

Facts and Figures on Gender Equality Ukraine

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LEGISLATIVE FRAMEWORK:

ILO Conventions ratified:

No. 100 – ratified in 1956
No. 111 – ratified in 1961
No. 156 – ratified in 2000
No. 183 – not ratified
(**No. 103** – ratified in 1956)¹

National legislation:

So far Ukraine has no specific gender equality or non-discrimination law, although a *Law on State Guarantees for Realization of Equal Rights and Equal Opportunities of Women and Men* has been drafted and presented to the Parliament but yet not approved. UNDP and the Council of Europe have participated in the process of surveying the Ukrainian legislation from a gender

perspective. So far, special provisions are placed under general law, primarily in the *Constitution* (article 24), which prohibits privileges or restrictions based upon several grounds including sex. Furthermore, equal treatment of men and women, regarding education and vocational training and equal pay for equal work, are ensured through the *Constitution, the Labour Code* and *the Act on the Payment of Wages*. In addition, the Labour Code contains special provisions for the protection of women regarding occupational health

and safety, which limits night work and work in dangerous environments, a provision which some groups consider over-protective and a reason for discrimination against women. Moreover, Ukraine is a country of origin as regards to trafficking in women, hence changes has been made to the *Criminal Code* concerning trafficking of human beings².

¹ ILO/Ilolex

² ILO/Natlex

GENDER EQUALITY MACHINERY:

The *State Committee for Family and Youth*, which reports directly to the Cabinet of Ministers, is the state institution mainly in charge of pursuing gender equality. The Committee, which got its current status in 2002, includes the *Department of Family Affairs and Gender Equality*. Moreover, the *Coordination Council on Gender Issues*

and Problems of Family, also set up within the Committee, functions as a consultative and advisory body in the legislative procedure. The Council restarted its existence in 2002.

Ukraine has an *Ombudsperson* who deals with general human rights cases including violations of women's rights.

SOME BASIC INDICATORS:

Female/Male activity rate and unemployment rate: In 2003, the activity rate (age 15+) was 57.9% for women and 67.3% for men³. In 2003 the unemployment rate for women was 2.53 %⁴.

Gender wage gap: The female average wages was 72% of male average wages in non-agricultural sectors in 2000 (no further data available)⁵.

Retirement: Women retire at the age of 55 with 20 years of work and men at the age of 60 with 25 years of work. The age requirements are reduced for selected

professions and for women with five or more children⁶.

Maternity and child-care leave: The maternity benefit is payable to employed

women at 100% of earnings for 70 calendar days before and 56 days after the expected date of childbirth. The monthly remuneration for child-care leave is 100% of the minimum wage paid to employed women until the child is 3 years old and 50% of the minimum wage to eligible unemployed women until the child is 2 years old⁷. The employer pays the cash benefits during child-care leave, which has been a

reason for controversy in the discussions about reforms of the Labor Code.

³ ILO/Laborsta

⁴ The World Factbook

⁵ World Bank

⁶ ISSA

⁷ ISSA

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UN activities in Ukraine <http://www.un.kiev.ua/en/>

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La Strada www.brama.com/lastrada

KARAT Coalition's website: www.karat.org