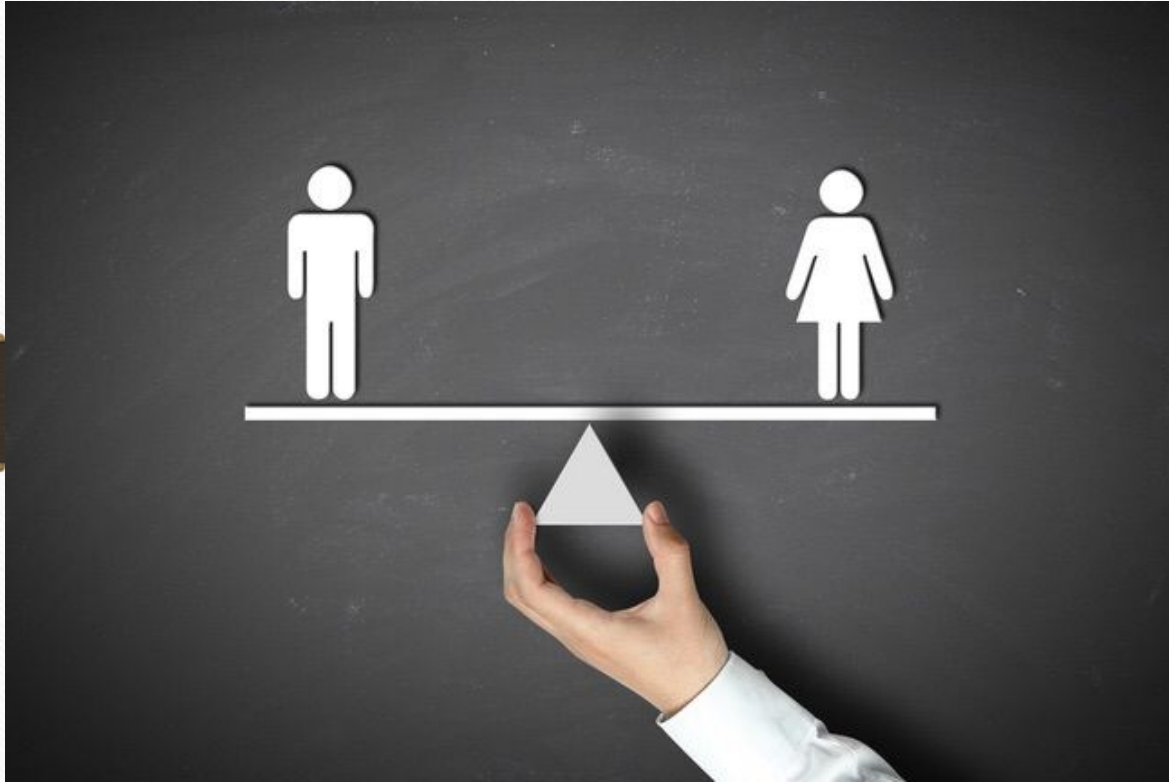


Gender situation in Ukraine

Oksana Yezhel

42 Group



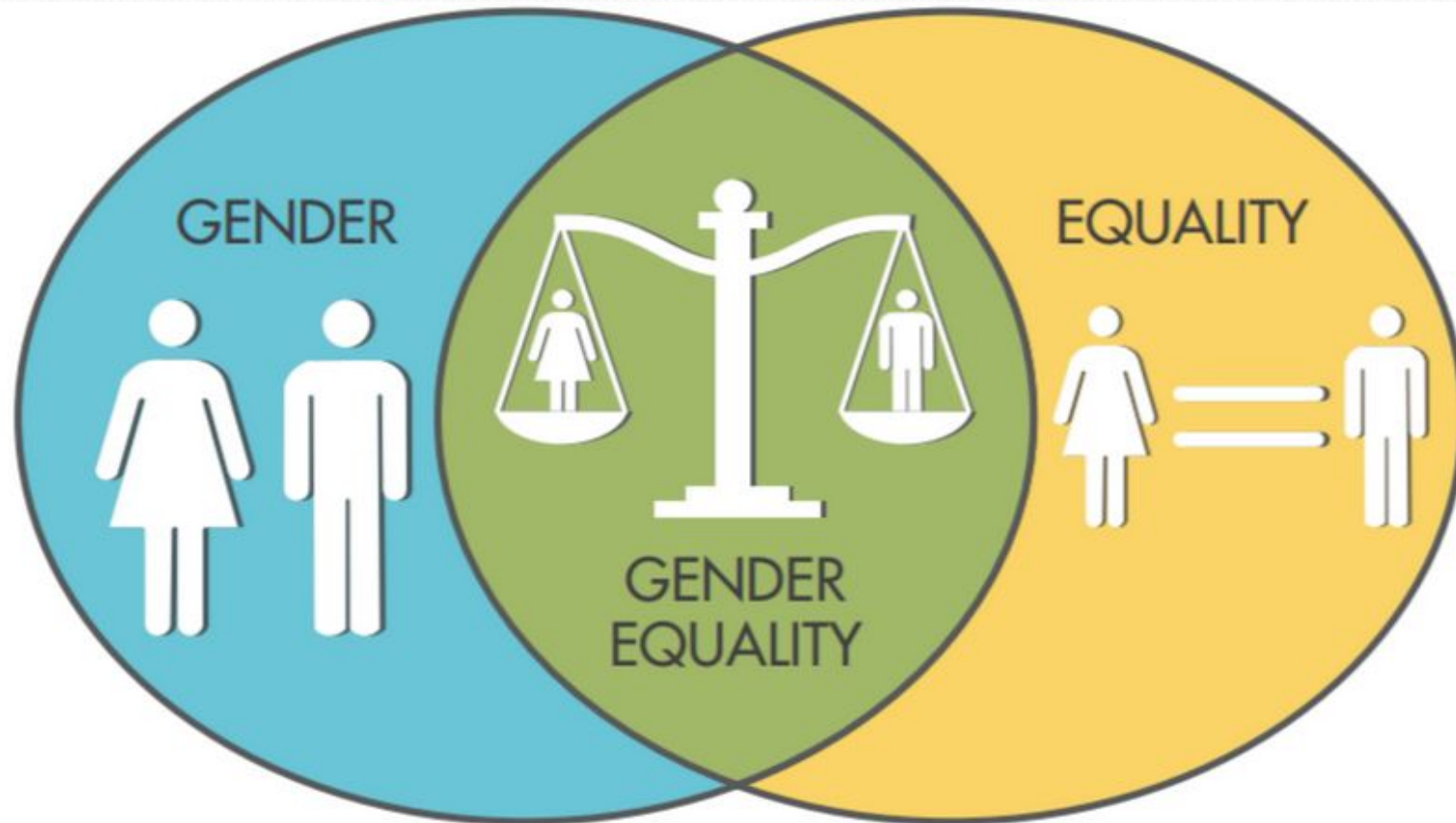
- Ukraine as a post-Soviet country has been in the process of transition to democratic institutions that also include a gender component. Ukraine has taken the key international commitments on gender equality.

Ukraine

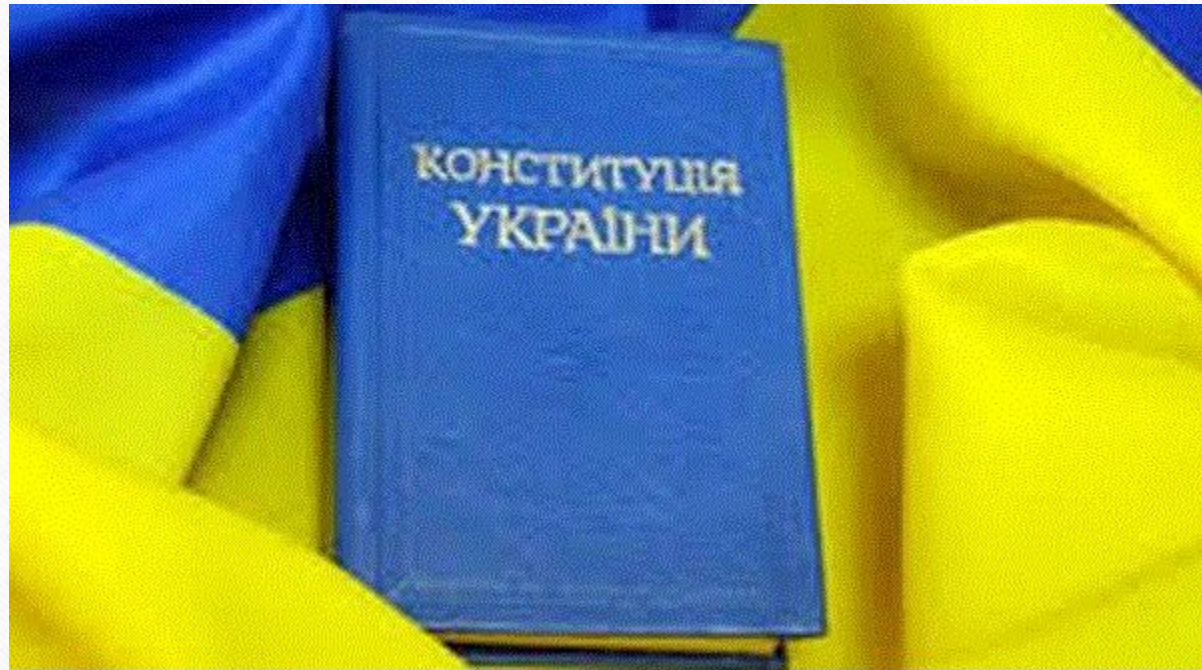
- adopted the Sustainable Development Goals;
- joined the Beijing Declaration and the Platform for Action of the 4th World Conference for Women (1995);
- ratified key human rights treaties, including Convention on the Elimination of All Forms of Discrimination against Women (1980).



- The Ukraine-EU Association Agreement, signed in 2014, entails a commitment to ensure equal opportunities for women and men in employment, education, training, the economy, and in society and decision-making.



- Gender equality is enshrined in the Ukrainian Constitution. But Ukraine still faces challenges affecting the enjoyment of equal opportunities and rights by women in general.
-



The root causes can be found in patriarchal attitudes and stereotypes, but also in deeply rooted systemic gaps which have not been addressed.



Examples of gender inequality

- Some of the examples of systemic gender inequality in Ukraine include low level of participation by Ukrainian women in political and civic processes, especially in higher positions, patriarchal culture and deeply entrenched gender stereotypes, widespread gender-based violence etc.



Gender disparity is considerable among the managers, lower among individual entrepreneurs

Women run businesses as individual entrepreneurs almost as often as men do (54% *vs* 46%). But it is much less likely for a woman to be a manager in an organization (70% *vs* 30%).



A few sectors are predominantly men-led or women-led

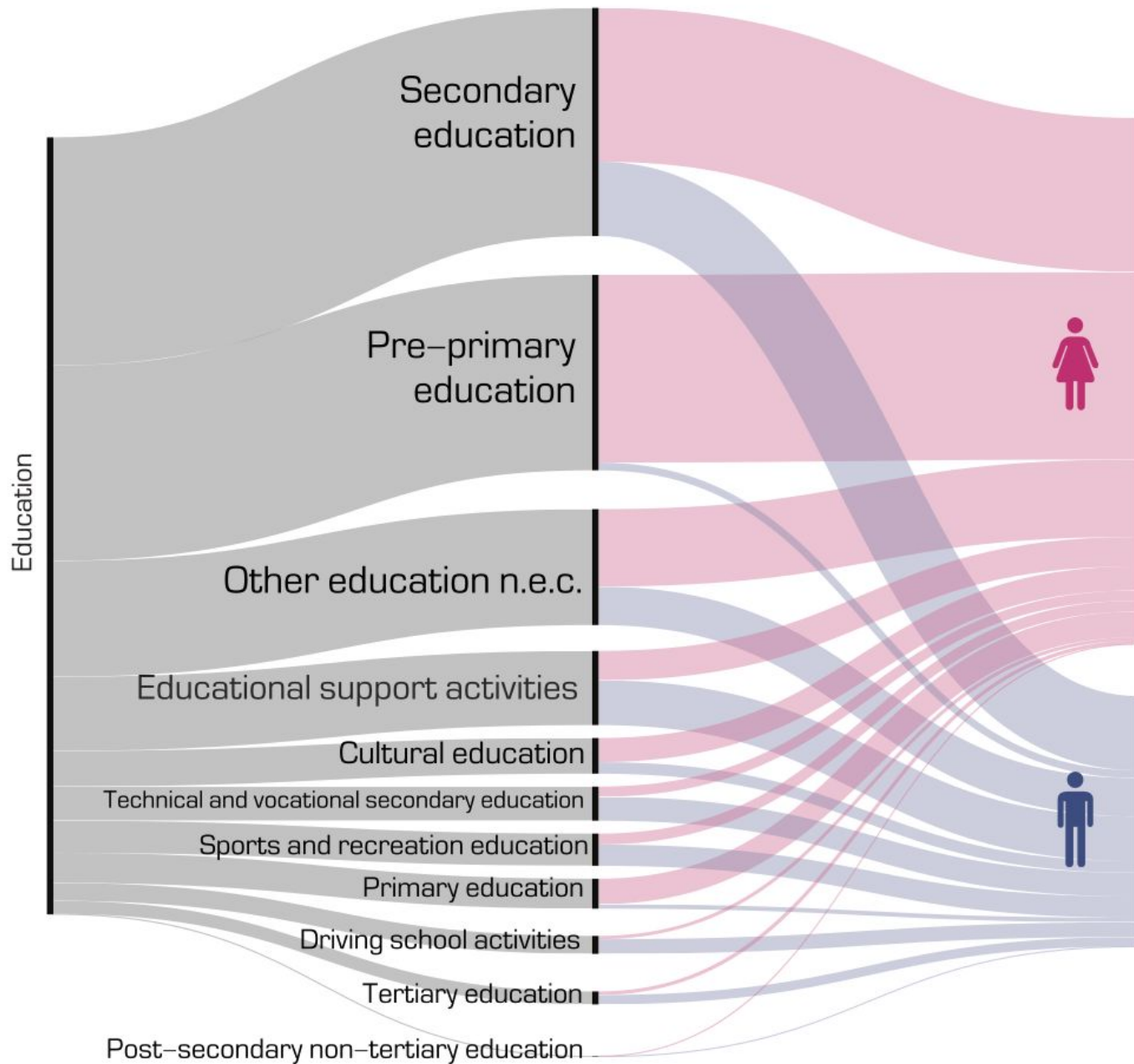
- The most gender-balanced sectors (with 44–55% of managers being women), include hotels and restaurants (among all entities); public administration, arts/sports/entertainment (among organizations).



Women managers dominate in sectors related to women's traditional roles

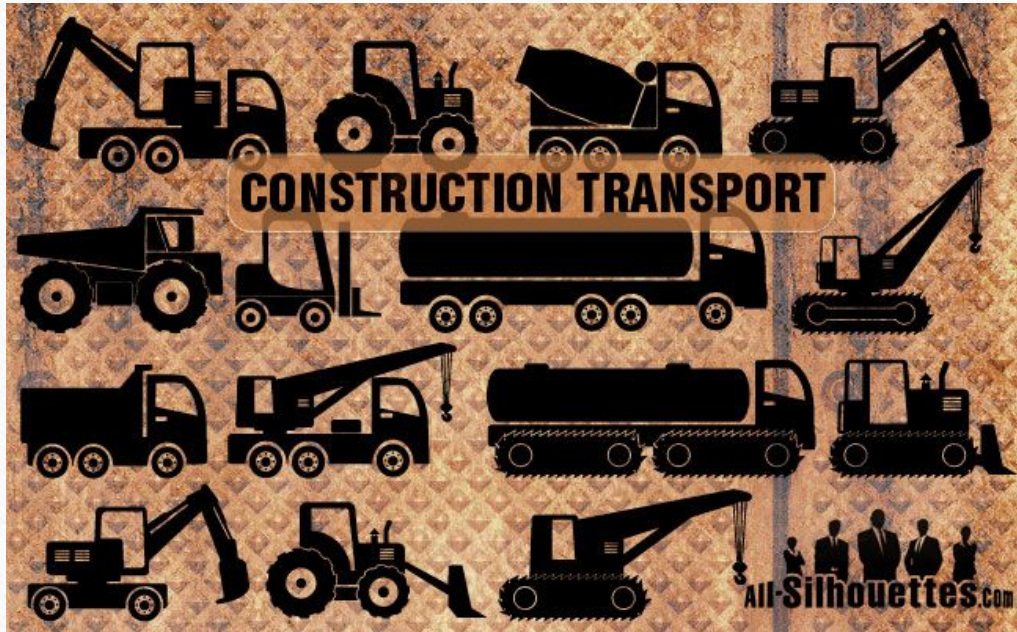


- The sectors where women managers prevail are education and child care, social assistance, hotels, restaurants, retail sale of food and clothing, beauty business, tourism, arts and recreation.



- In the women-dominated education sector, the share of women in managerial positions decreases proportionally to the age of students. Women hold managerial positions in 98% of pre-school facilities, 87% of primary schools, and 68% of secondary schools.

Men lead most companies in transport, construction, and agriculture



- Sectors with more than 80% of men managers are transport, construction, and agriculture. Besides, men lead most non-governmental organizations and almost all religious organizations.

- In bigger cities, gender balance is more common in management positions. At the same time, small towns and villages demonstrate more distinct gender profiles by sector. The share of women managers and individual entrepreneurs is higher in smaller towns.

	A	B	C	D	
	City, population > 1 mln people	City, 500,000 – 1 mln people	City, 100,000 – 500,000 people	City, < 100,000 people	Village
Total	36%	39%	41%	44%	41%
Legal entities	28%	29%	29%	32%	34%
IEs	43%	45%	46%	49%	45%

Economic inequality and gender pay gap

- In average Ukrainian females have higher educational levels than males, but women tend to cluster in poorly paid occupations and earn about 70 % of the men's wages.



Thanks for attention!