Summary of Gender Budget Analysis of Programs Financed from the State and Local Budgets in Ukraine in 2016
GENDER BUDGET ANALYSIS OF PROGRAMS FINANCED FROM THE STATE AND LOCAL BUDGETS IN UKRAINE IN 2016

SUMMARY

Kyiv
2016
This publication was prepared within the framework of implementation of the Gender Budgeting in Ukraine Project, financially supported by the Swedish Government.

This work presents key conclusions based on the results of the gender budget analysis of programs, financed from the state and local budgets in the sectors of education, health, social protection and social security, youth policy, physical training and sports, conducted by the Gender Responsive Budgeting Working Groups in the Ministry of Education and Science of Ukraine, the Ministry of Youth and Sports of Ukraine, Dnipropetrovsk, Zhytomyr, Zakarpattya, Zaporizhzhya, Ivano-Frankivsk, Kyiv, Kirovohrad, Mykolaiv, Kharkiv, Kherson, Chernivtsi, Cherkasy Oblasts, and Kyiv city.
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INTRODUCTION

One of the main objectives of Ukraine’s development as a nation situated in the center of Europe is to accelerate its advancement pace both on the national and local levels. In that connection, an extremely important task is to improve efficiency of the country’s state and local budgets, especially with account to the limited budget resources. For a budget to better fulfill the tasks set for it, many countries have attempted to bring closer the principles of budget formulation and functioning in order to achieve gender equality that the international community regards as a value to be achieved for the sake of justice and society development. Consideration of the interests, needs, capabilities and experience of various groups of women and men in all domains of societal life underlies the country’s gender-sensitive policy.

An effective tool for implementation of a gender-sensitive policy is the Gender Responsive Budgeting (GRB). GRB means the application of a comprehensive gender approach to the budget policy and budget process on the national and local levels, which includes allocation of budget funds according to the gender principle, as well as entails stronger transparency and accountability. GRB is a method of budgeting centered around specific individuals – women and men from different social and demographic groups.

Core elements of the gender responsive budgeting process are:
1) gender budget analysis;
2) amending programs and budgets;
3) consistent integration of GRB into the budget process and documents.

Gender budget analysis is a key component in the gender responsive budgeting implementation process.

The Gender Budgeting in Ukraine Project (hereinafter referred to as “the GRB Project”) is aimed at supporting the Ministry of Finance of Ukraine in the implementation of gender budgeting in Ukraine, and is funded by the Swedish Government. The Project implementation timeframe is five years (from 2014 to 2018). The main goal of the GRB Project is to promote higher cost-effectiveness of budget expenditures through consideration of the needs of different groups of women and men in Ukraine.

The publication provides a summary review of the reports by the Working Groups who throughout 2016, conducted gender budget analysis of 26 programs financed from the state and local budgets. In particular, it considers gender issues in the sectors of education, health, social protection and social security, youth policy, physical training and sports. Findings of the gender budget analysis are presented, on the basis of which the Project Team drew its conclusions. Proceeding from the program analysis results, the Working Groups drafted their proposals and recommendations to amend the laws and regulations governing relations in relevant sectors, the programs and their performance indicators, as well as proposed changes to be introduced to the state statistical and administrative reports and documents used in the budget process in order to take into account the gender aspects.
SECTION 1

METHODOLOGY OF GENDER BUDGET ANALYSIS
SECTION 1

METHODOLOGY OF GENDER BUDGET ANALYSIS

Gender budget analysis is the analysis of budget-financed programs and evaluation of the extent to which their activities meet the needs of various groups of women and men. Gender budget analysis results in recommendations to improve budget-programs (activities), and budget and sectoral policies in the light of a gender approach (impact upon various groups of women and men).

Key steps of gender budget analysis are as follows:

Step 1. Identify gender issues in a sector (situation analysis). The main goal of this stage is to analyze the situation of various groups of women and men in a particular sector that the program selected for the analysis concerns. This step aims at identifying key target groups of the program, understanding their situation and capabilities.

Step 2. Collect information (input data about the programs under analysis). The main goal of this stage is to analyze input data of the program selected for the study. This step aims at gathering key data about the program, its goal and objectives, principal beneficiaries, implementers, and expenses.

Step 3. Conduct gender analysis of activities (measures, services). The main goal of this stage is to analyze core (specific) activities within the program (measures, services). This step aims at studying the key program activities and determining their impact upon gender equality in a given sector.

Step 4. Conduct gender analysis of budget allocations. The main goal of this stage is to analyze the structure of budget expenditures directed to implement the programs and activities provided for by a respective budget. This step allows assessing the allocation of budget funds between different groups of women and men as the program beneficiaries.

Step 5. Developing objectives and recommendations to improve gender equality. The main goal of this step is to design objectives and recommendations to strengthen gender equality within the program (for measures/services). This step aims at preparing recommendations to achieve gender equality within the program.

Gender budget analysis makes it possible to answer two main questions:

- What is the impact that the sectoral and/or budget policy produce on gender equality?
- Do the program activities and budget expenditures, allocated for their implementation, strengthen or weaken gender equality?
SECTION 2

PROJECT IMPLEMENTATION IN 2015 AND 2016
SECTION 2
PROJECT IMPLEMENTATION ON THE LOCAL LEVEL IN 2015-2016

Within the initiative to implement gender responsive budgeting in Ukraine, the Ministry of Finance of Ukraine, supported by the Gender Budgeting in Ukraine Project, began pilot work on gender budget analysis of programs financed from the state and local budgets. In the course of the GRB piloting in 2015, two pilot ministries were selected on the state level, namely the Ministry of Social Policy of Ukraine and the Ministry of Youth and Sports of Ukraine; on the regional level, five pilot regions were chosen to become centers of respective clusters: Ivano-Frankivsk Oblast (Western region), Zhytomyr Oblast (Northern region), Kharkiv Oblast (Eastern region), Kherson Oblast (Southern region), and the city of Kyiv (Central region) as a separate administrative unit of Ukraine.

In 2016, the Ministry of Education and Science of Ukraine, the Ministry of Health of Ukraine, and eight more Oblasts joined the Project initiatives, namely Zakarpattya, Chernivtsi, Zaporizhzya, Dnipropetrovsk, Cherkasy, Kyiv, Kirovohrad, and Mykolayiv Oblasts. The selection was based on differentiation criteria and coverage of the entire territory of the country. The essence of the selection was to create a heterogeneous group of Oblasts in the context of their socioeconomic situation, with account to their geographic location, in order to achieve the most efficient fulfillment of the envisaged activities and promote GRB in other regions of the country.

In the course of the GRB activities in 2016, each of the selected regions worked within one (two) of the four sectors:

- Education (Zakarpattya, Kherson, Chernivtsi Oblasts, and Kyiv City);
- Health (Ivano-Frankivsk, Kyiv, Cherkasy Oblasts, and Kyiv City);
- Social protection and social security (Zhytomyr, Dnipropetrovsk and Zaporizhya Oblasts);
- Youth policy and physical training and sports (Kirovohrad, Mykolaiv and Kharkiv Oblasts).
SECTION 3

EDUCATION SECTOR
SECTION 3
EDUCATION SECTOR

According to the Global Gender Gap Index 2015, Ukraine ranked 67th (out of 145 countries of the world and 130 European countries). In the rating, Ukraine is between such countries as Ghana (66th) and Malawi (68th). The top five countries in the rating list are Iceland, Norway, Finland, Sweden, and Ireland.

The rating is based on calculation of equal access indicators for women and men in education, health care, financial and economic relations, and political representation. One of the highest places that Ukraine holds on the Gender Gap Index is in access to education – 30th; it ranks 40th in financial and economic relations, 42nd in health care, and 107th in terms of equal political participation and representation in bodies of power.

Analyzing the education sector, one can note that being a country with the population literacy index of 99.7% (reading and writing), Ukraine is not among the top countries in terms of ensuring equal access to education for women and men.

Key gender problems in Ukraine’s education sector include:

- a gender-role approach to teaching and upbringing in educational institutions (gender stereotypes concerning expected behavior of girls and boys, separate lessons, ‘double standards’ in assessing behavior of girls and boys, etc.);
- feminization of education (considerable predominance of women among teachers and specialists of educational and fostering institutions);
- gender stereotypes in the selection of education areas and occupational choice for girls and boys (‘female’ and ‘male’ occupations and professions);
- small number of educational institutions that ensure training, upbringing, and correction and developmental activities for boys and girls having developmental defects (hearing impairments, vision impairments, musculoskeletal disorders combined with intellectual disability, mental retardation, children with early autism, and deaf and blind ones); absence of an inclusive education system;
- gender stereotypes in the choice by girls and boys of programs in non-formal education aimed at development of children’s creative abilities and talents.

The gender issues in education lead to further segregation in labor market and contribute to gender pay gap between man and women.
3.1. MINISTRY OF EDUCATION AND SCIENCE

The GRB Working Group

The Working Group who conducted the gender budget analysis in the education sector at the Ministry of Education and Science included male and female experts from the Department of Economics and Financing, Department of Higher Education, Department of Vocational Education of the Ministry, representatives of educational institutions, in particular the Junior Academy of Sciences National Center, the National Environmental and Natural Science Center of Young Student, the Ukrainian State Center of Non-Formal Education, and the Ukrainian State Center of Tourism and Regional Ethnography of Young Student, and representatives of the State Statistics Service of Ukraine.

Inna Sovsun, 1st Deputy Minister, the GRB Working Group Head. Kateryna Lubynets is the GRB Project local consultant.

3.1.1. The Program ‘Ensuring the work of the Junior Academy of Sciences National Center, provision of non-formal education by state non-formal educational institutions, non-formal education activities’

The goal of the budget program is to: ensure organization of the educational process at non-formal educational institutions and of after-school activities; create a developing educational environment for gifted children and youth; conduct all-Ukrainian public events in the research and experimental area of non-formal education; improve the level of scientific and methodological support for the work with gifted children and youth and for student research activities; improve professional competence of teaching staff in the system of the Junior Academy of Sciences of Ukraine; promote scientific knowledge, competences and skills of exploratory research among children and youth; popularize the activities of the Junior Academy of Sciences of Ukraine, achievements by gifted student, and best experiences of research and teaching staff.

The objectives of the budget program are as follows: providing educational services by state non-formal educational institutions in terms of after-school work activities; creating a developing educational environment for gifted children and youth; conducting all-Ukrainian public events in the research and experimental area of non-formal education; improving the level of scientific and methodological support for the work with gifted children and youth and for student research activities; promoting scientific knowledge, competences and skills of exploratory research among children and youth; popularizing the activities of the Junior Academy of Sciences of Ukraine, achievements by gifted students, and best experiences of research and teaching staff.

The key provisions related to non-formal education by non-formal educational institutions and after-school activities for children are gender-neutral because they are designed to be equally aimed at providing non-formal educational services by educational institutions to all children and gifted student (girls and boys). Some activities are gender-blind because they do not correspond to the needs and capabilities of some groups of children (girls and boys) in non-formal education (in terms of age, place of residence, etc.).

Findings of the gender budget analysis of the Program

- 2,470 children (52% - boys, 48% - girls) studied at state-owned non-formal educational institutions in 2015 (Fig. 1).
Most students (1,085) attend science and research after-school programs (boys – 50%, girls – 50%). Girls are in a majority only in environment and nature programs (58%). At the same time, the number of boys is greater in science and technology programs (81%), tourism and local studies (54%), and arts and esthetics (55%) (Fig. 2).

Among the children engaged by state-owned non-formal educational institutions in all-Ukrainian and international events in 2015, girls are in a majority – 30,907 (57%), with boys constituting 23,098 (43%). The ratios of boys and girls who took part in the events are as follows: science and research – 49.9% boys and 50.1% girls; environment and nature – 31% boys and 69% girls; science and technology – 9% girls and 91% boys; arts and esthetics – 32% boys and 68% girls; tourism and local studies – 40% girls and 60% boys. Such representation of girls and boys among the participants of all-Ukrainian and international events demonstrates common gender stereotypes in their upbringing: in particular, girls are more interested in events in such areas as arts and esthetics, environment and nature, while boys, on the contrary, show a greater interest in science and technology, tourism and local studies. The stereotypic attitudes restrict the participation of girls and boys in non-formal education, preventing their integral and balanced development.
• Analysis of per capita expenses for conducting of an all-Ukrainian or international event out of budget and other funds in 2015 showed a minor difference between expenses for boys and for girls (expenses per 1 boy are 6% greater than expenses per 1 girl).

• Women prevail among the staff of after-school institutions (75%), like in all institutions of Ukraine’s education system (Fig. 3). These data yet again prove a persistent tendency towards feminization of education in Ukraine, non-formal education being not an exception. This situation confirms a longstanding trend towards education feminization in Ukraine, since teaching and bringing up children is perceived solely as a ‘women’s occupation’.

![Bar chart showing the number of teaching and academic staff in the education sector of Ukraine, by sex, %](image)

**Fig. 3. Number of teaching and academic staff in the education sector of Ukraine, by sex, %**.

*Source: reports by higher educational institutions of I-II accreditation levels for 2015 (Form 2-3 HK)

• Despite women’s considerable quantitative advantage among the staff of non-formal educational institutions, women constitute only 25% among heads of these institutions. Division of managerial positions among program heads and other structural unit supervisors is approximately equal: 50% women and 50% men. Other staff categories are dominated by women.

• Women’s average wage at non-formal educational institutions is 83.8% of men’s (i.e. 16.2% lower). Average wage of women under 30 is 55% of that of men; it is 70.9% of men’s wage in the 30-39 age group; 99.8% in the 40-49 age group; 92% for 50-59 years; and 87.4% for women aged 60 and above. It is only by accumulating length of teaching service and thereby becoming entitled to respective bonuses to wages that women aged 50-59 are able to narrow the wage gap to the lowest figure, 8%. This situation manifests gender discrimination caused by specifics of labor relations and calculation of length of teaching service for women and men (e.g. childcare leave, payment for some types of after-school teaching activities, etc.).

**Proceeding from the gender budget analysis results, the Working Group recommends:**

- revise and supplement the budget program objectives: 1) by any means available, popularize the services provided by state-owned non-formal educational institutions and the achievements by gifted student, girls and boys (via mass media, in schools, etc.); 2) take measures to ensure equal access to educational services for girls and boys from both urban and rural areas; 3) ensure development of state-owned non-formal educational institutions, and encourage girls and boys to attend interest clubs of all activity areas (create new interest clubs, or convert existing ones, according to boys’ and girls’ preferences);
- introduce sex-disaggregated reporting on the studies at state-owned non-formal educational institutions: 1) number of girls and boys in non-formal education; 2) number of girls and boys who won all-Ukrainian and international events; 3) number of employed women and men, by activity area, etc.;
- examine the work of certain after-school activity areas and consistency of after-school programs with the needs of girls and boys attending non-formal education institutions;
- improve access of girls and boys to non-formal education in rural areas.
3.1.2. The Program ‘Staff training by higher educational institutions of the 1st and 2nd accreditation levels, and supporting the operation of their practice bases’

The goal of the budget program is to provide educational services related to the organization and support of training of higher education specialists in the fields and specializations for the Junior Specialist and Bachelor education and qualification levels.

The goal of the budget program is the implementation of the state policy in the education area, and enjoyment of each citizen’s constitution right to higher education.

The key provisions of the budget program related to the staff training by higher educational institutions of the 1st and 2nd accreditation levels are gender-neutral because they are designed to be equally aimed at providing educational services by the educational institutions to all persons studying, or planning to begin studying, in the fields and specializations for the Junior Specialist and Bachelor education and qualification levels. Some activities of the budget program are gender-blind because they do not take into consideration educational needs and capabilities of women and men in various groups (in particular, elderly, persons with disabilities, parents with children, etc.).

Findings of the gender budget analysis of the Program

- According to the State Statistics Service data, there were 371 educational institutions of the 1st and 2nd accreditation levels operating in Ukraine in 2015, including 143 state-owned, 174 communal and 54 private, with 230,110 student, including 129,283 (56.2%) women and 100,827 (43.8%) men. The Working Group analyzed 424 higher educational institutions of the 1st and 2nd accreditation levels (in 39 subject areas), of which 151 have no legal person status but actually perform the service provision function.

- According to information from the Unified State Education Database, 285,890 student attended the MES-financed educational institutions of the 1st and 2nd accreditation levels as of 1 January 2015, including 145,804 (51%) women and 140,086 (49%) men. Findings of the analysis need further examination to find out reasons for the lower representation of boys at the educational institutions of the 1st and 2nd accreditation levels and continuation of their studies.

- A clear gender segregation into the ‘female’ and ‘male’ fields and areas is notable in the choice of study areas (Fig. 4). The following areas are the most popular among girls: social security (88.7%), pedagogical education (86.1%), arts (80.8%), services (78.5%), and food industry (68%). Boys, on the contrary, prefer other fields: aviation and rocket and space technologies (86.5%), information and computer science (80.9%), transport and transportation infrastructure (74.2%), etc. Such choices by female and male students are mainly determined by persistent gender attitudes as to the role and place of women and men in society. The role of a woman is predominantly associated with service work and upbringing of children, while a man is regarded as a specialist in technical professions, management, and leadership.
The proportion of men studying at the expense of the state budget is greater (56%) than that of women (44%). As to the contractual basis, the share of women was greater (60.1%) than of men (39.9%). The Working Group did not manage to establish reasons for that situation with tuition fees, and the findings of analysis require further examination.

When analyzing expenses per one person studying at a higher educational institution of the 1st or 2nd accreditation levels, it was found out that UAH 2,142,656.2 thousand was spent on training of men, which is 49% of the budget allocated for training of specialists at HEIs of the 1st and 2nd accreditation levels, while UAH 2,230,116.0 thousand was spent on training of women (51.0%).

Analysis of financing for HEIs of the 1st and 2nd accreditation levels by subject area showed that the greatest amount of budget funds is allocated for student training in 'Agrarian production technology and power engineering', where the proportion of male student is greater than that of women (80.9% vs. 19.1%), and in transport –74.2% vs. only 25.8%, respectively (Fig. 5). The smallest amount of HEI budgets is spent for training in occupations for textile and light industries where the proportion of female student is 92.2% and male student have only 7.8%. Such a difference in expenses for training of women and men may be caused by specifics of the organization of the educational and job training processes in different training areas.
40.6% of individuals who graduated from HEIs of the 1st and 2nd accreditation levels in the 2014/2015 academic year found employment after the training. The job placement rate among men is 60.8% of the total number of graduates who studied by the government order, while the rate among women is 39.2%. The gender analysis shows a considerable difference between women and men in job placement opportunities in favor of the latter. A great proportion of women (56%) continue studies at HEIs of the 3rd and 4th accreditation levels, while the share of such persons among male graduates is 44%. It is possible to assume that women decide to continue studies at HEIs of the 3rd and 4th accreditation levels due to impossibility of finding employment by their specialization because the demand for certain professions is not consistent with the labor market needs. At the same time, according to the a hypothesis of the Working Group, one of the reasons for the low employment rate among women is a stereotypic attitude to women’s physical and intellectual capacities in terms of their performance of employment duties in some occupations.

Among the staff of the MES-financed HEIs of the 1st and 2nd accreditation levels, women prevail – 59.6%, with men making up 40.4%. However, men are in a majority among administrative staff of educational institutions – 73%, while women constitute only 27%.

The Working Group’s recommendations based on gender budget analysis results:

- improve collection of statistical data on training of women and men at HEIs of the 1st and 2nd accreditation levels by age and place of residence;
- analyze the labor market needs for the specialists trained by HEIs of the 1st and 2nd accreditation levels in order to forecast further training of specialists (women and men);
- review activities of higher educational institutions of the 1st and 2nd accreditation levels by subject area to ensure equal access of women and men to educational services in various specialization areas;
- promote among women the training areas and professions that are in demand on the labor market;
- conduct regular awareness raising and vocational guidance activities among girls and boys (information media campaigns, vocational guidance meetings at schools, etc.) to avoid gender stereotypes in selection of training areas and professions.
3.2. ZAKARPATYA OBLAST

The GRB Working Group

The Working Group who conducted the gender budget analysis in the education sector in Zakarpattya Oblast included male and female experts from various fields, in particular representatives from the Department of Finance, Department of Education and Science, and Department of Social Protection of the Zakarpattya Oblast State Administration, from the Chief Statistics Directorate, the Oblast Employment Center, etc.

Petro Lazar, Director, Department of Finance, Zakarpattya OSA, is the GRB Working Group Head; Natalia Borkulesh, Deputy Department Director, is the GRB Working Group Coordinator. Olha Naumchyk is the GRB Project local consultant.

3.2.1. The Program ‘Provision of general secondary education by general-education specialized boarding schools with in-depth study of certain subjects and courses for in-depth training of children in science and arts, physical education and sports, and other fields, and by lyceums with intensive military and physical training’

The Program envisages funding of two general educational institutions: the Zakarpattya Oblast boarding lyceum with intensive military and physical training and the Uzhgorod general-education specialized boarding school with in-depth study of certain subjects.

The goal of the Program is to provide general secondary education by specialized boarding schools with in-depth study of certain subjects and courses for in-depth training of children in science and arts, physical training and sports, and other fields, and by lyceums with intensive military and physical training.

Objectives of the Program are aimed at providing proper education and adequate conditions for the stay of children at general educational institutions with in-depth study of certain subjects.

The Program is gender-neutral because its activities are designed to be equally aimed at providing educational services by the educational institutions to all categories of individuals (children). Some Program activities are discriminatory (sexist), e.g. girls are not allowed to study at the military lyceum. A number of Program activities are gender-blind because they do not correspond to the needs and capabilities of various groups of girls and boys as regards acquisition of education.

Findings of the gender budget analysis of the Program:

- At the Zakarpattya Oblast boarding lyceum with intensive military and physical training, solely boys (100%) are studying because the institution’s curriculum envisages training of young men only. The regulations on the military lyceum discriminate against girls prohibiting their admission to this educational institution.

- At the Uzhgorod general-education specialized boarding school with in-depth study of certain subjects, there are 54% boys and 46% girls. The ratio of student in training programs on physics and mathematics is 37% girls and 63% boys; the ratio in sports training is 38% girls and 62% boys. The ratio of girls and boys is opposite in natural sciences (69% girls and 31% boys) and humanities (65% girls and 35% boys). These data show that entrenched stereotypes exist in the school as regards training profile choice for girls (natural sciences and humanities) and for boys (physics and mathematics and sports). There are also stereotypes between schoolboys and schoolgirls in the choice of sports training, for example, handball student are 100% girls, while football is only chosen by boys.

- Among the staff, men prevail at the military lyceum (51%), while women are in a majority in the specialized boarding school (82%). It should be noted that women considerably prevail in all staff categories in the specialized boarding school (see Table 1). This situation confirms a longstanding nationwide trend toward education feminization in Ukraine, since pedagogics – teaching and bringing up children – is perceived solely as a ‘women’s business’.
The amount of wages of educational institution staff differs depending on an occupational category. However, the men working at the military lyceum receive substantially higher wages also due to military ranks and grades, and this situation is not fair for remuneration of the women working at the same type of positions (Table 2).

Table 2

<table>
<thead>
<tr>
<th>Indicator</th>
<th>Military lyceum</th>
<th>Specialized boarding school</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>women</td>
<td>men</td>
</tr>
<tr>
<td>Average monthly wage in the institution, UAH</td>
<td>3 535</td>
<td>4 920</td>
</tr>
<tr>
<td>- teaching staff</td>
<td>4 258</td>
<td>5 891</td>
</tr>
<tr>
<td>- specialists</td>
<td>3 496</td>
<td>4 978</td>
</tr>
<tr>
<td>- workers</td>
<td>2 653</td>
<td>3 189</td>
</tr>
</tbody>
</table>

* Source: information from the Department of Education and Science, Zakarpattya OSA

Costs per boy studying at the military lyceum amounted to UAH 40,133 in 2015. Per capita costs in the specialized boarding school in 2015 were as follows: UAH 21,513 for a girl, and UAH 21,537 (Fig. 6).

Fig. 6. Structure of costs at the boarding school, by training profile, 2015, %*

* Source: information from the Department of Education and Science, Zakarpattya OSA
The Working Group’s recommendations based on gender budget analysis results:

- amend Resolution of the Cabinet of Ministers of Ukraine No. 717 of 28.04.99 (the Regulations on the Zakarpattya Oblast boarding lyceum with intensive military and physical training) to provide girls with access to education with in-depth study of certain subjects on equal terms with boys;
- conduct awareness-raising activities (media information campaigns, vocational guidance meetings) to promote training profiles of physics and mathematics, sports and military training at specialized educational institutions among girls, and natural sciences and humanities among boys;
- create new, and convert existing, areas of sports training at the Uzhgorod general-education specialized boarding school with in-depth study of certain subjects with account to the needs (preferences) and capabilities of student (girls and boys);
- add a gender perspective to the Program in terms of its goal, objectives and activities, in particular reword the Program goal as follows: ‘Provision of general secondary education by general-education specialized boarding schools with in-depth study of certain subjects and courses in science and arts, physical training and sports, and other fields, and by lyceums with intensive military and physical training, ensuring equal opportunities for girls and boys to receive services as per their age and needs’;
- in future programs, take into account gender specifics of the functioning and funding of the system of general education provision by specialized boarding schools with in-depth study of certain subjects and courses for in-depth training of girls and boys in science and arts, physical training and sports, and other fields, and by lyceums with intensive military and physical training.

3.2.2. The Program ‘Training of workforce at vocational educational institutions’

The goal of the Program is to create conditions for personal professional self-realization and to meet the society’s needs for skilled workers.

Objectives of the Program are aimed at ensuring the training of skilled specialists for the needs in the region.

The Program is gender-neutral because its activities are designed to be equally aimed at providing educational services by vocational educational institutions (VEIs) to all categories of individuals (girls and boys). Some Program activities are gender-blind because they do not correspond to the needs and capabilities of certain groups of male and female student of the vocational educational institutions in Zakarpattya Oblast.

Findings of the gender budget analysis of the Program:

- The number of persons who studied at VEIs in Zakarpattya Oblast was 6,782 (34% - girls, 66% - boys) in 2014, and 6,642 (32.3% - girls, 67.7% - boys) in 2015 (Fig. 7).

![Fig. 7. Number of student at vocational educational institutions, by sex, %*](source: information from the Department of Education and Science, Zakarpattya OSA)

This ratio between girls and boys among VEI student can be explained by several reasons: 1) ‘male’ worker occupations (vehicle mechanics, fitters, welders, builders, etc.) have a greater numerical representation at the VEIs; 2) demand for men having blue-collar professions at Ukraine's labor market is much higher than for women, even among the traditionally ‘female’ professions such as cooks, waiters, hairdressers, tailors, etc.; 3) gender stereotypes and expectations concerning girls in society push them to acquire higher education as a more prestigious one.
• 40.1% of the total number of VEI student (61.6% of them boys) studied in the ‘Industry’ training field. Boys made up 93.3% among those attending the ‘Construction’ training programs and 95.6% of those who studied for the woodworking industry. Girls were in a majority in garment manufacture training (96.7%). The VEIs in Zakarpattya Oblast also feature some fields where solely boys are studying, such as ‘Agriculture’ and ‘Transport’ (among 848 individuals acquiring education in the ‘Transport’ field in 2014-2015, there was only one girl – 0.1%). These data show that, when choosing the field of training, girls and boys prefer traditionally ‘female’ and ‘male’ blue-collar professions.

• The scope of workforce training in Zakarpattya Oblast does not meet the labor market needs in full. In particular, 63.6% of the 2014 VEI graduates found employment (64% - boys, 36% - girls); in 2015, the percentage of such individuals was 70.2% (62% - boys, 38% - girls). 172 VEI graduates of 2014 (5.4% of the total number of VEI graduates) continued studies; in 2015, they were 147 (5%). Among those who continued studies at HEIs in 2014, girls made up 57% (98) while in 2015, boys were in a majority – 61.9% (91). Since the ‘female’ blue-collar professions are in lower demand at labor market, female VEI graduates tend to continue studies at HEIs or aim solely at gaining higher education.

• Women prevailed among the staff at Zakarpattya Oblast VEIs: 57.2% in 2014 and 58% in 2015. It should be noted that this figure is much lower than in the Oblast’s education sector in general (79.9% in 2014, and 80.1% in 2015). However, women constituted only 46.8% among the VEI managers. The gap in women’s proportion among the VEI staff and managers can indicate gender inequity and existence of gender barriers in the appointment of women as educational institution heads.

• In the total amount of VEI expenses, a major share accounts for protected expenditure lines (staff remuneration, payroll charges, food provision, payment for utility services and energy carriers, etc.) – 92.9% (UAH 114.0 m) in 2014, and 90.7% (UAH 129.0 m) in 2015. Development expenses were 2.3% (UAH 2.8 m) in 2014, and 2.9% (UAH 4.1 m) in 2015. Average per capita expenses in the Oblast’s VEIs were UAH 18,105/year in 2014, and UAH 21,417/year in 2015. In 2014, UAH 18,327 was spent per one boy student and UAH 17,675 per one girl student. In 2015, on the contrary, the amount spent per one girl was 3.4% greater (Fig. 8). Larger expenses for boys are explained by greater training and production costs in the ‘Training’ and ‘Construction’ training fields.

• Per capita training cost is the highest for the ‘Housing and utility services and non-production types of everyday services’: UAH 24,050/year in 2014, and UAH 29,924/year in 2015. In 2014, the proportion of girls in this training field was 4.4%, with 5.8% of the total VEI expenses incurred for them, while 0.9% of the expenses was used for boys (0.6%). The highest number of people studied in the ‘Industry’ field: boys – 24.9% of the total VEI student number, girls – 16.6%. Expenditures for boys in this area constituted 23.5% of the total VEI expenses; the share for girls was 15.7%.

The Working Group’s recommendations based on gender budget analysis results:

• carry out awareness-raising activities (media information campaigns, vocational guidance meetings at schools) to promote diverse VEI training fields among girls;
• examine the needs of Zakarpattya Oblast labor market for blue-collar professions, convert existing fields of training and open new ones relevant for the modern market needs as appropriate;
• the Zakarpattya OSA Department of Social Protection and the Oblast Employment Center should carry out respective work with employers as to inadmissibility of gender discrimination in recruitment of women and men;
• add a gender perspective to the Program in terms of its goal, objectives and activities, in particular reword the Program goal as follows: ‘Create conditions for the provision of vocational education to student from different socio-gender groups to meet the labor market needs for skilled workers’. Besides, reword the Program objective as follows: ‘Ensure the training of skilled individuals in blue-collar professions for the regional labor market needs’.
• in future programs, take into account gender specifics of the functioning and funding of the system of workforce training by vocational educational institutions.

3.3. KYIV CITY

The GRB Working Group

The Working Group who conducted the gender budget analysis in the education sector in Kyiv city included male and female experts from various fields, in particular representatives from the Department of Finance, Department of Health, Department of Education and Science, Youth and Sports, Department of Social Policy, Department of Housing and Utility Infrastructure of Kyiv City State Administration, from the Statistics Directorate in Kyiv city, the Education Directorate of Kyiv City Desniansky District State Administration, and other persons.

Yaroslav Tyshchenko, Head, Directorate for Finance of Health and Social Protection, Department of Finance, Kyiv City State Administration, is the GRB Working Group Head. Tetiana Lashchenko, Deputy Directorate Head, Directorate for Finance of Health and Social Protection, Department of Finance, is the GRB Working Group coordinator. Svitlana Perminova is the GRB Project local consultant.

3.3.1. The Subprogram ‘Provision of general secondary education by general-education institutions (including a kindergarten school and a school foster home), specialized schools, lyceums, gymnasiums, and collegiums’ implemented as part of the ‘Kyiv Education 2011-2015’ City Target Program

The goal of the ‘Kyiv Education 2011-2015’ City Target Program is to focus education at individual needs, ensure training and professional development of teaching staff, increase motivation and quality of teaching activities, optimize functioning of the education system and secure its further development, provide conditions to expand financial independence and economic autonomy of educational institutions, ensure innovation-based development and information-technology relevance of the education system, implement a transition to strategic planning and management by objectives in education, and reduce resource- and energy intensity of the education system.

The goal of the Subprogram ‘Provision of general secondary education by general-education institutions (including a kindergarten school and a school foster home), specialized schools, lyceums, gymnasiums, and collegiums’ is to ensure provision of general secondary education services at full-time general-education institutions.

Objectives of the Subprogram are as follows: ensuring all-round personality development by means of training and upbringing based on general human values and on such principles as scientific, multicultural, secular and systemic character; integrity, unity of teaching and upbringing, humanism, democracy, civic awareness, mutual respect among nations and peoples in the interest of a human being, family, society and state.

The Subprogram is gender-neutral because its activities are designed to be equally aimed at providing
educational services by educational institutions to all the student categories (girls and boys). Some Subprogram activities are gender-blind because they do not correspond to the needs and capabilities of some groups of girls and boys acquiring education at Kyiv city educational institutions (handicapped children, children with disabilities, etc.).

Findings of the gender budget analysis of the Program:

- As of 1 September 2015, 30,566 persons studied in 46 general-education institutions of Desniansky district, Kyiv city, including 15,126 girls (49.5%) and 15,440 boys (50.5%) (Fig. 9).

  ![Fig. 9. Number of student at general-education schools in Desniansky district, Kyiv city, 2015, by sex (persons and %)*](image)

  *Source: based on information of the Education Directorate of Kyiv City Desniansky District State Administration

- Performance analysis of the persons studying at general-education institutions in Desniansky district, Kyiv city, showed that the academic grade average is 7.8 for boys and 8.4 for girls, that is, the average performance rate of girls is 0.6 points higher. The difference in educational achievements between boys and girls of grades 5 to 9 is 0.9 in schools of I-III degrees, 0.6 in specialized schools, and 0.5 in lyceums and gymnasiuems. Like in primary school, girls in grades 5 to 9 study better than boys in all subjects and in all institution types. Performance analysis of girls and boys actually reflects their attitude to learning and the expectations of people around them concerning their success. Traditional gender standards of behavior at school usually demand better performance from girls than from boys, particularly in natural sciences, humanities, and creative subjects.

- Women prevail in quantitative terms in all staff categories at general-education institutions of Desniansky district, Kyiv city. For example, men constitute 14% among administrative staff, while women make up 86%; the proportion of men among teachers is 10%, with women constituting 90%; the health care staff is represented solely by women – 100%; auxiliary staff consists of 22% men and 78% women (Fig. 10). This situation confirms the general situation of education feminization in Ukraine.

  ![Fig. 10. Staff numbers in general-education comprehensive schools, by occupational category and sex, %*](image)

  *Source: based on information of the Education Directorate of Kyiv City Desniansky District State Administration
Wage rates among the staff at general-education institutions of Desniansky district, Kyiv city, vary depending on staff occupational categories. Although, as mentioned above, it is mainly women work at the general-education institutions, the average wage across institutions is larger for men. For example, in the administrative staff category, men receive higher wages (UAH 5,655.3 per month) compared to women (UAH 5,372.5 per month). In the same vein, the average wage rate for male teachers in the teaching staff category is UAH 6,655.5 per month, while female teachers receive UAH 5,949.4 on average. Such a gender gap in wages is usually explained by the fact that men receive additional increments for length of service. Women’s average wage at the general-education institutions is higher only for the auxiliary staff– UAH 1,996.8 per month, while men receive UAH 1,789.4 (Fig. 11).

Fig. 11. Average wage of women and men by category, degree I-III school No. 270, Desniansky district, Kyiv city, UAH*

*Source: based on information from the degree I-III school No. 270, Desniansky district, Kyiv city

Analysis of expenditures from Kyiv city budget showed that the greatest costs per 1 student are found in lyceums and gymnasiums – UAH 12,570 (54% - girls, 46% - boys). The difference in average annual expenditures on girls and boys student at general-education institutions is not significant (UAH 11,464 per boy, UAH 11,452 per girl).

The Working Group’s recommendations based on gender budget analysis results:

- popularize among teachers of general-education institutions (during round-table conferences, methodological workshops, trainings, etc.) the implementation of gender mainstreaming in education with account to equal treatment of girls and boys in teaching and upbringing, particularly in terms of performance levels and subject profiling;
- examine the reasons for the gender pay gap between female and male teachers and workers of the general-education institutions of Desniansky district, Kyiv city, and review the problem from the gender-based discrimination perspective;
- in future programs, consider gender specifics of the functioning and funding of the system of general education provision by general-education institutions (including a kindergarten school and a school foster home), specialized schools, lyceums, gymnasiums, and collegiums.
3.4. KHERSON OBLAST

The GRB Working Group

The Working Group who conducted the gender budget analysis in the education sector in Kherson Oblast included male and female experts from various fields, in particular representatives from the Department of Finance, Department of Education and Science of the Kherson Oblast State Administration, from the Chief Statistics Directorate, the Oblast Employment Service, and other structural units.

Natalia Vitrenko, Director, Department of Finance, Kherson Oblast State Administration, is the GRB Working Group Head. Liudmyla Kravchenko, Head, Directorate for Finance of the Non-Productive Sphere, Department of Finance, is the GRB Working Group Coordinator. Liudmyla Makulina is the GRB Project local consultant.

3.4.1. The Oblast Target Program ‘Development of Kherson Oblast education – investments in the region’s future’ for 2015-2018; the Subprogram of vocational education development

The goal of the Subprogram is to ensure training of skilled workers and junior specialists competitive in the current market, with account to the population’s demand and the region’s real needs; to formulate a development strategy for the Oblast’s vocational education for the next few years; to update the content of vocational orientation for student aimed at improving the prestige of blue-collar professions in the society.

Principal objectives of the Subprogram do not contain specific gender goals or objectives, neither they are aimed at addressing problems of specific target groups. A priority objective to achieve the Subprogram goal is to implement modern efficient mechanisms for interaction between vocational educational institutions and employers both to improve quality of training of skilled workers and specialists according to labor market needs and to attract additional material, intellectual and other resources to the education sector.

The Subprogram is gender-neutral because its activities are designed to be equally aimed at providing educational services by vocational educational institutions to all categories of individuals. Some Program activities are gender-blind because they do not correspond to the needs and capabilities of certain groups of male and female student of the vocational educational institutions in Kherson Oblast.

Findings of the gender budget analysis of the Program:

• As of 1 January 2016, 8,381 student were acquiring a profession at Kherson Oblast VEIs (61.9% of them – boys, 38.1% - girls). The student population has tended to decrease in recent years, due to which the number of institutions with small numbers of student has increased, while their average workload is about 50%. The girls-to-boys ratio among the VEI student corresponds to general trends seen in the country: boys more often prefer blue-collar professions, while girls generally continue studies at HEIs. Sometimes boys are in a majority also in traditionally ‘female’ fields of blue-collar profession training (cook, merchandise expert, tailor, hairdresser, etc.).

• In their occupational choice, student preferred professions connected with various industries – 32.6% of their total number; trade and public catering – 26.3%, and construction – 12.2%. Boys predominantly chose professions related to transport – 98.6%, agriculture – 89.8%, construction – 84.4%, and industry – 69.5%. Girls preferred professions in consumer services – 98.5%, communications – 92.6%, trade and public catering – 65.9% (Fig. 12).
Such choices made by girls and boys are not accidental but rather reflect their gender stereotypes in occupational choice and the entrenched societal standard according to which activity areas are divided into ‘female’ and ‘male’ ones. Formation and eventual consolidation of such gender stereotypes takes place in general-education institutions, in particular through separate training of girls and boys at shop classes: ‘Service work’ for girls and ‘Technical work’ for boys.

- In 2015, the number of boys who found employment upon graduation was 1,873, or 62.6%, while the job placement rate among girls was 1,183 (37.4%). The highest level of job placement rate among boys is seen in industry (89%), construction (86%), and transport (100%). For girls, job placement rate is the highest in communications and consumer services – 100%, trade and public catering – 62%. These data indicate the need for detailed examination of the Oblast labor market demand for some blue-collar profession categories because there is high likelihood of staff shortage in some fields and excessive supply in other ones; in particular, it entails risks for boys who are in a majority among VEI student.

- Analysis of financing for vocational educational institutions by student training area showed that the largest amount of budget funds goes to training in industries (37.7%) where there are almost 70% of boys among the student. The second area in terms of student count (26.3%) and budget financing amount is trade and public catering (23.1%) where girls are in a majority – 65.9%. No substantial difference in per capita expenses in VEIs was found: training costs amounted to UAH 19,960 per boy in 2015 and UAH 19,287 per girl (Fig. 13).
The total number of staff positions recorded at the Oblast’s vocational educational institutions was 2,497.1 in 2015. Women held 1,468.2 (58.8%) of them, while men held 1,028.9 (41.2%). The teaching and administrative-teaching staff of the institutions also features a greater proportion of women: 53.1% and 58% respectively. No substantial difference in wages of the women and men employed in the Oblast’s VEIs was found.

The Working Group’s recommendations based on gender budget analysis results:

- Conduct regular awareness raising and vocational guidance activities among girls and boys (information media campaigns, vocational guidance meetings at schools, etc.) to avoid gender stereotypes in their occupational choices;
- Examine the Kherson Oblast labor market needs for workers in terms of economic sectors and considering the gender budget analysis findings, and review, as appropriate, the list of professions offered by VEIs;
- Consider possible introduction of training for new professions with account to the Oblast’s geographic situation and economic structure in terms of agricultural production and the services sector in recreational areas, and exclude the professions losing their relevance, being uncompetitive and not promoting productive employment of workers;
- Communicate, with a broad variety of means (seminars, training sessions, talks, etc.), among VEI student, especially girls, information about opportunities of development of their entrepreneurial abilities and aspiration for self-employment.

### 3.5. CHERNIVTSI OBLAST

**The GRB Working Group**

The Working Group who conducted the gender budget analysis in the education sector in Chernivtsi Oblast included male and female experts from various fields, in particular representatives from the Department of Finance, Department of Education and Science, and Department of Social Protection of the Chernivtsi Oblast State Administration, from the Chief Statistics Directorate in Chernivtsi Oblast, etc.

Volodymyr Kulish, 1st Deputy Head of the Chernivtsi Oblast State Administration, is the GRB Working Group Head; Anzhela Diakova, Deputy Department Director, Head of the Directorate for Finance of Social Sphere and Authorities, is the GRB Working Group Coordinator. Tetiana Danilova is the GRB Project local consultant.
3.5.1. The Program ‘Provision of general secondary education by special comprehensive boarding schools, schools and other educational institutions for children in need of physical and/or mental development correction’ for 2014-2015

No separate target programs were adopted in Chernivtsi Oblast to support institutions providing education to children with special needs, therefore the goal and objectives used in the gender analysis were taken by the Working Group from the laws and regulations governing the work of these institutions: the Order of the Ministry of Education and Science of Ukraine No. 852 of 15.09.2008 ‘On the approval of the Regulations on a special general-education school (boarding school) for children in need of physical and/or mental development correction’, the Order of the Ministry of Education and Science of Ukraine No. 920 of 16.08.2012 ‘On the approval of the Regulations on a training and rehabilitation center’, and the Model Program ‘Provision of general secondary education by special general-education boarding schools, schools and other educational institutions for children in need of physical and/or mental development correction’.

The goal of the Program is to provide general secondary education to children in need of physical and/or mental development correction.

Objectives of the Program include securing the acquisition of general secondary education by children in need of physical and/or mental development correction.

The key provisions related to the provision of general secondary education by special educational institutions are gender-neutral because they are designed to be equally aimed at providing educational services by the institutions to all the children in need of physical and/or mental development correction. Some activities are gender-blind because they do not correspond to the needs and capabilities of some groups of children (girls and boys) in need of physical and/or mental development correction (for example, girls and boys from rural areas).

Findings of the gender budget analysis of the Program

- The number of children, registered with the Oblast medico-psychological counseling service, who need training and correction according to special curricula, is 1,874. Of the total number of children requiring special training, 51.7% (969 persons) study at special educational institutions. Other children attend general educational institutions – 615 persons (32.8%) undergo inclusive and individual training; 15.5% (290) are not subject to training for medical indications. The number of student at special general-education institutions was 969 in 2015, with 58.9% being boys and 41.1% girls (Fig. 14). The share of student at special schools and boarding schools in the total number of student of special general-education institutions is 0.8%.

The numerical superiority of boys among student of special schools and boarding schools can be caused by numerical superiority of boys at birth, particularly also among children in need of physical and/or mental development correction.
Analysis of the student population of the special schools and boarding schools in Chernivtsi Oblast in terms of nosologies showed that 44.6% of all the student studied at special institutions for mentally retarded persons in 2015, with boys making up 61% and girls 39%. 18.3% of all the student of special schools and boarding schools study at the institutions for children with severe speech disorders, with boys making up 55.9% and girls 44.1%; the share of children with hearing impairments is 13.7% (boys 58.6%, girls 41.4%); the share of children with vision impairments is 8.8% (boys 56.5%, girls 43.5%). The number of boys in special educational institutions is greater in all nosology types, which is explained by the number of the structure of handicapped children. Besides, the Working Group put forward an assumption (requiring some additional analysis) concerning gender stereotypes in upbringing of girls and boys, particularly concerning the stay and rehabilitation of girls at home.

In 2014, 101 student gained the 2nd degree general education at the above-mentioned institutions (girls – 36.7%, boys – 63.3%). 15% of the total number of the graduates continued studies in order to gain complete general education, with only 13.4% of them being girls, and 86.7% boys. 59.4% of the graduates studied at vocational and higher educational institutions (68.3% of them were boys and 31.7% were girls); 25.6% of student did not continue studies, with girls making up 54% of them. A similar situation existed in 2015. Only 9.2% out of 109 graduates continued studies in order to gain complete general education, with 90% of them being boys. 73 graduates continued studies at vocational educational institutions (53.4% - boys, 46.6% - girls). Two girls went to higher educational institutions. 22% of the graduates did not continue studies (girls – 45.8%). The findings of the analysis need further examination in terms of reasons for girls’ low representation in special and boarding schools and of their continuation of education.

The cost of training in special schools/boarding schools in 2014 was UAH 47.19 thousand per boy, and UAH 46.93 thousand per girl, or UAH 0.27 thousand less than per boy. In 2015, UAH 58.01 thousand was spent per boy, and UAH 57.84 thousand per girl, or UAH 0.17 thousand less (Fig. 15). This difference is caused by different amounts of expenses incurred for personal needs of boys and girls.

![Fig. 15. Average cost of per capita training at special schools and boarding schools in Chernivtsi Oblast, 2014-2015, by gender, UAH*](image)

*Source: data by the Department of Education and Science, Chernivtsi Oblast State Administration.

The average level of securing the expenditures for personal needs of boys in all the institutions is 3.6% higher than for girls in 2014 and 5.0% higher in 2015. This is despite the fact that, according to the rates of material and financial provision for orphaned children and children deprived of parental care as well as student of boarding schools, the calculated average cost of clothes and footwear for girls (without cost of hygiene items) is 17-18 percent higher than for boys.

The Working Group’s recommendations based on gender budget analysis results:

- draft and approve a gender-sensitive Oblast Program ‘Provision of general secondary education by special general-education boarding schools, schools and other educational institutions for children in need of physical and/or mental development correction’ that will ensure equality in meeting the needs and capabilities of all categories (girls and boys) receiving services from the system of provision of general secondary education by special general-education boarding schools, schools and other educational institutions for children in need of physical and/or mental development correction;
• revise statutes of the institutions and amend them to allow children with special needs to gain complete secondary education, and introduce an functional system of inclusive education;
• conduct local (on the boarding schools level) gender studies that would then act as a reference point for the formulation of a gender-responsive budget for those institutions;
• in the course of formulating budgets of special schools and boarding schools in Chernivtsi Oblast for 2017, thoroughly consider the needs of girls and boys for clothes, footwear and personal hygiene items;
• propose amendments to the regulatory legal framework as regards acquisition of complete general secondary education by boys and girls at special boarding schools able to master a general educational institution’s curriculum;
• propose that the Ministry of Education and Science of Ukraine amend its Order No. 763 of 17.11.2003 ‘On approval of the standard rates of material and financial provision for orphaned children and children deprived of parental care as well as student of boarding schools’ to consider the contemporary needs of boys and girls studying at the schools.

3.5.2. The Program ‘Provision of non-formal education by non-formal educational institutions, and activities on after-school work with children’ for 2014-2015

No separate target programs were adopted in Chernivtsi Oblast to support institutions providing non-formal education to children, therefore the goal and objectives used in the gender analysis were taken by the Working Group from the laws and regulations governing the work of these institutions: the Resolution of the Cabinet of Ministers of Ukraine No. 433 of 6.05.2001 ‘On the approval of the list of types of non-formal educational institutions and of the Regulations on an non-formal educational institution’.

The goal of the Program is to develop faculties and talents of children and student as well as to meet their interests, intellectual demands and needs for occupational self-determination.

The objective of the Program envisages ensuring involvement and provision of proper conditions for upbringing of children in the non-formal education environment.

The key provisions related to the provision of non-formal education by non-formal educational institutions and activities in after-school work with children are gender-neutral because they are designed to be equally aimed at providing non-formal educational services by educational institutions to all the children (girls and boys). Some activities are gender-blind because they do not correspond to the needs and capabilities of some groups of children (girls and boys) concerning non-formal education.

Findings of the gender budget analysis of the Program
• In 2015, 26,236 children (of them 41.4% - boys, 58.6% - girls) studied at non-formal educational institutions of Chernivtsi Oblast’s education sector (Fig. 16). 7,142 children (of them 46.1% - boys, 53.9% - girls) attended esthetic education schools; 9,134 children (of them 76% - boys, 24% - girls) attended children’s and youth sports schools. The representation of girls and boys at the non-formal educational institutions mirrors general gender stereotypes concerning their upbringing in the society as girls make up a great majority in esthetics-oriented institutions, while boys are in majority at sports schools. The stereotypic ideas engagement of girls and boys in non-formal education and make their integral and harmonious development impossible.
Most students (40.2%) attend hobby groups in arts and esthetics (boys – 29.7%, girls – 70.3%); girls also prevail in the fields of environment and nature (56.1%), research and experiments (66.6%), and other areas (61.3%). At the same time, more boys attend hobby groups in tourism and local history (64.0%), science and technology (54.5%) (Fig. 17), which confirms the above-mentioned gender stereotypes and attitudes concerning the ‘masculine’ upbringing.

The cost of per capita non-formal studies showed no substantial difference; in 2014, this indicator amounted to UAH 1,186 per boy and UAH 1,191 per girl, i.e. the cost of study per girl was 0.4% (UAH 5) higher than per boy. In 2015, the cost of study was UAH 1,578 per girl and UAH 1,563 per boy, i.e. the cost of study per girl was 1% (UAH 15) higher (Fig. 18).
Fig. 18. Average cost of per capita training at non-formal educational institutions in Chernivtsi Oblast, 2014-2015, by gender, UAH*

* Source: data by the OSA Department of Finance and the ‘Monitoring group for the education system, economic services and audit of the Oblast’s educational institutions’

- Women prevail among staff at non-formal institutions, like in all institutions of the education system – 679 persons (73%). Women’s percentage at the manager and deputy manager positions in non-formal institutions was 77.4% in 2015. 21 out of 30 director positions are held by women (70%); among 22 deputy directors, 19 are women (86.4%). These data yet again prove a persistent tendency towards feminization of education in Ukraine, non-formal education not being an exception.

The Working Group’s recommendations based on gender budget analysis results:

- draft and approve a gender-sensitive Oblast Program ‘Provision of non-formal education by non-formal educational institutions, and activities on after-school work with children’ that would ensure equality in meeting the needs and opportunities of all categories (girls and boys) receiving the services from the system of provision of non-formal education by non-formal educational institutions;
- establish a system for monitoring studies of the work of non-formal educational institutions, including children’s and youth sports schools and esthetic education schools, with account to equal opportunities of girls and boys in terms of receiving services;
- improve access of boys and girls to non-formal education by establishing branches and other creative units in rural areas (especially in the mountains);
- establish new hobby groups, and change the specialization of existing ones, according to boys’ and girls’ preferences (for example: photography and photo art, computer literacy, theatrical act/acting skills, and cookery);
- modernization of infrastructural facilities of non-formal educational institutions according to needs of boys and girls.
SECTION 4
HEALTH SECTOR
SECTION 4
HEALTH SECTOR

The current status of the Ukrainian people’s health is estimated as unsatisfactory, which is connected with high total mortality (14.6 per 1,000 population), low rates of life expectancy (66.1 years) and healthy life expectancy (59.2 years), and one of Europe’s highest natural population decline (-3.9 per 1,000 population in 2014).

According to the World Health Organization’s criteria, Ukraine belongs to the countries with high tuberculosis incidence as compared to European countries (over 30 cases per 100,000 population). According to the State Service of Ukraine for Combating HIV/AIDS and Other Socially Dangerous Diseases, more than 55.9 cases per 100,000 were recorded in 2015 (in some Oblasts – 61.2 per 100,000). As a specific feature of the tuberculosis epidemic in Ukraine, it combines three elements: a general tuberculosis epidemic, a multidrug-resistant tuberculosis epidemic, and a tuberculosis/HIV co-infection epidemic.

Over the period between 1987 and 2015, 280,358 HIV-infected persons, 84,045 AIDS patients, and 384,575 deaths caused by AIDS-related diseases were recorded in Ukraine. As of 1.01.2016, 126,604 HIV-positive Ukrainian citizens were registered (297.2 per 100,000) including 34,016 AIDS patients (79.8 per 100,000). During 2015, 12,985 new HIV infections and 8,468 persons first diagnosed with AIDS (79.8 per 100,000) were recorded in Ukraine.

Ukraine also belongs to the countries where the cancer incidence rate is a cause for 15% of mortality cases, being second only to cardiovascular diseases. The average prevalence of oncological pathologies in Ukraine is 2,223 per 100,000 population (in some Oblasts – 2,775 per 100,000). The number of registered deaths caused by malignant tumors in 2014 was 69,440, with 35% of the cases being persons of work-capable age.

Viral hepatitis is another serious epidemiological problem for health care in Ukraine, and a real threat to human life. The incidence rate of acute viral hepatitis B in Ukraine varies within the range of 6.31 to 14.6 per 100,000. However, real incidence figures are difficult to determine because mandatory screening for viral hepatitis B applies only to blood donors and pregnant women.

The following key gender problems in the health sector in Ukraine can be mentioned:

• low life expectancy of women and men (66 years), especially healthy life expectancy (59 years);
• high mortality rate among men, especially those of work-capable age; men visit doctors less often; men’s general health culture is low (risky behavior, bad habits and abuse, refusal from treatment, etc.);
• limited access of women and men to health and social, medical advisory and medical services, especially in rural areas; quality medical services are often hardly accessible for girls and women (due to lack of money, housework, child care, need to obtain the husband’s permission, etc.);
• gender bias among doctors and other healthcare staff as to treatment of typically ‘female’ diseases (skin diseases, breast diseases, infertility, psychoneurological disorders, etc.) and typically ‘male’ diseases (cardiovascular diseases, alcoholism, drug addiction, suicide, etc.).

4.1. IVANO-FRANKIVSK OBLAST

The GRB Working Group

The Working Group who conducted the gender budget analysis in the health sector in Ivano-Frankivsk Oblast included male and female experts from various fields, in particular representatives from the Department of Finance, Department of Health, Department of Education, Science and Youth Policy, and Directorate of Social Protection of Ivano-Frankivsk Oblast State Administration, from the Chief Statistics Directorate, the Oblast Employment Center, the Oblast Phtisiopulmonology Center, and Ivano-Frankivsk Oblast Council.

Halyna Karp, Director, Department of Finance, Ivano-Frankivsk Oblast State Administration, is the GRB Working Group Head. Lesia Balahura, Deputy Director, Department of Finance, is the GRB Working Group coordinator. Yulia Bohak is the GRB Project local consultant.
4.1.1. The Program for counteracting tuberculosis in Ivano-Frankivsk Oblast for 2014-2016

The goal of the Program is to improve the epidemic situation by means of reducing tuberculosis morbidity and mortality, preventing development of drug-resistant tuberculosis, raising treatment efficiency, improving the system of health staff training and retraining, and improving laboratory diagnostics of tuberculosis.

As regards the goal and objectives, the Program does not contain specific gender-oriented aims or activities, it is gender-neutral, aimed at addressing the problems of all tuberculosis patients, all persons in need of preventive measures, and all health professionals in terms of advanced training. Some Program activities are gender-blind because they do not correspond to the needs and capabilities of some groups of women (girls) and men (boys) having tuberculosis and persons in need of health and social prevention services.

Findings of the gender budget analysis of the Program:

- In Ivano-Frankivsk Oblast, there have been many more men (66.4%) than women (33.6%) among the persons first diagnosed with active tuberculosis. Such a tendency can be seen among all nosological forms of active tuberculosis, both among urban and rural residents (Fig. 19). Key reasons for growing incidence among men include: interruption of treatment, failure to adhere to treatment conditions, refusal to undergo treatment and, as a consequence, disease relapses and complications.

- Persons in the 25-54 age group prevail among tuberculosis patients. Among men, the disease is most prevalent in age groups of able-bodied population: 35-44 years (131 persons), 45-54 (116), and 25-34 (113). Overall, it makes up 360 persons, or 64% of the total male patient count. Among women, the disease is most prevalent in the age groups of 65 years and older (89 persons, or 31.1% of all the female patient count), and 25-34 (57 persons, 20%).

- During 2013-2015, a negative trend towards tuberculosis incidence growth in the age group of 0-14 years was observed in the Oblast. In particular, the incidence increased by 43.8% in 2014 year-on-year, and by 11.6% in 2015 year-on-year. Girls account for a larger proportion of child patients in this age category (56.2% in 2014, 66.6% in 2015). Reasons for such morbidity increase among children include shortage of BCG vaccine and parents’ refusal from vaccination.

- Increase in the incidence of tuberculosis in combination with AIDS is observed in the Oblast. In 2015, the number of new co-infections among the rural population increased twofold, from 21.7% to 45.6%. The growth was caused by the 2.5-times increase in the number of sick men from rural areas. To find out reasons for such growth and their interrelation with gender stereotypes (e.g. men’s failure to use condoms), more detailed analysis is required.

- Multidrug-resistant tuberculosis is the most dangerous form of tuberculosis characterized with resistance
to many medications. The total ratio between men and women having tuberculosis is 66% vs. 34%, while drug-resistance-complicated cases include more than 86% men and less than 14% women. Men make up a bulk of the patients who make long interruptions in drug intake (men constitute 80.5% among patients with treatment failure) or terminate treatment courses at all (they make up 85.7% among those who terminated treatment). Reasons for such behavior most often include lack of a health culture and adherence to gender stereotypes of so-called ‘masculinity’ – ‘I am a man so I can do and overcome everything’ – entrenched as early as in the childhood.

- The cost and duration of a treatment course for tuberculosis patients depend on the disease form. Expenses for treatment of one person first diagnosed with active tuberculosis and its relapse (categories 1-3) amount to UAH 32,775.3; the figure for a patient with multidrug-resistant tuberculosis is UAH 160,060.8. Average treatment expenses per man are UAH 52,842.8, being almost 1.3 times greater than per woman – UAH 39,964.2 (Fig. 20).

![Fig. 20. Expenses for per capita patient treatment, by sex, UAH*](image)

*Source: information from the Department of Health, Ivano-Frankivsk OSA

The considerable amount of expenses for men’s treatment is connected with their great number among the persons having multidrug-resistant tuberculosis, which is very expensive to treat.

The Working Group’s recommendations based on gender budget analysis results:

- provide social support to women and men with tuberculosis in the outpatient treatment phase in the form of food packages and hygiene kits, free travel to a tuberculosis treatment facility, first-priority allocation of separate housing to patients discharging bacteria, etc.;
- provide conditions for quality diagnostics of tuberculosis in women and men in rural communities (mobile diagnostic posts, expert consultations, etc.);
- based on health care facilities, conduct medical and sanitary training of women and men with tuberculosis and their family members on everyday hygiene, care for a patient, personal safety, etc.;
- include a gender component in the Program on the activity level, in particular: 1) strengthen awareness-raising activities (information in educational institutions and at workplaces, media messages, counseling at health care facilities, etc.) among women and men, especially men of work-capable age, on the need for tuberculosis prevention and treatment; 2) conduct screening for active tuberculosis among women and men in at-risk groups; 3) ensure health and social support for women and men with tuberculosis at high risk of treatment interruption; 4) draft an action plan to prevent the spread of HIV-associated and drug-resistant tuberculosis considering gender specifics of women and men’s behavior;
- in future programs, consider gender specifics of the functioning and funding of the system of counteraction to tuberculosis.

### 4.2. KYIV OBLAST

The GRB Working Group

The Working Group who conducted the gender budget analysis in the health sector in Kyiv Oblast included male and female experts from various fields, in particular representatives from the Department of Finance,
Department of Health, Department of Social Protection, from the Service for Family and Children, Chief Statistics Directorate in Kyiv Oblast, Kyiv Oblast Center of Health Statistics, the chief part-time specialist of the Department of Health for infectious diseases, and the chief part-time oncologist of the Department of Health of Kyiv Oblast State Administration.

Larysa Karamushka, Director, Department of Finance, Kyiv Oblast State Administration, is the GRB Working Group Head. Maria Vovk is the GRB Project local consultant.

4.2.1. Kyiv Oblast program ‘Oncology’ for 2012-2016

The goal of the Program is to reduce mortality rate; decrease the number of primary disability retirement cases due to cancer; provide conditions for extending and improving the quality of life of cancer patients by means of increasing the effectiveness of preventive measures, namely the sanitary and epidemiological service’s supervision over the carcinogen content in the environment, food products and drinking water as well as early detection and treatment of oncological diseases.

As regards the goal and objectives, the Program does not contain specific gender-oriented aims or activities. It is gender-neutral, aimed at addressing the problems of all oncological patients and persons with oncopathologies. Some Program activities are gender-blind because they do not correspond to the needs and capabilities of some groups of women and men with oncologiclal diseases (female and male patients with nosologies of various localization).

Findings of the gender budget analysis of the Program:

- 6,206 malignant tumor cases were recorded in Kyiv Oblast in 2015, including: 2,941 men (47.4%) and 3,265 women (52.6%). The number of women with oncological diseases increased by 1.7% since 2011 (from 3,211 to 3,265), while the number of men with such diseases grew by 7.3% (from 2,726 to 2,941) (fig. 21). Reasons for such increase in the number of men among oncological patients need additional analysis and examination.

- Malignant tumors are prevalent both among men and women but with different localization, which can be related both to biological factors (hormonal changes, etc.) and to social factors and lifestyle (men – smoking, abuse of alcohol, risky behavior; women – uncontrolled exposure to the sun while working in agricultural areas, suntan, cosmetics, household chemicals, etc.).

Findings of the gender budget analysis of the Program:

- The structure of malignant tumors in women is dominated by localizations in genital organs (70%), breast (98%), skin (59%) and thyroid gland (82%); in men, the largest share accounts for tumors in digestive organs (58%), respiratory organs (82%), mouth cavity (83%), nervous system (54%) and bones (70%) (Fig. 22). As a
rule, 50% of all the malignant tumors result from lifestyles of women and men, including their performance of socio-gender roles in society.

Men with malignant tumors feature a lower rate of general 5-year survival than women. Mortality rates among men with malignant tumors are between 55.3% and 57.4%, while the figures for women vary from 42.6% to 44.7%. The mortality rate in 2015 was 56% for male oncological patients and 44% for female ones (Fig. 23). The high mortality rates among male oncological patients are generally caused by the fact that the disease is diagnosed in late stages, which is directly connected with men lacking no health culture (annual medical examinations, visiting doctors when the first signs of disease appear, etc.).

The percentage of malignant tumors detected in early stages is higher in women than in men. A greater...
percentage of advanced-stage diseases is typical for men. Newly diagnosed stage IV prostatic gland cancer cases were found in 21% of men; among women, newly diagnosed cases of the stage IV reproductive organ cancer amount to 8%.

- Each oncological disease localization form has its own standard treatment regimen (in accordance with the treatment protocols approved by orders of the MoH of Ukraine), and, accordingly, each form has different duration and cost for different stages. Average cost of treatment is between UAH 11,500 (I-II stages) to UAH 21,000 (IV stage) for skin cancer; between UAH 12,500 (I stage) and UAH 26,000 (III stage) for stomach cancer; between UAH 32,250 (I stage) to UAH 58,250 (IV stage) for lung cancer; between UAH 31,500 to UAH 80,000 for female ovarian cancer. In general, the earlier the disease is detected, the higher the probability of its curing within shorter terms and, accordingly, with less financial costs.

The Working Group’s recommendations based on gender budget analysis results:

- develop a structure and create an Oblast-level register of oncological patients with account to gender-disaggregated data, which will make it possible to optimize the process of monitoring periodic health examinations, screening and treatment of female and male patients, as well as create opportunities to use gender indicators in the course of designing the Program and implementing its objectives and activities;
- include a gender component in the Program in terms of its goal, objectives and activities; in particular, reword the Program goal as follows: ‘reduce mortality rate; decrease the number of primary disability retirement cases due to cancer; create conditions for extending and improving the quality of life of cancer patients by means of increasing the effectiveness of preventive measures, namely the sanitary and epidemiological service’s supervision over the carcinogen content in the environment, food products and drinking water as well as early detection and treatment of oncological diseases with account to gender specifics in disease prevalence’. Amend some objectives by rewording them as follows: 1) raise public awareness on matters related to cancer and prevention of malignant tumors with account to gender specifics in disease prevalence; 2) improve timely and early diagnostics of cancer with account to gender specifics in disease prevalence, and improving for this purpose the skills of health care professionals in terms of early disease detection in women and men, ensuring treatment of cancer patients in specialized cancer facilities; 3) organize cancer care, diagnostics, treatment and rehabilitation of oncological patients with account to gender specifics in disease prevalence;
- ensure the early detection of malignant tumors at health care institutions that provide primary medical aid through improving efficiency of preventive medical examination of women and men and regular medical check-up of patients suffering from pre-tumor diseases with account to gender specifics in disease prevalence;
- involve mass media, educational institutions and nongovernmental organizations in raising public awareness regarding preventive measures, early detection and effective treatment of oncological diseases in women and men;
- design and publish reminders for women and men on oncological disease risks, and for women and men with oncological diseases on disease overcoming opportunities;
- in future programs, consider gender specifics of the functioning and funding of the system of counteraction to oncological diseases.

4.2.2. Kyiv Oblast target social program for prevention, diagnostics and treatment of viral hepatitis for the period until 2016

The goal of the Program is to reduce viral hepatitis B and C incidence rates among the Kyiv Oblast population; prevent disablement and mortality related to such complications as hepatic cirrhosis and primary liver cancer; improve people’s life quality.

The Program is aimed at addressing key problems of Kyiv Oblast in terms of combating viral hepatitis. The Program includes no gender component and does not contain specific gender-oriented goal, objectives or activities. The Program is gender-neutral, aimed at addressing the problems of all patients with viral hepatitis. Some Program activities are gender-blind because they do not correspond to the needs and capabilities of some groups of women and men with hepatitis (patients with various hepatitis types and in various disease stages).

Findings of the gender budget analysis of the Program:

- As of 1.01.2015 in Kyiv Oblast, 4,691 persons were registered as the group of patients with virus hepatitis
subject to regular medical check-up, including 1,670 women (35.6%) and 3,021 men (64.6%) (Fig. 24). The following viral hepatitis types are prevalent in the Oblast: viral hepatitis B – 1,262 persons (men – 56%, women – 44%); viral hepatitis C – 3,274 persons (men – 67%, women – 33%); viral hepatitis B+C – 144 persons (men – 79%, women – 21%). However, the real number of female and male patients with viral hepatitis may be considerable higher because mandatory screening for viral hepatitis B only applies to blood donors and pregnant women.

- Viral hepatitis infection is connected with blood contact. Thus, all manipulations associated with blood contact (endoscopic interventions, plasmapheresis, abortion, blood donation, etc.) increase the risk of contracting the disease. Gender-determined reasons for viral hepatitis infection are generally related to lifestyle, gender stereotypes of beauty, especially typical for women (manicure, pedicure, piercing, etc.), as well as masculinity standards, which are commonly found in men (risky behavior, drug abuse, frequent change of sexual partners, etc.).

![Fig. 24. Number of viral hepatitis patients, 2015, by sex*](image)

*Source: current register of the check-up group of viral hepatitis patients, 2015*

- Viral hepatitis morbidity is most prevalent in the age groups of 35-44 years (1,604 persons; 71% - men, 29% - women) and 25-34 years (1,292 persons; 69% - men, 31% - women). This situation could be explained by the fact that the clinical manifestations of the disease remain latent for a long time and appear at the above-mentioned age.

- Spread of hepatitis B may be prevented by vaccination, which is especially important for newborns because acute hepatitis B during childhood is related to a high risk of chronization (> 80%) in both boys and girls. Kyiv Oblast in 2015 ensured vaccination of only 41.1% of persons, of which girls constituted 49.8%, and boys – 50.2%.

- The cost of treatment of different viral hepatitis forms and stages varies greatly, depending on timely diagnostics, treatment duration and prevention of chronization (Fig. 25). Advanced hepatic fibrosis prevails in men (56%). In case of treatment of patients (mainly men) with advanced fibrosis (cirrhosis), duration and cost of the therapy increases two times.

- Vaccine prophylaxis of viral hepatitis C, which is more prevalent among men (77%), is impossible, and the only way to control the epidemiological situation consist of timely and complete diagnostics and subsequent treatment.
The current forms of statistical and administrative reporting do not contain sex-disaggregated data on female and male viral hepatitis patients, which complicates the process of disease monitoring, diagnostics and treatment.

**The Working Group’s recommendations based on gender budget analysis results:**

- take into account the gender-specific problems related to functioning and funding of the program for prevention, diagnostics and treatment of viral hepatitis when developing the Oblast program for later periods;
- suggest gender-sensitive activities within the Program, strengthening the prevention component, in particular enhance awareness raising among women and men on the need for hepatitis B vaccination of newborns and at-risk individuals as well as for timely medical examination;
- since virus hepatitis is a serious health sector problem and a real threat to human life because of its epidemic spread and everyday detection, to propose that the Ministry of Health of Ukraine design a Ukrainian Viral Hepatitis Register with account to gender-specific problems of viral hepatitis prevention, diagnostics and treatment, and include sex-disaggregated indicators into the Register;
- based on current register of the check-up patient group, develop and register, following the approved procedures, an Oblast register of female and male patients with chronic virus hepatitis.

### 4.3. KYIV CITY

**The GRB Working Group**

The Working Group who conducted the gender budget analysis in the health sector in Kyiv city included male and female experts from various fields, in particular representatives from the Department of Finance, Department of Health, Department of Education and Science, Youth and Sports, Department of Social Policy, Department of Housing and Utility Infrastructure of Kyiv City State Administration, from the Statistics Directorate in Kyiv city, the Education Directorate of Kyiv City Desniansky District State Administration, and other persons.

Yaroslav Tyshchenko, Head, Directorate for Finance of Health and Social Protection, Department of Finance, Kyiv City State Administration, is the GRB Working Group Head. Tetiana Lashchenko, Deputy Directorate Head, Directorate for Finance of Health and Social Protection, Department of Finance, is the GRB Working Group coordinator. Svitlana Perminova is the GRB Project local consultant.
4.3.1. The Subprogram ‘Health and social protection of orphaned children and children deprived of parental care’ implemented as part of the city target program ‘Health of Kyiv residents 2012-2016’

The goal of the city target program ‘Health of Kyiv residents 2012-2016’ is to develop health care in Kyiv city with account to conceptual directions of the health care system reform.

The goal of the Subprogram ‘Health and social protection of orphaned children and children deprived of parental care’ is to provide support, medical treatment, care and upbringing to orphaned children and children deprived of parental care.

The Subprogram is gender-neutral because its activities are designed to be equally aimed at providing health and social protection to all the orphaned children and children deprived of parental care in need thereof. Some Subprogram activities are gender-blind because they do not correspond to the needs and capabilities of some groups of girls and boys from among orphaned children and children deprived of parental care in need of health and social protection.

Findings of the gender budget analysis of the Program:

- There are more boys among inmates of Kyiv city children’s homes – 56% (average annual number). Boys prevail in all three age categories of children’s home inmates: in the 0-1 years category, there are 60% boys and 40% girls; in the 2-3 years category, it is 54% to 46%; and among those over 3 years old – 53% to 47% (Fig. 26). The quantitative majority of boys among the children’s home inmates results from several factors: on the one hand, boys are in a majority among newborn children, and, on the other hand, the percentage of adoptions of young girls (5 in 10 girls) is substantially higher than the percentage of adoptions of boys (2 in 10 boys). The situation concerning adoption of girls and boys can be connected with parents’ gender stereotypes as regards upbringing of children, which needs additional examination.

![Fig. 26. Number of children in children's homes, by age and sex*](image)

*Source: consolidated data from statistical reports by Kyiv city children’s homes

- Women prevail in all staff categories in Kyiv city children’s homes. For example, 3% of administrative staff are men, while 97% are women; women constitute 100% of health and teaching staff; in the auxiliary staff category, men account for 44% and women for 56%. Clearly, such quantitative representation of women in children’s homes results from persistent traditional gender beliefs concerning the woman’s role as a ‘mother’, especially when early care and upbringing of children is meant.

- Staff wage rates in Kyiv city children’s homes do not vary greatly. It is only the children’s home management category where men receive higher wages (UAH 9,768/month) compared to women (UAH 7,282/month) (Fig. 27). The wage rate of male managers is higher due to increments for length of service and for having a health professional category.
The Working Group’s recommendations based on gender budget analysis results:

- in future programs, consider gender specifics of the functioning and funding of the health and social protection system for girls and boys from among orphaned children and children deprived of parental care;
- popularize among male health workers and teachers the job placement in children’s homes (via interviews at employment centers and media information materials) in order to ensure holistic socialization-aimed (educative) influence upon girls and boys from among orphaned children and children deprived of parental care in the early development period;
- improve the system of early detection and timely medical rehabilitation of girls and boys with developmental disorders;
- expand the list of services provided to girls and boys in children’s homes, for example develop alternative forms of round-the-clock care for girls and boys with disabilities, etc.;
- in order to ensure calculation of wage and equipment costs, it is important to develop standards of minimum consumption and provision of basic commodities (washing and hygiene products) for children’s homes.

4.3.2. The Subprogram ‘Medical-obstetric aid to pregnant women, new mothers, and newborn babies’ implemented as part of the city target program ‘Health of Kyiv residents 2012-2016’

The goal of the Subprogram ‘Medical-obstetric aid to pregnant women, new mothers, and newborn babies’ is to improve the level of medical aid to pregnant women, women in labor, new mothers, and newborn babies at health care facilities.

The Subprogram is designed solely for women (pregnant women, women in labor, and new mothers) and newborn babies. The Subprogram content does not include separate services that can be provided by maternity hospitals and perinatal centers to men (fathers or partners), like, for example, partner delivery, participation in partner delivery, a father’s participation in the ‘clean delivery’ system (family microflora ‘seeding’, early ‘skin-to-skin’ contact with the child’s father after a Caesarian operation, etc.). Some Subprogram activities are gender-blind because they do not correspond to the needs and capabilities of some groups of women (pregnant women, women in labor, and new mothers) and newborn babies in need of medical-obstetric aid (e.g. women with disabilities).
Findings of the gender budget analysis of the Program:

- The services provided by Kyiv city maternity hospitals and perinatal centers are designed solely for women (pregnant women, women in labor, and new mothers). These facilities do not provide for services for men being delivery partners, do not maintain statistics of partner deliveries, and do not record demand and requests for such services.

- Women are in a quantitative majority in all staff categories of Kyiv city maternity hospitals and perinatal centers. For example, women constitute 63% among administrative staff, with men making up 37%; as to medical staff, men constitute 26% in the ‘physicians’ category and women make up the other 74%; ‘middle-level and low-level health staff’ are only women (100%); in other staff categories, men constitute 29% and women 71% (Fig. 28).

![Fig. 28. Staff number by category and sex, %*](image)

- Wage rates for the staff of Kyiv city maternity hospitals and perinatal centers vary greatly, depending on staff occupational categories. Although mainly women are employed at these institutions, men’s average wage is higher. For example, in the ‘managers’ category, male managers receive higher wages (UAH 9,088/month) compared with female ones (UAH 8,234/month). In the same vein, in the ‘physicians’ category, male physicians receive UAH 6,119.5 per months on average, while female ones get UAH 5,669.4 per month (see Fig. 29). Reasons for the ‘gender gap’ in wages of women and men employed in maternity hospitals and perinatal centers require additional examination, particularly as regards probable discrimination against women.
Fig. 29. Average monthly wages of staff in Kyiv city maternity hospitals and perinatal centers, by category and sex, UAH*

*Source: consolidated data from staff tables of Kyiv city perinatal facilities and maternity hospitals

The Working Group’s recommendations based on gender budget analysis results:

- examine demand for partner deliveries in Kyiv city maternity hospitals and perinatal centers;
- expand the list of services provided to women, newborns and male partners in Kyiv city maternity hospitals and perinatal centers (e.g. pre-delivery training, partner deliveries, etc.);
- conduct additional analysis to find out reasons for the ‘gender gap’ in wages of women and men employed in Kyiv city maternity hospitals and perinatal centers;
- in future programs, consider gender specifics of the functioning and funding of the system of medical-obstetric aid to pregnant women, new mothers, and newborn babies.

4.4. CHERKASY OBLAST

The GRB Working Group

The Working Group who conducted the gender budget analysis in the health sector in Cherkasy Oblast included male and female experts from various fields, in particular representatives from the Department of Finance, Department of Health, Department of Family, Youth and Sports, Chief Statistics Directorate, the Oblast Information Analysis Center of Health Statistics under the Cherkasy Oblast Council, the Oblast Tuberculosis Dispensary, and the Oblast Center for AIDS Prevention and Control.

Natalia Kravchenko, Director, Department of Finance, Cherkasy Oblast State Administration, is the GRB Working Group Head. Tetiana Mytiuk, Deputy Department Director, Head of the Directorate for Inter-budget Settlements and Budget Analysis, is the GRB Working Group coordinator. Nina Zakira is the GRB Project local consultant.

4.4.1. The Oblast target social program for counteracting tuberculosis in Cherkasy Oblast for 2013-2016

The goal of the Program is to improve the epidemic situation in terms of reducing the total number of tuberculosis patients, decreasing tuberculosis morbidity and mortality, as well as co-infection (TB/HIV), reducing drug-resistant tuberculosis spread rates, and ensuring uninterrupted access of tuberculosis patients and persons in at-risk groups to quality treatment, which meets requirements of up-to-date national and international standards.
standards, through the implementation of a state policy based on the principles of ensuring universal and
equal access of the population to high-quality tuberculosis prevention, diagnostics and treatment services.
As regards the goal and objectives, the Program does not contain specific gender-oriented aims or activities.
It is gender-neutral, aimed at addressing the problems of all tuberculosis patients, all persons in need of
preventive measures. Some Program activities are gender-blind because they do not correspond to the needs
and capabilities of some groups of women (girls) and men (boys) having tuberculosis and persons in need of
health and social prophylaxis (e.g. in rural areas).

**Findings of the gender budget analysis of the Program:**

- In Cherkasy Oblast, men greatly prevail among persons first diagnosed with active tuberculosis (2015: 69% - men, 31% - women) (Fig. 30). This tendency is typical for all nosological forms of active tuberculosis in both urban and rural residents. Main reasons for men’s incidence growth include interruption of treatment, failure to comply with treatment course conditions, and refusal from treatment. Among those suffering from co-infection (combination of tuberculosis and HIV/AIDS), there are also more men (72%) than women (28%).

- Male tuberculosis patients feature a higher percentage of relapses (11% of the total number of male patients); for women, this figure is 7%. Men interrupt the treatment process much more often than women and are less disciplined in adhering to the tuberculosis treatment regimen, due to which the disease forms are complicated and relapse likelihood increases. Such a behavior of male patients does not only indicate a careless attitude to tuberculosis treatment but also reflects the general attitude of Ukrainian men to their health and, as a consequence, lack of health culture.

- Multidrug-resistant tuberculosis is the most dangerous form of tuberculosis featuring resistance to many medications. The ratio between men and women having multidrug-resistant tuberculosis (like in the case with those first diagnosed with active tuberculosis) is 69% to 31%. Men make up a larger part of the patients who make long interruptions in drug taking or completely terminate a treatment course. As a consequence, it results in complications of the disease.

- The cost and duration of a tuberculosis patient treatment course depends on the disease form. Treatment expenses for one patient first diagnosed with active tuberculosis and its relapse (categories 1-3) amount to UAH 26,600, while expenses for one patient with multidrug-resistant tuberculosis (category 4) are UAH 155,100. The cost of inpatient stay in a hospital per person is as follows: newly detected active tuberculosis and its relapse (categories 1-3) – UAH 22,600; multidrug-resistant tuberculosis (category 4) – UAH 48,100. The biggest expenses for tuberculosis treatment are for men, who are in a majority among patients with multidrug-resistant tuberculosis, treatment of which is very expensive.

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**Fig. 30. Number of patients first diagnosed with active tuberculosis, by sex, %**

*Source: report on active tuberculosis disease, 2015 (Form No. 8 (annual)*

- Multidrug-resistant tuberculosis is the most dangerous form of tuberculosis featuring resistance to many medications.
The Working Group’s recommendations based on gender budget analysis results:

- in future programs, take into consideration gender specifics of the functioning and funding of the tuberculosis control system;
- consider reasonability of amending the current Program and/or take account of the following proposals when developing the Oblast program for counteracting tuberculosis beyond 2016, in particular reword the Program objectives as follows: 1) organize the activities focused on detection and diagnostics of tuberculosis with account to gender specifics of vulnerable women and men groups; 2) treat and prevent tuberculosis with account to gender specifics of vulnerable groups of women and men who interrupted treatment from among those diagnosed with new pulmonary tuberculosis cases; 3) treat extensively drug-resistant tuberculosis with account to the specifics of behavior and lifestyle of men and women in vulnerable groups; 4) work with tuberculosis patients’ family members who provide non-professional care in order to support them and improve their knowledge on prevention of risky behavior and support for the patients for their more durable adherence to treatment;
- develop an efficient gender-sensitive system of prevention with account to vulnerable women and men groups (in particular, unemployed persons of work-capable age, pensioners, boys aged 15-17, pregnant women, etc.), which would significantly reduce the cost of treatment;
- recommend an effective method of completing the treatment in the form of health and social support for male and female patients for implementation in a nation-wide program to counteract tuberculosis;
- strengthen public awareness-raising activities (via health care facilities, media, nongovernmental organizations, educational institutions, etc.) as regards the need for a routine annual examination emphasizing the increase in the number of patients with bacteriologically proven pulmonary tuberculosis and with difficult-to-cure resistant forms of tuberculosis who pose a threat for people around them; pay special attention to men in at-risk groups.

4.4.2. Oblast target social program for counteracting HIV/AIDS in Cherkasy Oblast for 2015-2018

The goal of the Program is to reduce HIV/AIDS-related morbidity and mortality rates; provide high-quality and affordable HIV/AIDS prevention and diagnostics services, first of all to members of groups at high risk of HIV infection; provide services of treatment, medical assistance, care and support for people living with HIV, within the health care system reform framework.

As regards its goal and objectives, the Program does not contain specific gender-oriented aims or activities. It is gender-neutral, aimed at addressing the problems of all people living with HIV and AIDS patients. Some Program activities are gender-blind because they do not correspond to the needs and capabilities of some groups of women and men as well as of children (girls/boys) living with HIV and having AIDS (e.g. concerning transmission routes, access to diagnostics in rural areas, etc.).

Findings of the gender budget analysis of the Program:

- The total number of HIV-infected persons subject to regular medical check-up at health care facilities in Cherkasy Oblast amounted to 3,279 persons in 2015, of which 46% are women and 54% are men; the number of those diagnosed with AIDS was 1,004 persons (35% - women, 65% - men).
- In 2015, 541 new cases of HIV infection were registered in Cherkasy Oblast (43% - women, 57% - men), as well as 261 newly diagnosed AIDS cases (41% - women, 59% - men) (Fig. 31). The high HIV/AIDS incidence among men usually results from the men’s low health culture (risky behavior, drug injection, unprotected sexual relations, etc.) that is also underpinned by gender stereotypes (polygamous relations, tolerance to adultery, failure to use condoms, etc.). Besides, men usually agree to undergo examination and treatment in late disease stages.
Among the HIV-infected persons subject to regular medical check-ups, the proportion of women was 45% as of late 2014 and 46% as of late 2015. The same tendency is traced among AIDS patients subject to regular medical check-up: the proportion of women was 38% as of late 2014 and 41% as of late 2015. There is a clear upward trend in the number of HIV-infected women and female AIDS patients; so-called ‘feminization’ of the infection is taking place. The following reasons for the HIV/AIDS spread among women can be pointed out: sexual violence (rape), coercion to unprotected (no-condom) sexual relations, sex for money, etc.

Analysis of the HIV transmission route structure showed that clinical stages I and IV are most numerous, comprising 79% of the total number of those registered in 2015. Sexual transmission is the main route of HIV-infection transmission in the clinical stage I (75%) while the parenteral route accounts for 25%. HIV-infection transmission through sexual contacts is typical for 58% of women and 42% of men. With regard to parenteral transmission the ratio of women and men is 7% to 93% respectively (Fig. 32). That is, women are most often infected through unprotected sexual relations, while drug injection is the most frequent infection route among men. The growing share of the sexual infection route also indicates an adverse tendency in the epidemic development and increase in the number of infected pregnant women and children born to them.

According to Ukrainian legislation, each person asking for HIV testing must receive pre-test counseling. When the HIV testing result is disclosed, its meaning must be explained in a mandatory manner, and post-test counseling must be provided. In 2015, the total number of people who received pre-test counseling in Cherkasy Oblast was 93.2 thousand (61% - women, 39% - men), the total number of people who gave
The Working Group’s recommendations based on gender budget analysis results:

• consider reasonability of amending the current program and/or take the proposals into account when developing the Oblast HIV/AIDS counteraction program beyond 2018;

• reword the Program goal as follows: ‘reduce HIV/AIDS-related morbidity and mortality rates; provide high-quality and affordable HIV prevention and diagnostics services to women and men, first of all to members of groups at high risk of HIV infection; provide services of treatment, medical assistance, care and support for people living with HIV, within the health care system reform framework’;

• amend the Program objectives as follows: 1) conduct gender-sensitive awareness-raising activities to eradicate stigma and discrimination against HIV-infected women and men and members of groups at risk of HIV infection; 2) design, produce and disseminate the social advertising materials, educational programs focused on healthy lifestyle of the general population with due account of the gender component; 3) ensure a gender-sensitive approach to the women and men participating in prevention programs from among members of groups at high risk of HIV infection at health care facilities for timely treatment or provision of medical care; 4) ensure unimpeded access of women and men to free HIV counseling and testing.
SECTION 5
SOCIAL PROTECTION
AND SOCIAL SECURITY
SECTOR
SECTION 5
SOCIAL PROTECTION AND SOCIAL SECURITY SECTOR

Social justice in society is a prerequisite of sustainable development that to a large extent determines the social policy priorities and directions aimed at ensuring social protection and security of the population. Social protection of the people is a component of the social justice and social protection system that reflects conformity of the social protection policy to the real needs, interests, expectations and capabilities of various groups of women and men in society. Social protection and social security must be gender-sensitive and targeted in order to ensure the greatest possible social justice for various groups of women and men in society.

Key gender issues in the social protection and social security sector of Ukraine include:

- life expectancy decrease and population ageing (fast rates of the male population decline; life expectancy gap between women and men is more than 10 years). Ukraine belongs to the demographically old countries of the world. The proportion of population aged 60 and older in Ukraine is 20.3% and is expected to follow an increasing pattern (up to 38.1%);
- a growing number of persons with disabilities. According to the Ministry of Social Policy of Ukraine, 2.8 million persons with disabilities lived in Ukraine as of January 2015, that being 6% of the total population (153,400 (5.5%) of them are children with disabilities). In quantitative terms, men prevail among persons with disabilities (due to occupational injuries, wounds and blast injuries in the anti-terrorist operation zone, risky behavior, low health culture, etc.);
- differentiation in labor remuneration between women and men (on the average, women’s wages are 20-30% lower as compared to men’s). Gender segregation in labor market, high concentration of women in low-paid fields of the non-production sphere: education and health care, light and food industries, social protection institutions. Men, on the other hand, are employed in highly-paid sectors: heavy industry, construction, or transport;
- an increasing tendency in the number of orphaned children and children deprived of parental care persists in Ukraine (there are more than 115 thousand orphaned children and children deprived of parental care). Almost 150 thousand children living and begging in the streets are registered with offices for children’s services. 25 to 30 thousand children live in children’s homes and orphanages every year. A larger proportion of orphaned children and those deprived of parental care in Ukraine is made up of boys (one of the reasons is that more boys are born and boys are less often adopted than girls).

5.1. DNIPROPETROVSK OBLAST

The GRB Working Group

The Working Group who conducted gender budget analysis in the social protection and social security sector in Dnipropetrovsk Oblast included male and female experts from various fields, in particular representatives from the Department of Finance, Department of Social Protection of the Oblast State Administration, representatives from the Chief Statistics Directorate in Dnipropetrovsk Oblast, etc.

Tetiana Shebeko, Director, Department of Finance, Dnipropetrovsk Oblast State Administration, is the GRB Working Group Head; Olena Nikulchenko, Head of the Directorate for Finance of Non-Production Sphere, Department of Finance, is the GRB Working Group coordinator. Natalia Shalomentseva is the GRB Project local consultant.

5.1.1. The Program ‘Social rehabilitation centers for children with disabilities; vocational rehabilitation centers for persons with disabilities (maintenance of the municipal institution ‘Social rehabilitation center for children with disabilities’)

No separate target programs were adopted in Dnipropetrovsk Oblast to support social rehabilitation institutions for children with disabilities and vocational rehabilitation centers for persons with disabilities, therefore the goal and objectives used in the gender budget analysis were taken by the Working Group from the laws and regulations governing the work of these institutions and from model programs.
The goal of the Program is to define the state-guaranteed lists of rehabilitation services, rehabilitation equipment and other means, and medical products provided to a person/child with disabilities with account to actual needs depending on age, sex, and disease (injury) type, free of charge or at reduced rates. The Program aims at ensuring a systemic approach to the organization of rehabilitation, consistency and continuity, carrying out multi-faceted rehabilitation activities, and establishing control over the quality of rehabilitation services.

Although the Program goal specifies consideration of the actual needs of children with disabilities depending on sex and other protected attributes, the Program is still gender-neutral. Its activities are designed to be equally aimed at providing social protection to all the persons with disabilities in need of rehabilitation. Some Program activities are gender-blind because they do not correspond to the needs and capabilities of various groups of girls and boys with disabilities in need of rehabilitation.

**Findings of the gender budget analysis of the Program:**

• 3,717 persons are provided full support by the government at Dnipropetrovsk Oblast residential care institutions for people with disabilities, elderly persons and children with disabilities, including 1,748 women (47%) and 1,969 men (53%). Of them, 576 individuals are children with disabilities staying at children’s residential care homes, including 188 girls (33%) and 388 boys (67%). A rehabilitation course was provided by the Social Rehabilitation Center for Children with Disabilities to 120 children, including 70 boys and 50 girls, in 2015. The Working Group did not manage to find out reasons for such quantitative representation of girls and boys with disabilities.

• Among the children with disabilities who received rehabilitation services at the Social Rehabilitation Center for Children with Disabilities in 2015, the greatest share belongs to boys and girls of the 7-13 age group (70.8%); this group makes up 66% among boys with disabilities and 78% among girls with disabilities (Fig. 33). There is a notable downward trend in the number of children with disabilities in the older age group (14-17 years), and the number of girls in this group is twice smaller compared to boys. The situation is often caused by beliefs (gender stereotypes) as regards girls and boys with disabilities having different skills and abilities of self-care in an older age (personal hygiene, routine domestic tasks, etc.). Boys in such situations are traditionally believed to be more helpless and needing additional rehabilitation to improve domestic self-care skills.

![Fig. 33. Number of children with disabilities who received rehabilitation services at the Social Rehabilitation Center for Children with Disabilities in 2015, by age and sex*](image)

*Source: data from administrative reporting on the work of rehabilitation institutions for children with disabilities

• More than 50% of the individuals received rehabilitation services at the Social Rehabilitation Center for Children with Disabilities on the daycare basis (of them girls – 53.3%, boys – 46.7%); 39.2% - on the round-the-clock basis (girls – 34%, boys – 66%); 10.8% - on the outpatient basis (girls – 23.1%, boys – 76.9%) (Fig. 34). Girls mainly use daycare patient services, while boys are maintained on the round-the-clock basis (which is certainly more expensive). To find out reasons for this behavior pattern, an additional survey is required among the clients of the Social Rehabilitation Center for Children with Disabilities.
Types of the rehabilitation services received by girls and boys with disabilities also differ. Boys received 260 services at the Social Rehabilitation Center for Children with Disabilities while girls received 175, with social, psychological, pedagogical and occupational rehabilitation services prevailing (Fig. 35).

Maintenance costs for one place at the Social Rehabilitation Center for Children with Disabilities depend on the patient’s form of stay and vary from UAH 2,625.83/day (outpatient service) to UAH 5,967.8/day (round-the-clock service). Average costs of rehabilitation services are UAH 2,556.6 thousand for boys with disabilities (58% of total costs), and UAH 1,826.2 thousand for girls (42% of total costs). The lower costs of rehabilitation services for girls with disabilities are caused by the lower expenses for outpatient services that the girls used most often. Instead, round-the-clock stay at the Center (mainly used by boys) is much more costly.
The Working Group’s recommendations based on gender budget analysis results:

- revise the procedure for calculating the teacher staff numbers at rehabilitation centers for children with disabilities to improve the quality of rehabilitation services and organization of the provision of social patronage services to girls and boys with disabilities;
- analyze, at the Oblast level, the needs for rehabilitation services for boys and girls with disabilities in different age groups, rural and urban areas, and the service provision quality for meeting those needs;
- create, at the Social Rehabilitation Center for Children with Disabilities, necessary conditions for provision of early rehabilitation services to girls and boys with disabilities; analyze needs and opportunities for receiving rehabilitation services by different groups of boys and girls with disabilities; analyze provision of the vocational guidance and adaptation service to girls and boys with disabilities.

5.1.2. The Program ‘Service provision by social hostels to orphaned children and children deprived of parental care as well as persons from among them (maintenance of the ‘Kryvy Rih social hostel’ municipal institution)’

No specific target programs were adopted in Dnipropetrovsk Oblast to support the institutions providing social services to orphaned children and children deprived of parental care, therefore the goal and objectives used in the gender budget analysis were taken by the Working Group from the laws and regulations governing the work of these institutions and from model programs.

The goal of the Program is to ensure the provision of social services to children in difficult life circumstances and to secure social and legal protection of children.

Dnipropetrovsk Oblast has no regional program that would regulate the provision of social services by social hostels to orphaned children and children deprived of parental care. The Regulatory Guide governing the work of social hostels does not provide for consideration of gender of social hostel residents (girls and boys) in the provision of social services. Some points of the Regulatory Guide are gender-blind because they do not correspond to the needs and capabilities of various groups of girls and boys from among the orphaned children and children deprived of parental care in need of social hostel services.

Although the Program goal specifies consideration of the actual needs of children with disabilities depending on sex and other protected attributes, the Program is still gender-neutral. Its activities are designed to be equally aimed at providing social protection to all the persons with disabilities in need of rehabilitation. Some Program activities are gender-blind because they do not correspond to the needs and capabilities of various groups of girls and boys with disabilities in need of rehabilitation.

Findings of the gender budget analysis of the Program:

- The Kryvy Rih social hostel works in Dnipropetrovsk Oblast. In 2014 and 2015, 89 persons lived in the hostel (51% - boys, 49% - girls). The Working Group did not manage to find out reasons for the boys’ numerical superiority in the social hostel.

- Analysis of health of the hostel residents revealed that the healthy population is only 29.2% of the total number of residents (31.1% of boys, and 27.3% of girls). A larger part of residents have chronic illnesses (26.6% of the total number of boys, and 38.6% of the total number of girls) or mental and physical developmental defects as well as suicide attempts (35.6% of boys and 34.1% of girls). In general, both girls and boys living in the hostel are in need of both social adaptation and health and social and psychological rehabilitation that the hostel is not able to provide.

- At leaving the institution, all its residents were involved in various occupations: either working – 30 persons (34%), or studying (student) – 59 persons (66%). A majority of boys worked (42.2% of boys and 25% of girls), while a considerable percentage of girls studied at educational institutions (75% of girls and 56% of boys from the total number of residents) (Fig. 36). More than 40% of the social hostel residents had income equal to the minimum of subsistence (VEI scholarships, wages), 50% of them being girls and 36% boys. тового мінімуму (стипендії учнів ПТНЗ, заробітна плата), з них 50% – дівчата і 36% – хлопці.
Fig. 36. Number of the Kryvy Rih social hostel residents in 2015, by employment and sex*

* Source: consolidated data by the Kryvy Rih social hostel.

- 20.2% of the social hostel residents have no permanent income, with boys dominating among them. Boys tend to give up permanent employment (with low pay) in favor of better paid but temporary occupations. Girls are more satisfied with small but stable income.

- More than 60% of the residents left the hostel upon their personal application without having used the stay duration limit (girls – 64%, boys – 36%). One of the main reasons for early leaving for girls is starting a family and having a baby. During 2014 and 2015, 14 hostel residents (12 girls and 2 boys) started a family. Most boys left the hostel early on their own free will because of having found employment, including outside of the city.

- After leaving the hostel, 20.8% of its residents were provided with their own or received housing (10 persons, including 8 boys and 2 girls). 79.2% of the residents have no housing after leaving the hostel (55% of them being girls). Financial capacities of girls (most of which receive scholarships) do not allow them to rent apartments, while boys have a higher income (they receive wages, rent housing, and leave the hostel).

The Working Group’s recommendations based on gender budget analysis results:

- develop a system to register social service provision in the social hostel and the Individual Card for social services registration for girls and boys;
- improve the system of interaction during the procedure of referring girls and boys to social hostels;
- carry out a survey of the needs and interests of the girls and boys living in the Kryvy Rih social hostel in order to determine possible ways to improve the social services quality.

5.2. ZHYTOMYR OBLAST

The GRB Working Group

The Working Group who conducted the gender budget analysis in the social protection and social security sector in Zhytomyr Oblast included male and female experts from various fields, in particular representatives from the Department of Finance, Department of Labor and Social Protection of Zhytomyr Oblast State Administration, from the Chief Statistics Directorate in Zhytomyr Oblast, and geriatric homes under Zhytomyr Oblast Council.

Hanna Yemchenko, Director, Department of Finance, Zhytomyr Oblast State Administration, is the GRB Working Group Head. Vadym Tursky, Deputy Department Director, Head of the Directorate for Finance of Productive and Non-productive Sphere, Department of Finance, is the GRB Working Group coordinator. Olena Ostapchuk is the GRB Project local consultant.
5.2.1. The Oblast comprehensive program for social protection of persons with disabilities, war and labor veterans, pensioners and vulnerable population groups in Zhytomyr Oblast for 2013-2017

The goal of the Program is to strengthen social protection persons with limited physical capacities, continue the formation of a comprehensive system of rehabilitation and integration of persons with disabilities, return physically challenged persons to professional and public activity, provide them with medical products, rehabilitation equipment and other means, ensure their unhindered access to buildings and premises of executive authorities, social and public facilities, transport infrastructure, etc.

Program is gender-neutral because its activities are designed to be equally aimed at providing social protection to all the persons in need of it. Some Program activities are gender-blind because they do not correspond to the needs and capabilities of some groups of women and men in need of social protection (elderly persons from urban and rural areas). Section 2 of the Program ‘Providing social services of inpatient care, with accommodation, all-round support, protection and security, to persons unable to lead an independent lifestyle because of old age’ contains activities related to activities of geriatric institutions but they are mostly not specific and include no information on service categories for elderly women and men and amounts of financing.

Findings of the gender budget analysis of the Program:

- There are no standards of social service provision at geriatric institutions both to elderly persons in general and to women and men in particular.

- The ratio between persons in care at geriatric centers in Zhytomyr Oblast is equal, however substantial difference can be seen in terms of representation of women and men in various age groups. In the age under 70, men are in a considerable majority, which can be related to difficulties in self-service and to the need for outside care both because of medical indicators and in view of insufficiently developed everyday life skills. Women substantially prevail in the 80+ age group, which can be explained by women’s longer life expectancy and by a later (compared to men) period when an acute need for outside care emerges due to developed self-service and housekeeping skills owing to stereotypic gender division of labor (Fig. 37).

- The amount of funds received from male residents of geriatric homes is somewhat larger than that received from women, which indicates that women’s pensions are smaller than men’s. The amount of receipts does not affect the system of services and their quality in a geriatric institution. The average cost of support per person in a geriatric home in Zhytomyr Oblast is UAH 49,798.48 per year (UAH 4,149.87 per month).

Fig. 37. Number of persons in care in the Oblast geriatric institutions, by age and sex, 2015, %*

*Source: data from the Department of Labor and Social Protection, Zhytomyr OSA

- Gender analysis of staff showed that 85% of positions in the geriatric institutions are held by women and 15% by men. Besides, junior medical staff consists only of women, while men prevail among physicians.
These disparities are reflected in the average monthly wages of women and men employed in the geriatric institutions. For example, the average monthly wage of the physicians working in the geriatric institutions in 2015 was UAH 3,126, while for junior medical staff it was UAH 2,747.

The structure of operational costs of the Oblast geriatric institutions is greatly dominated by expenses for wages, food products and energy carriers, which indicates an extensive form of their functioning.

**The Working Group’s recommendations based on gender budget analysis results:**

- the Ministry of Social Policy of Ukraine is to design social standards in geriatrics and a form of administrative reporting on the activities of, and recipients of services provided by, boarding homes and assisted living facilities, which would include sex-disaggregated data;
- the newly established communities in Zhytomyr Oblast should analyze the situation to examine the need and possibilities for the creation of institutions (of various forms) for elderly women and men in the community territory;
- according to the Social Service Provision System Reform Strategy, consider possible provision of medical and social services by geriatric centers for elderly persons (living in the adjacent areas) on the basis of a ‘day or temporary accommodation’ (according to a territorial center operation principles); expand the range of services provided by geriatric institutions, and increase the number of female and male clients who received them;
- consider gender-specific problems related to functioning and funding of the system of geriatric institutions when developing an Oblast program for next periods;
- in the course of drafting a new Program after completion of the current one, develop gender-specific goals, objectives, activities and indicators.

**5.3. ZAPORIZHZHYA OBLAST**

**The GRB Working Group**

The Working Group who conducted the gender budget analysis in the social protection and social security sector in Zaporizhzhya Oblast included male and female experts from various fields, in particular representatives from the Department of Finance, Department of Social Protection of Zaporizhzhya Oblast State Administration, the Chief Statistics Directorate in Zaporizhzhya Oblast, and the communal institution ‘Zaporizhzhya geriatric home’ under Zaporizhzhya Oblast Council.

Serhii Medvid, Director, Department of Finance, Zaporizhzhya OSA, is the GRB Working Group Head. Natalia Diomina, Deputy Department Director, Department of Finance, is the GRB Working Group coordinator. Tamara Ohorodova is the GRB Project local consultant.
5.3.1. The Program ‘Providing social services of inpatient care, with accommodation, all-round support, protection and security, to persons unable to lead an independent lifestyle because of old age, physical or mental handicaps, mental disorders, and other illnesses’

The goal of the Program is to improve the quality of social services and social assistance to elderly persons and persons with disabilities living in care homes. The Program’s key objective is to provide proper conditions in these institutions for living, social welfare services, and medical aid to the elderly persons and persons with disabilities in need of external care and assistance.

The Program does not consider a gender component because its activities are designed to be equally aimed at providing social protection to all the persons unable to lead an independent life because of old age, physical or mental handicaps, mental disorders, and other illnesses. Some Program activities are gender-blind because they do not correspond to the needs and capabilities of some groups of women and men in need of social protection.

Findings of the gender budget analysis of the Program:

• The overall ratio between the persons staying in geriatric institutions and psychoneurologic boarding facilities in Zaporizhzhya Oblast is almost equal: the number of women is 0.6% greater than that of men. In terms of institution types, a difference in quantitative proportion is more notable (Fig. 39). For example, the number of women in psychoneurologic boarding facilities is 9% greater than the number of men (54.5% - women, 45.5% - men); in geriatric homes, there are 2% less women than men (49% and 51%, respectively); in residential care homes for persons with disabilities, the number of women is 24% smaller than the number of men (38% - women, 62% - men). The Working Group did not manage to find out reasons for such a women-to-men ratio.

• The amount of funds paid by female residents of care homes is somewhat larger than the sum paid by male ones. It is obviously explained by the fact that the amount of pensions received by the residents of care homes greatly depends on the wage rate and length of service prior to retirement as well as on the disability group. In particular, the average pension receipts from 1 person staying in the care home amounted to UAH 9,612 in 2015 (UAH 9,907 from women, and UAH 9,317 from men).

• Analysis of overall per capita Program expenses for support to of persons in care homes showed that the cost of one-day maintenance of a female bed patient is 20% greater than for a male bed patient (UAH 203 and 168, respectively). The cost of maintenance per mobility-impaired male patient is 5% higher than per female one (Fig. 40). Reasons for such distribution of expenses for female and male persons in care need additional analysis.

• Gender analysis of staff at the institutions showed that women held 76.7% of positions in residential care homes in 2015, 82.6% positions in geriatric homes, and 75% in psychoneurologic boarding facilities. 57%
of the total number of residential care home staff positions accounts for health professionals. A gender gap is also seen among institution manager positions where 18 out of 21 positions (85.7%) are held by men. Such a situation is a sign of gender inequality where the number of men at managerial positions is greater despite women’s absolute dominance among the staff of residential care homes.

![Fig. 40. Costs for provision for one person in care homes, 2015, by category and sex, UAH*](image)

*Source: consolidated administrative reporting data from the Department of Social Protection, Zaporizhzhya OSA

- In 2015, the average monthly wage was higher for staff of geriatric institutions – UAH 2,344 (women – UAH 2,403; men – UAH 2,066), and of psychoneurologic boarding facilities – UAH 2,296 (women – UAH 2,354; men – UAH 2,119). This indicator depends on the tariff grade, increments and bonuses, etc.

**The Working Group’s recommendations based on gender budget analysis results:**

- introduce sex-disaggregated individual recording with account to disablement and health of women and men (bed patients) living in residential care facilities;
- the Ministry of Social Policy of Ukraine is to develop social standards and rates of care for persons (women and men) in residential care facilities with account to their disablement and state of health for subsequent consideration thereof in local budget formulation;
- amend laws and regulations concerning provision of clothes and footwear to women and men; develop standard rates of provision with personal hygiene items;
- amend the Program to develop activities aimed at involving the care institution residents in active leisure and sports with account to gender differences;
- in the course of drafting a new Program after completion of the current one, develop gender-specific goals, objectives, activities and indicators.

### 5.3.3. The Program ‘Providing social services of inpatient care with accommodation to children with physical and mental developmental defects’

The Program goal is to ensure proper conditions for living, learning, upbringing, medical and social rehabilitation of inmates.

The Program aims at providing social services in children’s care homes for children with disabilities and persons disabled since childhood, purchasing equipment, carrying out overhaul repairs to improve living conditions of residents, upgrade equipment and long-term use items. The Program objective is to ensure social and domestic adaptation as well as social environment guidance for children in the care homes.

The Program does not take into account a gender component because its activities are designed to be equally aimed at providing social protection and inpatient care services to all children with physical and mental developmental defects. Some Program activities are gender-blind because they do not correspond to the needs and capabilities of some groups of girls and boys with disabilities living in residential care homes for physically and mentally handicapped persons.
Findings of the gender budget analysis of the Program:

- Two children’s care homes for children with disabilities (277 beds in total) operate within the social security system of Zaporizhzhya Oblast. According to medical statistics, the number of children with psychoneurologic diseases was 10,407 in 2014, 66% of them being boys and 34% girls. In 2015, the number of children with psychoneurologic diseases increased by 3.5% (to 10,769; 62% - boys, 38% - girls (Fig. 41)). Among the above-mentioned children, the number of children with disabilities increased by 9% over the same period: from 1,109 in 2014 to 1,205 in 2015.

![Fig. 41. Number of children with psychoneurologic diseases, by sex*](source: consolidated data from the Chief Statistics Directorate in Zaporizhzhya Oblast)

- In 2015, boys were in a majority among the 277 children living in the care homes for children with physical and mental developmental defects (269 vs. 8 girls). The Working Group did not manage to find out reasons for this ratio between girls and boys in the above-mentioned facilities. Of the total number of children in the children’s care homes of Zaporizhzhya Oblast, 40 persons are bed patients (100% - boys), 33 persons are mobility-impaired (using rehabilitation equipment and devices) (88% - boys).

<table>
<thead>
<tr>
<th>Costs for provision for one person in residential care homes, 2015, by sex, UAH*</th>
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*Source: consolidated data from the Chief Statistics Directorate in Zaporizhzhya Oblast

- Costs of support for one child in children’s care homes amounted to UAH 71,400 in 2014 and UAH 94,700 in 2015. Analysis of expenses for the children living in the care homes demonstrated a difference in expenses for girls and boys. It was revealed that per capita costs in Zaporizhzhya Oblast residential care homes in 2015 were UAH 91,059 per boy and UAH 84,432 per girl. Daily costs per boy amounted to UAH 249 and per girl – UAH 231 (Table 3). On average, the support costs for boys are 7.8% higher than for girls. It was found out that monthly costs for boys are larger than for girls in the following items: articles, materials, equipment and accessories – by 5.1%; medicines and dressing materials – by 5.7%; food products – by 11.3%.

The Working Group’s recommendations based on gender budget analysis results:

- introduce in administrative reporting sex-disaggregated individual recording with account to disablement and health of girls and boys living in residential care homes;
- develop sex-disaggregated social standards and rates of care for children in residential care homes with account to health of children with physical and mental developmental defects;
- amend the standard rates of provision of girls and boys in the care homes with clothes and footwear, underwear, linen and hygiene items;
- design measures to involve girls and boys living in the children’s care homes in active leisure and sports with account to their gender needs and capabilities.
SECTION 6
YOUTH POLICY SECTOR

Young persons aged between 14 and 35 constitute 31.9% (14.5 million) of Ukraine’s total population. According to forecasts, the number of youth in Ukraine will decrease in the future: a notable decline in the youngest age group (0-14 years) can already be seen because of low fertility (total fertility rate is about 1.3-1.5).

In general, consideration of youth problems in Ukraine is very rarely differentiated according to gender specifics of young women and men (except for such issues as childbirth and HIV/AIDS prevention). However, there are many gender problems in the youth community, including:

• high youth morbidity and mortality rates (careless attitude of young people, especially men, to annual medical examinations, some disease types becoming ‘younger’);
• young people’s weak motivation to a healthy and safe lifestyle (in fact, young people, especially men, have no health culture at all);
• spread of drug addiction and HIV/AIDS among youth (an increasing trend in the number of HIV-infected young women, particularly pregnant ones);
• impossibility for young women and men to realize their potential because of labor market demand and supply mismatch (gender segregation in labor market, gender discrimination in recruitment, especially against young women, gender pay gaps, etc.);
• low civic activity and participation of youth in the country’s public and political life (young girls and boys are rather active in the work of non-governmental organizations and in the implementation of civic initiatives, but at the same time they (especially young women) have very low representation in the country’s political life.

6.1. KIROVOHHRAD OBLAST

The GRB Working Group

The Working Group who conducted the gender budget analysis in the sector of youth policy, physical education and sports in Kirovohrad Oblast included male and female experts from various fields, in particular representatives from the Department of Finance, Department of Social Protection, Department of Education, Science, Youth and Sports, from the Chief Statistics Directorate in Kirovohrad Oblast, etc.

Serhii Sheremet, Director, Department of Finance, Kirovohrad Oblast State Administration, is the GRB Working Group Head. Anzhela Anisimova, Deputy Department Director, Head of the Budget Directorate, Department of Finance, is the GRB Working Group coordinator. Iryna Saenko is the GRB Project local consultant.

6.1.1. The Oblast target social program ‘Kirovohrad Oblast youth’ for 2011-2015

The Program goal is to create a system of all-round support for civic activity of youth, focusing on self-determination and self-realization, shape the legal, humanitarian and economic conditions required for that, and provide social guarantees.

The Program objectives are aimed at creating conditions for intellectual self-improvement of youth and for creative development of a personality; asserting patriotism, spirituality, morality, and shaping universal human values; advocating for and shaping a healthy lifestyle; creating an enabling environment for youth employment; supporting nongovernmental organizations of children and youth; integrating the youth into the European and world youth community.

The Program is gender-neutral because its activities are designed to be equally aimed at all the young people aged between 14 and 35. Some Program activities are gender-blind because they do not correspond to the needs and capabilities of various groups of young women and men (girls and boys).
Findings of the gender budget analysis of the Program:

- The proportion of youth in Kirovohrad Oblast is 28.4% of the Oblast’s total population; women account for 48.8%, men for 51.2% (Fig. 42).

![Fig. 42. Sex composition of the population aged 14-35, 2014, %*](image)

*Source: data from the Chief Statistics Directorate in Kirovohrad Oblast

- 34,400 young people, among whom women prevailed with 57.3% vs. 42.7% of men, took part in youth-oriented activities financed from local budgets in 2015. The overall level of youth participation in those events amounted to 12.5%, including 14.6% among women and 10.4% among men. Women’s majority can be seen among the participants of Oblast-level youth-oriented activities (55.6% of the total number) (Fig. 43). The Working Group did not manage to find out why girls demonstrate such civic activity, while boys show certain passivity.

![Fig. 43. Participants in youth-oriented activities, 2015, by sex*](image)

*Source: data from the Department of Finance, Kirovohrad OSA

- Men prevail among the persons taking part in the activities aimed at advocating for, and shaping a healthy lifestyle as well as at providing an enabling environment for youth employment (60% and 66.7%, respectively). It can be assumed that such prevalence of young men in sports activities results from their greater proportion among the student of children’s and youth sports schools.

- According to the Kirovohrad Oblast Council resolutions, the Oblast budget funds were used to introduce scholarships and awards for talented youth (student, postgraduates, and young scientists). In 2015, such payments were received by 21 persons, of which the majority are women (76.2%) (Fig. 44). Girls are in a majority among excellent student; this situation mirrors adherence to different gender norms in the way girls and boys treat their learning.
In 2015, UAH 1,132.8 thousand was allocated from Kirovohrad Oblast local budgets for financing of youth-oriented activities, including almost 25% on the Oblast level.

To carry out an in-depth analysis of problems the youth of Oblast is concerned about, the sociological survey 'Kirovohrad Oblast youth: problems, leisure and activity' was held as part of the Working Group’s activities. Findings of the survey showed that employment is the most urgent problem for youth – it was mentioned by 37% of the respondents; and both men and women are equally concerned about it (36.5% and 37.2%, respectively). The concern related to unemployment increases proportionally to the age (14-17 – 18.6%, 18-23 – 41.7%, 24-35 – 50.2%) and to the settlement type (Oblast center – 26.4%, district centers – 44%, villages – 40.5%).

The Working Group’s recommendations based on gender budget analysis results:

- include a gender component to take into account equal rights and opportunities of young women and men in the Oblast target program ‘Kirovohrad Oblast youth’ for 2016-2020 in terms of its goal, objectives and activities;
- within the activities envisaged in the Annex ‘Implementation areas and activities of the Oblast target social program ‘Kirovohrad Oblast youth’ to the Oblast target social program ‘Kirovohrad Oblast youth’ for 2016-2020, provide for application of a gender approach to the youth involvement in activities, in particular: promote a deeper understanding of gender equality matters by youth; promote meeting the needs and interests of various young women and men groups, etc.;
- conduct surveys among young women and men to determine their interest in the organization and holding of youth-oriented activities (taking account of age and social specifics of young women and men, considering the needs of rural and urban youth, etc.); take findings of such surveys into account when drafting a schedule of Oblast-level activities for youth.

6.2. MYKOLAIV OBLAST

The GRB Working Group

The Working Group who conducted the gender budget analysis in the sector of youth policy, physical training and sports in Mykolaiv Oblast included male and female experts from various fields, in particular representatives from the Department of Finance, Department of Social Protection, Department of Education, Science and Youth, Directorate for Youth and Tourism, Division for Physical Training and Sports, from the Chief Statistics Directorate in Mykolaiv Oblast, etc.

Vadym Ishchenko, Director, Department of Finance, Mykolaiv Oblast State Administration, is the GRB Working Group Head. Olha Rotar, Deputy Department Director, Head of the Budget Directorate, Department of Finance, is the GRB Working Group coordinator. Yulia Zabrodkina is the GRB Project local consultant.
6.2.1. The Oblast program ‘Mykolaiv Oblast youth’ for 2011-2015

The Program goal is to create enabling preconditions for life self-determination and self-realization of youth, and to shape a highly moral, intellectually developed, physically healthy, and conscious citizen of Ukraine.

The Program objectives are aimed at creating conditions for intellectual self-improvement of youth and for creative development of a personality; asserting patriotism, spirituality, morality, and shaping universal human values; advocating for and shaping a healthy lifestyle; creating an enabling environment for youth employment; supporting nongovernmental organizations of children and youth; integrating the youth into the European and world youth community.

The Program is gender-neutral because its activities are designed to be equally aimed at all the young people aged between 14 and 35. Some Program activities are gender-blind because they do not correspond to the needs and capabilities of various groups of young women and men (girls and boys).

Findings of the gender budget analysis of the Program:

- The proportion of youth in Mykolaiv Oblast amounts to 28.1% of the total Oblast population as of 1.01.2015 – 328,300 persons, including 160,600 women (48.9%) and 167,700 men (51.1%) (Fig. 45).

- As part of the gender budget analysis, the GRB Working Group initiated a survey among young people to examine social characteristics of young women and men in Mykolaiv Oblast. Women prevailed among the respondents involved in the survey - 81.5%, with men making up 18.5%. Findings of the survey revealed that the most common ways of leisure among the Oblast youth include communication with friends (30.2%) and the Internet (28.1%). This tendency is observed mostly among young men (over 60% of the respondents). A greater interest in participation in youth-oriented activities under the ‘Mykolaiv Oblast youth’ program was demonstrated by women – 86.8% of the respondents. Young women show a higher demand for exhibition and entertaining activities, while young men are more interested in sports activities. This breakdown of responses given by the surveyed women and men is a striking example of a sex-role approach to upbringing of girls and boys and to targeting them on different activity areas in society.

- 150 activities for youth were implemented in Mykolaiv Oblast in 2013 and 2014. The total number of male and female participants of the events was 66,176 persons in 2013 (45.6% - men, 54.4% - women), and 40,515 persons in 2014 (47.2% 0 men, 52.8% - women) (Fig. 46).
The consolidated indicators of the youth-oriented activities by activity area show that the two years demonstrated prevalence of the activities aimed at creating conditions for intellectual self-improvement of youth and for creative development of a personality (2013 – 51.3%, 2014 – 51.4%). Women are in a majority among participants of the activities (2013 – 52.7%, 2014 – 54.2%). The activities promoting assertion of patriotism, spirituality, morality, and shaping universal human life principles for youth amounted to 12.8% of the total number of activities held in 2013, and 25% in 2014. Predominantly it was women who participated in arrangement of such events: 2013 – 63.3%, 2014 – 54.5%.

Since it is mainly women who take part in Oblast-level youth-oriented activities, the total amount of financial resources spent on women is greater than the amount spent on men (53.4% (UAH 352.7 thousand) versus 46.6% (UAH 341.8 thousand) in 2013).

The Working Group’s recommendations based on gender budget analysis results:

- in the Oblast program ‘Mykolaiv Oblast youth’ for 2016-2020, reword the program goal as follows: ‘Create a system of all-round support for civic activity of youth, focused on ensuring equality between young women and men, self-determination and self-realization, shape the legal, humanitarian and economic conditions required for that, and provide social guarantees’;
- in the Oblast program ‘Mykolaiv Oblast youth’ for 2016-2020, consider the following: 1) supplement section 3 ‘Ways and means of solving the problem’ with the paragraph ‘Existence of sex-based discrimination against youth’; 2) reword priority 2 in section 4 ‘Program implementation specifics’ as follows: ‘Healthy and safe lifestyle of youth – implementation of activities aimed at advocating for and affirming a healthy and safe lifestyle and health culture among youth with account to disease specifics of women and men’; 3) reword priority 4 as follows: ‘Employment of youth – creating conditions and implementing activities aimed at ensuring primary and secondary employment and self-employment of youth in the process of cooperation between domestic and international non-governmental associations, employers, governmental authorities and local governments, preventing gender discrimination’;
- the OSA Directorate for Youth and Tourism should carry out joint activities with the Youth Construction Fund to assist young women and men in obtaining loans for procurement of their own housing;
- involve a wide range of youth and other non-governmental organizations in the activities aimed at implementing the young policy in the Oblast.
SECTION 7

PHYSICAL TRAINING AND SPORTS SECTOR
SECTION 7
PHYSICAL TRAINING AND SPORTS SECTOR

Physical training is an important means to increase people's social and labor activity, and to meet their moral, esthetic and creative demands. Sports are an integral part of physical training, a special sphere of identification and unified comparison of people's achievements in certain types of physical exercises through competitive activities. The social value of sports is determined by its effective encouraging impact upon the dissemination of physical training among various population strata and groups. According to governmental statistics, only 13% of Ukraine’s population are involved in physical training and sports, which is one of the lowest figures among developed countries of the world.

Key gender issues in the physical training and sports sector include:
- women and men's neglect of and careless attitude to the role of mass physical training and sports in the process of a human being’s harmonious development, improvement of his/her health and longevity;
- absence of a modern sport material and technical facilities for the development of physical training and sports, especially for women and girls; unsatisfactory financial, material and technical support for the system of children's sports, children's and youth sports, reserve sports, and sports for persons with disabilities;
- limited number of sports, division of sports into ‘female’ (free calisthenics, synchronous swimming, volleyball, handball, field hockey, etc.) and ‘male’ ones (boxing, wrestling, weightlifting, football, basketball, ice hockey, etc.);
- small number of girls among student of children's/children's and youth sports schools; as a consequence, a less mobile model of behavior and aspiration for leadership due to competitive activities is shaped for girls; preference of individual sports activities over team sports; less active games, etc., and inaccessibility of sports facilities for rural children (especially girls);
- small number of female trainers at children's/children's and youth sports schools.

7.1. THE MINISTRY OF YOUTH AND SPORTS

The GRB Working Group

The Working Group who conducted the gender budget analysis in the sector of physical training and sports at the Ministry of Youth and Sports of Ukraine included male and female experts from structural units of the Ministry and from the Invasport Ukrainian Center of Physical Training and Sports.

Mykola Movchan is the GRB Working Group Head.

7.1.1. The budget program ‘Development of sports for the disabled and their physical training and sports rehabilitation’

The Program goal is to create conditions for the development of physical training and sports for persons with disabilities, improve the physical conditions and social inclusion of persons with disabilities, including the physical training and sports rehabilitation of persons with disabilities and promotion of further development of the material and technical provision for sports for persons with disabilities in Ukraine, ensuring efficient training and participation of Ukraine's national team at the Paralympic and Deaflympic Games, and increasing Ukraine's prestige in the international sports stage.

The Program objectives are as follows: ensuring the activity of Ukraine’s staff national teams of athletes with disabilities; training and participation of Ukraine's national teams of athletes with disabilities in national and international competitions; state recognition of the achievements of Ukrainian athletes with disabilities and their trainers in national and international competitions; developing and popularizing the Paralympic movement and sports.

The Program is gender-neutral because its activities are designed to be equally aimed at providing physical training and sports services to all categories of persons with disabilities (regardless of their sex, place of
Findings of the gender budget analysis of the Program:

- Men prevail among athletes and trainers in the national teams of sports for persons with disabilities (there were 61.9% of men among athletes and 77.9% among trainers in 2015) (Fig. 47). The men’s quantitative dominance among the athletes with disabilities and trainers confirms the overall national tendency: the proportion of men and boys among persons engaged in physical training and sports is greater than that of women and girls. People in the Ukrainian society rather often associate sports with a masculine (male) activity (especially in team sports like football or basketball), and the sports for the disabled are not an exception. In fact, women athletes with disabilities have to overcome two groups of biases and stereotypes concerning their activity choice (double indirect discrimination): on the one hand – a bias concerning their disability, and on the other hand – a bias concerning their sex. Mainly male representation among trainers is another deterring factor for women athletes with disabilities because they lack success stories and examples of behavior of women with disabilities in sports. In addition, engagement of women with disabilities in sports can be hindered by everyday life conditions and absence of possibilities for ‘barrier-free’ movement, including at sports facilities (female changing rooms, wheelchair ramps, etc.).

\[ \begin{array}{c|c|c}
\text{Year} & \text{Sportspersons} & \text{Trainers} \\
\hline
2014 & 188 & 70 \\
2015 & 191 & 60 \\
\end{array} \]

**Fig. 47. Composition of national teams in sports for the disabled, 2014 and 2015, by sex**

*Source: lists of national teams in sports for the disabled

- Men prevail in terms of the number of awards won by athletes with various disability nosologies (62.5% of awards in 2014, 57% in 2015) (Fig. 48). Men won the greatest number of awards in sports for persons with musculoskeletal disorders (159 persons in 2014 and 154 persons in 2015).
As a result of the national Paralympic team’s participation in the Summer Paralympic Games 2012 and 2016, the largest number of awards was won by men (58% of awards in 2012, 64% in 2016) (Fig. 49). Men athletes with disabilities improved their result by 33 awards while women by 7 only. Low representation of women with disabilities in sports directly affects also results of the participation of women athletes with disabilities in a variety of competitions and the number of awards.

Expenses for sports events in Paralympic and Deaflympic sports in 2014 and 2015 were distributed according to the needs of the sports. Expenses for ‘male’ sports were greater than those for so-called ‘female’ sports (by 35-45% on average). Most often, it was caused by a larger quantitative representation of men among athletes with disabilities. Only in track-and-field athletics, expenses for sports events for women athletes (56% of expenses) were greater than for men athletes, but not in all disease nosologies. The Working Group assumes that this is caused by small quantitative representation of women athletes with disabilities.

The Working Group’s recommendations based on gender budget analysis results:
• in future programs, take into consideration, take into account gender aspects of development and financing
of the system of physical training and sports for persons with disabilities and children with disabilities;
• include gender-disaggregated (sex-differentiated) statistical data in the Program reporting and planning system;
• use social advertisements involving women athletes to promote broader engagement of women with disabilities in sports by means of an information campaign (in mass media, Invasport facilities, educational institutions, etc.);
• improve the ‘barrier-free’ infrastructure of sports facilities.

7.2. KIROVOHRAD OBLAST

The GRB Working Group

The Working Group who conducted the gender budget analysis in the sector of youth policy, physical training and sports in Kirovohrad Oblast included male and female experts from various fields, in particular representatives from the Department of Finance, Department of Social Protection, Department of Education, Science, Youth and Sports, from the Chief Statistics Directorate in Kirovohrad Oblast, etc.

Serhii Sheremet, Director, Department of Finance, Kirovohrad Oblast State Administration, is the GRB Working Group Head. Anzhela Anisimova, Deputy Department Director, Head of the Budget Directorate, Department of Finance, is the GRB Working Group coordinator. Iryna Saenko is the GRB Project local consultant.

7.2.1. The Oblast target social program for the development of physical training and sports for 2012-2016, section 2 ‘Ensuring the development of children’s and youth sports, reserve sports and sports for the disabled’

The Program goal is to involve broad segments of the population in mass sports and popularize a healthy lifestyle and physical rehabilitation as an important factor for improving quality and duration of the Oblast population’s active life.

The Program objectives are aimed at creating conditions for the fullest possible realization of gifted young people’s abilities in children’s and youth sports, reserve sports, high-performance sports, and, as a result, for enhancement of the Oblast’s prestige on the all-Ukrainian and international levels.

The Program is gender-neutral because its activities are designed to be equally aimed at providing physical training and sports services to all categories of persons (population segments and groups). Some Program activities are gender-blind because they do not correspond to the needs and capabilities of various groups of girls and boys engaging in physical training and sports at children’s/children’s and youth sports schools.

Findings of the gender budget analysis of the Program:

• Of the total number of persons engaging in physical training and sports in Kirovohrad Oblast, 20.8 thousand (26.1%) are women, and 58.9 thousand (73.9%) are men. The largest number of persons attending sports schools and engaging in sports are in the 6 to 18 age group. The prevalence of boys confirms the overall national tendency: there are more boys among student of children’s and youth sports schools (CYSSs). This situation obviously results from gender stereotypes in upbringing of boys as brave, courageous, active ones, as leaders, which reflects in the competitive character of their sports activities, and of girls as tender, fearful, passive, compliant ones – the features hard to develop in sports.

• 20.1 thousand persons were engaging in sports in 2015, women making up almost a third of them (5.7 thousand). 75% of athletes (15 thousand persons), including 70% of women (4 thousand) prefer summer Olympic sports. Of the total athletes count, 12,490 persons, or 62.2%, attend CYSSs (6.4% - girls, 73.6% - boys).

• In the total number of community-owned CYSS service users in 2015 (9,434), girls amounted to 26.3%, and boys 73.7%. 3,056 persons studied at the sports schools belonging to non-governmental organizations (girls – 26.9%, boys – 73.1%) (Fig. 50).
• CYSSs in Kirovohrad Oblast provide services on 21 Olympic sports, 11 non-Olympic sports, and 10 sports for persons with disabilities. A larger share of the CYSS student engage in Olympic sports (11,672, or 93.4%). Recipients of services in non-Olympic sports account for 5.2% (653 persons); those engaging in sports for persons with disabilities amount to 1.3% (165 persons). Boys are in a majority in all sports. The proportion of girls among those engaging in summer Olympic sports is 26.7%, in non-Olympic sports – 17.7%, and in sports for persons with disabilities – 38.8% (Fig. 51).

• A great number of CYSS athletes accounts for only one sport, football (25% of the total number of student, and 35% of boys), which affects the total ratio between girls and boys in CYSSs. In the Oblast districts, the proportion of boys engaging in football in sports schools (46.3%) is higher than in the Oblast-level cities (30.9%). Girls are less involved in team sports. In particular, the proportion of student engaging in 8 team Olympic sports is as follows: 40.7% of girls and 55.5% of boys.

• Among CYSS trainer-instructors, men are in a considerable majority in all sports: the share of male trainers is 75% in summer Olympic sports, 89% in non-Olympic sports, and 71% in sports for persons with disabilities (Fig. 52). Predominantly male representation among the CYSS trainer staff is another deterrent discouraging girls from studies at sports schools because they lack success stories and examples of women’s behavior in sports.
Considering that the number of boys attending CYSSs is 2.8 times greater than the number of girls, budget funds are spent mainly on the boys. According to estimates (based on the proportion of boys and girls), UAH 30.3 million was spent from the Oblast local budgets on boys’ learning in CYSSs in 2015, while UAH 10.8 million was allocated for girls.

The Working Group’s recommendations based on gender budget analysis results:

- carry out awareness-raising activities (in CYSSs, media and educational institutions) to popularize engaging in various sports and physical training, especially among girls;
- conduct public surveys (for children and parents) on development of new sports and improvement of CYSS works, especially in terms of involving girls;
- continue to develop the Oblast sports infrastructure (construction, reconstruction, equipping) with account to the needs of women (girls) and men (boys), urban and rural residents in order to provide equal conditions for receiving physical training and sports services;
- consider the following amendments in the Oblast target social program for the development of physical training and sports for 2020: 1) in the definition of the program goal take gender equality conditions into consideration (with account to sex, age specifics, physical abilities, and particular sports preferences); 2) consider gender specifics in the program objectives with account to the need for increasing the number of girls and rural residents engaged in sports;
- supplement the activities of the Oblast target social program for the development of physical training and sports for 2020 with the following items: 1) increase the overall coverage of the population with physical training and various sports (all age groups and with account to gender specifics), particularly by enhancing physical training hobby group activities at general-education institutions; 2) ensure informing school-age children and youth, and persons with disabilities, on the CYSS service provision opportunities; 3) develop the Oblast’s sports infrastructure (construction, reconstruction, equipping) according to the needs of women and men, urban and rural residents, etc.

### 7.3. MYKOLAIV OBLAST

**The GRB Working Group**

The Working Group who conducted the gender budget analysis in the sector of youth policy, physical training and sports in Mykolaiv Oblast included male and female experts from various fields, in particular representatives from the Department of Finance, Department of Social Protection, Department of Education, Science and Youth, Directorate for Youth and Tourism, Division for Physical Training and Sports, from the Chief Statistics Directorate in Mykolaiv Oblast, etc.

Vadym Ishchenko, Director, Department of Finance, Mykolaiv Oblast State Administration, is the GRB Working Group Head. Olha Rotar, Deputy Department Director, Head of the Budget Directorate, Department of Finance, is the GRB Working Group coordinator. Yulia Zabrodkina is the GRB Project local consultant.
7.3.1. The Oblast program ‘Development of physical training and sports in Mykolaiv Oblast for 2014-2018’ in terms of the physical training, health improvement and rehabilitation work among persons with disabilities

The Program goal is to involve the broad segments of the population in regular physical training and mass sports, advocate for a healthy lifestyle, and promote development of the physical training and sports rehabilitation.

The Program objectives are aimed at the greatest possible realization of abilities of gifted youth, including physically handicapped young persons, in the children's and youth sports, reserve sports and high-performance sports, and at bringing them up in the spirit of Olympism.

The Program is gender-neutral because its activities are designed to be equally aimed at providing physical training and sports services to all categories of persons (population segments and groups). Some Program activities are gender-blind because they do not correspond to the needs and capabilities of various groups of girls and boys with disabilities engaging in physical training and sports at children's/children's and youth sports schools.

Findings of the gender budget analysis of the Program:

- Women prevail in the total composition of persons with disabilities in Mykolaiv Oblast (38.2 thousand in 2013, 37.5 thousand in 2014) (Fig. 53). In particular, women prevail among persons with disabilities in the 18-35 age group – 4,344 women (53.4%) versus 3,788 men (46.6%); the same situation exists in the age group of 35 years and older – 31,716 women (51.4%) versus 29,950 men (48.6%). The Working Group did not manage to find out reasons for such quantitative representation of girls and boys with disabilities.

- Men prevail among the athletes with disabilities (106 persons) engaging in physical training and sports in Mykolaiv Oblast branch of Invasport (73.5% in 2013, and 74.5% in 2014) (Fig. 54). Women with disabilities accounted for 26.5% in 2013 and 25.5% in 2014. As a persistent tendency among persons with disabilities, there are more men (boys) than women (girls) among those engaging in sports activities.

*Source: data from the Department of Social Protection, Mykolaiv OSA

**Fig. 53. Number of persons with disabilities in Mykolaiv Oblast, by sex, %**
Persons aged between 18 and 35 prevail among athletes with disabilities in Mykolaiv Oblast. In 2014, there were 90 athletes with disabilities from this age group, including 23 women (25.6%) and 67 men (74.4%).

Analyzing the achievements of athletes (women and men) with disabilities at various competitions, it was found that men athletes with disabilities demonstrated higher performance results. Athletes with disabilities won 83 medals in 2013, including 76 medals (I place – 31, II place – 28, III place – 17) by men athletes (91.6%), and 7 (I place – 5, II place – 1, III place – 1) – by women athletes (8.4%). In 2014, 109 medals were won, including 97 (89%) (I place – 41, II place – 27, III place – 29) by men athletes, and 12 (11%) (I place – 1, II place – 2, III place – 9) by women athletes.

Male trainers are in a majority among Invasport Mykolaiv center trainers (10 of 13) (Fig. 55).

Expenditures for different sports within the Mykolaiv Oblast Invasport system vary greatly. Expenditures for such sports as swimming and wheelchair fencing are more costly (expenses per athlete with disability amounted to UAH 8.8 thousand and 11.4 thousand, respectively). Allocation of funds among athletes with disabilities (men and women) showed that UAH 212.0 thousand (80%) was disbursed for male swimming and UAH 53.0 thousand (20%) for female swimming; UAH 103.0 thousand (75%) was disbursed for male wheelchair fencing and UAH 34.3 thousand (25%) for female wheelchair fencing. In percentage terms, the medals won were distributed as follows: men athletes won 91.8% and 61.5% of medals in the above sports, while women athletes won 8.2% and 38.5%.

The Working Group’s recommendations based on gender budget analysis results:

- amend the Oblast program ‘Development of physical training and sports in Mykolaiv Oblast for 2014-2018’; in particular, supplement section 1 ‘General provisions’ as follows: ‘There is a problem of engaging physically handicapped girls and women in sports activities because physically handicapped persons have no unhindered access to a living environment, sports facilities and bases (adaptation of city and
suburban transport to carry persons with disabilities as well as allocation of places for their vehicles in parking lots is an urgent question). In addition, the infrastructure of sports facilities fails to meet current needs of physically handicapped persons. Besides, it is necessary to establish, on the basis of rehabilitation centers, sports groups for physically handicapped children, with their subsequent engagement in the Invasport system;

- use social advertisements involving women athletes to promote broader engagement of physically handicapped women in sports activities by means of information campaigns (in mass media, Invasport facilities, educational institutions, etc.);
- adapt city and suburban transport to carry persons with disabilities, allocate places for their vehicles in parking lots, and improve a ‘barrier-free’ infrastructure of sports facilities;
- establish, on the rehabilitation centers basis, sports groups for physically handicapped children (girls and boys) with their subsequent engagement in the Invasport system.

7.4. KHARKIV OBLAST

The GRB Working Group

The Working Group who conducted the gender budget analysis in the sector of youth policy, physical training and sports in Kharkiv Oblast included male and female experts from various fields, in particular representatives from the Department of Finance, Department of Youth and Sports, Department of Social Protection, from the Statistics Directorate in Kharkiv Oblast, Kharkiv Oblast Council, etc.

Serhii Ovsiannikov, Director, Department of Finance, Kharkiv Oblast State Administration, is the GRB Working Group Head. Natalia Duz, Deputy Department Director, Department of Finance, is the GRB Working Group coordinator. Larysa Formenko is the GRB Project local consultant.

7.4.1. The programs for the development of physical training and sports, youth initiatives, and healthy lifestyle formation in Kharkiv Oblast for 2014-2018, section 2 ‘Ensuring the development of children’s sports, children’s and youth sports, and reserve sports’

The Program goal is to involve all the population segments in physical training, health improvement and sports activities. The Program objectives are aimed at promoting physical training and sports among the population, improving children’s health, shaping healthy lifestyle skills among the population, and involving all the population segments in regular physical training and sports activities.

The Program is gender-neutral because its activities are designed to be equally aimed at providing physical training and sports services to all categories of persons (population segments and groups). Some Program activities are gender-blind because they do not correspond to the needs and capabilities of various groups of children (girls and boys) engaging in physical training and sports at children’s/children’s and youth sports schools.

Findings of the gender budget analysis of the Program:

- In 2015, 42.6 thousand student attended children’s and youth sports schools in Kharkiv Oblast, including 10.8 thousand girls and 31.8 thousand boys. That is, the number of boys was 2.9 times greater than the number of girls (Fig. 56). The quantitative majority of boys is a confirmation of the overall national tendency of boys’ dominance among student of the children’s and youth sports schools (CYSSs) and a consequence of the gender stereotypes in the traditional system of girls and boys upbringing.

- In the total number of student in the Oblast children’s and youth sports schools situated in urban areas, 9.9 thousand are girls, and 28.6 thousand are boys. In rural areas, sports services are received by 0.9 thousand girls and 3.2 thousand boys.

- The sports schools in Kharkiv Oblast develop 38 Olympic sports, 21 non-Olympic sports, and 6 sports for persons with disabilities. There are more boys than girls in 36 Olympic sports (95%) and 16 non-Olympic sports (76%).
Expenditures for children’s and youth sports amounted to UAH 85.8 million in 2014, and UAH 117.6 in 2015. Expenditures per one person engaging in children’s and youth sports in 2015 amounted to UAH 2,763 against UAH 1,821 in 2014, or 1.5 times more. 25% of the funds is spent per girl engaging in sports in a CYSS, and 75% is spent per boy (Fig. 57). Boys constitute a larger proportion of the student of children’s and youth sports schools. Expenditures for boys were greater than those for girls 2.7 times in 2014, and 2.9 times in 2015.

The number of actually occupied positions in CYSSs was 2,403 in 2015 (men – 1,417 (59%), women – 986 (41%)) (Fig. 58). A major proportion of the CYSS trainer and instructor staff consists of men – 1,022 (68%). Such a ratio can be seen both in Olympic and non-Olympic sports. In Paralympic sports, there are more women among trainers (65%).
Average monthly wage in the institutions of arts, sports, entertainment and recreation in Kharkiv Oblast in 2015 was UAH 4,777 for men and UAH 2,429 for women. Gender pay gap between female and male CYSS trainers is about 50%, which means obvious discrimination against women, though there is also some difference in labor remuneration for various trainer categories and ranks.

The Working Group’s recommendations based on gender budget analysis results:

- in future programs, take into consideration gender aspects of development and financing of the system of children’s sports, children’s and youth sports, and reserve sports;
- supplement the Program with gender-specific activities, in particular: 1) intensify the work to advocate for a healthy lifestyle, physical training and sports among children and youth in mass media and educational institutions (actions, publications, competitions, contests, etc.), especially among children; 2) carry out awareness-raising work (in CYSSs, mass media, educational institutions, etc.) to engage girls in study at children’s and youth sports schools in mass and team sports (football, volleyball, basketball, track-and-field athletics, etc.); 3) promote development of sports popular among girls (calisthenics, gymnastics, etc.) to increase the number of girls among educational service recipients, particularly on public-private partnership basis; 4) to reach a larger number of rural residents with physical training and health improvement activities, ensure creation of sports infrastructure in rural areas.
SECTION 8

PARTICIPANTS OF WORKING GROUPS ON GENDER-RELATED BUDGETING
SECTION 8

PARTICIPANTS OF WORKING GROUPS ON GENDER-RELATED BUDGETING

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The gender budget analysis of programs financed from the state and local budgets, conducted by the Working Groups in Ministries, Oblasts and Kyiv city, assessed various impacts of the current policies, programs and legislative acts in the sectors of education, health, social protection and social security, youth policy, physical training and sports on women and men from different social and demographic groups.

The findings of the gender budget analysis will help making decisions on future sectoral directions and budget policy with account to the needs of men and women from different groups, which would enable eliminating inequality in access to services financed from the state and local budgets in all spheres.

The Gender Budgeting in Ukraine Project will continue to support the Working Groups in regions in:

- implementation of recommendations made on the basis of the gender budget analysis results;
- gender budget analysis of new programs;
- sharing knowledge about GRB among civil servants in local authorities of various levels.

Besides, Ministry of Culture and Vinnytsia, Lviv, Odesa, Sumy, Ternopil, Khmelnytsky Oblasts will engage in gender budgeting work in 2017.

Implementation of such a method of budget funds management as gender responsive budgeting will provide an opportunity to enhance efficiency and transparency of budget expenditures and reduce gender gaps in any sector.