

Ukraine

Women, Business and the Law 2020 presents an index covering 190 economies and structured around the life cycle of a working woman. In total, 35 questions are scored across the eight indicators. Overall scores are then calculated by taking the average of each indicator, with 100 representing the highest possible score. Data refer to the laws and regulations that are applicable to the main business city (Kyiv). Different rules may apply in other jurisdictions so local legislation should be reviewed. Based on this approach, **Ukraine scores 78.8 out of 100**. The overall score for Ukraine is lower than the regional average observed across Europe & Central Asia (84.2).

Ukraine - Scores for Women, Business and the Law 2020



Relative Strengths

When it comes to constraints on freedom of movement, laws affecting women's decisions to work, constraints related to marriage, constraints on women's starting and running a business, and gender differences in property and inheritance, Ukraine gets a perfect score.

Areas for Improvement

However, when it comes to laws affecting women's pay, laws affecting women's work after having children, and laws affecting the size of a women's pension, Ukraine could consider reforms to improve legal equality for women.

For example, one of the lowest scores for Ukraine is on the indicator related to laws affecting women's pay (the WBL2020 Pay Indicator). To improve on the Pay Indicator, Ukraine may wish to consider mandating equal remuneration for work of equal value, allowing women to work the same night hours as men, allowing women to work in jobs deemed dangerous in the same way as men, and allowing women to work in all the same industries as men.

Recent Reforms (2018-2019)

No reforms impacting the WBL2020 indicators have been observed during the past two years.



	QUESTION	ANSWER	LEGAL BASIS
Mobility	Can a woman choose where to live in the same way as a man?	Yes	Family Code of Ukraine, Arts. 51 and 56
	Can a woman travel outside her home in the same way as a man?	Yes	Family Code of Ukraine, Arts. 51 and 56
	Can a woman apply for a passport in the same way as a man?	Yes	Resolution CM No. 152 of May 7, 2014, Arts. 75-81; Passport application procedures
Workplace	Can a woman travel outside the country in the same way as a man?	Yes	Family Code of Ukraine, Arts. 51 and 56
	Can a woman get a job in the same way as a man?	Yes	Family Code of Ukraine, Arts. 51 and 54
	Does the law prohibit discrimination in employment based on gender?	Yes	Law on Equal Rights and Opportunities for Women and Men, Arts. 1 and 17; Labor Code of Ukraine, Art. 2-1
	Is there legislation on sexual harassment in employment?	Yes	Law on Equal Rights and Opportunities for Women and Men, Arts. 1 and 17
Pay	Are there criminal penalties or civil remedies for sexual harassment in employment?	Yes	<i>Criminal:</i> No applicable provisions could be located <i>Civil:</i> Law on Equal Rights and Opportunities for Women and Men, Art. 23
	Does the law mandate equal remuneration for work of equal value?	No	No applicable provisions could be located
	Can women work the same night hours as men?	No	Labor Code of Ukraine, Art. 175
	Can women work in jobs dangerous in the same way as men?	No	Jobs deemed hazardous: Labor Code of Ukraine, Art. 174 Jobs deemed arduous: Labor Code of Ukraine, Art. 174 Jobs deemed morally inappropriate: No restrictions could be located
	Are women able to work in the same industries as men?	No	Mining: Labor Code of Ukraine, Art. 174 Construction: No restrictions could be located Factories: No restrictions could be located Agriculture: No restrictions could be located Energy: No restrictions could be located Water: No restrictions could be located Transportation: No restrictions could be located Other: No restrictions could be located
Marriage	Is there no legal provision that requires a married woman to obey her husband?	Yes	Family Code of Ukraine, Arts. 51 and 56
	Can a woman be head of household in the same way as a man?	Yes	Family Code of Ukraine, Art. 54
	Is there legislation specifically addressing domestic violence?	Yes	Law on Prevention and Counteraction to Domestic Violence of 2017; Criminal Code, Art. 126-1
	Can a woman obtain a judgment of divorce in the same way as a man?	Yes	No restrictions could be located
Parenthood	Does a woman have the same rights to remarry as a man?	Yes	No restrictions could be located
	Is paid leave of at least 14 weeks available to mothers?	Yes	Labor Code of Ukraine, Art. 179
	Does the government pay 100% of maternity leave benefits?	Yes	Law of Ukraine on State Assistance to Families with Children of 1992, Arts. 4-9
	Is there paid paternity leave?	No	Law of Ukraine on Vacations, Art. 25
	Is there paid parental leave?	Yes	No applicable provisions could be located
Entrepreneurship	Is dismissal of pregnant workers prohibited?	Yes	Labor Code of Ukraine, Art. 184
	Does the law prohibit discrimination in access to credit based on gender?	Yes	Law on General Principles of Prevention and Combating Discrimination, Arts. 4 and 6
	Can a woman sign a contract in the same way as a man?	Yes	Family Code of Ukraine, Arts. 51 and 56
	Can a woman register a business in the same way as a man?	Yes	No restrictions could be located
Assets	Can a woman open a bank account in the same way as a man?	Yes	Family Code of Ukraine, Arts. 51 and 56
	Do men and women have equal ownership rights to immovable property?	Yes	Family Code of Ukraine, Arts. 59 and 63
	Do sons and daughters have equal rights to inherit assets from their parents?	Yes	Civil Code of Ukraine, Art. 1261 and 1267 (1)
	Do female and male surviving spouses have equal rights to inherit assets?	Yes	Civil Code of Ukraine, Art. 1261 and 1267 (1)
	Does the law grant spouses equal administrative authority over assets during marriage?	Yes	Family Code of Ukraine, Arts. 63 and 65 (1)
Pension	Does the law provide for the valuation of nonmonetary contributions?	Yes	Family Code of Ukraine, Chs. 7 and 8
	Are the ages at which men and women can retire with full pension benefits equal?	No	Women: Law No. 1058-IV of 9 July 2003, Art. 26 Men: Law No. 1058-IV of 9 July 2003, Art. 26
	Are the ages at which men and women can retire with partial pension benefits equal?	No	Women: Law No. 1058-IV of 9 July 2003, Arts. 26 and 28 Men: Law No. 1058-IV of 9 July 2003, Arts. 26 and 28
	Are the mandatory retirement ages for men and women equal?	Yes	Women: No applicable provisions could be located Men: No applicable provisions could be located
	Are periods of absence due to child care accounted for in pension benefits?	Yes	Law on Compulsory State Pension Insurance, Arts. 11(8) and 24