

GENDER EQUALITY: IT'S TIME!



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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 at home. Women continue to be underrepresented in political leadership roles 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.



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

**ANTÓNIO GUTERRES,
UN SECRETARY-GENERAL**

**It's time now
to hold ourselves
and our leaders
accountable
for the progress
for all women.
It's time for gender
equality!
And the time
is now!**

Who we are



UN Women Ukraine team members make a statement on the International Day of Sign Languages in Kyiv, Ukraine in September 2018. Photo: UN Women/Anastasia Tiurmenko

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.

In Ukraine UN Women focuses on three mutually reinforcing priority areas:

- **Governance and Participation**, by making gender equality central to reforms, national and local policy making, planning and budgeting and ensuring that women lead, participate and benefit equally from governance and justice systems;

- **Elimination of Violence against Women and Girls**, by bringing about transformative changes in social norms, attitudes, and behaviours at the community and individual levels; and
- **Women, Peace and Security** by working to ensure that women equally benefit from state policies, programmes and local plans related to security, peace and recovery.

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.

These areas frame the work of the UN Women Ukraine under the Country Strategy for 2018-2022.

How we support Ukraine in achieving gender equality

Governance and Participation

EMBEDDING GENDER EQUALITY IN UKRAINE'S NATIONAL REFORM AGENDA, PLANNING AND BUDGETING



Deputy Minister of Foreign Affairs of Ukraine Sergiy Kyslytsya and Executive Director UN Women Phumzile Mlambo-Ngcuka in Kyiv, Ukraine in June 2017. Photo: UN Women/Volodymyr Shuwayev

National reforms, plans, and budgets define the direction of public services and investments essential to gender equality, but without rigorous scrutiny for gender dimensions, they can miss critical elements. UN Women supports the Government in **integrating gender equality into the national reform agenda**, with a specific focus on the public administration, judicial, security, law enforcement, and decentralization reforms.

UN Women Ukraine is a proud partner to the national advocates for a strengthened **national gender equality mechanism**. Its elevation to the level of the Cabinet of Ministers, with the Deputy Prime Minister on European and Euro-Atlantic Integration having assumed the responsibility for the government-wide coordination of gender

equality policy, and the creation of the position of Government Commissioner on Gender Equality Policy provides significant leverage for integrating gender equality in all aspects and areas of state policy and lawmaking in compliance with the international standards.

UN Women's support to the **regional and local authorities** on gender-responsive planning and budgeting, coupled with the community mobilization for the empowerment of women and men, propels increased allocations for activities fostering gender equality. New practices, skills, and tools acquired through UN Women's assistance improve local planning for the benefit of the most vulnerable groups of women and men.

SUPPORTING GENDER EQUALITY AND WOMEN’S HUMAN RIGHTS STANDARDS



Yulia Kondur, President of the International Charitable Organization Roma Women Fund Chirikli, delivers her speech at the parliamentary hearings on discrimination of vulnerable groups of women in Kyiv, Ukraine in October 2018.
Photo: UN Women/Volodymyr Shuvayev

Internationally agreed standards and goals on gender equality, the empowerment of women and girls, and the realization of their human rights establish an ambitious, shared vision for a more just and equal world.

In Ukraine, UN Women works to enhance the capacity of the government, judiciary and parliament to assess the progress in implementation of the Convention for the Elimination of Discrimination against Women (CEDAW), the Beijing Declaration and Platform for Action, the gender-responsive implementation of the 2030 Agenda, the UN Security Council Resolutions on Women, Peace and Security, and the other global normative and policy frameworks for gender equality and women’s empowerment.

UN Women facilitates evidence-based dialogue amongst government, judiciary and the civil society, including groups of women facing multiple forms of discrimination in

the context of the state obligations and accountability for women’s human rights. UN Women partners with the Verkhovna Rada (Parliament) and with the civil society in order to advance efforts to increase women’s participation in key decision-making processes and influence the reforms.



Activist of the feminist organization Feminist workshop, Yosh, participates at the interactive forum theatre performance in Lviv, Ukraine in October 2018.
Photo: UN Women/Ksenia Boyko

Ending Violence Against Women



Civil society activists, police and public authorities support the campaign 16 days of activism against gender-based violence in Severodonetsk, Ukraine on 25 November 2017. Photo: UN Women/Anton Tolmachev

The best way to stop violence against women and girls is to prevent it from happening in the first place. Therefore, in its support to Ukraine, UN Women places emphasis on the prevention of violence against women and girls in private and public spaces, notably through transforming negative social norms. UN Women mobilizes partners to jointly address the structural causes of gender-based discrimination, such as adverse social norms, attitudes, and stereotypes, with a specific focus on the prevention of gender-based violence.

UN Women builds the **capacities of local authorities, and women and men** from the pilot communities to develop and implement the locally-owned interventions

to prevent sexual harassment and other forms of violence against women and girls in public spaces. We provide training in order to ensure stronger capacity of **law enforcement** to prevent, protect and prosecute it in line with the best practices. UN Women develops the **knowledge and skills of media** to disseminate powerful gender transformative messages and promote respectful non-violent relationships; as well as **engages with men and boys** to promote cultural transformation to prevent violence against women and girls and promote non-violent masculinities. UN Women runs **awareness-raising campaigns**, such as "Violence Has No Excuse" which is a part of the UN Secretary General's Campaign UNITE To End Violence against Women".

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Women, Peace and Security



Ivanna Klymush-Tsintsadze, Deputy Prime Minister of Ukraine for European and Euro-Atlantic Integration, addresses the United Nations Security Council Open Debate on Women and Peace and Security in New York, USA on 27 October 2017.
Photo: UN Women/Ryan Brown

Conflicts have differential and devastating consequences for women and girls. In the face of this, women all over the world lead movements for peace and rebuild their communities. There is strong evidence suggesting that women's participation in peace processes contributes to longer and more resilient peace after the conflict. Therefore, in Ukraine UN Women supports women's equal representation and participation at all levels of peace processes and security efforts. UN Women's work on women, peace, and security is guided by eight UN Security Council resolutions—1325, 1820, 1888, 1889, 1960, 2106, 2122 and 2242, which together make up the women, peace and security agenda.

UN Women leads in implementing the women, peace and security agenda through **research initiatives**, data collection, learning exchanges, and documentation of good practices for ensuring information support to policy and programming. We support the government's effort to translate the women, peace and security agenda from policy to practice and work on strengthening the capacities and increasing opportunities for women at the national, regional and local levels. UN Women works with the Government on the implementation, monitoring and evaluation of the **National Action Plan on the Implementation of the UN Security Council Resolutions #1325 on Women, Peace and Security and its localization** at the oblast and community

Zoya (call sign), a paramedic and sanitary instructor with the Medical Unit “Hospitaliers”, Ukraine in 2016.
Photo: UN Women/Olena Maksymenko



levels. UN Women is also a trusted partner of the security sector institutions, including the Ministry of Defense, the General Staff, the Ministry of Interior, and the others, working on integration of Women, Peace and Security agenda into the **security sector reform**. A Gender Impact Assessment of the security and defense sector conducted by UN Women provided an analysis and a set of practical recommendations for advancing gender equality in the security sector reform; UN

Women also provided the Government with a strategy for the prevention of and response to **conflict-related sexual violence**, jointly developed with the UN Human Rights Monitoring Mission in Ukraine. UN Women further collaborates with the **women veterans** to support their engagement in decision-making and peacebuilding processes and to advocate for their rights, as well as for the prioritization of their needs in the reforms.

Amplifying the voices of women's groups and women facing multiple forms of discrimination



Participants of the interactive forum theatre performance in Verkhovna Rada in Kyiv, Ukraine in June 2017. Photo: UN Women/Volodymyr Shuvayev

UN Women has a special relationship with the women's movement; we arose from that activism. 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.

We work with the grassroots' women and their organizations and highlight the complexities of the challenges these women are facing. We also support them in influencing sectoral policies, local planning and budgeting, and participation in monitoring and upholding duty bearers accountable for the international gender equality commitments.



Self-help group "Dzerelo" in Cherkaska settlement of Donetsk region, Ukraine, gathered to discuss the progress and next steps of addressing the issues of women and men, especially the most vulnerable in their community, 2016.
Photo: UN Women/Oksana Parafeniuk

Leaving no one behind



Tetyana Bobrovska, Civil Society Organization of women with disabilities of Northern Donbas, Kramatorsk, Ukraine in December 2017. Photo: UN Women/Volodymyr Shuvayev

Women who face multiple forms of discrimination based on factors of their sex, age, ethnicity, linguistic or religious identity, displacement, disability or socio-economic status, are often marginalized and socially excluded. Therefore, UN Women partners with and implements targeted actions for the empowerment of women living with HIV, women affected by the conflict, Roma, women with disabilities, and others. Our ultimate objective is the elimination of **all forms of discrimination against all women**.

UN Women promotes stronger accountability for the rights of all women by advocating for the realization of State obligations under Convention for the Elimination of All Forms of Discrimination against Women (CEDAW) and by providing training and technical support to the line ministries, local authorities, justice institutions, and the parliament. We also support women building their understanding of their human rights and capacity to claim them.



Anastasia Murtyan is a Roma woman who lives in a village near Kyiv, Ukraine in December 2017.
Photo: UN Women/Volodymyr Shuvayev

Recovery and peacebuilding



Participants of the interactive forum theatre performance in Severodonetsk, Ukraine in September 2016.
Photo: UN Women/Roman Mamedov

UN Women supports the local governments, and women and men in the communities in three conflict-affected regions in Eastern Ukraine – Luhansk, Donetsk and Zaporizhzhya in order to integrate gender equality in recovery and reconciliation at the community level. Partnering with the civil society organizations, we apply innovative

gender-responsive tools for dialogue, such as interactive forum theatres, to encourage internally displaced women and civic activists from host communities to identify their challenges and move beyond them towards finding a common ground for action.

Shifting social norms

Changing people's minds goes a long way towards achieving gender equality by encouraging the abandonment of discriminatory ideas and behaviors. While in UN Women we are working to create stronger support for women's movement and activism and broader space for women's civil society voices, we, at the same time, acknowledge a need for a **movement of male feminists, and young men and boys** who value and respect women and girls.

UN Women works through awareness raising, advocacy, and social mobilization. UN Women engages with young boys from rural and urban areas from across Ukraine to recognize the power of gender stereotypes and the way we value women and men.



The winning illustration of the "Gender Equality - Picture It!" comic competition held by UN Women Ukraine, Ukraine in July 2017.
Illustrator: UN Women/Kateryna Lazniuk

HeForShe



Dmitry Shurov and his son Lev, the first HeForShe advocates in Ukraine, spoke at the International Book Festival (Book-Arsenal) about the importance of men's role in achieving gender equality in Kyiv, Ukraine in May 2018.
Photo: UN Women/Volodymyr Shuvayev

In March 2018, UN Women officially launched the **HeForShe solidarity movement** for gender equality in Ukraine. HeforShe aims to change discriminatory behaviors through building awareness of the importance of gender equality and the crucial role men and boys can play in their own lives by ending the persistent inequalities faced by women and girls in Ukraine.

The movement encourages the Ukrainian men and boys to speak out as agents of change and to act against gender inequalities. UN Women engages leaders from diverse and influential fields, such as academia, sports, the arts, the private sector, government and more, to serve as public advocates for change and to commit to concrete progress towards

gender equality within their own fields and institutions. HeForShe in Ukraine provides opportunities for a younger generation of activists, as well as marginalized and socially excluded groups, to get involved; and works closely with the media, social media and universities to help reach the target audiences.



Pavlo Klimkin, Minister of Foreign Affairs of Ukraine, makes a HeForShe commitment on behalf of the Ministry in Kyiv, Ukraine in September 2018. Photo: UN Women/Volodymyr Shuvayev



Participants of the Kyiv HeForShe Half Marathon Relay in Kyiv, Ukraine in April 2018.
Photo: UN Women/ Volodymyr Shuwayev

Coordinating UN System Action on Gender Equality



The participant of the U-Report launch event by UNICEF in support of the Goal 5 Gender equality of Sustainable Development Goals, Ukraine in 2016. Photo: by UN in Ukraine

Through its UN coordination mandate, UN Women focuses on enhancing **UN coherence on gender equality and women's empowerment** at the normative and operational levels, further enhancing the system-wide accountability and promoting gender mainstreaming. In Ukraine, UN Women works through the Resident Coordinator system and the United Nations Country Team (UNCT) and chairs

the UN Gender Theme Group comprised of gender focal points of all UN Agencies. UN Women promotes effective consideration of gender equality and women's empowerment throughout the United **Nations Partnership Framework** (2018-2022). UN Women provides technical expertise and leadership to the UN Country Teams to support gender mainstreaming in the UN Action.

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