



ADVANCING GENDER EQUALITY IN UKRAINE

UN WOMEN IN UKRAINE

Gender equality: It's time

For too long, women around the world have been marginalized and excluded from decision-making in the social, economic and political spheres, including in the home. Women continue to be under-represented in political leadership and the labour market, and disproportionately affected by violence and conflict. In addition to discriminatory laws and policies, women and girls face discrimination in their everyday lives due to restrictive gender norms and stereotypes that limit their abilities to realize their human rights.

Women and men from around the world called for gender equality and women's empowerment to be at the heart of the 2030 Agenda for Sustainable Development, and these voices were heard. The new 2030 Agenda prioritizes gender equality and women's rights throughout the framework, recognizing that sustainable development is not possible without the achievement of gender equality and women's empowerment.

It's time now to recognize women as leaders and agents of change. It's time to guarantee all women's rights and the rights of all women. It's time for gender equality.

Gender equality has a transformative effect that is essential to fully functioning communities, societies and economies.

-António Guterres, UN Secretary-General

Who we are

UN Women is the United Nations entity dedicated to gender equality and the empowerment of women. UN Women supports UN Member States as they set global standards for achieving gender equality, and works with governments and civil society to design laws, policies, programmes and services needed to implement these standards.

[UN Women's country offices are active in all regions of the world, with tailored activities helping women claim their rights and expand their opportunities.](#)

We focus on five priority areas:

- 1 Increasing women's leadership and political participation
- 2 Ending violence against women and girls
- 3 Engaging women in all aspects of peace and security processes and humanitarian action
- 4 Enhancing women's economic empowerment
- 5 Making gender equality central to national development planning and budgeting.

UN Women also coordinates and promotes the UN system's work in advancing gender equality, working across the system's three pillars: development, human rights and peace and security.

How we support Ukraine to achieve gender equality

Getting humanitarian action right for women and girls

In response to the humanitarian crisis in Ukraine, UN Women helps national and international partners analyze inequalities and the gender-specific needs of women and girls, men and boys affected by conflict. We aim to ensure that women's distinct experiences and needs are included in humanitarian responses and recovery planning and that women meaningfully engage as participants and leaders in these processes.

Women, Peace and Security

UN Women advocates for the implementation of the women, peace and security (WPS) agenda (UN Security Council Resolution 1325 and subsequent resolutions) in Ukraine. In addition to supporting the Government to adopt the National Action Plan on Women, Peace and Security in 2016, UN Women supports the Ministry of Defense, General Staff and the Ministry of Interior to integrate the WPS agenda in the on-going security sector reform. We also support gender-responsive mediation techniques for conflict mediators, and innovative tools for dialogue, such as interactive theatre workshops, to encourage internally displaced women and civic activists from host communities to identify challenges and move beyond them, finding a common ground for action.

Women in recovery and peacebuilding

UN Women contributed to a European Union (EU)-United Nations-World Bank recovery and peacebuilding assessment in Ukraine by developing a gender analysis

and a follow-up action plan and contributed to the development of the resulting State Programme. UN Women also implements a joint EU-funded programme with the United Nations Development Programme (UNDP) in the conflict affected regions in Eastern Ukraine, providing support to local governments and communities of the conflict-affected areas to integrate gender in recovery, reconciliation and decentralized local development.

Embedding gender equality in Ukraine's national reform agenda

UN Women supports the Government to mainstream gender in the national reform agenda, with a specific focus on decentralization and the potential implications for women and vulnerable groups. We provide gender analysis to inform regional and local development planning and budgeting, particularly in the conflict-affected areas of Donetsk and Luhansk. UN Women also uses community mobilization to empower women and unleash their potential to contribute to local development. UN Women also supports municipalities in Ukraine to use gender-responsive budgeting to analyze budget programmes from a gender perspective.

Women's leadership and participation

UN Women partners with the Inter-Faction Union for Equal Opportunities in the Ukrainian Parliament (Verkhovna Rada) and with civil society to advance efforts to increase women's participation in key decision-making processes.

8.5% of military personnel in the Ukrainian armed forces are women.

Women's presence in military operations has been found to boost force credibility and increase reporting of gender-based crimes.

The lack of childcare and other social services makes the integration of Internally Displaced Persons (IDPs) in new communities more difficult in Ukraine.

63% of IDPs in Ukraine are women.

Amplifying the voices of women's groups

UN Women's actions are rooted in the women's movement. In Ukraine, UN Women makes every effort to promote the full and meaningful participation of women's groups and organizations in national reform processes, recovery planning and policy consultations to ensure the results are responsive to the distinct needs of women and girls and incorporate the perspectives of civil society.

Leaving no one behind

UN Women works for the empowerment of women facing multiple forms of discrimination and vulnerability, such as HIV-positive women, women affected by the conflict, ethnic minorities, women with disabilities and other groups. Our ultimate objective is the elimination of discrimination against women in all spheres of life.

UN Women's coordination mandate

The UN Ukraine Gender Theme Group supports gender mainstreaming efforts throughout all UN actions and initiatives in the country. Chaired by UN Women, the group is composed of the 18 UN agencies present in Ukraine.



Roma women activists discuss a shadow report for the Committee on the Elimination of Discrimination against Women. Among the main issues Romani women face in Ukraine are lower education rates, high unemployment rates and poor employment, the lack of identification documents, which prevents them from exercising almost all social and economic rights.

Photo: UN Women/Anastasia Divinskaya

Women owned 20-22% of small- and medium-sized enterprises in Ukraine in 2013, and only 2% of large enterprises.

The average Ukrainian woman's wage in 2014 was three-fourths of a man's wage, while women's pensions were just two-thirds of men's pensions.



Women used to be invisible in the Ukrainian military. In 2016 security sector reform has resulted in changes to 63 military positions that are no longer restricted to men. However, women's representation still remains below international standards.

Photo credit: UN Women/Alexander Alfeyorov.

Key results

WOMEN IN THE ARMED FORCES: The so-called “invisible battalion” of women in the Ukrainian armed forces has been increasingly recognized since the adoption of the National Action Plan for Women, Peace and Security and the creation of a specific WPS working group at the Ministry of Defense. By the end of 2016, almost 50,000 women were serving in the armed forces of Ukraine, including an estimated 2,000 female combatants.

DIALOGUE BETWEEN WOMEN IDPs AND LOCAL COMMUNITIES: Over 90 internally displaced women and activists from local communities participated in “forum-theatre” workshops in 2016, where they created plays that explored their experiences of conflict and identified common ground for action. These activities led to concrete recommendations for action, which were taken on board by women’s groups and policy makers.

ADVOCACY AND AWARENESS-RAISING: UN Women supported the engagement of women and youth in regional consultations on the Sustainable Development Agenda for Ukraine. In 2016, UN Women launched a cartoon competition to raise awareness and promote dialogue on gender equality among youth in all regions of Ukraine. Through the UN Gender Theme Group, UN

Women has also been leading a nation-wide awareness-raising campaign since 2015 during the 16 days of Activism against Gender-Based Violence (25 November – 10 December), in coordination with the UN and the Government of Ukraine.

GENDER MAINSTREAMING HUMANITARIAN AID: A gender analysis and identification of the differentiated needs of women, men, girls and boys has become an integral part of the humanitarian needs overview in Ukraine and informed response planning.

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Photo credit: UN Women/Roman Mamedov