











Ukraine

WBL 2.0 legal frameworks score	WBL 2.0 supportive frameworks score	WBL 2.0 expert opinions score
75.0	50.0	82.5

Women, Business and the Law 2024 (WBL 2024) identifies barriers for women’s economic empowerment in three areas: women’s legal rights, policy instruments designed to support the implementation of these rights, and how these rights are realized in practice. For that purpose, three new *Women, Business and the Law 2.0* indexes are presented for ten indicators: (1) legal frameworks, (2) supportive frameworks, and (3) expert opinions. For the WBL 2.0 legal frameworks index, 40 questions are scored across the ten indicators for 190 economies. For the WBL 2.0 supportive frameworks index, 30 questions are scored across the ten indicators for 190 economies. Overall economy level legal and supportive frameworks scores are then calculated by taking the average of each indicator, with 100 representing the highest possible score. The WBL 2.0 expert opinions index is created for a total of 164 economies. Expert opinion scores are not available for 26 economies due to an insufficient number of responses received from those economies during data collection. Individual responses at the economy level for 15 expert opinions questions across the ten indicators are scored by taking the median value of all responses per question. The economy level expert opinions index is equal to the simple unweighted average of the ten indicator scores.

For Ukraine, data refer to the legal frameworks, supportive frameworks, and expert opinions that are applicable to the main business city (Kyiv). The scores for Ukraine are shown in the table below.

Women, Business and the Law 2024 2.0 indicator scores

										
WBL 2.0	Safety	Mobility	Workplace	Pay	Marriage	Parenthood	Childcare	Entrepreneurship	Assets	Pension
Legal frameworks score	25.0	100.0	75.0	0.0	100.0	100.0	100.0	50.0	100.0	100.0
Supportive frameworks score	50.0	66.7	66.7	50.0	33.3	100.0	50.0	33.3	0.0	50.0
Expert opinions score	75.0	100.0	75.0	75.0	87.5	100.0	50.0	87.5	100.0	75.0

In summary, the **WBL 2.0 legal frameworks score** for Ukraine (75.0 out of 100.0) is higher than the global average (64.2) and lower than the Europe & Central Asia regional average (77.0). When it comes to constraints on freedom of movement, constraints related to marriage, laws affecting women’s work after having children, laws affecting childcare, laws affecting women’s property and inheritance and laws affecting the size of a woman’s pension, Ukraine obtains a perfect score (100.0 out of 100.0). As an example, one of the lowest scores for Ukraine is on the indicator measuring laws affecting women’s pay. 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 an industrial job in the same way as men and allowing women to work in jobs deemed dangerous in the same way as men.

The **WBL 2.0 supportive frameworks score** for Ukraine (50.0 out of 100.0) is higher than the global average (39.5) and lower than the Europe & Central Asia regional average (51.3). When it comes to supportive frameworks affecting women’s work after having children, Ukraine obtains a perfect score (100.0 out of 100.0). As an example, one of the lowest scores

for Ukraine is on the indicator measuring supportive frameworks affecting women's property and inheritance. To improve on the Assets indicator, Ukraine may wish to consider putting in place mechanisms or incentives to encourage women to register immovable property, putting in place awareness measures to improve women's access to information about marital and inheritance rights and publishing anonymized sex-disaggregated data on property ownership on a regular basis.

The **WBL 2.0 expert opinions score** for Ukraine (82.5 out of 100.0) is higher than the global average (65.7) and higher than the Europe & Central Asia regional average (75.2). When it comes to expert opinions on freedom of movement, expert opinions on women's work after having children and expert opinions on women's property and inheritance, Ukraine obtains a perfect score (100.0 out of 100.0). As an example, one of the lowest scores for Ukraine is on the indicator measuring expert opinions on childcare.

WBL 2.0 legal frameworks data

QUESTION	ANSWER	LEGAL BASIS
Safety		
Is there legislation on domestic violence?	Yes	Law on Prevention and Counteraction to Domestic Violence, Arts. 1, 25, and 26; Criminal Code, Arts. 126-1 and 152(2)
Is there legislation on femicide?	No	No applicable provisions could be located
Is there comprehensive legislation on sexual harassment?	No	No applicable provisions could be located
Is there legislation on child marriage?	No	No applicable provisions could be located
Mobility		
Can a woman travel internationally 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; Family Code, Arts. 54 and 56
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
Do women and men have equal rights to confer citizenship to their spouses and their children?	Yes	Citizenship Law, Arts. 7(1) and 9
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
Does the law prohibit discrimination in recruitment based on marital status, parental status, and age?	No	No applicable provisions could be located
Does the law allow employees to request flexible work?	Yes	Labor Code of Ukraine, Arts. 60, 60-1 and 60-2
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, Arts. 175-176
Can a woman work in an industrial job in the same way as a man?	No	Labor Code of Ukraine, Art. 174
Can a woman work in a job deemed dangerous in the same way as a man?	No	Labor Code of Ukraine, Art. 174
Marriage		
Can a woman be "head of household" or "head of family" in the same way as a man?	Yes	Family Code, Art. 54
Is the law free of legal provisions that require a married woman to obey her husband?	Yes	Family Code, Arts. 51 and 55
Can a woman obtain a judgment of divorce in the same way as a man?	Yes	Family Code, Arts. 105-107 and 109-112
Does a woman have the same rights to remarry as a man?	Yes	Family Code, Art. 116
Parenthood		
Is paid leave of at least 14 weeks available to mothers?	Yes	Labor Code of Ukraine, Art. 179

Are leave benefits for mothers paid solely by the government?	Yes	Law of Ukraine on State Assistance to Families with Children of 1992, Arts. 4-5
Is there paid leave available to fathers?	Yes	Labor Code of Ukraine, Art. 77-3
Is dismissal of pregnant workers prohibited?	Yes	Labor Code of Ukraine, Art. 184
Childcare		
Does the law establish provision of childcare services in center-based settings?	Yes	Law on Preschool Education, Arts. 3(2), 9(5), 12, 15(4) and 28(2); Law on Education, Art. 4
Does the law establish any form of support to families for childcare services?	Yes	Law on Preschool Education, Arts. 33(3) and 35(5); Resolution of the Cabinet of Ministers No. 1243 of 26 August 2002, Arts. 1 and 3; Order of the Ministry of Education and Science No. 667 of 21 November 2002, Art. 2.3; Tax Code, Art. 166.3.3
Does the law establish any form of support to non-state childcare providers?	Yes	Decision of the Kyiv City Council No. 1369/5433, Arts. 1.3, 2.1 and 4.1; Tax Code, Arts. 197.1.2, 197.1.7 and 282.1.4
Does the law establish quality standards for the provision of childcare services in center-based settings?	Yes	Law on Preschool Institutions, Arts. 14, 30 and 39; Order of the Ministry of Education and Science of Ukraine No. 1055 of 4 November 2010; Resolution of the Cabinet of Ministers No. 305 of 12 March 2003, Art. 15; Law on Education, Arts. 30(2) and 58(3-4); Order of the Ministry of Education No. 536 of 17 May 2021
Entrepreneurship		
Can a woman undertake entrepreneurial activities in the same way as a man?	Yes	Family Code, Arts. 51 and 52; Law on the State Registration of Legal Entities, Individual Entrepreneurs and Public Organizations of Ukraine, Arts. 17-19
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
Does the law prescribe a gender quota on corporate boards?	No	No applicable provisions could be located
Does the law include gender-sensitive procurement provisions for public procurement processes?	No	No applicable provisions could be located
Assets		
Do men and women have equal administrative power and ownership rights to immovable property, including land?	Yes	Family Code, Arts. 63 and 65(1); Land Code, Art. 80
Do sons and daughters have equal rights to inherit assets from their parents?	Yes	Civil Code, Art. 1261 and 1267(1)
Do male and female surviving spouses have equal rights to inherit assets?	Yes	Civil Code, Arts. 1261 and 1267(1)
Does the law provide for the valuation of nonmonetary contributions?	Yes	Family Code, Chs. 7 and 8
Pension		
Are the ages at which men and women can retire with full pension benefits equal?	Yes	Law on Compulsory State Pension Insurance, Art. 26
Are the ages at which men and women can retire with partial pension benefits equal?	Yes	Law on Compulsory State Pension Insurance, Art. 26
Is the mandatory retirement age for men and women equal?	Yes	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)

WBL 2.0 supportive frameworks data

QUESTION	ANSWER	SOURCE
Safety		
Has the government developed comprehensive mechanisms to address violence against women?	No	Insufficient evidence located
Are there special procedures for cases of sexual harassment?	No	Insufficient evidence located

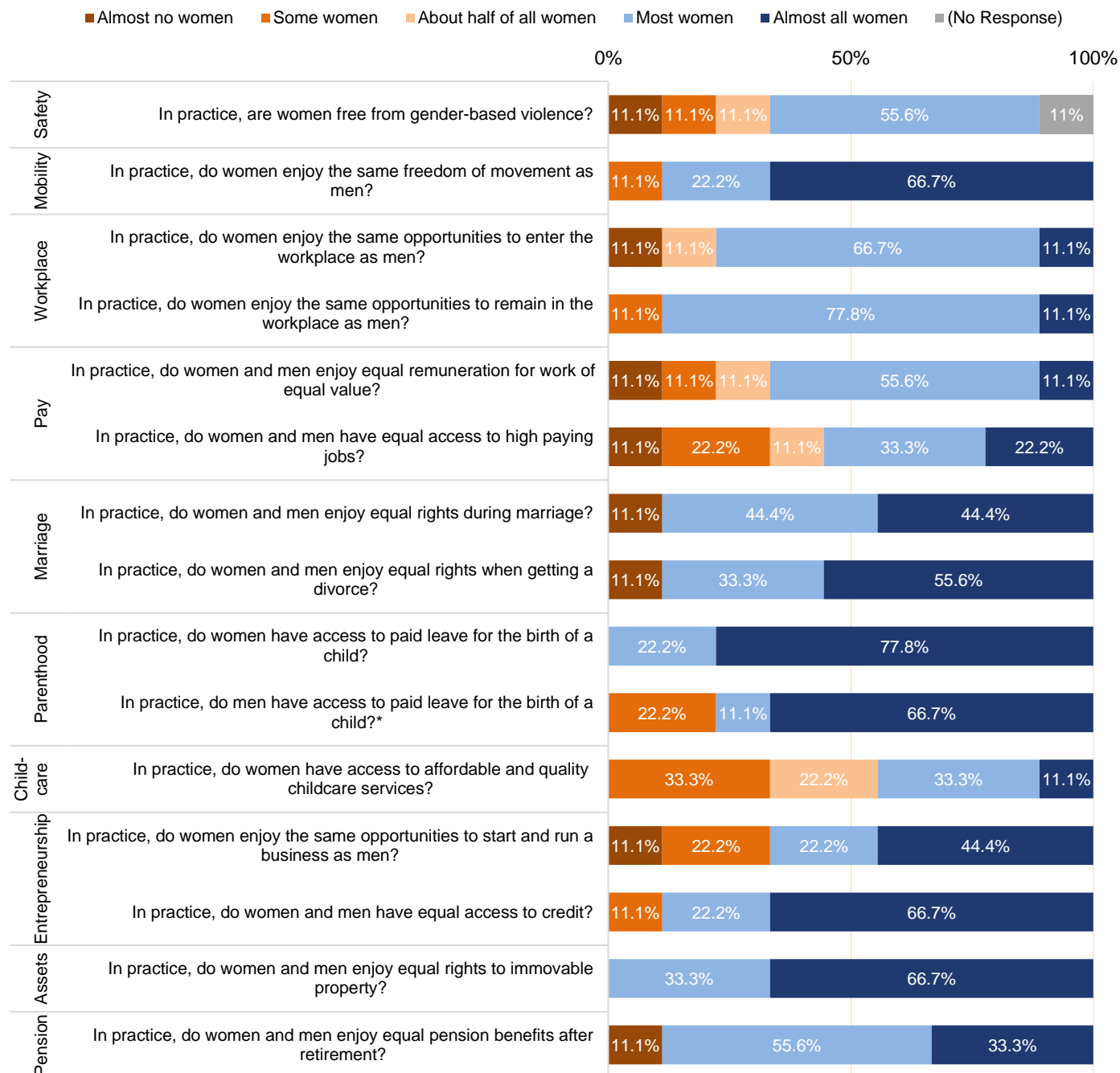
Is there a government entity responsible for the monitoring and implementation of national services, plans and programmes addressing violence against women?	Yes	Ministry of Social Policy
Is there an annual budgetary allocation towards violence against women risk mitigation, prevention and response programs?	Yes	State Budget 2023
Mobility		
Are passport application processes the same for women and men?	Yes	Passport application procedures
Are the application processes for official identity documents the same for women and men?	Yes	License application procedure
Is there a current policy or plan that explicitly considers the specific mobility needs of women in public transportation?	No	Insufficient evidence located
Workplace		
Has the government published guidelines on non-discrimination based on gender in recruitment?	Yes	Ministry of Justice of Ukraine: Methodological recommendations for the identification of cases of gender discrimination and the mechanism for providing legal aid No. 33 dated March 12, 2019
Has the government published guidelines on flexible work arrangements?	Yes	Order of the Ministry of Economic Development, Trade and Agriculture of Ukraine On the approval of standard forms of employment contracts on home and remote work No. 913-21, dated May 5, 2021
Is there a specialized body that receives complaints about gender discrimination in employment?	No	Insufficient evidence located
Pay		
Are there pay transparency measures or enforcement mechanisms to address the gender pay gap?	No	Insufficient evidence located
Is sex-disaggregated data on employment in different industries or sectors published at least on an annual basis?	Yes	State Statistics Service: Average monthly wages by sex and type of economic activity in industry over the quarter in 2021; State Statistics Service: Average monthly wages by sex and type of economic activity over the quarter in 2021
Marriage		
Is there a fast-track process or procedure for family law disputes?	No	Insufficient evidence located
Are there specialized family courts?	No	Insufficient evidence located
Is legal aid available for family law disputes?	Yes	Free Legal Aid
Parenthood		
Is it possible to apply for maternity benefits through a single government application process?	Yes	Pension Fund of Ukraine: Payments for sick leave during pregnancy and childbirth
Are incentives in place to encourage fathers to take paternity leave on the birth of a child?	Yes	Labor Code of Ukraine, Art. 40
Has sex-disaggregated data on unpaid care work been published?	Yes	State Statistics Service of Ukraine: Indicators for Monitoring Gender Equality in Ukraine
Childcare		
Is there a publicly available registry or database of childcare providers?	Yes	Unified State Electronic Register on Education
Is there a clearly outlined application procedure to request financial support from the government for childcare services by parents?	Yes	Order of the Ministry of Education and Science No. 667 of 21 November 2002, Arts. 2.5 and 2.10
Is there a clearly outlined application procedure to request financial support from the government for childcare services by non-state childcare providers?	No	Insufficient evidence located
Has the government published any reports on quality of childcare services within the last 3 years?	No	Insufficient evidence located
Entrepreneurship		
Is sex-disaggregated data on business activities, entrepreneurship, or women-owned businesses published on a regular basis?	No	Insufficient evidence located
Are there government-led programs that provide support to female entrepreneurs such as access to finance or regarding agency and empowerment?	No	Insufficient evidence located



Is there a current national government plan or strategy with a focus on women's access to financial services?	Yes	National Strategy for Creating a Barrier-free Environment in Ukraine until 2030
Assets		
Are there mechanisms or incentives to encourage women to register immovable property?	No	Insufficient evidence located
Are there awareness measures in place to improve women's access to information about marital and inheritance rights?	No	Insufficient evidence located
Is anonymized sex-disaggregated data on property ownership published on a regular basis?	No	Insufficient evidence located
Pension		
Are there incentives in place to increase women's retirement benefits?	No	Insufficient evidence located
Is there a procedure in place for pension beneficiaries to challenge the decisions of the competent authority regarding their benefits?	Yes	Law on Compulsory State Pension Insurance, Art. 16



WBL 2.0 distribution of expert opinion responses



*Note: The response options for the second Parenthood question above are formatted as almost no men, some men, about half of all men, most men, almost all men.