

Research Article

Implementation of the State Gender Policy in Ukraine

¹Kanavets M.V., ²Lykhach Y.Y.

and ³Momotenko T.

¹Director of the Center for Adaptation of the Civil Service to the Standards of the EU of the National Agency of Ukraine on Civil Service, Candidate of Sciences in Public Administration, Ukraine

Email: maryna.kanavets@center.gov.ua Tel: +380509536332

²First Deputy Director of the Center for Adaptation of the Civil Service to the Standards of the EU of the National Agency of Ukraine on Civil Service, Candidate of Sciences in Public Administration, Ukraine

Email: yulia.lykhach@center.gov.ua Tel: +380673216499

³Doctor of Science of Law, National Academy of Security Service of Ukraine

/ <http://www.researcherid.com/rid/G-6291-2019>

gcpd.aau@gmail.com, +38-097-331-04-36

[Received: 11/04/2019; Accepted: 30/04/2019; Published: 03/06/2019]

ABSTRACT:

A review of the legislative provision of the gender approach in the sphere of public administration and analysis of the institutional support for the implementation of the state gender policy is presented. Statistical information on the representation of women at the decision-making level in Ukraine is provided. According to the results of the research, recommendations were made for the modernization of the state gender policy, which envisage further improvement of the Ukrainian legislation in accordance with the European requirements for gender equality; integrating the gender perspective into all state plans and programmes; establishment of a coherent system of interaction between the relevant institutions; ensuring favorable conditions for women to participate in social development management processes.

Keywords: gender, State gender policy, gender parity, public administration, local government.

[I] INTRODUCTION

The current state policy of Ukraine is aimed at achieving equality of women and men in society, overcoming all forms of discrimination on the basis of gender as well as creating the necessary social and political preconditions for the realization of the rights and opportunities of women and men in all spheres of labor, social and personal life. Therefore, the effective management of gender processes by the state and, first of all, the creation of effective mechanisms of gender equality, plays a significant role in the formation and implementation of gender policy.

The implementation of the state policy aimed at ensuring equal rights and opportunities for women and men depends on the effectiveness of the institutional mechanism – a key element of the gender equality.

At present, Ukraine has formed the main components of the legislative and institutional mechanism for the state gender policy implementation. Permanent low representation of women in the branches of government, violence against women, etc. show that there is still structural gender inequality. In this connection, the state gender policy in Ukraine requires improvement.

[II] MATERIALS AND METHODS

The solution of the research tasks was carried out using general scientific methods: benchmarking study and synthesis (for systematization and generalization of legislative support for the introduction of gender equality in Ukraine), classification (for the description of the institutional ensuring for the implementation of the state gender policy); abstracting, analysis and synthesis (for the development recommendations on mechanisms and means of improving the state gender policy in Ukraine).

Foreign scientists such as Dzh. Plek, M. Kimel, R. Konel, E. Erikson, H. Saliven, M. Mid, T. Paterson, R. Beilz, Sh. Bern have devoted their scientific research to the issues of ensuring gender parity.

Currently it is already possible to talk about certain achievements of Ukrainian scientists on the study and use of world experience of gender transformations (research papers by such scientists as L. Bulatova, V. Buromenskyi, L. But, L. Honiukova, P. Hornostai, N. Hrytsiak, O. Lutsenko, O. Malanchuk-Rybak, T. Melnyk). Gender analysis of state policy is based on some ideas by V. Tertychka, T. Melnyk, N. Bolotina, I. Lavrinchuk, V. Romanov, O. Rudik and others.

M. Bohachevska-Khomiak, K. Veres, I. Holubieva, N. Hoha, R. Ruban, L. Kobelianska, L. Kormych, A. Komarova, M. Orlyk, A. Pashko, S. Stanik, E. Libanova, L. Smoliar, N. Chukhym, N. Shpak, I. Bohoslovska, V. Dovzhenko, L. Morozko consider some issues of the process of gender policy formation and determination of ways of its implementation in their research papers.

Gender aspects of civil service became the subject of generalization for T. Vasilevskaya, T. Vasylevska, N. Hrytsiak, O. Ivanytska, B. Kravchenko and M. Piren. V. Blyzniuk, N. Kovalishyna, O. Kulachek, M. Popov and others devoted their achievements to the introduction of gender approaches in the theory and practice of public administration.

The aim of the research is to consider the legislative support of a gender approach in the sphere of public administration and to analyze

the current state of ensuring gender parity in the state-management sector of Ukraine.

[III] RESULTS

Gender policy in the European Union countries has undergone several stages of development: from the policy of improving the status of women and policies for the benefit of women to a policy of equal rights and opportunities.

In the early 90's XX century the European Community created the first European network of experts on women's involvement in the decision-making process, which monitored these processes in the European Union countries.

The norms for the equality of women and men are enshrined in the two International Covenants of the United Nations of 1966. This is the International Covenant on Economic, Social and Cultural Rights and the International Covenant on Civil and Political Rights. It should be noted that in these documents the principle of equal rights of sexes is fixed in the form of a legal obligation, and equality of rights of women and men is considered wider than the mere declaration of their general equality before the law.

The UN Convention on the Elimination of All Forms of Discrimination against Women (CEDAW), adopted by the General Assembly of the United Nations on December 18, 1979, played a special role in establishing equality of sexes.[7]

Ukraine has committed itself to promoting gender equality by signing a number of international documents as a universal and regional level.

After the adoption of the Beijing Declaration and Action Platform, Ukraine has made some progress in promoting gender equality and empowering women. In particular, the main components of the institutional support of gender equality were formed, the legal framework was brought in line with international standards. Also, it has developed a powerful sector of non-governmental organizations, whose activities are aimed at counteracting gender inequality.

In 1996, the Constitution of Ukraine, which provides equal rights for men and women, was

adopted. Article 24 of the Constitution of Ukraine contains a separate provision on ways to ensure the equality of rights of women and men.

The creation of a legal framework on gender equality is an important step in promoting gender equality and empowering women and men, in particular, the adoption of the Law of Ukraine “On Ensuring Equal Rights and Opportunities for Women and Men” as of 08 September 2005.[8]

In order to ensure uniformity of approaches as well as consistency and continuity in the activity of government authority on achieving equal rights and opportunities of all people, the Law of Ukraine “On the Principles of Prevention and Combating Discrimination in Ukraine” was passed in 2012⁵. According to the Law, “state policy on preventing and combating discrimination is aimed at: nondiscrimination; the application of positive actions; creation of conditions for the timely detection of facts of discrimination and ensuring effective protection of persons and/or groups of persons who have suffered from discrimination; education and promotion of respect for persons, regardless of their specific features, among population of Ukraine, awareness-raising activities in this field”

The adopted Law of Ukraine “On Amendments to the Particular Legal Acts of Ukraine on Prevention and Combating Discrimination in Ukraine” in 2014 brought the definition of discrimination into line with the Article 1 of the Convention on the Elimination of All Forms of Discrimination against Women. [15]

Among the key areas of the National Human Rights Strategy of Ukraine are those that will contribute to ensuring the priority of human rights and freedoms as a decisive factor in defining public policy, decisions-making on ensuring of equal rights and opportunities for women and men.[8] This law recognizes the existence of inequality of rights and opportunities for women and men in Ukraine, whence the need for active and comprehensive work on solving issues of gender discrimination and ensuring genuine gender equality. The strategic goal is to ensure equal rights and

opportunities for women and men in all areas of public life. As a result of its realization, it is expected to implement international standards for ensuring gender equality, including at the legislative level; to improve arrangement for ensuring equal rights and opportunities for women and men; to create conditions for balanced participation of women and men in public-political processes, adopting socially important decisions; to carry out comprehensive interventions on carrying out comprehensive measures to overcome gender discrimination, including gender stereotypes; to ensure equality in access to justice.

The adopted Law of Ukraine “On Civil Service” stipulates that the civil service is carried out in compliance with the principle of “ensuring equal access to the civil service – the prohibition of all forms and manifestations of discrimination, the absence of unreasonable restrictions or the provision of unjustified benefits to certain categories of citizens upon entry into the civil service” (Paragraph 7 of part one of Article 4).[6]

Implementation of appropriate measures to ensure gender equality as an integral part of the public administration principles is provided at all stages of realization of the Strategy of Public Administration Reform for 2016–2020, adopted by the Regulation of the Cabinet of Ministers of Ukraine of June 24, 2016 No 474-r. In particular, the Strategy aims at addressing gender imbalances in the area of civil service and human resource management.

Cabinet of Ministers of Ukraine adopted the National Action Plan on the Implementation of the United Nations Security Council Resolution 1325 on Women, Peace and Security for a period until 2020⁶ by the Resolution of 24 February 2016 No 133-r, in order to improve compliance with principle of ensuring equal rights and opportunities for women and men in all spheres of society. [7]

The next step was the approval by the Cabinet of Ministers of Ukraine of the National Action Plan for the Implementation of the Recommendations set out in the Concluding Observations of the UN Committee on the Elimination of Discrimination against Women in the eighth

periodic report of Ukraine on the implementation of the Convention on the Elimination of All Forms of Discrimination against Women until 2021, which provides for: improvement of the mechanism of ensuring the rights of vulnerable categories of women and girls, including internally displaced persons, national minorities, persons with disabilities; carrying out a broader information campaign on raising awareness of women's rights; creation of conditions for women to achieve economic independence; improving the access of girls and women to medical, educational, legal and social services. The main objective of the act is to overcome all forms of discrimination against women and girls, reduce gender-based and domestic violence, prevent its manifestations and provide timely assistance to victims, participation in decision-making in political and public life. In addition, in October 2018, the Government approved the Concept of the State Social Program for the Prevention and Combating of Domestic Violence and Sexual Violence for the Period up to 2023. The purpose of the program is to ensure the development of a system of prevention and counteraction to domestic violence and gender-based violence in accordance with international standards and the Law of Ukraine "On Prevention and Combating Domestic Violence" in the conditions of decentralization and implementation of complex actions and measures aimed at reducing the scale of such phenomenon. [14]

The main array of protective norms aimed at ensuring equal labor rights and opportunities for women and men is contained in the Labor Code of Ukraine (LaborCode), which was adopted in 1971 and still remains in force.[5]

Continuing the direction of ensuring gender equality in access to work, the Verkhovna Rada of Ukraine

in 2018 adopted The Law of Ukraine "On Amendments to Certain Laws of Ukraine on Ensuring Equal Rights and Opportunities of Women and Men during Military Service in the Armed Forces of Ukraine and Other Military Formations". The implementation of the above

mentioned Law will help to increase the level of legal protection of female military officer will increase the number of women in the military service, in particular in higher military positions. The Declaration of General Principles of State Policy of Ukraine on Family and Women and the Concept of state family policy was approved in 1999.

The indicated documents defined the basic principles of family policy, among them: the sovereignty and autonomy of the family in making decisions on their development; a differentiated approach to providing state guarantees for social protection of the family; parity equilibrium and partnership between women and men in all spheres of life; social partnership of family and state, etc.

The issue of gender equality in family relations was enshrined in the Family Code of Ukraine, which defines the general principles of regulation of family relations.

Therefore, the effective management of gender processes by the state and, first of all, the creation of effective mechanisms of gender equality, plays a significant role in the formation and implementation of gender policy.

At the national level, the institutional mechanism includes an extensive network of government authorities, organizations and institutions that implement a policy of equal rights and opportunities for women and men. At present, Ukraine has formed the main components of such institutional mechanism of public administration.

In particular, the Article 7 of the Law of Ukraine "On Ensuring Equal Rights and Opportunities for Women and Men" stipulates that authorities, institutions and organizations with powers in the area of equal rights and opportunities for women and men are:

- Verkhovna Rada of Ukraine;
- Commissioner of the Verkhovna Rada of Ukraine for Human Rights;
- Cabinet of Ministers of Ukraine;
- specially authorized central executive authority on equal rights and opportunities for women and men;
- executive authorities and local self-government authorities, identified in

their composition authorized persons (coordinators) on issues of equal rights and opportunities for women and men;

- associations of citizens.

[IV] DISCUSSION

The institutional mechanism for implementing state gender policy created during the years of independence has sufficient powers, in particular:

- The Verkhovna Rada of Ukraine defines the basic principles of the state gender policy, applies in the legislative activity the principle of equal rights and opportunities for women and men, as well as exercises parliamentary control over execution of legislative acts in this area within the limits

provided by the Constitution of Ukraine.

In addition, the Subcommittee on Gender Equality and Non-Discrimination of the Committee of the Verkhovna Rada of Ukraine on Human Rights, National Minorities and International Relations (hereinafter – Subcommittee) operates in the Verkhovna Rada of Ukraine. The Subcommittee was created by the Decision of the mentioned Committee as of 10 December 2014. People's Deputy of Ukraine Iryna Suslova was elected the Chairman of the Subcommittee. The activities of the Subcommittee are aimed at developing and improving legislative mechanisms for ensuring gender equality and non-discrimination as well as adaptation of the national gender legislation to European and international standards. [11]

Responsible for providing advisory and methodological assistance on issues of ensuring equal rights and opportunities for women and men on the subjects of committees were appointed in the secretariats of the 27 committees of the Verkhovna Rada of Ukraine.

On 09 December 2014, the Voluntary Association of People's Deputies of Ukraine, Inter-fractional Deputy Association "Equal Opportunities" was created in order to support gender equality and the advancement of women in society.

The association includes 46 People's Deputies of Ukraine.

- Ukrainian Parliament Commissioner for Human Rights carry out activities of implementing progressive ideas in the area of ensuring human rights and citizen as well as establishing business and constructive relations between Ukrainian citizens and government authorities. Denisova Liudmyla was appointed to the post of Commissioner on 15 March 2018 by the Resolution of the Verkhovna Rada of Ukraine No 2344-VIII. The Commissioner exercises parliamentary control over the observance of the constitutional rights and freedoms of man and citizen as well as the protection of the rights of everyone in the territory of Ukraine and within its jurisdiction on a permanent basis. [1]

- Cabinet of Ministers of Ukraine ensures the implementation of a unified state policy aimed at achieving equal rights and equal opportunities of women and men in all areas of social life; adopts the National Action Plan for the Implementation of Gender Equality and ensures its implementation; develops and implements state target programmes to ensure equal rights and opportunities for women and men; directs and coordinates the work of ministries and other executive authorities on ensuring gender equality; considers the principle of gender equality when adopting normative-and-legal acts; carries out other powers in this area, provided by the legislation of Ukraine.

Due to the European vector of development of Ukraine supplemented the list of issues that fall within the competence of the Vice Prime Minister for European and Euro-Atlantic Integration of Ukraine on gender issues (Klympush-Tsintsadze Ivanna):

- gender equality issues;
- coordination of the interaction of central executive authorities on gender equality issues;
- organization of work related to the formation and representation of the position of the Ukrainian side in relations between Ukraine and the North Atlantic Treaty Organization, including the gender equality issues.

The Interdepartmental Council on Family Matters, Gender Equality, Demographic Development, Prevention of Domestic Violence and Human Trafficking (hereinafter –

Interdepartmental Council) was established by the Resolution of the Cabinet of Ministers of Ukraine “On Consultative and Advisory Authorities on Family Matters, Gender Equality, Demographic Development, Prevention of Domestic Violence and Combating Human Trafficking” as of 05 September 2007 No 1087. Representatives of ministries, central executive authorities, Ukrainian Parliament Commissioner for Human Rights and scientific, as well as leading scientists, specialists, representatives of enterprises, institutions, public organizations and foundations, including international ones, are members of the Interdepartmental Council.

By its Resolution as of 07 June 2017 No 390, the Government introduced the post of the Government Commissioner for Gender Policy (hereinafter – Government Commissioner) and approved the relevant Provision for strengthening the coordination of the work of the executive authorities, as well as for the practical implementation of the principle of gender equality in all areas of social. Levchenko Kateryna was appointed to the mentioned post by the Regulation of the Cabinet of Ministers of Ukraine as of 14 February 2018 No 90-r 5. The Government Commissioner is an authorized official, which is entrusted with the task of organizing the implementation of the Cabinet of Ministers of Ukraine in ensuring equal rights and opportunities for women and men in all areas of social life. [10]

- In the structure of the institutional mechanism for the formation and implementation of gender policy of Ukraine, the Ministry of Social Policy plays the role of a specially authorized central executive authority on issues of equal rights and opportunities for women and men and ensures the formation and implementation of state policy in this area. In order to respond to complaints and appeals from citizens on the grounds of gender discrimination, the Advisory Council – the Expert Council on the Prevention and Counteracting of Discrimination on the basis of Gender acts under the Ministry of the Social Policy of Ukraine. The tasks include consideration of appeals for discrimination on the basis of gender and the elimination of violations detected by them, as well as the

definition of the causes of discrimination and problematic issues for developing methods for preventing and combating gender-based violations.

- The implementation of gender policy in the executive and local self-government authorities is ensured by work of:

- authorized persons (coordinators);
- advisers on equal rights and opportunities for women and men;
- consultative and advisory authorities;
- responsible structural divisions.

The implementation of the responsibilities of the coordinator for ensuring equal rights and opportunities for women and men, prevention and counteraction to gender-based violence relies on one of the deputy ministers, deputy head of another executive authority. The main purpose of their activity is increase of efficiency of the state policy and coordinated cooperation of the executive government authorities on ensuring equal rights and opportunities of women and men. [4]

As of July 2018, 53 authorized persons (coordinators) have been appointed in ministries and other central executive authorities of Ukraine to ensure equal rights and opportunities for women and men, prevention and counteraction to gender-based violence (13 women and 40 men). The total number of appointed advisers on equal rights and opportunities for women and men, prevention and counteraction to gender-based violence in ministries and other central executive authorities of Ukraine is 26 persons (24 women and 2 men). There are also 9 consultative and advisory authorities: 3 public councils, 5 working groups and 1 expert council. [3]

There are 24 responsible structural divisions: in ministries – 10, in central executive authorities – 11 and 3 – in separate units (Ministry of Social Policy of Ukraine, the Ministry of Internal Affairs of Ukraine and the National Guard of Ukraine).

At the same time, advisers on equal rights and opportunities for women and men, prevention and counteraction to gender-based violence work in only 11 ministries and other central executive authorities and 15 oblasts of Ukraine.

It should be noted that responsible persons are simultaneously responsible for many other tasks, which leads to insufficient coordination of the process of integrating gender issues in all spheres and at all levels, as indicated in the Concluding Observations of the United Nations Committee on the Elimination of Discrimination against Women, to the eighth periodic report of Ukraine on the implementation of the Convention on the Elimination of All Forms of Discrimination against Women (March 2017).

Due to the mentioned above, it is important to consider the establishment of the Institute of Advisers and Responsible Persons on Equal Rights and Opportunities for Women and Men in the executive and local self-government authorities.

An important element of the national mechanism for the implementation of gender equality is the participation of citizens' associations in the implementation of state policy. Public organizations in accordance with the Law of Ukraine "On Ensuring Equal Rights and Opportunities for Women and Men" and may participate:

- in elaboration of decisions taken by executive authorities and local self-government authorities on gender equality issues;
- in the implementation of national and regional programmes; to delegate their representatives to consultative and advisory authorities, etc.

Despite the constructed institutional mechanism for implementing gender policy, particular attention needs to be paid to the problem of women's disproportionate representation in decision-making, leadership positions in institutions, organizations and enterprises. A number of studies indicate that women's leadership in political, economic life is an important factor in sustainable development and growth at the country, community or individual firm level.

It should be noted that despite the lack of representation of women at the decision-making level, the statistics of recent years show positive dynamics. 118 men and 32 women hold positions of category "A" as result of competitions. It is also worth noting that the Cabinet of Ministers of Ukraine comprises 24%

of women, 12% of women are in the Verkhovna Rada of Ukraine, and 51% of the deputies in the village councils are women.

Another fact confirming the positive trends in implementing the state gender policy in Ukraine, as well as increasing the economic efficiency and transparency of budget allocations taking into account the different needs of women and men, is the introduction of gender-based budgeting in Ukraine. In 2017 for the first time gender budgeting was included in the Public Finance Management Strategy for 2017 – 20211 and the Action Plan for its implementation. The Ministry of Finance of Ukraine in 2019 approved the Methodological Recommendations on the implementation and application of a gender-based approach in the budget process. This means that since 2019, it is recommended that all government authorities in Ukraine include gender indicators for the preparation of budget programmes.

In addition, with the aim of improving the mechanism of conducting gender legal expertise and eliminating discriminatory norms at the stage of preparation of normative legal acts and applicable normative legal acts, the Resolution of the Cabinet of Ministers of Ukraine as of November 28, 2018, approved a new procedure for carrying out gender legal expertise (current legislation, normative legal acts that are subject to state registration, drafts of normative legal acts) and the form of conclusions. It is also envisaged to implement a conducting of public gender legal expertise of draft legal acts. According to the adopted act on the legal service of the developer lies the function of conducting a gender legal examination of the projects and preparation of the conclusion.

It should be noted that the continuous improvement of the legislative base of the state gender policy implies the need to improve the gender competencies of civil servants and local self-government officials.

The increase of their competence from the mentioned issues is provided by the Concept of Reforming the System of Professional Training of Civil Servants, Heads of Local State Administrations, their First Deputies and Deputies, Local Self-Government Officials and

Deputies of Local Councils and State Social Programme on Providing Equal Rights and Opportunities for Women and Men up to 2021. It should be noted that advanced training on the basis of gender equality was organized for 5224 civil servants and local self-government officials during 2017-2018.

[V] CONCLUSION

1. Gender policy in public administration in Ukraine should be aimed at ensuring balanced participation of women and men in decision-making, that will contribute to the formation of a new outlook on the role of women in governance, and thus, the promotion of gender equality.
2. Ukraine has committed itself to promoting gender equality by signing a number of international documents as a universal and regional level. At the same time, further harmonization of the Ukrainian legislation in accordance with the European requirements for gender equality is necessary. In particular, the adoption of the Law "On Ratification of the Council of Europe Convention on the Prevention of Violence against Women and Domestic Violence" (Istanbul Convention), bringing normative acts into line with the requirements of the "Council of Europe Convention on the Prevention of Violence against Women and Domestic Violence and Combating Violence Against Women ", to establish an effective national mechanism, etc.
3. Gender budgeting is at the stage of its formation and implementation into the national financial system. Gender budgeting at the national, regional and local levels must be ensured to bridge the gap between political declarations on gender equality and budget allocations implementation.
4. National mechanism for ensuring equal rights and opportunities for men and women has been established in Ukraine, which includes state-political and public institutions. At the same time, the effectiveness of the process of regulation of gender relations is determined not only by the presence of the listed components, but also by the establishment and constant reproduction of the links between them.

5. An integral part of the institutional mechanism of the process of improving gender relations should be education and science institutions, performing an important function of continuous monitoring and conducting professional gender studies. Today, there is no systematic work on this issue in Ukraine. Most of the research on this subject is organized by international projects and organizations.
6. The lack of systematic professional sociological and statistical information makes it impossible to improve the efficiency of the regulation process and the research of gender relations in Ukrainian society.
7. Continuous improvement of the state gender policy requires constant improvement of gender competencies of civil servants and local self-government officials. Professionalization should occur on an ongoing basis and include not only general issues of gender equality, but also gender budgeting, gender-based legal expertise, etc.

REFERENCES

1. Annual Report of the Ukrainian Parliament Commissioner for Human Rights on the State of Observance and Protection of Human and Civil Rights and Freedoms in Ukraine [Electronic resource]. – Access mode: <http://www.ombudsman.gov.ua/files/Dopovid/Report-2018-1.pdf>.
2. Constitution of Ukraine [Electronic resource]. – Access mode: <http://zakon.rada.gov.ua/laws/show/254%D0%BA/96-%D0%B2%D1%80>
3. Gender Policy in the Public Administration System of Ukraine / [M. Kanavets (composite authors leader), Y. Lykhach, A. Kukulia, A. Aliksieienko, O. Butenko, V. Kostyk, O. Rudenko, N. Bohdanova; under the general editorship of K. Vashchenko]. – K.: Center for Adaptation of the Civil Service to the Standards of the European Union, 2018. – 121 p.
4. Inter-fractional Deputy Association "Equal Opportunities" // Website of the Ukrainian Women's Congress [Electronic resource]. –

- Access mode: <http://womenua.today/organizatory/>.
5. Law of Ukraine "On Labor" dated March 24, 1995 № 108/95-BP [Electronic resource]. – Access mode: <http://zakon.rada.gov.ua/laws/show/108/95-bp>.
 6. Law of Ukraine “On Civil Service” of December 10, 2015, No. 889-VIII [Electronic resource]. – Access mode: <http://zakon.rada.gov.ua/laws/show/889-19>.
 7. On Approval of the National Plan of Action for the Implementation of the UN Security Council Resolution 1325 “Women, Peace, Security” for the period up to 2020: Order of the Cabinet of Ministers of Ukraine as of 24 February 2016 No 113-r [Electronic resource]. – Access mode: <http://zakon.rada.gov.ua/laws/show/113-2016-%D1%80>.
 8. On Ensuring Equal Rights and Opportunities for Women and Men: Law of Ukraine as of 08 September 2005 No 2866-IV [Electronic resource]. – Access mode: <http://zakon.rada.gov.ua/laws/show/2866-15>.
 9. On the Government Commissioner for Gender Policy: Resolution of the Cabinet of Ministers of Ukraine as of 07 June 2017 No 390 [Electronic resource]. – Access mode: <https://www.kmu.gov.ua/ua/npas/250049925>.
 10. On the Ukrainian Parliament Commissioner for Human Rights: Law of Ukraine as of 23 December 1997 No 776/97-VR [Electronic resource]. – Access mode: <http://zakon.rada.gov.ua/laws/show/776/97-%D0%B2%D1%80>.
 11. Progress Report of the Subcommittee on Gender Equality and Non-Discrimination of the Committee of the Verkhovna Rada of Ukraine on Human Rights, National Minorities and International Relations [Electronic resource]. – Access mode: <http://kompravlud.rada.gov.ua/uploads/documents/32561.pdf>.
 12. Progress Report of the Subcommittee on Gender Equality and Non-Discrimination of the Committee of the Verkhovna Rada of Ukraine on Human Rights, National Minorities and International Relations in 2017 [Electronic resource]. – Access mode: <http://kompravlud.rada.gov.ua/uploads/documents/33154.pdf>.
 13. The Constitution of Ukraine, adopted by the fifth session of the Verkhovna Rada of Ukraine on June 28, 1996 (Law of Ukraine dated June 28, 1996 No. 254k / 96-VR) [Electronic resource]. – Access mode: <http://zakon.rada.gov.ua/laws/show/254k/96-bp>.
 14. The Law " On Prevention and Combating Domestic Violence " of September 8, 2005 No. 2866-IV [Electronic resource]. – Access mode: <http://zakon.rada.gov.ua/laws/show/2866-15>.
 15. The Law “On Amendments to the Particular Legal Acts of Ukraine on Prevention and Combating Discrimination in Ukraine” <http://zakon.rada.gov.ua/laws/show/776/97-%D0%B2%D1%80>