in family planning;
- (c) To benefit directly from social security programmes;
- (d) To obtain all types of training and education, formal and non-formal, including that relating to functional literacy, as well as, inter alia, the benefit of all community and extension services, in order to increase their technical proficiency;
- (e) To organize self-help groups and co-operatives in order to obtain equal access to economic opportunities through employment or self employment;
- (f) To participate in all community activities;
- (g) To have access to agricultural credit and loans, marketing facilities, appropriate technology and equal treatment in land and agrarian reform as well as in land resettlement schemes;
- (h) To enjoy adequate living conditions, particularly in relation to housing, sanitation, electricity and water supply, transport and communications.

We have very little statistical data and even less research information on the situation of rural women in Ukraine. Consequently, special problems related to rural women have been neither thoroughly worked out nor included in basic government policies and programmes.

Data from the State Statistical Service usually describes demographics, population status, and education and health levels, including those pertaining to rural women. There is very little

or no data on the situation of rural women in the labour market, at decision-making levels, on priority access to social services and protection from violence. State labour statistics show a breakdown by sex and by place of residence, which makes it very difficult to obtain official statistics on many key labour indicators for women living in rural areas. Therefore, as a rule, experts simply say that no studies have been done on the employment of rural women.

However, indirect data from SSSU gives us an idea about market availability of paid work, resources and property, and access to social infrastructures by rural women.

Paid work is not very accessible to rural women. According to recent data, only 17.5 percent of the working population was employed in agriculture although every third woman and every third man of working age live in rural areas. One third of these 17.5% are women (about 6%). Most rural women of working age are informally employed or self-employed.

Agriculture often uses unskilled labour, but even in this sector a very small number of women have received any kind of training. Only 0.6% of all women working in agriculture have improved their skills,²⁶ which points to strong stereotypical gender approaches to learning. The average salary of women employed in agriculture amounted to 2767 UAH, representing 83.7% of a man's salary in the same sector. Salaries in the agricultural industry are, in fact, the lowest in the country.

Many women depend on employment in small cities and towns. They must spend much time and money travelling to their workplace. The main difficulties in finding work are as follows: lack of jobs in their respective regions, geographical inconvenience/territorial remoteness, poor local transport, poor quality of roads, and lack of social infrastructure (kindergartens, nursing homes and social services).

Rural women have limited access to ownership, entrepreneurship and resources. There are large gender gaps in the control and ownership of resources, and these gaps are steadily growing.

49.2% of agricultural households are headed by

²⁶ Vocational training and retraining of employees by economic activities in 2014 / SSSU, 2014

women on 16.8% of the land, while the remaining 50.8% are headed by men on the remaining 83.2% of the land. Women operate about one-fifth of all the farms (18.4%), and one tenth (11.4%) of all the large- and medium-sized agribusinesses. The average surface area of a farm run by a woman is 1.87 hectares, while a man has 8.98 hectares. All indicators show that fewer agribusinesses are run by women than men. There is relative parity between male and female owners of rural households both in the number of households headed by them (49.5% women), and the number of cultivated areas (women have 0.89 hectares, men - 1.33).²⁷ However, privatization and development of agribusinesses have forced more and more women to sell their land for a low price because they have no other source of cash income.

Rural women have no social protection of labour rights in this sector because any woman working in the informal economy is not covered by labour laws and social insurance. The years of work carried out by rural women are not counted towards their record of service; moreover, due to high voluntary contributions, they must pay into social funds, as proposed by the government for their participation in social insurance²⁸.

The deteriorating situation of rural women has also been affected by reductions in social services, in particular, the lack of kindergartens in many villages, closure of clinics and hospitals that started during the reporting period, as well as closure of many schools that was recently announced by the MES (covered in relevant parts of this Report).

48% of rural women have no medical facilities within walking distance, and cannot afford to buy certain medications or pay for specific medical services. 29% say that they cannot afford medical care in case of illness, which may require surgery or prolonged treatment.

Such situations are typical for rural women of other vulnerable groups, including victims of

²⁷ Distribution of agricultural households by gender of people that they lead, in 2013 Ukraine // Agriculture: Statistical Yearbook, 2014

²⁸ According to a sample survey of households conducted by the State Statistics of Ukraine, 2014

domestic violence. (Protection of human rights and economic interests of rural women, Union of Rural Women of Ukraine, 2013). There is a range of problems related to discrimination against women in terms of access to legal services. (For example, more than a quarter of the respondents (26.3%) believed that their district police officer would never help an abused woman, and have never addressed them for assistance)²⁹. Sexual harassment is common in the workplace. Due to limited employment opportunities, rural women are also the most vulnerable to other forms of violence, such as human trafficking. Ukrainian recruiters often use extreme violence, fraud or debt bondage against them.

Special temporary measures in favour of vulnerable groups of women, who suffer from multiple discrimination - like rural women in modern Ukraine – have not been considered.

The preamble of the current State Programme to ensure equal rights and opportunities for women and men up to 2016 stipulates that «. special attention... must be paid to women from rural areas, minorities and women with disabilities». However, Programme measures do not include rural women or women of other vulnerable groups; they have been excluded from Paragraph VI. Measures aimed at developing leadership skills in women...).

CONCLUSION

The proclaimed focus on women from rural areas, representatives of national minorities, and women with disabilities announced in the State Programme has not been implemented.

ARTICLE 16 and reply to Concluding Observations #40-41

1. States Parties shall take all appropriate measures to eliminate discrimination against women in all matters relating to marriage and family relations and in particular shall ensure, on a basis of equality of men and women:

- (a) The same right to enter into marriage;
- (b) The same right freely to choose a spouse and to enter into marriage only with their free and full consent;
- (c) The same rights and responsibilities during marriage and at its dissolution;
- (d) The same rights and responsibilities as parents, irrespective of their marital status, in matters relating to their children; in all cases the interests of the children shall be paramount;
- (e) The same rights to decide freely and responsibly on the number and spacing of their children and to have access to the information, education and means to enable them to exercise these rights;
- (f) The same rights and responsibilities with regard to guardianship, wardship, trusteeship and adoption of children, or similar institutions where these concepts exist in national legislation; in all cases the interests of the children shall be paramount;
- (g) The same personal rights as husband and wife, including the right to choose a family name, a profession and an occupation;
- (h) The same rights for both spouses in respect of the ownership, acquisition, management, administration, enjoyment and disposition of property, whether free of charge or for a valuable consideration.

2. The betrothal and the marriage of a child shall have no legal effect, and all necessary action, including legislation, shall be taken to specify a minimum age for marriage and to make the registration of marriages in an official registry compulsory.

During the reporting period, family policy was replaced by social issues. The government failed to regulate family policy, and during this period, another policy emerged, namely linked to anti-choice and pro-life movements.

With the demise of the Ministry of Family, Youth and Sports in 2010, analyses and data collection on families were also suspended. In 2011, the State Research Institute for Family Affairs was liquidated and transferred to another ministry, and research on family affairs was discontinued. Since that time, there have been no studies on the social situation of families and their real needs. (Implementation of the National Target Programme to support the family up to 2016,

²⁹ According to the «Union of Rural Women of Ukraine», 2013

Parliamentary hearings in 2011³⁰ and in 2015³¹ initiated by anti-choice and pro-life movements were remarked for their sexist speeches and slogans to counter the «promotion of homosexual ideology». Recommendations of hearings in 2015 stipulate that the Ministry of Science and Education of Ukraine should approve a marriage preparation programme, as well as programmes in family psychology, family values, and responsible parenthood. It is also recommended to involve representatives of churches and religious organizations, but there is no mention of gender equality experts. All these provisions are contrary to the principle of equal status and responsibilities of women and men in the private and public sphere.

The State Social Target Programme to support families up to 2016 (Decree of CMU, dated 15.05.2013 # 341) is poorly funded, and its activities are mainly confined to sports. Despite the Report on the implementation of the State Programme to ensure equal rights and opportunities for women and men up to 2016, 2013 saw the organization of certain activities in Zhytomyr, Ternopil and Kharkiv Regions financed from the budget and carried out by organizations that consciously opposed gender equality policies.³² Similar events and activities were also carried out at the regional level. On June 21, 2012, the Volyn Regional Council held a sessional hearing and approved a decision on the Clarification of gender policies, and problems and risks that might arise thereof in Ukrainian society, with the participation of the same organizations.³³

30 «Family Institute of Ukraine: current state, problems and solutions»

31 «Family Policy of Ukraine – goals and objectives»

32 St. Anne Happy Maternity School, 2012

33 Volyn Regional Rada, Standing Committee on deputy activity, local government, human rights, rule of law, combat crime. The decision «On the advice session hearings on the issue on «Clarification of the nature of gender policies and issues and risks that it brings Ukrainian society», dated 21.08.2012, # 14/5

CONCLUSION

A real family policy was not developed during the reporting period. The situation of Ukrainian families has not been studied; their real needs and problems have not been formulated or solved. They have been replaced by externally inspired discussions «about family values» against a background of actual deterioration of Ukrainian families, and growing economic and other pressure on them.

Reply to Concluding Observations #40-41

Exception – the legal age of marriage for young girls from different ethnic minorities is actually set at age 18. Roma communities have an earlier age of marriage, set at age 12-13.

Approved measures regarding pension funds as common property have not been implemented.

RECOMMENDATIONS

NATIONAL MECHANISMS (NGM)

1. Introduce mandatory appointment of gender policy experts in legal documents regulating the activities of the central, regional and local executive authorities and local self-government bodies. Develop and approve sectoral provisions on functional responsibilities and full-time employees in the entire executive vertical, who would be responsible for implementing the gender component in different fields of public policy. Have the document approved by the CMU or prescribed by law.
2. Create a special executive body under the CMU responsible for coordinating the work of ministries and other central executive bodies, developing and implementing a uniform state gender and non-discrimination policy in all spheres of society.
3. Charge one of the CMU vice-premiers with the implementation of gender policy.
4. Create a structural subdivision responsible for the development of gender policy in the Research Institute of Labour and other sectoral research institutions that exist in the CEB.
5. Introduce regular training courses on gender equality for civil servants at all levels in all the sectoral and regional advanced qualification centres for state officials. Include them in a certification programme.
6. Develop and approve guidelines or instructions for advisers on equal rights and opportunities for men and women for all central and local executive authorities and local self-government bodies.
7. Restore training courses for advisers on human rights and gender equality appointed to public services, educational institutions, health-care facilities, and other sectoral agencies.
8. In order to ensure systematic study of gender issues, introduce the practice of having the Ministry of Social Policy place State orders in sectoral research institutes, different institutes of the Institute of Sciences and higher educational institutions. Ministry of Social Policy: In order to ensure systematic study of gender issues, place State orders in sectoral research institutes, different institutes of the Academy of Sciences of and higher educational institutions.

9. Launch a policy to strengthen the institutional capacity of the Ministry of Social Policy and other central executive authorities in conducting gender equality and women's rights policies, and introduce it as a separate measure in the State Programme on Gender Equality for 2017-2020.

STATE PROGRAMME

10. A statistical data are presented with a breakdown by gender in all social areas and adapted to international standards under the guidance of the State Statistics Service. To include this point to the new State Programme for 2016-2020.

POLITICAL PARTICIPATION AND GENDER QUOTAS

11. Develop and apply an integrated approach to gender quotas. Approve the Election Code of Ukraine with mixed norms for gender and non-discrimination quotas in the electoral process. Work out detailed legislation for a 30% gender quota so that it is clearly understood and applied in the electoral process and in different electoral systems in case of amendments.
12. CEC: Develop recommendations in case political parties refuse to register electoral subjects in the electoral list in compliance with gender quotas. Develop and implement mandatory training courses about gender parity for political parties and party leaders.
13. CEC: Work out detailed gender statistics for different level of councils, leaders and management of parties. To date, such data has not been divided and classified, creating the impression of balanced gender representation. Publish these statistics regularly.
14. Oblige, through legislation, all governing structures in public and private sectors to implement 50% female representation. Bring in appropriate amendments to the Labour Code.
15. Create a reserve list of women running for office in international Ukrainian delegations/agencies, and appoint them.
16. Ensure participation of gender equality and non-discrimination experts in teams working on economic, social and political reforms in order to integrate women's interests in all major reform fields and decentralization processes carried out in the country.

STEREOTYPING IN THE MEDIA

17. Ministry of Information Policy, State Radio and Television: Improve sectoral regulatory framework and bring it into conformity with the Law of Ukraine «On equal rights and opportunities for women and men». Regularly conduct sectoral monitoring on the implementation of legislation on equal rights and opportunities for women and men as part of an information policy.
18. Ministry of Culture: Initiate and support research on the prevalence of outdated stereotyping of women's roles in Ukrainian society, as well as initiatives aimed at creating a culture of parity and non-discrimination.

COMBATING VIOLENCE AND HUMAN TRAFFICKING

19. Accelerate the pace of the legal framework to combat gender-based violence, including violence engendered by sexual partners or family members, violence against rural women and girls, indigenous and ethnic groups of women, and disabled women, violence based on sexual orientation or gender identity, against HIV-positive women and girls, sex workers, and female drug addicts.
20. Amend CMU regulations on special institutions that provide assistance to female victims of violence and human trafficking. Ensure the activities of such institutions in all regions of Ukraine.
21. Raise the professional level of police officers, prosecutors, lawyers and judges in their exercise of criminal proceedings against human trafficking.
22. Work out and implement mechanisms for State social orders of NGO services engaged in combating gender-based violence and human trafficking.
23. Increase media campaigns among the population in order to reduce risks of human trafficking.

EDUCATION

24. Set up career development programmes for women and girls who have no professional education. Develop individual professional growth programmes for women engaged in ATO operations, widows, and internally displaced women and girls.

25. Ensure access of young girls to all specialties in all sectoral educational institutions of Ukraine.
26. Ministry of Education and Science of Ukraine: Create a department of gender analysis and monitoring within the Ministry. Include the priority task of developing new State educational standards for and changes to statistical monitoring forms in education statistics in order to eliminate gender discrimination in education.
27. Establish mandatory gender expertise for textbooks, manuals and training programmes recommended by the Ministry of Education of Ukraine. Terminate the practice of public funding, publication and use of textbooks and materials containing stereotyped concepts of the roles of women, girls, men and boys in the educational process.
28. Introduce gender equality courses in all curricula of higher educational institutions. Include «Gender Studies» in the list of disciplines, and the gender component in educational standards and classifications.

LABOUR MARKET

29. To develop a gender-sensitive policy on the labour market, to consider a different interest of different social group of women on a labour market.
30. Work out a request for the performance of women from different social and demographic groups in the labour market and have the Ministry of Social Policy submit the request to the State Statistics Committee.
31. Develop specific programmes to attract women from vulnerable groups into the labour market. Take into account parameters such as assisting and protecting these women and their families, increasing their productivity and protecting their choice and exposure during working hours.
32. Introduce the concepts of «flexitime» and «flexible jobs» and improve labour legislation to implement these concepts.
33. Amend legal documents with regard to social security during pregnancy: and sick leave, childcare leave (regardless of gender).

PUBLIC HEALTH

34. Maintain existing family planning services and contraceptive availability initiated under healthcare reforms. Organize free antenatal clinics with friendly gynecologists and competent professional advisers for female students and girls, woman from vulnerable groups. Medstat: Maintain complete gender-segregated medical data during healthcare reforms.

35. Introduce gender sensitive approaches in the health database (incidence of tuberculosis and activities of TB institutions, incidence of mental disorders and activities of psychiatric institutions, indicators of oncological and radiological services, incidence of illnesses among adolescents and indicators of preventive care services for adolescents). Publish the information regularly.
36. Initiate and assess female access to health services during healthcare reforms and under decentralization. Take into account the results in terms of norms for these reforms.
37. Recognize and solve problems related to all violations of the rights of women and girls from vulnerable groups (rural women and girls, indigenous and ethnic groups of women, disabled women, violations based on sexual orientation or gender identity, HIV-positive women and girls, sex workers, and female drug addicts) in medical facilities, such as social stigma, discrimination, and prejudice by medical employees, forced abortion or sterilization, lack of choice, privacy, information, etc.
38. Amend laws and policies towards decriminalization of issues related to sexual and reproductive health (SRH) and HIV (including HIV infection and transmission)

SOCIAL PROTECTION AND FAMILY POLICY

39. Initiate and conduct gender assessment of the law on social benefits to single mothers and other categories of women, having considered them as part of the State family policy. Check approved norms according to assessment results. Make payment of social assistance recipient-oriented. Eliminate the term «single mothers» from national legislation.
40. Initiate and amend legislation on mandatory partial child leave available to husbands.
41. Develop and ratify family policy strategies (Family Policy).
42. Review the State Programme on support to families with children up to 2020, which has yet to be approved, bringing it in line with the recommendations provided herein.
43. Reestablish annual surveys and reports on the situation and needs of families by placing State orders issued by the Ministry of Social Policy in relevant scientific research institutions of the National Academy of Sciences and higher educational institutions.

44. Special-purpose law enforcement agencies: Explore the widespread and simultaneous creation of pro-family organizations in 2010-2014, which have an anti-gender rhetoric and a one unit argument against equal rights and opportunities for women and men in Ukraine.
45. Initiate and analyze the alimony system and alimony payment system, and bring in relevant amendments to legislation. Analyze the situation and determine the needs for kindergartens, social services, family support centres, and other social infrastructures. Study the issue of «tax holidays» for private kindergartens.

RURAL WOMEN

46. Implement gender-segregated statistics relating to rural women.
47. Introduce special temporary fiscal benefits for female farmers and female enterprises in rural areas. Introduce the legal status of «employment in private farms» by amending the Law «On private agribusiness», and ensure social guarantees. Review existing legal definitions of farms and private agribusinesses.
48. Create positions for gender experts in international programmes and decentralization projects, who will protect women's rights in a new local communities. Introduce mandatory legislative provisions on gender-balanced employment in a new rural communities.

Committee on the Elimination of Discrimination against Women



**Concluding observations on the eighth periodic report
of Ukraine³⁴**

**Non-official translation, by the office of UN Women in
Ukraine — United Nations in Ukraine**

1. The Committee considered the eighth periodic report of Ukraine (CEDAW/C/UKR/8) at its 1472nd and 1473rd meetings, on 14 February 2017 (see CEDAW/C/SR.1472 and 1473). The Committee's list of issues and questions is contained in CEDAW/C/UKR/Q/8 and the responses of Ukraine are contained in CEDAW/C/UKR/Q/8/Add.1.

A. Introduction

2. The Committee appreciates the submission by the State party of its eighth periodic report. It also appreciates the State party's written replies to the list of issues and questions raised by the pre-session working group and welcomes the oral presentation of the delegation and the further clarifications provided in response to the questions posed orally by the Committee during the dialogue.

3. The Committee commends the State party on its delegation, which was headed by the Deputy Minister of Social Policy, Ms. Nataliia Fedorovych, and comprised representatives of the Ministry of Justice, the Ministry of Health, the Ministry of Education and Science, the Ministry of Defence, the Office of Prosecutor General and the Permanent Mission of Ukraine to the United Nations Office and other international organizations in Geneva.

³⁴ Adopted by the Committee at its sixty-sixth session (13 February-3 March 2017).

B. Positive aspects

4. The Committee welcomes the progress achieved since the consideration in 2008 of the State party's seventh periodic report (CEDAW/C/UKR/7) in undertaking legislative reforms, in particular the adoption of the following:

(a) Law on Prevention and Combating Domestic Violence, in 2016;

(b) Law on Combating Human Trafficking, in 2011.

5. The Committee welcomes the State party's efforts to improve its policy framework aimed at accelerating the elimination of discrimination against women and advancing women's rights, including the adoption of the following:

(a) Programme on the Equality of Rights and Opportunities between Men and Women (2017-2021);

(b) Concept of the National Program on Prevention and Combating Domestic Violence (2017-2020);

(c) National Plan of Action for the implementation of UN Security Council Resolution 1325 «Women, peace and security» until 2020, in 2016;

(d) Poverty Reduction Strategy (2016- 2020);

(e) National Strategy on Human Rights and the Action Plan for its implementation, in 2016;

(f) State Target Programme to Combat Trafficking, in 2016.

6. The Committee welcomes the fact that, in the period since the consideration of the previous report, the State party has acceded to the International Convention for the Protection of All Persons from Enforced Disappearance, in 2015.

7. The Committee welcomes the fact that the State party signed the Rome Statute in 2000 and accepted the jurisdiction of the Court with respect to alleged crimes committed on its territory since 20 February 2014.

C. Parliament

Verkhovna Rada

8. The Committee stresses the crucial role of the legislative power in ensuring the full implementation of the Convention (see the statement by the Committee on its relationship with parliamentarians, adopted at the forty-fifth session, in 2010). It invites the Verkhovna Rada, in line with its mandate, to take the necessary steps regarding the implementation of the present concluding observations between now and the next reporting period under the Convention.

D. Factors and difficulties preventing the effective implementation of the Convention

9. The Committee considers that the ongoing armed conflict in the State party, which is entering its fourth year, poses a challenge to the implementation of the Convention. However, it considers that the implementation of the Convention, especially during times of conflict, is the most effective safeguard to ensure full respect for and the enjoyment of women's rights, as women are a driving force of the socio-economic development of the country. Therefore, the Committee calls upon the State party to implement the recommendations contained in the present concluding observations as a matter of high priority for national mobilisation and international support, giving due consideration to General Recommendation No.30 (2013) on women in conflict prevention, conflict and post-conflict situations (General Recommendation No.30 (2013)) by setting up a special coordination mechanism with all relevant State institutions at all levels, namely the Verkhovna Rada, the oblast authorities, the judiciary and other stakeholders, as well as representatives of civil society and international organisations, currently supporting the State party on its path towards a comprehensive and lasting peace.

E. Principal areas of concern and recommendations

General context

10. The Committee welcomes the State party's efforts and commitment towards peacebuilding, consolidation of rule of law and sustainable development. It notes that since the beginning of the conflict, in April 2014, and the temporary occupation and unrecognized annexation of the Autonomous Republic of Crimea and the city of Sevastopol by the Russian Federation (General Assembly's Resolutions A/RES/68/262 adopted on 27 March 2014 and A/RES/71/205 adopted on 19 December 2016), the State party has been facing a dramatic situation marked by human suffering, economic instability and the rise of violence and insecurity. The Committee notes that notwithstanding the signing of the Minsk Agreements, hostilities are continuing. Despite the State party's efforts, the prevailing impunity for human rights violations and abuses committed in the context of the crisis in and around the State party, in particular certain areas of Donetsk and Luhansk regions, have had a severe impact on the civilian population, in particular women, including women and girls in disadvantaged situations, such as internally displaced women, rural women, older women and women with disabilities and Roma, LGBT and other minorities. In particular, the Committee is concerned that this situation, along with pervasive corruption, has contributed to an increase of violence against women by State and non-State actors and to the reinforcement of traditional and patriarchal attitudes that limit women's and girls' enjoyment of their rights. The Committee is also concerned at the lack of information on the situation in territories outside the effective control of the State party due to restrictions of access to the representatives of OSCE and international organisations. The Committee reminds the State party of the urgent need to strengthen the positive agenda set up to consolidate the rule of law and underlines women's crucial role as a peace and stability rebuilding force.

11. In line with its General Recommendation No.30 (2013), the Committee calls upon the State party:

(a) To ensure that the rule of law is enforced and that justice is delivered efficiently and without delay and with a gender-sensitive approach;

(b) As a priority, to establish measures to effectively combat corruption and impunity and comply with its due diligence obligation to prevent, investigate, prosecute and punish violence perpetrated against women and girls by State and non-State actors;

(c) To provide systematic training on human rights, in particular on women's rights, to all law enforcement officials and the military and establish and enforce a strict code of conduct in order to effectively guarantee respect for human rights;

(d) In the context of the Minsk Agreements, reject demands for amnesties to be given to those persons suspected of, accused of, or sentenced to war crimes, crimes against humanity or gross violations of human rights, including conflict-related sexual violence, recalling that amnesties are impermissible if they interfere with victims' right to an effective remedy, including reparation, or restrict victims' and societies' right to know the truth about violations of human rights and humanitarian law.

Women, peace and security

12. The Committee notes positively the adoption of the National Plan of Action for the implementation of UN Security Council Resolution 1325 «Women, peace and security» (2016 – 2020). However it is concerned that:

(a) Women have been marginalised in general and they are not actively and meaningfully participating in ongoing peace negotiating efforts, including the Minsk 2 agreements;

(b) Without the meaningful and inclusive participation of women at all stages of peace and reconstruction processes, as well as in transitional justice and national reconciliation mechanisms, women's priorities and experiences of the conflict will not be fully integrated, as required under the Convention and Security Council Resolution 1325 (2000), and could lead to a setback of these processes.

13. The Committee recalls its General Recommendation No.30 (2013) and recommends that the State party:

(a) Place high priority on the meaningful and inclusive participation of women at all stages of the peace process and in all reconstruction initiatives as well as in transitional justice processes, in particular the inclusion of women at the decision-making level, at the national and local levels and develop capacity-building programmes for women seeking to participate in such processes;

(b) Provide opportunities for women and civil society organisations to contribute to the peace process as active participants by establishing effective channels of communication, coordination and joint initiatives for the inclusion of women's priorities;

(c) Reaffirm the non-negotiable character of all the rights under the Convention and adopt strategies to prevent any setback for women's rights in the peace negotiations;

(d) Revive and engage in a political process aimed at building a comprehensive and lasting peace, which lays the foundation for a comprehensive democracy rooted in the rule of law;

(e) Establish a roadmap with a clear time frame, benchmarks and a gender-responsive budget to implement the National Action Plan; develop indicators for the regular monitoring of its implementation;

(f) Strengthen cooperation with international organisations and donor community.

Conflict-related sexual violence

14. While acknowledging the State party's efforts to respect its obligations under the Convention, the Committee is concerned at the exacerbation of violence against women in certain areas of Donetsk and Luhansk regions, as well as in the temporarily occupied Autonomous Republic of Crimea and the city of Sevastopol, since

the break out of the conflict³⁵. It is concerned that despite the underreporting of cases of sexual violence due to stigma and fear of reprisals among other reasons, there is evidence of many cases of sexual violence in the conflict affected areas. The Committee is further concerned:

(a) That the current definition of rape is outdated and does not include rape committed by force or coercion, caused by fear of violence, duress, detention, psychological oppression or abuse of power, and therefore cannot be applied to conflict related cases;

(b) At the limited capacity of law enforcement officials and judiciary to investigate, document and prosecute cases of sexual violence;

(c) At the lack of measures to provide timely and comprehensive assistance to survivors of sexual violence, such as health services including sexual and reproductive health, psychological, legal services, livelihood support and other multi-sectoral services.

15. In line with the Convention and its General Recommendation No.30 (2013), the Committee urges the State party to:

(a) Amend article 152 of the Penal Code so as to incorporate provisions on sexual violence, including a broader definition of rape in line with international standards, which will include the following conditions «committed by force or by threat of force or coercion such as that caused by fear of violence, duress, detention, psychological oppression or abuse of power against such person or another person, or by taking advantage of a coercive environment or committed against a person incapable of giving genuine consent» in order to ensure accountability for conflict related sexual violence;

(b) Provide relevant training for legal professionals, investigators, prosecutors and police in order to enhance their capacity to investigate, document and prosecute sexual violence cases in accordance with the International Protocol on the Documentation and Investigation of Sexual Violence in Conflict;

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Report of the Office of the High Commissioner for Human Rights «On Conflict-Related Sexual Violence in Ukraine, 14 March 2014 to 31 January 2017»

(c) Ensure women's and girls' access to justice and adopt gender-sensitive procedures to investigate sexual violence; conduct training and adopt gender-sensitive codes of conduct and protocols for the police and military; and build the capacity of the judiciary so as to ensure its independence, impartiality and integrity;

(d) Ensure access by women victims of sexual violence to comprehensive medical treatment, including emergency contraception and anti HIV/AIDS contamination, mental health care and psychological support provided by health professionals who are appropriately trained to detect sexual violence and treat its consequences as well as access to forensic testing; and seek the assistance of relevant United Nations agencies and bodies in this regard;

(e) Provide victims with transformative reparation measures which respond to women's specific needs and address structural inequities under-pinning violence against women, in particular sexual violence and prevent the recurrence of such violence;

(f) Ensure that conflict-related sexual violence is comprehensively addressed in any future transitional justice processes, encompassing the full range of judicial and non-judicial measures, including prosecution initiatives, truth-seeking, reparations programmes, institutional reform or an appropriate combination thereof, as well as comprehensive national consultations, particularly with those affected by human rights violations and abuses.

Internally displaced women

16. The Committee is concerned at the increasing number of internally displaced women and girls in the State party, who are in need of a long-term intervention to ensure, inter alia, their access to basic services and protection. While noting the adoption of the Law on Ensuring the Rights and Freedoms of Internally Displaced Persons (the IDP Law) in October 2014, as well as a number of resolutions and decrees on the assistance to internally displaced women, the Committee is concerned at the lack of implementation measures. The Committee is further concerned that internally displaced women, including older women, women with disabilities, women belonging to Roma and LGBT, are at a heightened risk or have

been subjected to sexual violence and sexual exploitation, face the exacerbation of the already difficult living conditions and difficulties with regard to access to registration and to freedom of movement, as well as limited employment opportunities. The Committee notes the State party's efforts to continue the payment of social benefits to internally displaced persons in the conflict affected areas. However, it is concerned that mothers and wives of killed soldiers face serious challenges accessing the social payments.

17. The Committee urges the State party to:

(a) Address the specific needs of different groups of internally displaced women who are subjected to multiple forms of discrimination, including widows, women with disabilities, older women, women belonging to Roma or LBT, and provide long-term interventions to address the needs of internally displaced women and girls;

(b) Ensure the effective implementation of the IDP Law by issuing regulations to enable its operationalization;

(c) Ensure that internally displaced women and girls have adequate access to health services, education, food, shelter, free movement, registration, social benefits and opportunities to secure justice and durable solutions, as well as sustainable employment opportunities.

Access to Justice

18. The Committee notes with appreciation the efforts undertaken by the Ministry of Justice, as well as the fact that the Convention is invoked in courts. However, the Committee is concerned about reports of corruption and lack of judicial independence resulting in impunity for perpetrators of acts of discrimination against women, including sexual and gender based violence. It notes that, in practice, the justice system remains inaccessible to most women due to barriers such as corruption, lack of knowledge about their rights and the limited availability of legal aid.

19. The Committee, recalling its general recommendation No. 33 (2015) on women's access to justice, recommends that the State party:

(a) Continue its efforts to combat corruption and reform and strengthen the judicial system including through the provision of systematic capacity-building to judges, prosecutors, lawyers, the police and other law enforcement officials on the Convention, as well as on the Committee's general recommendations and its jurisprudence under the Optional Protocol;

(b) Remove any possible barriers to women's access to justice, including by ensuring free legal aid and waiving court costs for women without sufficient means;

(c) Allocate sufficient resources to the legal assistance fund as well to non-governmental organizations facilitating women's access to justice;

(d) Enhance women's awareness of their rights and their legal literacy in all areas covered by the Convention, to enable them to claim their rights.

Definition of discrimination and legislative framework

20. The Committee is concerned that the definition of discrimination contained in article 1 of the Law on Ensuring Equal Rights and Opportunities of Men and Women implicitly differs from the terms provided for in article 1 of the Law on the Principles of Preventing and Combatting Discrimination in Ukraine, which results in contradictory interpretation of the term «discrimination» at the practical level. It is further concerned that:

(a) The new legislative reforms for the advancement of women lack adequate resources for their implementation and accountability;

(b) There is insufficient knowledge among the branches of the government, the Parliament and the judiciary of the rights of women under the Convention and the Optional Protocol thereto, and of the concept of substantive equality of women and men and the Committee's general recommendations;

(c) Women themselves, especially those in rural areas and those belonging to disadvantaged groups, in particular Roma women, are unaware of their rights under the Convention and thus lack the information necessary to claim them.

21. The Committee recommends that the State party:

(a) Harmonise its anti-discrimination legislation in order to prohibit discrimination on all grounds and encompass direct and indirect discrimination in both the public and private spheres, as well as intersecting forms of discrimination, against women, in line with article 1 of the Convention and its general recommendation No. 28 (2010) on the core obligations of States parties under article 2 of the Convention;

(b) To establish strong accountability mechanisms and allocate adequate human, technical and financial resources for the implementation of laws in accordance with the rights of women under the Constitution and the Convention;

(c) To ensure that the Convention, the Optional Protocol and the Committee's general recommendations are sufficiently known and applied by all branches of government, including the judiciary, as a framework for laws, court decisions and policies on gender equality and the advancement of women;

(d) To enhance women's awareness of their rights and the remedies available to them to claim violations of their rights under the Convention, and ensure that information on the Convention, the Optional Protocol and the Committee's general recommendations is provided to all women, including Roma and rural women.

National machinery for the advancement of women

22. The Committee welcomes the adoption of plans of action and strategies on equality. It also notes with appreciation that in October 2016 the Prime-Minister decided to establish a position of Commissioner on Equal Rights and Opportunities for Women and Men in the Cabinet of Ministers. While noting the ongoing reform on decentralisation, the Committee is concerned that there is no

reference to gender equality. The Committee is concerned that the administrative reform of 2010 and the restructuring has weakened the national machinery for the advancement of women and resulted in a lack of continuity in gender equality policies. It is also concerned at the limited capacity of the State party's national machinery to adequately ensure the coordination of gender mainstreaming in all areas and at all levels.

23. The Committee recommends that the State party:

(a) Adopt a clear strategy to consolidate and reinforce the national and local capacity of the national machinery for the advancement of women and ensure that it has adequate decision-making power and human and financial resources to effectively implement the Convention and ensure that it works in a decentralized manner for the promotion of women's human rights at all levels;

(b) Ensure effective coordination and develop a gender mainstreaming strategy that includes gender-responsive budgeting and that can be applied in all policies and programmes at all levels to address various aspects of women's lives;

(c) Ensure that its national machinery develop policies and programmes aiming at achieving gender equality in a comprehensive and effective manner and within a human rights framework, and improve the collection of data, disaggregated by sex and other relevant factors, necessary to assess the impact and effectiveness of these policies and programmes.

Temporary special measures

24. The Committee notes with appreciation the amendment to the Law on political parties which establishes a minimum quota of 30 per cent for women candidates on the electoral lists of political parties in the districts at the national level in legislative elections. While noting the State party's efforts to take temporary special measures in the private sector, in particular in the supervisory councils of state enterprises, the Committee is concerned, however, about the lack of implementation in practice of temporary special measures in the State party.

25. In line with article 4 (1) of the Convention and recalling its general recommendation No. 25 (2004) on temporary special measures, the Committee recommends that the State party:

(a) Provide capacity-building to all relevant State officials and policymakers and to political parties in particular on the concept of temporary special measures and adopt and implement such measures, including time-bound goals and quotas, directed at achieving substantive equality of women and men in all areas in which women are underrepresented or disadvantaged, including in public and political life, education, health and employment;

(b) Address the root causes of the weak implementation of existing temporary special measures and adopt legislation to encourage the use of temporary special measures covering both the public and private sectors.

Stereotypes

26. The Committee remains concerned at the persistence in political discourse, the media and in society of deep-rooted patriarchal attitudes and discriminatory stereotypes concerning the roles and responsibilities of women and men in the family, which perpetuate women's subordination within the family and society and which are reflected, inter alia, in women's educational and professional choices, their limited participation in political and public life, their unequal participation in the labour market and their unequal status in family relations. The Committee recalls that such discriminatory stereotypes are also root causes of violence against women and expresses concern that, to date, the State party has not taken sustained measures to modify or eliminate discriminatory stereotypes and negative traditional attitudes.

27. The Committee reminds the State party that the elimination of patriarchal attitudes and discriminatory stereotypes must be led by its high-level public officials, and recommends that the State party:

(a) Put in place, without delay, a comprehensive strategy, with proactive and sustained measures targeting women and men at all levels of society, to eliminate discriminatory stereotypes and patriarchal attitudes concerning the roles and responsibilities of women and men in the family and in society;

(b) Use innovative measures targeting the media to strengthen understanding of the substantive equality of women and men and to enhance positive and non-stereotypical portrayals of women in all areas, with special emphasis on the education system.

Violence against women

28. The Committee remains concerned at the high prevalence in the State party of violence against women, in particular domestic and sexual violence, which remain underreported, the lack of statistics disaggregated by age and relationship between the victim and the perpetrator. While noting the information provided by the delegation during the dialogue that the draft law on the ratification of the Council of Europe Convention on preventing and combating violence against women and domestic violence (Istanbul Convention) is currently undergoing a second reading in the parliament, the Committee is concerned:

(a) That domestic violence is not criminalised and there is no specific definition of gender-based violence in the State party's legislation;

(b) At the lack of shelters for victims of gender-based violence, including for women and girls with disabilities.

29. Recalling its general recommendation No. 19 (1992) on violence against women, the Committee recommends that the State party:

(a) Criminalize domestic violence and accelerate the ratification of the Council of Europe Convention on preventing and combating violence against women and domestic violence (Istanbul Convention);

(b) Adopt comprehensive measures to prevent and address violence against women and girls and ensure that perpetrators are prosecuted and adequately punished;

(c) Provide mandatory capacity-building programmes for judges, prosecutors, police officers and other law enforcement officials on the strict application of legislation criminalizing violence against women and on gender-sensitive procedures

to deal with women who are victims of violence, in particular women with disabilities;

(d) Provide adequate redress, assistance and protection to women who are victims of violence, including women and girls with disabilities, by establishing shelters, including in rural areas, and enhancing cooperation with non-governmental organizations that provide shelter and rehabilitation to victims;

(e) Collect statistical data on domestic, sexual and other forms of violence against women, disaggregated by age and the relationship between the victim and the perpetrator;

(f) Provide adequate conditions for redress and rehabilitation for women with disabilities who are victims of violence.

Trafficking and exploitation of prostitution

30. The Committee notes with appreciation the efforts undertaken by the State party to combat trafficking and protect victims of trafficking, however, it is seriously concerned that the growth of unemployment, corruption, decline in living standard of the population, the ongoing crisis and insufficient implementation of anti-trafficking legislation and action plans create favourable conditions for the alarming situation of widespread trafficking in the State party. The Committee is further concerned at the reports of violence and discrimination against women in prostitution, which results in various forms of abuse, including extortion, beatings, exploitation of women under so-called «subbotnik» schemes, rape of women in prostitution, the limited assistance available to them and the absence of exit and reintegration programmes for women who wish to leave prostitution.

31. The Committee recommends that the State party:

(a) Fully enforce its legislation on trafficking in persons and increase the financial resources allocated to the implementation of laws and programmes to combat trafficking;

(b) Build the capacity of the judiciary, law enforcement officers, border control officers, social workers and health

workers with respect to the early referral of victims of trafficking and gender-sensitive ways to deal with them;

(c) Address the root causes of trafficking by enhancing educational and economic opportunities for women and girls and their families, thereby reducing their vulnerability to exploitation by traffickers;

(d) Provide shelters and crisis centres specific to women, exit and reintegration programmes and alternative income-generating opportunities for women who are victims of trafficking and for women who wish to leave prostitution;

(e) Intensify efforts aimed at bilateral, regional and international cooperation to prevent trafficking.

Participation in political and public life

32. The Committee welcomes the State party's efforts to increase the participation of women in political and public life, including the increase of female members in parliament. It is concerned, however, that women remain significantly underrepresented at the decision-making levels in parliament, in the Government and in diplomatic service, owing to persistent traditional and patriarchal attitudes, the lack of effective measures, including temporary special measures, limited access to political networks, insufficient capacity-building.

33. The Committee reminds the State party that women's full participation is essential not only for their empowerment but also for the advancement of society as a whole, and recommends that the State party:

(a) Adopt a global strategy based on targeted measures, including training, gender-sensitive recruitment and special measures, including temporary special measures to ensure that women are appointed to decision-making positions at both the national and local levels, on an equal footing with their male counterparts, in line with the Committee's general recommendation No. 23 (1997) on political and public life;

(b) Conduct awareness-raising activities for politicians, community leaders, journalists and the general public on the

importance of women's participation in decision-making, in order to enhance understanding that the full, equal, free and democratic participation of women on an equal basis with men in political and public life is a requirement for the effective implementation of the Convention, as well as the political stability and economic development of the country.

Education

34. The Committee notes with appreciation the high literacy rate among women. It also welcomes the development of the Strategy for Education (2020). However, the Committee is concerned at the persistence of negative and patriarchal stereotypes of women and girls in the school system curricula and textbooks. The Committee is further concerned that schools offer «life skills lessons» where girls are taught cooking and sewing, while boys are taught woodworking and carpentry, which also upholds traditional gender roles in society. It is concerned about an unequal access of female to the universities of the Ministry of Interior and Defence. The Committee is also concerned at the high dropout rates among girls belonging to Roma community.

35. The Committee recommends that the State party:

(a) Intensify its efforts to review school curricula and textbooks to eliminate negative stereotypes of women and girls;

(b) Ensure that the same curricula applies to boys and girls so that it offers the same «life skills lessons» to boys and girls, including through the usage of temporary special measures;

(c) Ensure the equal access of female to the universities of the Ministry of Interior and Defence, including through the adoption of temporary special measures;

(d) Promote access for Roma girls to education and their retention at all levels of education, by raising awareness of the importance of education as a human right and as the basis for the empowerment of women, and strengthen the implementation of re-entry policies enabling Roma girls who have dropped out to return to school.

Employment

36. The Committee notes the adoption of the Law on Employment of Population stipulating equal opportunities for all citizens in 2012. However, it is concerned at:

(a) The persistently wide and increasing gender pay gap in all sectors, the continued occupational segregation in the labour market and women's concentration in low-paid jobs in the formal and informal sectors;

(b) The list of occupations that are prohibited for women, which covers a wide range of occupations and branches where there is no objective justification for the prohibition, thereby limiting women's economic opportunities and access to responsibilities in a number of areas, in particular in the military forces, agriculture and industry;

(c) The lack of information on legislation prohibiting sexual harassment in the workplace and providing for civil and/or criminal remedies, as well as on the number of prosecutions, convictions and sentences imposed upon perpetrators;

(d) The situation of women in conflict affected areas, where women became de facto heads of household and primary providers for their families.

37. The Committee recommends that the State party:

(a) Intensify its efforts to create an enabling environment for women to become economically independent, including by raising the awareness of employers in the public and private sectors about the prohibition of discrimination in employment against women, including women with disabilities, and to promote the entry of women into the formal economy, including through the provision of vocational and technical training;

(b) Effectively guarantee the principle of equal pay for work of equal value, adopt measures to narrow and close the gender pay gap and regularly review wages in sectors in which women are concentrated;

(c) Review the list of prohibited occupations and sectors and promote and facilitate women's access to previously prohibited occupations by improving working conditions and occupational health and safety;

(d) Reinforce legislation to specifically define and prohibit sexual harassment in the workplace;

(e) Promote the enterprise development and improve women's and girls' access to information technologies by enrolling them in programmes of computer literacy and securing their access to new technologies;

(f) Strengthen its efforts to provide women affected by conflict, including women with disabilities, widows and women heads of households with sustainable economic opportunities and effectively address all barriers to women's equitable participation in the labour market;

(g) Develop economic recovery strategies which promote gender equality as a necessary precondition for a sustainable post-conflict economy.

Health

38. The Committee welcomes State party's initiative to reform the health care system and to respond to the humanitarian emergency, in particular by establishing of mobile emergency units for victims of violence. However it is concerned at the:

(a) Insufficient budget allocations to the health service and the outdated health-care equipment in hospitals and medical centres;

(b) Increased rates of breast cancer in the State party, which is the leading cause of mortality in women of working age and the lack of diagnostic services, prevention and mammography;

(c) Increase in tuberculosis and sexually transmitted diseases and HIV/AIDS, among women and problem of alcoholism and drug addiction among women.

39. In line with its general recommendation No. 24 (1999) on women and health, the Committee recommends that the State party:

(a) Ensure appropriate budget allocations to the health services and improve women's access to high-quality health care and health-related services;

(b) Ensure equal access to and availability of mammograms and screening services to women throughout its territory;

(c) Intensify the implementation of strategies to combat HIV/AIDS, in particular preventive strategies, and continue the provision of free antiretroviral treatment to all women with HIV/AIDS, as well as strategies to combat alcoholism and drug consumption among women;

(d) Provide effective access for women and girls to health-care information and affordable services, in particular regarding reproductive health and contraceptive methods, collect disaggregated data and provide training to medical and health professionals, in particular in rural areas.

Rural women

40. While recognizing the adoption of the new decentralisation strategies in rural areas, the Committee expresses concern at:

(a) The disadvantaged status of women in rural areas and regrets the limited data on their situation and the insufficient measures taken by the State party to address poverty among rural women and to fully ensure their access to justice, education, health, housing, formal employment, skills development and training opportunities, income-generating opportunities and microcredit;

(b) The precarious situation of rural women in conflict affected areas, who often bear a disproportionate burden in these situations as their rights to productivity, livelihood and access to land are regularly violated in conflict affected areas, as well as the lack of information on any initiatives aiming at assisting and supporting rural women affected by the conflict in the State party, in particular women heads of household, single women, widows, women with disabilities and women belonging to minorities.

41. The Committee recommends that the State party:

(a) Seek international assistance and cooperation, as appropriate, to improve infrastructure in rural areas and formulate policies to combat poverty among rural women to ensure their access to justice, education, housing, formal employment, skills development and training opportunities, income-generating opportunities and microcredit, and ownership and use of land, taking into account their specific needs, in line with General Recommendation No.34 (2016) on the rights of rural women;

(b) Pay due attention to the negative impact of the conflict on rural women and ensure that their specific needs are addressed and that they have equal access to basic service, infrastructures and new technologies;

(c) Study the impact of economic and social strategies for rural development on women's human rights and improve the collection of specific, disaggregated data on rural women;

(d) Design specific interventions to leverage opportunities for the economic empowerment of rural women and ensure that they are involved in the design of those strategies and programmes, focusing on women not only as victims or beneficiaries but also as active participants in the formulation and implementation of such policies.

Women with disabilities and older women

42. The Committee is concerned at the 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, as well as at the absence of mechanisms to protect women and girls with disabilities from intersecting forms of discrimination and from violence and abuse. The Committee is also concerned at the alleged practice of forced sterilisation of women recognised as legally incapable, with the consent of her guardian and without her free and informed consent. The Committee is further concerned at the situation of older women and their lack of access to health care and to protection from violence and abuse.

43. The Committee recommends that the State party:

(a) Adopt comprehensive policies and programmes to protect the rights of women and girls with disabilities and older women, in particular those facing intersecting forms of discrimination ensuring their equal access to education, employment, housing, health care and other basic services and social protection and to promote their autonomy and access to community services and their participation in political and public life;

(b) Abolish the practice of forced sterilisation without free and informed consent of women with disabilities and provide remedies for victims of forced sterilisation.

Lesbian, bisexual and transgender women

44. The Committee is concerned at reports of discrimination, harassment and hate speech, based on negative stereotypes, against lesbian, bisexual and transgender women and the lack of shelters for LBT women victims of violence. It is also concerned at the lack of information on health services and rights available to lesbian, bisexual and transgender women, as well as the lack of training of medical personnel with regard to their special needs.

45. The Committee recommends that the State party provide necessary protection against discrimination and violence against lesbian, bisexual and transgender women, in particular through the adoption of anti-discrimination legislation and the revision of the existing discriminatory laws that prohibit intersecting forms of discrimination, and provide access to shelter and assistance for LBT women victims of violence, as well as training to medical personnel and the police and law enforcement officials.

Marriage and family relations

46. The Committee notes with appreciation that the State party raised the minimum age for marriage to 18 for girls, however, it is concerned that the practice of marriage below 18 still persists in Roma communities. The Committee is also concerned that judges often resort to mediation, even in situations of domestic violence. The Committee is further concerned that gender-based violence against

women in the domestic sphere is not taken into consideration by courts when ruling in cases of child custody and visitation.

47. The Committee recommends that the State party:

(a) Enforce the strict application of the minimum age of marriage set at 18 years;

(b) Make sure that mediation is not used in situations of domestic violence;

(c) Adopt legislation requiring that gender-based violence against women in the domestic sphere be taken into account in child custody or visitation decisions, and raise the awareness of the judiciary of the relationship between such violence and a child's development.

Data collection

48. The Committee is concerned at the general lack of updated statistical data, disaggregated by sex, age, ethnicity, disability, geographical location and socioeconomic background, which are necessary for an accurate assessment of the situation 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 Convention.

49. The Committee calls upon the State party to develop a gender indicator system to improve the collection of data, disaggregated by sex and other relevant factors, necessary to assess the impact and effectiveness of policies and programmes aimed at mainstreaming gender equality and enhancing women's enjoyment of their human rights. In this regard, the Committee draws the State party's attention to its general recommendation No. 9 (1989) on statistical data concerning the situation of women and encourages the State party to seek technical assistance from relevant United Nations agencies and to enhance its collaboration with women's associations that could assist in the collection of accurate data.

Beijing Declaration and Platform for Action

50. The Committee calls upon the State party to use the Beijing Declaration and Platform for Action in its efforts to implement the provisions of the Convention.

2030 Agenda for Sustainable Development

51. The Committee calls for the realization of substantive gender equality, in accordance with the provisions of the Convention, throughout the process of implementation of the 2030 Agenda for Sustainable Development.

Dissemination

52. The Committee requests the State party to ensure the timely dissemination of the present concluding observations, in the official language of the State party, to the relevant State institutions at all levels (national, regional and local), in particular to the Government, the ministries, the parliament and the judiciary, to enable their full implementation.

Technical assistance

53. The Committee recommends that the State party consider seeking international assistance and cooperation and availing itself of technical assistance in the development and implementation of a comprehensive programme aimed at the implementation of the above recommendations as well as the Convention as a whole. The Committee also calls upon the State party to continue its cooperation with specialized agencies and programmes of the United Nations system

Ratification of other treaties

54. The Committee notes that the adherence of the State party to the nine major international human rights instruments³⁶ would enhance the enjoyment by women of their human rights and fundamental freedoms in all aspects of life. The Committee therefore encourages the State party to consider ratifying the International Convention on the Protection of the Rights of All Migrant Workers and Members of Their Families, to which it is not yet a party.

Follow-up to the concluding observations

55. The Committee requests the State party to provide, within two years, written information on the steps taken to implement the recommendations contained in paragraphs 13 (a), (f) and 29 (a), (c) above.

Preparation of the next report

56. The Committee invites the State party to submit its ninth periodic report in March 2021. In case of delay, the report should cover the entire period up to the time of its submission.

57. The Committee requests the State party to follow the harmonized guidelines on reporting under the international human rights treaties, including guidelines on a common core document and treaty-specific documents (HRI/GEN/2/Rev.6, chap. I).

³⁶ The International Covenant on Economic, Social and Cultural Rights; the International Covenant on Civil and Political Rights; the International Convention on the Elimination of All Forms of Racial Discrimination; the Convention on the Elimination of All Forms of Discrimination against Women; the Convention against Torture and Other Cruel, Inhuman or Degrading Treatment or Punishment; the Convention on the Rights of the Child; the International Convention on the Protection of the Rights of All Migrant Workers and Members of Their Families; the International Convention for the Protection of All Persons from Enforced Disappearance; and the Convention on the Rights of Persons with Disabilities.



The Kyiv Gender Studies Institute is an expert non-governmental organization operating since 1999 and dedicated to the study and implementation of gender equality and non-discrimination principles in Ukrainian society. It brings together experts in social and political sciences. The activities of the Institute are as follows: conducting gender expertise and analytical studies, implementing programmes aimed at ensuring the rights and status of women in Ukraine, and consulting.

Institute specialists collaborate with international and governmental agencies: the Ministry of Social Policy of Ukraine, the Ministry of Education and Science of Ukraine, specialized Committees of the Verkhovna Rada of Ukraine, regional state administrations, and Ukrainian research and educational institutions. The Institute has an extensive partner network of experts throughout Ukraine. The Institute launched an internship programme in 2012.

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