

**CABINET OF MINISTERS OF UKRAINE**

**RESOLUTION**

of 2018 No.

Kyiv

**on approval of the State Social Program  
on Ensuring Equal Rights and Opportunities  
for Women and Men for the period until 2021**

The Cabinet of Ministers of Ukraine hereby resolves:

1. To approve the State Social Programme on ensuring Equal Rights and Opportunities for Women and Men for the period until 2021 (hereinafter the Program), which is attached.

2. The Council of Ministers of the Autonomous Republic of Crimea, oblast, Kyiv and Sevastopol city state administrations shall:

develop and approve in a three-months period local programs on ensuring equal rights and opportunities for women and men;

when drafting the local budgets for a relevant year, provide for the costs required for implementing tasks and activities under the Program.

3. The ministries, other central executive authorities, the Council of Ministers of the Autonomous Republic of Crimea, the Oblast, Kyiv and Sevastopol city state administrations shall submit to the Ministry of Social Policy every six months until the 25<sup>th</sup> day of the month following the reporting period the information on the progress of the Programme implementation for its generalization and submission by March 15 to the Cabinet of Ministers of Ukraine and the Ministry of Economic Development and Trade.

APPROVED  
by the Resolution  
of the Cabinet of Ministers of Ukraine  
of \_\_\_\_\_ 2018 No. \_\_\_\_\_

**STATE SOCIAL PROGRAMME**  
**on ensuring equal rights and opportunities**  
**for women and men for the period until 2021**

**Programme Objective**

The Programme objective is to improve the mechanism of ensuring equal rights and opportunities for women and men in all social areas and the implementation of European standards of equality.

**Ways and Means of the Problem Solving**

The problem of insufficient implementation of the principle of equal rights and opportunities for women and men is expected to be solved through an integrated approach and implementing measures aimed at achieving the following priorities:

Improve the legal framework, the mechanism for carrying out gender and legal expertise and introduction of statistical indicators in the area of equal rights and opportunities for women and men:

- incorporate the gender component in economic and social development programs with regard to actual needs of the industries and regions;
- extend the list of gender-based statistical indicators disaggregated by other main characteristics (age, place of residence, disability, socioeconomic status, etc.);

Enhance the proficiency of civil servants and local self-government officials in terms of ensuring equal rights and opportunities for women and men:

- reduce gender imbalance in the civil service and human resources management;
- introduce the issues of equal rights and opportunities for women and men into the curriculum of career enhancement programs for civil servants and local government officials;
- overcome gender stereotypes;

Oppose gender-based and multiple discrimination, including by improving the mechanism of exercising the right to protection against gender-based discrimination and discrimination multiple grounds, including gender, examine the cases of such discrimination and take appropriate measures based on these findings.

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Fulfil contractual and other international obligations to ensure equal rights and opportunities for women and men;

- increase the proportion of women among Ukrainian MPs, members of oblast and local councils (cities of oblast significance);
- reduce the wage gap;

Involve in the Programme implementation the international organizations and public associations whose activities are aimed at ensuring equal rights and opportunities for women and men in society, in particular the strengthening of public-private partnerships in the field of equal rights and opportunities for women and men

Combining the gender mainstreaming policy in all areas of life and social development and the advancement of women in the areas where inequality persists (in particular, ensuring of equal rights for women and men granted to them by the Constitution of Ukraine; the expansion of economic opportunities for women in the sectors of employment, development entrepreneurial potential; elimination of negative gender stereotypes; due regard to the special needs of all categories of women and men irrespective of race, colour, political, religious or other beliefs, age, disability, ethnic and social origin, citizenship, family and property status, place of residence, linguistic or other characteristics) is the basis of ensuring gender equality and sustainable development of society.

This Programme relies on the international instruments of the UN, the Council of Europe, the European Union, the OSCE, recommendations of international monitoring institutions in the field of human rights, as well as the provisions of the Association Agreement between Ukraine and the European Union, the European Atomic Energy Community and their member states, on the other side.

The estimated volumes and sources of Programme funding are specified in Annex I.

### **Tasks and Activities**

Tasks and activities for Programme implementation are outlined in Annex 2.

### **Expected Outcomes, Programme Efficiency**

As a result of the Programme implementation, it is expected to improve the mechanism of ensuring equal rights and opportunities for women and men, which will enable to create a solid foundation for the comprehensive implementation of the provisions of the Law of Ukraine “On Ensuring Equal Rights and Opportunities for Women and Men,” the international obligations of Ukraine and the recommendations of international monitoring agencies regarding sustainable implementation of the gender equality principles.

The Programme implementation will enable to:

- Increase access of women and men to goods and services – in compliance with the principle of equal rights and opportunities for women and men in all areas of social life by integrating into the regulatory acts the gender component and special needs of different categories of

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- women and men (on such basic grounds as age, place of residence, disability, socio-economic status);
- increase the proportion of women among the MPs of Ukraine, members of regional and local councils (cities of oblast significance);
  - reduce salary gap between women and men;
  - make amendments to the legal acts to improve the mechanism of gender and legal expertise;
  - set up a comprehensive system of response to cases of gender-based discrimination, multiple discrimination and to prevent such discrimination;
  - introduce on a permanent the issues of equal rights and opportunities for women and men into the curriculum of career enhancement programs for civil servants and local government officials
  - extend the list of gender-based statistical indicators disaggregated by other main characteristics (age, place of residence, disability, socioeconomic status, etc.);
  - establish an effective system of cooperation between state authorities, international organizations and public associations, whose activities are aimed at ensuring equal rights and opportunities of women and men in society.

Expected outcomes of the Programme implementation are presented in Annex 3.

### **Volumes and Sources of Funding**

The Programme is expected to be funded at the expense of the state budget, local budgets and other sources not prohibited by law.

The amount of expenditures necessary for the Programme implementation is determined annually in the course of drafting the state and local budgets for the respective year, taking into account their real possibilities.

The estimated amount of funding by the State Budget for 2018-2021 is UAH 255 thousand per year.

The estimated volume of local budgets expenditures in 2018 is UAH 1.492 thousand, in 2019 – UAH 1.617 thousand, in 2020 – 1.737 thousand, in 2021 – UAH 1,390 thousand.

**PROFILE**  
**of the State Social Programme on ensuring equal**  
**rights and opportunities for women and men for the period until 2021**

1. The Concept of the Programme approved by the Resolution of the Cabinet of Ministers of Ukraine dated April 5, 2017 No. 229 (Official Bulletin of Ukraine, 2017, No.31, p. 951).
2. The Programme is approved by the Resolution of the Cabinet of Ministers of Ukraine dated \_\_\_\_\_2018 as No\_\_.
3. State Customer and Programme Coordinator is the Ministry of Social Policy.
4. Head of the Programme is the Minister of Social Policy.
5. Programme implementers are Ministry of Social Policy, Ministry of Justice, Ministry of Internal Affairs, Ministry of Defence, Ministry of Foreign Affairs and Ministry of Economic Development, Ministry of Regional Development, Ministry of Agrarian Policy, Ministry of Information Policy, Ministry of Temporarily Occupied Territories, Ministry of Culture, Ministry of Healthcare, Ministry of Education and Science, Ministry of Youth and Sports, State Committee for Television and Radio Broadcasting, State Statistics Committee, Council of Ministers of the Autonomous Republic of Crimea, the Oblast, Kyiv and Sevastopol State Administration, upon agreement - local governments, State Justice Administration, Federation of Trade Unions of Ukraine, Federation of Employers of Ukraine, international organizations and public associations, National Academy of Sciences. National Academy of Public Administration to the President of Ukraine, National Academy of Public Prosecutor of Ukraine, National High School of the Bar Association of Ukraine
6. Programme implementation period: 2018-2021
7. Estimated volumes and funding sources

| Sources of Funding | Volumes of funding, UAH thousand | Including by years |             |             |             |
|--------------------|----------------------------------|--------------------|-------------|-------------|-------------|
|                    |                                  | 2018               | 2019        | 2020        | 2021        |
| State budget       | 1 020                            | 255                | 255         | 255         | 255         |
| Local budget       | 6742                             | 1492               | 1617        | 1737        | 1896        |
| Other sources      | 5378                             | 1483               | 1305        | 1330        | 1280        |
| <b>Total</b>       | <b>13140</b>                     | <b>3210</b>        | <b>3177</b> | <b>3322</b> | <b>3431</b> |

OBJECTIVES AND ACTIVITIES  
of the State social program for equal rights and opportunities  
for women and men to be implemented through to 2021

| Objective  | Performance indicator                          | Indicator value |         |      |      |      | Activity  | Chief budget manager  | Sources of funding (national/local budgets, other) | Projected funding for implementation (in UAH thousands) | By year |      |      |      |
|--|--|-----------------|---------|------|------|------|---|---|--|---|---------|------|------|------|
|  |  | Total           | By year |      |      |      |   |   |  |   | 2018    | 2019 | 2020 | 2021 |
|  |  |                 | 2018    | 2019 | 2020 | 2021 |   |   |  |   |         |      |      |      |
| I. Improving the legal framework and the gender and legal expert review mechanism, and introducing statistical indicators to ensure equal rights and opportunities for women and men |  |                 |         |      |      |      |   |   |  |   |         |      |      |      |
| 1. Improving the legal framework to ensure equal rights and opportunities for women and men in all areas of social life  | Number of developed draft laws and regulations | 1               | 1       |      |      |      | 1) Bringing the Law of Ukraine <i>On Ensuring Equal Rights and Opportunities for Women and Men</i> into line with the Law of Ukraine <i>On the Principles of Prevention and Combating Discrimination in Ukraine</i> and international standards for measuring gender discrimination | Ministry of Social Policy<br>Ministry of Justice  |  |   |         |      |      |      |
|  | Number of developed methodologies              | 9               | 2       | 3    | 2    | 2    | 2) Developing a methodology for assessing gender impact of sectoral reforms   | Ministry of Social Policy<br>Ministry of Agricultural Policy<br>Ministry of the Interior<br>National Police<br>Ministry of Defense<br>Ministry of Health<br>Ministry of Education and Science | Other sources                                      | 225   | 50      | 75   | 50   | 50   |

| Objective | Performance indicator                  | Indicator value |         |      |      |      | Activity   | Chief budget manager  | Sources of funding (national/local budgets, other) | Projected funding for implementation (in UAH thousands) | By year |      |      |      |
|-----------|--|-----------------|---------|------|------|------|--|---|--|---|---------|------|------|------|
|           |  | Total           | By year |      |      |      |  |   |  |   | 2018    | 2019 | 2020 | 2021 |
|           |  |                 | 2018    | 2019 | 2020 | 2021 |  |   |  |   |         |      |      |      |
|           |  |                 |         |      |      |      | Ministry of Regional Development National Agency on Civil Service State Judicial Administration (TBC) NGOs and international organizations (TBC) National Academy of Sciences (TBC) National Academy for Public Administration under the President of Ukraine (TBC) Central executive agencies |   |  |   |         |      |      |      |
|           | Number of adopted laws and regulations | 8               | 2       | 2    | 2    | 2    | 3) Ensuring that the principle of equal rights and opportunities for women and men is maintained in the laws and regulations, particularly through positive action   |   |  |   |         |      |      |      |
|           | ---“---                                | 4               | 1       | 1    | 1    | 1    | 4) Addressing special needs of girls and women with disabilities or from rural areas, single mothers, and  | Ministry of Social Policy Other central executive agencies Oblast state administrations |  |   |         |      |      |      |

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| Objective  | Performance indicator                             | Indicator value |         |      |      |   | Activity  | Chief budget manager  | Sources of funding (national/local budgets, other) | Projected funding for implementation (in UAH thousands) | By year |      |      |      |
|--|---|-----------------|---------|------|------|---|---|---|--|---|---------|------|------|------|
|  |   | Total           | By year |      |      |   |   |   |  |   | 2018    | 2019 | 2020 | 2021 |
|  |   |                 | 2018    | 2019 | 2020 | 2021  |   |   |  |   |         |      |      |      |
|  |   |                 |         |      |      | elderly women when making amendments to relevant laws and regulations | Kyiv City State Administration<br>Local self-government agencies (TBC)<br>NGOs and international organizations (TBC)  |   |  |   |         |      |      |      |
|  | Number of researches                              | 4               | 1       | 1    | 1    | 1   | 5) Research on equal rights and opportunities for women and men   | Ministry of Social Policy<br>State Statistics Service<br>Other central executive agencies<br>National Academy of Sciences (TBC)<br>Oblast state administrations<br>Kyiv City State Administration<br>NGOs and international organizations (TBC) | Other sources                                      | 600   | 150     | 150  | 150  | 150  |
| 2. Addressing the gender component in economic and social development programs | Number of approved methodological recommendations | 1               | 1       |      |      |   | 1) Making changes to methodological recommendations for procedures for developing targeted regional programs and monitoring and reporting on their implementation | Ministry of Economic Development<br>Ministry of Social Policy<br>NGOs and international organizations (TBC)   |  |   |         |      |      |      |

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| Objective   | Performance indicator                  | Indicator value |         |      |  | Activity   | Chief budget manager | Sources of funding (national/local budgets, other) | Projected funding for implementation (in UAH thousands) | By year |      |      |      |
|---|--|-----------------|---------|------|--|--|----------------------|--|---|---------|------|------|------|
|   |  | Total           | By year |      |  |  |                      |  |   | 2018    | 2019 | 2020 | 2021 |
|   |  |                 | 2018    | 2019 | 2020   |  |                      |  |   |         |      |      |      |
|   |  |                 |         |      |  |  |                      |  |   |         |      |      |      |
|   |  |                 |         |      | as approved by the Order of the Ministry of Economic Development of 4 December, 2006, no. 367, to address the gender component |  |                      |  |   |         |      |      |      |
|   | Number of developed guidelines         | 1               | 1       |      | 2) Taking action to incorporate the gender component in the social and economic development program and the employment program | Oblast state administrations<br>Kyiv City State Administration<br>Local self-government agencies (TBC)<br>NGOs and international organizations (TBC) |                      |  |   |         |      |      |      |
|   |  |                 |         |      | 3) Developing guidelines on integrating gender approaches into legislative drafting  | Ministry of Social Policy<br>Ministry of Economic Development<br>NGOs and international organizations (TBC)<br>National Academy of Sciences (TBC)    |                      |  |   |         |      |      |      |
| 3. Improving the gender and legal expert review mechanism | Number of adopted laws and regulations | 1               | 1       |      | 1) Making amendments to laws and regulations to improve the gender and legal   | Ministry of Justice<br>Ministry of Social Policy   |                      |  |   |         |      |      |      |

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| Objective  | Performance indicator  | Indicator value |         |       |       |       | Activity   | Chief budget manager  | Sources of funding (national/local budgets, other) | Projected funding for implementation (in UAH thousands) | By year    |            |            |            |
|--|--|-----------------|---------|-------|-------|-------|--|---|--|---|------------|------------|------------|------------|
|  |  | Total           | By year |       |       |       |  |   |  |   | 2018       | 2019       | 2020       | 2021       |
|  |  |                 | 2018    | 2019  | 2020  | 2021  |  |   |  |   |            |            |            |            |
|  | Number of persons responsible for carrying out gender and legal reviews, disaggregated by gender | 200             |         | 100   |       | 100   | expert review mechanism<br>2) Selection and special training of persons responsible for carrying out gender and legal reviews of draft legislative enactments of ministries and other executive agencies, and enactments of local self-government agencies | Central executive agencies<br>Oblast state administrations<br>Kyiv City State Administration<br>Local self-government agencies (TBC)  |  |   |            |            |            |            |
| 4. Expanding the scope of gender-based statistical indicators disaggregated by other major factors such as age, place of residence, disabilities, social and economic status, etc. | Number of reporting forms to be augmented with updated indicators, disaggregated by gender       | 12              | 3       | 3     | 3     | 3     | 1) Analysis of existing reporting forms and determining the forms that require modification pursuant to the Concluding Observations of the UN Committee on the Elimination of Discrimination against Women and other international obligations of Ukraine  | Ministry of Social Policy<br>State Statistics Service<br>Other central executive agencies<br>Oblast state administrations<br>Kyiv City State Administration<br>NGOs and international organizations (TBC) |  |   |            |            |            |            |
|  | Number of published statistical and analytical resources   | 4,000           | 1,000   | 1,000 | 1,000 | 1,000 | 2) Development and distribution of statistical and analytical resources (gender  | Ministry of Social Policy<br>Ministry of Defense<br>Ministry of the   | National budget<br>Other sources                   | 560<br>800  | 140<br>200 | 140<br>200 | 140<br>200 | 140<br>200 |

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| Objective | Performance indicator | Indicator value |         |      |      | Activity   | Chief budget manager   | Sources of funding (national/local budgets, other) | Projected funding for implementation (in UAH thousands) | By year |      |      |      |
|-----------|-----------------------|-----------------|---------|------|------|--|--|--|---|---------|------|------|------|
|           |                       | Total           | By year |      |      |  |  |  |   | 2018    | 2019 | 2020 | 2021 |
|           |                       |                 | 2018    | 2019 | 2020 |  |  |  |   |         |      |      |      |
|           |                       |                 |         |      |      | profiles, infographics) on equal rights and opportunities for women and men in the areas of security and defense, health service, social security, employment, education, arts, agriculture, environmental protection, physical training and sports, and youth policy, and how managerial decisions address them | Interior Ministry of Health Ministry of Education and Science Ministry of Culture Ministry of Agricultural Policy Ministry of Natural Resources Ministry of Youth and Sports State Judicial Administration (TBC) State Employment Service National Police Administration of the State Border Guard Service State Migration Service Main Directorate of the National Guard State Emergency Service National Agency on Civil Service |  |   |         |      |      |      |

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| Objective | Performance indicator                                   | Indicator value |         |      |      |      | Activity   | Chief budget manager  | Sources of funding (national/local budgets, other) | Projected funding for implementation (in UAH thousands) | By year |      |      |      |
|-----------|---|-----------------|---------|------|------|------|--|---|--|---|---------|------|------|------|
|           |   | Total           | By year |      |      |      |  |   |  |   | 2018    | 2019 | 2020 | 2021 |
|           |   |                 | 2018    | 2019 | 2020 | 2021 |  |   |  |   |         |      |      |      |
|           |   |                 |         |      |      |      | National Academy of Sciences (TBC)<br>NGOs and international organizations (TBC)   |   |  |   |         |      |      |      |
|           | Number of prepared statistical and analytical resources | 50              | 12      | 13   | 12   | 13   | 3) Periodic preparation of statistical and analytical reports on how equal rights and opportunities for women and men are ensured at oblast, district, and city levels (gender profiles, infographics) | Oblast state administrations<br>Kyiv City State Administration<br>Local self-government agencies (TBC)<br>Ministry of Social Policy<br>State Statistics Service<br>Other central executive agencies<br>NGOs (TBC)       | Local budget                                       | 112   | 28      | 28   | 28   | 28   |
|           |   |                 |         |      |      |      | 4) Improving the mechanism for collection of detailed information about the situation of girls and women in rural areas  | Ministry of Social Policy<br>State Statistics Service<br>Ministry of Agricultural Policy<br>Other central executive agencies<br>Oblast state administrations<br>Kyiv City State Administration<br>Local self-government |  |   |         |      |      |      |

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| Objective  | Performance indicator                    | Indicator value |         |      |   | Activity   | Chief budget manager | Sources of funding (national/local budgets, other) | Projected funding for implementation (in UAH thousands) | By year |      |      |      |
|--|--|-----------------|---------|------|---|--|----------------------|--|---|---------|------|------|------|
|  |  | Total           | By year |      |   |  |                      |  |   | 2018    | 2019 | 2020 | 2021 |
|  |  |                 | 2018    | 2019 | 2020  |  |                      |  |   |         |      |      |      |
|  | Number of prepared statistical bulletins | 2               | 1       | 1    | 5) Preparation of a statistical bulletin on <i>Women and Men in Ukraine</i> and its publication on the official website of the State Statistics Committee   | agencies (TBC)<br>NGOs and international organizations (TBC)<br>State Statistics Service<br>NGOs and international organizations (TBC)   |                      |  |   |         |      |      |      |
| Total under Objective I  |  |                 |         |      |   |  | National budget      | 560  | 140   | 140     | 140  | 140  |      |
|  |  |                 |         |      |   |  | Local budget         | 112  | 28  | 28      | 28   | 28   |      |
|  |  |                 |         |      |   |  | Other sources        | 1,625  | 400   | 425     | 400  | 400  |      |
| II. Improving professional capabilities of civil servants and local self-government officials to ensure equal rights and opportunities for women and men |  |                 |         |      |   |  |                      |  |   |         |      |      |      |
| 5. Reducing gender disproportion in civil service and human resource management  |  |                 |         |      | 1) Trainings for civil servants, local self-government officials, and employees of government enterprises, institutions and organizations on equal rights and opportunities for women and men and use of special temporary measures | Oblast state administrations<br>Kyiv City State Administration<br>Local self-government agencies (TBC)<br>National Academy for Public Administration under the President of Ukraine (TBC)<br>National Agency on Civil Service<br>Ministry of | Local budget         | 523  | 119   | 127     | 135  | 142  |      |

| Objective | Performance indicator   | Indicator value |         |       |       |       | Activity  | Chief budget manager   | Sources of funding (national/local budgets, other) | Projected funding for implementation (in UAH thousands) | By year |      |      |      |
|-----------|---|-----------------|---------|-------|-------|-------|---|--|--|---|---------|------|------|------|
|           |   | Total           | By year |       |       |       |   |  |  |   | 2018    | 2019 | 2020 | 2021 |
|           |   |                 | 2018    | 2019  | 2020  | 2021  |   |  |  |   |         |      |      |      |
|           | Number of trainings   | 300             | 75      | 75    | 75    | 75    | 2) Methodological trainings for sector experts on gender profiling, countering gender discrimination, positive action, and other aspects of gender equality | Social Policy Ministry of Education and Science<br>Other central executive agencies<br>NGOs and international organizations (TBC)<br>Oblast state administrations<br>Kyiv City State Administration<br>Ministry of Social Policy<br>Other central executive agencies<br>NGOs and international organizations (TBC) | Local budget                                       | 795   | 181     | 190  | 199  | 225  |
|           | Number of participants, disaggregated by gender                             | 9,000           | 2,250   | 2,250 | 2,250 | 2,250 |   |  | Other sources                                      | 400   | 100     | 100  | 100  | 100  |
|           | Percentage of employees who completed the training, disaggregated by gender | 100             | 25      | 25    | 25    | 25    | 3) Advanced training of security and defense sector employees on equal rights, particularly the rights of women   | Ministry of the Interior<br>National Police<br>State Emergency Service<br>Administration of the State Border Guard Service<br>State Migration  |  |   |         |      |      |      |

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| Objective | Performance indicator | Indicator value |         |      |   | Activity  | Chief budget manager | Sources of funding (national/local budgets, other) | Projected funding for implementation (in UAH thousands) | By year |      |      |      |      |
|-----------|-----------------------|-----------------|---------|------|---|---|----------------------|--|---|---------|------|------|------|------|
|           |                       | Total           | By year |      |   |   |                      |  |   | 2018    | 2019 | 2020 | 2021 |      |
|           |                       |                 | 2018    | 2019 | 2020  |   |                      |  |   |         |      |      |      | 2021 |
|           |                       |                 |         |      |   | Service Main Directorate of the National Guard Ministry of Justice Office of the Prosecutor General of Ukraine (TBC) Security Service of Ukraine (TBC) National School of Judges (TBC) Postgraduate education institutions (TBC) NGOs and international organizations (TBC) |                      |  |   |         |      |      |      |      |
|           |                       |                 |         |      | 4) Augmenting the Standard Performance Assessment Procedure for Civil Service as approved by the Order of the Cabinet of Ministers of Ukraine of 23 August, 2017, no. 640, with the following indicators: gender sensitivity in problem | Central executive agencies Oblast state administrations Kyiv City State Administration  |                      |  |   |         |      |      |      |      |

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| Objective  | Performance indicator                | Indicator value |         |      |      |      | Activity   | Chief budget manager  | Sources of funding (national/local budgets, other) | Projected funding for implementation (in UAH thousands) | By year |      |      |      |
|--|--------------------------------------|-----------------|---------|------|------|------|--|---|--|---|---------|------|------|------|
|  |                                      | Total           | By year |      |      |      |  |   |  |   | 2018    | 2019 | 2020 | 2021 |
|  |                                      |                 | 2018    | 2019 | 2020 | 2021 |  |   |  |   |         |      |      |      |
| 6. Introducing equal rights and opportunities for women and men into advanced training programs for civil servants and local self-government officials | Number of developed modules/subjects | 4               | 1       | 1    | 1    | 1    | detection, use of gender statistics, and gender analysis and monitoring of competencies of category A, B, and C civil servants<br>Developing modules/subjects on equal rights and opportunities for women and men addressing the scope of the UN Convention on the Elimination of All Forms of Discrimination against Women and in line with the existing international instruments and recommendations of international monitoring agencies, and incorporating them into short-term advanced training programs for civil servants and local self-government officials | National Agency on Civil Service<br>Ministry of Social Policy<br>Ministry of Education and Science<br>Ministry of Justice<br>Other central executive agencies<br>State Employment Service<br>NGOs and international organizations (TBC) | Other sources                                      | 200   | 50      | 50   | 50   | 50   |
| <hr/>  |                                      |                 |         |      |      |      |  | Local budget  | 1,318  | 300   | 317     | 334  | 367  |      |
|  |                                      |                 |         |      |      |      |  | Other sources   | 600  | 150   | 150     | 150  | 150  |      |

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| Objective   | Performance indicator                  | Indicator value |         |      |      |  | Activity  | Chief budget manager  | Sources of funding (national/local budgets, other) | Projected funding for implementation (in UAH thousands) | By year |      |      |      |  |
|---|--|-----------------|---------|------|------|--|---|---|--|---|---------|------|------|------|--|
|   |  | Total           | By year |      |      |  |   |   |  |   | 2018    | 2019 | 2020 | 2021 |  |
|   |  |                 | 2018    | 2019 | 2020 | 2021   |   |   |  |   |         |      |      |      |  |
| III. Countering gender discrimination and multiple discrimination   |  |                 |         |      |      |  |   |   |  |   |         |      |      |      |  |
| 7. Improving the mechanism for protection against gender discrimination and multiple discrimination including gender discrimination, reviewing cases of such discrimination, and taking appropriate response action | Number of reviewed complaints          | 1,370           | 240     | 290  | 350  | 490  | 1) Arranging for review of public complaints against gender discrimination and providing assistance                               | Oblast state administrations<br>Kyiv City State Administration<br>Local self-government agencies (TBC)<br>Ministry of Social Policy<br>NGOs and international organizations (TBC) | Local budget                                       | 275   | 51      | 61   | 72   | 91   |  |
|   | Number of complainants                 | 1,370           | 240     | 290  | 350  | 490  |   |   |  |   |         |      |      |      |  |
|   | Number of drafted laws and regulations | 1               | 1       |      |      |  | 2) Collecting data on the number of complaints filed with judicial agencies and types of complaints against gender discrimination | State Judicial Administration (TBC)   |  |   |         |      |      |      |  |
|   | ---                                    | 1,250           | 150     | 250  | 350  | 500  | 3) Developing a mechanism (roadmap) for helping victims of gender discrimination  | Ministry of Social Policy<br>Ministry of Justice<br>NGOs and international organizations (TBC)  | Other sources                                      | 20  | 20      |      |      |      |  |
|   |  |                 |         |      |      | 4) Appointing civil servants and local self-government officials responsible for | Oblast state administrations<br>Kyiv City State Administration<br>Local self-   |   |  |   |         |      |      |      |  |

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| Objective | Performance indicator    | Indicator value |         |       |       |       | Activity   | Chief budget manager   | Sources of funding (national/local budgets, other) | Projected funding for implementation (in UAH thousands) | By year |      |      |      |
|-----------|--------------------------|-----------------|---------|-------|-------|-------|--|--|--|---|---------|------|------|------|
|           |                          | Total           | By year |       |       |       |  |  |  |   | 2018    | 2019 | 2020 | 2021 |
|           |                          |                 | 2018    | 2019  | 2020  | 2021  |  |  |  |   |         |      |      |      |
|           | Number of judicial cases | 900             | 150     | 200   | 250   | 300   | reviewing complaints and helping victims of gender discrimination<br>5) Application of the UN Convention on the Elimination of All Forms of Discrimination against Women by courts | government agencies (TBC)<br>State Judicial Administration (TBC)   |  |   |         |      |      |      |
|           | Number of participants   | 29,000          | 6,500   | 7,000 | 7,500 | 8,000 | 6) National and regional level events promoting equal rights and opportunities for women and men in the workplace  | Oblast state administrations<br>Kyiv City State Administration<br>Ministry of Social Policy<br>Ministry of Justice<br>Legal aid coordination center (TBC)<br>Free secondary legal aid centers (TBC)<br>Local self-government agencies (TBC)<br>Joint representative agency of trade union associations (TBC)<br>Joint representative agency of employers | Local budget                                       | 18  | 3       | 4    | 5    | 6    |

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| Objective   | Performance indicator                                  | Indicator value |         |        |        |   | Activity  | Chief budget manager  | Sources of funding (national/local budgets, other) | Projected funding for implementation (in UAH thousands) | By year |      |      |      |
|---|--|-----------------|---------|--------|--------|---|---|---|--|---|---------|------|------|------|
|   |  | Total           | By year |        |        |   |   |   |  |   | 2018    | 2019 | 2020 | 2021 |
|   |  |                 | 2018    | 2019   | 2020   | 2021  |   |   |  |   |         |      |      |      |
| 8. Improving the situation of population groups most victimized by multiple discrimination, including gender discrimination |  |                 |         |        |        | 7) Support to projects implemented by youth and children's rights NGOs in line with the principle of equal rights and opportunities for women and men | (TBC)<br>NGOs and international organizations<br>(TBC)<br>Ministry of Youth and Sports<br>Oblast state administrations<br>Kyiv City State Administration<br>Local self-government agencies<br>(TBC) |   |  |   |         |      |      |      |
|   | Number of campaigns, including campaigns targeting men | 120             | 30      | 30     | 30     | 30  | 8) Awareness-raising campaigns on prevention and countering gender discrimination and violence  | Oblast state administrations<br>Kyiv City State Administration<br>Ministry of Social Policy<br>Local self-government agencies<br>(TBC)<br>NGOs (TBC)              | Local budget                                       | 895   | 197     | 217  | 231  | 250  |
|   | Number of outputs produced                             | 149,700         | 37,425  | 37,425 | 37,425 | 37,425  | 1) Awareness-raising events for internally displaced persons on access to health services, education, social services, employment, justice, etc.  | Oblast state administrations<br>Kyiv City State Administration<br>Ministry of Social Policy<br>Ministry of Temporarily Occupied Territories<br>Ministry of Health | Other sources                                      | 400   | 100     | 100  | 100  | 100  |

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| Objective | Performance indicator      | Indicator value |         |      |      | Activity   | Chief budget manager  | Sources of funding (national/local budgets, other) | Projected funding for implementation (in UAH thousands) | By year |      |      |      |      |
|-----------|----------------------------|-----------------|---------|------|------|--|---|--|---|---------|------|------|------|------|
|           |                            | Total           | By year |      |      |  |   |  |   | 2018    | 2019 | 2020 | 2021 |      |
|           |                            |                 | 2018    | 2019 | 2020 |  |   |  |   |         |      |      |      | 2021 |
|           |                            |                 |         |      |      | Ministry of Education and Science<br>Ministry of Justice<br>State Employment Service<br>Local self-government agencies (TBC)<br>NGOs (TBC) |   |  |   |         |      |      |      |      |
|           | Number of events completed | 4               | 1       | 1    | 1    | 1  | 2) Assessing access to education for Roma girls and boys and taking action to encourage them to study and continue education at all levels  | Local budget                                       | 8   | 2       | 2    | 2    | 2    |      |
|           |                            |                 |         |      |      |  | 3) Addressing the needs of rural population, particularly women with disabilities and elderly women, for basic social services, health services, education, employment, infrastructure, | Other sources                                      | 50  | 50      |      |      |      |      |

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| Objective | Performance indicator          | Indicator value |         |      |      |  | Activity   | Chief budget manager | Sources of funding (national/local budgets, other) | Projected funding for implementation (in UAH thousands) | By year |      |      |      |
|-----------|--------------------------------|-----------------|---------|------|------|--|--|----------------------|--|---|---------|------|------|------|
|           |                                | Total           | By year |      |      |  |  |                      |  |   | 2018    | 2019 | 2020 | 2021 |
|           |                                |                 | 2018    | 2019 | 2020 | 2021   |  |                      |  |   |         |      |      |      |
|           |                                |                 |         |      |      | and new technology, ensuring access to administrative services, and political and social participation, particularly through laws and regulations                                    | Ministry of Infrastructure<br>Ministry of Regional Development<br>State Employment Service<br>Local self-government agencies (TBC)<br>NGOs and international organizations (TBC) |                      |  |   |         |      |      |      |
|           |                                |                 |         |      |      | 4) Ensuring proportional participation of women from rural areas in designing local community development strategies , as well as their political and social participation           | Oblast state administrations<br>Kyiv City State Administration<br>Local self-government agencies (TBC)<br>NGOs (TBC)   |                      |  |   |         |      |      |      |
|           | Number of female entrepreneurs | 2,000           | 500     | 500  | 500  | 5) Trainings for women from rural areas on small business development, farming, and rural cooperation, and implementing a mechanism for providing soft loans to girls and women from | Oblast state administrations<br>Kyiv City State Administration<br>Ministry of Social Policy<br>Ministry of Agricultural Policy<br>Ministry of Economic Development               | Local budget         | 1,128  | 272   | 272     | 292  | 292  |      |

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| Objective | Performance indicator                            | Indicator value |         |       |       |  | Activity   | Chief budget manager | Sources of funding (national/local budgets, other) | Projected funding for implementation (in UAH thousands) | By year |      |      |      |
|-----------|--|-----------------|---------|-------|-------|--|--|----------------------|--|---|---------|------|------|------|
|           |  | Total           | By year |       |       |  |  |                      |  |   | 2018    | 2019 | 2020 | 2021 |
|           |  |                 | 2018    | 2019  | 2020  | 2021   |  |                      |  |   |         |      |      |      |
|           |  |                 |         |       |       | rural areas to start their own businesses  | Local self-government agencies (TBC)<br>NGOs and international organizations (TBC)   |                      |  |   |         |      |      |      |
|           | Number of girls and women who received services  | 400             | 100     | 100   | 100   | 6) Providing support services to prevent gender discrimination against girls and women living with HIV/AIDS as well as female drug users | Oblast state administrations<br>Kyiv City State Administration<br>Local self-government agencies (TBC)<br>NGOs and international organizations (TBC)   |                      |  |   |         |      |      |      |
|           | Number of girls and women who received legal aid | 8,000           | 2,000   | 2,000 | 2,000 | 7) Providing free legal aid to girls and women from rural areas, particularly with disabilities, and elderly women                       | Ministry of Justice<br>Legal Aid Coordination Center (TBC)<br>Free secondary legal aid centers (TBC)<br>Oblast state administrations<br>Kyiv City State Administration<br>Local self-government agencies (TBC)<br>NGOs and international organizations (TBC) |                      |  |   |         |      |      |      |

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| Objective                        | Performance indicator                    | Indicator value |         |      |      |      | Activity   | Chief budget manager   | Sources of funding (national/local budgets, other)   | Projected funding for implementation (in UAH thousands) | By year |      |      |      |
|----------------------------------|--|-----------------|---------|------|------|------|--|--|--|---|---------|------|------|------|
|                                  |  | Total           | By year |      |      |      |  |  |  |   | 2018    | 2019 | 2020 | 2021 |
|                                  |  |                 | 2018    | 2019 | 2020 | 2021 |  |  |  |   |         |      |      |      |
| 9. Overcoming gender stereotypes | Number of social advertisements designed | 4               | 1       | 1    | 1    | 1    | 1) Designing and disseminating mass media advertisements against gender discrimination, particularly discrimination against elderly women, girls and women from rural areas, girls and women with disabilities, ethnic minority women, HIV-positive women, and female drug addicts | Ministry of Social Policy<br>Ministry of Information Policy<br>State Committee for Television and Radio<br>Broadcasting NGOs and international organizations (TBC) | National budget  | 360   | 90      | 90   | 90   | 90   |
|                                  |  |                 | 20      | 5    | 5    | 5    | 5  | 2) Disseminating social advertisements against gender discrimination and multiple discrimination   | Oblast state administrations<br>Kyiv City State Administration<br>Local self-government agencies (TBC) | Local budget  | 469     | 92   | 106  | 125  |
|                                  | Number of events completed               | 20              | 5       | 5    | 5    | 5    | 3) Increasing public awareness of overcoming gender stereotypes and indirect discrimination by using gender-sensitive language   | Ministry of Education and Science<br>Ministry of Culture<br>Ministry of Information Policy<br>NGOs and international organizations (TBC)                           | Other sources  | 40  | 10      | 10   | 10   | 10   |
|                                  | ---"---                                  | 100             | 25      | 25   | 25   | 25   | 4) Innovation activities for   | Oblast state administrations   | Local budget   | 117   | 22      | 28   | 31   | 36   |

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| Objective | Performance indicator                        | Indicator value |         |      |      |  | Activity   | Chief budget manager  | Sources of funding (national/local budgets, other) | Projected funding for implementation (in UAH thousands) | By year |      |      |      |
|-----------|--|-----------------|---------|------|------|--|--|---|--|---|---------|------|------|------|
|           |  | Total           | By year |      |      |  |  |   |  |   | 2018    | 2019 | 2020 | 2021 |
|           |  |                 | 2018    | 2019 | 2020 | 2021   |  |   |  |   |         |      |      |      |
|           |  |                 |         |      |      | mass media to promote counter-stereotypic images of girls and women and boys and men | Kyiv City State Administration Ministry of Education and Science Ministry of Information Policy Local self-government agencies (TBC) NGOs and international organizations (TBC)        |   |  |   |         |      |      |      |
|           | Number of modules on gender equality         | 4               | 1       | 1    | 1    | 1  | 5) Incorporating modules on gender equality into training courses on <i>Journalism and Management</i> , particularly major disciplines such as <i>Public Relations and Advertising</i> | Ministry of Education and Science Ministry of Information Policy State Committee for Television and Radio Broadcasting NGOs and international organizations (TBC) |  |   |         |      |      |      |
|           | Number of persons who completed the training | 240             | 60      | 60   | 60   | 60   | 6) Trainings for writing teams, illustrators, designers, editors, and publishing staff on ensuring equal rights and opportunities for women and men,                                   | Ministry of Education and Science NGOs and international organizations (TBC)  |  |   |         |      |      |      |

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| Objective | Performance indicator | Indicator value |         |      |   | Activity  | Chief budget manager | Sources of funding (national/local budgets, other) | Projected funding for implementation (in UAH thousands) | By year |      |      |      |
|-----------|-----------------------|-----------------|---------|------|---|---|----------------------|--|---|---------|------|------|------|
|           |                       | Total           | By year |      |   |   |                      |  |   | 2018    | 2019 | 2020 | 2021 |
|           |                       |                 | 2018    | 2019 | 2020  |   |                      |  |   |         |      |      |      |
|           |                       |                 |         |      |   |   |                      |  |   |         |      |      |      |
|           |                       |                 |         |      | and removing gender stereotypes from school curricula, textbooks, and other educational content   |   |                      |  |   |         |      |      |      |
|           |                       |                 |         |      | 7) Ensuring that training programs in all disciplines, particularly arts and crafts and physical training, are identical for girls and boys   | Ministry of Education and Science<br>Ministry of Health<br>NGOs and international organizations (TBC)   |                      |  |   |         |      |      |      |
|           |                       |                 |         |      | 8) Monitoring of secondary and higher education institutions for compliance with the principle of equal rights and opportunities for women and men (using a gender audit methodology)           | Ministry of Education and Science<br>NGOs and international organizations (TBC)   |                      |  |   |         |      |      |      |
|           |                       |                 |         |      | 9) Ensuring equal access of girls and women to higher education institutions, particularly institutions managed by the Ministry of the Interior, the Ministry of Defense, and the Office of the | Ministry of Education and Science<br>Ministry of the Interior<br>Ministry of Defense<br>National Academy of the Public Prosecutor's Office of Ukraine (TBC) |                      |  |   |         |      |      |      |

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| Objective   | Performance indicator    | Indicator value |         |      |      |      | Activity   | Chief budget manager   | Sources of funding (national/local budgets, other) | Projected funding for implementation (in UAH thousands) | By year           |                   |                   |                   |
|---|--------------------------|-----------------|---------|------|------|------|--|--|--|---|-------------------|-------------------|-------------------|-------------------|
|   |                          | Total           | By year |      |      |      |  |  |  |   | 2018              | 2019              | 2020              | 2021              |
|   |                          |                 | 2018    | 2019 | 2020 | 2021 |  |  |  |   |                   |                   |                   |                   |
|   | Number of people covered | 2,000           | 500     | 500  | 500  | 500  | Prosecutor General of Ukraine, by implementing temporary special measures<br>10) Providing support services to elderly women and men, particularly men and women aged 100 and over | Higher School of Advocacy of the Ukrainian National Bar Association (TBC)<br>Ministry of Social Policy<br>Oblast state administrations<br>Kyiv City State Administration<br>Local self-government agencies (TBC)<br>NGOs and international organizations (TBC) | National budget                                    | 100   | 25                | 25                | 25                | 25                |
| Total under Objective III   |                          |                 |         |      |      |      |  |  | National budget<br>Local budget<br>Other sources   | 460<br>2,910<br>590                                     | 115<br>639<br>200 | 115<br>690<br>130 | 115<br>758<br>130 | 115<br>823<br>130 |
| IV. Implementing treaty and other international obligations to ensure equal rights and opportunities for women and men    |                          |                 |         |      |      |      |  |  |  |   |                   |                   |                   |                   |
| 10. Increasing the percentage of women among members of parliament of Ukraine and oblast, local, and oblast city councils |                          |                 |         |      |      |      | 1) Ongoing training on parity democracy and more active political participation of women   | Oblast state administrations<br>Kyiv City State Administration<br>Local self-government agencies (TBC)<br>NGOs and international organizations (TBC)   | Local budget<br>Other sources                      | 175<br>400  | 33<br>100         | 39<br>100         | 47<br>100         | 56<br>100         |
|   | Number of                | 725             | 170     | 175  | 190  | 190  | 2) Awareness-  | Oblast state   | Local budget                                       | 196   | 44                | 44                | 54                | 54                |

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| Objective                                       | Performance indicator | Indicator value |         |      |      | Activity   | Chief budget manager  | Sources of funding (national/local budgets, other) | Projected funding for implementation (in UAH thousands) | By year |      |      |      |      |
|---|-----------------------|-----------------|---------|------|------|--|---|--|---|---------|------|------|------|------|
|   |                       | Total           | By year |      |      |  |   |  |   | 2018    | 2019 | 2020 | 2021 |      |
|   |                       |                 | 2018    | 2019 | 2020 |  |   |  |   |         |      |      |      | 2021 |
| 11. Reducing the wage gap between women and men | events completed      |                 |         |      |      | <p>raising activities for politicians, NGO managers, journalists, and the general public on the importance of women's participation in managerial decision-making</p> <p>3) Assessing the need for temporary special measures to assist girls and women in areas where they are underrepresented or disadvantaged, and developing relevant recommendations</p> <p>1) Monitoring of employers for compliance with the Laws of Ukraine <i>On Workers' Compensation, On Employment, and On Equal Rights and Opportunities for Women and Men</i>, and providing recommendations for incorporating provisions on reducing gender pay gap into</p> | <p>administrations Kyiv City State Administration Local self-government agencies (TBC) NGOs and international organizations (TBC) National Academy of Sciences (TBC) NGOs and international organizations (TBC)</p> <p>State Labor Service Other central executive agencies Oblast state administrations Kyiv City State Administration Local self-government agencies (TBC) Joint representative agency of trade union</p> |  |   |         |      |      |      |      |

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| Objective | Performance indicator   | Indicator value |         |      |      |                                     | Activity  | Chief budget manager   | Sources of funding (national/local budgets, other) | Projected funding for implementation (in UAH thousands) | By year |      |      |      |
|-----------|---|-----------------|---------|------|------|-------------------------------------|---|--|--|---|---------|------|------|------|
|           |   | Total           | By year |      |      |                                     |   |  |  |   | 2018    | 2019 | 2020 | 2021 |
|           |   |                 | 2018    | 2019 | 2020 | 2021                                |   |  |  |   |         |      |      |      |
|           |   |                 |         |      |      | collective agreements and contracts | associations (TBC)<br>Joint representative agency of employers (TBC)  |  |  |   |         |      |      |      |
|           | Number of girls majoring in STEM (science, technology, engineering, and mathematics) at higher education institutions | 700             | 175     | 175  | 175  | 175                                 | 2) Facilitating participation of girls in STEM education and vocational training, particularly through holding awareness-raising and motivational events and ensuring equal access of girls to STEM education and vocational training in professions of national significance | Ministry of Education and Science<br>Ministry of Social Policy<br>State Employment Service<br>Oblast state administrations<br>Kyiv City State Administration<br>Local self-government agencies (TBC) |  |   |         |      |      |      |
|           | Number of adopted laws and regulations  | 1               |         | 1    |      |                                     | 3) Development and approval of provisions on setting up parents rooms at institutions and organizations   | Ministry of Social Policy<br>Joint representative agency of trade union associations (TBC)<br>Joint representative agency of employers (TBC)<br>NGOs and international                               |  |   |         |      |      |      |

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| Objective | Performance indicator   | Indicator value |         |      |      |      | Activity  | Chief budget manager  | Sources of funding (national/local budgets, other) | Projected funding for implementation (in UAH thousands) | By year |      |      |      |
|-----------|---|-----------------|---------|------|------|------|---|---|--|---|---------|------|------|------|
|           |   | Total           | By year |      |      |      |   |   |  |   | 2018    | 2019 | 2020 | 2021 |
|           |   |                 | 2018    | 2019 | 2020 | 2021 |   |   |  |   |         |      |      |      |
|           | Percentage of inspected enterprises with employees in jobs previously forbidden for women | 100             | 25      | 25   | 25   | 25   | 4) Bringing laws and regulations into line with EU standards and taking institutional measures to ensure good working conditions, health, and safety, and inspecting working conditions in sectors previously forbidden for women | organizations (TBC)<br>State Labor Service<br>Ministry of Social Policy<br>Ministry of Health<br>Joint representative agency of trade union associations (TBC)<br>Joint representative agency of employers (TBC)<br>Labor Health Institute of the National Academy of Health Sciences (TBC)<br>Research Institute for Labor and Employment of the Ministry of Social Policy (TBC)<br>NGOs and international organizations (TBC) |  |   |         |      |      |      |
|           | Number of trainings and workshops completed   | 16              | 4       | 4    | 4    | 4    | 5) Trainings and workshops for self-employed female entrepreneurs   | Ministry of Social Policy<br>Oblast state administrations<br>Kyiv City  | Other sources                                      | 1,600   | 400     | 400  | 400  | 400  |
|           | Number of   | 800             | 200     | 200  | 200  | 200  |   |   |  |   |         |      |      |      |

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| Objective | Performance indicator            | Indicator value |         |      |      | Activity   | Chief budget manager  | Sources of funding (national/local budgets, other) | Projected funding for implementation (in UAH thousands) | By year   |           |           |           |
|-----------|----------------------------------|-----------------|---------|------|------|--|---|--|---|-----------|-----------|-----------|-----------|
|           |                                  | Total           | By year |      |      |  |   |  |   | 2018      | 2019      | 2020      | 2021      |
|           |                                  |                 | 2018    | 2019 | 2020 |  |   |  |   |           |           |           |           |
|           | women who completed the training |                 |         |      |      | and female board members of legal entities, and assistance in regional networking of female entrepreneurs for providing advice to women on starting own business                       | State Administration<br>Local self-government agencies (TBC)<br>Ministry of Economic Development<br>Ministry of Justice<br>NGOs and international organizations (TBC) |  |   |           |           |           |           |
|           | Number of completed researches   | 2               |         | 1    |      | 6) Developing a methodology and conducting research on the proportion of unpaid housework between women and men (household chores, caring for children and other family members, etc.) | Ministry of Social Policy<br>State Statistics Service<br>National Academy of Sciences (TBC)<br>NGOs and international organizations (TBC)                             | Other sources                                      | 150   | 100       |           | 50        |           |
|           | Number of completed events       | 100             | 25      | 25   | 25   | 7) Awareness-raising events to encourage men to take paternal leave to care for children under the age of 3 or sick children   | Oblast state administrations<br>Kyiv City State Administration<br>Ministry of Social Policy<br>Ministry of Health<br>Local self-government agencies (TBC)             | Local budget<br>Other sources                      | 78<br>413   | 27<br>113 | 17<br>100 | 17<br>100 | 17<br>100 |

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|--|---|-----------------|---------|------|------|------|--|---|--|---|---------|------|------|------|
|  |   | Total           | By year |      |      |      |  |   |  |   | 2018    | 2019 | 2020 | 2021 |
|  |   |                 | 2018    | 2019 | 2020 | 2021 |  |   |  |   |         |      |      |      |
| 12. Managing the implementation of treaty and other international obligations of Ukraine | Number of international documents on equal rights and opportunities for women and men distributed | 20              | 5       | 5    | 5    | 5    | 1) Translation, publication, and distribution of strategies of the Council of Europe, the European Union, OSCE, and other international organizations, documents of the European Institute for Gender Equality, conventions of the International Labor Organization, and recommendations of the Committee of Ministers of the Council of Europe on ensuring equal rights and opportunities for women and men | NGOs and international organizations (TBC)<br>Ministry of Social Policy<br>Oblast state administrations<br>Kyiv City State Administration<br>NGOs and international organizations (TBC) |  |   |         |      |      |      |
|  | Number of reports prepared  | 2               |         | 1    |      | 1    | 2) Preparation of Ukraine's ninth national report on implementation of the UN Convention on the Elimination of All Forms of Discrimination against Women   | Ministry of Social Policy<br>Other central executive agencies<br>National Academy of Sciences (TBC)<br>Oblast state   |  |   |         |      |      |      |

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| Objective  | Performance indicator  | Indicator value |         |      |      |      | Activity  | Chief budget manager   | Sources of funding (national/local budgets, other) | Projected funding for implementation (in UAH thousands) | By year |      |      |      |  |
|--|--|-----------------|---------|------|------|------|---|--|--|---|---------|------|------|------|--|
|  |  | Total           | By year |      |      |      |   |  |  |   | 2018    | 2019 | 2020 | 2021 |  |
|  |  |                 | 2018    | 2019 | 2020 | 2021 |   |  |  |   |         |      |      |      |  |
| <hr/>  |  |                 |         |      |      |      |   |  |  |   |         |      |      |      |  |
| Total under Objective IV   |  |                 |         |      |      |      |   |  | Local budget                                       | 449   | 104     | 100  | 118  | 127  |  |
|  |  |                 |         |      |      |      |   |  | Other sources                                      | 2,563   | 713     | 600  | 650  | 600  |  |
| V. Participation of international organizations and NGOs for equal rights and opportunities for women and men in the implementation of the Program |  |                 |         |      |      |      |   |  |  |   |         |      |      |      |  |
| 13. Strengthening the public-private partnership for equal rights and opportunities for women  |  |                 |         |      |      |      | 1) Learning and disseminating best practice in public-private partnership for equal rights and opportunities for women and men              | Oblast state administrations<br>Kyiv City State Administration<br>NGOs and international organizations (TBC)         | Local budget                                       | 1,295   | 266     | 317  | 336  | 376  |  |
|  | Number of publicly commissioned projects implemented by NGOs | 72              | 12      | 15   | 20   | 25   | 2) Implementing publicly commissioned projects for equal rights and opportunities for women and men and prevention of gender discrimination | Oblast state administrations<br>Kyiv City State Administration<br>Local self-government agencies (TBC)<br>NGOs (TBC) |  |   |         |      |      |      |  |
|  | Number of workshops, trainings, and events completed         | 100             | 25      | 25   | 25   | 25   | 3) Workshops, trainings, and awareness-raising events on gender equality for representatives of   | Oblast state administrations<br>Kyiv City State Administration<br>Ministry of Social Policy                          | Local budget                                       | 658   | 155     | 165  | 163  | 175  |  |
|  | Number of participants                                       | 2,500           | 625     | 625  | 625  | 625  |   |  |  |   |         |      |      |      |  |

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| Objective               | Performance indicator | Indicator value |         |      |      | Activity  | Chief budget manager   | Sources of funding (national/local budgets, other) | Projected funding for implementation (in UAH thousands) | By year |       |       |       |      |
|-------------------------|-----------------------|-----------------|---------|------|------|---|--|--|---|---------|-------|-------|-------|------|
|                         |                       | Total           | By year |      |      |   |  |  |   | 2018    | 2019  | 2020  | 2021  |      |
|                         |                       |                 | 2018    | 2019 | 2020 |   |  |  |   |         |       |       |       | 2021 |
|                         |                       |                 |         |      |      | united territorial communities, NGO managers, socially responsible businesses, and mass media | Ministry of Youth and Sports<br>Ministry of Information Policy<br>Local self-government agencies (TBC)<br>NGOs and international organizations (TBC) |  |   |         |       |       |       |      |
| Total under Objective V |                       |                 |         |      |      |   |  | Local budget                                       | 1,953   | 421     | 482   | 499   | 551   |      |
| Total under the Program |                       |                 |         |      |      |   |  |  | 13,140  | 3,210   | 3,177 | 3,322 | 3,431 |      |
| including               |                       |                 |         |      |      |   |  | National budget                                    | 1,020   | 255     | 255   | 255   | 255   |      |
|                         |                       |                 |         |      |      |   |  | Local budget                                       | 6,742   | 1,492   | 1,617 | 1,737 | 1,896 |      |
|                         |                       |                 |         |      |      |   |  | Other sources                                      | 5,378   | 1,463   | 1,305 | 1,330 | 1,280 |      |

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**EXPECTED RESULTS**  
of the State Social Program for equal rights and opportunities  
for women and men to be implemented through to 2021

| Objective   | Performance indicator  | Unit of measure | Indicator value |         |      |      |      |
|---|--|-----------------|-----------------|---------|------|------|------|
|   |  |                 | Total           | By year |      |      |      |
|   |  |                 |                 | 2018    | 2019 | 2020 | 2021 |
| 1. Improving the legal framework to ensure equal rights and opportunities for women and men in all areas of social life         | Number of improved laws and regulations  | item            | 18              | 6       | 4    | 4    | 4    |
| 2. Addressing the gender component in economic and social development programs based on the current sectoral and regional needs | Percentage of economic and social development programs addressing the gender component | percent         |                 | 50      | 60   | 80   | 100  |

| Objective   | Performance indicator   | Unit of measure | Indicator value |         |      |      |
|---|---|-----------------|-----------------|---------|------|------|
|   |   |                 | Total           | By year |      |      |
|   |   |                 |                 | 2018    | 2019 | 2020 |
| 3. Improving the gender and legal expert review mechanism | Number of adopted laws and regulations  | item            | 1               | 1       |      |      |
|   | Number of specially trained professionals responsible for gender and legal expert review of draft legislative enactments of ministries and other executive agencies, and enactments of local self-government agencies | person          | 200             | 100     |      | 100  |

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| Objective  | Performance indicator   | Unit of measure | Indicator value |         |      |      |      |
|--|---|-----------------|-----------------|---------|------|------|------|
|  |   |                 | Total           | By year |      |      |      |
|  |   |                 |                 | 2018    | 2019 | 2020 | 2021 |
| 4. Expanding the scope of gender-based statistical indicators disaggregated by other major factors such as age, place of residence, disabilities, social and economic status, etc. | Number of reporting forms augmented with gender-sensitive indicators                    | Item            | 12              | 3       | 3    | 3    | 3    |
| 5. Introducing equal rights and opportunities for women and men into advanced training programs for civil servants and local self-government officials                             | Number of approved standard modules on equal rights and opportunities for women and men | ---“---         | 4               | 1       | 1    | 1    | 1    |

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| Objective  | Performance indicator  | Unit of measure | Indicator value |         |       |       |       |
|--|--|-----------------|-----------------|---------|-------|-------|-------|
|  |  |                 | Total           | By year |       |       |       |
|  |  |                 |                 | 2018    | 2019  | 2020  | 2021  |
| 6. Improving the mechanism for protection against gender discrimination (multiple discrimination)                        | Number of comprehensive advice services provided to victims of gender discrimination | ---“---         | 6,000           | 1,000   | 1,500 | 1,700 | 1,800 |
| 7. Overcoming gender stereotypes   | Number of activities undertaken to assist in overcoming gender stereotypes           | ---“---         | 2,015           | 37      | 663   | 662   | 663   |
| 8. Increasing the percentage of women among members of parliament of Ukraine and oblast, local, and oblast city councils | Percentage of women among members of parliament of Ukraine                           | Percent         |                 | 12      |       |       | 20    |
|  | Percentage of women among members of oblast, local, and oblast city councils         | ---“---         |                 | 14      | 25    |       | 25    |

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| Objective   | Performance indicator  | Unit of measure | Indicator value |         |      |      |      |
|---|--|-----------------|-----------------|---------|------|------|------|
|   |  |                 | Total           | By year |      |      |      |
|   |  |                 |                 | 2018    | 2019 | 2020 | 2021 |
|   | Percentage of women in senior civil service positions (category A positions) | ---“---         |                 |         |      | 20   |      |
| 9. Reducing the wage gap between women and men  | Female-to-male median earnings ratio   | ---“---         |                 | 73      | 75   | 78   | 80   |
|   | Proportion of men on paternal leave to care for a child under the age of 3   | ---“---         |                 | 1.6     | 2    | 2.5  | 3    |
| 10. Strengthening the public-private partnership for equal rights and opportunities for women | Number of events and projects implemented in partnership with NGOs           | Item            | 72              | 12      | 15   | 20   | 25   |

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