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GREEN INDUSTRIAL RECOVERY PROGRAMME FOR UKRAINE

GENDER ANALYSIS

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Green industrial recovery programme for Ukraine

GENDER ANALYSIS

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UNITED NATIONS
INDUSTRIAL DEVELOPMENT ORGANIZATION

LIST OF ACRONYMS

CEA	Central executive authorities
CSOs	Civil society organisations
CRSV	Conflict-related sexual violence
EU	European Union
GBV	Gender-based violence
GCA	Government controlled area
GoU	Government of Ukraine
IDP	Internally displaced person
IE	Individual entrepreneur
IOM	International Organization for Migration
LGBTIQ+	Lesbian, gay, bisexual, transgender, intersex and queer people; the plus sign represents people with diverse sexual orientation, gender identity, gender expression and sex characteristics.
MEU	Ministry of Economy of Ukraine
NGO	Non-governmental organisation
PwDs	People with disabilities
RES	Renewable energy source
RSA	Regional state administrations
SDG	Sustainable Development Goals
SEA	Sexual exploitation and abuse
SES	State Employment Service
SSSU	State Statistics Service of Ukraine
STEM	Science, Technology, Engineering and Maths
UAH	Ukrainian hryvnia
UN	United Nations
UNIDO	United Nations Industrial Development Organization
UNHCR	United Nations High Commissioner for Refugees
UNFPA	United Nations Population Fund
USAID	United States Agency for International Development

TABLE OF CONTENTS

Acknowledgments	2
List of acronyms	4
Executive summary	6
1. Methodology and background	8
1.1 BACKGROUND	10
1.2 METHODOLOGY	11
2. International and national framework for the advancement of women and gender equality	14
3. Socio-demographic portrait of Ukraine	24
4. Women in education	28
5. Women in the labour force and their economic capacity	32
6. Employment in agriculture	40
7. Impact of the armed conflict on gender equality	44
8. Expert opinions on gender equality in Ukraine	52
9. Recommendations	60
9.1 GENERAL RECOMMENDATIONS	63
9.1.1 Address gender norms	63
9.1.2 Gender and inclusion policies	64
9.1.3 Creating talent pipelines and encouraging women's participation	64
9.1.4 Identify opportunities to train women and vulnerable groups in conflict areas in Ukraine	65
9.1.5 Sex-disaggregated data collection	65
9.2 INDUSTRY SECTOR BUSINESSES-SPECIFIC RECOMMENDATIONS	66
9.2.1 Discourage gender-based stereotypes and encourage a positive corporate culture	66
9.2.2 Providing childcare services and family-friendly options at the workplace	66
9.2.3 Providing career advancement pathways	66
Bibliography	68

Executive Summary

In the industrial sector of Ukraine, women are under-represented in the workforce and especially in decision-making positions, both in the public and private sectors. There is need for stronger integration of gender equality principles into national industrial policies and frameworks.

Due to harmful gender norms and stereotypes, women's participation in the industrial value chain and in establishing and managing viable enterprises is limited. These limited opportunities for women negatively affect the welfare and economic potential of industrial policies and programmes. Gender-based inequalities create barriers to women's full participation in Ukraine's industrial sector, which in turn deprives the sector of the benefits of more diverse perspectives that often lead to innovative approaches.

There are several key barriers to gender equality and women's empowerment in the industrial sector, including in the fields of energy, transport and construction.

Occupational segregation strongly influences women's advancement in the industrial sector, influencing notions of what "women's" jobs should be. These biases are nourished early, with girls often being discouraged to pursue STEM interests, thus leading to women's lower enrolment in engineering programmes at the university or polytechnic levels.

Additionally, compared to men, women's unequal access to affordable credit and finance negatively influences women's entrepreneurial ventures, thus further limiting opportunities for leadership and decision-making.

The unequal distribution of unpaid care and domestic work between women and men constitutes a key barrier to women's equal participation in industry due to creating time poverty and limited mobility. The lack of safety in public spaces and workplaces, unequal access to professional networks and limited opportunities for technical and vocational education and training are further contributing factors.

As a result, women are under-represented in Science, Technology, Engineering and Mathematics (STEM) education and those young women who do complete studies in STEM fields often do not pursue a professional career in these fields. At the same time, there is an over-representation of women in lower-paid administrative and support roles compared to technical roles. On-the-job opportunities for women to upgrade skills and facilitation of re-entry into the workforce after family-related employment breaks remain limited.

The legal framework in Ukraine contains several provisions that ensure effective gender equality and protection against discrimination. However, gaps still persist and relevant laws, policies and guidelines are not always implemented. This creates unequal conditions for women and under-represented groups in society and the workplace, such as restricting women from holding certain categories of jobs that are deemed hazardous. These circumstances constitute a hampering factor for career advancement. Similarly, the political participation of women in the country is low, leading to a constrained ability to voice their perspectives, concerns and solutions to needs and priorities.



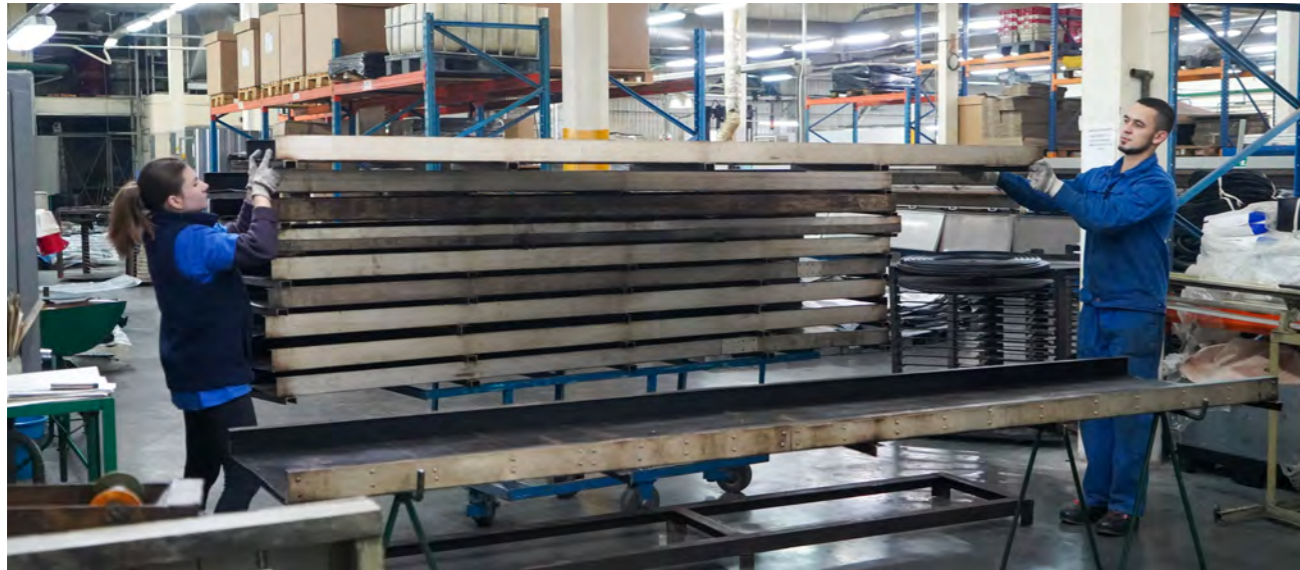
1

Methodology and background

UNIDO is committed to promoting gender equality and ensuring that women and men can equally lead, participate in and benefit from industrial development measures.



1.1 BACKGROUND



UNIDO is committed to promoting gender equality and ensuring that women and men can equally lead, participate in and benefit from industrial development measures. In supporting Member States in advancing inclusive and sustainable industrial development, the Organization is governed by its [Medium-Term Programme Framework 2022-2025](#), which includes a transformative objective on gender equality and the empowerment of women and the [UNIDO Strategy for Gender Equality and the Empowerment of Women 2020-2023](#).

The UNIDO green industrial recovery programme was requested by the Government of Ukraine in June 2022 in response to the repercussions of the war in Ukraine that started in February 2022. The request was further reiterated throughout 2023. The programme envisions a [resilient, green and sustainable industry in Ukraine](#) and promotes a [strategic and integrated approach](#), focusing on creating opportunities for people, supporting businesses and attracting investment; and fostering a green economy.

The main objective of this publication is to provide an analytical basis for the gender-transformative

implementation of the UNIDO green industrial recovery programme for Ukraine 2024-2028". Thus, rather than exhaustively covering the entire set of industrial activities in the country, this publication focuses on analysing the industrial subsectors and selected value chains within the priority areas of the programme.

Within this realm, this publication assesses and analyses gender-related differences in the industrial sector and the business sector in Ukraine regarding differential gender roles, responsibilities and representation. This includes the gendered division of labour, access to and control of resources and technologies, as well as opportunities and constraints related to women's participation in industry and the economy.

It also describes the underlying reasons for their existence, determine their impediment to green recovery and reconstruction and identify entry points for addressing challenges for achieving gender equality in green industry at the individual, institutional and normative levels.

1.2 METHODOLOGY

Guided by UNIDO's [Guide to Gender Analysis and Gender Mainstreaming in the Project Cycle](#), the findings of the gender analysis as well as the recommendations emanating therefrom were informed by a desk review, combined with quantitative and qualitative data collection.

The literature review included available surveys, assessments and reports on gender issues in Ukraine; pertinent national laws and policies; relevant assessments and reports produced by international organisations working in Ukraine as well as national CSOs; and analytical articles and media reports relating to the objective of the publication.

Quantitative data collection



The following quantitative data sources provide a general overview of gender equality and women's economic empowerment in Ukraine:

- UNIDO Statistics Database Portal (INDSTAT), World Bank Gender Data Portal, United Nations Statistics Division – Minimum Set of Gender Indicators for SDGs by country or region, OECD Gender Data Portal, Global Entrepreneurship Monitor, etc.;
- Ukrainian databases (including the State Statistics Committee of Ukraine and internal sectoral statistics of ministries and departments).



Qualitative data collection



The primary data was gathered in November 2022 through in-depth interviews, which served as the main data collection research method.

The target group for the in-depth interviews consisted of:

- representatives of governmental bodies (Ministry of Economy, Ministry of Energy, Kyiv City State Administration (Department of Economy and Investments)) – 3 participants,
- representative of CSO – 1 participant,
- representative of research institutions – 1 participant,
- representative of business companies – 1 participant,
- representative of high schools (universities) – 1 participant

A total of seven in-depth interviews were conducted. The guide for the in-depth interviews was to meet the ethical norms of conducting sociological research based on the principles of anonymity and confidentiality. The survey is based on research principles such as informed consent, confidentiality, anonymity and voluntary participation.

The secondary data used include the Concluding Observations of the CEDAW Committee on State Parties' periodic reports on the implementation of their obligations under the UN Convention on the Elimination of Discrimination Against Women, in particular the sections on education, employment, economic and social benefits and rural women.

The collection, analysis and compilation of data was conducted during a countrywide blackout due to the ongoing armed conflict.



Research questions



The main research questions that guided the gender analysis were as follows:

- What are the basic perceptions on gender in the industry – are there any gender stereotypes that prevail within the social and economic life of women and men in Ukraine?
- Is access to and control of economic resources equal for men and women in industry?
- What is the level of representation of women and men in sectoral value chains? What is the impact of gender differences in labour participation?
- Do women and men have equal opportunities for formal long-term employment in the sector? What is the actual situation with the employment of women (formal/informal; long-term, short-term, seasonal)?
- Do changes in a household (e.g. due to labour migration or displaced people) have an impact on the gender division of labour? What is the proportion of women-headed households?
- What is the integration level of women and under-represented groups in the industrial sector?
- What are the main activities for amplifying the role of women in technical and leadership positions?
- What is the participation level of women in technical skills building and leadership development activities?
- What are the support programmes for women in employment and training opportunities at the local and national levels?
- Do men and women have equal access to STEM education, as well as to technical and vocational education and training or continuing education?
- To what extent are women represented as decision-makers and owners of private companies? What is the influence of the legal environment? Are there gender-neutral and gender-sensitive laws and legal initiatives that have an impact on the understanding and perception of gender roles in society?
- Is there a difference in the average remuneration (non-adjusted gender pay gap) or the average remuneration, when taking into consideration an employee's skills and education, work experience, occupation, level of responsibility and decision-making power (adjusted gender pay gap)?
- How many small and medium-sized enterprises are owned or managed by women in the sector?
- What are the barriers/challenges that reinforce gender inequalities?
- Do certain groups of women and men, such as those with disabilities, part of the LGBTIQ+ community, the elderly, migrants or others, have specific intersecting needs and priorities?
- Will women's workloads increase or decrease because of innovation and changes in technology? If their workload decreases, will this lead to a loss of income?
- Is the source of income stable throughout the year or is it limited to certain months?
- Do women and men have equal access to finance, credit (e.g. bank loans, microfinance, savings and credit co-operatives), collateral and business development services – in law and in practice?

2

International and national framework for the advancement of women and gender equality

Gender equality in the world of work is an integral part of sustainable economic and social development and a key aspect to combat poverty.



Gender equality in the world of work is an integral part of sustainable economic and social development and a key aspect to combat poverty. At the international level, this is also enshrined in resolutions, such as the Beijing Platform for Action which calls for the promotion of economic rights and economic independence, including access to employment, adequate working conditions and control of economic resources. Ukraine has also ratified or signed most major international agreements on gender equality, including the Convention of the Elimination of All Forms of Discrimination against Women (CEDAW) and its Optional Protocol, International Labour Organization conventions, United Nations Security Council Resolutions on Women, Peace and Security, the Beijing Declaration and Platform

for Action of the 4th World Conference for Women.¹ In June 2022, the Verkhovna Rada of Ukraine also ratified the Council of Europe Convention on Preventing and Combating Violence against Women and Domestic Violence, also referred to as “Istanbul Convention”, which aims to eradicate violence against women and domestic violence through a comprehensive and effective system of prevention, protection and accountability.² The ratification was hailed as a historic development and is a crucial breakthrough, in particular given Ukraine’s ambitions for greater European integration and the European Commission’s recent backing of EU candidacy status for Ukraine.³



1) UN Women Ukraine 2020
2) Council of Europe 2022
3) European Commission 2022

At the national level, the Law of Ukraine on Ensuring Equal Rights and Opportunities for Women and Men mandates for the following bodies, institutions and organisations to ensure equal rights and opportunities for women and men.

- **The Parliament of Ukraine (Verkhovna Rada of Ukraine – VRU).** The Subcommittee on Ukraine’s Compliance with International Commitments in Human Rights Protection and Gender Policy, as well as the Equal Opportunities Caucus that consists of 51 Members of Parliament at the time of writing are to be particularly mentioned as subsidiary bodies of the VRU;
- **The VRU Commissioner for Human Rights,** who oversees compliance over the observance of equal rights and opportunities of women and men and receives complaints on gender-based discrimination.
- **The Deputy Prime Minister for European and Euro-Atlantic Integration of Ukraine,** who is part of the Cabinet of Ministers, co-ordinates the interaction of the CEAs in the area of gender equality and organises the formulation and presentation of the position of Ukraine NATO matters, including on gender equality and is supported by the Government Commissioner and her administrative staff;
- **The Ministry of Social Policy** on ensuring equal rights and opportunities for women and men that has an Expert Group on Gender Equality, Combating Trafficking in Human Beings and Domestic Violence. It is responsible for the formulation of the policy (four people). The National Social Service was established in 2020 and has a Unit responsible for the implementation of the gender policy (five people) and 25 regional units, which were established in 2021;
- **66 central executive authorities (CEAs) and 25 regional state administrations (RSAs)** (designated deputy heads of these bodies are focal points (co-ordinators) for ensuring equal rights and opportunities for women and men, preventing and combating gender-based violence; responsible structural units are working in 31 CEAs and 25 RSAs; there are advisers on ensuring equal rights and opportunities for women and men appointed in eight CEAs and 13 RSAs and their advisory bodies are working CEAs and 25 RSAs);
- **Civil society associations** (the National Platform “Equal Rights and Opportunities”, which includes 57 civil society organisations, was established upon the initiative of the Government Commissioner to consolidate public and government efforts in formulating and implementing the state gender policy).



As of 1 April 2023, there are 404 People's Deputies of Ukraine working in the Verkhovna Rada of Ukraine of the ninth convocation, among whom 84 are women (21%). This is the highest share of women since the independence of Ukraine.⁴ Since 2017, the share of women ambassadors has almost doubled since 2017 from 7.25% to 13.7% in 2020. By 2021 in the ninth Verkhovna Rada, women held 21% of the seats in Ukraine's parliament, a figure which has been increasing slowly but steadily since 1990, when only 13 women were in parliament, at 3%. Following the local elections in October 2020, 28% of oblast councils and 42% of village councils were led by women, successes attributed, in part, to the application of gender quotas to the electoral code.⁵ Subsequently, following the results of the 2020 Ukrainian local elections, data from the Central Election Commission of Ukraine (CEC) demonstrates that in local politics there was a 13% increase in women nominated as candidates by political parties and a 12% increase in women elected as councillors. These statistics highlight an improvement in women's civic and political participation in recent years, though much remains to be done to achieve equal opportunities for leadership at all levels of decision-making in political and public life. The electoral code was amended to increase the gender quota to 40% in national, subnational and local elections, except for village, settlement and city councils in the amalgamated communities with up to 10,000 voters, where the quota remains at 30%.

In 2020, women were the heads of 23.2% of political parties and 28.1% of civil society organisations registered in Ukraine. In general, women dominate among civil servants (75.9% as of 31 December 2020). At the same time, there is a clear tendency towards a reduction in the representation of women in senior positions: women hold 78.3% of positions of category "C"⁶, while their share in positions of category "B"⁷ has decreased to 68.6% and their share in positions of category "A"⁸ makes up only one-third of civil servants (33.3%). The share of women among the heads and deputy heads of central executive authorities was 22.8% in 2020.

Gender equality issues are being integrated into the system of professional training of civil servants. In 2020, 643 people (82.4% women) were trained on the issues of equal rights and opportunities for women and men at the expense of the state budget. Positive dynamics are also observed in terms of women's representation in the judiciary. In 2020, women accounted for 53.6% of all judges (a 1.8 percentage point increase, compared with 2017). At the same time, women are more represented among judges of local courts and courts of appeal (54.6% and 52.8%, respectively). Men dominate among judges of higher specialised courts and the Supreme Court of Ukraine where 58.1% and 58.9%, respectively of judges are men.



The Commission for Co-ordination of Interaction of Executive Authorities to Ensure Equal Rights and Opportunities for Women and Men, chaired by the Deputy Prime Minister for European and Euro-Atlantic Integration of Ukraine, was established in September 2020. The Government Commissioner, 21 deputy ministers, deputy heads of other CEAs, deputy heads of the Office of the President of Ukraine, deputy chairs of the VRU and heads of other structural units of the Secretariat of the Cabinet of Ministers of Ukraine are the members of the Commission. The current Government Commissioner on Gender Policy (K. Levchenko) has been in office since 2018 and was elected as a Vice-Chair of the Council of Europe's Gender Equality Commission in November 2020. Previously, the Cabinet of Ministers assigned the Deputy Prime Minister on EU and Euro-Atlantic Integration with the responsibility of co-ordinating the state gender equality policy. In 2020, the Gender Equality Commission was set up to co-ordinate the work of executive bodies to ensure equal rights and opportunities for women and men. Women's representation among the members of the Cabinet of Ministers of Ukraine also increased (from 9.5% in 2015 to 20.8% in 2018 and 27.8% in 2019). However, in 2020, the share of women among members of the Cabinet of Ministers of Ukraine decreased to 13.0%.

The Government approved the Gender Equality Communication Concept, as well as the Gender Equality Communication Strategy in 2020, which aims to improve the understanding of gender equality, as well as to help overcome firmly rooted stereotypes on gender roles. Furthermore, it intends to support building zero tolerance for gender-based discrimination and to sensitise to the threats of using gender issues as a tool for hybrid aggression. The Action Plan for the Implementation of the Commitments of the Government of Ukraine under the Biarritz Partnership for Gender Equality was also approved in 2020.

Draft laws that target the strengthening of the responsibility for combating gender-based discrimination in the media and advertising were submitted to the VRU for consideration and *On Media, No. 2693*, as well as *On Amendments to the Law of Ukraine on Advertising concerning Combating Gender-Based Discrimination, No. 3427* were passed at the first reading. In its latest report, the CEDAW Committee stressed the role of the Verkhovna Rada of Ukraine in ensuring the full implementation of the CEDAW in Ukraine. The Committee proposed a series of recommendations to address women's roles in peace and security and public and political life, women's

4) https://vrkadry.rada.gov.ua/news/dijalnist/kadr_zab_dep

5) Ukrainian Women's Congress 2021

6) This refers to positions below heads and deputy heads of structural units of ministries and other central executive and public authorities, heads of territorial units and structural subdivisions of these public authorities.

7) This refers to heads and deputy heads of public authorities.

8) This refers to the senior level of the civil service.

education and employment, the national machinery for the advancement of women and the elimination of stereotypes and discrimination against women, violence against women and conflict-related sexual violence.⁹

These recommendations led to the approval of the National Action Plan for the Implementation of the Recommendations outlined in the Concluding Observations of CEDAW for the period up to 2021. The Government of Ukraine has also approved the National Action Plan to implement UN Security Council (UNSC) Resolution 1325 “Women, Peace and Security”, which recognises the specific impact of armed conflict on women and girls, the need for their protection and their full participation in peace agreements, negotiations and post-conflict reconstruction processes, for the period up to 2020 and its successor for the period up to 2025.¹⁰ The National Action Plan works towards eliminating cultural barriers to enable women’s full participation in matters of peace and security, as well as addressing the prevention of domestic violence, human trafficking and awareness-raising for survivors of sexual and gender-based violence.

In 2020, Ukraine’s participation in the Beijing+25 review resulted in the comprehensive national assessment of progress in gender equality since the adoption in 1995 and the identification of priorities of work for accelerating gender equality.¹¹ These are tied to the approval of the National Human Rights Strategy and the Action Plan to Implement the National Human Rights Strategy of Ukraine by 2020 and its successor covering 2021 to 2023, which aim to enhance the protection of human rights and freedoms based on equality and non-discrimination.

In line with Ukrainian law *On Ensuring the Equal Rights and Opportunities for Women and Men* and based on the premise of Ukraine’s State Social Programme for Ensuring Equal Rights and Opportunities for Women and Men for the period up to 2021, the national machinery for the equal rights of women and men is composed of structures at multiple levels. The Programme forms the major national strategy on gender equality, aiming to improve the institutional mechanism to ensure equal

rights and opportunities for women and men in all spheres of life and to implement European standards of equality, promoting equality in social and economic development, resolving gender imbalances with a focus on human rights and emphasising gender mainstreaming in all fields.¹²

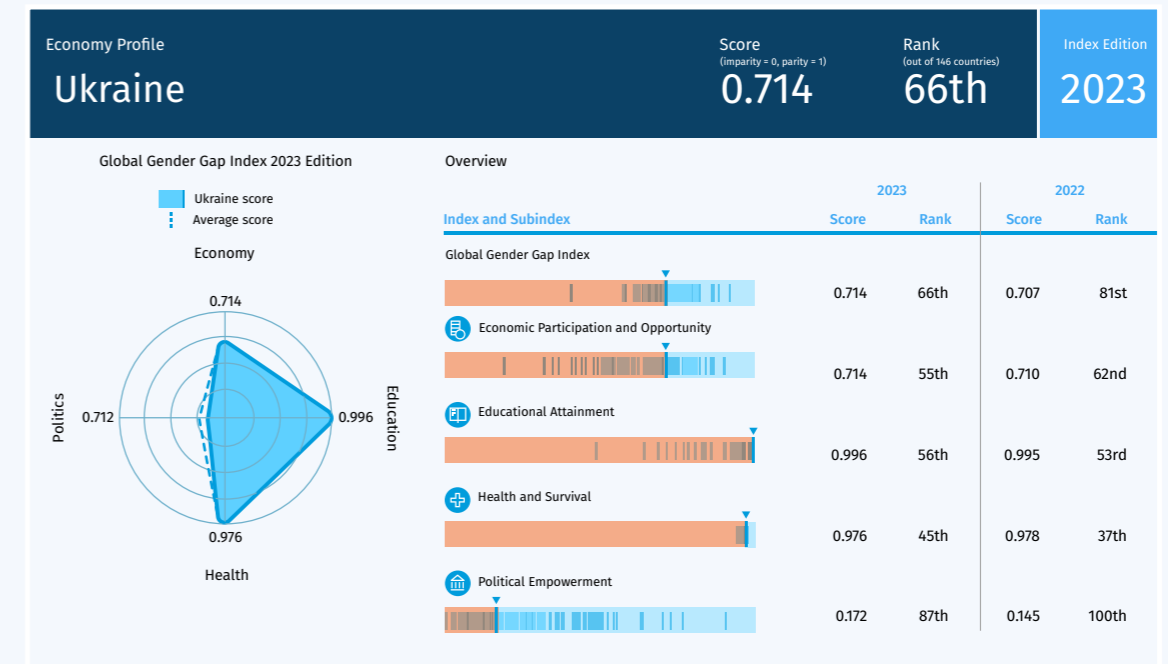
Other important advancements include the Law of Ukraine *On Preventing and Combating Discrimination* adopted in 2013, the Law of Ukraine *On Preventing and Combating Domestic Violence* (2018) and the *State Programme on Prevention and Elimination of Domestic Violence and Gender-Based Violence* until 2025, the *Law On Amendments to the Criminal and Criminal Procedure Codes of Ukraine to Implement the Provisions of the Council of Europe Convention on Preventing and Combating Violence against Women and Domestic Violence* (2018).

Under the Law of Ukraine *On the Principles of Preventing and Combating Discrimination in Ukraine*, the LGBTIQ+ community is also covered by this piece of legislation, as well as the prohibition of discrimination on the grounds of sexual orientation and gender identity. This is explicitly outlined in Article 21 of the *Code of Labour Laws* and in Article 7 of *On the Legal Status of Missing People*. The prohibition of hate crimes is extended to LGBTIQ+ women. However, same-sex unions are not recognised, as Article 51 of the Constitution of Ukraine defines marriage as between “a woman and a man”.¹³

Sex reassignment surgery is possible and regulated by Article 51 of *On the Fundamental Principles of the Ukrainian Health Legislation* and the procedure is regulated by the 2016 Order of the Ministry of Health of Ukraine *On setting medical-biological and socio-psychological indications for a change (correction) of sex and approval of the template for primary registration documentation and instructions for filling it*. There are no prohibitions for LGBTIQ+ women’s access to shelters for victims of domestic violence and gender-based violence, or for the provision of assistance, as provided by law.

9) Committee on the Elimination of Discrimination against Women 2017.
 10) UN Women Ukraine 2020
 11) Working group for the preparation of the Beijing+25 report 2019
 12) UN Women Ukraine 2020
 13) constitution_2019_eng.doc (live.com)

FIGURE 1: Global progress towards gender parity (World Economic Forum’s 2023 Global Gender Gap Index)



Global Gender Gap Index Indicators

Indicator	Rank	Score*	Compare with Global average	Difference F-M	Female vs Male	Min Max
Economic Participation and Opportunity	55th	0.714				
Labour-force participation rate %	80th	0.760		- 15.10	47.77 ♦ 62.87	0-100
Wage equality for similar work -7 (best)	66th	0.640		-	-	-
Estimated earned income int'l \$ 1,000	77th	0.633		-5.93	10.22 ♦ 16.15	0-150
Legislators, senior officials and managers %	34th	0.695		-18.00	41.00 ♦ 59.00	0-100
Professional and technical workers %	1st	1.000		23.62	38.19 ♦ 61.81	0-100
Educational Attainment	56th	0.996				
Literacy rate %	1st	1.000		-	-	-
Enrolment in primary education %	1st	1.000		1.94	91.05 ♦ 92.99	0-100
Enrolment in secondary education %	101st	0.981		-1.89	95.03 ♦ 96.92	0-200
Enrolment in tertiary education %	1st	1.000		11.99	76.83 ♦ 88.82	0-200
Health and Survival	45th	0.976				
Sex ratio at birth** %	123rd	0.939		-	-	-
Healthy life expectancy** years	1st	1.060		-	-	-
Political Empowerment	87th	0.172				
Women in parliament %	95th	0.256		-59.20	20.40 ♦ 79.60	0-100
Women in ministerial positions %	68th	0.267		-57.89	21.05 ♦ 78.95	0-100
Years with female/male head of state (last 50)	47th	0.060		-44.33	2.83 ♦ 47.17	0-50

The Labour Code of Ukraine prohibits any discrimination in the field of labour, including violations of the principle of the equality of rights and opportunities as well as direct or indirect restrictions of workers' rights based on race; colour; political, religious and other beliefs; sex; gender identity; sexual orientation; ethnic, social and foreign origin; age; health; disability; suspected or existing HIV/AIDS; marital and property status; family responsibilities; residence; membership in a trade union or other civic association; or participation in a strike, appeal or intention to appeal to a court or other bodies to pursue the protection of their rights or to provide support to other employees in protecting their rights. It is prohibited to deny employment to women and lower their salary due to pregnancy or caring for children under the age of 3 – and, in the case of single mothers, when they have a child under the age of 14 or a child with a disability. In 2020, the Ministry of Health abolished its *Order No. 256* which banned women from employment in 458 professions previously considered harmful to women's health and Ukraine joined the Equal Pay International Coalition (2020).

Women are entitled to paid maternity leave for 70 calendar days before giving birth and for 56 calendar days after giving birth. It is possible to take paid maternal leave to care for the child until the age of three, which can be taken by the mother in full or partly, as the child's father, grandmother, grandfather or others who have custody of the child, are able to take parental leave for this period. However, parental leave is unpaid.¹⁴ Paid paternity leave is limited to maximum 14 calendar days. Fathers with two children up until the age of 15 are entitled to an additional ten days.¹⁵ The same provisions apply to adoptive and foster parents. Models of parents working part-time or from home while on leave are also possible. Upon a child's birth, parents receive UAH 41,280 (about \$1,474), UAH 10,320 right after the birth and the remaining sum is split in equal parts across the subsequent 36 months. In 2020, 96% of those receiving government assistance following childbirth were women.

The Labour Code contains a range of guarantees for women with children to safeguard them from discrimination at work and in their career development.

Additional financial support is provided to guarantee that situations, such as being forced to work nights or overtime are avoided. These guarantees also apply to fathers, who raise children without a mother or in the event of a mother's extended stay in a medical facility.

Trade unions protect the rights of workers in the labour environment, take preventive measures the cases of discrimination and sexual harassment against women at work and monitor these phenomena at the national level in specific sectors of industry. They also represent and protect the labour and socio-economic rights and interests of trade union members in state and local self-government bodies, in relations with employers and with other civic associations. Trade unions and their associations as well as civil society organisations represent in courts the interests of people and groups that have been subjected to discrimination, as well as conducting civic anti-discrimination analyses of draft legal acts and regulations. As of 2020, 61.47% of trade union organisations and associations were headed by women.

Women's organisations are active throughout the country. A variety of women-led organisations, women's rights organisations and civil society organisations are all present in Ukraine. The 2014 Maidan Revolution generated a high level of civic activism, especially among young people. In 2020, respondents to a UN Women study on the capacity of women's organisations and CSOs on gender equality and women's rights in Ukraine indicated that the greatest challenges to progress on gender equality and women's rights are the lack of political and public support and the lack of resources.

Various studies point to the prevalence of harmful gender stereotypes, vertical and horizontal segregation, discriminatory practices and a general lack of gender responsiveness in politics at both national and local levels, which contribute to the creation of a political environment where women do not feel safe and are not treated as equals.¹⁶ According to the Gender Inequality Index (GII) of 2021, which measures the loss in potential human development due to disparity between women and men in terms of reproductive health, empowerment

and economic activity, gender-based inequality in Ukraine in 2021 was lower than in Europe and Central Asia overall and Ukraine ranked 49th out of 191 countries on the index.¹⁷

Based on the World Economic Forum's 2023 Global Gender Gap Index, which measures global progress towards parity alongside gender-based gaps in access to economic

participation and opportunity, educational attainment, health and survival and political empowerment, Ukraine ranks 66th out of 146 countries, with an overall score of 0.714.¹⁸ While this is higher than other countries in Eastern Europe and the Central Asia region, such as Hungary or Romania it is far from the top performers in the region such as Lithuania, Latvia, Albania and Moldova.¹⁹

14) World Bank Group. 2022. Women, Business and the Law Snapshot. Ukraine.pdf (worldbank.org)

15) Ukraine Employee Compensation And Benefits GLOBAL PEOPLE (global-ppl.com)

16) Ukrainian Women's Fund 2011

17) UNDP 2021. Gender Inequality Index | Human Development Reports (undp.org)

18) Committee on the Elimination of Discrimination against Women 2017.

19) UN Women Ukraine 2020

3

Socio- demographic portrait of Ukraine

As of 1 February 2022 , Ukraine's population totaled 41.1 million, with 22.2 million women (53.7%) and 19.2 million men (46.3%).

As of 1 February 2022,²⁰ Ukraine's population totalled 41.1 million, with 22.2 million women (53.7%) and 19.2 million men (46.3%). According to the State Statistics Committee of Ukraine, men made up a greater share of people aged under 18 years in 2021 an amounted to 51.3%. The sex ratio is almost equal among the population aged 35–39 years, but women dominate in older age groups of the population.

Households with children traditionally have a higher risk of poverty. In 2020, the poverty rate of households with children was 1.4 times higher than that of households without children and even higher in one-parent families. The overwhelming majority of those households (94.2%) were represented by families headed by a single woman. On average, there are 1.27 children in one-parent households where the father is the sole parent and 1.17 in households where the mother is the sole parent. Furthermore, 51.3% of all children aged under 18 years who are raised in one-parent families are girls. In 2020, 53.9% of Ukrainian households, regardless with or without children, were headed by women.

The majority of one-person households are represented by women who live alone (70.4%). The numerical dominance of women in one-person households is mainly due to the elderly population, as 86.5% of all such households in the age group of 65 years and older are represented by single women.

Women are more at risk of living with a low income and bearing the consequences of that situation. Households of single elderly women who are no longer employed are a particularly vulnerable category in terms of poverty. The share of such households is significantly higher in rural areas (47.9% in 2020) than in cities and towns (35.8%). Accordingly, the share of poor households (with an average monthly per-capita monetary income below the average monetary income of all households in Ukraine) composed of single women aged 65 years and older who

are no longer employed is also higher in rural areas, 6.1% versus 3.2% in urban areas. In 2020, the average per-capita equivalent total expenditures were lower than the actual (calculated) cost of living for 48.0% of women and 46.2% of men. At the same time, the share of the population who lived below the monetary poverty line amounted to 23.6% among women versus 20.9% among men. The share of people whose income was lower than 50% of the median income per capita was 4.3% among women and 3.8% among men. In general, only 36.1% of the poor population was covered by social benefits programmes in 2020.

Over 6.8 million refugees have fled Ukraine as of 29 May 2022, over 90% of whom are women and children. Over 7 million Ukrainians were internally displaced and over two-thirds of the existing IDP population were women and children. Study²¹ results show that women report higher levels of subjective poverty and economic insecurity and experience lower employment rates, despite having equal educational attainment to men. The women who are most vulnerable to economic fragility tend to be older and more rural, suffering from poorer health outcomes and facing barriers in their access to services, as well as feeling disenfranchised from the state and their role in civic life. Women are less likely overall to be active citizens and their civic empowerment was found to depend on their sense of agency and civic responsibility, trust in civil society and political security, as well as intergroup contact, leadership and entrepreneurial skills. When age-related effects are accounted for, women continue to experience lower physical health status and mental well-being, both of which are exacerbated by economic fragility and insufficient access to medical services. Harmful gender norms continue to be pervasive, in particular in men and while exposure to physical and psychological domestic abuse is similar for both women and men in the sample, women have lower personal security.

Gender-based violence (GBV) affects at least one-fifth of all women. A nationwide study of 2021 found that 22% of Ukrainian women between 15 and 49 years had experienced at least one form of physical or sexual violence in their lifetime.²² Domestic violence is the most prevalent form of violence. Figures from 2014 show that 22% of women aged 15 to 49 have experienced

physical and/or sexual violence.²³ 67% of women have experienced psychological, physical or sexual violence at the hands of a partner or non-partner since the age of 15 and 49% of women have experienced sexual harassment since the age of 15.²⁴

20) http://db.ukrcensus.gov.ua/PXWEB2007/ukr/news/op_popul.asp

21) Gender Equality and Women's Empowerment in Ukraine Identifying the pathways to economic, civic and social equality using data from the SCORE Ukraine 2021. 56 p.

22) Reported in FAO, 2021

23) UNFPA 2014

24) OSCE 2019

4

Women in education

Education is one of the most important human rights and a tool for achieving the common goals of equality, sustainable development, economic growth and peace.



Education is one of the most important human rights and a tool for achieving the common goals of equality, sustainable development, economic growth and peace. The creation of a non-discriminatory educational environment in which women and men, girls and boys are equally treated and encouraged to realise their potential and with educational resources that promote non-stereotyped images of women and men, will contribute to the elimination of the reasons for gender inequality and ensure equal rights and opportunities for women and men.

Gender-based occupational segregation is particularly noticeable in education. At the start of the 2020/2021 academic year, men accounted for only 12.9% of all teachers of general secondary educational institutions and 39.5% of all teachers of professional (vocational and technical) educational institutions. The share of men among teachers of primary arts educational institutions was 23.5% in 2019. No significant gender differences were recorded in participation in formal and informal education and professional training. In the population aged 25–64 years, only 0.4% of women and 0.5% of men were in lifelong learning.

In 2020, 63.8% of the Ukrainian population used computers, including 61.2% of all women and 66.7% of all men. In terms of age groups, the highest level of computer use was recorded among the population aged 15–17 years (respectively, 95.4% of women and 96.6% of men). The share of the population who reported using the Internet in the past 12 months was 75.3% in 2020 (72.9% of women and 78.2% of men). In 2020, the share of mobile phone owners was 89.4% (89.6% among women and 89.3% among men). Access to the internet is highly variable depending on geographical location, it is more available in urban (76% have access) than in rural areas (44% have access).

Having approved the Action Plan for the implementation of the Ukrainian Government's commitments undertaken

in the framework of the Biarritz Partnership for Gender Equality,²⁵ Ukraine also committed to ensuring the cross-cutting principles of gender equality in education. The Resolution of the Cabinet of Ministers of Ukraine No. 1517-r of 02.12.2020 *On Issues of Data Collection for the Monitoring of Gender Equality* approved 18 indicators, including the girl-to-boy ratio among students/trainees and graduates of educational institutions, gender parity among students of tertiary educational institutions, the distribution of students of tertiary education institutions by sex and field of study, the participation of women and men in formal and informal education and professional training by age groups, etc.

At the start of the 2020/2021 academic year, 49.2% of all children enrolled in general secondary educational institutions were girls. In 2020, 77.5% of children aged 6–17 years were in secondary education, with 78.5% girls and 76.5% boys. Since 2015, there has been an increase in children aged 6 in education. In 2015, 61.6% of girls aged 6 were enrolled in education and by 2020, 67.8%.²⁶

In 2020, the total number of students in professional (vocational and technical) educational institutions was 246,900, of which 38.1% were girls. Among the population aged 15 years and older, the share of those who had completed higher education amounted to 24.7%, for basic higher education 1.6%, for incomplete higher education 18.1%, for vocational training 22.9%, for complete general secondary education 22.7% and for basic secondary, primary education or no education 10.0%.

Significant gender disparities in the level of education were observed only among people with incomplete higher education (21.2% of women versus 14.3% of men) and technical and vocational training (17.2% of women versus 29.6% of men). The share of girls of graduates who have reached the 4th level of academic grading²⁷ in general secondary institutions is 68.8%, which is higher than of the share of boys. However, more than 70% of general secondary educational institutions whose graduates

got high grades (3rd and 4th levels) of academic grading in the Ukrainian language are located in cities, which suggests a disparity based on location. In 2020, women accounted for 53.4% of all graduates of tertiary educational institutions. The share of graduates with a degree of “specialist” and “junior specialist” significantly decreased (from 30.2% in 2015 to 3.4% in 2020 and from 29.4% in 2015 to 14.6% in 2020, respectively) due to changes in the education legislation. The distribution of graduates by degree changed significantly compared to 2015: the share of graduates with a “master’s” degree increased from 18.0% in 2015 to 33.7% in 2020 and with a “bachelor’s” degree from 22.5% in 2015 to 48.2% in 2020.

Overall, women accounted for almost half of all researchers (45.4%), but their share was significantly higher in the government sector of research and development than in the business sector (48.8% and 38.7%, respectively, of the total number of researchers of the relevant sex). Between 2015 and 2020, the number of researchers decreased by 4.5% and amounted to 51.4 thousand people in 2020.

The highest share of both women and men involved in research and development was represented by people aged 35–64 years (66.6% and 55.6%, respectively). At the same time, the share of men among working researchers aged 65 years and older was significantly higher, 26.4% versus 14.3% of women of the corresponding age. The existence of barriers that restrict women's career opportunities in science is evidenced by the distribution of researchers by sex and academic degree. Although women accounted for 47.5% of all researchers who had a Doctor of Philosophy degree (Candidate of Science) in 2020, their share among researchers who had a Doctor of Sciences degree was significantly lower at only 29.1%.

25) Resolution of the Cabinet of Ministers of Ukraine No. 1578-r of 16.12.2020

26) Since 2020, information has been prepared based on the administrative data of the Unified State Electronic Database on Education (USEDE) of the Ministry of Education and Science of Ukraine.

27) This corresponds to achieving high grades i.e. scores of 10–12.

5

Women in the labour force and their economic capacity

The industrial sector in Ukraine includes a diverse range of industries such as metallurgy, machinery, chemicals, food processing and energy.



The industrial sector in Ukraine includes a diverse range of industries such as metallurgy, machinery, chemicals, food processing and energy. Metallurgy is one of the largest industries in Ukraine and the country is known for its high-quality steel production. The sector includes the production of iron and steel, as well as the manufacturing of pipes, wires and other metal products. The machinery industry in Ukraine is also an important part of the economy. It includes the production of agricultural machinery, construction equipment and machine tools. The chemical industry in Ukraine produces a variety of products, including fertilisers, plastics and pharmaceuticals. The country is a major exporter of ammonia and nitrogen fertilisers. Food processing is another significant industry in Ukraine. The country is known for its production of grain and the food processing sector includes the production of flour, bread, pasta and other food products. The energy sector in Ukraine includes the production of electricity, oil and gas. Ukraine has significant coal reserves and is also exploring renewable energy sources such as wind and solar power.

The field of education is completely dominated by women with 73% of managers in education being women. Wholesale and retail trade is the main activity for 46% of private entrepreneurs in Ukraine, as well as for 38% of all entities in the register. 35% of all women on the register work in retail. The share of women is growing more in spheres where women already have strong positions. In industries with a higher share of women in smaller cities (populations of up to 250,000), the share of women is smaller than in larger cities and villages. However, in spheres where men predominate, the share of women is slightly higher.

Women are under-represented in leadership positions, in particular in the industrial sector. One of the main challenges for women in the industrial sector in Ukraine is the persistence of gender stereotypes and discrimination, such as employers perceiving women as being less capable than men in technical or managerial positions. This bias can lead to women being overlooked for promotions or training opportunities, limiting their career progression. According to the ILO, 10.1% of the

female population were unemployed in 2021, which was higher than the ILO estimation for Europe and Central Asia at 6.9%.²⁸

In 2021, the economic activity rate of women of working age in Ukraine was 56%, compared to 68% for men of the same age (State Statistics Service of Ukraine 2021), while the employment rate of women of working age was 50%, compared to 61% for men (State Statistics Service of Ukraine 2021). Women's salaries and income overall are lower than those of men (Grushetsky and Kharchenko 2009), even though 31% of women over 25 in Ukraine have obtained at least a bachelor's level education or higher, compared to 28% of men (State Statistics Service of Ukraine 2021).

The economic inclusion of women is further influenced by their involvement in household duties, their higher likelihood of self-employment in the informal sector, the vertical segregation of labour in Ukraine which results in fewer women in leadership positions and their higher likelihood of employment in the public service where salaries are generally lower, leading to horizontal employment segregation.²⁹ 21.1% of women aged 15-34 are not employed, in education or training, compared to 14.8% of all men of the same age group in 2020. In 2020, gender disparities in the labour market also include the lower employment rate of women (51.2%) compared to men (61.8%).

Unemployment in 2020 was slightly lower among women (9.1%) than among men (9.9%), but the long-term unemployment rate is not characterised by significant gender disparities. The distribution of the economically active population by occupational group and type of economic activity indicates that occupational segregation by sex persists in the labour market of Ukraine. Women are more represented in such occupational groups as service and sales workers (23.5%) and professionals (22.8%). At the same time, men dominate in occupational groups such as skilled workers using specific tools (19.9%), elementary occupations (18.8%) and plant and machine operators and assemblers (18.2%). In 2020, the services sector represented the most widespread type of economic

activity in Ukraine, where 75.3% of women and 61.8% of men were employed.

Women make up 13.1% of all employees in industry, while men make up 22.1%. In addition, 86.1% of all economically active women and 81.2% of all economically active men are white-collar workers, while for the group of self-employed people, 16.7% of all economically active men and 12.7% of all economically active women are self-employed.

A gender wage gap has been observed in all sectors of economic activity,³⁰ equivalent to 23% in 2019³¹ and in the same year, the gender pension gap stood at 32%.³² Despite the gradual reduction of the gender pay gap, women's average monthly wage was only 79.6% of men's average monthly wage in 2020. By type of economic activity, the largest gender pay gap was observed in the arts, sports, entertainment and recreation (36.5% in favour of men), postal and courier services (36.0%) and financial and insurance activities (32.0%).

Gender gaps in the workforce are driven and affected by many factors, including long-standing structural barriers, socioeconomic and technological transformation, as well as economic shocks. More women have been moving into paid work and increasingly into leadership positions, yet globally, societal expectations, employer policies, the legal environment and the availability of care continue to play an important role in the choice of educational tracks and career trajectories. The gender gap in employment is significant in young age groups; in particular, among the population aged 18-34 years, the employment rate of women and men was 53.9% and 69.9% respectively. Differences in the level of employment of women and men also depend on their marital status: the largest gap in favour of men is typical for married people, whereas the smallest gap is observed among divorced people. The presence of children of preschool age is among the factors that restrict women's employment opportunities. In 2020, the employment rate of women aged 25-44 years who had children aged 3-5 years was 51.5%. At the same time, the employment rate of women who did not have children aged 3-5 years was 71.1%.



28) World Bank Open Data. 2023. Unemployment, female (% of female labor force) (modeled ILO estimate) - Ukraine. Unemployment, female (% of female labor force) (modeled ILO estimate) - Ukraine | Data (worldbank.org)

29) UN Women Ukraine 2020

30) UN Women Ukraine 2020

31) CARE International and UN Women 2022

32) State Statistics Service of Ukraine 2020

The disproportionately negative labour market impact of the pandemic can be explained partly through the sectoral composition of the shock and partly through the amount of care work that fell on women as childcare facilities and schools were closed – a pattern of caregiving responsibility that was already pronounced before the pandemic. With rising childcare costs, there is a high risk that an asymmetric demand to provide unpaid care work will continue to be imposed on women for women. The COVID-19 pandemic illuminated women's central role as frontline respondents, healthcare professionals and social workers, but exposed vulnerabilities in areas where strong gender inequalities continue to persist.³³ COVID-19 threatened to reverse the modest gains on women's rights, in particular regarding their economic empowerment, unless gender equality was fully integrated with COVID-19 response and recovery strategies.

The reviewed reports specify that women are more dependent on social assistance and social services, making up the largest proportion of the low-income population that applies for state benefits.³⁴ Women are most often the primary caregivers for children, older family members and those with illnesses and with disabilities. Research during the COVID-19 quarantine measures highlighted that women carried the major burden of unpaid care work, balancing this with paid work.³⁵ In 2021, 95% of single-parent households consisted of single mothers³⁶ and the number of single mothers in Ukraine who have children with disabilities increases every year.³⁷ Since the start of the war, single mothers and households headed by women experience particularly negative effects on their access to income and paid employment.³⁸

There are high levels of gender segregation, both vertical and horizontal, in the Ukrainian labour market.³⁹ Female labour in Ukraine's industrial sector is largely concentrated across professionals, i.e., employees who have higher education diplomas in the least technical jobs. Women's strongest opportunities for career growth in the Ukrainian labour market are clustered in support roles and administrative services. For example, women's employment is 2.5 times higher in finance and accounting positions, legal services, public relations and human resources than in the technological sector. When women do have jobs in male-dominated fields, such as on drilling installations, they typically have positions such as administrative staff, chemists or lab technicians.

As of 1 November 2022, by types of economic activity, most vacancies were available in processing industry enterprises (18%), in the field of education (15%), wholesale and retail trade (13%), health care and social welfare assistance (9%), electricity and gas supply (9%), transport and mail (7%), state management and defence (7%). 239,000 registered unemployed people received the services of the State Employment Service, which is 8% fewer than in the corresponding date last year. Of the total number of registered unemployed people, men made up 33% and women 67%.



The high level of horizontal and vertical gender segregation in the labour market persists: the proportion of legal entities headed by women is 28.9%, while at the same time, they constitute only 7% of conglomerate managers and 12% of corporate managers. Women also often work in lower-level positions in the public sector. They constitute 78.3% of the share of working in education. In health and social care, women constitute 82.8%, with their wages accounting for 88.6% of the average in the economy. Gender stereotyping in career guidance remains a challenge, both in the system of secondary and higher education and in the retraining and training of unemployed women and men, which is provided by the State Employment Service.

Most domestic workers who provide household and personal services to families are concentrated in the informal sector. According to UNDP, the share of women among them is about 80%, who are mostly rural women.⁴⁰ *The Regulation of Labour of Domestic Workers* defines domestic labour and domestic workers, establishing

the legal status of domestic workers and characteristics of legal regulation and defines the mandatory terms of employment contracts with domestic workers.

According to research carried out by the Ukrainian Centre for Social Data, the overall ratio of men and women among managers and sole proprietors in Ukraine has remained virtually unchanged since 2017, with 60% men and 40% women.⁴¹ However, in 2021, Ukraine ranked second in Europe in the share of women among managers and entrepreneurs in the group of self-employed people.⁴²

There is a weak positive correlation between the share of women among legal entities in the industry and the level of women's wages (relative to men's wages) across the self-employed. About 17% of all legal entities and sole proprietors in the country are registered in Kyiv, which is among the cities and districts with the lowest share of women among managers and private entrepreneurs.⁴³

33) UN Women Ukraine 2020

34) UN Women Ukraine 2020

35) UN Women Ukraine 2020b

36) State Statistics Service of Ukraine 2021

37) UN Women Ukraine 2020; Verkhovna Rada of Ukraine 2018

38) CARE International and UN Women 2022

39) Gender segregation is the idea that jobs in some occupations are overwhelmingly held by men, while jobs in other occupations are overwhelmingly held by women.

40) UNDP 2021 (UNDP to release report on position of women in Ukrainian economy | United Nations Development Programme)

41) Women and men in leadership positions in Ukraine. Statistical Analysis of Business Registration Open Data. 2017-2020

42) UNDP 2021

43) UNDP 2021

Some tangible efforts have been made to encourage women to pursue careers in the construction industry in Ukraine, such as the establishment of the Ukrainian Women in Construction Association in 2017 to support women's participation in the sector. Additionally, some companies have started to implement gender-sensitive policies to promote gender equality in their workforce. A survey conducted by the Ukrainian Women's Congress concluded with recommendations which include creating and expanding economic opportunities for women, especially by creating jobs, supporting small businesses and encouraging women to start their businesses to rebuild Ukraine, aided by special support programmes, loans, as well as in co-operation with international technical projects and programmes.⁴⁴ In addition, the creation of financial mechanisms to support women, as well as creating additional benefits for working women with children, women with disabilities and women who have lost their homes. Expanding grant support for women, enhancing women's visibility, especially through information and advocacy campaigns to support women's leadership, as well as creating opportunities for women to develop were among the recommendations of the Women's Congress.

Some unpaid activities take place at the household or community level and are important for the well-being of families and local communities, as well as for the development of the entire economic system. Women tend to take on more tasks associated with unpaid care work, even though they are not taken into account in the national accounts system and are excluded from labour market statistics. As a result, much of women's work remains invisible and the contribution of women to overall economic development remains underestimated. Women's disproportionate burden in the context of unpaid care work responsibilities often interferes with their responsibilities related to paid work and their leisure time.

To improve data sets, the resolution *On Issues of Data Collection for the Monitoring of Gender Equality* approved four indicators that characterise the possibility of combining employment and family responsibilities. They include availability of preschool institutions for children aged under three years, the level of representation of women holding senior positions in legal entities and the women-to-men ratio of time spent on unpaid household work.

In 2020, women spent twice as much time on unpaid care work than men. In urban areas, women spent 257 minutes per day on unpaid household work, while in rural areas, they spent 382 minutes, whereas the difference in time spent on unpaid household work by men depending on location was less significant.⁴⁵ They spent 124 minutes per day in urban areas and 149 minutes in rural areas. The availability of public infrastructure for childcare is characterised by the indicator of the coverage of preschool institutions for children aged under 3 years.

Women with disabilities represent a uniquely marginalised constituent, experiencing barriers to their access to services, higher exposure to abuse and exclusion from resource distribution, both at the community and at the household level⁴⁶. Although sex-disaggregated statistics are scarce, existing evidence points to issues that disproportionately affect women

and girls with disabilities.⁴⁷ In 2019, 44% of people who registered their disability for the first time, were women.⁴⁸ One-third of women of working age with disabilities have a job, 65% visit a doctor less than once a year and 76% have no access to a gynaecologist.⁴⁹ Barriers that women with disabilities face have increased since the war.⁵⁰

More than 2.7 million Ukrainian citizens, corresponding to 6.5%, live with a disability. Among this group, 1.3 million are able to work, but architectural inaccessibility and lack of reasonable accommodation for public transport, streets, buildings, education, social protection and healthcare institutions, as well as limited opportunities in education and employment, are persistent.



44) Rapid assessment of women's situation during the war. March – April 2022. NGO Ukrainian Women's Congress. Ukrainian Women's Congress is an ongoing public platform, setting the gender policy agenda for the Verkhovna Rada of Ukraine, the Government, local communities, private and public sectors and the media community (mentioned survey).

45) Statistical Publication "Resident Population of Ukraine by Sex and Age on January 1, 2021": http://ukrstat.gov.ua/druk/publicat/kat_u/2021/zb/06/zrpn2.pdf

46) UN Women Ukraine 2019

47) National Assembly of People with Disabilities of Ukraine 2015 and UN Women Ukraine 2019

48) United Nations Human Rights Monitoring Mission in Ukraine 2020

49) UN Women Ukraine 2019

50) CARE International and UN Women 2022

6

Employment in agriculture

One in six working people in Ukraine is employed in a field related to agriculture, forestry and fisheries.



One in six working people in Ukraine is employed in a field related to agriculture, forestry and fisheries. This translates to just under three million people. Ukrainian women are primarily responsible for food security and nutrition within their households and make up a sizeable proportion of the agricultural labour force, playing a key role in food production. Much of the work in rural areas is informal, which leads to negative consequences for aspects such as taxation or future retirement payments. The agriculture sector is characterised by a high degree of informality compared with the number of available formal jobs. Even though men are generally employed informally, in the agricultural sector, the rate of informally employed women is higher. Half of informally employed women and just over one-third of informally employed men overall work in agriculture. These figures suggest that men have a more diverse profile even in informal work and that rural women have limited options in terms of employment sectors.

Despite the role that women play in farming, they are rarely officially recognised as “farmers”, i.e. the head of a farming enterprise, which results in many women not receiving recognition and social protections for their unpaid and informal work. Women represent just over half of all registered landowners, but this figure, which is high compared with other post-Soviet countries, may reflect specifics about the sale and transfer of land being limited in Ukraine since gaining independence.

In the absence of an agricultural census, much of what is known about gender differences in farming practices is based on surveys of rural households. Overall, women-headed households have a smaller proportion of arable land and are also less likely than households headed by men to grow industrial crops, compared with fodder crops. There are also gender differences in both the harvests and the volume of sales of agricultural products produced by rural households. Men are more likely to engage in large-scale crop production (wheat, corn,

sunflowers), while women typically focus on horticulture and herbs.

Women generally undertake manual labour, such as cultivation, planting, weeding and harvesting perishable vegetables, berries and herbs, while men more often perform mechanised work, such as tilling, ploughing and planting fodder crops, harvesting grain and corn, with combined harvesters and transporting products to markets. In the area of crop farming, men’s work covers much more of the value chain and includes a greater role in management and decision-making. In animal husbandry, women are especially active in dairy production and do most of the work associated with the milking and care of cows, while men are usually responsible for transport and mechanised labour.

While women may be well-represented as formal landowners, their share is not necessarily equal. For instance, the average land area belonging to women-headed households is smaller than the average of households headed by men and in relation to agricultural land specifically, women-headed households have a slightly smaller proportion of arable land. Moreover, only a small proportion of women landowners cultivate agricultural products for sale. As of January 2020, only 20.5% of farming enterprises among legal entities were headed by women.⁵¹

Although Ukrainian women are represented among farm owners and managers, the default perception of who is a “farmer” on a private farm belonging to a married couple is the head of the household. The farm would only be woman-led in case of divorce or if the male head of the household has died. Otherwise, she is considered the wife of the farmer, which explains why the “typical” woman farmer is older than the average male farmer, who are between the age of 40 and 65.⁵² Despite the low representation and low rate of recognition, women farmers usually have higher education (university or college), very often with a specialisation in agriculture.



51) State Statistics Service of Ukraine, 2020.

52) Tina Robbins and Yulia Halustian, 2017.

7

Impact of the armed conflict on gender equality

The ongoing armed conflict has further exacerbated gender inequalities, in particular among women who face multiple forms of discrimination.



The ongoing armed conflict has further exacerbated gender inequalities, in particular among women who face multiple forms of discrimination.⁵³ In general, women’s care burden has increased significantly and the impact of the war on unemployment is likely to push women further into informal sectors of the economy, while poverty and dependency on social payments are expected to increase. Furthermore, deep-seated gender stereotypes, traditional values and patriarchal views that condone widespread discrimination and violence against women and girls were revealed since the beginning of the armed conflict. Therefore, existing gender inequalities were compounded by the ongoing hostilities in the east of Ukraine and have had particular economic and health-related impact among the group of people aged over 65.⁵⁴

Given the sweeping impact that the armed conflict in Ukraine has had on the lives of millions of Ukrainian women and men and the mobilisation of women both in Ukraine and abroad to volunteer, the social capital and networks of women in Ukraine will be vital for future recovery. Research reveals that women from diverse backgrounds are involved in volunteering and helping and women’s leadership has increased in community-level humanitarian efforts. However, women’s participation in formal decision-making processes has decreased, in particular for those who have recently been displaced.⁵⁵

Men aged 18 to 60 years are remaining in Ukraine, while most women, children and older people are fleeing the conflict-affected cities and leaving the country, changing the demographics of the country since February 2022. By the end of 2023, 5.9 million refugees had already fled Ukraine, 80% of whom are women and children, while most men aged 18–60 are required to stay behind under martial law.⁵⁶ By October 2023, the number of internally displaced people (IDPs) had reached 3.6 million. Based

on current data from the International Organization for Migration (IOM), 57.3% are women, while 42.7% are men.⁵⁷ Vulnerable groups that are left behind are disproportionately affected in their ability to access services and resources, such as safe and accessible shelters. Amid severe shortages of food, water and energy supplies, women-headed households face an increased risk.⁵⁸

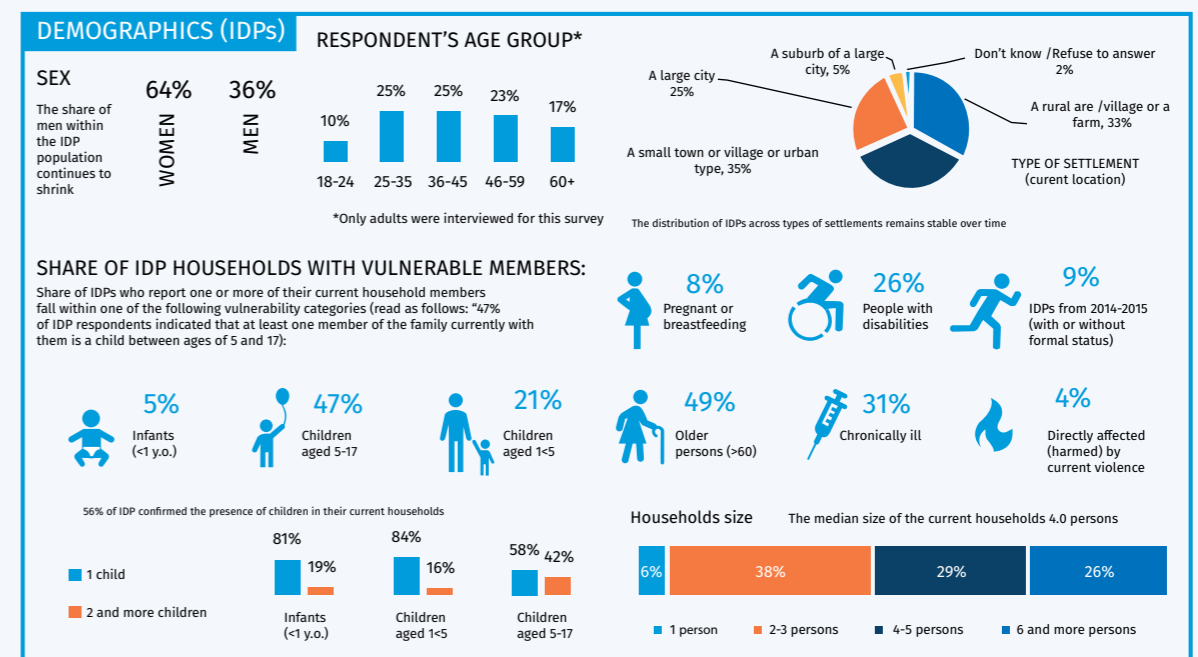
Before displacement, a survey conducted by the IOM in May 2022 showed that services, trade, healthcare, education, construction and transport were the main sectors of employment among those current IDPs who held a job. 64% of IDPs lost their jobs due to the war, while 34% of IDP were able to keep their employment, 51% of whom continued to work remotely and 43% were temporarily unemployed but planning to resume upon returning home. Another 6% of displaced people noted not working because of retirement, due to medical reasons or due to being on parental leave. 49% of IDP respondents reported that their income was the only (34%) or the main (15%) source of income for their households. Among single-parent households, 65% relied on only one income. Among the IDPs interviewed, 13% lived in single women-headed households. Among them, more than 70% mentioned having no income or having an income lower than UAH 5,000 (equivalent to USD 125).⁵⁹

The second and third months of the full-scale war was a time when the respondents had to adapt their lives, routines and relationships to new conditions, change their places of residence or return home.⁶⁰ For some respondents, mostly those who were not in areas of active fighting, their everyday lives were gradually returning to their pre-war state. In these cases, the main changes in their routines that remained were air-raid sirens and security measures, such as a packed emergency bag, stockpiles of water, food, medicine,

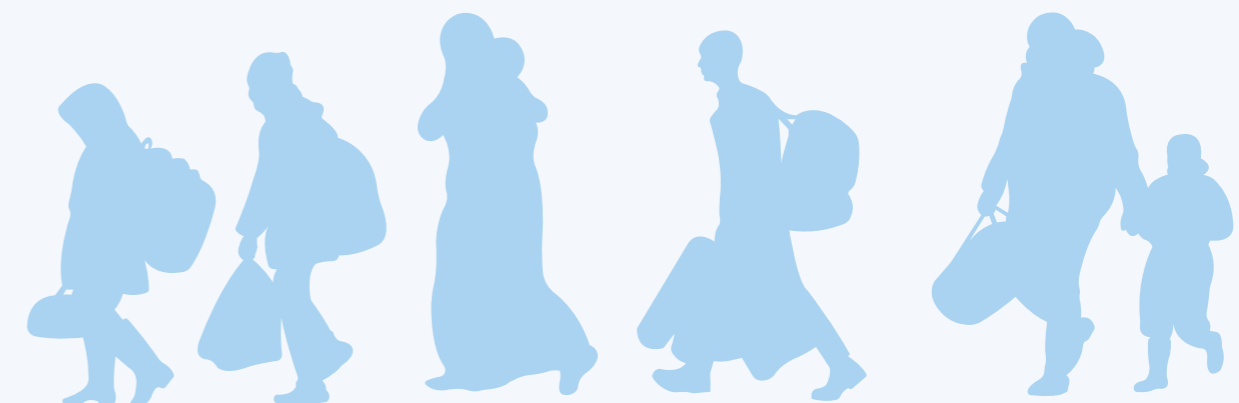
light masking and a furnished hallway or cellar. Some respondents found everyday life during the war to be similar to their routines during lockdowns and recent experience with the latter helped them to adjust more quickly. The respondents started doing more unpaid housework and care work. This was affected by factors such as changes in the size of households, lack of opportunities to send children to educational institutions, changes in housing and deterioration in household

conditions. The surveyed women mentioned social expectations that they would do unpaid housework and care work as well as expectations about their emotional state. At the same time, some women felt a moral duty to go and defend the country as a member of the Armed Forces and reported reduced pressure regarding motherhood. Men felt social pressure regarding the need to first evacuate their families to a safe place and then join the Armed Forces.

FIGURE 2: Demographics in Ukraine (IDPs)



Source: Ukraine internal displacement report general population. IOM. Survey. Round 5. 23 May 2022. 11 p.



53) CARE International and UN Women 2022
 54) UN Women Ukraine 2020
 55) CARE International and UN Women 2022
 56) Ukraine situation | Global Focus (unhcr.org)
 57) IOM. October 2023. Ukraine Internal Displacement Report, General Population Survey Round 14. Ukraine – Internal Displacement Report – General Population Survey Round 14 (September – October 2023) | Displacement Tracking Matrix (iom.int)
 58) Rapid gender analysis in Ukraine reveals the different impacts and needs of women and men. April 2022.
 59) Ukraine internal displacement report for the general population. IOM. Survey. Round 5. 23 May 2022. 11 p.
 60) Three months of full-scale war in Ukraine: thoughts, feelings, actions. Cedoss, 2022

Women in Ukraine have traditionally been active participants in the labour force, but the conflict has exacerbated existing economic disparities and increased the vulnerability of women to poverty and unemployment. Despite these challenges, women in Ukraine have also demonstrated remarkable resilience and resourcefulness in the face of the war. Women play an important role in supporting their families and communities, taking on new roles and responsibilities and advocating for peace and reconciliation. Efforts to promote gender equality and support women's economic empowerment in Ukraine are essential for long-term recovery and sustainable development. This includes addressing the root causes of gender inequality, promoting access to education and training and creating opportunities for women to participate fully in the economy and public life.

The industrial sector in Ukraine has faced challenges in recent years due to political instability, economic sanctions and the armed conflict in Ukraine. Significant damage to infrastructure has been caused, which has disrupted supply chains, leading to a decline in industrial production, especially in the mining and metallurgical industry, which is a major contributor to the Ukrainian economy. The fighting in the east of Ukraine, where much of the country's coal and steel production is concentrated, has caused significant disruptions to production and transportation. The conflict has also had a negative impact on foreign investment and business confidence in Ukraine, as many companies have been reluctant to invest in the country. Overall, the armed conflict in Ukraine has had a significant negative impact on the country's industrial sector, leading to a decline in production, employment and economic growth.

The armed conflict has affected the agricultural sector, which is an important contributor to the Ukrainian economy. Many farmers in conflict zones have been forced to abandon their crops and livestock, leading to a decline in production and exports. Compared to a survey conducted by FAO in 2021⁶¹, over half of the rural households reported a decrease in income across the country. In the frontline oblasts, this trend was more accentuated: Sumska 67%, Mykolaivska 65%, Donetska 63% and Zaporizka 63%. Internally displaced people and returnees are more affected by income decreases. Concerning food expenditure, more than half of rural households interviewed reported having spent over 50% of their total expenditure on food between June and September 2022. In the frontline oblasts, almost one in five respondents (18%) declared having spent over 75% of their total household expenditure on food. Across the country as a whole, this figure was around 14%.

Given Ukraine's high wheat and grain production volumes and the sizeable fertiliser production industry, the war has had a devastating impact on women and girls worldwide. The report *Global Gendered Impacts of the Ukraine Crisis on Energy Access and Food Security and Nutrition Report* found that the armed conflict impacted food systems globally, including food production, prices, availability and access, are intensifying barriers to realising women's right to adequate food.⁶² Amid conflict and crises, entrenched gender inequalities often lead to women and girls eating less and last, as a negative coping mechanism, deepening hunger, malnutrition and poverty. A rapid gender analysis of the humanitarian crisis in Ukraine showed that women have reduced their food intake and have started to save food to give it primarily to children, older and sick people while spending their savings on food when and where it is available.



61) National gender profile of agriculture and rural livelihoods. Ukraine. FAO. 2021

62) UN Women, 2022 <https://www.unwomen.org/sites/default/files/2022-09/Policy-paper-Global-gendered-impacts-of-the-Ukraine-crisis-en.pdf>

However, rural women are increasingly unable to perform agricultural work due to high insecurity and lack of resources. Though specific data is lacking, there are reports that farmers and in particular women from farming households, are not evacuating due to the assets and resources they have invested. The war is diminishing rural women's access to economic opportunities, nutritious food and water and is increasing the workloads of women remaining in affected areas. Women farmers living in occupied territories experience daily threats of violence, including GBV. Economic violence is a major threat for women farmers who are afraid to sell products in markets.

The impacts of the war on energy supply, infrastructure, transport and public safety and security in Ukraine have also limited women's access to public services, on which they depend more than men. The disruptions caused by the war in banking services and access to finance disproportionately affect women. Relatedly, there are indications that women living in rural areas and caretaking for children, the elderly or the disabled are bearing the brunt of the war-induced economic crisis which has impacted household food security and nutrition in many communities. Recent research reports that women were concerned about their security even during the day, while there are increasing and concerning reports of conflict-related sexual violence emerging. Alongside a reported increase in domestic violence, services for GBV survivors and shelters are not operating at pre-war capacities. Physical safety and access to bomb shelters are limited to vulnerable populations, such as those with restricted mobility and women who may fear for their safety on the streets at night.⁶³ LGBTIQ+ advocates indicate that same-sex couples have experienced threats, harassment and violence while seeking shelter services provided by NGOs or local governments. In many regions in Eastern Ukraine 'safe spaces' or community centres for members of the LGBTIQ+ community have been destroyed along with their sense of safety.

Risk of GBV increases in war time, while access to services has been challenging for survivors during the crisis, with

some services and consultations only available by phone or online. Cases of GBV continue to be reported, with the national GBV hotline supported by UNFPA receiving 1,515 calls and online requests in the week between 28 March and 17 April. Numbers from helplines, however, are not illustrative of the prevalence of GBV but rather can demonstrate the ability or inability to seek and access services. As the risks of GBV increase, it is crucial that accessible services and referral mechanisms are available to survivors. Increasing and concerning media reports of conflict-related sexual violence are emerging in Ukraine.⁶⁴ Sexual exploitation and abuse (SEA) has been raised and GBV risk mitigation has not consistently been fully ensured in bomb shelters. Minimum standards of GBV risk mitigation, such as sex-segregated and well-lit toilets, were often found to be lacking at shelter sites, increasing the risk of sexual violence and other forms of GBV. Outside Ukraine, informal and volunteer networks provide a large portion of shelter, with limited GBV risk mitigation measures in place.

The framework for combating human trafficking and key policy areas in this field are regulated by the Law of Ukraine on Combating Trafficking in Human Beings and the following regulations: the national referral mechanism; the determination of the status of a victim of human trafficking and paying one-time financial assistance to such people; the State Social Programme on Combating Human Trafficking, re-issued every five years (the second such programme expired in 2020); the guidelines for providing social services to victims of human trafficking; the guidance for collecting and monitoring statistical information on victims; and the standards for providing social services to such people.

Civil society organisations face a variety of operational challenges, including a lack of funds and supplies and an inability to move within communities. This ultimately impacts the delivery of life-saving goods and services to the most vulnerable. Acquiring funds is a key need revealed by a UN Women Rapid Assessment of the impact of the war on 67 women's rights CSOs in March 2022. At

the same time, despite their crucial roles amid the crisis, women and women's rights groups are largely absent in

decision-making at the local and national level, as well as in peace negotiations.

63) CARE International and UN Women 2022

64) UNFPA (19 April 2022) La Strada National toll-free hotline for GBV survivors report Apr. 11- 17.

8

Expert opinions on gender equality in Ukraine

During the in-depth interviews (IDIs), many participants expressed views on the importance of greater gender equality in Ukraine's industrial sector. Their comments pointed to existing data gaps for information on gender and diversity, which is necessary for relevant stakeholders to assess their successes in creating a diverse and inclusive workforce.



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OCCUPATIONAL SEGREGATION

According to the interview participants, women in the industrial sector encounter horizontal segregation (the types of jobs they are hired for) and vertical segregation (the degree of career advancement women can achieve). This creates an uneven distribution of men and women through the industrial sector as well as contributing to the gender gaps in salaries based on differentiated access to higher-paying positions and different salaries for equivalent work.



There is a need to overcome the barriers that prevent women from occupying the desired positions and receiving their respective salaries for reasons not related to their professional achievements. Most often, it is a prejudice, for instance, [perceptions] that a woman is incapable of being a reliable employee as in the future she can take paid leave after childbirth or instead her promotion will be offered to a [less qualified male colleague] (interview quote).

According to IDI participants, many employers view men as the main economic providers for the family and assume that women can be paid less as secondary earners in households. Women are also viewed by employers as lacking self-assurance and the ability to “think big”. Women frequently do not develop or demonstrate these professional characteristics as they have not received professional feedback, motivation or external support to focus on these areas compared to the support their male peers receive. This also contributes to women's undervaluing of their skills and experience.

Persisting vertical segregation in the industrial sector is reinforced by barriers to women's career growth, such as gender norms that inform ideas about appropriate professions for men or women. Gender norms that value men's abilities more highly than women's abilities also contribute to men's more rapid career growth, allowing men to advance more quickly than women to top managerial positions.

The influence of gender norms in the industrial sector can be categorised into three general groups:

- 1 characteristics attributed to men vs. women, such as “men are more competent, dominant, independent, aggressive, self-assured, prone to logical considerations,
- 2 they are capable of controlling their feelings and
- 3 women are more passive, dependent, emotional, careful and soft.” Specific statements made by IDI participants during interviews that indicate strong existing gender stereotypes in Ukrainian society still remain, such as: “Men are more competent, dominant, independent, aggressive, self-confident, prone to logical considerations and able to control their feelings. Women are more passive, emotional, caring and gentle”.

Ideas that the “normal” man in public opinion is identified with the desire to build a career and have professional success, while a “normal” woman should want to marry, have children and manage the housework. Based on views shared by interview participants during data collection, women also hold themselves back due to internalized gender norms that lead to devaluing women's abilities, contributions and achievements.

Key strategies to support women in refuting internalised gender norms that limit their opportunities in the industrial sector include supporting more girls to pursue STEM in school with support from teachers and school leadership, for women to learn how to “think big” and to effectively articulate those visions and to form professional support networks.

When questions were posed to the participants about any differences that, they are aware of in women's and men's salary expectations for industrial sector employment, the responses identified that, despite equivalent levels of education, women's and men's expectations differ, which can lead to considerable differences in pay. In discussions of salary expectations during job interviews, women typically indicate a lower desired salary level compared to men's salary requests.

During the in-depth discussions, women experts described their satisfaction with their choice to work in the industrial sector. These women discussed their experiences receiving the necessary qualifications and their awareness of the gender inequalities in the industrial sector.



Generally, I distinguish the work, neither male nor specifically female. Contrarily, I set to any work. Even, if some issues arise, I try to address them individually. ... It benefits me. Thus, I perfect myself as an expert (Interview quote).



I enjoy working in the industrial sector and when I joined it for the first time, I immediately realized that it's "my cup of tea". (Interview quote).

While stereotypes and norms persist, interviewees noted that cultural sentiments are shifting and there is broader acceptance of girls' and women's interest in STEM. However, unlike the women experts quoted above, when young women do pursue STEM jobs, they often do not hold technical roles, which is partly due to educational and skills prerequisites that girls do not acquire through their educational choices. As the conditions

in many jobs in STEM fields are changing with different labour requirements, modern technology and the use of new chemical compounds,⁶⁵ there are increasing opportunities to include young women in STEM training and occupations to strengthen and diversify the industrial sector.

I graduated from the National University, Department of Thermal Power Engineering and this has become a key factor in securing a job. I work in the scientific sphere There are many women at a post-graduate level [of education], but not everyone can defend a [Ph.D.] thesis (interview quote).

During the data collection process, stakeholders discussed the difficulties girls encounter in acquiring skills for technical professions. They voiced unanimous responses that young men quantitatively have higher success rates in acquiring skills and training compared with young women. During the in-depth interviews, the stakeholders detailed the barriers that women and girls in STEM encounter, such as gender-segregated occupations, family influence and the support – or the lack of support – from teachers.

including at vocational training institutions, colleges and higher educational establishments of accreditation levels III (upper secondary education) and IV (post-secondary non-tertiary education) based on the International Standard Classification of Education (ISCED). With STEM skills in constant demand, there is room to increase the number of women and girls possessing these skills. While gender norms are shifting towards a greater acceptance of girls and women in STEM programmes and professions, girls still face significant barriers when they are interested in STEM studies.

Among all students who study technical subjects, more than 20% are girls. This relates to technical tracks at

In my group, there are only two of us (girls), myself and one more girl. The rest are guys. (interview quote).

Additionally, girls in high school are not usually included in the industrial sector's occupational guidance courses. This contributes to girls' and young women's limited access to information about career options and educational tracks for STEM jobs, increasing the demotivating factors.

Interviewees noted the shortage of national and regional industry education projects or state programmes in Ukraine that are accessible to women and vulnerable groups. Some programmes are offered at an educational institution like the International Management Institute, while others focus on a specific area of the industrial

sector. The existing programmes do not necessarily collect sex or gender-disaggregated data. Other programmes include AtomEnergo labs, Spring School of Power Engineers, the Summer School of the Nuclear Power Sector, Tesla Camp from the Zinchenko Brothers and Professional Exhibition with Quest for students. Some companies have women's clubs where women can share their experiences in the industrial sector with students to provide models and tips for how to build a career in the industrial sector.

The Sikorsky Kyiv Polytechnic Institute integrates gender into the training curriculum for higher technical education courses, so that engineering students have the option to include gender studies in their coursework. In partnership with the All-Ukrainian Council of Ukraine's Energy Sector Labour Veterans, the institute conducts an annual open competition for young researchers and electrical engineers called "Youth – to the Energy Sector of Ukraine."

As outlined in the analysis, Ukraine has legal provisions to protect equal opportunities and to address discrimination, but the implementation of this code is not always consistent. IDI participants discussed the role of policies in shaping both women's opportunities in the industrial sector, such as protecting jobs during family leave but also creating unintentional barriers, such as restrictions on hazardous work. Participants also discussed that gender equality is frequently included in the corporate social responsibility plans developed by businesses, which present different conditions to the policies implemented by public enterprises. Therefore, there is a lack of a uniform approach to the creation and implementation across all public and private enterprises.

BARRIERS TO WOMEN ATTAINING LEADERSHIP POSITIONS

Achieving gender equality in leadership and decision-making roles is hindered by multiple barriers and persistent perceptions and stereotypes of women's ability to lead. Management and leadership positions are mostly occupied by men, which include positions in enterprises, public services and in elected positions. The higher the level of management, the fewer women there are in these positions.

When women do occupy leadership positions, these positions are often unrelated to the technical aspects of the business and do not require technical education. Another example provided by interviewees was that while women are increasingly filling leadership roles in industry, women-owned businesses have difficulty contracting for work as clients distrust companies run by women.



In my group, there are only two of us (girls), myself and one more girl. The rest are guys (Interview quote).

Clients have little confidence in such a company. Then, many companies, realising this, began to formally hire a male for the director position and a woman was hired as a deputy director. And after that, there was an influx of customers. (Interview quote)

65) <https://www.kmu.gov.ua/ua/news/moz-skasuvav-dokument-shodo-profesijnoyi-diskriminaciyi-zhinok>

Accordingly, if women have limited leadership positions, then they have little or no influence on the redistribution of resources or opportunity to bring solutions and new approaches into consideration.

” *Very often, women raise issues that men often do not pay attention to. (Interview quote).*

One participant suggested in an interview that women would benefit from mentoring and patronage systems that men are frequently engaged in.

” *It's necessary to revive the system of mentoring and patronage, which were previously inherent in the “male” world (interview quote)*

CONCLUSION

Interview participants' perspectives provided expert views on critical issues that impact women's participation in the industrial sector and contribute to household-level vulnerabilities that could be exacerbated as the war in Ukraine continues.

The literature review and the findings from the assessment data provide various insights into the challenges for women's participation in the industrial sector and household-level vulnerabilities to reforms.

The findings focused on key issues, such as the lack of access to information that impedes women's entry into the labour market, women's career advancement and the ability of vulnerable groups to make use of the resources available to them. The findings also expand the nuance of how gender norms influence educational and occupational segregation and the barriers women frequently encounter when trying to advance their careers in sector professions. Key issues include:

GENDER NORMS



- Educational decisions of girls and boys, resulting in more boys than girls pursuing STEM studies.
- Influence how girls and young women perceive careers in STEM in the industrial sector, demotivating many women from choosing occupations in “male” fields or working in what is perceived to be a workplace environment that is hostile to women.
- Disproportionately assigning women responsibilities for household labour including caring for the young and the elderly, which places additional pressure on women to deprioritise their careers in favour of family responsibilities.
- Persistent biases in industrial sectors suggesting that women cannot perform technical work, do not make strong leaders in decision-making roles and that women don't require the same salaries as men for the same job, as men are assumed to be household breadwinners.

ACCESS TO INFORMATION AND SERVICES



- Girls' limited access to information about industrial sector careers.
- Women's lack of access to information about career advancement options and skills when working in the industrial sector.
- Issues of accessibility for people with disabilities, including physical access to industrial company offices or other key public spaces, as well as the extent to which concerns of people with disabilities are addressed.

BARRIERS TO GIRLS PURSUING STEM STUDIES

(in addition to those raised under Gender Norms and Access to Information and Services)



- Potential lack of support from families and educators to pursue STEM careers.
- Absence of role models who are women or from under-represented groups in the industrial sector who are visible to girls and other under-represented groups.
- Information about and access to programmes that connect students to career opportunities for practical experiences and exposure to workplace contexts (e.g. industry days, hands-on practical experience, etc.).

BARRIERS TO CAREER ADVANCEMENT

(in addition to those raised under Gender Norms)



- Lack of clear pathways or information on career advancement.
- Lack of opportunities within companies for women returning from family leave to have accelerated skills-catch-up courses or opportunities to resume career development without gaps.
- Lack of encouragement from the top levels of management for men to take family leave when such a company policy is in place.

In addition to recognising the relevant challenges, experts also provided insights into opportunities to improve women's and under-represented groups' participation in industry professions and how to engage women and youth in innovative entrepreneurial ventures,

especially in recovery times. The recommendations below draw on the challenges and opportunities that emerged from the literature review and findings from the data analysis.

9

Recommendations

Based on the recovery framework aiming to contribute to a more effective and secure industrial sector, many of the recommendations focus on diversifying and assuring a skilled talent pipeline for the industrial sector as it undergoes a series of transformations. These include recommendations for encouraging girls' interest in STEM fields, improving education-to-workplace transitions and supporting women's career advancement in the industrial sector.



Based on the recovery framework aiming to contribute to a more effective and secure industrial sector, many of the recommendations focus on diversifying and assuring a skilled talent pipeline for the industrial sector as it undergoes a series of transformations. These include recommendations for encouraging girls' interest in STEM fields, improving education-to-workplace transitions and supporting women's career advancement in the industrial sector. As opportunities arise, these recommendations would inform the design and implementation of the programme activities, including supporting transitions to more gender-inclusive workplaces among organisations in the industrial sector.

A set of general recommendations are provided that can be implemented by multiple stakeholders in the industrial sector or via stakeholder collaboration. Additional recommendations specific to specific stakeholders are provided at the end.



9.1 GENERAL RECOMMENDATIONS

9.1.1 Address gender norms

Gender norms contribute to fewer women participating in the industrial sector. Another constraint is the low enrolment of women in technical or engineering programmes. Finally, many women are dissuaded from pursuing an interest in working in industrial fields due to concerns that they will have to cope with hostile work environments.

- ▶ Industrial companies can address gender norms by **changing the workplace** to be more inclusive, such as by issuing and implementing gender-sensitive policies and ensuring safety from harassment or discriminatory treatment for all employees.
- ▶ Industrial companies can set **recruitment targets** for both women and men to identify the barriers in hiring and develop strategies to address those gaps, such as targeting more skills training programmes for women engineering students or otherwise building diverse pipelines of qualified candidates.
- ▶ Industrial companies and government ministries or educational institutions can jointly sponsor **contests and competitions**, such as case competitions, for high schools, universities and graduate-level students to promote technical or engineering majors among girls and women and set male-female recruitment targets.

Attracting young women to the industry is a serious, long-term issue for building a diverse talent pipeline. The sector's "masculine" image for technical and leadership roles suggests that women are not capable of performing these positions and that they are not welcome in these jobs. Industry stakeholders explain women's lower participation with sentiments such as: "women are not interested in leadership", "the industry requires male thinking and interests", "there are more opportunities for them to pursue careers in female-focused industries", as well as "they would not have a chance".

- ▶ Industrial companies should develop **internship opportunities** to bring talented technical or engineering students who are women into the company for work experience **paired with a trained, dedicated mentor** to help interns acquire techniques for managing industry-related workplace cultures.
- ▶ Industrial companies should design programmes to **recognise women working in technical and leadership roles** and to **create pathways** for other women already working in the company to advance their careers.
- ▶ Industrial companies should sponsor well-planned "**bring your daughter to work**" days with activities and site visits to expose girls to industrial sector positions, especially in technical roles.
- ▶ Industrial companies and NGOs should continue to raise the profile of the important **contributions of women industry experts, technicians and decision-makers** in the industrial sector.
- ▶ Industrial companies and educational institutions should invite high school-aged young women to participate in a range of **open industry days** and extended programmes to expose them to the opportunities of working in the industrial sector and demonstrating the work conditions.
- ▶ Educational institutions should provide young women interested in STEM careers with support, including **educational and career counselling** to design their educational plan for building skills and knowledge for industrial sector careers.

9.1.2 Gender and inclusion policies

The existing legal and policy framework in Ukraine that prescribes gender equality and prohibits discrimination requires renewed effort at all levels of government for effective implementation. The improved efficacy of these policies will inform a broad enabling environment that will support gender-sensitive and inclusion policies in other areas, such as in businesses and educational institutions. Industrial sector businesses should promote policies and guidance to create inclusive workplaces for all employees.

- Government bodies at all levels should improve the efficacy of laws and policies assuring equality and non-discrimination through **clear implementation plans and training** for appropriate stakeholders on how to conduct proper implementation.
- Industrial sector businesses should develop gender and inclusion policies that have high-level **leadership support** and clearly defined consequences that are appropriately enacted. These policies should include a gender and inclusion audit of processes for hiring, promotion and other decisions that affect career advancement to ensure that women are not discriminated against.
- Industrial sector businesses should consider opportunities to **hire people with disabilities and from other vulnerable populations** such as IDPs or veterans into multiple job categories based on reasonable accommodations. Legally, companies are required to ensure that 4% of their staff are people with disabilities, which entitles companies to tax benefits. This will **diversify the talent and skills** such employees bring to the company and provide greater insight into improving services for a range of industry customers.
- Similarly, **position requirements** for leadership and decision-making roles should be reviewed to ensure that the requirements reflect the demands of the position and do not bias the position selection towards male candidates. The qualifications for these positions should be transparent, as should the pathways for career advancement to attain these positions. Also, gender-blind hiring practices should be considered.

9.1.3 Creating talent pipelines and encouraging women's participation

To build effective talent pipelines that create greater gender and social diversity into the industrial sector, activities should be planned to support girls and women on their trajectory, starting from early STEM education through career placement and advancement.

- Educational institutions and industrial companies should design **internships** for young women and other under-represented students to gain practical experience in technical jobs.
- Regional governments and industrial companies should consider developing **scholarships** to support the studies and/or provide a stipend for unpaid internships for promising women or under-represented students.
- Educational institutions should provide skills development courses in **career-building skills**, including leadership development, negotiation skills and career planning.
- Industrial companies should sponsor **mentorship programmes** for women and employees from under-represented groups to provide support and guidance for career advancement.

- Industrial companies should **plan visits to educational institutions** at the upper primary and high school levels to provide age-appropriate presentations and hands-on activities to raise awareness of industrial sector jobs.
- CSOs and industrial companies should produce and use **promotional videos** to promote women's and minority groups' participation in industrial sector professions and pair policies and workplace practices to create supportive professional environments for all employees.
- Leverage women's participation and leadership in the climate change or energy industry** to identify opportunities to continue building women's leadership and decision-making roles in promoting renewable sources and across the industrial sector.

9.1.4 Identify opportunities to train women and vulnerable groups in conflict areas in Ukraine

- Due to the war in Ukraine, opportunities may emerge for women who go back to Ukraine, who lost their job, older youth and vulnerable groups to take greater roles in industrial sector work. This might include training to work in industrial companies or engaging in promulgating industry efficiency solutions.
- Training institutions and regional employment centres should collaborate to **identify candidates with the baseline skills and to provide them with skills training** to fill the industrial sector vacancies, with particular attention to recruiting women and vulnerable populations.
- Connect training institutions and employment centres with industrial companies to design training and to connect a **training-to-employment pipeline** for graduates of skills training courses.
- Local governments, educational institutions and NGOs should create programmes to encourage **innovation and entrepreneurship among women and youth**, especially to promote recovery industry solutions.

9.1.5 Sex-disaggregated data collection

Government agencies should encourage the collection of rigorous and reliable data that are **disaggregated by sex** and other social variables for the industrial sector. This should include employment statistics, educational statistics, information on household-level industry poverty and household-level gender-disaggregated information about industry use and decision-making. Such data provide critical evidence and information for strengthening the industrial sector. Women must also be included as an intentional target group for the data collection on industry consumer habits and needs.

9.2 INDUSTRIAL SECTOR BUSINESSES-SPECIFIC RECOMMENDATIONS

9.2.1 Discourage gender-based stereotypes and encourage a positive corporate culture

Gender norms and biases are influential in the industrial sector, informing perceptions that only men are suitable for certain technical or leadership positions. Actions to address gender norms should be taken to increase gender equality in the industrial sector broadly. Industrial companies and NGOs should organise **gender-sensitivity and inclusion awareness training for managers and senior officers** to ensure they are aware of the existence of these stereotypes and have the necessary tools to address them.

9.2.2 Providing childcare services and family-friendly options at the workplace

Childcare services provided at the workplace are often important for mothers due to their greater burden of caregiving tasks, but onsite childcare has proven important for both mothers and fathers for balancing careers and family responsibilities. Providing childcare options allows working parents to ensure their children's well-being, reduces travel time for parents dropping off or picking up children at childcare facilities and allows parents to focus while at work. Similarly, **flexible working hours** can help both mothers and fathers manage family responsibilities while meeting their professional duties and responsibilities.

9.2.3 Providing career advancement pathways

After working in the industrial sector for several years, many women struggle with limited job growth and opportunities. This is when women's attrition rates from industrial sector jobs rise. Clear **career pathways and opportunities** should be made available to women and other under-represented groups in industrial companies to provide growth and retain their talent. Opportunities should be offered to enhance and **build technical skills**, as well as other competencies such as leadership skills. These skills should be built through training courses, study trips and other opportunities to assist women in remaining up to date with their technical abilities and meeting their career goals. Additionally, companies should develop **mentorship programmes** that connect mid-career women with senior executives who have received training in mentorship to provide career advice and support their career advancement.



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