



Report on implementation of the Gender Equality and Non-Discrimination Policy of UHHRU in 2017

Overall description, conclusions and recommendations

Since 2016, the Ukrainian Helsinki Human Rights Union (UHHRU) is implementing the Gender Equality and Non-Discrimination Policy, in order to observe the principles of gender mainstreaming in organizational work and at one's workplace (e.g. hiring, relations at work, wages, composition of decision-making bodies, etc.), as well as to implement specific programs and projects. For this, UHHRU's Gender Advisor prepares an annual Action Plan on the Policy's realization, monitors its implementation and prepares reports.

Action Plan for 2017 had been aimed at the observance of gender equality and balance, promotion of gender-sensitive practices, prevention of gender- or age-based based discrimination, etc. Thus, in the course of the year, UHHRU's top management received consultations on gender aspects as well as the specifics of their integration into the projects being currently implemented and present activities; trainings on gender issues were organized for the Union's partners; and various awareness raising campaigns were conducted.

In particular, the attention should be paid to [the specialized project](#) "Women human rights defenders who change Ukraine" (*link in Ukrainian*), being a series of interviews with female human rights activists from all over Ukraine working in different spheres of human rights protection and representing various organisations (including UHHRU). By the end of 2017, 27 interviews with female human rights activists had been published (including one interview dedicated to the work on combating violence against women).

On 25 November every year the world's human rights community celebrates the International Day for the Elimination of Violence Against Women. It also marks the beginning of the annual "16 days against violence" campaign. UHHRU lent support to this initiative by drawing people's attention to the topic. In particular, in her interview to the specialized project "Women human rights defenders who change Ukraine", Anna Orlovska¹ shared her experience on combating violence against women. Besides, UHHRU analyst Alla Blaga met students of a nation's top-recognized university to talk about fighting against family violence².

At the same time, since Ukraine hasn't ratified the Istanbul Convention³, yet despite the best efforts of civil society organizations and activists, it would make sense for UHHRU to contribute

¹ <https://helsinki.org.ua/articles/pravozahysnytsya-anna-orlovska-hendernu-problematyku-daleko-ne-vsi-chynovnyky-rozumiyut/>

² <https://helsinki.org.ua/articles/analytyk-uhspl-alla-blaha-rozpovila-studentam-mizhnarodnykam-pro-prychyny-ta-shlyahy-poperedzhennya-nasylstva-v-sim-ji/>

³ Council of Europe Convention on preventing and combating violence against women and domestic violence (2011), <https://rm.coe.int/1680093d9e>

next year by directing the public's attention toward the need to ratify it. Therefore, it would be worthwhile to establish cooperation with appropriate human rights organizations specializing in gender issues.

UHHRU could also use more events dedicated to gender and non-discrimination issues (for instance, 15 October – International Day of Rural Women, 18 December – International Migrants Day, etc.), and prepare a calendar of international human right events for 2018.

In addition, at least 2-3 stories on gender issues and women's rights should be included in the weekly "Legal ABC" podcasts.

It would be expedient to integrate the gender component in the report "Success Stories of the public reception offices"⁴, which had already been prepared twice in the past, in 2016 and 2017. For instance, by providing gender disaggregated statistics and adding descriptions of cases related to the fight against discrimination and gender-based violence. In addition, it wouldn't hurt to include sex-disaggregated statistics in UHHRU's annual report on human rights, specifically in sections unrelated to women's rights.

In a word, UHHRU needs to step up implementing ideas of gender mainstreaming into its own activities – at the level of analytical materials, events and partners.

Quantitative and Qualitative Indicators of Compliance with Gender Equality and Non-Discrimination Policy

I. At the level of UHHRU's Secretariat (Kyiv)

1. UHHRU's employees

Table 1.1. Quantitative indicators based on gender

<i>Total</i>	<i>Men</i>		<i>Women</i>	
	<i>Number</i>	<i>%</i>	<i>Number</i>	<i>%</i>
42 persons as of end of December 2017	22	52	20	48

Table 1.2. Quantitative indicators based on age

<i>Total</i>	<i>Under 25 years old</i>		<i>26-35 years old</i>		<i>36-50 years old</i>		<i>Over 51 years old</i>	
	<i>Number</i>	<i>%</i>	<i>Number</i>	<i>%</i>	<i>Number</i>	<i>%</i>	<i>Number</i>	<i>%</i>
42 persons as of end of the year 2017	1	2	18	43	17	41	6	14

⁴ 2016-2017 report https://helsinki.org.ua/wp-content/uploads/2017/10/Preview_2017-07-28_UkrainianHelsinkiUnion_GoodHistory_148x210.pdf

2. UHHRU’s Awareness-Raising Activities on Gender Equality and Non-Discrimination Issues

Table 2.1. Information about in-house activities on gender equality and non-discrimination issues

<i>Title, date and place of an action</i>	<i>Purpose / Task</i>	<i>Audience: number of attendees (men / women)</i>
<p>Trainings on gender awareness issues for UHHRU’s partnering initiative – team of Docudays UA Festival (June 1, Kyiv)</p>	<p><i>Purpose:</i> To convey the features of gender issues and relevant organizational policies to the team of Docudays UA International Human Rights Documentary Film Festival.</p> <p>The following topics have been covered:</p> <ul style="list-style-type: none"> • What should be known about gender? Three “secrets” for understanding of gender theory. • Gender inequality in the labor market. • Gender and non-discrimination issues in the media. The importance of sensitive and professional presentation of information. • Methodology of gender and anti-discrimination analysis of the state policy. • Presentation of the Gender Equality and Non-Discrimination Policy of UHHRU. 	<p>12 persons (2 male and 10 female)</p>
<p>UHHRU-based English language discussion club (February 22, Central Office of UHHRU, Kyiv)</p>	<p><i>Purpose:</i> to discuss the issues of women’s leadership and access to positions of powers by listening to a speech delivered as part of the «TEDx Women» project (specifically the speech of Facebook’s chief operating officer Sheryl Sandberg entitled “Why we have too few women leaders”.</p> <p>In addition, Sheryl Sandberg’s book Lean In: Women, Work, and the Will to Lead was presented, where FB COO shares her experience with working in IT, the challenges and opportunities for women in business, and the need to find a balance between your job and your children.</p>	<p>2 female attendees</p>

Also, in 2017 UHHRU submitted application for “***the Ukrainian Corporate Equality Index 2017***”, which is being a national survey of corporate policies, rules and companies’ practices regarding antidiscrimination in the workplace and support for equality and diversity in business⁵.

Table 2.2. Information about public events on gender equality and non-discrimination issues

<i>Title, date and place of an action</i>	<i>Purpose / Task</i>	<i>Audience: number of attendees (men / women)</i>

⁵ The authors examine prohibition of discrimination on grounds of gender, disability, sexual orientation and gender identity by employers working in Ukraine; <https://cei.org.ua/en/>.

<p>Training "Tools and actions for protecting the rights of the LGBTQI community and combating discrimination"</p> <p>(March 26-27, Chernihiv oblast)</p>	<p>Training event for lawyers, advocates and activists involved into different kind of assistance to protect the rights of LGBTQ people⁶.</p> <p><i>Purpose:</i> to raise awareness regarding the peculiarities of service provision and approaches to issue resolution that could exhibit signs of discrimination against the target group (including issues related to sexual orientation and gender equality, hate crimes, and national case law related to sexual orientation or gender equality).</p>	<p>14 persons (7 female, 7 male)</p>
<p>Local educational event "Media outlets: competent media coverage of domestic and gender-based violence"</p> <p>(April 27, Poltava)</p>	<p><i>Purpose:</i> To train representatives of regional media to create and disseminate informational materials on domestic and gender-based violence in order to inform the public, as well as about the assistance provided by NGOs to victims of violence⁷.</p> <p>In the format of a press lunch on the example of publications and video stories, participants analyzed the coverage of cases of gender-based violence (GBV) in modern media; the GBV discussion was based on human rights principles and approaches. During the event, participants with the trainer examined the problems of ratification of the Istanbul Convention in the context of the history of domestic violence counteraction in Ukraine. The main provisions of the international and national regulations were considered in details. The main types of domestic violence were discussed.</p>	<p>19 persons (17 female, 2 male)</p>

3. Securing Gender Parity in Decision-Making Bodies

Table 3.1. Quantitative indicators based on gender in the UHHRU's decision-making bodies

<i>Total</i>	<i>Management Board</i>		<i>Auditing Committee</i>		<i>Supervisory Board</i>	
	<i>Women</i>	<i>Men</i>	<i>Women</i>	<i>Men</i>	<i>Women</i>	<i>Men</i>
As of end of 2017	3	5	2	1	0	5
	37,5%	62,5%	67%	33%	0%	100%
Adherence to the positive actions	No (at least 40% representatives of the same sex)		Yes (at least 30% representatives of the same sex)		No (at least 30% representatives of the same sex)	

⁶ <https://helsinki.org.ua/events/treninh-dlya-yurystiv-advokativ-ta-aktyvistiv-instrumenty-ta-diji-schodo-zahystu-prav-predstavnykiv-lhbtki-spilnoty-ta-protydiji-dyskryminatsiji/>

⁷ <http://edu.helsinki.org.ua/novini/u-poltav-proveli-odnodennii-sem-nar-zm-kompetentno-proti-domashnogo-ta-genderno-obumovlenogo->

4. Participation in Public Events and International Trips⁸

Table 4.1. Quantitative indicators based on gender as to participation of UHHRU in public events/ trips (including international) devoted to gender issues

Title, place and date of an event	Description of event	Total number of participants	
		Women	Men
UHHRU promotes gender equality and non-discrimination during all its public events and trips, where appropriate. Selection for participating in such events is based on the principle of non-discrimination, which requires equal participation for male and female candidates and taking into account only their professional qualities.			

5. UHHRU's Analytical Products on Gender Issues

Table 5.1. List of the UHHRU's analytical products on gender issues

Year	Title	Description
2017	<p>Specialized information project “Women human rights defenders who change Ukraine” that aims at strengthening the visibility of women in the human rights sphere of Ukraine.</p> <p>Available at the link: http://helsinki.org.ua/activities/spetsproekty/pravozahysnytsi-yaki-zminyuyut-ukrajinu/.</p>	<p>A series of interviews with female human rights activists working at the UHHRU/ cooperating with us, which among others include questions on the situation with gender-based violence and gender issues in the human rights movement.</p> <p>The project has started in the autumn of 2016; interviews are published twice a month on the organization's website. Thus, 23 interviews had been released in 2017 (with 27 in total).</p> <p>In addition, as part of the annual campaign “16 days of combating gender-based violence”, one of the interviews (with human rights activist Anna Orlovska) was focused on the efforts aimed at fighting violence against women.</p>
2017	<p>Interview with UHHRU's gender expert Tamara Martsenyuk for the ProMosaik, the International Press Portal for Human Rights and Diversity</p> <p>Available in English at the link: http://helsinki.org.ua/en/articles/interview-with-uhhru-s-gender-expert-tamara-martsenyuk-for-promosaik-the-international-press-portal-for-human-rights-and-diversity/</p>	<p>The interview, which was aimed at improvement of organization's visibility internationally and enhancement of awareness regarding Ukraine, described the main gender problems in Ukraine, strategies to struggle against gender-based violence and to achieve gender equality in the country as well as covered</p>

⁸ Next year this section and indicators will be removed from the annual report, as UHHRU is being guided solely by the professional qualities of candidates when selecting the participants of the trips and events, and promoting gender equality and non-discrimination during all its public events and trips, where appropriate.

	<i>An alternative link at the ProMosaik website: https://promosaik.blogspot.ca/2017/03/tamara-martsenyuk-our-interview-about.html</i>	UHHRU's efforts in this respect.
Beginning of 2017	Annual Report of Human Rights Organizations "Human Rights in Ukraine 2017" <i>Available in Ukrainian at the link: https://helsinki.org.ua/wp-content/uploads/2016/12/Prava-2016-povna-versiya.pdf</i>	"Women's rights" section co-authored by experts Alla Blaha and Olena Uvarova. "Gender equality issues in security and defense sector" section by expert Inna Zavorotko

6. Complaints on violation of the Gender Equality and Non-Discrimination Policy

Table 6.1. Review of complaints on violation of the Gender Equality and Non-Discrimination Policy

Year	Number of filed complaints	Complaint summary	Decisions taken in relation to a complaint
2017	No complaints received		

II. At the level of UHHRU member-organisations

(27 members in 14 regions)

1. Gender aspect in the work of UHHRU's public reception offices

Totally, 14,370 appeals have been received by the public receptions of UHHRU in 2017, including 7,060 appeals from men and 7,310 from women. 147 appeals touched upon violation of the right to family life and domestic violence, 53 appeals on the issues of discrimination (including, gender-based). Public reception offices provided legal services to the victims of domestic violence, among them 7 men and 36 women.

In addition to providing legal aid, public reception offices (PROs) also conducted awareness-raising activities. Below are given several examples of PROs gender-related/oriented activities.

Kharkiv Human Rights Protection Group

Gender issues were discussed at the XX Human Rights School that took place on 23 January 2017 in Kharkiv.

PRO in Zaporizhia

A series of 4 training classes were held for girls serving sentences at the State Penitentiary Facility No. 144 (on 8, 17, and 25 June and 8 July 2017 in Melitopol, Zaporizhia oblast, with a focusing on such topics as "starting your own business, licenses, and permits".

PRO in Dnipro operating on the basis of Human Rights Group "SICH"

On 11 April 2017, in a retirement home in Dnipro, the "SICH" CSO lawyers conducted a master class for the institution's employees on the observance of human rights and fight against

discrimination as part of the presentation of the project of the partner organizations “Road of Life” and “Forpost” CSOs. The project is aimed at preventing and combating domestic and gender-based violence against women that belong to the IDP group and women with disabilities working at the retirement home.

On 10 May 2017, a master class on the observance of human rights was held as part of the “Helping Hand” project, targeting IDPs and women with disabilities that live at the Dnipropetrovsk Oblast Retirement Home.

During 2017, the LAC has been dealing with the [case](#) of gender discrimination (*link in Ukrainian*) in the walls of the National Bank of Ukraine (NBU); the study of regulatory documents revealed shocking facts. In May 2015, the NBU employees, who used to be public servants, were deprived of this status and are being now merely National Bank officials. Thus, they are not subjected to any rights or privileges of public service. Previously, the NBU had a kind of the employee pool, which was determined by the appropriate bank’s regulation, containing the provision of enrollment to the employee pool of women under the age of 50 and of men under the age of 55. Although, the Cabinet of Ministers’ resolution to approve the regulation on employee pool’ formation contains no such information. Thus, the revised NBU regulation has a shameful discriminatory provision, including both the gender and the age. Thus, the NBU crossed the line having deteriorated its workers’ state and thereby committed age discrimination by firing experienced workers. Unfortunately, cases of these violations are numerous and do happen throughout the whole territory of Ukraine. Difficulties appeared during the entire proceeding. After the application had been submitted to the court, exactly courts could not establish jurisdiction of this case. After a series of rejections, it was established that the jurisdiction of the case belongs to the administrative proceedings. Now the case is in the District Administrative Court of Appeal.

PRO in Sumy

On 14 February 2017, with the participation of the Regional center providing free secondary legal aid in the Sumy oblast, there was held a seminar “Legal aspects of gender equality of women in science” for the students of the Ukrainian Academy of Banking. The reason is that promotion of gender equality and ensuring women’s rights is one of the eight global Millennium Development Goals of the UN. Participants discussed gender roles and stereotypes that prevent equality between women and men; using the examples of the teaching staff of the Academy compared the number of women and men with different scientific degrees. At the end of the event, a “legal temperature” of the institution was measured. Interestingly, the results of the students and their teachers were somewhat different; this demonstrates that they feel the level of security of their rights differently. Hence, students and teachers have got an opportunity to discuss together obtained results.

On 30 November 2017, as part of the Ukraine-wide initiative “16 days against violence”, PRO in Sumy and CSO “Sumy Samaritans” hosted an awareness raising event with the topic “Legal aspects of gender equality”⁹. The event attracted students, representatives of the Department of Social Protection of the Population of the Sumy Oblast State Administration, city patrol police, Regional Secondary Legal Aid Center in Sumy Oblast, Advisor of the Ministry of Social Policy on the issues of IDPs, as well as civil society organizations, in order to discuss legislation as well as stereotypes prevalent in today’s society and issues that human rights activists, public servants and social activists encounter in their work.

⁹ <http://sumy.legalaid.gov.ua/ua/pres-tsentr/novyny/pravovi-aspekty-hendernoi-rivnosti-obhovoriuvaly-u-sumakh>