

1. What specific actions have been taken to enact, strengthen and enforce laws and regulatory frameworks that ensure gender equality and prohibit discrimination against women in the world of work?

- Ukraine adopted the Law “On Amending Certain Legislative Acts to Provide Mother and Father with Equal Opportunities to Take Care of Their Child” that entered into force on 9th of May 2021. This Law provides mother and father with equal opportunities for being granted with child care leave until the child is 3 years old; introduces for a child’s father (or grandmother/grandfather) new types of paid leave for up to 14 days – in case of the birth of the child; the father is now eligible for an additional paid leave in case of having the children with disability. The Law provides, that reduced working hours can be established at employer’s expenses for single mothers or fathers who have children under 14 years of age or children with disability.

2. What specific actions have been taken to enact, strengthen and enforce laws and regulations that uphold the principle of equal pay for equal work or work of equal value in both the public and private sectors?

- considering the progress in upholding of the principle of equal pay for equal work or work of equal value in both the public and private sectors it should be noted that in December 2020 Ukraine has joined the Equal Pay International Coalition, as a full tripartite member-state (Government of Ukraine, Confederation of Employers of Ukraine, Federation of Trade Unions of Ukraine and Kyiv Institute of Gender Studies). Ukraine requested technical assistance from the Equal Pay International Coalition to bridge the gender pay gap.
- Ministry of Economy of Ukraine has finalized draft National Strategy on Reducing Gender Pay Gap by 2023. Ministry of Economy of Ukraine sets ambitious goals to reduce the gender pay gap annually by 1 %. It is expected to reduce the gender pay gap to 17 % by the end of 2023. ILO, UN Women and OECD experts have provided their inputs and comments

to the draft Strategy and consolidate efforts to further support Government and other national stakeholders to effectively implement policies, promoting equal remuneration and observance of the principle of equal remuneration for the work of equal value.

- Government of Ukraine has regularly reviewed the rate of minimum wage. In 2021 it was reviewed twice and till the end of 2021 the minimum wage will grow by 30 % in comparison to 2020.
- Confederation of Employers of Ukraine developed and adopted a gender-responsive workplace policy in March 2021. This tool enables enterprises to assess their compliance with gender equality related national laws and regulations. It was subsequently complemented, endorsed and officially launched by the Government Commissioner for Gender Equality Policy.

3. What measures have been taken to enact, strengthen and enforce laws and policies to eliminate all forms of violence and harassment against women in the world of work and provide means of effective redress in cases of noncompliance?

- Government of Ukraine requested international technical assistance in devising policies to address violence and harassment against women in the world of work.
- Ukrainian Parliament adopted the Law of Ukraine “On Amendments to Certain Legislative Acts of Ukraine on Ensuring Equal Opportunities for Mothers and Fathers in Child Care”, which amends the Labor Code of Ukraine, the Law of Ukraine on Leave to Ensure Equal Rights and Opportunities for Women and Men, a combination of family and professional responsibilities, in particular, eliminates legislative gaps that limit a father’s right for parental leave.

4. What efforts have been undertaken to encourage private firms and institutions to mainstream gender equality considerations in policies and practices?

- methodological recommendations for gender audits in private enterprises were developed and issued by the Ministry of Social Policy Government of Ukraine in 2021.

5. What actions have been undertaken to increase investment and support for women entrepreneurs?

- in partnership with ILO the Government of Ukraine promotes Women's economic empowerment through entrepreneurship training and grants/loan support. Thus, the ILO's Start and Improve Your Business Programme has been linked to the state program "Affordable Loans at 5-7-9%" launched by the Government of Ukraine in 2020. In addition, ILO and UNDP in collaboration with central government and local communities in the cities of Sumy and Rivne pilot entrepreneurship programs targeting women in Ukraine as well as women from among internally displaced persons and hosting communities in some regions of Eastern Ukraine.
6. Strengthening women's collective voice, leadership, and decision-making (paragraphs 40 (tt) to (aaa))
- The Ministry of Social Policy of Ukraine developed and adopted guidelines for the inclusion in collective agreements and agreements of provisions aimed for ensuring equal rights and opportunities for women and men in labor relations. Those guidelines provide a unified approach to defining requirements in collective agreements and agreements to create working conditions, in which women and men can work on an equal basis, ensures de facto equality between men and women in the workplace, and does not discriminate on the basis of sex.
7. Strengthening the role of the private sector in women's economic empowerment (paragraphs 40 (bbb) to (eee)).
- In 2019, the Confederation of Employers of Ukraine became the first national association of employers' organizations in the world to become a member of the International Coalition for Equal Pay International Coalition (EPIC);
  - in order to provide practical advice to employers in the private, public and municipal sectors on the practical advice to employers in the private, public and municipal sectors on the practical application of the most typical and important aspects of national legislation aimed at forming and maintaining productive labor relations, formed in compliance with the principles of non-discrimination and equal opportunities. The Confederation of Employers of Ukraine developed the guide for employers in the field of gender equality and non-discrimination.