



# NATIONAL ACTION PLAN



ON THE IMPLEMENTATION OF  
RECOMMENDATIONS PROVIDED IN THE  
CONCLUDING OBSERVATIONS OF THE  
UN COMMITTEE ON THE ELIMINATION  
OF DISCRIMINATION AGAINST WOMEN  
TO THE EIGHTH PERIODIC REPORT OF  
UKRAINE ON THE IMPLEMENTATION OF  
THE CONVENTION ON THE  
ELIMINATION OF ALL FORMS OF  
DISCRIMINATION AGAINST WOMEN  
(CEDAW)

by

2021



The Government approved the National Action Plan for the implementation of the recommendations put forth in the final comments of the United Nations Committee on the Elimination of Discrimination against Women.

The document determines the specific measures designed to eliminate all forms of discrimination against women by 2021.

In particular, the plan provides the following:

- Improvement of the legal and regulatory framework as regards combating and preventing discrimination against women and girls;
- Training sessions on women's rights and incorporating a gender component in educational standards for specialist training;
- Improve the effectiveness of investigations of cases of sexual violence and provide assistance to affected women and girls;
- Strengthen the institutional mechanism for ensuring equal rights and opportunities for women and men;
- Improve the mechanism for the protection of the rights of women and girls from vulnerable groups, including internally displaced persons, national minorities, and the disabled and elderly;
- Information campaigns to raise awareness of women's rights issues;
- Improve the access of girls and women to medical, educational, legal, and social services.

The implementation of these measures will help to overcome all forms of discrimination against women and girls, reduce gender-based and domestic violence, prevent its manifestations and provide timely assistance to victims, expand women's economic opportunities, ensure equal access to justice, and facilitate participation in decision making in political and public life.



# **CABINET OF MINISTERS OF UKRAINE**

## **REGULATION**

dated 5 September 2018 under No. 634-p

Kyiv

**On the approval of the National Action Plan on the implementation of recommendations provided in the Concluding Observations of the UN Committee on the Elimination of Discrimination against Women to the eighth periodic report of Ukraine on the implementation of the Convention on the Elimination of all Forms of Discrimination Against Women (CEDAW) by 2021**

1. Approve the National Action Plan on the implementation of recommendations provided in the Concluding Observations of the UN Committee on the Elimination of Discrimination against Women to the eighth periodic report of Ukraine on the implementation of the Convention on the Elimination of all Forms of Discrimination Against Women (CEDAW) by 2021 ('National Action Plan'), which is attached.

2. Ministries, other central executive authorities, regional, and Kyiv municipal state administrations shall ensure:

Implementation of the National Action Plan

Annual submission to the Ministry of Social Policy of Ukraine by 20 February of the state of implementation of the National Action Plan for summarization and information purposes to the Cabinet of Ministers of Ukraine annually by 1 March.

3. Recommend to the bodies of local self-government, the Supreme Court, other bodies and institutions of the justice system, the Security Service, and the Office of the Prosecutor General to ensure the implementation of the National Action Plan within its authority.

**Prime Minister of Ukraine**

**V. GROYSMAN**

APPROVED by  
 Order of the Cabinet of Ministers of Ukraine  
 No. 634-p dated 5 September 2018

## NATIONAL ACTION PLAN

on the implementation of recommendations provided in the Concluding Observations of the UN Committee on the Elimination of Discrimination against Women to the eighth periodic report of Ukraine on the implementation of the Convention on the Elimination of all Forms of Discrimination Against Women (CEDAW) by 2021

Recommendation	Measures to implement the recommendation	Achievement indicators	Implementation deadline	Responsible parties
1. As a priority, the implementation of measures to effectively combat corruption and impunity and to fulfil the obligations assumed previously by the state and nonstate subjects in preventing, investigating, prosecuting, and punishing violence against women and girls	<p>1) Improvement of legislation on the administrative liability of servicemen and law enforcement officers for violence against women and girls, in particular, domestic violence</p> <p>2) Notifying sports federation management regarding the inadmissibility of the use of athletes for power practices directed against civilians, women, and girls during civil conflicts or confrontations</p> <p>3) Provision of a norm on the need for gender equality in project contests for public and organizations engaged in</p>	<p>Submission to the Cabinet of Ministers of Ukraine of a draft law on amendments to Article 15 of the Code of Ukraine on Administrative Offenses regarding the liability of law enforcement officers and servicemen for the perpetration of violence</p> <p>Public awareness activities with the representatives and management of sports federations and associations</p> <p>Amendment of the conditions of project contests for youth, children's, and public organizations engaged in</p>	<p>2018–2019</p> <p>During 2018</p> <p>During 2019</p>	<p>Ministry of Social Policy          Ministry of Internal Affairs          Ministry of Defence</p> <p>Ministry of Youth and Sports          Ministry of Social Policy          National Police</p> <p>Ministry of Youth and Sports          Ministry of Economic Development</p>

Recommendation	Measures to implement the recommendation other organizations financed from the state budget	Achievement indicators physical education and athletics financed by the state budget	Implementation deadline	Responsible parties
		Development of recommendations on the optimization of educational courses on the women's rights for institutions of higher education of the Ministry of Internal Affairs as well as the security and defence sector (recommended standards for their content and forms of conduct)	—”—	Ministry of Internal Affairs Ministry of Justice Ministry of Defence Ministry of Social Policy National Police State Border Control Service State Migration Service of Ukraine State Emergency Service of Ukraine Security Service of Ukraine (as agreed) Institute for the Modernization of Educational Content of the Ministry of Education and Science (as agreed) Ivan Chernyakhovskyi National University of Defence of Ukraine (as agreed)
2. Ensure systematic training on human rights issues, in particular, women's rights, for all law enforcement officers and servicemen as well as the implementation and enforcement of a strict code of conduct for the effective enforcement of human rights			2019–2020	Ministry of Internal Affairs Ministry of Justice Ministry of Defence National Police State Migration Service of Ukraine State Emergency Service of Ukraine

Recommendation	Measures to implement the recommendation	Achievement indicators and incorporating them in the curricula	Implementation deadline	Responsible parties
		<p>3) Development of a basic recommended online course on women's rights for institutions of higher education of the Ministry of Internal Affairs as well as the security and defence sector, making it public on the websites of these institutions</p>	During 2019	<p>Security Service of Ukraine (as agreed)  Institute for the Modernization of Educational Content of the Ministry of Education and Science (as agreed)  Ivan Chernyakhovskyi National University of Defence of Ukraine (as agreed)</p> <p>Ministry of Internal Affairs  Ministry of Justice  Ministry of Defence  National Police  State Border Control Service  State Migration Service of Ukraine  State Emergency Service of Ukraine  Security Service of Ukraine (as agreed)  Institute for the Modernization of Educational Content of the Ministry of Education and Science (as agreed)  Ivan Chernyakhovskyi National University of Defence of Ukraine (as agreed)</p>

Recommendation	Measures to implement the recommendation	Achievement indicators	Implementation deadline	Responsible parties
	4) The inclusion of human rights, in particular, women's rights (on topics such as human rights, women's rights, the principle of equal rights and opportunities for women and men, non-discrimination, tolerance, gender-based violence) in the standards of higher education institutions for the Ministry of Internal Affairs system as well as the security and defence sector, international standards for the protection of women's rights, the Convention on the Elimination of All Forms of Discrimination against Women ('Convention'), Optional Protocol to the Convention, and the General Recommendations of the United Nations Committee on the Elimination of Discrimination against Women ('UN Committee')	Development of higher education standards for the specialties of the Ministry of Internal Affairs and security and defence sector taking into account the issue of human rights, in particular, the rights of women on relevant topics	2019–2020	—,—
	5) Inclusion in the requirements of the professional competence of employees of the Ministry of Internal Affairs as well as the security and defence sector of knowledge about human rights, in particular, the rights of women, as well as the skills	Improvement of qualification requirements for employees of the internal affair bodies of Ukraine, employees and specialists of the security and defence sector, in particular, the requirements of gender issue competence	During 2019	Ministry of Internal Affairs Ministry of Justice Ministry of Defence National Police State Border Control State Migration Service of Ukraine

Recommendation	Measures to implement the recommendation and abilities to apply them (gender competences)	Achievement indicators	Implementation deadline	Responsible parties
		<p>State Emergency Service of Ukraine Security Service of Ukraine (as agreed) Institute for the Modernization of Educational Content of the Ministry of Education and Science (as agreed) Ivan Chernyakhovskyi National University of Defence of Ukraine (as agreed)</p>	During 2019	<p>Ministry of Internal Affairs Ministry of Justice Ministry of Defence</p>
	<p>6) Monitoring the integration of the gender component in the postgraduate education system of the Ministry of Internal Affairs as well as the security and defence sector</p> <p>7) Development and inclusion in the advanced training programmes of each institution of the postgraduate education system of the Ministry of Internal Affairs as well as the security and defence sector of training courses on women's rights issues (topics: human rights, women's rights, the principle of equal rights and opportunities for women and men, non-discrimination,</p>	<p>Recommendations for the optimization of the inclusion of a gender component in the system of postgraduate education of the Ministry of Internal Affairs as well as the security and defence sector</p> <p>Development of a programme for the improvement of the qualifications of each institution in the postgraduate education system of the Ministry of Internal Affairs as well as the security and defence sector, including a training course on women's rights on relevant topics</p>	2019–2020	<p>Ministry of Internal Affairs Ministry of Justice Ministry of Defence National Police State Border Control Service State Migration Service of Ukraine State Emergency Service of Ukraine Security Service of Ukraine (as agreed)</p>

Recommendation	Measures to implement the recommendation	Achievement indicators	Implementation deadline	Responsible parties
	tolerance, gender-based violence, international standards for the protection of women's rights, the Convention, Optional Protocol to the Convention, General Recommendations of the UN Committee)	8) Targeted education and trainings on topical issues of human rights, in particular, women's rights, for employees of the Ministry of Internal Affairs as well as in the security and defence sector	Education and trainings on topical issues of human rights, including women's rights, for the Ministry of Internal Affairs as well as security and defence sector personnel on a regular basis (number of classes, trainings, number of persons trained)	Ministry of Internal Affairs Ministry of Defence Ministry of Justice National Police State Border Control Service State Migration Service of Ukraine State Emergency Service of Ukraine Security Service of Ukraine (as agreed) Institute for the Modernization of Educational Content of the Ministry of Education and Science (as agreed) Ivan Chernyakhovskyi National University of Defence of Ukraine (as agreed)
	9) Inclusion of provisions on the observance of human rights, in particular, the rights of women,	Amendments to the codes/rules of ethical behaviour of employees of the Ministry of	2018–2019	—

Recommendation	Measures to implement the recommendation	Achievement indicators	Implementation deadline	Responsible parties
	the inadmissibility of sexual abuse of employees of the Ministry of Internal Affairs as well as in the security and defence sector, in the codes/rules of ethical behaviour of employees of the Ministry of Internal Affairs system and security and defence sector	Internal Affairs system and the security and defence sector regarding the inclusion of norms on the observance of human rights, in particular, women's rights		Ministry of Justice Ministry of Internal Affairs
3. Rejection of an amnesty claim for individuals and suspects accused or convicted of war crimes, crimes against humanity or gross violations of human rights, including related to sexual violence conflicts, in light of the fact that amnesty is unacceptable if it prevents the realization of a victim's right to seek justice, including damages, or restricts victims and society of the right to learn the truth about the violation of human rights and humanitarian law		Amendments to the Law of Ukraine 'On Amnesty in Ukraine' and other legislative acts on the inadmissibility of amnesty for suspects accused or convicted of war crimes, crimes against humanity, or gross violations of human rights, including related to sexual violence conflicts, including related to sexual violence conflicts	Submission of a bill on amendments to the Law of Ukraine 'On the Application of Amnesty in Ukraine' (on the inadmissibility of amnesty for suspects accused or convicted of war crimes, crimes against humanity, or gross violations of human rights, including related to sexual violence conflicts) for consideration by the Verkhovna Rada of Ukraine	2018–2019
4. Provide women and civil organizations with the opportunity to contribute to the peace process as active participants by creating effective communication and coordination channels and joint		Develop a checklist on the identification of violations of women's rights during peace negotiations	Development and dissemination of a checklist on the identification of violations of women's rights during peace negotiations	Ministry of Social Policy Ministry of External Affairs Ministry of Justice Ministry of Internal Affairs Ministry of Defence Luhansk Regional State Administration

Recommendation	Measures to implement the recommendation	Achievement indicators	Implementation deadline	Responsible parties
initiatives taking into account the priorities of women				Donetsk Regional State Administration
5. Increase cooperation with international organizations and the donor community	<p>1) Strengthen the operations of the permanent working group of members of international and donor organizations to better coordinate technical assistance to ensure gender equality (gender projects and programmes, gender mainstreaming in other projects)</p> <p>2) Initiate and conduct an analysis of the effectiveness of technical assistance oriented toward gender equality (gender projects and programmes, gender mainstreaming in other projects), develop recommendations to improve the effectiveness of such assistance</p>	<p>Regular meetings of the permanent working group of members of international and donor organizations at least once every six months</p> <p>Implementation of the analysis of the effectiveness of technical assistance for gender equality in Ukraine Preparation and dissemination of recommendations on the optimization of technical assistance to ensure gender equality among international, nongovernmental organizations and authorities</p>	<p>During 2019</p>	Ministry of Economic Development Ministry of Social Policy International and Public organization (as agreed)
6. Provision of appropriate training for lawyers, investigators, prosecutors, and police officers to increase their capacity to investigate, document, and prosecute parties responsible for sexual abuse in accordance with the International Protocol on the			2018–2019	Ministry of Education and Science Ministry of Internal Affairs National Police Ministry of Justice Security Service of Ukraine (as agreed)

Recommendation	Measures to implement the recommendation	Achievement indicators	Implementation deadline	Responsible parties
Documentation and Investigation of Sexual Abuse in Conflict Conditions	2) Development of gender competence criteria for employees of judicial, prosecutorial, and investigative bodies in terms of knowledge and skills for the identification, investigation, documentation, and prosecution of sexual violence perpetrators	Development of gender competence criteria for judicial, prosecutorial, investigation, and police officers in the area of knowledge and skills in combating sexual violence	During 2018	Ministry of Internal Affairs National Police Security Service of Ukraine (as agreed) High Council of Justice in Ukraine (as agreed) High Qualifications Commission of Judges of Ukraine (as agreed)

Recommendation	Measures to implement the recommendation	Achievement indicators	Implementation deadline	Responsible parties
	<p>5) Conducting training (with testing and certification) to develop skills to investigate, document, and prosecute perpetrators of sexual violence for employees of judicial, prosecutorial, investigative, and police forces</p> <p>6) Production and dissemination of methodological materials on the investigation, documentation, and prosecution of perpetrators of sexual violence for employees of judicial, prosecutorial, investigation, and police forces</p>	<p>Conducting trainings on a regular basis to develop skills to investigate, document, and prosecute perpetrators of sexual violence for employees of judicial, prosecutorial, investigative, and police forces</p> <p>Preparation and distribution among employees of judicial, prosecutorial, investigation, and police forces (percentage of coverage), including through accessible online resources and methodological materials on the above issues</p>	<p>Regularly</p> <p>During 2019</p>	<p>National Police Security Service of Ukraine (as agreed) National School of Judges of Ukraine (as agreed)</p> <p>National Police Security Service of Ukraine (as agreed) National School of Judges of Ukraine (as agreed) International and Public organization (as agreed)</p>
		<p>7) Review the inclusion of human rights issues, in particular, women's rights, in the curricula of institutes of postgraduate legal education and develop recommendations for their inclusion in retraining and retraining plans for employees of judicial, prosecutorial, and investigative departments of postgraduate legal education institutions</p>	<p>—“—</p> <p>Analyse the inclusion of human rights issues, in particular, women's rights, in the curricula of postgraduate legal education institutions (the inclusion of topics related to women's rights and gender equality, the percentage of coverage by relevant training, and the training/re-training of lawyers, investigators, prosecutors, and police officers)</p> <p>Recommendations to optimize the inclusion of human rights issues, in particular, women's</p>	<p>National Police Ministry of Justice Security Service of Ukraine (as agreed) National School of Judges of Ukraine (as agreed)</p>

Recommendation	Measures to implement the recommendation	Achievement indicators	Implementation deadline	Responsible parties
7. Ensure access for women and girls to justice and develop a gender-sensitive investigation procedure; conduct appropriate training and adopt gender codes of behaviour and protocols for the police and armed forces, as well as strengthen the capacity of the judicial system to ensure its independence, impartiality, and integrity	Amend the instructions of the Ministry of Internal Affairs and security and defence sector bodies regarding the disciplinary liability of employees in the event of a disciplinary offense related to sexual violence	Amend the instructions of the Ministry of Internal Affairs and security and defence sector bodies regarding the disciplinary liability of employees in the event of a disciplinary offense related to sexual violence	During 2019	Ministry of Internal Affairs Ministry of Defence National Police Ministry of Justice General Prosecutor's Office (as agreed) —
8. Ensure access for women victims of sexual abuse to comprehensive health care, including emergency contraception and HIV/AIDS prevention, mental health and psychological support provided by health professionals who are properly trained to detect cases of sexual abuse and deal with its consequences, and provide victims with access to forensic medical research and the option to seek help from		1) Develop and approve the procedure for conducting and documenting the results of the medical examination of sexual abuse victims  2) Develop the procedures and protocols for post-exposure HIV prevention for women who suffered sexual abuse, for the practice of women's counselling, refuges, crisis centres, centres for social and psychological assistance, and	Develop and approve the procedure for conducting and documenting the results of the medical examination of sexual abuse victims  2) Develop the procedures and protocols for post-exposure HIV prevention for women who suffered sexual abuse, for the practice of women's counselling, refuges, crisis centres, centres for social and psychological assistance, and	Ministry of Health — 2018–2019

Recommendation	Measures to implement the recommendation	Achievement indicators	Implementation deadline	Responsible parties
relevant UN agencies and structures	other support services for affected women  3) Develop and approve a standard for the provision of medical care (medical standard) for persons suffering from gender-based violence	other support services for affected women  Develop and approve the standard for medical care provision (medical standard) for persons suffering from gender-based violence	During 2018  —“—	National Police Ministry of Defence Ministry of Health Ministry of Social Policy Ministry of Justice General Prosecutor's Office (as agreed)
	Ensure the comprehensive consideration of issues related to conflict-based sexual abuse in any future justice processes in the transitional period, covering the full range of judicial and non-judicial measures, including criminal prosecution, investigations, compensation programmes, institutional reforms, or any of their combinations, hold national consultations, in particular, involving persons who have suffered human rights violations and abuses	Create a system to identify cases of sexual violence caused by armed conflicts, develop a procedure for their documentation and investigation  Develop a procedure to send victims of sexual violence caused by armed conflicts to the relevant institutions	During 2019	National Police Ministry of Defence Ministry of Health Ministry of Social Policy Ministry of Justice General Prosecutor's Office (as agreed)
	10. Ensure the satisfaction of the specific needs of various groups of internally displaced women and girls subject to various forms of discrimination, including widows, women with disabilities, elderly women, Roma national minority women or women in the sexual	Gender analysis of the needs of different groups of internally displaced women and girls, including individuals subject to various forms of multiple discrimination (including widows, women and girls with disabilities, elderly women, Roma national minority women or women in the sexual	Regularly	Ministry of Social Policy Ministry of Temporarily Occupied Territories and IDPs Regional, Kyiv State administrations Integration organization (as agreed)

Recommendation	Measures to implement the recommendation	Achievement indicators	Implementation deadline	Responsible parties
minority, provide long-term measures for meeting the needs of internally displaced women and girls	or women in the sexual minority), and the development of proposals to regulate the identified needs of different groups of internally displaced women and girls through subordinate legislation to ensure the rights of internally displaced persons	groups of internally displaced women and girls via bylaws in the legislation of Ukraine to ensure the rights of internally displaced persons	Governmental Commissioner for Gender Policy (as agreed)	Governmental Commissioner for Gender Policy (as agreed)
11. Ensuring the effective implementation of the Law of Ukraine ‘On ensuring the rights and freedoms of internally displaced persons’ by passing normative acts for its practical application	Public control over the implementation of legislation on the rights and freedoms of internally displaced persons	Provide for public oversight, including through participation in parliamentary hearings on the state of women and girls in vulnerable groups, including internally displaced persons	During 2019	Public organization (as agreed)
12. Provide internally displaced women and girls with adequate access to health services, education, food, housing, freedom of movement, registration, social benefits, justice and access to long-term solutions, ensure their stable employment	1) Introduce measures on gender integration in the activities of the central executive body to ensure the formation and implementation of state policy on internally displaced persons 2) Provide information and methodological support to host communities and internally displaced persons for the integration of internally displaced women and girls	Introduce gender integration annual planning	Regularly	Ministry of Social Policy Ministry of Temporarily Occupied Territories and IDPs

Recommendation	Measures to implement the recommendation	Achievement indicators	Implementation deadline	Responsible parties
13. Continue anticorruption measures and reforms aimed at the institutional development of the judiciary, including through the systematic training of judges, prosecutors, lawyers, police officers, and other law enforcement agencies regarding the application of the Convention, as well as the general recommendations of the UN Committee and its case-law in accordance with the Optional Protocol	<p>1) Analysis of the inclusion of a gender component in curricula and special training programmes for candidates for judges positions, qualification exam programmes, and examinations for the qualification of judges (candidates a judge positions)</p> <p>2) Analysis of mandatory training programmes to consider the gender component within the framework of training for the maintenance of qualifications, tests, and practical examination tasks as part of the qualifications of judges as well as training that the judge has the right to choose depending on their needs</p>	<p>Analysis of the inclusion of a gender component in training programmes (primary education, higher education, advanced training, training) of candidates for judge positions and judges, preparation based on the results of the analytical note</p>	—, —	<p>High Qualifications Commission of Judges of Ukraine (as agreed) National School of Judges of Ukraine (as agreed) High Council of Justice in Ukraine (as agreed) Council of Judges of Ukraine (as agreed)</p> <p>During 2019</p> <p>Analysis of the inclusion of a gender component in training programmes, preparation based on the results of the analytical note</p>

Recommendation	Measures to implement the recommendation well as training within the framework of training for maintaining the qualification of judges	Achievement indicators	Implementation deadline	Responsible parties
		Inclusion of the requirement of gender competence in the selection procedures for a judge position and the qualification assessment of judges	During 2019	High Qualifications Commission of Judges of Ukraine (as agreed) National School of Judges of Ukraine (as agreed) High Council of Justice in Ukraine (as agreed) Council of Judges of Ukraine (as agreed)
	4) Amendments to the evaluation form completed by the teacher (coach) on the results of training for judges, the form for the independent assessment of judge operations in court sessions, the point-based self-assessment form designed to assess a judge's knowledge of their skills and abilities to apply international standards of gender equality	Systematic and thematic monitoring of court decisions and trials on the observance of the principle of gender equality (annually)	Regularly	National School of Judges of Ukraine (as agreed) High Council of Justice in Ukraine (as agreed) Council of Judges of Ukraine (as agreed)
	5) Systematic and thematic monitoring of court decisions and trials on the observance of the principle of gender equality	Development of indicators for the identification of cases with gender components, the introduction of a mechanism for their mandatory application when entering decisions in the specified Register	During 2019	High Council of Justice in Ukraine (as agreed) Council of Judges of Ukraine (as agreed)
	6) Development of criteria (indicators) for the identification of court cases in the Unified State Register of Judgments containing a gender component and a mechanism for their mandatory application when judges enter decisions in the			

Recommendation	Measures to implement the recommendation	Achievement indicators	Implementation deadline	Responsible parties
Unified State Register of Court Decisions	7) Systematic generalization and dissemination of court rulings on the application of the principle of gender equality in the implementation of justice	Ensure the systematic dissemination of court rulings in the application of the principle of gender equality in the implementation of justice	Regularly	National School of Judges of Ukraine (as agreed) High Council of Justice in Ukraine (as agreed) Council of Judges of Ukraine (as agreed) Supreme Court (as agreed)
	8) Distribution among judges of information on the best practices in applying the principle of gender equality in the implementation of justice, including in the practice of the European Court of Human Rights	Inform the judiciary on the best practices of applying the principle of gender equality in the implementation of justice (share of coverage)	—,—	National School of Judges of Ukraine (as agreed) High Council of Justice in Ukraine (as agreed) Council of Judges of Ukraine (as agreed)
	9) Amend the Code of Judicial Ethics with provisions to ensure the principle of gender equality in the justice system in Ukraine	Amend the Code of Judicial Ethics with provisions to ensure the principle of gender equality	During 2019	Council of Judges of Ukraine (as agreed) Congress of Judges of Ukraine (as agreed)
	10) Ensure the operation of courts for the consideration of gender-sensitive cases	Equip court premises for the consideration of gender-sensitive cases (percentage of all premises)	—”—	State Judicial Administration (by consent) meeting of judges (as agreed)
14. Eliminate all possible barriers to women's access to justice, including by providing	Take measures to facilitate the access of vulnerable groups of women to justice,	Provide access for vulnerable groups of women to justice,	2019–2020	Ministry of Justice Ministry of Social Policy

Recommendation	Measures to implement the recommendation	Achievement indicators	Implementation deadline	Responsible parties
free legal aid and exemption from legal costs for women who lack the sufficient means	women to justice, including by the provision of free legal aid	including by providing free legal aid		
15. Increase awareness among women about their rights and legal literacy in all matters covered by the Convention so they can defend their rights	<p>1) Ensure the creation and broadcasting of television and radio programmes to raise legal awareness on women's rights issues</p> <p>2) Initiate the development of topics for fundamental research and applied research on women's rights, including women's awareness of their rights and the main sources of their awareness</p>	<p>Prepare and broadcast social television and radio programmes to raise the level of legal awareness on women's rights issues</p> <p>Form a list of priority themes of fundamental research and applied scientific research on women's rights issues, its transfer to scientific institutions</p>	<p>Regularly</p> <p>During 2019</p>	<p>Ministry of Social Policy MIP (Ministry of Information Policy) State Committee for Television and Radio Broadcasting National Public Broadcasting Company of Ukraine PJSC (as agreed)</p> <p>Ministry of Social Policy Ministry of Education and Science National Academy of Sciences (as agreed)</p> <p>National Academy of Pedagogical Sciences (as agreed)</p> <p>Branch research institutes (as agreed)</p>
16. Ensure the harmonization of antidiscrimination legislation to prohibit all forms of discrimination against women, including direct and indirect discrimination in the public and private sectors, as well as comprehensive forms of discrimination in accordance with Article 1 of the Convention	<p>1) Amend legislation on the prohibition of discrimination against women on all grounds, in particular, the definition of direct and indirect discrimination and the prohibition of multiple forms of discrimination</p> <p>2) Harmonize sanctions for noncompliance with the</p>	<p>Amend legislation on the prohibition of discrimination against women on all grounds, including direct and indirect discrimination</p> <p>—, —</p>	2018–2019	<p>Ministry of Social Policy Ministry of Justice</p> <p>—, —</p>

Recommendation	Measures to implement the recommendation	Achievement indicators	Implementation deadline	Responsible parties
and its General Recommendation No. 28 (2010) on the main obligations of states parties in accordance with Article 2 of the Convention	antidiscrimination provisions specified in the Laws of Ukraine 'On Ensuring Equal Rights and Opportunities for Women and Men' and 'On the Principles of Prevention and Counteraction of Discrimination in Ukraine'	Review and harmonize provisions on sanctions for noncompliance with the antidiscrimination provisions of the Laws of Ukraine 'On Ensuring Equal Rights and Opportunities for Women and Men' and 'On the Principles of Prevention and Counteraction of Discrimination in Ukraine'	During 2019	Ministry of Social Policy State Agency for E-Governance other central executive authorities
17. Create powerful mechanisms of accountability to provide sufficient human, technical, and financial resources to implement legislation on the observance of women's rights under the Constitution of Ukraine and the Convention	1) Develop and approve reporting standards/indicators to assess the results rating and effectiveness of strategies and programmes aimed at achieving gender equality; introduce mandatory periodic (once a year) reporting on indicators to assess the results rating and effectiveness of strategies and programmes designed to achieve gender equality  2) Gender analysis in major reform sectors (18 reforms) and the inclusion of a provision to address women's needs in key reform sectors	Develop and approve of gender equality reporting standards/indicators Prepare and publish reporting on standards and indicators annually	annually	Integration organization (as agreed) Governmental Commissioner for Gender Policy (as agreed) Ministry of Social Policy Ministry of Economic Development Ministry of Regional Development,

Recommendation	Measures to implement the recommendation	Achievement indicators	Implementation deadline	Responsible parties
				Construction, Housing, and Public Utility Services other central executive authorities Regional, Kyiv State administrations
3) Ensure the participation of advisers on equal rights and opportunities for women and men in the development of key reforms by the central executive authorities to effectively integrate the interests of women in all major areas of reform		Involve advisers on equal rights and opportunities for women and men to develop key reforms of central executive authorities	constantly, starting in 2018	Ministry of Social Policy other central executive authorities Governmental Commissioner for Gender Policy (as agreed) international and public organization (as agreed)
4) Develop methodological recommendations for the inclusion of a gender component and provisions designed to account for women's rights and needs in regional programmes		Develop methodological recommendations on the inclusion of the gender component and provisions designed to observe women's rights and needs in regional programmes	2018–2019	Ministry of Social Policy Ministry of Regional Development, Construction, Housing, and Public Utility Services Ministry of Economic Development Regional, Kyiv State administrations
5) Develop methodological recommendations for the inclusion of a gender component and provisions designed to account for women's rights and needs in the strategies and plans for the development of united territorial communities		Develop methodological recommendations on the inclusion of gender and provisions designed to account for women's rights in the strategies and plans for the development of united territorial communities	—	Ministry of Social Policy Ministry of Regional Development, Construction, Housing, and Public Utility Services Ministry of Economic Development Regional, Kyiv State administrations

Recommendation	Measures to implement the recommendation	Achievement indicators	Implementation deadline	Responsible parties
18. Ensure the application of the Convention, Optional Protocol, and General Recommendations of the UN Committee by all branches of government, including the judicial system, as the basis for laws, judgments, and policies on gender equality and the advancement of women	<p>1) Include a gender equality matters competence in the standard of education on training specialists in public administration</p> <p>2) Prepare and implement thematic information activities at the national and local level for the implementation of the Convention, the Optional Protocol, and the General Recommendations of the UN Committee, with the involvement of civil servants, local councils, local government officials, and judicial authorities</p>	<p>Amend the standard of education for public officials regarding gender equality issues competence</p> <p>Implement information activities to implement the Convention, the Optional Protocol, and General Recommendations of the UN Committee</p>	<p>—“—</p> <p>Regularly</p>	<p>National Agency of Ukraine on Civil Service</p> <p>Ministry of Social Policy other central executive authorities</p> <p>local self-governance bodies (as agreed)</p> <p>High Qualifications Commission of Judges of Ukraine (as agreed)</p> <p>National School of Judges of Ukraine (as agreed)</p> <p>High Council of Justice in Ukraine (as agreed)</p> <p>Council of Judges of Ukraine (as agreed)</p> <p>State Judicial Administration (by consent)</p> <p>meeting of judges (as agreed)</p>

Recommendation	Measures to implement the recommendation	Achievement indicators	Implementation deadline	Responsible parties
	and General Recommendations of the UN Committee, including recommendations for their inclusion on the official websites of public authorities of all levels	and General Recommendations of the UN Committee		other central executive authorities Regional, Kyiv State administrations
19. Increase awareness among women about their rights and available remedies to uphold their rights violated in accordance with the Convention, ensure the provision of information on the Convention, the Optional Protocol, and the General Recommendations of the UN Committee to all women, in particular, women from rural areas and Roma national minority women	Hold systematic information campaigns for women on their rights and available remedies to uphold their rights violated in accordance with the Convention, in particular, for women from rural areas and Roma national minority women	Hold annual information campaigns for women on their rights and available remedies on the March 8th holiday	constantly, starting in 2018	MIP (Ministry of Information Policy) Ministry of Justice Ministry of Social Policy Ministry of Education and Science Ministry of Health other central executive authorities international and public organization (as agreed)
20. Adopt a clear strategy to consolidate and strengthen the capacity of the national mechanism to improve the status of women at the national and local levels, ensure its proper functioning as well as the availability of sufficient human and financial resources	1) Initiate a review of the functions and strengthen the bodies that develop, coordinate, and implement the policy of equal rights and opportunities for women and men, the protection of women's rights at the national and local levels	Prepare and publish an analytical report on the state of the national mechanism for gender equality	annually	Ministry of Social Policy Governmental Commissioner for Gender Policy (as agreed) Regional, Kyiv State administrations local self-governance bodies (as agreed) international and public organization (as agreed)

Recommendation	Measures to implement the recommendation	Achievement indicators	Implementation deadline	Responsible parties
for decision making regarding the effective implementation of the Convention	<p>2) Develop a methodology to institutionalize issues of equal rights and opportunities for women and men within the competence of each central executive body, in particular, by conducting internal gender audits and preparing a sectoral action plan for gender equality</p>	<p>Conduct gender audits of central executive bodies and disclose information about them</p> <p>Approve sectoral action plans for gender equality</p> <p>Develop and approve recommendations for the optimization of the intra-industry governance structure for equality issues</p>	During 2019	Ministry of Social Policy other central executive authorities Governmental Commissioner for Gender Policy (as agreed) international and public organization (as agreed)

Recommendation	Measures to implement the recommendation	Achievement indicators	Implementation deadline	Responsible parties
	4) Ensure the increase of the level of professional competence on issues of gender equality and the non-discrimination of civil servants responsible for gender equality issues	Increase the skill levels of civil servants on gender equality and discrimination	Regularly	Ministry of Social Policy National Agency of Ukraine on Civil Service international and public organization (as agreed)
	5) Restore the advisory institute for central and local executive bodies on equal rights and opportunities for women and men, prevention and combating gender-based violence	Restore the gender advice institute for central and local executive bodies	2018–2019	Ministry of Social Policy Governmental Commissioner for Gender Policy (as agreed) international and public organization (as agreed)
	6) Develop and approve the methodological recommendations and instructions on the organization of the activities of advisers on issues of equal rights and opportunities for women and men	Approve and publish the methodological recommendations or guidelines for the organization of adviser activities regarding equal rights and opportunities for women and men	2018–2019	Ministry of Social Policy Governmental Commissioner for Gender Policy (as agreed) international and public organization (as agreed)
	21. Ensure effective coordination and work on a gender mainstreaming strategy, including gender budgeting that can be applied in all strategies and programmes at all levels to provide for various aspects of women's lives	Introduce the practice of publishing state orders of research works in industry-specific research institutes, institutes of the National Academy of Sciences and National Academy of Pedagogical Sciences, and other higher education institutions with a view to systematically studying the	Study the issues of ensuring equal rights and opportunities for women and men within the framework of fundamental scientific research and applied scientific research in research works commissioned by the state in industry-specific research institutes, Institutes of the National Academy of Sciences and National	central executive bodies Regional, Kyiv State administrations  regularly, starting in 2019

Recommendation	Measures to implement the recommendation	Achievement indicators	Implementation deadline	Responsible parties
	issues of ensuring equal rights and opportunities for women and men	Academy of Pedagogical Sciences, and other higher education institutions		
22. Ensure the integrated and effective development of policies and programmes designed to achieve gender equality taking into account the need to respect human rights as well as improve gender-based data collection processes and take into account other relevant factors necessary for assessing the evaluation of results and effectiveness of such strategies and programmes	<p>1) Identify indicators to assess the evaluation of results and the effectiveness of policies and programmes designed to achieve gender equality</p> <p>2) Improve interagency interactions between the Ministry of Social Policy and other interested central executive bodies to identify the need for indicators of gender statistics for the formation of gender policy</p> <p>3) Improve interagency cooperation between the Ministry of Social Policy and Ministry of Culture in the development of joint measures against discrimination against girls and women on the basis of ethnicity</p>	<p>Develop a list of indicators to assess the evaluation of results and effectiveness of strategies and programmes designed to achieve gender equality</p> <p>Determine the need for indicators of gender statistics for further use in the formation of gender policy</p>	H2 2018 Regularly	Ministry of Social Policy other central executive authorities —
23. Facilitate the development of the capacities of all relevant government officials, politicians, and political parties, in particular, within the framework of the concept of temporary special measures, as well as the adoption and			2019–2020	Ministry of Social Policy Ministry of Culture  Ensure parity representation of men and women in public and private sector management positions
			During 2019	Ministry of Social Policy All-Ukrainian union of trade unions and employers (as agreed)

Recommendation	Measures to implement the recommendation	Achievement indicators	Implementation deadline	Responsible parties
<p>Implementation of appropriate measures, including the definition of a range of timely goals and quotas to achieve equality between women and men in all areas where women are not well represented or in a disadvantaged position, in particular, in public and political life, education, health care, and employment</p> <p>2) Detail the gender statistics of the Central Election Commission and indicate the level of councils and leadership</p>	<p>Make appropriate amendments to the statistical reporting forms of the Central Election Commission</p>	<p>—, —</p>	<p>Ministry of Social Policy Central Election Commission (as agreed) international and public organization (as agreed)</p>	
<p>24. Introduce a comprehensive strategy to include active and consistent measures targeted at women and men from all segments to eliminate discriminatory stereotypes and patriarchal perceptions of the role and responsibilities of women and men in family and society</p>	<p>1) Improvement of the regulatory framework governing the issue of non-discrimination in the media and advertising, bringing it in line with the Law of Ukraine 'On Equal Rights and Equal Opportunities for Women and Men' 2) Introduce annual planning by central executive authorities, regional, and Kyiv municipal state administrations of informational and educational measures to overcome sexist and gender stereotyped information about women, increase awareness of their rights as well as mechanisms for their implementation</p> <p>3) Develop a comprehensive information strategy to</p>	<p>Draft a legal act on amendments to legislation regulating non-discrimination issues in the media and advertising</p> <p>Approval of the annual plans of central executive authorities, regional, Kyiv municipal state administrations for informational and educational measures to combat sexism and gender-stereotyped information about women</p> <p>Develop and adopt a common information strategy to eliminate</p>	<p>During 2020 regularly, starting in 2019</p> <p>MIP (Ministry of Information Policy) State Committee for Television and Radio Broadcasting other central executive authorities Regional, Kyiv State administrations</p> <p>During 2019</p>	<p>Ministry of Social Policy MIP (Ministry of Information Policy) international and public organization (as agreed)</p>

Recommendation	Measures to implement the recommendation	Achievement indicators	Implementation deadline	Responsible parties
	<p>overcome gender stereotypes in society including, inter alia, the following measures:</p> <p>The development of recommendations for the broadcast of a series of social videos on combating sexist and gender-stereotyped information about women</p> <p>Develop and disseminate social advertising (billboards) on women's rights and gender equality</p> <p>Develop mini-informational human rights campaigns to focus on women from rural areas and women and girls from ethnic groups</p> <p>Develop mechanisms to inform women from rural areas, women and girls from non-majority ethnic groups about their rights, in particular, through existing social services and services: health-care facilities, transport networks, and postal services</p>	<p>gender stereotypes in the media and in the education system</p>		<p>State Committee for Television and Radio Broadcasting Ukrainian Teleradio Media Institute (as agreed)</p>
		<p>4) Develop and implement an information campaign for employers to help eliminate sexism, direct and indirect discrimination against women</p>	<p>Develop and implement an information campaign for employers to ban sexism, direct and indirect discrimination against women</p>	<p>During 2019</p> <p>State Committee for Television and Radio Broadcasting State Employment Service (as agreed)</p>

Recommendation	Measures to implement the recommendation	Achievement indicators	Implementation deadline	Responsible parties
25. Use of innovative media-oriented measures to expand understanding of the real equality of women and men as well as the promotion of a positive and nonstereotyped view of women in all areas with a special emphasis on the education system	<p>1) Introduction of a gender competence criterion in education standards for the training of journalists as well as the development of an education programme for the improvement of qualifications of journalists on gender competence</p> <p>2) Organize and conduct regular gender contests for the students of journalism departments and practicing journalists, in particular, using social media resources</p>	<p>Inclusion of the gender competence criterion in the education standards for training journalists</p> <p>Develop an educational programme for the improvement of qualifications of journalists regarding gender competence</p>	—,— regularly, starting in 2019	MIP (Ministry of Information Policy) State Committee for Television and Radio Broadcasting Public organization (as agreed)
	<p>3) Organize and hold open debates on gender issues among journalism department students with coverage by the media</p>	Hold an annual debate on gender issues among journalism department students	—,—	MIP (Ministry of Information Policy) State Committee for Television and Radio Broadcasting Union of Journalists of Ukraine (as agreed)

Recommendation	Measures to implement the recommendation	Achievement indicators	Implementation deadline	Responsible parties
4) Develop the recommended basic online gender equality course for journalists, editors, and media workers	Disclose and use the recommended basic online gender equality course for journalists	During 2019	MIP (Ministry of Information Policy) central executive bodies State Committee for Television and Radio Broadcasting Ukrainian Teleradio Media Institute (as agreed) Union of Journalists of Ukraine (as agreed) international and public organization (as agreed)	international and public organization (as agreed)
5) Organize and hold training on gender equality and the practical observance of women's rights in the media for editors, journalists, and media workers at national, regional, and local levels	Develop and conduct training on gender equality for editors, journalists, and media professionals	During 2019	MIP (Ministry of Information Policy) State Committee for Television and Radio Broadcasting Ukrainian Teleradio Media Institute (as agreed) Ministry of Social Policy Union of Journalists of Ukraine (as agreed) international and public organization (as agreed)	MIP (Ministry of Information Policy) other central executive authorities
26. Introduce criminal liability for domestic violence and accelerate the ratification of the Council of Europe Convention on the Prevention and Combating of Violence against	1) Bring the normative legal acts of state authorities concerning the combating of all forms of violence against women into accordance with the norms of legislation (in accordance with the adopted	2018–2020	Ministry of Social Policy other central executive authorities	

Recommendation	Measures to implement the recommendation	Achievement indicators	Implementation deadline	Responsible parties
Women and Domestic Violence (Istanbul Convention)	amendments on criminal liability for domestic violence)		—, —	Ministry of Social Policy Public organization (as agreed)
	2) Exercise public control over the ratification of the Council of UN Convention on the Prevention and Combating of Violence Against Women and Domestic Violence (Istanbul Convention)	Involve civil organizations in the efforts to ratify the Council of EC Convention on the Prevention of and Treatment of Violence against Women and Domestic Violence (Istanbul Convention)	—, —	Ministry of Social Policy Other central executive bodies
	27. Implement comprehensive measures to prevent and combat violence against women and girls, ensure perpetrators are brought to justice and properly punished	1) Establish a list of indicators for the recording purposes of cases of domestic violence and gender-based violence by central executive bodies  2) Improve the mechanisms to identify, document, respond to, and investigate cases of domestic violence and gender-based violence against women and girls, bring perpetrators to justice	Establish a list of indicators for the recording purposes of cases of domestic violence and gender-based violence by central executive bodies, the constant transfer of information on them to the Ministry of Social Policy  Improve mechanisms to identify, document, respond to, and investigate cases of domestic violence and gender-based violence against women and girls, bring perpetrators to justice	regularly, starting in 2019  During 2019  Ministry of Internal Affairs Ministry of Social Policy Ministry of Justice National Police General Prosecutor's Office (as agreed)  —, —
		3) Develop drafts of normative and legal acts to determine the procedure for issuing urgent prohibition orders and the procedure for maintaining preventive records, carrying out preventive work, and removing	Develop and approve draft normative legal acts to determine the procedure for the issuance of an urgent prohibition order, maintenance of preventive records, carrying out preventive work, and removing	—, —

Recommendation	Measures to implement the recommendation offenders from preventive records	Achievement indicators removal of offenders from preventive records	Implementation deadline	Responsible parties
	4) Make recommendations to institutions and organizations working with youth on the distribution of information among girls about anonymous trust lines, centres of assistance, and shelters	Distribution of information about anonymous trust lines, help centres, and shelters for victims of violence by institutions and organizations working with youth and girls	regularly, starting in 2019	Ministry of Culture Ministry of Youth and Sports Regional, Kyiv State administrations international and public organization (as agreed)
28. Ensure adequate reparations, assistance, and protection of women victims of violence, in particular, women and girls with disabilities, by founding shelters, including in rural areas, as well as expanding cooperation with nongovernmental asylum authorities and rehabilitating victims of violence		Study the legal possibilities for reparations for harm done to women victims of violence	Develop proposals on the legal possibilities for reparations for harm done to women victims of domestic violence	During 2019
29. Collect statistics on domestic, sexual, and other forms of violence against women, in particular, indicating the age and nature of the relationship between the victim and offender		Improve reporting by developing and approving reporting forms on domestic violence against women to indicate age, type of residence, nature of the relationship between the victim and offender, number of victims who contacted police units, the number of women and girls who were sent to receive assistance, and the number of	Amend or approve new forms of reporting	During 2019 State Statistics Service Ministry of Social Policy National Police Ministry of Education and Science Ministry of Health Regional, Kyiv State administrations

Recommendation	Measures to implement the recommendation	Achievement indicators	Implementation deadline	Responsible parties
	criminal proceedings with materials transferred to the courts		—, —	National Police State Border Control Service Ministry of Social Policy Ministry of Health
30. Increase the capacity of the judiciary, law enforcement officers, border guards, social workers, and health workers to provide early support to trafficking victims, ways to work with them taking into account gender factors	1) Further develop the topics of training courses and trainings for law enforcement officers, border guards, social workers, and health workers on the topics of prevention and combating trafficking in human beings, send trafficking victims to the relevant institutions  Hold training courses and training for law enforcement officers, border guards, social workers, and health workers on the prevention and combating trafficking in human beings, sending persons trafficking victims to the relevant institutions	Hold training courses and training for law enforcement officers, border guards, social workers, and health workers on the prevention and combating trafficking in human beings, sending trafficking victims to the relevant institutions	During 2019	National Police State Border Control Service Ministry of Social Policy Ministry of Health
	3) Ensure the introduction of a social order for social services to human trafficking victims	Increase in the social order of social services for trafficking victims compared to the previous reporting period	Starting in 2019	Regional, Kyiv State administrations Public organization (as agreed)
31. Eliminate the underlying causes of trafficking by expanding educational and economic opportunities for women, girls, and their families, thereby reducing their	Expand access capabilities to educational services for women from vulnerable groups (Roma national minority women, women from rural areas, women with disabilities, and	Increase access to educational services for women from vulnerable groups (Roma national minority women, women from rural areas, women with disabilities, and	During 2020	Ministry of Education and Science Ministry of Social Policy Regional, Kyiv State administrations Public organization (as agreed)

Recommendation	Measures to implement the recommendation	Achievement indicators	Implementation deadline	Responsible parties
vulnerability to exploitation by traders	women participating in antiterrorist operations)	women participating in anti-terrorist operations)		
32. Found special shelters and crisis centres for women, develop exit and reintegration programmes, and identify alternative income opportunities for women victims of trafficking as well as for women who want to leave prostitution	Develop programmes to help get out of difficult life situations and reintegrate women and girl trafficking victims	Develop programmes to help get out of difficult life situations and reintegrate women and girl trafficking victims	During 2019	Ministry of Social Policy National Police, International and public organization (as agreed)
33. Adopt a global strategy based on the implementation of targeted measures, including training, gender-sensitive employment, and special measures, including temporary special measures to ensure women's appointment to responsible positions at national and local levels on equal grounds with men in accordance with General Recommendation of the UN Committee No. 23 (1997) on political and public life	1) Develop gender competence standards within the specialization 'Public Administration and Administration' and approve them as an integral part of the standard of higher education in this specialization 2) Hold training sessions among members of the Commission on issues concerning senior public officials on equal rights for men and women to adhere to the principle of equal rights and opportunities for men and women during competition for vacant positions in public service category 'A' 3) Regular registration of the proportion of women among winners of competitions for	Develop and approve of gender competence standards in the specialization 'Public Administration and Administration', regularly, starting in 2019 Compete for vacant positions in the civil service of category 'A', observing the principle of equal rights and opportunities for men and women	—” regularly, starting in 2019	National Academy of Public Administration under the President of Ukraine National Agency of Ukraine on Civil Service

Recommendation	Measures to implement the recommendation	Achievement indicators senior public service positions (category 'A')	Implementation deadline	Responsible parties
34. Outreach for politicians, community leaders, journalists, and the general public on the importance of women's participation in decision-making processes to expand the understanding that a full, equal, free, and democratic participation of women on an equal footing with men in political and public life is a prerequisite for the effective implementation of the Convention as well as the political stability and economic development of the country	Initiate information and educational measures (best practices for the rights and needs of girls and women at the village and town councils community level) for leaders of united territorial communities and village councils on issues related to the substance and benefits of gender equality, the provision of women's rights in community life	Regular information and educational events for leaders of united territorial communities	Regularly	Ministry of Social Policy Ministry of Regional Development, Construction, Housing, and Public Utility Services MIP (Ministry of Information Policy)
35. Reinforce efforts to revise school curricula and textbooks to eliminate negative stereotypes about women and girls	1) Develop criteria for a non-discriminatory approach in school curricula and textbooks and approve the relevant standards  2) Include information on the Convention on the Elimination of All Forms of Discrimination against Women in educational programmes for general secondary education institutions	Develop and approve the criteria and standards for a non-discriminatory approach in school curricula and textbooks	During 2020  —, —	Ministry of Education and Science Ministry of Social Policy  Ministry of Education and Science

Recommendation	Measures to implement the recommendation	Achievement indicators	Implementation deadline	Responsible parties
	Develop a recommended training module for combating gender discrimination under the School Police programme	Develop a recommended training module on combating gender discrimination under the School Police programme	During 2020	Ministry of Education and Science National Police National Academy of Pedagogical Sciences (as agreed)
36. Ensure the use of the same educational programme for boys and girls, in particular, the introduction of 'work lessons' for boys and girls, including temporary special measures	<p>1) Amend the list of functional competences of psychologists of general secondary education institutions, in particular, the norm on vocational guidance (vocational guidance testing) of students and combating discrimination on the basis of sex</p> <p>2) Development and approval of methodological materials (instructions) for the psychologists of general secondary education institution regarding the gender-non-stereotyped vocational orientation of students and teachers</p>	<p>Include in the competence of the psychologists of general secondary education institutions the norm concerning vocational guidance (vocational guidance testing) of students and the counteraction of discrimination on the basis of gender</p> <p>Prepare and approve the methodological materials (instructions) for the psychologists of general secondary education institutions regarding gender-non-stereotyped vocational orientation of pupils</p>	<p>During 2019</p> <p>—</p>	Ministry of Education and Science National Academy of Pedagogical Sciences (as agreed)
37. Encourage Roma national minority girls to receive an education and ensure its continuation at all levels by raising awareness of the importance of education as a human right and as a basis for empowering women as well as	Develop special educational initiatives for Roma national minority girls during school holidays to increase awareness of education as a human right and the basis for the empowerment of women	Introduce special educational initiatives for Roma national minority girls	During 2020	Regional, Kyiv State administrations local self-governance bodies (as agreed) international and public organization (as agreed)

Recommendation	Measures to implement the recommendation	Achievement indicators	Implementation deadline	Responsible parties
improve the implementation of the re-entry policy that allows Roma national minority girls to leave and return to school	1) Develop recommended methodological materials (instructions) for employers on the prohibition of employment discrimination (in particular, women with disabilities)	Development and distribution of methodological materials (instructions) for employers on the prohibition of employment discrimination against women with disabilities	During 2019	Ministry of Social Policy State Service for Labour Regional, Kyiv State administrations All-Ukrainian union of trade unions and employers (as agreed) international and public organization (as agreed)
38. Reinforce efforts to create favourable conditions for women to gain economic independence, including by raising public and private sector employer awareness of the prohibition of employment discrimination against women, in particular, against women with disabilities, and the promotion of women's access to the formal economy, including through vocational education	2) Conduct information activities for employers to overcome gender stereotypes during vocational guidance and the selection of gender 'non-typical' professions	Informational measures on the elimination of gender stereotypes during vocational guidance and the selection of gender 'untypical' professions	Regularly	MIP (Ministry of Information Policy) Ministry of Social Policy State Employment Service (as agreed) Ministry of Education and Science State Committee for Television and Radio Broadcasting
	3) Analysis of vacancies in the national vacancy database of the Uniform Information and Analytical System of the State Employment Service with the purpose of revealing signs of a discriminatory character in their content	Analyse vacancies of the national vacancy database of the Uniform Information and Analytical System of the State Employment Service to reveal signs of a discriminatory character in their content	" "	Ministry of Social Policy State Employment Service (as agreed) MIP (Ministry of Information Policy)

Recommendation	Measures to implement the recommendation	Achievement indicators	Implementation deadline	Responsible parties
	4) Awareness measures for employers to combat negative stereotypes about employees, in particular, women from vulnerable groups and Roma national minority women	Awareness-raising activities for employers to combat negative stereotypes about employees, in particular, women from vulnerable groups and Roma national minority women	Regularly	Regional, Kyiv Municipal State Administrations, All-Ukrainian Union of Trade Unions and Employers (as agreed) international and public organization (as agreed)
	5) Initiate measures for the equal participation in training of specialized, vocational education of girls and boys on an equal basis	Involve all girls and boys in specialized, vocational education on an equal and parity basis (the share of girls who study in vocational and technical specialties)	During 2019	Ministry of Education and Science Ministry of Social Policy State Employment Service (as agreed) Regional, Kyiv State administrations
	6) Introduce internship programmes in the business sector with employment opportunities for women from vulnerable groups and Roma national minority women	Implement internship programmes in the business sector with employment opportunities for women from vulnerable groups and Roma national minority women	During 2020	Regional, Kyiv State administrations Association of employers (as agreed) International and Public organization (as agreed)
	7) Study the state of access of girls and women from rural areas to paid work and professional development	Analyse the state of access of girls and women from rural areas to paid work, develop and disseminate recommendations to optimize opportunities for rural girls and women to gain access	During 2021	Regional, Kyiv State administrations, international and Public organization (as agreed)
	8) Develop tools for labour inspectors to prevent the manifestation of discrimination in labour relations in	Develop tools for labour inspectors on the prevention of manifestations of discrimination in labour relations	During 2019	State Service for Labour All-Ukrainian union of trade unions and employers (as agreed)

Recommendation	Measures to implement the recommendation	Achievement indicators	Implementation deadline	Responsible parties
	accordance with ILO Conventions No. 81 'On Labour Inspections in Industry and Trade' and No. 129 'On Labour Inspections in Agriculture' ratified by Ukraine	9) Hold training sessions on gender issues and combating discrimination against women in the labour market for employees of the State Employment Service and State Labour Service	Hold training sessions on gender issues in the labour market for employees of the State Employment Service and State Labour Service (percentage of persons covered by training)	—,— Ministry of Social Policy State Employment Service (as agreed) State Service for Labour International and Public organization (as agreed)
	10) Develop gender-sensitive active employment programmes for the attraction of women to productive labour, in particular, from vulnerable groups	Develop gender-sensitive employment programmes to attract women to productive labour, in particular, from vulnerable groups	During 2020 State Employment Service (as agreed) Ministry of Social Policy Regional, Kyiv State administrations International and Public organization (as agreed)	State Employment Service (as agreed) Ministry of Social Policy Regional, Kyiv State administrations International and Public organization (as agreed)
	11) Expand the practice of conducting gender audits of enterprises in the public and private sectors	Study and expand the experience and practice of conducting gender audits of enterprises in the public and private sectors	—,— All-Ukrainian union of trade unions and employers (as agreed) International and Public organization (as agreed)	Ministry of Social Policy State Employment Service (as agreed) State Service for Labour Regional, Kyiv State administrations All-Ukrainian union of trade unions and employers (as agreed) International and Public organization (as agreed)

Recommendation	Measures to implement the recommendation	Achievement indicators	Implementation deadline	Responsible parties
39. Effectively guarantee compliance with the principle of equal pay for work of equal value taking measures to reduce and eliminate the labour payment gap between men and women, regularly review wages in sectors where women are concentrated	<p>1) Monitor the labour payment gap taking into account gender and type of economic activity</p> <p>2) Analyse labour legislation in accordance with the ILO Convention and EU Antidiscrimination Directives to the Association Agreement between Ukraine and the EU on the equal remuneration of men and women for work of equal value, the development of recommendations to improve the regulatory framework in the field of labour</p>	<p>Annual monitoring</p> <p>Analyse legislation and develop recommendations to improve the regulatory framework in the field of labour</p>	During 2019	Ministry of Social Policy Integration organization (as agreed)
40. Review the list of prohibited occupations and sectors, encourage and provide women with access to previously prohibited professions by improving working conditions, health, and safety		<p>3) Implement and regularly monitor the implementation of labour legislation regarding women's rights and gender equality</p> <p>1) Develop recommendations for education institutions of all levels (except preschool) to improve access of women to previously prohibited professions</p> <p>2) Introduce a mechanism for informed consent between employers and employees on the health hazards of certain types of work</p>	<p>Introduce annual monitoring of compliance with labour legislation regarding women's rights and gender equality</p> <p>Develop recommendations for education institutions of all levels (except preschool) to improve access of women to previously prohibited professions</p> <p>Develop and implement a mechanism for informed consent between employers</p>	<p>During 2020</p> <p>During 2019</p> <p>Ministry of Social Policy Ministry of Health</p>

Recommendation	Measures to implement the recommendation	Achievement indicators	Implementation deadline	Responsible parties
		and employees on the health hazards of certain types of work		Ministry of Ecology and Natural Resources of Ukraine State Service for Labour
3) Implement obligatory control over compliance with the environmental standards of occupational safety	Regularly monitor compliance with environmental safety standards	Regularly		State Service for Labour Ministry of Social Policy Ministry of Health Ministry of Ecology and Natural Resources of Ukraine
41. Improve legislation to clearly identify and ban sexual harassment in the workplace	1) Enshrine sexual harassment in the workplace in the Code of Labour Laws of Ukraine, the Code of Ukraine on Administrative Offenses, and education legislation (Laws of Ukraine 'On Education', 'On Higher Education', and 'On Vocational Education')  2) Develop recommendations for the inclusion in ethical codes, provisions on internal regulations, collective agreements, and other regulatory documents of enterprises, institutions, and organizations of norms regarding the prevention of sexual harassment in the workplace and responses to it	Amend legislation regarding responsibility for sexual harassment in the workplace  Develop recommendations on the introduction in ethical codes, provisions on internal regulations, collective agreements, and other regulatory documents of enterprises, institutions, and organizations of norms concerning the prevention of sexual harassment in the workplace and responses to it	During 2020  —	Ministry of Social Policy other central executive authorities Ministry of Social Policy Other central executive bodies All-Ukrainian associations of trade unions and employers (as agreed)
42. Promote entrepreneurship and improve the access of women and girls in accessing	1) Analyse the obstacles facing women and girls in accessing	Prepare analytical reports on barriers to the access of women	During 2021	Ministry of Education and Science

Recommendation	Measures to implement the recommendation	Achievement indicators	Implementation deadline	Responsible parties
women and girls to information technology involving them in computer literacy programmes and providing them with access to new technologies	information technologies and on the basis thereof introducing special measures to increase the access of women and girls from vulnerable groups to information technology	and girls to information technologies Introduce temporary special measures to increase the access of women and girls from vulnerable groups to information technology		
	2) Involve talented and gifted girls in youth activities	Activities to support talented and gifted girls	Regularly	Ministry of Youth and Sports Ministry of Culture Ministry of Education and Science Regional, Kyiv State administrations
	43. Reinforce efforts to provide women suffering from conflicts, in particular, women with disabilities, widows, and women who are heads of their household, with sustainable economic opportunities and effective ways to overcome all obstacles to ensure the fair participation of women in the labour market	Creation of a single register of recipients of social assistance and other social payments for women affected by conflicts, in particular, women with disabilities, widows, and women who are heads of their household, by their place of residence (region)	During 2019	Ministry of Social Policy Ministry of Temporarily Occupied Territories and IDPs
	44. Ensure equal access and availability of mammograms and screening services for women throughout the state	Develop and implement standards for the provision of mammograms and screening services based on international evidence based on population size and availability	During 2020	Ministry of Health

Recommendation	Measures to implement the recommendation	Achievement indicators	Implementation deadline	Responsible parties
45. Initiate the implementation of strategies to combat HIV/AIDS, in particular, preventive strategies, and continue the provision of free antiretroviral therapy for all women with HIV/AIDS as well as strategies to combat alcoholism and drug use among women	Inclusion of a gender component when drafting the National Targeted Social Programme for HIV/AIDS Response in 2019–2023	Inclusion of a gender component in the National Targeted Social Programme for HIV/AIDS Response in 2019–2023	During 2019 —,—	Ministry of Education and Science
46. Provide effective access to medical information and ensure access to (medical) services for women and girls, in particular, regarding reproductive health and contraceptive methods, the collection of categorized data and training of health-care workers, in particular, in rural areas	1) Inclusion in the school curricula of medical information issues, in particular, on reproductive health and contraceptive methods 2) Determine the list of indicators for: The availability of medical services for the population (medical service) for women and girls, in particular, in rural areas Reproductive health Methods of contraception; data on training medical staff	Inclusion in school curricula of medical information issues, in particular, on reproductive health and contraceptive methods	—,— —,— Define the list of indicators for health services (medical service) for women and girls, in particular, in rural areas; reproductive health, contraceptive methods; medical training data	Ministry of Health Centre of medical statistics of the Ministry of Health of Ukraine (as agreed) Ministry of Social Policy
	3) Implement the collection of categorized data and data transfer to the Ministry of Social Policy	Ensure categorized data collection and develop a mechanism for their preparation and transmission to the Ministry of Social Policy		

Recommendation	Measures to implement the recommendation	Achievement indicators	Implementation deadline	Responsible parties
47. Provide reasonable international assistance and cooperation to improve rural infrastructure and the development of rural poverty policies to provide women with access to justice, education, housing, employment in the formal sector, skill development and capacity building for training, income generation and microlending, as well as access to land ownership and use, taking into account their specific needs, in accordance with General Recommendation No. 34 (2016) on women's rights in rural areas	Include measures in rural development programmes to combat poverty among women in rural areas	Include poverty reduction measures among women in rural areas in cities, villages, and village development	2018–2021	Regional, Kyiv State administrations
48. Develop special measures to empower women to expand their economic rights in rural areas and ensure their participation in the development of these strategies and programmes to treat women not only as victims or recipients but also as active participants in the development and implementation of such policies		<p>Develop and implement local leadership programmes for women in rural areas</p> <p>1) Develop and implement local leadership programmes for women in rural areas</p> <p>2) Ensure the participation of women in rural areas in the development of urban, rural, and rural development strategies</p>	<p>regularly, starting in 2019</p> <p>2018–2021</p>	<p>Regional, Kyiv State administrations</p> <p>local self-governance bodies (as agreed)</p> <p>International and Public organization (as agreed)</p> <p>Regional, Kyiv State administrations</p> <p>The participation of women in rural areas in the development of rural development strategies</p>

Recommendation	Measures to implement the recommendation	Achievement indicators	Implementation deadline	Responsible parties
49. Adopt a comprehensive strategy and programmes to protect the rights of women and girls with disabilities and elderly women, in particular, women who are subject to multiple forms of discrimination, provide them with equal access to education, employment, housing, health care, and other basic services and social benefits, and ensure and promote their autonomy, access to consumer services, and participation in political and public life	Inclusion of a gender component in the development of a draft plan of measures for the implementation of the Strategy of the state policy on healthy and active longevity of the population through 2022	Inclusion of a gender component in the development of a draft plan of measures for the implementation of the Strategy of the state policy on healthy and active longevity of the population through 2022	H2 2018	Ministry of Social Policy
50. Abolish the practice of forced sterilization without the free and informed consent of women with disabilities, provide remedies for the victims of forced sterilization	Develop measures to inform and train health-care workers about the inadmissibility of coercive measures against patients without their consent	Hold information sessions and training of medical staff about the inadmissibility of coercive actions against patients without their consent	During 2018	Ministry of Health Ministry of Social Policy
51. Introduce a strict minimum marriage age determined as the age of 18	1) Monitor the observance of the minimum marriage age (18) for Roma national minority girls  2) Increase the awareness of Roma families about the harmfulness of early marriage	Monitor the observance of the minimum marriage age  Inform Roma families on a regular basis about the harmfulness of early marriages	Regularly  —, —	Regional, Kyiv State administrations local self-governance bodies (as agreed) Public organization (as agreed)

Recommendation	Measures to implement the recommendation	Achievement indicators	Implementation deadline	Responsible parties
	3) Strengthen cross-sectoral cooperation between schools and social services to prevent early marriage among girls from vulnerable groups	Strengthen cross-sectoral cooperation between schools and social services	—, —	Ministry of Education and Science Ministry of Social Policy
52. Exclude the use of mediation in situations of domestic violence	Preparation of draft acts on gender mediation to eliminate the use of mediation in cases of domestic violence	When drafting acts on mediation, inclusion of a gender component for the elimination of the use of mediation in cases of domestic violence	During 2019	Ministry of Social Policy Ministry of Justice Other central executive authorities
53. Adopt legislation requiring gender-based violence against women in the domestic sphere to be taken into account when establishing custody of children or determining the procedure for participation in their education, increase awareness among judicial system employees of the relationship between such violence and the development of a child	Regularly monitor court decisions on the participation of parents in the upbringing of a child in the event of their divorce in cases of gender-based violence by one of the parents (regarding decision making on the participation in the upbringing of a child in favour of the parent who committed gender-based violence)	Regularly monitor court decisions on the participation of parents in the upbringing of a child in the event of their divorce in cases of gender-based violence by one of the parents (regarding decision making on the participation in the upbringing of a child in favour of the parent who committed gender-based violence)	Regularly	Ministry of Social Policy
54. Develop a gender perspective to improve gender-based data collection and other relevant factors needed to adequately assess the impact and effectiveness of policies and programmes to ensure gender equality and empower women in their human rights, provide technical assistance to	1) Improve the system of indicators of gender equality in administrative reporting forms	Apply the system of indicators of gender equality in administrative reporting forms to obtain information, in particular, on a gender basis	During 2019	Ministry of Social Policy Ministry of Education and Science Ministry of External Affairs MIP (Ministry of Information Policy) National Police other central executive authorities —, —

Recommendation	Measures to implement the recommendation	Achievement indicators	Implementation deadline	Responsible parties
relevant UN bodies, and expand cooperation with women's associations that could help collect accurate data	2) Define the indicator list and procedure for the preparation and transmission of information on cases of gender-based discrimination	2) Develop the indicator list and procedure for the preparation and transmission of information to the Ministry of Social Policy on cases of discrimination on a gender basis	State Judicial Administration (by consent) Integration organization (as agreed) Ministry of Social Policy Ukrainian Parliament Commissioner for Human Rights (as agreed)	
55. Consider the ratification of the International Convention on the Protection of the Rights of All Migrant Workers and Members of Their Families	Study the issue of the possibility of ratifying the International Convention on the Protection of the Rights of All Migrant Workers and Members of Their Families	Prepare information on the option of ratifying the International Convention on the Protection of the Rights of All Migrant Workers and Members of Their Families	During 2020	Ministry of Social Policy
56. Provide two years of written information on the measures taken to implement the recommendations contained in paragraphs 13 (a), (f) and 29 (a), (c) Final remarks to the eighth periodic report of Ukraine	Prepare the report on measures taken to implement recommendations contained in paragraphs 13 (a), (f) and 29 (a), (c) Final remarks to the eighth periodic report of Ukraine	Preparation and reporting to the UN Committee	During 2021	—,—
57. Submit the ninth periodic report in March 2021 (in the event of a delay, the report should cover the entire period until the moment of filing)	Prepare the ninth periodic report in accordance with the reporting cycle on the implementation of the Convention and the agreed basic principles for reporting under international human rights treaties, including	Prepare the ninth periodic report and submit it to the UN Committee	Ministry of Social Policy	

Recommendation	Measures to implement the recommendation	Achievement indicators	Implementation deadline	Responsible parties
	recommendations for the preparation of a joint baseline document and documents for specific agreements (HRI/GEN/2/Rev. 6, chapter I)			





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