

# OVERVIEW OF GENDER ANALYSIS OF PROGRAMS FUNDED FROM BUDGET 2015



## CONTENT

### IVANO FRANKIVSK EDUCATIONAL SECTOR

1. GRB Working Group in Ivano Frankivsk.....	8
2. Women and men in the education sector.....	8
Less funding is used for training women in vocational training despite women being hardest hit by unemployment.....	9
3. The programme analysed.....	9
4. Main findings of the gender analysis.....	10
5. Efficiency of programme budget.....	12
6. Recommendations.....	14
After school programmes reinforces traditional gender stereotypes.....	15
7. The analysed programme.....	15
8. Main findings of the gender analysis.....	15
9. Efficiency of programme budget.....	17
10. Recommendations.....	19

### KHARKIV OBLAST - SOCIAL PROTECTION

1. GRB Working Group.....	20
More women than men at care homes for elderly and disabled.....	20
2. Gender patterns among elderly.....	20
3. The programme analysed.....	21
4. Main findings of the gender analysis.....	21
5. Efficiency of programme budget.....	23
6. Recommendations.....	24
In youth home males dream of starting families and buying homes and females dream of careers but the outcome is reversed.....	25
7. The analysed programme.....	25
8. Main findings of the gender analysis.....	26
9. Efficiency of programme budget.....	28
10. Recommendations.....	29

### KHERSON- YOUTH AND SPORT

1. GRB Working group.....	31
2. Young females and males in Kherson.....	31

Information on youth events need to reach more boys and girls .....	31
3. The analysed programme.....	32
4. Main findings on males and females participation in the youth programme.....	33
5. Efficiency of programme budget.....	34
6. Recommendations .....	34
More boys than girls participate in sport schools.....	36
7. Sport activities among female and males in Kherson.....	36
8. The programme analysed.....	36
9. Main findings of the gender analysis.....	36
10. Efficiency of programme budget.....	38
11. Recommendations .....	39

## KIEV CITY

1. GRG Working group.....	40
Young boys and older girls with disabilities living in boarding homes in Kiev City.....	40
2. Females and males living with disabilities .....	40
3. The analysed programme.....	41
4. Program budget allocation structure.....	42
5. Main findings of the gender analysis.....	43
6. Efficiency of programme budget.....	44
7. Recommendations .....	49
The majority of children attending sport schools are boys.....	49
8. Sports activity in general among girls and boys .....	49
9. Program budget allocation structure.....	51
10. Recommendations .....	52
11. Efficiency of programme budget.....	55

## ZHYTOMYR - HEALTH SECTOR

1. 'GRB Working Group.....	59
Early detection and preventive action of tumours can increase budget efficiency.....	59
2. Prevalence of cancer for women and men.....	59
3. The analysed programme.....	60
4. Main findings of gender analysis.....	62
5. Efficiency of programme budget.....	63

Opportunity to reduce costs of health care through targeting men in earlier preventative care .....	64
6. General gender differences in women and men's health .....	64
7. The analysed programme.....	64
8. Main findings of the gender analysis.....	65
9. Efficiency of programme budget.....	67
10. Recommendations .....	69

#### MINISTRY OF SOCIAL POLICY

Gender disaggregated information improve service delivery.....	71
1. The situation of women and men with disabilities in Ukraine .....	71
2. The programme analysed.....	73
3. Main findings of the gender analysis.....	74
4. Efficiency of programme budget.....	77
5. Recommendations.....	78

#### MINISTRY YOUTH AND SPORTS

1. The situation of women and men in sport sector in Ukraine .....	83
2. The analysed programme.....	84
3. Main findings of the gender analysis.....	84
4. Efficiency of programme budget.....	88
5. Recommendations .....	90

NEXT STEP .....	94
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## PREFACE

This report presents the first comprehensive gender analysis that has been done on selected programmes that are funded by the state and local budget. The report is built on the knowledge of financial officers, sectoral experts, representatives of the state statistical services, and the use of gender budgeting methods. The Ministry of Finance is leading a project to gain experience in the application of gender budgeting in the Ukrainian context and introduce gender budgeting as part of performance budgeting and the public finance management system. The results of the analysis presented in this report give valuable information on how programs can be more effective, how public services can deliver high quality services to all citizens in an efficient, accountable and transparent manner.

Gender budgeting should be implemented in a comprehensive manner at both state and local level in Ukraine and we are with interest looking forward to continued work on this important aspect of public finance reform.

### **BUDGETS REFLECTING DIFFERENT NEEDS OF FEMALE AND MALE CITIZENS!**

Gender budgeting is an approach for ensuring gender equality by allocating the available resources for the real needs of men and women, girls and boys, which means increasing the effectiveness of public finances. Programs that are funded from state and local budgets can significantly contribute to closing of these gaps and to improving overall wellbeing of citizens in Ukraine, if they are planned and designed according to the different needs of citizens. The integration of Gender budgeting methods in public financial managing in Ukraine will ultimately contribute to the more efficient and effective public spending. Issues of gender equality are for a long time on the agenda in Ukraine, and are regulated by the Law on Equal Opportunities in Ukraine and State Program for Gender Equality. Gender equality is not only human rights issue, but it is important in the context of economic and social development which goes hand in hand with gender equality objectives.

The Ministry of Finance is leading the project "Gender Budgeting in Ukraine", funded by Sida over the period 2014-2018, and is working closely with line min-

istries and regions to add the much needed gender perspective in future planning of programs that are funded from public budgets. The project Coordination Group that is governing body for GRB work is headed by the Deputy Minister of Finance, and consists of representatives of the Ministry of Finance (State Budget Department, Local Budget Department, Department for Humanitarian Sphere Allocation, Department for Social Sphere Allocation and Department for Cooperation with International Organizations), pilot line ministries (Ministry of Social Policy, Ministry of Youth and Sports, Ministry of Health, Ministry of Education), pilot oblasts (Ivano-Frankovsk, Zhytomyr, Kharkiv, Kherson), city of Kyiv, State Statistical Service and GRB Project representatives.

In 2015, the project has cooperated with the Ministry of Social Policy and Ministry of Youth and Sports and four oblasts – Zhytomyr, Ivano-Frankivsk, Kharkiv and Kherson and city of Kyiv. The project has supported working groups of public officials to analyse specific programs in the health, education, sports and social policy sectors. This report presents the summary of findings and recommendations on changes of programs funded from budget (objectives, activities, indicators), statistical and administrative reporting.

The Government of Ukraine has been working on improving the public finance management system consistently since the 1990s. On August 1, 2013, the Government of Ukraine approved the Strategy of the Development of Public Finance Management, which is in effect until 2017. Gender budgeting is to be introduced as a method to improve transparency and accountability of the PFM process in line with the Concept of Application of Performance-Based Budgeting in the national PFM process, which establishes the basic principles; ensuring the transparency of the budget process, assessing the activities of the budget process to achieve its goals and objectives, as well as assessing the effectiveness of budget programs. GRB adds an important analytical dimension in the application of the performance budgeting, medium term expenditure planning, and public investment planning. Gender Budgeting also strengthens implementation of Ukraine's gender equality framework, The Law of Ukraine on Ensuring Equal Rights and Opportunities of Women and Men (2005) and international conventions that Ukraine has ratified.

The project day to day activities are led by a project team under the consortium of the international organizations Indevalop, CPM and Niras. See [www.grb-project.org](http://www.grb-project.org) for more details on team and experts.

## GENDER ANALYSIS METHODOLOGY

The analysis starts with a review of the situation of women and men in the specific sector in order to get an overview of gender issues and possibly existing inequalities that should be addressed by public policies and budgets. Based on the identification of gender issues, an analysis of the impacts of activities and budget allocations is carried out to see how they affect gender equality, particularly whether they reduce or strengthen gender inequality or do not change it at all. Based on the findings of this analysis, the working group develops proposals and recommendations on how to improve target and budget programs, statistical and administrative reporting and documents used in the budget process from the gender perspective as well as identifies further areas for continued work.

The current report presents findings of this pilot work. However, work to implement GRB doesn't stop here. Based on these results, continued activities are necessary to ensure that the proposals and recommendations are put into practice with a view to improve effectiveness of drafting and execution of the programs financed from the local and state budgets.

In the medium term, this pilot work will provide the basis for the Ministry of Finance to introduce changes in the budget documents, drafting and execution process of the programs financed from the local and state budgets in order to fully implement gender responsive budgeting in Ukraine.

The methodology of gender budget analysis is described in the Manual "Gender responsive budgeting: Analysis of Budget programs from gender perspective" available at the Ministry of Finance and at "Project Documents" section of project website <http://grbproject.org/en/>.

»We are specialists with long term experience in social services, and we have never before thought of different needs of man and women in this sphere. Gender budget analysis is adding much needed perspective that will enable us to do better planning and execution of our programs«<sup>1</sup>

1 - Ms Tatiana Babenko, First Deputy Director of Department for Social Protection in Kharkiv Oblast.



## IVANO-FRANKIVSK EDUCATIONAL SECTOR

### 1. GRB WORKING GROUP IN IVANO-FRANKIVSK

According to a joint order by the Head of Ivano-Frankivsk Oblast State Administration and the Chairperson of Ivano-Frankivsk Oblast Council, a Working Group (WG) was established in the oblast with support from the Ministry of Finance of Ukraine. Halyna Karp, Director of the Department of Finance, Ivano-Frankivsk Oblast State Administration, was appointed the Working Group Head.

The Working Group comprised experts from the Department of Finance, Department of Education and Science, and Department of Social Protection of the Oblast State Administration, representatives from the Oblast Employment Center, Chief Statistics Directorate in the oblast, Oblast Council, and a local gender consultant.

The analysis mainly used data from the Oblast State Administration's Department of Education and Science and the Chief Statistics Directorate as well as data from a survey of pupils of the oblast's vocational educational institutions.

### 2. WOMEN AND MEN IN THE EDUCATION SECTOR

According to the World Economic Forum's gender inequality report, Ukraine ranked 23rd among 134 countries of the world in terms of women and men's equal access to education. This indicates that women and men enjoy equal rights and opportunities in the acquisition of education<sup>2</sup>.

Despite this, however, gender based differences still exist within the education sector. For example:

- the majority of staff in the education sector are women;
- more men hold executive positions in the education sector;

2 - <http://eadnurt.diiit.edu.ua/bitstream/123456789/996/1/V2.pdf>



- 
- wage gender gap exists; for example, average monthly nominal wage in the sector is 2890 UAH for men and 2701 UAH for women;
  - wage size does not depend on the professional and qualification level of workers;
  - in vocational educational institutions, training in construction, services or industry attracts more boys than girls; a gender segregation in choice of training can be seen.

Division of education into so-called 'female' and 'male' sectors entrenches an idea of different opportunities. If the educational system is to be transformative and provide both girls and boys with knowledge and competences that will enhance their opportunities for equal treatment and development in society and work life, the education system needs to be gender aware. The gender analysis of the budget program for education aims at improving the understanding of how effective the current programs are in reducing gender inequality.

## **LESS FUNDING IS USED FOR TRAINING WOMEN IN VOCATIONAL TRAINING DESPITE WOMEN BEING HARDEST HIT BY UNEMPLOYMENT**

### **3. THE PROGRAMME ANALYSED**

The subprogram 'Development of vocational education' for 2013-2014 is under the responsibility of the Oblast State Administration's Department of Education and Science. The total program budget is 304,217.7 UAH. The WG analysed the program period of 2013-2014.

The goal of the subprogram is to provide training of young persons for skilled workers and junior specialists, competitive under existing market conditions, with account of the population's demand and the region's real needs. The GRB found that the program's key objectives contain no specific gender goals or objectives.

Vocational education, as a component of Ukraine's education system, ensures acquisition of occupational competence according to priorities, interests and

abilities, as well as pre-professional training, retraining and advanced training. The vocational education system consists of vocational educational institutions of different types and affiliation. It includes day and evening programs, distance learning, on- and off-the-job training as well as education according to individual learning plans. There are 19 vocational educational institutions in Ivano-Frankivsk oblast.

#### 4. MAIN FINDINGS OF THE GENDER ANALYSIS

*A majority of pupils are males from rural areas.* During the 2013/2014 academic year, 9,194 pupils studied at vocational education institutions, out of which 66% were male and 34% female. Both for girls (67%) and boys (60%), vocational education remains popular among the rural population, which makes up about 60% of the oblast's population.

Male and female pupils choose traditional occupations. The analysis showed that the two most popular fields of study were dominated by boys: industry had 70% male pupils and construction had 93%. In the area of transport all pupils were male, and in agriculture 86% were male pupils. Female pupils dominate the fields of trade and public catering (78%), and housing and utility services (86%).

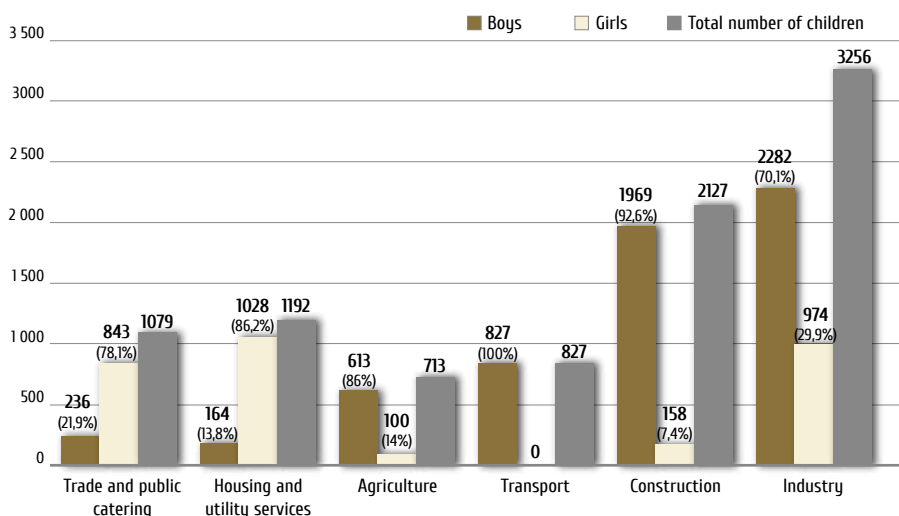


Fig. 1. Gender breakdown of pupils by training area

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*Pupils choose occupations based on employment perceived as a traditionally male or female occupation.* A survey was conducted in which 429 pupils were questioned on why they choose different areas of vocational education. Results of the survey showed that male and female pupils had notably different criteria for choosing an occupation for training. 50% of the female pupils and 38% of the male students reported being influenced by whether the occupation is perceived as purely 'female' or 'male' occupation. This is also confirmed by the answers to the question on what occupation a respondent could choose instead of the one already chosen. The most popular occupations among females included traditionally female jobs such as make-up designer, hairdresser, designer and lawyer while the most popular among males included traditionally male jobs such as programmer, mechanic and military serviceman.

*Female pupils choose occupations after interest while male ones choose high-income jobs.* High earnings were the most popular reason for occupational choice among male pupils (52%), whereas it was one of the least selected reasons among female pupils (29%). Female pupils mentioned a notably lower level of expected wage than males. For females, the main reason for occupational choice was the fact of the occupation being interesting (58%).

*Female pupils were more inclined to continue studies and acquire another specialty.* 30% of female pupils stated that they wanted to continue study compared to 19% of male pupils. One of the explanations, confirmed by the above-mentioned survey findings, consists of boys' greater aspiration for earning money than for additional further studies, and girls' aspiration for being able to choose a job most interesting to them.

*Male graduates were more successful in finding jobs than female graduates.* Of all the male graduates, 64% in 2013 and 66% in 2014 found employment, whereas only 35% in 2013 and 34% in 2014 of female ones succeeded in that. This is in accordance with the unemployment situation in the oblast, where female unemployment in the age group 15-24 is very high – 67% (2014).

*More women find temporary jobs.* Women more often than men agree to, and sometimes prefer, a temporary job whereas men more strongly prefer permanent employment. Women's temporary job placement may be a result of their inability of finding a job according to the level of their education, or because their occupational training does not match the labour market requirements.

*Traditional stereotypes affect women's access to jobs.* Other reasons that influence women's lower employment might be traditional gender stereotypes, which influences women to work in the area of services (hotels and restaurants, education, health care, and social security) that are overall less paid. High-paid sectors of industry, transport and construction are still considered to be 'male' activity areas.

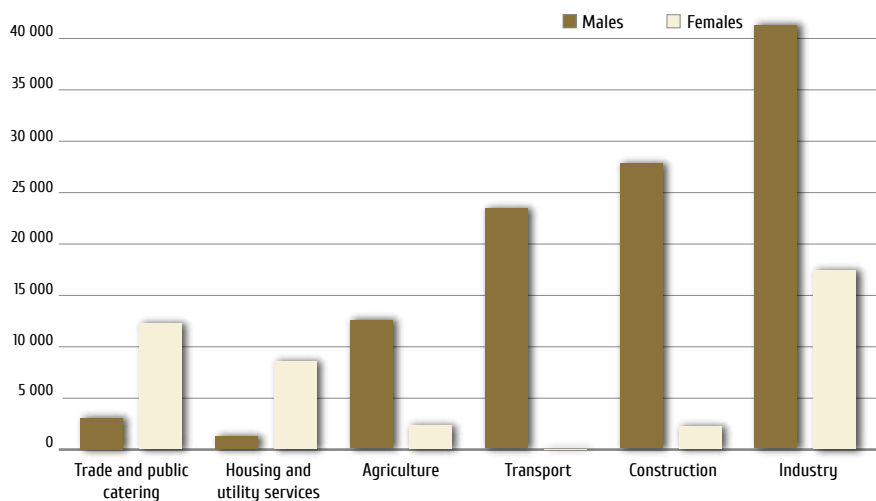
*Women earn less.* All this leads to disparity in labour remuneration for men and women. Women's average monthly wage in Ivano-Frankivsk oblast in 2014 was 2,574 UAH, or 79% of men's average monthly wage. This means that if the work day consists of 8 hours (9 am–5 pm), men get paid for the whole day while women stop getting paid at 3.18 pm.

*Male pupils dominate in new specialties opened.* To meet the regional labour market needs and interests of applicants and their parents, the vocational educational institutions opened new specialties for training. During the 2012/13 academic year, 186 pupils studied in new specialties of which 54% were boys. The percentage of boys in new specialties dramatically increased to 80% during the 2013/14 academic year. When opening new training specialties, the vocational educational institutions still maintain orientation towards 'male' occupations such as welder, electric and gas welder, automobile repairman, carpenter, etc.

*83% in retraining programs are men.* Another part of the vocational educational institutions' work consists of providing services for retraining and basic vocational training of the unemployed people who improve their employability by acquiring another speciality. In 2013–2014, 608 persons underwent this program, out of which 83% were males. Most of the retraining program related to traditionally 'male' specialties, such as electrical engineering and construction, which both had 100 per cent male pupils. Gender stereotypes in education should be eliminated to ensure women have access to vocational education and retraining, which would lead to employment in areas where there is demand for workers and where fair wages are provided.

## 5. PROGRAM BUDGET ALLOCATION STRUCTURE

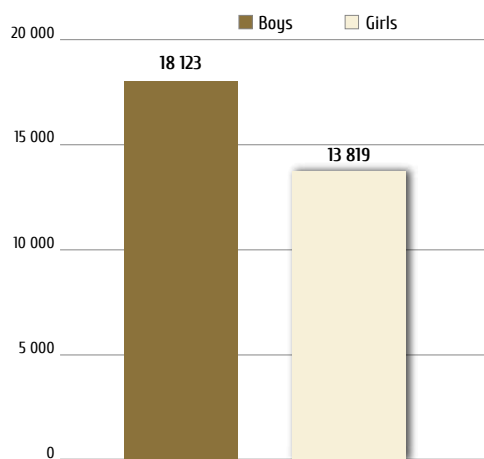
*Analysis of expenditures.* 15 of the institutions were financed from the oblast budget, and 4 from the state budget. The main share of the expenditures for vocational educational institutions (over 62%) went to staff wages and the second largest spending (24%) went for scholarships.



**Fig. 2 Breakdown of financing of vocational educational institutions by field of training, 2014**

Female pupils dominate fields of training areas with the lowest level of financial expenses. A breakdown of costs by field of training showed that the fields of training that have high number of male pupils, such as industry, have the highest costs. The fields with lowest spending had the highest number of female pupils. Although female pupils constitute 33% of pupils in vocational educational institutions, only 27% of the total funding budget is spent on their training.

Based on the amount of expenditures on training of boys and girls and their numbers, expenditures in 2014 were UAH 18,123 per boy and UAH 13,819 per girl.



**Fig. 3. Expenditures per 1 pupil**

## 6. RECOMMENDATIONS

Based on the analysis of the program, the following recommendations have been elaborated:

1. Consider gender-specific problems of functioning and financing of vocational education in the drafting of an oblast program for next periods.
2. Include gender-disaggregated statistical data on the sector in the reporting and planning system:
  - the Collection of plans (reports) in terms of the network, staff and contingents of the institutions financed from local budgets;
  - Form No. 1 'Report by a vocational educational institution on results of its work during an academic year' (approved by the Order of the State Statistics Committee of Ukraine and the Ministry of Education and Science of Ukraine No. 380/560 of 28.11.2000);
  - Form No. 3 'Report by a vocational educational institution on the contingent of pupils and students for a calendar year' (approved by the Order of the State Statistics Committee of Ukraine and the Ministry of Education and Science of Ukraine No. 380/560 of 28.11.2000).
3. Add gender-specific objectives, activities and indicators to the subprogram 'Development of vocational education for 2008-2015'.
4. Include a gender component in the performance indicators of the budget program 'Training of workers by vocational educational institutions' (Order of the Ministry of Finance of Ukraine and the Ministry of Education and Science of Ukraine 'On approval of the Model List of budget programs and their performance indicators for local budgets in the Education sector' No. 298/519 of 1.06.2010).

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## AFTER SCHOOL PROGRAMMES REINFORCES TRADITIONAL GENDER STEREOTYPES

### 7. THE ANALYSED PROGRAMME

The subprogram 'Development of after-school program institutions for 2008-2015' is financed by the Oblast State Administration's Department of Education and Science. Its total budget is 100,633.2 thousand UAH from the oblast budget and other local budgets. The WG analyzed the program period of 2013-2014.

The goal of the subprogram is to ensure intellectual, spiritual and creative development of children's personalities at after-school program institutions, guarantee citizens the right to acquire after-school education, provide vocational guidance to pupils, and prepare them for a productive life. The WG found that neither the overall goals nor the objectives included any gender perspective.

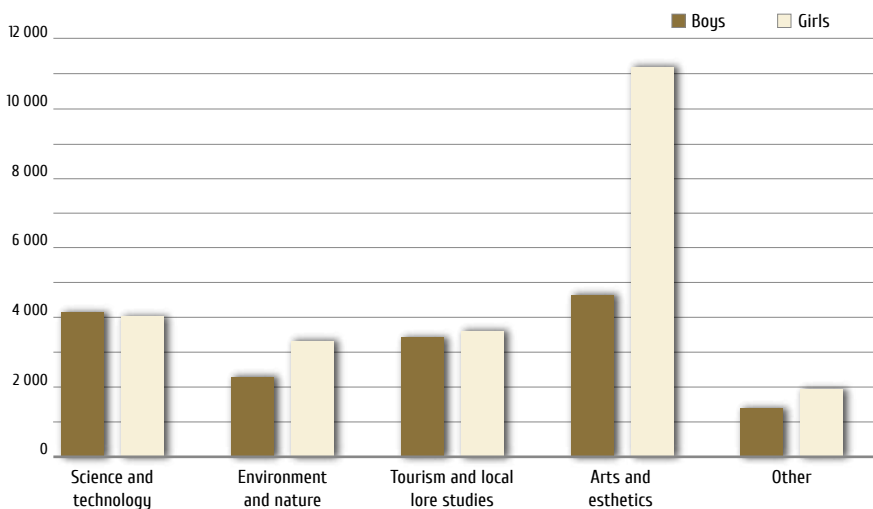
The oblast has 134 after-school program institutions financed from a variety of sources. They include art schools (56), children's and youth sports schools (26), and other after-school program facilities (stations of young technicians, naturalists and tourists, children and youth creativity houses, junior academies of sciences, etc. – 49). 41.7% of school-age children attend these institutions. The study focused on analysis of after-school education facilities and specifically targeted the facilities that have the largest share in terms of the number of attending children (58%).

### 8. MAIN FINDINGS OF THE GENDER ANALYSIS

*Girls constitute the majority of pupils.* The after-school education covers 27% of children attending general educational schools. 60% of them are girls and 40% are boys. The share of boys and girls from rural areas varies between 38% and 40%.

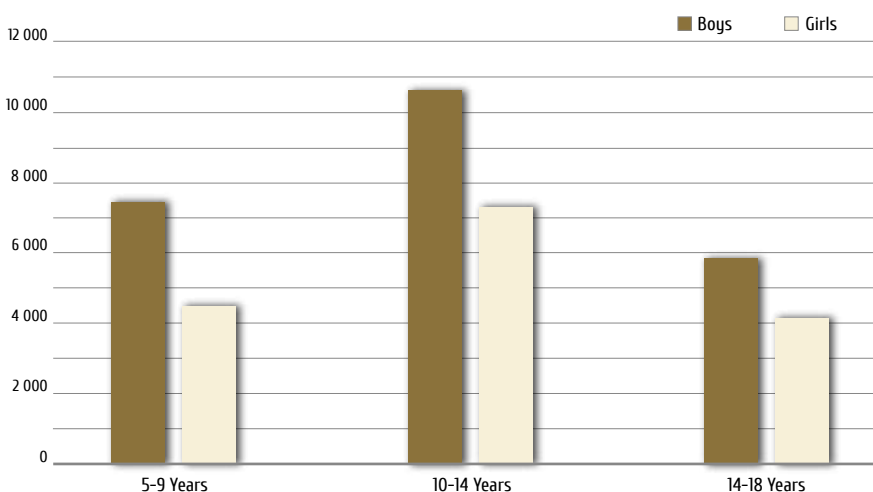
*Choice of subject is based on traditional ideas of girls and boys.* The analysis showed differences in the subjects that girls and boys are enrolled in. The most popular area of work in after-school circles is arts and esthetics, which also has the highest proportion of girls (70%). Science and technology is the only area of work with slightly more boys than girls (51%).

*A majority of both boys and girls is in the age group of 10-14 years.* Analysis of age groups finds that the number of boys and girls attending after-school



**Fig. 1 Gender distribution of pupils by subject area**

institutions is the greatest in the age group of 10-14 years (45% of all the pupils attending after-school education institutions) but then drops significantly in the age group of 14-18 years.



**Fig 2. Age pattern of after-school program institution pupils**



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*Reasons for decline in attendance.* The research found several possible reasons why after-school attendance decreases dramatically in the age group 14-18 years. Some subjects, such as environment and nature have particular sharp decline which may be the result of students interested in such subjects need to focus on studies in graduation classes. Some children may also not be satisfied with, or interested in, the range of services offered. Verifying this needs a separate study to examine the after-school needs of girls and boys of different age categories separately.

*70% of staff are women including both teachers and executives.* In 2014 70 % of both teachers and executives at the after-school programme were women. The high levels of female staff is representative of the education sector overall.

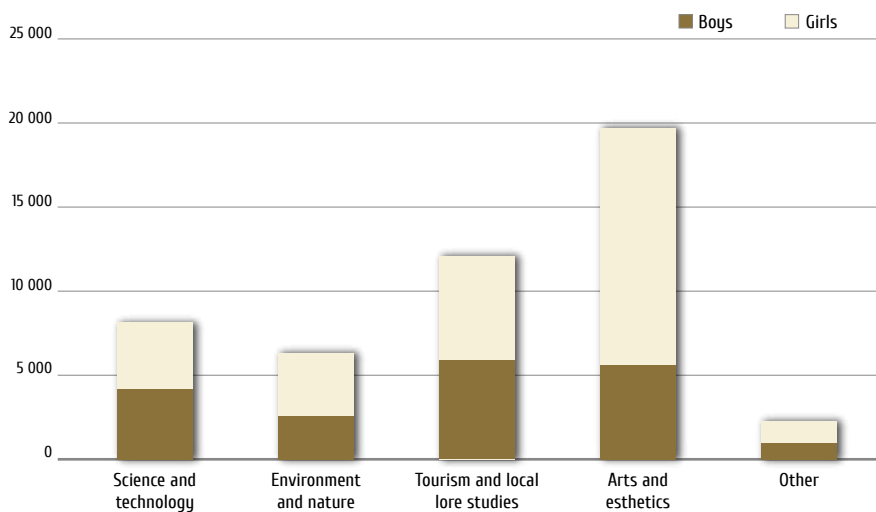
*Higher rate of women (79%) among younger staff.* 52% of the employees are under 40 years. Only 15% of staff are older than 55 years. The youngest staff members are teachers (supervisors of subjects, sections and other organisational forms of work). Among teaching staff under 40 years of age, women dominate at the rate of 79%.

## 9. PROGRAM BUDGET ALLOCATION STRUCTURE

*90% of total funding goes to wages.* The after-school program institutions received 51,361.7 thousand UAH for funding in 2014. This amounts to 2 % of the total amount of expenditures for the education sector. Personnel costs make up over 90% of the expenses.

*Low wages and part-time work pose a staffing problem for after-school education institutions.* Staffing of the after-school program institutions faces an acute problem, which is likely to be due to low wages. Training of specialists in the activity areas of after-school program institutions is also not properly ensured at the state level. For these reasons, 52% of the total staff number work on a part-time basis. Owing to all that, the number of teaching staff, including male teachers, decreases each year.

*60% of the budget is spent on girls.* When analysing the cost of each subject area of circles, it was found that the highest expenses per pupil occur in tourism and folklore studies, where the expenses ratio between boys and girls is almost equal (48% boys and 52% girls), whereas the least expensive was the "Other" subject area. When determining the cost per pupil it becomes clear that the



**Fig 3. Breakdown of financing for after-school programme 2014**

percentages of expenses per boys (40%) and girls (60%) almost coincide with the numbers of girls and boys attending the after school activities.

## 10. RECOMMENDATIONS

Based on the analysis of the program, the following recommendations have been elaborated.

1. Consider gender-specific problems of functioning and financing of after-school program institutions in the drafting of an oblast program for development of education for next periods.
2. Include gender-disaggregated statistical data on the sector in the reporting and planning system:
  - the Collection of plans (reports) in terms of the network, staff and contingents of the institutions financed from local budgets;
  - Form No. 1\_PZ (proftekhn) 'Report by an after-school educational institution (as of 1 January \_\_' (approved by the Order of the Ministry of Youth and Sports of Ukraine No. 345 of 23.03.2012 (as endorsed by the State Statistics Service of Ukraine).
3. Add gender-specific goal, objectives, activities and indicators to the subprogram 'Development of after-school program institutions'.
4. Include a gender component in the performance indicators of the budget program 'Provision of out-of-school education by out-of-school educational institutions, out-of-school activities for children' (Order of the Ministry of Finance of Ukraine and the Ministry of Education and Science of Ukraine 'On approval of the Model List of budget programs and their performance indicators for local budgets in the Education sector' No. 298/519 of 1.06.2010).



## KHARKIV OBLAST - SOCIAL PROTECTION

### 1. GRB WORKING GROUP

According to an order by the Head of Kharkiv Oblast State Administration, a Working Group was established in the oblast. It included representative from the Department of Finance, the Department of Social Protection, the Statistics Directorate, and the Oblast Council. The group's work was led by S.I. Ovsianikov, Director, Department of Finance, Kharkiv Oblast State Administration; N.V. Duz, his First Deputy; and T.B. Babenko, 1st Deputy Head, Department of Social Protection, Kharkiv Oblast State Administration.

### MORE WOMEN THAN MEN AT CARE HOMES FOR ELDERLY AND DISABLED

#### 2. GENDER PATTERNS AMONG ELDERLY

An overall analysis of the population in Ukraine indicates that the population is getting older. The average life expectancy is 67 for men and 76 for women. Based on findings of the data analysis in the sector of social services provision to elderly people, the following gender issues can be highlighted:

- In the field of provision of social services to elderly people and persons with disabilities, a larger share of beneficiaries are women who generally have lower income than men. It is explained by women's longer life expectancy compared with men in Ukraine<sup>3</sup>.
- Most persons with disabilities are men (53%)<sup>4</sup>.
- Women stay in residential care homes for longer, accounting for 58% of bed patients<sup>5</sup>.

3 - Consolidated administrative reporting of the Department of Social Protection.

4, 5 - Data from budget program passports.

- Most workers of residential care institutions in the social protection system are women<sup>6</sup>.

### 3. THE PROGRAMME ANALYSED

The GRB WG conducted gender budget analysis of the program 'Providing residential care social services, with accommodation, all-round support, protection and security, to the persons unable to lead a self-dependent lifestyle because of old age, physical and mental disabilities, mental or other diseases' for 2013 and 2014. The program is under the responsibility of the Department of Social Protection, with participation of structural units of Kharkiv OSA, the Statistics Directorate, and geriatric care homes. The total budget of the program for 2014 was approved at UAH 113,145 thousand. The analysis focused on 15 residential care homes including 4 geriatric homes, 1 residential care home for labor veterans, 1 special residential care home, and 9 psychoneurological care homes.

The goal of the program of social services provision to elderly people and persons with disabilities is to improve quality of social services and social assistance to the elderly people and persons with disabilities residing in these institutions.

The gender component remained unattended by the program until now, i.e. this program does not consider gender aspects either for program purposes or for its activities.

### 4. MAIN FINDINGS OF THE GENDER ANALYSIS

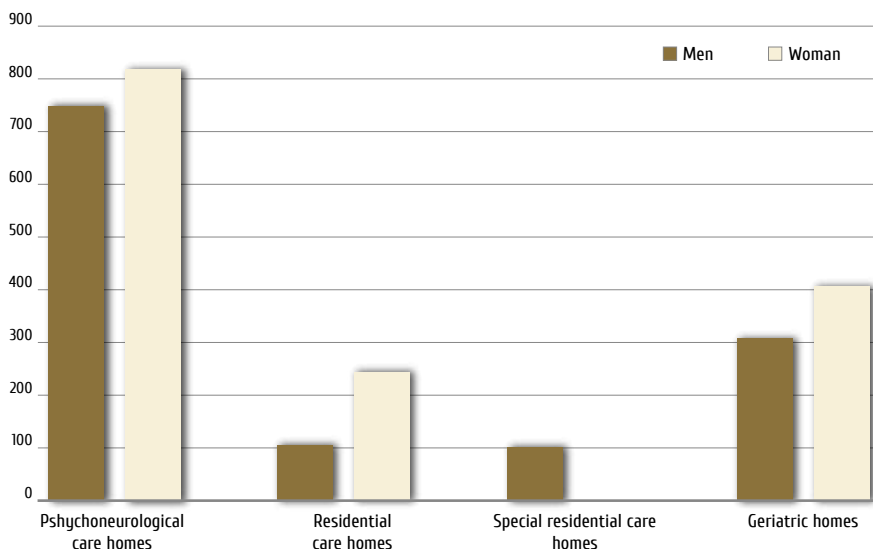
*Slightly more women than men at the 15 analysed care homes.* In the 15 care homes analysed there are in total 1487 (54%) women and 1287 (46%) men

Analysis by institution type showed that the numbers of women and men in the institutions are different (Fig. 1)

*The share of males with disabilities among patients is greater than that of females.* The number of beds occupied by men with disabilities is 6.8% higher than those occupied by women. The share of women among bed patients is 15.6% greater than that of men.

*Women stay longer than men in geriatric care.* Women live in residential care homes longer (4 years while men live there for 3 years on average), which is

6 - Data from budget program passports.



**Fig.1. Number of resident at the 15 adult residential care homes analysed, divided by women and men**

explained by the fact that women's average life expectancy in Ukraine is longer than men's.

*Women constitute 79% of staff. Out of 1,472 staff in residential care homes, 79% are women. 59% of the total staff is medical staff. The average monthly wage in the residential care home was UAH 2,185 in 2014. Data are not available for average salary divided by men and women.*

*Focus group discussions reveal the need for quality facilities for men with disabilities and for more intense social activities for women. A sociological research was conducted. The focus group of beneficiaries consisted of 14 residents (9 women and 5 men) and 14 representatives of the personnel (12 women and 3 men). The focus groups with personnel stated that the funding is not sufficient to satisfy the needs of patients, neither men nor women. Many pointed out the need for repairs of the premises such as all floors and toilet facilities, and the need for laundering equipment. They also highlighted the need to improve facilities for the disabled that could increase life quality of patients such as providing them with radio or TV sets. It was also found that the personnel sees a need to improve the medical services, the funding of which is utterly insuf-*

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ficient. The limited sex-disaggregated data made it difficult to conduct gender budget analysis on quality of services. Discussions with residents revealed that men and women prefer different leisure activities (men were more interested in cards and chess while women were engaged in handicrafts). Overall, men are less involved in active forms of leisure.

*There are no standards for provision of social services to elderly people and, particularly, standards of care for women and men.* Residential care institutions still encounter the problem of absence of any regulatory documents that set standards of medical services in residential care homes, rates and duration of the use of clothes and footwear, bed linen and underwear, and rates for implements and tableware. Since men and women have different problems, it is important to have specific standards for men and women in residential care homes. The previous Order of the Ministry of Labour and Social Policy on the subject was cancelled by a Cabinet of Ministers Executive Order in 2011. Such a situation with the regulatory framework makes it impossible for the institutions to perform their core tasks and financial and economic activities within the legal boundaries.

## 5. PROGRAM BUDGET ALLOCATION STRUCTURE

*Expenditures.* The actual total amount of expenditures allocated for the program was UAH 111.7 million in 2014. Funds to maintain adult residential care homes constituted 66% of the expenditures of the basic social protection program in 2013, and 67% in 2014. Out of the total amount of cash expenditures, 47% was spent on labor remuneration, 22% on food, 14% on energy carriers, 12% on maintenance, and 3% on medicines.

*Sex-disaggregated expenditures.* Expenditures per person under care were UAH 40.3 thousand in 2014 vs. UAH 37.3 thousand in 2013. Disaggregated by men and women, it would mean that that 46 % of the funds was spend on providing care for men and 53 % for women. However to be able to do a more in-depth cost analysis of the services provided for men and women more information needs to be collected on e.g. what type of service men and women receive and how much service is given to men and women.

*Women comprise a greater share of the care home residents but male residents still provide more money.* Receipts of the special fund of the budget make up 27% of the total amount of program expenditures. The share of funds arriving to

the special fund of the program budget from the Pension Fund was 87% in 2013. Therewith, 55.5% of the total amount arrived from women, and 45.5% from men<sup>7</sup>. Importantly, while women make up a greater percentage among the residents, more money still comes from men, which is illustrated by the fact that women on average have lower pensions and income (Fig. 2).

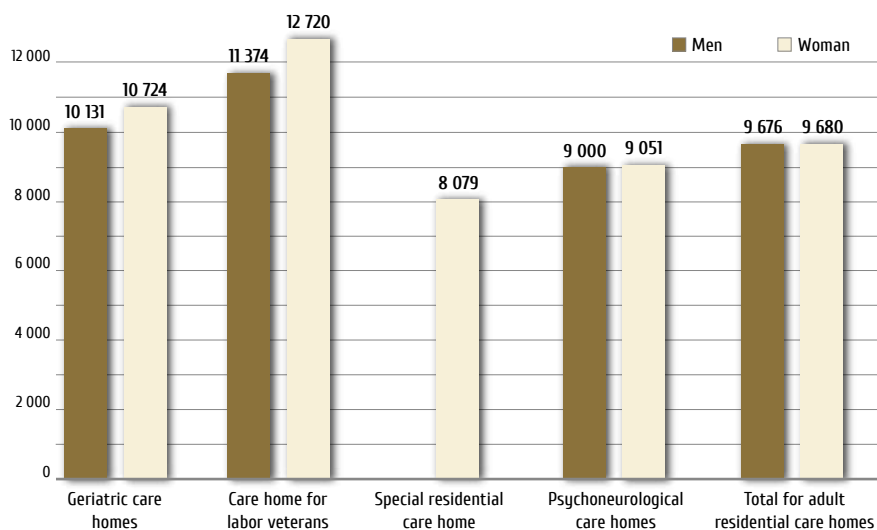


Fig.2. Average pension receipts in adult residential care homes, UAH per capita

## 6. RECOMMENDATIONS

Based on results of the analysis of the program 'Providing residential care social services, with accommodation, all-round support, protection and security, to the persons unable to lead a self-dependent lifestyle because of old age, physical and mental disabilities, mental or other diseases', the WG drafted a series of recommendations.

Recommendations as to improving program quality and equality between women and men are as follows:

1. Amend statistical reporting to introduce sex-disaggregated personal recording with account of disabilities and health of bed patients.

<sup>7</sup> - Current data from the Department of Social Protection.



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2. Recommend that the Ministry of Social Policy of Ukraine, together with agencies concerned, develop standards and rates of care for persons in the institutions, by gender, with account of disabilities and health of bed patients.
  3. Design measures to involve persons under care, especially men, in active leisure.

Alongside, the following amendments are suggested for the budget program passport:  
Supplement product indicators with the following:

- average annual number of service recipients, of them men and women;
- average annual number of persons with disabilities and bed patients, of them men and women.

Supplement efficiency indicators with the following:

1. Average annual costs of maintenance per 1 person, of them men and women, UAH.
- the share of service recipients relative to the number of persons in need of such services, among oblast residents, of them men and women, %;
  - the share of recipients involved in active leisure and occupational therapy, relative to the total number (workshop, sewing shop, agricultural plot), %.

## **IN YOUTH HOME MALES DREAM OF STARTING FAMILIES AND BUYING HOMES AND FEMALES DREAM OF CAREERS BUT THE OUTCOME IS REVERSED**

### **7. THE ANALYSED PROGRAMME**

The WG in Kharkiv oblast also chose to analyze the program 'Maintenance of institutions providing social services to children in difficult life circumstances'. The program is implemented by the Department of Social Protection. The program's total budget in 2014 was approved at UAH 524.5 thousand. The GRB WG analysed the period of 2013-2014. The Kharkiv oblast social hostel provides for temporary residence for orphaned children and children deprived of parental in

the age of 15 and 23. The aim is also to provide conditions for social adaptation and to prepare the youth female and males for a self-dependent life. The WG found that the program does not consider gender aspects either for program purposes or for its activities.

Kharkiv oblast youth home was established in 2007. The institution is designed for temporary residence of 30 persons. According to results of the analysis, 100 boys and 52 girls lived there over the entire period of the institution's existence.

## 8. MAIN FINDINGS OF THE GENDER ANALYSIS

The majority of the youth in the homes are males. In May 2015, 28 persons were living in the Kharkiv oblast social hostel, of which 8 were girls (29%) and 20 were boys (71%).

Analysis of data on the hostel residents' places of origin indicates that they come there from various institutions. The data is presented on Fig. 3.

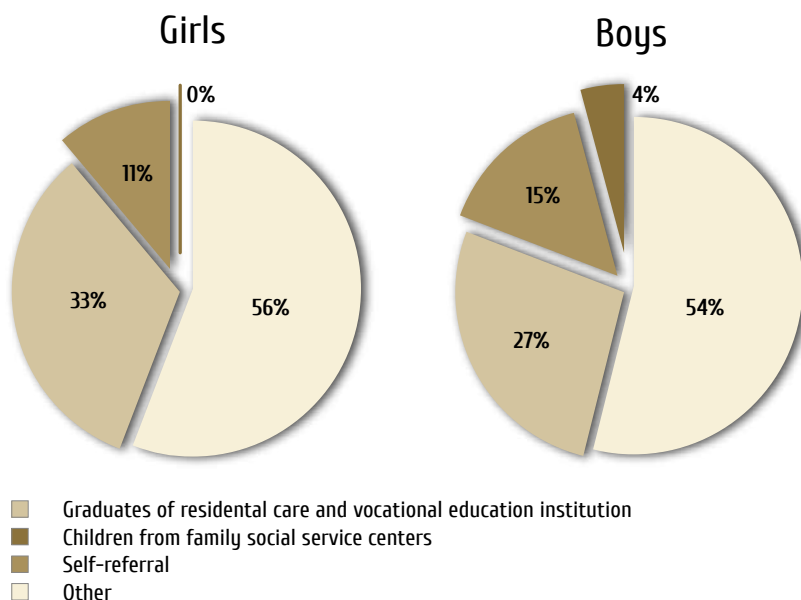


Fig.3. Breakdown of hostel residents by place of origin.<sup>6</sup>

8 - Current data of the Department of Social Protection of Population.

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*Profile of the social hostel residents.* During the gender analysis the WG developed a profile of the average residents of the youth homes. The average age is 19 years, satisfactory health, no housing, basic secondary or vocational education, and temporary employment. In terms of socio-psychological specificities, the following was observed: pedagogical neglect, lack of initiative, impaired self-regulation processes, behavioural impulsivity, and a low self-regulation level. The research showed some differences between males and females, where females generally were more adaptable to a self-dependent life than males, and therefore approached social services less often in their adult life.

*Males stay longer than females in the social hostel.* On average, females stayed in the social hostel for nine months, and males stayed for 12 months.

*Males want to start a family while females want careers.* A survey conducted among the social hostel residents found that all the boys dream of buying their own home, starting a family, and some of them want to launch their own business. Meanwhile, most girls strive for self-realisation, launching their own business, and starting a family, whereas buying their own housing ranks second.

*Different dreams – different realities.* The reality however shows a different outcome than desired. Upon leaving the social care institution most males start to study and work whereas most females start a family.

*Males move to educational institutions while females rent houses.* After leaving the social hostel almost 50% of the males move on to educational institution hostels, while 70% of the females move to rented houses. Only 20% of the females move to educational institution hostels. Very few of both females and males start living in their own housing.

*Very few of the youth had conflict with law.* During the entire period of the social hostel existence, with total of 153 residents, only 6 residents had a conflict with law. Five of them were males. This indicates a positive result of this program.

*Staffing.* In 2015, the social hostel had 10 staff employed, but only one of them was a social worker. The administrative personnel were however also involved in some social work, such as organisation of leisure and hobby (interest) groups. Other state entities and non-governmental organisations also helped to implement the program. It should be noted that the social hostel's budget does not

directly provide for expenditures on social services and wages to engage specialists according to the residents' needs.

*More males than females receive wages, while more females than males receive income from "other" sources.* The hostel residents' income mostly consists of wages, received by 16 persons (57%), and pensions and unemployment benefits – 7 persons (25%)<sup>9</sup>. (Fig. 4).

Males and females prioritize own purchases differently. In the analysis it was found that boys tend to spend more money on food, while girls spend more on personal hygiene items.

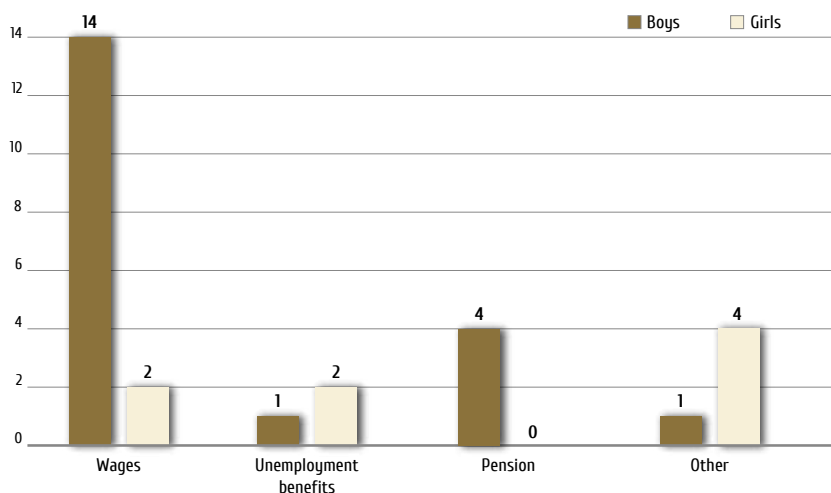


Fig. 4. Structure of social hostel residents' income.<sup>10</sup>

## 9. PROGRAM BUDGET ALLOCATION STRUCTURE

*Expenditures.* The analysis of the social hostel's financial provision indicates that, in the total amount of expenditures allocated for its maintenance (UAH 614.5 thousand in 2013, and UAH 499.1 thousand in 2014), the largest part accounts for salaries including tax (64% in 2013, and 82% in 2014) and for energy carriers (6% in 2013, 7% in 2014).

9 - Current data from the Department of Social Protection.

10 - Current data of the Department of Social Protection of Population.

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Expenditures per male and per female. The costs of maintenance per 1 social hostel resident were UAH 15.36 thousand in 2013 and UAH 9.42 thousand in 2014. Disaggregation by the numbers of girls and boys living in the hostel shows that 79 % of the funds is spent on 1 male and 21% on 1 female.

## 10. RECOMMENDATIONS

Based on the analysis of the program 'Maintenance of institutions providing social services to children in difficult life circumstances', the WG developed the following recommendations:

1. Amend statistical reporting to introduce sex-disaggregated personal recording.
2. Draft recommendations on the provision with housing.
3. Draft proposals as to including activities of cooperation with social partners in the comprehensive Program of Social Protection of the Kharkiv Oblast Population for 2016, to mainstream gender equality in the process.
4. Recommend that the social worker undertake a professional development course on gender equality.

Besides, amendments are suggested to the joint Order of the Ministry of Finance and the Ministry for Family, Youth and Sports No. 1148/3437 of 1.10.2010, to withdraw the social hostel program from the budget program 'Maintenance of institutions providing social services to children in difficult life circumstances' into a separate section.

In addition, the following amendments to the budget program passport are proposed:

Supplement product indicators with the following data:

- average annual number of persons staying during a year in social hostels for orphaned children and children deprived of parental care – add sex-disaggregated data on the number of persons (boys, girls);
- number of seminars, conversations, and activities on vocational guidance for the hostel residents during a year, per boy and per girl.

Supplement efficiency indicators with the following:

- average costs of provision of 1 social service (separately for boys and girls), UAH.

Supplement costs indicators with the following:

- average annual number of social service recipients (separately boys and girls);
- costs of activities (seminars, conversations, activities on vocational guidance), per boy and per girl, UAH.

Supplement efficiency indicators with the following:

- average annual maintenance costs per social service recipient, of them for boys and for girls, UAH.

Supplement quality indicators with the following:

- percentage of the hostel residents adapted for self-dependent life by means of providing housing, placed in a job with residence, enrolled to studies with a hostel place, etc., sex-disaggregated, %.

Building on the program budget analysis, the Working Groups provide subsequent recommendations on the means of mainstreaming gender into budget documents – budget passport:

supplement product indicators with the following:

- average annual number of service recipients, of them men and women;
- supplement efficiency indicators with the following:
- average annual costs of maintenance per 1 person, of them men and women, UAH.

supplement quality indicators with the following:

- share of service recipients relative to the number of persons in need of such services, among oblast residents, of them men and women, %.



## KHERSON- YOUTH AND SPORT

### 1. GRB WORKING GROUP

According to orders by the Head of Kherson Oblast State Administration a GRB Working Group (GRB WG) was established in the oblast for the implementation of GRB with support from the Ministry of Finance of Ukraine. Liudmyla Kravchenko, Head of the Non-Production Sphere Finance Directorate was appointed the working group head. The gender analysis was carried out by the in-house GRB WG comprised of, experts from the Department of Finance, Department of Social Protection, Directorate for Youth and Sports, Chief Statistics Directorate in Kherson oblast and a local gender consultant.

### INFORMATION ON YOUTH EVENTS SHOULD REACH AS MANY BOYS AND GIRLS AS POSSIBLE

### 2. YOUNG FEMALES AND MALES IN KHERSON

The youth policy covers females and males in the age of 14-35 irrespective of their origins, social and property status, race and ethnicity, sex, education, language, attitude to religion, and occupation, and is implemented through public executive authorities, agencies, social institutions and young people's associations. The current societal situation has had a dramatic impact on the social, material and political situation for youth, which has aggravated many problems that young people face. Registered unemployment rates demonstrate a growing number of unemployed among youth in general and among females in particular. Out of employed youth, 61% are female and 39% are male. There are clear differences in the types of jobs young males and females, namely over 80% of employees in the education and health sectors are female and 70% of employees in agriculture, hunting, forestry and fishing are men.

Young males are overrepresented in criminality – 89% of persons convicted of committed offences in Kherson oblast in 2014 were men. There are also clear differences in health problems affecting young males and females in Kherson. Men make up 66% among the persons diagnosed with AIDS. However, in the youngest age group of 18-24, females make up 73% of HIV positive persons, which is an important change to the trend.

A sociological survey of young persons' leisure time found differences in how young males and females spend their free time. Females more often read books and magazines, attend creative lessons or interest clubs and go to church whereas three times as many young males attend sports clubs. In relation to the most popular leisure activities, such as internet, TV, taking walks, and going to the movies, there were no significant differences between males and females. Both females and males are more interested in participating as spectators at sporting or entertaining events rather than participants. One-third of the respondents are members of some local organization, club or hobby group (35% of males and 26% of females). Males tend to prefer sports clubs and females prefer interest clubs. Only 1% of respondents were members of political organizations.

Young people show low activity in public and political life. Only 8% of local council members and 2.4% of Oblast Council members are youth. The only two youth in the Oblast Council were men.

### 3. THE ANALYSED PROGRAMME

The Oblast State Administration's Directorate for Family, Youth and Sports was responsible for implementing the program "Kherson Oblast Youth for 2011-2015". The program has a total budget of 2.1 mln. UAH from the oblast budget. The share of expenditure for financing of the program is at most 0.02% of the total oblast budget expenditure annually. WG analysed the program for the period of 2013-2014. The category "youth" includes young people aged between 14 and 35.

The main goal of the program is to:

- create a system of all-round support for youth, focusing on strengthening their self-determination and self-realization;
- create conditions for creative, intellectual and cultural self-development of youth and to encourage healthy, safe and conscious lifestyle;



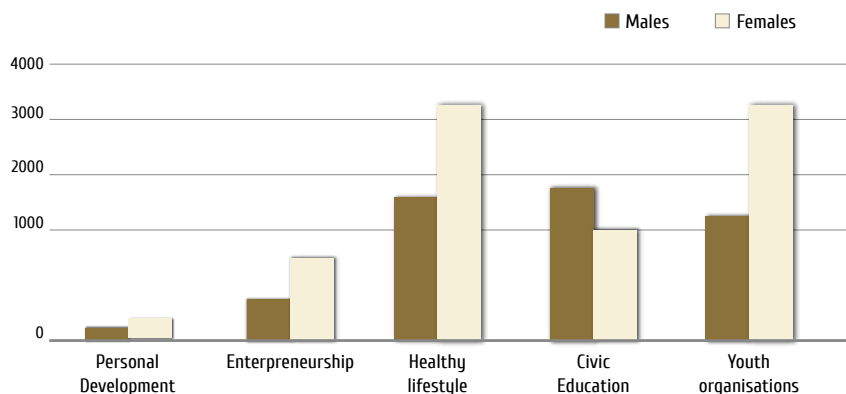
- increase their rate of employment and development of young citizens' civic engagement based on the universal human values and cultural heritage.

The GRB WG found that the program does not have any gender specific objectives.

#### 4. MAIN FINDINGS ON MALES AND FEMALES PARTICIPATION IN THE YOUTH PROGRAMME

*Nongovernmental organizations (NGOs) organize the majority of events but are not sufficiently included in planning. 75% of the youth events was developed by youth NGOs with organisation of remaining events provided by the Oblast State Administration. However, only 8 out of 150 active NGOs were involved in development of the youth program action plan.*

*Females participate in youth events more often. Females constituted 61% of participants of the events in 2013 and 56% of participants in 2014.*



**Fig.1 Number of participants of each event. General indicators of the youth events held in 2014. Information source: data by the OSA Directorate for Youth and Sports**

*Differences in type of events attended by males and females. As can be seen in the table below, females dominate four out of five categories of events. The exception is the events focusing on civic education that were more often attended by males.*

*Young females and males would like to attend more events but they don't receive information.* Results of the sociological survey conducted among Kherson oblast youth (from 30 May to 3 June 2015) found that both young females and males would like more mass events to be held. Females were more interested in creative events while males wanted more sports events. The survey confirmed the assumption that all youth had limited information about upcoming events. Information and advertising of such events seems to be inefficient, as half of the respondents said they most often learn about them from their friends.

## 5. PROGRAM BUDGET ALLOCATION STRUCTURE

*The total program financing from the oblast budget during 2013-2014 was UAH 334.8 thousand (UAH 206.0 thousand in 2013 and UAH 128.8 thousand in 2014).* The largest share of the budget appropriations (96%) was spent on payment for services and on procurement of materials and equipment for events. Travel expenses amounted to 3% and other expenditures made up 0.6% of the total budget appropriations.

*Between 2013 and 2014, the number of events decreased, but the average cost of events increased.* Within the youth program framework, 56 events were held in 2013 and 32 events in 2014. Although the number of events decreased, the average cost per event increased from 1,683 UAH in 2013 to 2,657 UAH in 2014.

*Majority of funds in the program benefit females.* A review of the cost of events and men/women's participation in those activities found that expenditure for males' participation in the events held made up 38.0% whereas 80.1 thousand UAH, or 62.0% was spent on females.

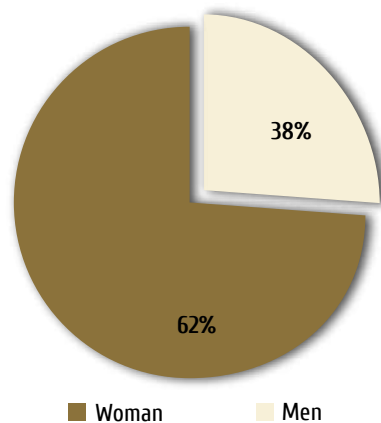


Fig.2 Budget funds spent on females and males

## 6. RECOMMENDATIONS

Based on the analysis of the program "Kherson Oblast Youth for 2011-2015" a series of recommendations have been elaborated by the GRB WG.

### Recommendations regarding data collection and analysis

- Conduct surveys among youth to determine their interest in the organization and holding of youth events with account of a gender component, age and social specifics.
- Submit a proposal to the State Statistics Service of Ukraine regarding the introduction of statistical reporting for the Youth Policy sector.

### Recommendations regarding service provision

- Submit a proposal to the Oblast State Administration regarding initiation of joint meetings with youth non-governmental organizations to arrange selection of best projects in the process of formulation of the program activities.
- Identify concrete target groups of boys and girls taking into account their needs and age specifics, and plan the program activities accordingly.

### Recommendations with regard to the Program

- Create a separate section in the Program aimed at achieving the gender equality goals and non-discrimination in shaping youth gender culture.
- Make the gender subject cross-cutting for other Program sections.
- Identify concrete target groups of boys and girls with account of their needs and age specifics, and plan the Program activities according to them.
- When formulating the program activities, provide all-round promotion of youth's interests in political and societal activity.
- When formulating a new program, pay special attention to activities that consider the parity of participation of boys and girls.
- When formulating the program's performance indicators, develop a set of indicators that would better measure program efficiency from the gender perspective, such as those developed by the GRB WG.

## MORE BOYS THAN GIRLS PARTICIPATE IN SPORT SCHOOLS

### 7. SPORT ACTIVITIES AMONG FEMALE AND MALES IN KHERSON

In Kherson oblast, 12% of the population is engaged in physical training and health improvement activities. Of the total number of active persons, 47% are female and 53% are male. There are clear differences between females and males in regards to at what age they are active. Females are more active up to the age of 18 whereas afterwards a major decline in their activity can be seen. The time period for when males are active is more evenly distributed up to the age of 35. After 35, a similar drop in number of active males can be seen.

Generally, females tend to choose sports that are traditionally considered to be feminine such as volleyball, basketball and track-and-field activities, while men choose sports that are traditionally considered to be masculine such as football, freestyle wrestling, boxing and weightlifting. There are also geographical differences: individuals from urban areas make up a greater share among active persons (68%) than those living in rural areas (32%).

### 8. THE PROGRAMME ANALYSED

The GRB WG chose to analyse the "Program for Development of Physical Training and Sports in Kherson Oblast for 2013-2017", specifically focusing on the section "Ensuring the development of children's and youth sports". The analysis was made on the program implementation during 2013 and 2014. The total program funding budget from all sources was 67.339 thousand UAH in 2013-2014. The program is intended for children and youth between the age of 6 and 24. During 2014, 14,400 boys and girls attended 44 sports schools. Of the total number of schools, 30 are in municipal ownership and 14 belong to Ukrainian physical training and sports associations.

The overall goal of the program is to encourage a healthy lifestyle, provide conditions for involving children in the sports they choose, and improve the system of incentives for achievement of top sports results. The GRB WG found that neither the overall goals nor the objectives included any gender specific criteria.

### 9. MAIN FINDINGS OF THE GENDER ANALYSIS

*Underrepresentation of girls in sport schools:* The number of active boys and girls in the 30 sports schools under municipal ownership differ to a high degree:

69% are boys and 31% are girls. When including the 14 schools run by the physical training and sports associations, the difference is even higher: 73% boys and 27% girls. Interestingly, the share of boys is higher at basic training while the share of girls is increased in specialized basic training.

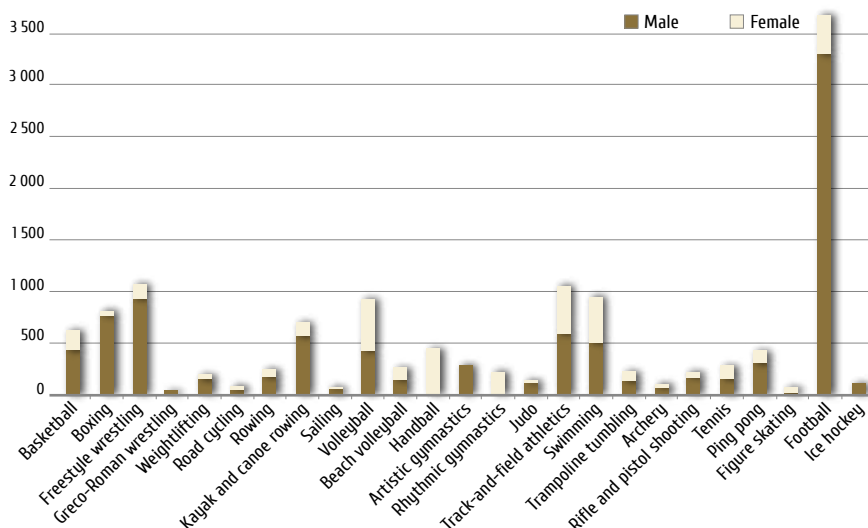
**Table 1. Number of pupils in sports schools, by training level, 2014**

<b>Training Level</b>	<b>Total number</b>	<b>Boys (%)</b>	<b>Girls (%)</b>
Total:	14406	73.3	26.7
Basic training	8798	72.9	27.1
Advanced training	5274	74.5	25.5
Specialised training	334	65	35

*A lower share of girls compared to boys attend sports schools.* Overall only 7% of all the children aged 6-24 are covered by children's and youth sports. Only 3% of the girls in the target group attended children's and youth sports schools whereas the respective figure for boys was 10%.

*Differences in choice of sports between girls and boys.* In line with the general finding of differences in patterns between females and males, the boys and girls in the analysed sport schools choose different sports. In the majority of sports offered at the children's and youth schools boys outnumber girls. There are only four sports in which the majority of the participants are girls. These four sports are traditionally regarded as "feminine", for instance volleyball and rhythmic gymnastics, where there are no boys in teams. In the rest of the sports offered, the majority of those active are boys. The sports where there are most active boys are sports traditionally regarded as "masculine" such as football, freestyle wrestling and boxing. In these sports there are no female pupils or they are very few compared to boys.

*Women are more successful in winning medals.* In 2014, women from Kherson oblast won 17 Olympic sports medals and men won 10. It is worth noting that women's achievements are better even in some traditionally 'masculine' sports such as freestyle wrestling and weightlifting. In non-Olympic sports in 2014, men won 18 medals compared to 15 medals won by women although the percentage of men engaged in non-Olympic sports was 77.6% of total, women making up only 22.4%.



**Fig. Number of pupils in children's and youth sports schools, by sport, 2014.**

*Men as trainers. 86% of the training and instructing staff at children's and youth sports schools are men and 14% are women. This ratio persists both in Olympic and non-Olympic sports. In Paralympic sports, all three trainers are men. Most of the incurred expenditures in the program (88%) were spent on wages for the staff of the institutions.*

## 10. PROGRAM BUDGET ALLOCATION STRUCTURE

*More funds used for boys than girls. The gender analysis found that almost three times more funds in the program is used for boys than for girls. Even though the overall goal of the program does not specifically focus on both boys and girls separately, a safe assumption would be that the aim is to encourage a healthy lifestyle amongst both boys and girls. The total amount of program financing from all sources was UAH 67,339.6 thousand in 2013-2014, including UAH 13,362.5 thousand (20%) from the oblast budget funds, UAH 37,804.0 thousand (56%) from local budgets of all levels, and UAH 16,173.1 thousand (24%) from the fund for social insurance against accidents, and other sources.*

## 11. RECOMMENDATIONS

Based on the analysis, the following recommendations were elaborated:

1. Consider gender-specific problems of operation and financing of children's and youth sports when developing the oblast program for next periods.
2. Include gender-disaggregated statistical data for the sector in the reporting and planning system, in particular:
  - "Consolidated report on activities of children's and youth sports schools (specialized children's and youth sports schools of Olympic reserve)", approved by the Order of the Ministry of Family, Youth, and Sports of Ukraine, No. 1861 as of 5.06.2006 (form No. 5-ФК);
  - Collection of plans (reports) in terms of the network, staff and contingents of the institutions financed from the local budgets.
3. Add gender-specific goal, objectives, activities and indicators to the "Program for Development of Physical Training and Sports in Kherson Oblast for 2013-2017".
4. Include a gender component in the performance indicators of the budget program "Maintenance and educational-training work of communal sports schools for children and youth" (Order of the Ministry of Finance of Ukraine and the Ministry of Youth and Sports of Ukraine No. 1202/1291 of 19.11.2012 'On approval of the Model List of budget programs and their performance indicators for local budgets on physical training and sports in terms of expenditures taken account of in the determination of inter-budgetary transfer amounts').
5. Plan gender-specific activities within the Program framework as regards the provision of services by the children's and youth sports schools.
6. Conduct awareness-raising activities in mass media to demonstrate benefits of sports for young people, especially girls.



## KIEV CITY

### 1. GRG WORKING GROUP

According to an Order by the Head of Kyiv City State Administration a working group on the in Kyiv city was established in order to integrate a gender perspective into the city's budget process. Yaroslav Tyschenko, Head of Sector for Financing of Health and social Care was appointed as a Head of Working Group.

The WG includes representatives from the Department of Finance, the Department of Social Policy, the Department of Housing and Communal Infrastructure, the Department of Education and Science, Youth and Sports of the Administration, members of Kyiv City Council, representatives from district state administrations in Kyiv city, and representatives from the Chief Statistics Directorate in Kyiv city.

## YOUNG BOYS AND OLDER GIRLS WITH DISABILITIES LIVING IN BOARDING HOMES IN KIEV CITY

### 2. FEMALES AND MALES LIVING WITH DISABILITIES

In Ukraine, about 6% of the population live with disabilities: in early 2015, they amounted to almost 2.6 million. The number of girls and boys with disabilities was about 153,400, (44% girls and 56% boys). In Kyiv City a total number of 10,112 children (under the age of 18) are living with some type of disabilities<sup>11</sup>.

Below is a highlight of the main problems facing people with disabilities when looking from a gender aspect:

- women with disabilities comprise a social group with the lowest socio-economic living standards;
- women and children with disabilities often suffer from violence – physi-

<sup>11</sup> - Source: data from the automated system for processing of pension documentation based on computer technology (ASOPDW).



cal, sexual, emotional;

- specialists working with people with disabilities tend to receive low salaries, this might be one of the reasons why there is a high prevalence of women in the staff;
- in the working life, men are much more likely to sustain injuries with long-term consequences and ensuing disability than woman;
- women with disabilities are regarded as inadequate both for economic production and for traditionally female reproductive roles;
- in social policy, gender aspects concerning people with disabilities are mostly ignored;
- in families, it is mostly women who take care of children with disabilities.

Despite the above-mentioned general patterns of different needs of females and males with disabilities, little data is available on disabled women and men in Ukraine. Both official definitions and those formulated by the disabled people's movement speak of disability regardless of sex, and gender-specific nature of disability experience stays in the background. These approaches thereby mask the different experience that women and men with disabilities might have, but also taking into consideration other type of factors such as age, religion, economic status or ethnic group. As a result, the picture offered is that of a generalised person with disability that is not taking into consideration the different need a an elderly woman with disability or a male student with disability might have.

### 3. THE ANALYSED PROGRAMME

The program analysed is 'Provision of housing with stationary care to physically and mentally handicapped children'. The program is implemented by the Department of Social Policy of Kyiv City Council's executive body.

The goal of the program is to provide social services, particularly institutional care, to children with disabilities at the social service institutions within the system of social protection bodies. The program helps relieve parents of their

care burden and enables them to live a socially active life. The WG found that neither overall goals nor the objectives included any gender specific criteria.

The program included two residential care homes for handicapped children (for boys and girls separately): Darnytskyi and Sviatoshynskyi children's residential care homes hosting 161 boys and 140 girls aged between 4 and 35. The program's budget for 2015 is 30.3 mln. hryvnas (UAH). The program envisages provision of clothing, meals, medical care, rehabilitation, learning and training to the children.

#### 4. PROGRAM BUDGET ALLOCATION STRUCTURE

*Younger boys and older girls in the residential care homes.* In 2015, 54% of the children in the residential care homes were boys, and 46% were girls. A difference between boys and girls can be seen in what age they are residents at the boarding house. Accordingly, residents of the boys care home are on average younger than 18 whereas the residents of the girls care home are on average older than 18; 30% of the boys are under 14 compared to only 15% in the girls care home whereas 47% of the males are aged between 18 and 35 compared to 63% of the female residents.

*Low occupancy rate and few young children.* The occupancy rate of the residential care homes is only 60%. 77% of the children are over the age of 14. This might indicate that families who can afford to take care of children in other ways prefer not to place their children in a residential care home and instead organize care differently. Thus, it seems necessary to fundamentally review the residential care home system and make sure that the system has been reformed in a way that best caters to the needs of girls and boys with disabilities and those of their families, particularly primary caregivers, who are often mothers.

*Differences in social background.* About half of the children comes from two-parent households, (65% boys and 35% girls). Of single-parent households, 80% are single mothers while only 20% are single fathers. 30% of the children are orphans (56% girls and 44% boys).

*Mothers as primary caregivers.* There are no statistics about who of the parents – father or mother – primarily takes care of the children with disabilities. However, residential care home data shows that it is overwhelmingly mothers who are active in caring for and visiting their children. Caring for children with

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disabilities imposes a particularly high work load. Taking into consideration that mostly women take on this responsibility, from a gender equality perspective it is important to secure resources to increase mobility and reduce work load of parents (namely mothers) with disabled children.

*Traditional employment patterns in the residential care homes.* Overall, 89% of employees are women. While only 1 out of every 9 employees is a man, a high share of men is found among senior staff/managers (33%) but also among traditionally 'male' positions (carpenter, plumber, guard, etc.). Women are thus also primary caregivers at work.

## 5. MAIN FINDINGS OF THE GENDER ANALYSIS

Equal spending on boys and girls. Analysis of expenditures per boys and girls at the residential care home shows a minor difference. Spending per girl is 75.2 thousand UAH, while spending per boy is 77.6 thousand UAH, hence the difference is about 3%. Looking at average spending per boy and per girl from the general fund, the difference is somewhat higher: average spending for boys is 10% higher than that for girls. Most of this difference is covered by the female residential care home from its own income<sup>12</sup>.

Findings from focus group discussions. The focus-group discussions with staff and parents amounted in several suggestions on how to improve service quality for both girls and boys, including:

- increase the number of teachers, psychologists, rehabilitation specialists;
- reduce the occupancy rate of youth section groups;
- carry out professional development of medical personnel;
- provide more educational opportunities to children with disabilities, especially programs of elementary counting, fine arts and handicraft training, social welfare guidance, physical training, music education, esthetic education, home economics, continued Ukrainian language program;
- introduce day care services;

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12 - Current data from the Department of Social Policy.

- organise labour activities which meet the interest of both girls and boys
- purchase equipment for rehabilitation and training as well as for work-shops;
- conduct seminars for parents about care, education and upbringing of children at home as well as provide legal consultations.

As women are primary caregivers to children with disabilities, it is expected that such improvements will benefit women in particular.

## 6. RECOMMENDATIONS

The Working Group proposes the following recommendations:

### *Recommendations regarding data collection and analysis*

It is recommended to:

- improve the collection of statistics about the situation of women and men with disabilities in Ukraine, by sex, age, disability type, location (urban/rural), and region, especially also about the situation of girls and boys with disabilities;
- organize registration of statistics and unified classification of girls and boys with handicaps in psychophysical development, at the city (and state) level;
- collect data on the social and economic situation of women and men, girls and boys with disabilities in Ukraine;
- collect data on the incidence of all forms of violence against girls and boys, women and men with disabilities in Ukraine;
- collect data about the situation of those caring for girls and boys, women and men with disabilities, especially primary caregivers in families caring for a person with disability (e.g. fathers or mothers, other relatives, etc.), and qualitative information about the situation and needs of those caring for persons with disabilities;

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- collect information about the needs of girls and boys, women and men with disabilities as regards rehabilitation and a (relatively) independent life, e.g. regarding support services needed, vocational education, protected work places, etc.;
  - analyse the situation and needs of women and men caring for children with disabilities;
  - further analyse budget expenditures for children with disabilities from a gender perspective.

*Recommendations regarding activities to improve services for girls and boys with disabilities*

It is recommended to:

- improve the system of early detection and timely medical rehabilitation of children with development deficiencies; further development of the multidisciplinary approach to provision of complex psychological-medical-pedagogical services;
- open experimental day care groups with a strong emphasis on rehabilitation and educational activities, as well as on activities for further integration into society;
- create day care units, a system of short-term help and support to people with mental deficiencies of various age groups, in cooperation with regular schools, hospitals, and other institutions providing services to people with mental deficiencies;
- explore alternative forms of the round-the-clock care for girls and boys with disabilities who require it, e.g. smaller apartment units with professional care;
- review services towards closer cooperation between parents and reduction of care burden at home;
- focus on providing professional training with emphasis on promoting employment of women and men with disabilities and their further in-

tegration into society; expand the list of services provided at the children's residential care homes, e.g., providing buses for transportation of the children to their families;

- improve the working conditions and salaries of employees (mostly women) in boarding schools and other institutions caring for persons with disabilities;
- focus on early diagnostics of disorders, on pre-school help to such children and their families, and on competent identification of an optimal form of education for every girl and boy with disabilities;
- expand functions of the residential care homes and transform them into consulting-methodological and rehabilitation centres with remedial and developmental activities;
- increase the number of pedagogical personnel to improve provision of the comprehensive system of social rehabilitation services;
- increase the capacities of such institutions and revise the group size to enable individual and differentiated approaches for every disabled child;
- shape a positive perception of the ideas of equality of girls and boys, women and men with disabilities in public conscience;
- sensitize all staff members to the issue of all forms of violence against girls and boys with disabilities, and establish violence monitoring and prevention mechanisms, as well as implement support services for girls and boys victims of violence.

*Recommendations on developing or amending regulatory legal acts to improve services provision*

It is recommended:

- in order to ensure calculation of the needs for hard and soft implements, to develop the 'Minimal consumption rates for the provision of social services to elderly persons and persons with disabilities in the Ministry of Labour system institutions' because the Order of the Ministry of Labour No. 462 dated 8.12.2006 became invalid;

- to amend the Order of the Ministry of Labour No. 411 dated 1.10.2008 'On approval of the time rates and the staff number rates for residential care homes and inpatient units of the territorial centres of social services for pensioners and single incapacitated citizens within the system of labour and social protection of the population' in the following sections:
  - educator staff number rates in the social rehabilitation (youth) groups having 15-20 persons each;
  - staff positions for residential care homes by introducing the following specialist positions: deputy director for teaching and educational work, music teacher, and physical training and sports instructor;
- to include in the State Program on Ensuring Equal Rights and Opportunities for Women and Men for the period until 2016 (approved by the Cabinet of Ministers of Ukraine Resolution No. 717 of 26.09.2013) the persons with disabilities category, specifying their problems and ways of addressing them;
- to develop training and rehabilitation programs for persons with psychophysical development disabilities in order to provide them with occupational skills, secure their occupational employment, and integrate this category into occupational activities;
- to allow the directors and deputy directors for teaching and educational work of the residential care homes in the social policy system to have the same teaching load as the administrators within the system of the Ministry of Education (paragraph 92, Order of the Ministry of Education No. 102 of 15.04.1993);
- to review the Resolution of the Cabinet of Ministers of Ukraine No. 332 of 04.04.2001 'On the ceiling amounts of expenses on purchase of vehicles, furniture, other equipment and furnishings, mobile telephones, and computers by public authorities as well as by institutions and organizations funded from the state and city budgets' in order to revise prices of equipment and furnishings;

- to develop the 'State sanitary regulations and standards for children's psychoneurological residential care homes with youth units' (as in the Order of the Ministry of Health of Ukraine No. 144 of 20.02.2013 'On approval of the 'State sanitary regulations and standards for special regular schools (boarding schools)', but for the residential care homes under the Ministry of Social Policy);
- to develop the rates of provision with essential goods (detergents and cleaning products, hygiene items) for residential care home wards (in children's and youth units) in the social policy institutions.

### *Recommendations regarding the Program*

It is recommended to review the Program objectives and consider including the following objectives:

- provide high-quality early rehabilitation and further rehabilitation services to girls and boys to teach them to take care of themselves and develop their opportunities as much as possible;
- reduce the care work load of parents (mostly mothers) taking care of children with disabilities, and provide support services such as day care units.
- It is recommended to include the following indicators:
- average spending per girl and boy respectively in residential care homes, day care units, and other forms of support;
- number of places in day care units;
- share of disabled girls and boys in residential care homes and, accordingly, in day care centers;
- number of vehicles available for transporting girls and boys with disabilities;
- number and share of girls and boys able to enter the (protected) labor market.



## THE MAJORITY OF CHILDREN ATTENDING SPORT SCHOOLS ARE BOYS

### 7. THE PROGRAMME ANALYSED

The programme analysed is Kyiv Athletic: for 2011-2015, which is located within the budget programme «Maintenance and educational-training work of the communal sports schools for children and youth». The programme is implemented by the Department of Education and Science, Youth and Sport of the executive body of Kyiv City Council. The aim of the analysed programme is to ensure access to quality services for sport engagement for all citizens, including top-achieving sportsmen, children, youth, disabled and veterans. The goal is also to create improvement in health, meaningful recreation and leisure for the pupils in the sports schools within their sport of choice. However, despite the larger goals of the programme the GRB WG chose to focus on sport schools for children and youth. The GRB WG found that the neither the overall goals nor the objectives included any gender specific criteria.

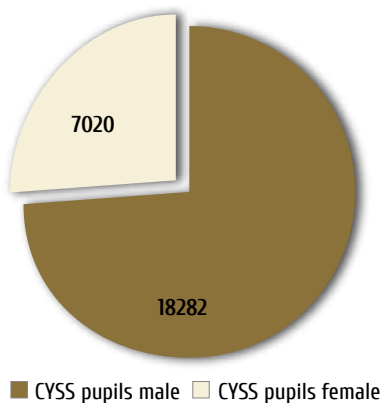
The GRB WG focused the analyses on 55 sports schools for children and youth in Kyiv City, in which 66 different types of sports are offered. The programme has a general budget of 51 413,75 thousand UAH for 2015. During 2015, 25 302 children and youth attended the sport schools. The sport schools offered in total 66 different type of sports and therefore the GRB WG decided to present only the 10 sports with highest cost per pupil and the 10 sports with lowest cost per pupil. This means that the analysis only gives a hint of the different patterns and needs of girls and boys within the sport sector.

### 8. MAIN FINDINGS OF THE GENDER ANALYSIS

*Underrepresentation of girls at sports schools.* of 25,302 children and youth<sup>13</sup> attending the the sports schools, 18,282 (72%) are boys, and 7,020 (28%) are girls (Fig. 1).

*Clear differences in sports practiced by girls and boys.* When analysing the data, a clear difference was found between girls and boys in their choice of a sport. In 12 out of 66 sports offered (that being less than one-fifth of the total number of sports offered), women and men have rather equal representation (within the 40% to 60% range). Example of this is tennis and track-and-field athletics (about 41% women and 59% men), skiing races (43% and 57%), and aeromodelling (54% and 46%).

13 - Current information from the Department of Education and Science, Youth and Sports.



**Fig.1. Girls and boys attending Kyiv sports schools, 2015**

In 6 of the 66 sports solely men were engaged, example of these sports are baseball, Greco-Roman wrestling and ice hockey. In 3 of the 66 sports only women are represented: esthetic gymnastics, rhythmic gymnastics, and synchronized swimming.

In 44 sports, female representation is less than a third whereas in 40 sports it is lower than the women's percentage among pupils (28%). As regards men, their representation is less than a third only in 4 sports, and it is lower than their percentage among pupils (72%) only in 5 sports.

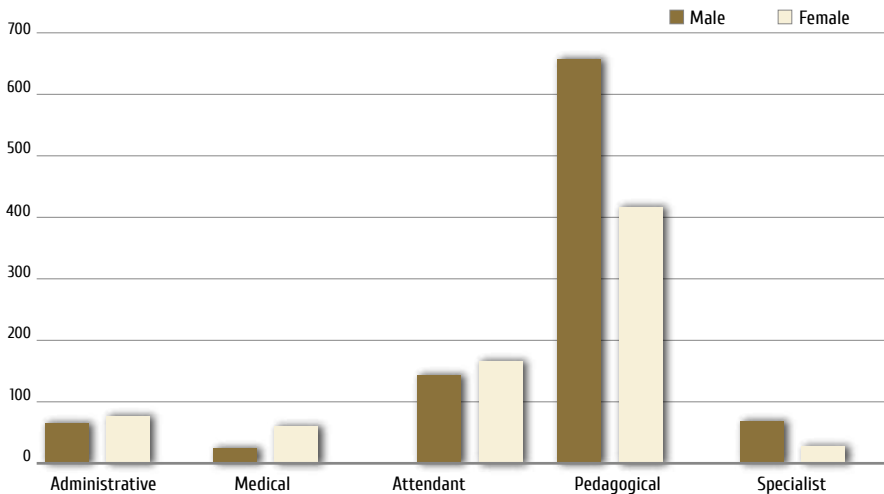
Hence, the general pattern is that women are underrepresented and have a strong concentration in few type of sports.

*Higher success rate of females at international competitions.* An analysis of recent success rates in international championships and in World and Europe cups, show that girls success rate are higher than boys compared to the number of girls and boys active in the sports of Gorodki, Radio Sport, and SAMBO while boys are more successful in Judo and Karate.

*Even higher female success rates at Ukrainian competitions.* The analysis of the number of medals won by girls and boys at Ukrainian championships and cups confirms the patterns of girls achieving higher success rates at the competitions. An analysis of success rates at Ukrainian championships and cups show that boys are more successful in figure skating, karate and kickboxing whereas girls succeed better in handball, track-and-field athletics, taekwondo, orienteering, underwater sports, sambo, and sports acrobatics.

*More men than women among the staff of sports schools.* The total number of CYSS employees in 2015 is 1,688 persons<sup>14</sup>. Among coaches, 61% are men which is almost twice as many female coaches. In the other personnel categories, i.e. among administrative, support and medical personnel, women prevail.

13 - Current information from the Department of Education and Science, Youth and Sports.



**Fig.2. Personnel at sport Schools, composition according to sex and professional categories**

## 9. PROGRAM BUDGET ALLOCATION STRUCTURE

An analysis to consider the average expenditure per pupil in different sports and the share of girls and boys in the respective sport was carried out. Among 66 sports, the 10 sports with the highest expenditure per pupil and the 10 sports with the lowest expenditure per pupil were selected.

*For the ten most expensive, and ten least expensive sports, more funds were used for boys than girls.* The highest expenditure per pupil is in taekwondo ITF with UAH 9,590 with a share of 26% girls and 74% boys. Among the 10 most expensive sports, there are 8 sports where boys are in a majority and 2 sports where girls are in a majority (figure skating and horseback riding).

The sport with the lowest expenditure per pupil is calisthenics (UAH 680) with only girls exercising this sport. Overall, there is a rather mixed picture regarding the lowest-cost sports and the girls vs. boys representation.

*Three most popular sports for boys cost 1.8 times more than three most popular sports for girls. Analysis of expenditure for three favourite sports for girls and boys shows that overall expenditure for boys is UAH 15,447.8 thousand while that for girls is UAH 8,537.12 thousand.*

**Table 1. Three most popular sports with highest budget expenditures for boys and girls (Current information from the Department of Education and Science, Youth and Sports)**

Favourite sport boys	Number of Boys	Cost (thousand UAH)	Favourite sport girls	Number of Girls	Cost (thousand UAH)
Football	5090	10 453,4	Calisthenics	1290	4906,59
Judo	1253	2707,3	Handball	658	1604,03
Swimming	907	2287,1	Track and field athletics	447	2026,5
	<b>7250</b>	<b>15 447,8</b>		<b>2395</b>	<b>8537,12</b>

## 10. RECOMMENDATIONS

Based on results of the analysis of the program 'Maintenance and educational-training work of the communal sports schools for children and youth', the WG drafted the following recommendations:

### *Recommendations regarding data collection and analysis*

It is recommended to:

- improve the collection of statistics about the practice of sports among inhabitants of Kyiv and throughout the county; especially about persons being active in various sports, by sex, age, and place of residence;
- analyse the need for development of sports in the city districts in order to determine the need for their development for girls and boys so that the share of girls attending CYSS increases;

- 
- analyse the situation of women and men among sports coaches to find out why women are underrepresented;
  - review data on salaries of coaches by sex and by different sports;
  - carry out a study about the way sportswomen and sportsmen are represented in media.

#### *Recommendations regarding services provision*

It is recommended to:

- review the process of development of sports at CYSSs in communal property to secure equality in practicing the chosen sport for boys and girls, and admission to Kyiv sports schools in order to increase the share of girls;
- review the situation of girls in sports untypical for them, and the situation of boys in sports untypical for them, with the aim of planning activities to increase the opportunities for girls and boys to exercise all sports;
- ensure that girls and boys have equal chances to be admitted to sports schools.

#### *Recommendations with regard to the Program:*

It is recommended to review the Program objectives and explore possibilities to integrate the following objectives:

- promote healthy lifestyle among girls and boys equally;
- ensure equality in provision of sports services to girls and boys;
- ensure equality of participation of girls and boys in sports schools in Kyiv;
- satisfy needs and preferences of girls and boys with regard to engagement in sports;

- ensure equal access to choosing sports and equal distribution of expenses for girls and boys in the field of sports;
- ensure development of sports schools and encourage girls and boys to become active in all types of sports.

*It is recommended to include the following indicators:*

- ratio of girls and boys in sports schools for different sports;
- number and share of girls and boys winning medal places in different sports competitions;
- success rate of boys and girls in different sports (share of girls/boys winning in competitions compared to the total number of girls/boys in different sports);
- per capita expenses per sports and per girls and boys.

## **11. PUBLIC TOILETTES IN KYIV – IS THERE A CONSIDERATION OF DIFFERENT NEEDS?**

*What has toilettes to do with gender equality?*

With so many gender issues to be analysed and gender gaps to be closed, from political participation to employment and education gaps, one can assume that issues of toilettes is of marginal importance and even banal. However, one should be reminded that over 2.4 billion people in the world (every third person) do not have access to proper sanitation, including toilets and latrines. And while everyone needs access to proper sanitation to be healthy, for girls and women this is also an issue of safety and equal participation in society. In fact, one of the United Nations' new Sustainable Development Goals focuses on ensuring availability and sustainable management of water and sanitation for all "paying special attention to the needs of women and girls." Yet research highlighting the effect poor sanitation has on women's health, safety and equality is nascent, and some issues, including sanitation in workplaces, remain uninvestigated.

The issues with sanitation and toilettes is of course very different in countries in development from those developing. And while in Ukraine, like in other de-

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veloped countries, sanitation is not the issue, public toilettes as public spaces have never been considered from the perspective of different needs of men and women. Public toilettes are public spaces, funded from the state budget paid by all citizens and important for health for both man and women.

Generally, we see that gender issues in constructing the public toilettes, whether in institutions or outdoor spaces are completely neglected. More than once, we all witnessed long lines for women toilettes as opposed to men's. In general for the following reasons:

- lack of cabins for women toilettes vs man toilettes that also have urinals,
- lack of women toilettes even in institutions with primarily female workers (where there is usually the same number of women and man toilettes)
- different needs of women (pregnancy, menstruation) due to which women require more time and different conditions in the toilettes,
- caring about children- on average women take children to public toilettes, Overall, the impact of poor sanitation on women's and girls' health remains under investigated.

*Kyiv city program «Providing of functioning of network of public cloak-rooms of city»*

While first two programs were analysed in more details, in the case of the third program the WG suggested to do a qualitative research of the users of public toilettes and workers in public toilettes in the city of Kyiv and examine the perceived gender differences in the needs and use of public toilettes.

The program of «Providing of functioning of network of public cloak-rooms of city" is funded from Kyiv city. Of the total of 21 public toilettes in the city of Kyiv, 5 of them are managed by the Kyiv city while the remaining 16 are rented. There are also 59 public toilettes in Kyiv that are currently non-operational. Public toilettes in Kyiv are used on average by 150 persons per day<sup>14</sup>.

Two qualitative researched were organized in the May 2015:

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<sup>14</sup> - Assesed by the workers in public toilettes in the interviews conducted in May 2015.

- 1) two focus groups with the Kyiv citizens (mixed groups of 7 man and 7 women)
- 2) semi-structured interviews with the persons who work in public toilettes (6 women)

The results of the focus group with Kyiv citizens, users of toilettes showed that there is high dissatisfaction amongst citizens in relation to the quantity, availability and conditions of public toilettes in the city, in particular those close to parks and areas where there is more people. Toilettes are scarce and in very bad condition, so most persons prefer using toilettes in cafes or shops instead of public toilettes. Respondents – both man and women were equally dissatisfied with paid and unpaid toilettes and they stressed that they would be willing to pay higher price if the premises will be of higher quality. Respondents expressed high level of dissatisfaction with the level of cleaning lack of hot water, soap and paper, and in some cases poor lighting. Respondents stressed that while situation slightly improved since European Football Championship in 2012, there is still not enough toilettes and those that exist are in bad condition as described above.

Further analysis of the answer of respondents show important gender differences in the needs of man and women when it comes to public toilettes.

1. On average, women expressed higher level of dissatisfaction with the public toilettes then man. They stressed that they often stay in lines, in particular in case of public events organized.
2. Women spend average of 5 minutes in the public toilette while man spend between 2 and 3 minutes. Parents with child (mostly women) spends on average 15 minutes in the toilette.
3. Women are generally more hesitant to use public toilettes as they lack hygienic conditions necessary in particular during pregnancy or in case of menstruation
4. Women take children in toilettes more often than man – therefore spending even more time in the toilettes and needing better conditions



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5. As there are no facilities for changing diapers for toddlers, women rarely take small children to public toilettes often choosing to go to parks or back home
  6. Women are often afraid for their safety in evenings specifically in case of toilettes with poor lighting

While it is true that everyone – men, women, boys and girls, the elderly and the very young – are affected by poor sanitary conditions and infrastructure of public toilets in Kyiv, women and girls seem to be affected the most.

Interviews with employees of public toilettes (all 6 interviewees are women) confirmed the findings of the focus groups. Respondents in this group also mentioned that pensioners often cannot afford paying for public toilette (3 UAH), and that there are complains of the persons with disabilities as toilettes are not adjusted to their needs.

While the research remains at the level of public toilettes in the city of Kyiv, one must not forget that this issue goes also to the public institutions, and institutions of government where on average more women work, but we find the same number of toilettes for man and women.

### *Recommendations*

Some recommendations came directly from qualitative research with the users and workers in public toilettes, and should be taken with great consideration in order to improve conditions of public toilettes and satisfaction of citizens of Kyiv:

1. Improve the conditions in the public toilettes by taking in consideration different needs of man and women
2. In case of rented toilets consider to exchange payment of rent with the needs for repairs of toilettes considering different needs of man and women but also of persons with disabilities
3. Develop standards for public toilets (ideally for all Ukraine) taking into consideration different needs of man and women, and persons with disabilities

4. In construction of public toilettes pay special attention to the needs of children and parents with children
5. While constructing toilettes in public institutions, pay attention to the number of staff female and male and suggest adequate allocation of space

When designing and constructing public toilettes, we need to be aware that they must be culturally appropriate, environmentally sound, accessible at all times and attentive to gender difference. To achieve this, local community members, including girls and women, must be consulted on the location and design of toilets and latrines, to make sure that they will actually be used and adjusted to the real needs of all citizens.



## ZHYTOMYR - HEALTH SECTOR

### 1. GRB WORKING GROUP

According to the order by the Head of Zhytomyr Oblast State Administration a Working Group (WG) was established in the oblast for the implementation of the Gender Budgeting in Ukraine Project. Vadim Turskiy, Head of Oblast Finance Department, was appointed as a Head of Working Group.

The Working Group comprised experts in various fields related to the subject in question, in particular representatives from the Oblast State Administration's Department of Finance, Department of Health, and Department for Family, Youth and Sports, the Chief Statistics Directorate in Zhytomyr oblast, the oblast information and analytical center of medical statistics under the Zhytomyr Oblast Council, the oblast tuberculosis dispensary, and the oblast oncological dispensary.

### EARLY DETECTION AND PREVENTIVE ACTION OF TUMOURS CAN INCREASE BUDGET EFFICIENCY

### 2. CANCER INCIDENCE AMONG WOMEN AND MEN

By global comparison, Ukraine has extremely high oncological morbidity and mortality rates. In Ukraine, cancer accounts for 15% of deaths, being second only to cardiovascular diseases. A steady rise of oncological morbidity has been observed in Ukraine during the recent decade. Thousands of new cases of malignant tumors are detected in Ukraine every year. The number of registered deaths caused by malignant tumors in 2014 was 69,440; 35% of those who died of cancer were of working age.

Incidence of malignant tumors in Zhytomyr oblast is 5% higher than Ukraine's average. In particular, 4,141 new malignant tumor cases were recorded in the oblast in 2014, among which men accounted for 50% and women for 50%. Since

the oblast population consists of 54% of women and 46% of men, the percentage of men diagnosed with oncological diseases is somewhat higher.

Oncological diseases are prevalent both among men and women, but with different localisations. In men, localization of tumors in the following organs is much more prevalent:

- 1) lips, mouth cavity, throat;
- 2) respiratory organs;
- 3) joint bones;
- 4) urinal organs and bladder;
- 5) eye;
- 6) other localization.

In women, tumors are much more common in the following organs:

- 1) skin;
- 2) breast;
- 3) genital organs;
- 4) thyroid and other endocrine glands.

The disease is more likely to occur among men and women older than 40 years, and progresses with age. Cancer mortality among men is higher than among women.

### 3. THE PROGRAM ANALYZED

In productive age of 20-59 oncological diseases are more prevalent amongst women. Oncological diseases are prevalent both amongst men and women, but vary by age.

*Malignant tumors are prevalent both among men and women but with different localization. As can be seen below, the types of oncological diseases with*

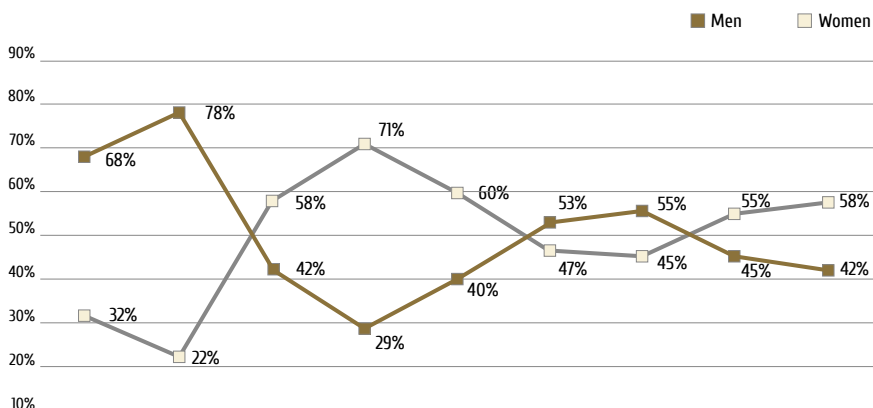


Fig.1 Breakdown of oncological patients by sex and age, Zhytomyr oblast, 2014

the highest number of affected women regard the genital organs, while for the highest number of affected men, it is digestive organs.

*Women's diseases are detected earlier.* Women have a higher percentage of malignant tumors detected in early stages than men, because women undergo medical examinations more frequently. For occupations where women are more represented (e.g. health care, education, food industry, domestic services, etc.),

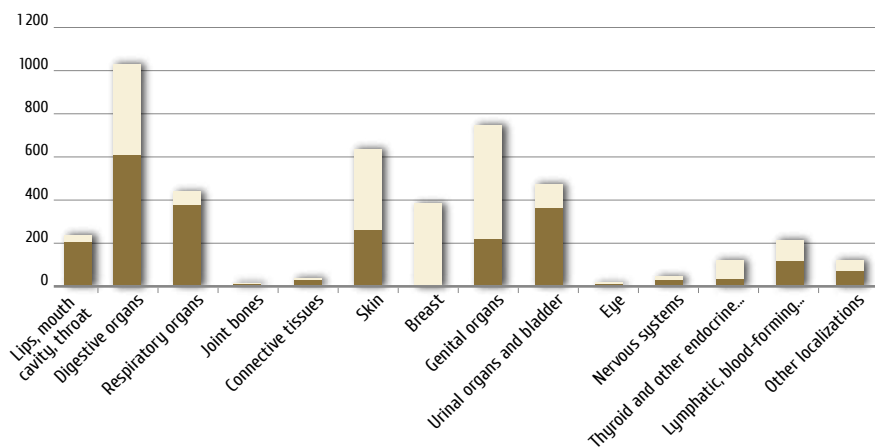


Figure 2. Patient breakdown by sex and localization of diseases, 2014

annual medical examinations are mandatory. In the breakdown of malignant tumors in women, prevalent are visual localisations (breast, skin, gynecological cancer) which are more quickly diagnosed, and their early diagnostics require no additional examination techniques (such as radiography, endoscopy, ultrasonic diagnostics, or computer tomography).

Men have lower survival rates. Men with malignant tumors have a lower general five-year survival rate than women with oncological diseases. The mortality breakdown among men with malignant tumors is dominated by nosology types which less readily answer to specialized treatment (lungs, mouth, stomach), and because a greater percentage of men have advanced stages of cancer when they are diagnosed.

Biological and lifestyle factors. The localization of the tumor can be related both to biological factors (for example, hormonal changes) and to lifestyle (men – smoking, abuse of alcohol, risky behavior; women – sun tan, cosmetics, household chemical goods, etc.).

The differences in men's and women's approaches to medical care and health status have an impact on disease prevention and early detection which affects the treatment duration, outcome, and financial costs. Besides, early detection of an oncological pathology and timely treatment reduces the risk of complications and lethality and improves the survival rate.

#### 4. PROGRAM BUDGET ALLOCATION STRUCTURE

*Cost of treatment.* Each form of oncological disease localization has its own standard treatment schedule, and, accordingly, duration and cost of each form at various stages also varies greatly. The cost of treatment for laryngeal cancer stage I is 6,400 UAH while the cost of treatment of breast cancer stage IV is tenfold at 66,700 UAH.

*It is not possible to calculate different costs for men and women.* The fact that women and men have different types of tumor localization results in the cost of treatment of each type being different. However, to be able to get a better understanding of the cost of treatment for women and for men the specific needs of the groups should be considered. It is also important to study other factors such as efficiency of treatment and quality of care etc. This would require a more in-depth study. Nevertheless, the above analysis confirms the importance

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of early detection of tumors of different localisations in men and women, which requires different measures and approaches to prevent for women and men (e.g. mammography rooms for women, measures for prevention of laryngeal and lung cancer in men, etc.).

Financing. Due to limited state financing, the key strategic area of public policy is to ensure as wide coverage of oncological patients with treatment as possible, namely to raise the coverage percentage from 15-17% to 20-25% through optimising the range of procurements, achieving economy of budget funds, and conducting preventative actions. It should be pointed out that the costs of oncological disease treatment are imposed on patients themselves to a considerable extent, and some part of the funds is compensated due to contributions by members of the Zhytomyr oblast sick fund.

Reduction of cost through gender-sensitive preventative activities. Reduction of oncological morbidity and considerable decrease in the treatment costs for both the oblast budget (staying in an inpatient facility) and patients themselves is possible with the aid of preventive activities and timely diagnostics to treat the disease in early stages. Since tumor localization in women and men differs, prevention and diagnostics should take this specifics into consideration. For this purpose, it is necessary to envisage necessary changes in the oblast program activities and ensure appropriate financing.

## 5. RECOMMENDATIONS

Based on the analysis of the program, the following recommendations have been elaborated:

1. Take into consideration gender-specific problems of functioning and financing of the oncological disease control system when drafting the oblast program for subsequent periods.
2. Include gender-disaggregated sectoral statistics in the reporting and planning system:
  - Form No.7 'Report on malignant tumor diseases' (Order of the Ministry of Health of Ukraine (MoH) No. 203 of 7.04.2006, agreed upon with the State Statistics Committee of Ukraine);

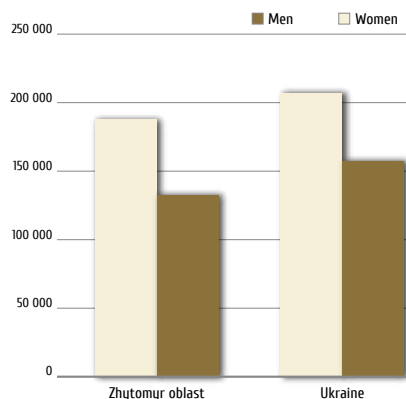
- Form No.35 'Report on patients with malignant tumors' (MoH Order No. 760 of 27.12.2005);
  - Form No.090/o (za692-06) 'Report on a patient newly diagnosed with cancer or other malignant tumor' (MoH Order No. 1 of 10.01.2006).
3. Supplement the 'Oblast comprehensive program to combat oncological diseases for the period until 2016' with gender-specific goal, objectives, activities and indicators.
  4. Include a gender component in performance indicators of the budget program 'Specialized inpatient medical care' is regards medical care for oncological patients (Order of the Ministry of Finance of Ukraine and the Ministry of Health of Ukraine No. 283/437 of 26.05.2010 'On approval of the Model List of budget programs and their performance indicators for local budgets in the health care sector).

## OPPORTUNITY TO REDUCE COSTS OF HEALTH CARE THROUGH TARGETING MEN IN EARLIER PREVENTATIVE CARE

### 7. GENERAL GENDER DIFFERENCES IN WOMEN AND MEN'S HEALTH

There is increasing international attention to ensure that the health of both males and females are considered in the planning and development of programmes, as shown in the WHO Strategy for Integrating Gender Analysis and Actions into the Work of WHO (2007)<sup>15</sup>.

Health differences between women and men can indicate the existence of gender-related reasons of inequality in the field of health care and medical services. Analysis of regional differences of medico-demographic indica-



**Figure 1** Prevalence rate of all diseases divided by men and women older than 18 years, per 100,000 population

<sup>15</sup> - Annual report on the health of the population, the sanitary and epidemiological situation, and performance results of the health care system in Ukraine, 2013.



tors of the population's health is therefore of great importance. An analysis of the prevalence of all diseases in Ukraine show that women have around 24 % higher rates of disease than men in Ukraine and 28% higher in Zhytomyr oblast in 2014.

## 8. THE ANALYSED PROGRAMME

The 'Oblast target program for counteracting tuberculosis until 2016' is the responsibility of the Oblast State Administration's Department of Health and is implemented in 2013-2016 with a total budget of UAH 11,855.2 thousand. The WG analyzed the period of 2013-2014.

The goal of the program is to improve the epidemiological situation towards reducing the total number of tuberculosis patients, decreasing tuberculosis morbidity and mortality as well as coinfection (TB/HIV), and reducing drug-resistant tuberculosis spread rates. The program does not specify concrete gender-oriented goals and gender groups.

## 9. MAIN FINDINGS OF THE GENDER ANALYSIS

All forms of tuberculosis are more prevalent among men than women. In contrast with all other diseases, tuberculosis is more prevalent among men (72%) than women (28%).

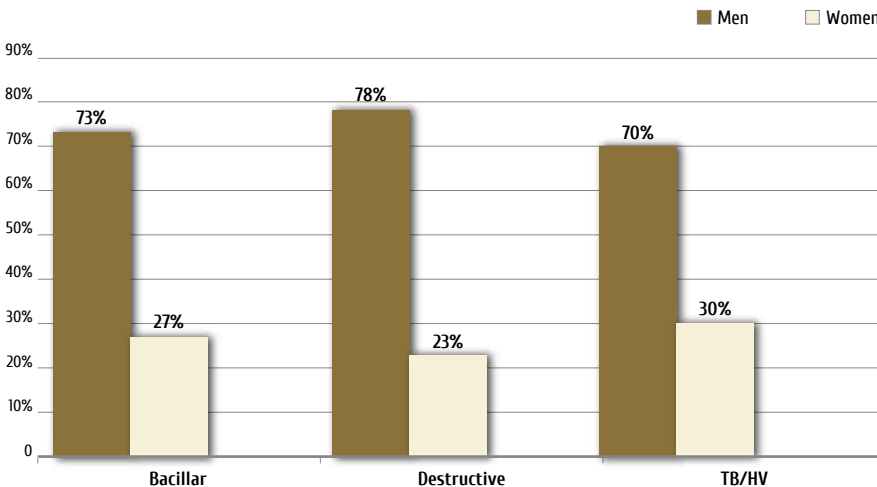


Fig. 2. Ratio between men and women having tuberculosis of various nosologies

Incidence rates in the age group under 14 are the same among girls and boys, 52% and 48%, respectively. In the age group structure, tuberculosis among men is most prevalent in the age range of 35-54 years, which makes up 54% of the total number of male patients of all age groups. Among women, tuberculosis is most prevalent in the age groups of 25-44 years, which makes up 41% of the total number of female patients of all age groups. That is, it is both age of productive and reproductive life, therefore reduction of the human potential is particularly notable.

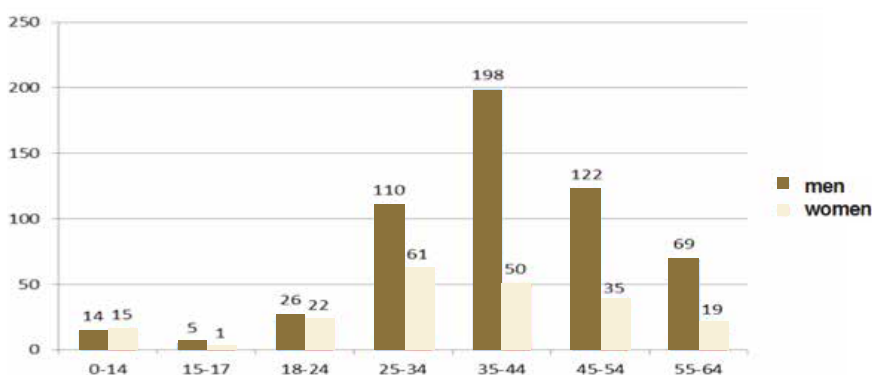


Fig. 3. Ratio between men and women having tuberculosis, by age group

Relapses occur much more often amongst men. The percentage of relapses is significantly higher among men (26%) than among women (8%).

*Men start treatment at a later stage of the disease than women.* Men also interrupt the treatment process more often than women and have a tendency to interrupt the tuberculosis treatment. This results in forms of disease that are complicated, and increase the treatment duration and cost. All this results in a full (or partial) loss of working capacity.

*Reasons why men do not seek early care.* Results of a sociological survey among physicians found that there are several reasons why men seek care at a later stage than women. In particular, men have a less responsible attitude to their own health, pay no attention to symptoms and refer to being busy. Men usually

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only visit a doctor when the symptoms are strong or when their family members or relatives insist.

*Problems in preventive activities.* It is worth noting that prevention activities are included in the powers of local (city and district) budgets, and BCG vaccination is provided at the expense of state funds. Considering that BCG vaccinations have not been performed for as long as six months because of unavailability of the vaccine and parents' frequent refusals, and in view of a not-always-proper level of prevention activities on the local level, the main treatment burden falls on the oblast budget. The prevention activity price is much lower than that of treatment. For example, prevention at a maternity hospital assumes procurement of BCG vaccine and syringes, vaccination cost per child is UAH 22.7 (2014); prevention by BCG vaccination of 7-years-old children costs UAH 22.7 (2014); diagnostics of children aged 4-14, subject to compulsory tuberculin diagnostics, tuberculin test per child costs UAH 23.9 (without wages and consumables).

Differences between typical male and female patients. A sociological survey of physicians resulted in the following social portraits of the average male and female patients:

- social portrait of a typical male patient: no family (divorced or in civil marriage, more often never married at all), engaged in unskilled work or not employed, survive due to episodic earnings;
- social portrait of a typical female patient: more often have a family or are single mothers with a few children; usually don't provide for their children by themselves; often communicate/live with relatives also sick with tuberculosis; lead unhealthy lifestyle, abuse alcohol. A large share (up to 30%) of female patients have been released from imprisonment.

*Women are the main care providers of tuberculosis infected persons.* Home care for a patient of young or middle age was found to be provided by the mother or relative but rarely the infected man's wife as the family often breaks down during the treatment period.

## 10. PROGRAM BUDGET ALLOCATION STRUCTURE

Insufficient financing for the program of counteracting tuberculosis. In 2013-2014, UAH 36,464.3 thousand was envisaged for implementation of the program

activities. Actual funding was UAH 29,417.7 thousand, that being 81% of the planned amount.

Nearly all funds for treatment, none for prevention. Analysis of the program activities financing in 2013-2014 showed that the greatest part of the funds was used for treatment activities – 87% in 2013 and 89% in 2014. The rest of the resources was spent on diagnostic activities – 13% and 11%, respectively. On the other hand, prevention activities were not financed at all. Meanwhile, It should be pointed out that a preventive examination detects 30-40% of the total number of sick persons.

The cost of treatment of tuberculosis patients depends, inter alia, on the form of the disease (see table).

**Table 1. Cost of treatment for different tuberculosis patient categories**

<b>Newly diagnosed cases</b>	<b>Drug-resistant patients</b>
Bed-day cost: UAH 223.54	Bed-day cost: UAH 264.37
Treatment duration: 6-12 months	Treatment duration: 20 months
Cost of monthly inpatient treatment: UAH 6,706.20	Cost of monthly inpatient treatment: UAH 7,931.10
Cost of full treatment cycle depending on the disease development specifics: UAH 40,237.30-80,474.40	Cost of full treatment cycle: UAH 158,622
Cost of tuberculosis drugs course: UAH 300-600	Cost of tuberculosis drugs course: UAH 30.0-60.0 thousand
Average cost of treatment per case: UAH 40,237.20	Cost of treatment for tuberculosis cases complicated by drug resistance is four times higher than for newly diagnosed cases.

Guarded wards add further costs. Additional expenses are required by the ward security for 8 wards at the oblast tuberculosis dispensary, which started operating in October 2014 for patients undergoing compulsory treatment pursuant to a court ruling. The cost of the patient security service was UAH 32,400 in 2014 and UAH 34,310 in 2015.

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Reducing the tuberculosis treatment costs, hence decreasing a burden on the oblast budget, could be possible provided that gender-specific disease causes are overcome or minimized, attention to prevention activities is strengthened, coverage of vulnerable target groups (diagnostics) in early stages is efficient, motivation to treatment is encouraged, and the above-mentioned activities are properly financed.

## 11. RECOMMENDATIONS

Based on the analysis, the following recommendations have been elaborated concerning the program content and passport as well as administrative reporting:

1. Take into consideration gender-specific problems of functioning and financing of the tuberculosis control system when drafting the oblast program for subsequent periods.
2. Include gender-disaggregated sectoral statistics in the reporting and planning system:
  - Form No.8 'Report on active tuberculosis disease' approved by the Order of the Ministry of Health of Ukraine No. 261 of 9.06.2005;
  - Form No.33 'Report on tuberculosis patients' approved by the Order of the Ministry of Health of Ukraine No. 760 of 27.12.2005;
  - Form No.44 'Report by a health-resort facility' approved by the Order of the Ministry of Health of Ukraine No. 102 of 3.05.1994.
3. Amend the 'Oblast target social program for counteracting tuberculosis until 2016' with gender specific objectives, activities and indicators.
4. Include a gender component in the budget program performance indicators in the health care sector, namely indicators of costs, product, efficiency and quality (Order of the Ministry of Health of Ukraine and the Ministry of Finance of Ukraine 'On approval of the Model List of budget programs and their performance indicators for local budgets in the Health Care sector' No. 283/437 of 26.05.2010).

5. Plan gender-sensitive activities within the program, reinforcing the prevention component.
6. Strengthen public awareness-raising activities as regards the need for a routine annual examination, focusing on the fact that resistant tuberculosis forms, difficult to cure, have recently appeared, entailing a greater danger for the wider public.

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## MINISTRY OF SOCIAL POLICY

According to the order by the Minister of Social Policy of Ukraine, Working Group was established in the ministry for the implementation of the Gender Budgeting in Ukraine Project. Serhii Ustimenko, Deputy Minister of Social Policy of Ukraine appointed as a Head of Working Group.

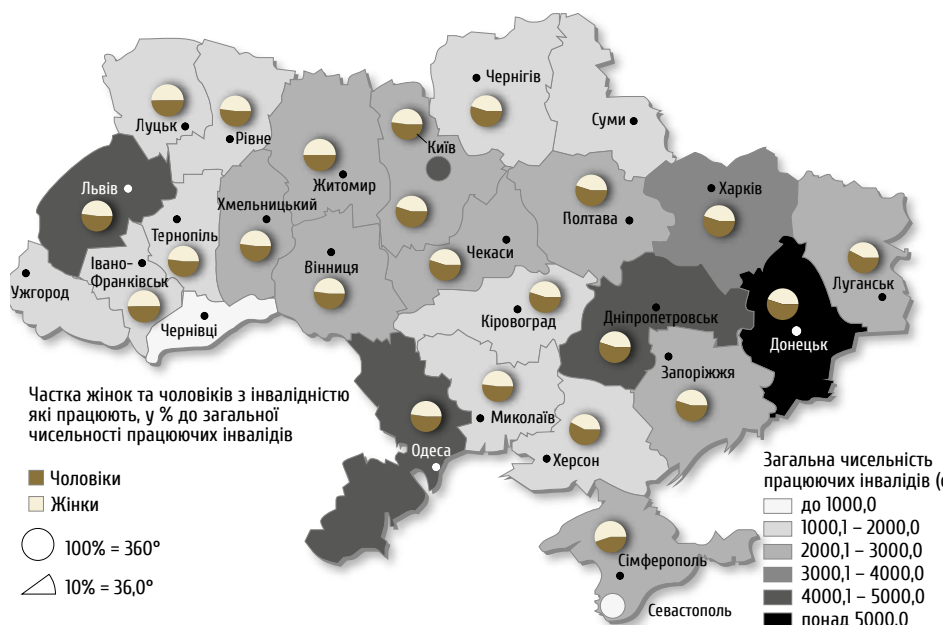
The Working Group comprised from different ministries specialists from Department on family, gender policy and human anti-trafficking, Finance Department, Department for Social Care of Disabled People and Department for Labor Market.

### GENDER DISAGGREGATED INFORMATION IMPROVE SERVICE DELIVERY

#### 1. THE SITUATION OF WOMEN AND MEN WITH DISABILITIES IN UKRAINE

In spite of the state's increased attention to certain categories of women on the legislative level (such as female entrepreneurs, women of childbearing age, women survivors of violence), little focus has been put on women with disabilities. Despite the fact that Ukraine has a law forbidding any type of discrimination, women with disabilities often face double discrimination, both through their disability status but also as a women.

About 6% of Ukraine's population live with some form of disability. The majority of them are men. Among disabled children (0-18 years old), the distribution is more balanced (44% girls and 56% boys), and the share of men among the disabled persons increases with age. 58% of young adults with disabilities (18-35) are males, and 61% of disabled people of working age (18-60 for men and 18-55 for women) are males. This implies that over a lifetime the number of disabled men increases at a higher rate than the number of disabled women. The higher rate of men with disabilities might be due to greater exposure to risk at work or riskier behaviour, e.g. in road traffic, use of weapons, or involvement in physical violence. All this highlights that more research needs to be done with regard to a relationship between gender roles and behaviour, and occupational safety and the risk of becoming disabled.



**Figure 1: Share of working men and women with disabilities by regions of Ukraine, 2012**  
**Source: National report «On the situation of persons with disabilities in Ukraine», 2013**

When analysing the groups of disabled males and females of working age, it was found that a higher share of women compared with men with disability is working. 62% of women between the ages of 18 and 55 are employed while only 45% of men between 18 and 60 are working. However, the unemployment rate among people with disabilities is rising. Between 2013 and 2014, the number of unemployed persons with disability rose by 9%. The increase affected both women and men.

As can be seen in Fig. 1, there are regional differences in the share of women and men with disability who are working. The North Western oblasts have a higher share of disabled women in employment than the Eastern oblasts. As there is no data available on the total number of women and men with disabilities per region, it is difficult to interpret this data. It would be interesting to explore further if these differences directly depend on differences in the overall number of women and men with disabilities in different oblasts or whether it is more likely for women than men with disabilities to find a job in certain regions.



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When analysing the differences in the situation of men and women, it is important to look at opportunities and actual realities. Different opportunities in life may lead to differences in needs or priorities. Women and men with disabilities in Ukraine constitute a diverse group, which differs not only through the severity of the disability but also if they live in rural or urban areas, age, educational and qualification level, professions, presence or absence of family responsibilities etc. Unfortunately there is a lack of more detailed data in regards the situation of disabled women and men.

Based on the presented data, a number of preliminary conclusions can be drawn in relation to the different needs of women and men. It is important to consider differences in their way of living, tasks and needs of different groups of women and men. These differences should be reflected in legislation, budget plans and services. Thus, despite the availability of the current antidiscrimination legislation in Ukraine, factual discrimination of women and men with disabilities remains to be a serious challenge.

## 2. THE PROGRAMME ANALYSED

The GRB WG within the Ministry of Social Policy analysed the program "Actions on social, labour and professional rehabilitation of the disabled". The program focuses on both adults and children with disabilities. The program has several areas, but the GRB WG chose to concentrate on 3 of them: 1) providing vehicles to persons with disabilities, including persons with disabilities due to the Chernobyl catastrophe (0.33% of the total budget allocations for 2015); 2) vocational rehabilitation, for example, vocational training of persons with disabilities to improve their competences, skills and employability (11.3% of the total budget allocations for the program); 3) providing prosthetics services to persons with disabilities (64% of the total budget allocations for 2015).

The GRB WG found that the program does not take into account the specific needs of women and men except for biological breast prosthetics for women. It does not include separate regulations or objectives about ensuring gender equality and provides for no specific approach that would take gender needs into account.

The total budget allocations for 2015 amount to 1.1 billion UAH, including 932 million UAH from the general fund and 173 million UAH from the special fund.

### 3. MAIN FINDINGS OF THE GENDER ANALYSIS

Presented below are the main findings for each of the three analysed program areas.

*Provision of vehicles to men and women with disabilities, including persons with disabilities due to the Chornobyl catastrophe*

*Lack of information on women's underrepresentation on the waiting list for special vehicles.* There are three options of support in regards to disabled-friendly vehicles; free of charge; the recipient pays 7% of the vehicle cost; or the recipient pays 30% of the vehicle cost. In 2014, 62,814 persons with disability were registered on the waiting list for a vehicle, 32% of them being women. When analysing the different levels of support, women are underrepresented on the waiting list for free-of-charge vehicles (women constituted only 18%). The GRB WG found that there is a lack of information on why women were underrepresented on the waiting list, and, therefore, more information needs to be collected to analyse the issue. Despite the lack of information, the GRB WG provided two possible hypotheses: 1) low awareness of women with disabilities about the possibility to receive a vehicle free of charge; 2) stereotype-based attitude of doctors who don't issue women with disabilities a medical certificate required to receive the vehicles.

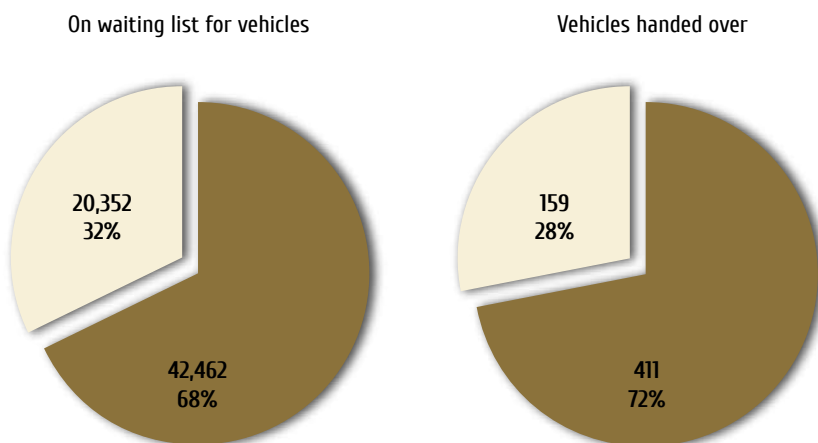


Figure 2: Disabled women and men waiting for and receiving vehicles, 2014

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*Higher chance for men to receive a vehicle than for women.* The waiting list for cars included 32% women, however out of the total number of cars distributed, only 28% were provided to women. Although the difference in percentage is not that high, this indicates that there is a higher chance for men to get a vehicle than for women. In the group waiting for a free-of-charge vehicle, a total of 236 cars were distributed, of them, 38 to women and 198 to men. There is thus a need to find out reasons why women less often than men apply for a vehicle.

#### *Vocational rehabilitation of women and men with disabilities*

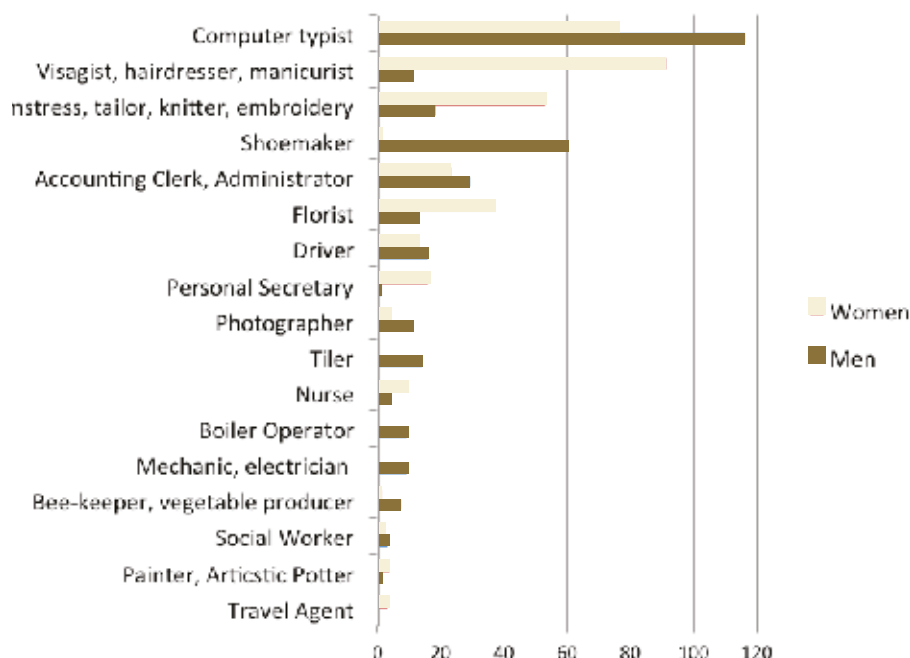
*The vocational rehabilitation program for people with disabilities offers a number of services, particularly vocational guidance and training.* The aim of the program is to provide women and men with disabilities with equal conditions for participation in the societal life and labour market as well as for access to education.

*Women and men's needs for vocational rehabilitation are similar.* In total, 779 persons (398 women and 381 men) applied for vocational rehabilitation.

*Slightly more women enrolled in vocational rehabilitation.* 667 persons participated in the rehabilitation program, of them 52% were women and 48% men. Vocational rehabilitation services were provided to 87% of the persons who had applied. The analysis shows that women were a bit more likely to receive training – 89% of all women who applied were enrolled compared to 84% of the men.

*Traditional gender roles influence choice of subject.* Fig. 3 shows clear gender differences in the choice of vocational training subjects. The most popular training course, computer typist, has a share of 60% men and 40% women. In other training programmes, differences in enrolled women and men are even more pronounced: beauty-related jobs (hairdresser, manicurist, and make-up artist), personal secretary, florist and professions related to textile are predominantly "female" in terms of participation.

Equal employment opportunities for women and men undergoing vocational rehabilitation. Women and men seem to have the same opportunity to get into employment after training. The level of employment ranges between 24% (car mechanics) and 36% (shoe maker), with other professions in between. However, one difference was found: women trained to professions traditionally regarded as "female" (florist, hairdresser) had higher chances of being employed in the acquired profession (about 20%) whereas this share is lower in other professions.



**Figure 3: Number of people with disabilities participating in vocational training, by sex and profession, 2014**

Majority of the staff employed at vocational rehabilitation centres are women. An analysis of employment in all Ukrainian centres of vocational rehabilitation shows that women are in the overwhelming majority among their staff (77%) whereas men only make up 23%. However, despite their lower representation, men earn more than women at the rehabilitation centres.

#### *Provision of prosthetics services*

**Breast prosthetics.** The statistical data analysis for the last two decades shows an intensive increase in breast cancer morbidity and resulting mortality. Accordingly, the need of breast prosthetics among women increases yearly. In 2014, 153,660 women received prosthetics services, which made up 64% of the women who needed breast prosthetics. Average expenses per breast prosthesis are 708 UAH. Overall, expenses in 2014 were 108.8 million.

*Prosthesis-orthopaedic products.* In 2014, 129,909 men and 67,024 women received prosthetic-orthopaedic products. Overall, 66% of the total were number of these products were provided to men and 34% to women. The average age of men was 39 years and women 28 years. The average age of women who need prosthetic-orthopaedic products is lower than men's, due to a high need for such products among girls aged 0-18.

*Orthopaedic footwear.* Overall, 332,732 persons received orthopaedic footwear, out of them 60% men and 40% women.

*Wheelchairs.* The total number of persons on the waiting list for wheelchairs was 24,758 in 2014, of them 62% are men and 38% women.

The above data show gender differences, but a more detailed analysis is needed to interpret the differences.

#### 4. PROGRAM BUDGET ALLOCATION STRUCTURE

Lack of gender-disaggregated data on budget allocations. As the GRB WG found, given the lack of detailed data on budget allocations, it was not possible to analyse the delivery of vocational rehabilitation services from the perspective of gender roles and relations.

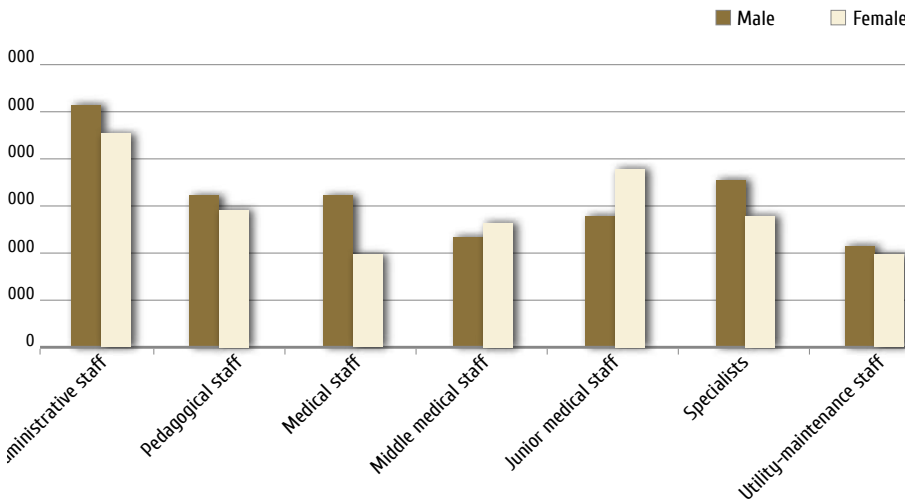


Figure 4 . Average monthly salary divided by professional category and gender.

Men apply for financial assistance more often than women. Both among applicants and recipients of financial assistance, the share of men is higher (53%). It is interesting to compare this share to the overall participants in vocational trainings where women have a share of 52%. Thus, the data for 2014 indicate that disabled women participating in vocational rehabilitation programs less often than men apply for and receive financial assistance.

Lower wages for women. A large number of persons are employed within the sector, and a gender analysis of the staff is therefore of interest. Depending on the staff category, men earn more than women in 5 out of 7 categories. For example, among administrative staff, women's average monthly wage is 4,524 UAH while men's is 5,145 UAH, which shows a salary gap of about 14%. Below is a presentation of the differences in the average wage between women and men. A possible reason behind the difference is that there are more men than women in positions with higher salary, which entrenches gender inequality in labour remuneration among women and men in Ukraine.

## 5. RECOMMENDATIONS

Based on the analysis of the program activities in the field of social protection of people with disabilities, a series of recommendations have been elaborated by the GRB WG.

### 4.1. Recommendations regarding provision of vehicles and other technical means of rehabilitation to women and men with disabilities

Recommendations regarding data collection and additional analysis

The GRB WG gives the following recommendations:

- to keep gender-disaggregated statistics of the waiting list and delivery of vehicles,
- to keep gender-disaggregated statistics of the waiting list and delivery of different technical means of rehabilitation;
- to keep statistics about the cost of vehicles and other technical means of rehabilitation received by women and men;

- 
- to analyze the reasons of underrepresentation of women with disabilities on the waiting list for vehicles, in particular in regards to the provision of free of charge vehicles;
  - to continuously monitor the share of women and men on the waiting list;
  - to analyze the mobility needs of women and men with disabilities and the expediency of the provision of a vehicle;
  - to analyze other forms of support to ensure the mobility of women and men with disabilities;
  - to carry out analysis of budget expenditures for different services based on detailed information about budget expenditure items.

*The GRB WG gives the following recommendations:*

- to ensure equal opportunities for women and men for receiving vehicles;
- to establish whether provision of a vehicle is the only form of increasing mobility of a disabled person, and, based on the needs of women and men, consider delivery of other services to ensure mobility for social integration (e.g. social taxi services, computer and internet access);
- to ensure that all means of rehabilitation are distributed equally to women and men according to their needs and that waiting periods for women and men are of equal duration;
- to ensure that the needs and priorities of women and men are funded equally.

*Recommendations regarding the program requirements and budget*

The GRB WG gives the following recommendations:

- to include a requirement with regard to the equality of women and men, e.g. to ensure equal access of women and men with disabilities to all services provided to the disabled persons; to ensure provision

of technical and other means of rehabilitation to women and men with disabilities while taking into account gender aspects;

- to ensure equal mobility opportunities for women and men with disabilities;
- to include gender-disaggregated indicators on beneficiaries of vehicles and on average waiting time for women and men;
- to include indicators on the number/share of women and men on the waiting list for different technical means of rehabilitation (TMR) and the number/share of women and men who receive them;
- to introduce changes into the statistical accounting system: to include gender-disaggregation as a standard in the Central Database on the Problems of People with Disabilities (CBI).

#### 4.2. Recommendations regarding vocational rehabilitation of people with disabilities and regarding payments for tuition for training of persons with disabilities

##### *Recommendations regarding data collection and statistics*

The GRB WG gives the following recommendations:

- to systematically collect information about the cost of vocational rehabilitation courses for different types of professions and the spending on women and men, by age, disability group, etc.;
- to display the statistics related to vocational rehabilitation in a sex-disaggregated way,
- to systematically collect sex-disaggregated information about the employment outcome of those who attended vocational rehabilitation courses, including data about wage levels;
- to collect gender-disaggregated statistics about the number of women and men applying for and receiving tuition support as well as the amount of tuition support for women and men.



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### *Recommendations to carry out additional analysis*

The GRB WG gives the following recommendations:

- to carry out gender-disaggregated analysis of budget expenditure items for vocational rehabilitation of women and men with disabilities based on statistics about the cost of different courses;
- to carry out qualitative analysis to find out the needs and priorities of women and men with disabilities regarding their vocational retraining (e.g. which occupations are in demand);
- to carry out systematic analysis of the labor market to analyze the occupational needs and preferences of women and men with disabilities, which would allow planning of vocational rehabilitation with account of these needs and preferences;
- to carry out analysis of job placement of women and men in the public sector and of the wage structure with a special focus on revealing the reasons for the wage gap between women and men employed in the public sector;
- to systematically collect statistics about the tuition cost of different training programs and, accordingly, the amount of tuition payments for women and men.

### *Recommendations regarding service provision*

The GRB WG gives the following recommendations:

- to take into account the needs and priorities of women and men with disabilities in the process of vocational rehabilitation;
- to analyse the reasons for the gender differentiation between women and men with disabilities in the choice of specific professions in view of overcoming the gender-based discrimination in the labour market and providing equal opportunities for women and men in any profession;

- to sensitize all public employees to a gender dimension in vocational rehabilitation and to promote overcoming traditional gender stereotypes by offering women and men equal opportunities in all fields;
- to ensure equal access of women and men to any services based on their needs by sensitizing them to gender stereotypes.

*Recommendations regarding the program requirements and budget*

The GRB WG gives the following recommendations:

- to integrate a direct requirement on ensuring gender equality, e.g. a requirement on ensuring equal access of women and men with disabilities to any services;
- to ensure a guarantee of equal rights to acquisition of education at vocational rehabilitation training courses for women and men, and provide an opportunity of advanced training in vocational guidance programs;
- to include in the program a new objective concerning the achievement of equal access of women and men with disabilities to jobs as well as the social, labor and occupational rehabilitation;
- to disaggregate indicators by gender, and merge some new indicators, in particular:
  - number of women and men in need of vocational rehabilitation by age and place of residence;
  - number/share of women and men with disabilities having participated in vocational rehabilitation programs who found employment;
  - average cost of different types of rehabilitation services for women and men;
  - number/share of women and men with disabilities receiving tuition support;
  - number/share of women and men in public employment (according to a position and official duties) as well as average wage of women and men and type of position.

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## MINISTRY YOUTH AND SPORTS

According to the order by the Minister of Youth and Sports of Ukraine, Working Group was established in the ministry for the implementation of the Gender Budgeting in Ukraine Project. Mykola Movchan, Deputy Minister of Youth and Sports of Ukraine appointed as a Head of Working Group.

The Working Group comprised from different ministries specialists from Finance Department for Olympic Sports, Department for Physical Culture and non-Olympic Sports and Department for Youth Policy.

### 1. THE SITUATION OF WOMEN AND MEN IN SPORT SECTOR IN UKRAINE

An analysis of the situation of women and men in the sports sector shows that social norms and traditional gender stereotypes shape both the attitudes towards, and requirements to, participation of girls and boys, women and men in sports. This is one of the explanations for why more males are physically active than females. Data from 2012-2014 show that girls make up only one-fourth of the total number of pupils attending children's and youth sports schools. Due to such stereotypes, sports are divided into typically male and typically female ones. Sports such as ice hockey, football, weightlifting and bodybuilding are considered to be male sports whereas rhythmic gymnastics, synchronized swimming and figure skating are regarded as typically female sports. Such stereotypical norms hinder both females and males to choose sports freely. This in turn affects further professional development in sports.

There is also a geographical problem of accessibility of sports facilities for children. Small towns and villages suffer a lack of sports schools, or only have sport facilities that are not adequately adjusted to the needs of various groups. Especially it is found that the facilities do not meet the needs of girls and of children with special needs.

Researchers agree that the consistent and continuous participation of women and girls in sports will substantially influence achievement of gender equality in society.

## 2. THE ANALYSED PROGRAMME

The GRB WG chose to analyse the budget program aimed at providing organisational and financial support for the development of high-performance professional sports athletes. The GRB WG chose specifically to focus on three areas; provide remuneration for the professional sportsperson and their trainers based on sports achievements, ensure payment of scholarships from the President and Cabinet of Ministers of Ukraine, and organising training camps and securing the participation of national teams in international competitions. The GRB WG found that neither the overall aim nor the objectives included any gender specific criteria.

The programme in 2014 had a total budget of 428 714 thousand UAH. This constitutes around 48% of expenditures of the total budget program and 27% of the MYS total expenditures.

## 3. MAIN FINDINGS OF THE GENDER ANALYSIS

More professional sportsmen and male trainers in the national sport teams. As can be seen in figure 1 and figure 2 there are more sportsmen and male trainers in the national teams. However, the amount of women has increased in 2014. On average 58% of the sportspersons are men and 42% women.

Difference in type of sport practiced between sportsmen and sportswomen. In the majority of sports there are more active sportsmen than sportswomen. With the exception of sports that are traditionally regarded as "female sports" such

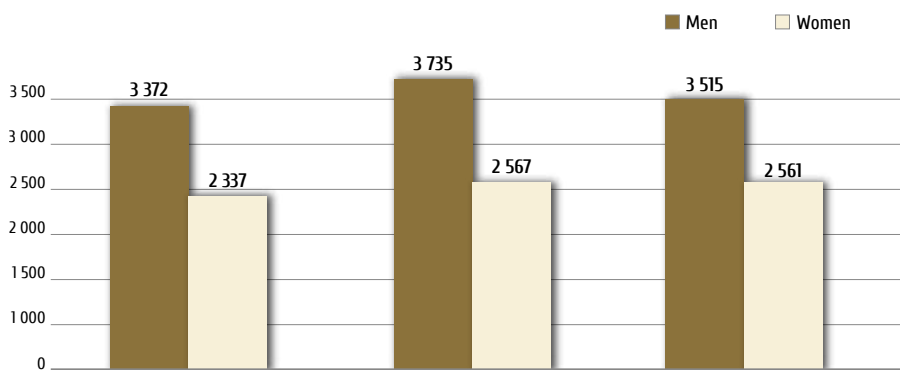


Figure 1. Number of professional sportsmen and sportswomen divided per gender and year

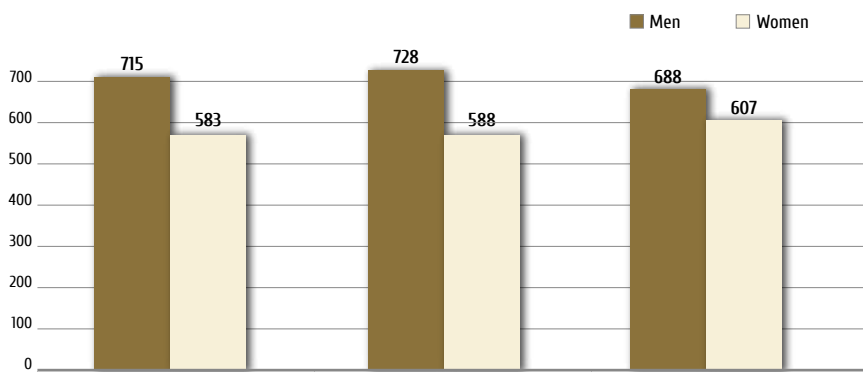


Figure 2. Number of staff national team divided per gender and year

as horse riding, synchronised swimming, rhythmic sportive gymnastic and figure skating. There are less than 10% of sportswomen in some of the "traditional male sports" such as boxing, football, weightlifting, ski jumping and ice hockey. The sports with the most balanced representation of sportswomen and sportsmen are: volleyball (58% men and 42% women), track-and-field athletics (58% men and 42% women), trampoline (57% men and 43% women) and artistic gymnastics (53% men and 47% women).

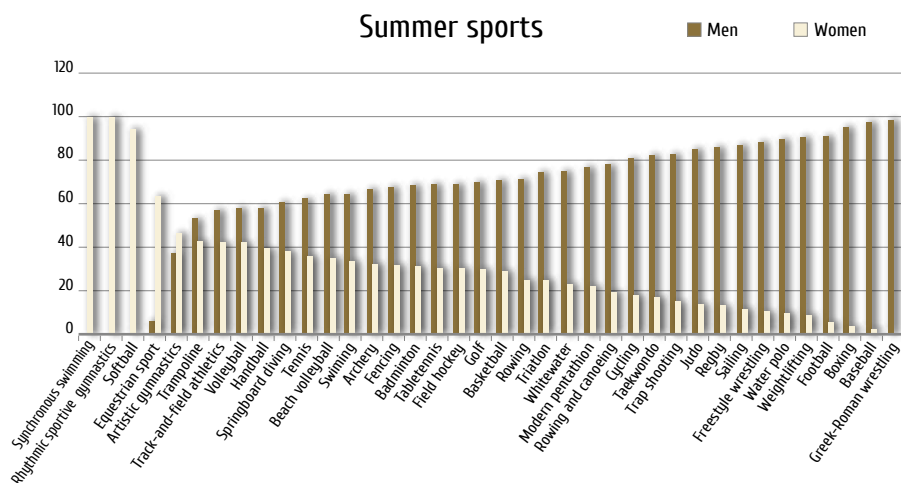


Figure 3. Summer sports

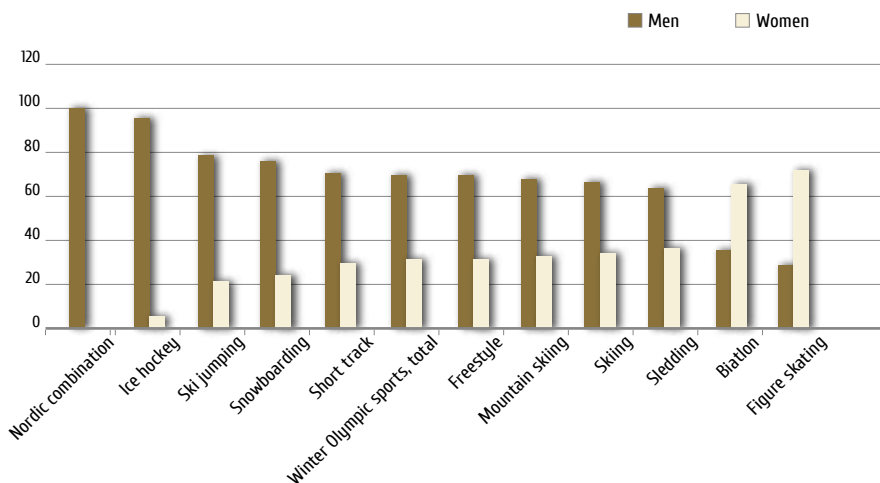


Fig.4. Winter sports

Sportswomen win more medals than sportsmen at international competitions. In general sportswomen win more medals in all type of international competitions such as Olympic Games, European championship and European cups.

To be able to analyse why sportswomen win more medals than sportsmen, the GRB WG produced two hypotheses. In order to confirm or refute the hypotheses,

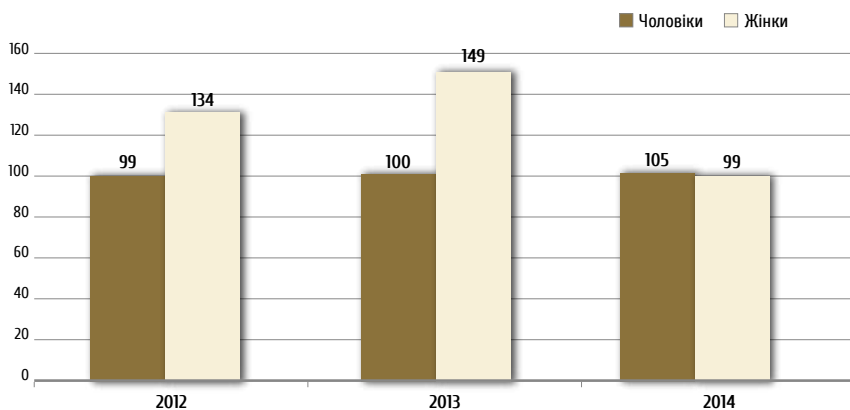


Fig. 5. Number of medals won in 2012-2014

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data were collected on the sportswomen and sportsmen who had won 1st – 3rd places at world and European championships in various sports during 2012–2014.

*Hypothesis 1. Women win championships more frequently because the rivalry of the Ukrainian national team is less strong than for men – Not true.*

To confirm or refute this hypothesis the GRB WG calculated the percentages of sportswomen who won medals in relation to the total number of sportswomen in various championships in different sports 2012–2015. The GRB WG found that on average the percentage of sportswomen from the total number of sportspersons was 48%, which actually does not confirm the hypothesis about the Ukrainian sportswomen winning more medals because of lower rivalry.

*Hypothesis 2. Women take less part in team sports – True.*

The GRB WG analysed the number of sports women and men active in team sports in Ukraine's national team for 2015, and found that there are more sportsmen in team sports (60%). For example there are no sportswomen in ice hockey and baseball. However there are few team sports where no sportsmen are represented such as softball and there is an equal representation of sportswomen and sportsmen in volleyball, basketball, handball, beach volleyball, and field hockey. However overall hypothesis 2 is confirmed- there are more sportsmen than sportswomen active in team sports.

According to many researchers, participation in team sports is an important aspect of socialisation and the acquisition of communication and cooperation skills. The GRB WG therefore deems it necessary to study the problem of women's low participation in team sports not only on the professional sports level but also on the level of sports schools and sports as a leisure choice.

### Olympic Games

*Sportsmen and women equally represented among participants in Olympic Games.* There were more sportsmen among the candidates for the latest winter and summer Olympic Games (54%), with sportswomen making up 46% but the final selection had an equal representation of sportswomen and sportsmen. A reason that there are more sportsmen candidates can be that the number of sportsmen is overall much greater than that of sportswomen.

*Good results for sportswomen.* In the summer Olympic Games 2012 in London and the winter Olympic Game 2014 in Sochi, more sportswomen were medalists than sportsmen.

#### 4. PROGRAM BUDGET ALLOCATION STRUCTURE

*Sportsmen in total receive slightly more funds than sportswomen.* When analysing the expenditures by number of participants in each sport, the GRB WG found that slightly more funds in almost all sports go towards men. When looking at the total spending on sporting events in Olympic sports in 2012-2014, sportswomen received 42% of the expenditures on average whereas sportsmen received 58%. In some sports, however, the funding was even more biased towards sportsmen: for example, in boxing it was found that 80% of the funds were spent on sportsmen and 20% on sportswomen. At the same time, the sportswomen won 40% of Ukraine's total boxing medals. The only sport in 2012 where the total costs for sportswomen were higher than for sportsmen was track-and-field athletics, where the cost ratio between women and men was 60% to 40%. However, sportswomen won 83% of the medals. A similar trend can be seen in 2013: sportsmen received 53% of the total financing whereas sportswomen received 43%; however, the percentage of medals won by sportswomen was 61% while sportsmen won 39%. In 2014, the trend continued with men receiving 54% of financing and 47% of medals, while women received 41% of financing and 51% of medals.

*Slow changes every year to increase financing for sportswomen.* At the same time, the percentage of medals won by women is higher. The GRB WG found that

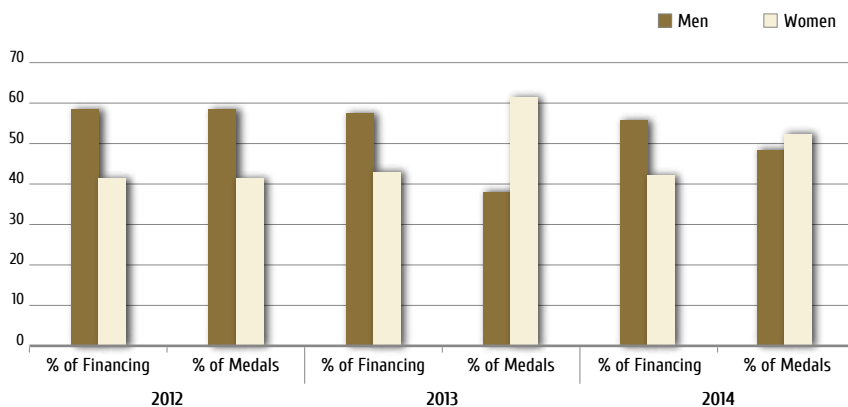


Fig.6. Information on expenditures for sporting events in Olympic sports in 2012-2014



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there is a trend towards making the distribution of funds more equal between women and men, however it is changing rather slowly; every year, financing for sportswomen is increased by about 1%.

*Sportsmen can participate in more training camps.* More funds are spent on training camps for sportsmen than for sportswomen. However, this conclusion requires more thorough examination. It will be possible beginning from 2016 when breakdown of costs divided by sportsmen and sportswomen is planned.

More efficient use of budget allocations is possible. Considering the above, the following question arises: can more funds be spent on training of sportswomen, thereby enhancing and improving their sports results and, accordingly, raising Ukraine to a higher level in the international overall sports rating, decreasing the amount of funding for sportsmen but at the same time maintaining their results? A new system of distribution of budget financing among sports has been designed, according to which expenditures are distributed among sports through an electronic system of distribution based on a formula considering sportspersons' achievements in respective sports at the Olympic Games and world and European championships. It accounts for results of adults, youth (or juniors) in the past season, and considers coverage of various sports in Ukraine by organizational training forms. The new system was developed by a working group focusing on reforming the Olympic sport.

Women receive more scholarship money because they win more medals. Sportsmen and sportswomen receive scholarships based on how many medals they have won, therefore sportswomen receive more scholarship money than sportsmen.

Male trainers receive more scholarship money. The analysis found that male trainers receive 84% of all the funds allocated for remuneration to prominent trainers. Overall, the number of male trainers is much greater than female ones: 72% of trainers are men. The largest numerical representation of female trainers exists in sports such as tennis, springboard diving, trampoline, synchronized swimming, track-and-field athletics, judo, rowing, weightlifting, artistic gymnastics, and sailing. These sports are among those where sportswomen have won medals. In 2014, the representation of female trainers increased, particularly in the sports where sportswomen have the largest number of medals: track-and-field athletics, weightlifting, cycling, artistic gymnastics, etc.

## 5. RECOMMENDATIONS

*Actions made to improve the budget programme based on needs of women and men*

In the course of calculation of expenditures for training camp sessions and competitions in 2016 in various sports, gender specifics and needs of budget funds beneficiaries were taken into consideration.

The calculations were reflected in the budget request of the Ministry of Youth and Sports for 2016.

*Recommendations regarding data collection and additional analysis*

When analysing results of sportspersons, one should consider contributions of men and women to the total number of medals, and take account of sportsmen's and sportswomen's achievements separately when distributing funds among sports.



## Recommendations on amendments to budget documents

New indicators suggested for inclusion in the passports of the budget program 'Development of physical training, high-performance sports and reserve sports' in 2016 considering the gender aspect

Indicators of costs	Indicators of product	Indicators of efficiency	Indicators of quality
Indicative list of new indicators for the budget program CPCEC 3401220 'Development of physical training, high-performance sports and reserve sports' with account of gender responsive budgeting			
Number of sportspersons in national teams in Olympic sports divided by sportswomen and sportsmen			Number of medals for I-III places won by Ukrainian sportspersons at international competitions in Olympic sports divided by sportswomen and sportsmen
Number of staff sportspersons in national teams in Olympic and non-Olympic sports divided by sportswomen and sportsmen			
Number of all-Ukrainian competitions in Olympic sports divided by sportswomen participate	Number of person-days of all-Ukrainian competitions in Olympic sports for sportspersons divided by sportswomen and sportsmen	Average costs of 1 person-day of all-Ukrainian competitions in Olympic sports for sportsperson (UAH) divided by sportswomen and sportsmen	Number of masters of sports of Ukraine in Olympic sports divided by sports women and sportsmen

Indicators of costs	Indicators of product	Indicators of efficiency	Indicators of quality
Number of international competitions in Olympic sports held in Ukraine	Number of person-days of international competitions in Olympic sports held in Ukraine in which sportspersons participate divided by sportswomen and sportsmen	Average costs of 1 person-day of international competitions in Olympic sports held in Ukraine in which sportspersons participate (UAH) divided by sportswomen and sportsmen	Number of international-class masters of sports in Olympic sports
Number of international competitions in Olympic sports held abroad in which Ukrainian sportspersons participate divided by women/men	Number of person-days of participation in international competitions in Olympic sports held abroad in which sportspersons participate divided by women/men	Average costs of 1 person-day of participation in international competitions in Olympic sports held abroad in which sportspersons participate (UAH) divided by women/men	Share of medals for I-III places won by sportspersons in total number of medals won by Ukrainian female and male sportspersons (%)

Indicators of costs	Indicators of product	Indicators of efficiency	Indicators of quality
Number of training camp sessions Olympic sports held in Ukraine, specifying where women or men or both participate	Number of person-days sex-disaggregated, of training camp sessions in Olympic sports held in Ukraine in which sportspersons participate	Average costs of 1 person-day, sex-disaggregated, of training camp sessions in Olympic sports held in Ukraine in which sportspersons participate (UAH)	
Number of training camp sessions in Olympic sports held abroad specifying where women or men or both participate	Number of person-days sex-disaggregated, of training camp sessions in Olympic sports held abroad in which sportsperson participate	Average costs of 1 person-day, sex-disaggregated, of training camp sessions in Olympic sports held abroad in which sportsperson participate (UAH)	
	Forecast of the number of awards, sex-disaggregated, to be received by sportspersons for I-III places won at international competitions		

## NEXT STEP

The gender budget analytical work, as presented in this report, is an important fundament for integration of gender budgeting into regular budgetary and planning processes. It provides knowledge on how service and programmes can be better targeted and more suitable to specific needs and differences of both women and men, girls and boys. This will:

- Increase efficiency in resources allocations
- contribute to develop transparent budgeting
- contribute to accountable financial reporting
- provide better service for citizens
- and increase gender equality in society

During 2016-2018, the Ministry of Finance, which is leading this project, will continue to develop methods on integrating a gender perspective into the budget process, using the recommendations made by the oblasts and Ministries in this initial work.

During 2016 the project will continue building evidence from more oblasts and Ministries. During 2016, eight new oblasts and two more ministries will do analytical work. They will continue to build gender relevant knowledge on the same programmes as included in this report, and also add new programmes. The result of these analyses will build evidence on how programmes can be amended and more targeted to the specific needs of both females and males.



## **GENDER BUDGETING ANALYSIS WERE DONE BY WORKING GROUPS IN OBLASTS:**

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### **KHARKIV:**

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### **KYIV CITY:**

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