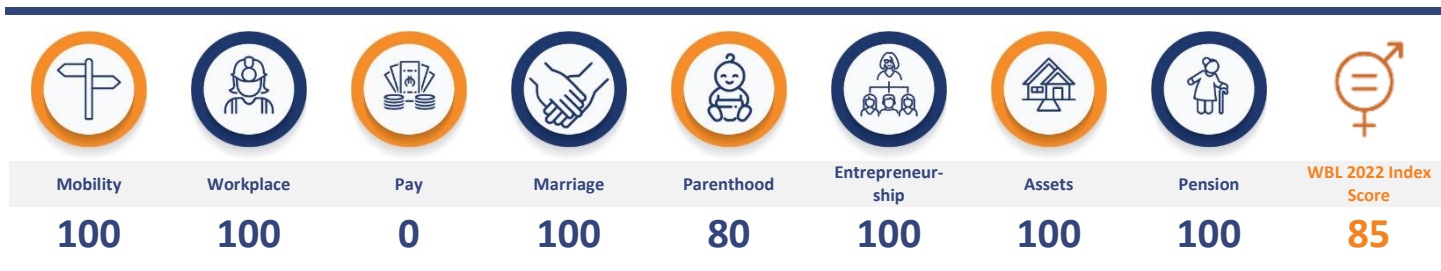


# Ukraine

*Women, Business and the Law 2022* (WBL2022) presents an index covering 190 economies and structured around the life cycle of a working woman. In total, 35 questions are scored across 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 85 out of 100**. The overall score for Ukraine is higher than the regional average observed across Europe and Central Asia (84.1). Within the Europe and Central Asia region, the maximum score observed is 94.4 (Cyprus).

## Ukraine - Scores for Women, Business and the Law 2022



## 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 starting and running a business, gender differences in property and inheritance, and laws affecting the size of a woman's pension, Ukraine gets a perfect score.

## Areas for Improvement

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

For example, one of the lowest scores for Ukraine is on the indicator measuring laws affecting women's pay (the WBL2022 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

During the past year (October 2nd, 2020 – October 1st, 2021), Ukraine introduced 14 days of paid paternity leave. Ukraine equalized the ages at which women and men can retire with full pension benefits.



Further data details for Ukraine are available at:  
<https://wbl.worldbank.org/en/data/exploreconomies/ukraine/2022>



	QUESTION	ANSWER	LEGAL BASIS
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	Government Resolution No 152 of May 7, 2014 on Issuing Passports for Travelling Abroad, 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	Can a woman get a job in the same way as a man?	Yes	Family Code, Arts. 51 and 52
	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
	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
Pay	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
Marriage	Is there no legal provision that requires a married woman to obey her husband?	Yes	Family Code, Arts. 51 and 55
	Can a woman be head of household in the same way as a man?	Yes	Family Code, Art. 54
	Is there legislation specifically addressing domestic violence?	Yes	Law on Prevention and Counteraction to Domestic Violence; Criminal Code, Art. 126-1
	Can a woman obtain a judgment of divorce in the same way as a man?	Yes	Family Code, Arts. 105-107 and 109-112
Parenthood	Does a woman have the same rights to remarry as a man?	Yes	Family Code, Art. 116
	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. 4-5
	Is paid leave available to fathers?	Yes	Labor Code of Ukraine, Art. 77-3
	Is there paid parental leave?	No	Law of Ukraine on Leave, Art. 18
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 Preventing and Combating Discrimination, Arts. 4-6
	Can a woman sign a contract in the same way as a man?	Yes	Family Code, Arts. 51 and 52
	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, Arts. 17-19
Assets	Can a woman open a bank account in the same way as man?	Yes	Family Code, Arts. 51 and 52
	Do men and women have equal ownership rights to immovable property?	Yes	Family Code, Arts. 63 and 65(1)
	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, Arts. 1261 and 1267(1)
	Does the law grant spouses equal administrative authority over assets during marriage?	Yes	Family Code, Arts. 63 and 65(1)
Pension	Does the law provide for the valuation of nonmonetary contributions?	Yes	Family Code, Chs. 7 and 8
	Is the age at which men and women can retire with full 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 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 childcare accounted for in pension benefits?	Yes	Law on Compulsory State Pension Insurance, Arts. 11(8)