Ukraine

Women, Business and the Law 2021 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 79.4 out of 100. The overall score for Ukraine is lower than the regional average observed across Europe & Central Asia (83.4). Within the Europe & Central Asia region, the maximum score observed is 93.8 (Croatia and Serbia).

Ukraine - Scores for Women, Business and the Law 2021

<table>
<thead>
<tr>
<th>Indicator</th>
<th>Mobility</th>
<th>Workplace</th>
<th>Pay</th>
<th>Marriage</th>
<th>Parenthood</th>
<th>Entrepreneurship</th>
<th>Assets</th>
<th>Pension</th>
<th>WBL 2021 Index Score</th>
</tr>
</thead>
<tbody>
<tr>
<td>Score</td>
<td>100</td>
<td>100</td>
<td>0</td>
<td>100</td>
<td>60</td>
<td>100</td>
<td>100</td>
<td>75</td>
<td>79.4</td>
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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 woman'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 WBL2021 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 at night in the same way as men, allowing women to work in jobs deemed dangerous in the same way as men, and allowing women to work in an industrial job in the same way as men.

Recent Reforms

No reforms were observed during the past year.

Further data details for Ukraine are available at:
<table>
<thead>
<tr>
<th>QUESTION</th>
<th>ANSWER</th>
<th>LEGAL BASIS</th>
</tr>
</thead>
</table>
| **Mobility**
Can a woman choose where to live in the same way as a man? | Yes | Family Code, Arts. 54 and 56 |
Can a woman travel outside her home in the same way as a man? | Yes | Family Code, Arts. 54 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 |
Can a woman travel outside the country in the same way as a man? | Yes | Family Code, Arts. 54 and 56 |
**Workplace**
Does the law mandate equal remuneration for work of equal value? | No | No applicable provisions could be located |
Can a woman work at night in the same way as a man? | No | Labor Code of Ukraine, Art. 175 |
Can a woman work in a job deemed dangerous in the same way as a man? | No | Labor Code of Ukraine, Art. 174 |
Can a woman work in an industrial job in the same way as a man? | No | Labor Code of Ukraine, Art. 174 |
Is there no legal provision that requires a married woman to obey her husband? | Yes | Family Code, Arts. 51 and 55 |
Is there legislation specifically addressing domestic violence? | Yes | Law on Prevention and Counteraction to Domestic Violence; Criminal Code, Art. 126-1 |
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 |
Is paid leave available to fathers? | No | No applicable provisions could be located |
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 parental leave? | No | Law of Ukraine on Leave, Art. 18 |
Is dismissal of pregnant workers prohibited? | Yes | Labor Code of Ukraine, Art. 184 |
| **Pay**
Can a woman register a business in the same way as a man? | Yes | Law on the State Registration of Legal Entities, Individual Entrepreneurs and Public Organizations of Ukraine, Sec. IV |
Can a woman open a bank account in the same way as a man? | Yes | Family Code, Arts. 52 and 54 |
Do men and women have equal ownership rights to immovable property? | Yes | Family Code, Art. 63 |
Do sons and daughters have equal rights to inherit assets from their parents? | Yes | Civil Code, Art. 1261 and 1267(1) |
Do female and male surviving spouses have equal rights to inherit assets? | Yes | Civil Code, Art. 1261 and 1267(1) |
Does the law grant spouses equal administrative authority over assets during marriage? | Yes | Family Code, Arts. 63 and 65(1) |
Does the law provide for the valuation of nonmonetary contributions? | Yes | Family Code, Chs. 7 and 8 |
| **Pension**
Is the age at which men and women can retire with full pension benefits the same? | No | Women: Law on Compulsory State Pension Insurance, Art. 26; Men: Law On Obligatory State Pension Insurance, Art. 26 |
Is the age at which men and women can retire with partial pension benefits the same? | Yes | Women: Law on Compulsory State Pension Insurance, Art. 26; Men: Law on Compulsory State Pension Insurance, Art. 26 |
Is the mandatory retirement age for men and women the same? | 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) |