



Енергетичне Партнерство
Energy Partnership
Ukraine – Germany

The Role of Women in Ukraine's Energy Sector During War Time - Towards Resilience and Equality

Conducted within the framework of the German-Ukrainian Energy Partnership on behalf of the German Federal Ministry for Economic Affairs and Climate Action (BMWK)



Legal information

Publisher:

Deutsche Energie-Agentur GmbH (dena)
 German Energy Agency
 Chausseestrasse 128 a
 10115 Berlin, Germany
 Tel: +49 30 66 777-0
 Fax: +49 30 66 777-699
 E-mail: info@dena.de
 Internet: www.dena.de

Authors:

Oleksandr Sokolov, CEO Pro-Consulting
 Yulia Shkurko, Head of analytics department, Pro-Consulting
 Andrii Mokriakov, Senior consultant, Pro-Consulting
 Nataliia Revutska, Coordinator, WECU

Translated into English:

Olena Kasian

Design:

Vlada Melnychuk

Image credits:

©shutterstock (p. 13, 23, 28, 35)
 Photo foreword: Götz Schleser (p. 2), WECU (p. 3)

Last updated:

1/2024

This publication is available for download only.

All rights reserved. All use of this publication is subject to the approval of dena.

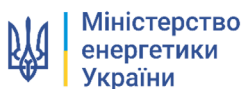
Please cite this publication as follows:

Deutsche Energie-Agentur (Publisher) (dena, 2024) "The Role of Women in Ukraine's Energy Sector During War Time - Towards Resilience and Equality"

Energy partners



Federal Ministry
for Economic Affairs
and Climate Action



Міністерство
енергетики
України



Енергетичне Партнерство
Energy Partnership
Ukraine – Germany

Implementing organisations



German Energy Agency



WOMEN'S
ENERGY CLUB
OF UKRAINE



PRO
CONSULTING®
MARKET ANALYSIS. FINANCIAL CONSULTING

Foreword

Dear readers,

With great pleasure, I present this important study on gender equality in the energy sector of Ukraine, particularly within the transformative context shaped by the challenges of conflict during the war in Ukraine.

This study, commissioned within the framework of the German-Ukrainian Energy Partnership on behalf of the German Federal Ministry for Economic Affairs and Climate Action (BMWK), underscores our commitment to fostering gender equality as an integral part of sustainable energy development.

As a centre of excellence for the applied energy transition and climate protection, dena studies the challenges of building a climate-neutral society and supports the German government in achieving its energy and climate policy objectives. Since its founding in 2000, dena has worked to develop and implement solutions and bring together national and international partners from politics, industry, the scientific community and all parts of society.

Our longstanding and close co-operation with Ukraine in the field of energy and on the promotion of gender equality is no exception. As part of the implementation of the German-Ukrainian Energy Partnership, “Women in Energy United for Ukraine” was set up in cooperation with the Women Energy Club of Ukraine (WECU) to help skilled women in the energy sector who have been forced to seek refuge inside and outside the country. The initiative aims to help displaced women adjust to new living conditions and find employment opportunities in Ukraine and Germany. It focuses on providing tailored support to women experts, fostering their role in the energy transition and post-war reconstruction in both countries, and ultimately fostering cross-country collaboration for an accelerated energy transition.

The energy sector, being a key driver of economic growth and societal progress, must embrace inclusivity to realize its full potential. The impact of conflict intensifies the urgency for transformative initiatives, making this study especially timely and relevant. By understanding the gender dynamics in the Ukrainian energy landscape, we aspire to contribute meaning-



fully to the broader objectives of social and economic reconstruction.

This study explores the complex interplay between gender dynamics and the energy sector in the mid- and post-war context, examining both challenges and opportunities. We believe that empowering women in the energy sector is not only a matter of justice, but also a strategic imperative for achieving resilience and sustainability.

I hope that the study will raise the visibility of women’s changing roles and multidimensional challenges, and also inspire other countries to strengthen women’s role in energy transitions and their participation in energy policy dialogue.

I would like to extend my gratitude to all stakeholders, researchers, and contributors who dedicated their expertise and efforts to this comprehensive study. May the findings contained herein serve as a catalyst for informed policy decisions that will lead to positive change in Ukraine’s energy sector.

Together, let us forge a path towards a gender-equitable and resilient energy future.

Sincerely,

A handwritten signature in blue ink, appearing to read 'K. Haverkamp', written in a cursive style.

Kristina Haverkamp,
Managing Director of
Deutsche Energie-Agentur (dena)
German Energy Agency

Foreword

Dear readers,

The initiation of this research stems from a profound recognition of the multifaceted challenges faced by Ukraine in the aftermath of Russia's full-scale invasion. The consequences of this destructive phenomenon extend beyond physical destruction, impacting the very fabric of society and, in particular, the vulnerable segments within it. With nearly two years of ongoing people displacement, the Women's Energy Club of Ukraine (WECU) recognized the pressing need to understand the intricate dynamics of these challenges, specifically within the context of the energy sector.

In the course of preparing this research, it became evident that the findings should not remain confined to academic discourse but should translate into practical recommendations. These recommendations, aimed at addressing the challenges identified, will serve as a roadmap for fostering gender equality and empowering women in the energy sector of Ukraine during these tumultuous times.

The Women's Energy Club of Ukraine takes a proactive role in championing the implementation of these recommendations. As the President of WECU, I am enthusiastic about encouraging individuals from all walks of life to join us in supporting these initiatives. The practical actions outlined in the recommendations have the potential to shape the future of Ukraine, safeguard the well-being of its people, and contribute to the sustainable development of the nation.

On behalf of the Women's Energy Club of Ukraine, I would like to express sincere gratitude for



the invaluable support and collaboration provided during the organization and execution of the research by our steadfast partners from BMWK, dena and German-Ukrainian Energy Partnership. In particular, we are sincerely grateful to you for supporting Ukrainian women in energy in the Women in Energy United for Ukraine initiative. We hope that the results, conclusions and recommendations of this study will also become the basis of future joint projects. We appreciate your unwavering commitment, expertise, and dedication to promoting gender-neutral energy.

A handwritten signature in black ink, appearing to read 'Valentyna Beliakova', written in a cursive style.

Valentyna Beliakova,
President of WECU

Contents

Abbreviations	6
Executive Summary	7
Introduction	10
1. Gender Aspects in Legislation and Employment Policy post 2018	12
2. Gender Imbalances in the Energy Sector of Ukraine	14
2.1. Gender Segregation in the Labor Market	14
2.2. Assessment of Women’s Access to Professional Education	18
2.3. Evaluation of Career Growth Opportunities and Equal Pay for Women	20
3. Assessment of Professional Development Prospects for Female IDPs	24
4. The Impact of Gender Equality on Sustainable Energy Development	27
5. “Green” Jobs for Women: Unlocking the Potential of Renewable Energy in Ukraine ..	29
6. Ensuring Equality: Successful Gender Initiatives	31
7. The Road to Gender Progress: Recommendations for Action	33
7.1. Recommendations for Eliminating Barriers to Women’s Employment	33
7.2. Recommendations for Motivating Ukrainian Women to Return From Abroad	34
7.3. Recommendations for Promoting Educational Programs for Women	35
Diagrams	36
Tables	37
Appendix	38
Appendix 1 – Questionnaire for Enterprises	38
Appendix 2 – Questionnaire for Women	40
Appendix 3 – Questionnaire for Experts	43
Appendix 4 – List of International Documents on Ensuring Equal Rights and Opportunities for Women and Men	44
Appendix 5 – National Law on Ensuring Equal Rights and Opportunities for Women and Men	46
Appendix 6 – List of the Ukrainian Legislation Regulating Women’s Employment (until 2019)	50
Appendix 7 – List of the Ukrainian Legislation Regulating Women’s Employment (after 2019)	51

Abbreviations

AWLE	Advancement of women to leadership positions in energy
BMWK	Federal Ministry for Economic Affairs and Climate Action
dena	German Energy Agency
DSEE	Ukrainian State Agency on Energy Efficiency and Energy Saving
GDP	Gross Domestic Product
GWNET	Global Women's Network for the Energy Transition
IDPs	Internally Displaced Persons
IRENA	International Renewable Energy Agency
NARUC	National Association of Members of the United States Utility Regulatory Commissions
NERC	National Commission for State Regulation of Energy and Public Utilities
NGO	Non-Governmental Organization
RES	Renewable Energy Sources
STEM	Science, Technology, Engineering, Mathematics
UN	United Nations
USAID	US Agency for International Development
WEN	Women's Energy Network
WEP	The Women's Empowerment Principles
WPS	Wind Power Station
WiN-Ukraine	Women in Nuclear Ukraine

Executive Summary

The study “The Role of Women in Ukraine’s Energy Sector During War Time - Towards Resilience and Equality” was commissioned by dena within the framework of the German-Ukrainian Energy Partnership on behalf of the German Federal Ministry for Economic Affairs and Energy (BMWK). Conducted by the NGO Women’s Energy Club of Ukraine in collaboration with LLC Pro Consulting, it is the first attempt since the outbreak of the war to characterise the existing gender landscape in Ukraine’s energy sector, identify problems and make recommendations to various stakeholders on how to address them.

During the period from 2020 to 2023, Ukraine underwent legislative changes aimed at eliminating gender imbalance, which could also affect the employment of women in the energy sector. These changes include the approval of the “National Strategy for Ensuring Equal Rights and Opportunities for Women and Men until 2030”, the signing of a Memorandum of Cooperation between the Government of Ukraine and the UN regarding the prevention and combating of sexual violence, amendments to Law № 2866-IV “On Ensuring Equal Rights and Opportunities for Women and Men”, adoption of the National Strategy for Overcoming the Gender Pay Gap and its implementation plan for 2023-2025.

Overall, Ukraine is actively implementing gender equality initiatives in line with the objectives of European integration, as labour, social policy, employment and gender equality issues are among the key requirements for EU membership. Significant progress in the implementation of gender equality policies in the energy sector has been demonstrated by executive state authorities such as the Ministry of Energy of Ukraine, the State Agency for Energy Efficiency and Energy Saving of Ukraine, and the State Inspectorate for Energy Supervision of Ukraine, which have successfully implemented the gender audit tool. This allows them to assess gender equality, identify problems, and raise awareness among staff and management in this area.

The study examines the existing issue of gender imbalance in the Ukrainian energy sector, with a special focus on segregation, access to professional education, employment trends, and fair remuneration for women.

In the years 2018-2021, the working-age women in Ukraine consistently outnumbered men, reaching 52% in 2021. Despite this, there was an uneven reduction in population

numbers during the same period. While the number of working-age men decreased by 1.13% from 2018 to 2020, women experienced a smaller decline of 0.64%. The negative consequences of the ongoing war may further increase the proportion of women in the population.

Within the employment structure, men hold a majority, constituting over 50% of the workforce. This gender composition persists, even as the overall proportion of working-age women exceeds that of men. The COVID-19 pandemic has exacerbated these dynamics, disproportionately affecting women due to restrictions on remote work. In 2021, the number of employed women decreased by 2.6%, while men experienced a 1.2% decline relative to 2020 figures, highlighting the pandemic’s impact on the labour market, particularly for women.

The study of the gender situation in Ukraine’s energy sector from 2013-2017 reveals that women comprised 23-27% of the workforce. Unfortunately, the State Statistics Service of Ukraine stopped publishing data on the distribution of workers in the energy sector after 2019, preventing conclusive insights into the gender structure in Ukraine’s energy sector beyond that year.

A notable trend is the impact of the war on gender segregation: opportunities for women’s employment in the energy sector are increasing due to the mobilization of men. However, this growth is forced by the complex circumstances of mobilisation and the socio-economic challenges of war, rather than by the creation of a gender-friendly environment and conditions for women.

Currently, data on the number of mobilized men are not disclosed. According to business estimates, in various sectors, the level of mobilized men comprises up to 20% of all military-liable employees of enterprises. The official employment of military-liable men involves the necessity of submitting military registration documents, which, in their absence, makes the hiring process impossible. Under these conditions, women become a more reliable reserve for employers during wartime. There are changes in access to jobs, such as the lifting of the ban on women’s access to certain jobs in the coal industry.

The formation of gender imbalance in the energy sector occurs already at the stage of women’s access to professional education. The gender parity index in Ukraine demonstrates the advantage of men at the level of vocational-technical education, while women dominate

at the master's and doctoral levels. Since over 70% of professions in the energy sector are technical, men, who dominate in vocational-technical institutions, subsequently gain an advantage in technical qualifications and practical experience during employment. Existing social beliefs influence women's choice of technical specialisation and impede their entry into STEM disciplines. Although women have the freedom to choose their profession, the low proportion of girls choosing technical specialties calls for initiatives to popularize these fields. According to research by the "Development of CSR centre", among graduates in engineering specialties, 20% are women and 80% are men and among practicing engineers, 11% are women and 89% are men. The results of the study show that 63.5% of surveyed enterprises focus on manufacturing courses, personal development, and leadership development for women in energy. 36.5% of surveyed enterprises reported that they do not have any women's development programmes. Only 6.3% of surveyed enterprises implement mentorship programmes for women. However, the implementation of these measures has been suspended due to the war and lack of funding.

The survey conducted as part of the study confirms the significant gender segregation in the energy sector, highlighting the concentration of women in administrative positions and the predominance of men in technical positions. In 2022 women held only 15.1% of managerial positions in the energy sector. Growth was observed only in the field of electricity transmission and trading, indicating that women predominantly staff these areas. According to the survey results, the renewable energy sector has the highest proportion of women in management positions, while companies in the 'traditional' energy sector lag behind. About 50% of the female respondents to the in-depth interviews believe that women and men do not have equal opportunities for career advancement (promotion to managerial positions) in the energy sector. Ukraine's energy transition to renewable energy sources could expand career opportunities for women. Investing in training programmes, increasing safety, improving working conditions and creating opportunities for women in the dynamic renewable energy landscape is key.

Since February 24, 2022, the labour market in Ukraine has undergone significant changes. By the end of 2022, unemployment reached 30%, representing approximately 5 million people. Among them, special attention should be given to internally displaced women (IDPs), who were forced to relocate in search of safe conditions for themselves and their families. These women often face barriers in employment due to their gender, age, and status. As the war unfolded, the employment opportunities in the energy sector for IDP women also changed. At

the beginning of the war, employers' concerns about possible reverse migration of IDPs were noticeable, so the state had to encourage their employment. However, as the war continued and mobilization efforts intensified, employers' priorities changed, and barriers to hiring IDP women decreased due to a shortage of personnel in the wartime economy. According to the survey, 25% of female respondents changed their workplace in the last three years due to the war, and 12.5% of them have the IDP status. As of September 2023, 13.3% of the 164 surveyed companies had vacancies they were willing to consider women for. The survey also highlighted the importance of ongoing training to master new equipment and processes in the energy sector, which affects the retraining needs of women, including those who are internally displaced, in energy-related fields.

The study has identified the following key measures of recommendation for promoting gender equality and resilience in the energy sector.

Promotion of opportunities for women in the energy sector by

Awareness Raising

- Among girls: Enhance awareness about energy-related specialties through educational events and social projects such as information campaigns, mentorship programmes, and dissemination of best practices
- Among employers and citizens: Raise awareness about the rights and opportunities of women, including IDPs, in the labor market

Capacity Developing

- Develop and distribute short-term training programmes to enhance the skills and qualifications of women in the energy sector, enabling them to master new energy professions
- Implement leadership training and mentorship programmes for women in the energy sector, including experience exchange and international internship programmes

Creation of more diverse and inclusive work environments by

Policy Making

- Implement quotas for women in managerial positions at energy companies (at middle and upper levels), and adapt the rules for competitive selection for vacancies in the energy sector
- Develop and implement recommendations for introducing gender-segregated statistics at the enterprise level for implementing and monitoring these

indicators in personnel management strategies, HR policies, and social corporate responsibility reports. This will aid in developing effective policies for achieving gender balance and inclusivity. Given that energy is a crucial sector for the country's economy, it is essential to resume the collection and access to official statistical data on gender structure, personnel numbers, wage payments, access to managerial positions, and other gender-segregated statistics after the second year of war.

Inspiring and Networking

- Media and professional organizations can actively highlight stories of women who have achieved success in the energy sector. This could inspire other women to choose a career in this sector.

For instance, scaling up the annual “Women of Ukrainian Energy” contest conducted by the NGO “Women’s Energy Club of Ukraine.”

To successfully implement the proposed recommendations for enhancing gender diversity and inclusivity in the Ukraine’s energy sector, collaboration among government and non-government sector, businesses, and European partners is crucial. Germany’s experience and practices in the formation and implementation of gender initiatives in business and government are especially valuable in this sense, given the country’s growing efforts at the European and global level to achieve climate neutrality and the green transition.

From a stakeholder perspective, the research findings led to the following key recommendations.

Non-Government Sector:

- Organize educational events and social projects to raise awareness about energy-related specialties among girls as well as conduct information campaigns and mentorship programmes to promote opportunities for women in the energy sector
- Expand initiatives like the “Women of Ukrainian Energy” contest to highlight successful women in the industry
- Facilitate leadership training and mentorship programmes for women in the energy sector, including international exchange programmes.

- Advocate for the implementation of quotas for women in managerial positions at energy companies and support the adaptation of recruitment processes to be more inclusive

Government:

- Enact policies to enforce quotas for women in managerial positions and adapt recruitment rules to promote gender diversity in the energy sector
- Collect and provide access to official statistical data on gender diversity within the energy sector to inform policy decisions and track progress
- Develop and implement recommendations for gender-segregated statistics at the enterprise level to monitor and evaluate gender diversity initiatives

Businesses (Energy Companies):

- Implement quotas for women in managerial positions and adjust recruitment processes to ensure equal opportunities for all genders
- Create and distribute short-term training programmes to enhance the skills and qualifications of women in the energy field as well as support mentorship programmes and leadership training for female employees
Adhere to gender equality in working conditions and pay, implement gender audit and reporting tools

International Partners:

- Provide expertise and resources to support educational initiatives, mentorship programmes, and training opportunities for women in the Ukrainian energy sector
- Collaborate with local stakeholders to share best practices and experiences in promoting gender diversity and inclusivity
- Offer funding and support for research and data collection efforts to monitor progress towards gender equality in the energy sector

By working together, these stakeholders can create a more inclusive and diverse workforce in the energy sector, leading to improved performance, innovation, and sustainability in the industry.

Introduction

For nearly two years now, Ukraine has been experiencing the consequences of Russia's full-scale invasion of its territory. This has resulted in not only the destruction of civilian buildings but also targeted attacks on the country's critical infrastructure and energy facilities. Since February 2022, there has been an unprecedented internal and external displacement of the population, forced to leave their homes and workplaces to save their lives. Clearly, these processes will impact, and continue to influence, the gender structure of human capital and its potential for the reconstruction of Ukraine's economy post-victory. The most vulnerable group among the internally displaced persons (IDPs) are women, children, and the elderly. According to estimates¹ from the Ministry of Social Policy of Ukraine, the number of IDPs is around 4.7 million, with women comprising 60% of this figure.

As an economically active segment of the IDPs, women bear the greatest burden in restoring their professional and economic capabilities. Even before the war, the energy sector lagged in terms of gender equality and women's representation across its various segments, as evidenced by previous studies. Unfortunately, there are reasons to believe that the situation has only worsened due to the war. This document presents the results of a study on the state of gender balance in Ukraine's energy sector during the war. The primary goal of the study is to assess the current situation of gender equality, the impact of the war on women in the energy sector, and their opportunities for development and achievements under the country's challenging living conditions.

With the increasing proportion of mobilized men, the role of women in forming and supporting a gender-balanced and inclusive human capital structure for the recovery of the energy sector is intensified. On one hand, according to published data² as of March 2023, energy companies had the largest number of personnel who received temporary deferment from mobilization (reservation) – 163,000 individuals (30.8% of all reserved). On the other

hand, the proportion of mobilized employees in energy companies is increasing, as not all male employees have the necessary grounds for reservation. For instance, as per data available³ in open sources as of May 2022, in DTEK, Ukraine's largest private energy sector investor, the number of mobilized individuals accounted for 2,493 persons or 4.2% of the total staff.

Consequently, for the first time in the history of Ukraine's coal industry, women were allowed to work underground at one of DTEK's mines: nearly 3,000 of the 20,000 miners at this mine are fighting on the front line. According to a recent publication by Reuters⁴.

A specific focus of the study is the examination of the employment situation of internally displaced women (IDPs). Research⁵ conducted at various times since February 2022 suggests that IDP women may face numerous barriers when seeking employment: employer bias, the need to balance job hunting in a new location with housing search, childcare, and caring for elderly relatives, among others. Moreover, even qualified workers, both male and female, in situations of forced migration, encounter low-paying jobs or start their careers in lower positions. This situation is particularly challenging for women with technical specializations, who are sometimes forced to start in low-paying, unskilled positions.

However, even under such circumstances, it is crucial to remember that gender equality is a mandatory aspect of societal progress, impacting various sectors that form the foundation of a country's development. In this context, the energy sector plays a key role in stimulating economic growth and sustainability. Therefore, this study attempts to explore the complex dynamics of gender equality in Ukraine's energy sector amid the war, to illuminate the existing developmental landscape, challenges, and potential opportunities for women. This, to a certain extent, defines the uniqueness of this project, as few studies in the energy sector can be characterized by the peculiarities of being conducted in the context of large-

¹ Presentation and discussion of research results regarding IDP migration.

<https://www.ukrinform.ua/rubric-society/3739830-iz-usiei-kilkosti-pereselenciv-60-stanovlat-zinki-opora.html>

² The government has disclosed to Forbes the number of reserved military-liable employees.

<https://forbes.ua/news/ponad-pivmilyona-v-uryadi-nazvali-kilkist-zabronovanikh-vijskovozobovyzanikh-pratsivnikiv-17032023-12460>

³ Irreparable losses. How many employees of Ukraine's largest companies were taken by the war.

<https://forbes.ua/inside/nepopravni-vtrati-silki-pratsivnikiv-naybilshikh-kompaniy-ukraini-zabrala-viyina-17052022-6037>

⁴ <https://www.reuters.com/world/europe/ukraines-coal-mines-turn-women-solve-wartime-staff-shortages-2023-11-22/>

⁵ Universal gender recommendations. Research results within the project "Adaptation of Women to New Life Conditions During the War".

scale population migration, especially during an ongoing war.

In preparing this research, it became clear that the focus would extend beyond conventional methods and tools of analysis, as well as the interpretation of statistical information, access to which is limited in the conditions of martial law in Ukraine. Instead, the study explores the state and relevance of gender equality in energy based on the consolidation of published expert opinions, conducting surveys, and focus group discussions. Through this research, we aim to provide valuable information that could lay the groundwork for initiatives aimed at supporting and promoting equality and inclusivity in Ukraine's energy sector during the war and in the post-war period.

For the purposes of this study, we consider the energy sector as a set of enterprises operating in the field of production, distribution, and transmission of electricity, including the sector of renewable energy sources, supply of goods used in energy, service enterprises, and organizations in consulting, education, and legal support of energy companies. This approach allows for an expanded view of the prospects for women's employment in the energy sector.

The information base for this study includes:

- Existing Ukrainian legislation on gender equality;
- Previous studies on gender equality issues in Ukraine and abroad, conducted by various analytical agencies, industry associations, and international organizations;
- Available data from the State Statistics Service of Ukraine (hereinafter - State Statistics Service).
- It should be noted that some statistical data for 2020-2023 has not been published by the State Statistics Service due to the imposed restrictions on access to information, changes in forms and frequency of statistical reporting, etc. Thus, the report uses all data published as of October 2023;
- Results of surveys conducted among representatives of energy enterprises, relevant educational institutions, and experts, as well as women who are currently working or have worked in energy enterprises over the past two years.

The survey was conducted from July 14, 2023, to September 13, 2023, by phone or online via Google Forms. Representatives (both men and women) of energy sector enterprises (164 respondents; questionnaire - Appendix 1) were involved in the survey,

as well as only women working in such enterprises (152 respondents, questionnaire - Appendix 2). The expert surveys involved 8 respondents, including leaders of various departments of energy sector enterprises (questionnaire - Appendix 3). Since the implementation of this project is taking place during the war, the biggest risk is the accessibility of information, including the operation and location of energy enterprises, as well as personnel in both the private and public sectors. The energy sector is one of the aggressor's targets, making it vulnerable in terms of data collection and publication.

In organizing and conducting the survey and interviews, Pro-Consulting analysts faced several limitations. These included finding respondents who met the necessary criteria and agreed to participate in the surveys within a short time-frame. For comparison, the previous study by the Heinrich Böll Foundation was conducted throughout most of 2019: a period without restrictions related to the Covid-19 pandemic, during peacetime, and without barriers associated with remote work and the forced migration of specialists abroad.

Additionally, a significant portion of respondents from Pro-Consulting's internal contact database, who could have been involved in the survey, were inaccessible: about 30% of the displaced individuals had changed their phone numbers due to the loss of phones during evacuation to safe regions and for other reasons.

Despite these limitations, the presented study is comprehensive and valuable for its target audience:

- Traditional and renewable energy enterprises, which can use the results and recommendations of the study to improve the gender component in human capital management, and in formulating strategies for recovery and innovative development in the post-war period;
- State and local authorities, for developing comprehensive programs to support the employment of women, particularly IDPs, in the energy sector, and to stimulate the return of women from abroad. Also, for improving labor legislation to implement principles of gender equality, inclusivity, and economic justice during the energy sector's recovery from the war's impacts;
- Professional communities and the public sector: women who have worked or are seeking opportunities in the energy sector can engage in further advocacy for gender equality, sustainability, and economic justice.

1. Gender Aspects in Legislation and Employment Policy post 2018

The principles of gender equality are enshrined both in international law and in the Constitution of Ukraine. A list of international documents on ensuring equal rights and opportunities for women and men is provided in Appendix 4.

Equality of men and women in all spheres of life is enshrined in Article 3 of the Constitution of Ukraine. Additionally, provisions concerning gender equality are addressed in Articles 21, 24, and 51. Specifically, Part 3 of Article 24 of the Constitution of Ukraine stipulates that equality of rights for women and men is ensured by providing women with equal opportunities as men in public-political and cultural activities, in education and professional training, in labor and remuneration for it, among other areas.

Key laws and national normative legal acts on ensuring equal rights and opportunities for women and men are listed in Appendices 5-6. They can also be applied to regulating the employment of women in the energy sector. The majority of these laws were adopted before the war and established general requirements for women's labor, employment in the civil service, economic, legal, and organizational issues of labor remuneration, main aspects of the state's employment policy, organizational and legal foundations for preventing and combating discrimination to ensure equal opportunities for realizing the rights and freedoms of individuals and citizens, etc.

Despite significant progress in the implementation of gender aspects in the legislation of various countries, including Ukraine, a gender imbalance in the energy sector still exists. According to the Global Gender Gap Report 2023⁶, the share of women in energy companies worldwide reaches 31.2%, a result of the largest investments in recent years to increase the proportion of women in enterprises. Between 2020 and 2023, Ukraine enacted a series of legislative and regulatory changes aimed at protecting and supporting women's employment, which also extend to the energy sector and addressing existing inequalities (see

Appendix 7).

These documents regulate the implementation of equal rights and opportunities during the recruitment process and the execution of professional duties by both women and men across various enterprises. They also mandate the application of gender-sensitive approaches in the development of legal acts and establish a set of indicators for the State Statistics Service of Ukraine to gather data for gender equality monitoring. As of August 2021, more than 80 local self-government bodies in Ukraine had signed the European Charter for Equality of Women and Men in Local Life, developed in 2004 by the Council of European Municipalities and Regions (CEMR). Supported by the European Commission, the Charter encourages local authorities to commit to using their existing powers and partnerships to achieve greater equality for their citizens.

In August 2022, the «State Strategy for Ensuring Equal Rights and Opportunities for Women and Men until 2030»⁷ was approved, and an operational plan for its implementation in the years 2022-2024 was established.

The strategy aims to unite society in understanding the values of human rights and freedoms, ensured and protected based on the principles of equality and non-discrimination for all women and men, boys and girls. It envisages the consolidation of actions by government bodies at all levels, international organizations, social partners, and other representatives of civil society to fulfill international and national commitments to ensure equal rights and opportunities for women and men for the sustainable development of the state in all fields. Additionally, on May 3, 2023, a Memorandum of Cooperation between the Government of Ukraine and the UN regarding the prevention and combating of sexual violence was signed. One of its clauses includes strengthening the protection of internally displaced persons from sexual violence, as well as those who were forced to leave the country.

In September 2023, amendments were made to Law № 2866-IV "On Ensuring Equal Rights and Opportunities for

⁶ Global Gender Gap Report 2023. https://www3.weforum.org/docs/WEF_GGGR_2023.pdf

⁷ <https://zakon.rada.gov.ua/laws/show/752-2022-%D1%80#n15>

Women and Men,” which contains the basic principles for ensuring equal rights and opportunities for women and men in all spheres of activity, particularly in the field of work. It explicitly prohibits discrimination in the workplace. The current edition updated Article 13 regarding the powers of centers providing free legal assistance in preventing and combating gender-based violence. These responsibilities are assigned to coordinators for ensuring equal rights and opportunities for women and men in executive bodies and local self-government bodies.

One of the latest achievements is the approval in September 2023 by the Cabinet of Ministers of Ukraine of the National Strategy to Overcome the Gender Pay Gap⁸ for the period up to 2030 and the approval of the operational action plan for its implementation for 2023-2025.

State executive bodies, particularly in the energy sector, are among the first to demonstrate significant progress in using legislatively established tools to implement policies of equal rights and opportunities for women and men. These include the Ministry of Energy of Ukraine⁹, the State Agency for Energy Efficiency and Energy Saving of Ukraine (SAEE)¹⁰, and the State Energy Inspection of Ukraine¹¹. Among the tools for implementing a gender-balanced policy that can be applied at the enterprise level is gender auditing. The purpose of conducting a gender audit¹² is to assess the status of ensuring equal rights and opportunities for women and men by enterprises, institutions, organizations, identify existing problems, determine ways to reduce gender inequality, analyze changes in this area that have occurred at the enterprise, institution, organization (compared to the results of the previous audit), and also to increase employee awareness about applying a comprehensive gender approach in their activities. Additionally, gender auditing allows analyzing how the principle of ensuring equal rights and opportunities for women and men is considered in the personnel policy and activities of the enterprise, institution, organization.

Among energy companies, the State Enterprise “Market Operator” was one of the first to demonstrate progress

in implementing legislative initiatives and tools to ensure gender equality in personnel policy. In 2020, “Market Operator” was recognized as the best energy company for gender parity according to the annual competition held by the NGO “Women’s Energy Club of Ukraine.” The company employs 60% women and has created equal working conditions and pay. It has implemented a family-friendly policy for “Market Operator” employees. This is evidenced by the results of the gender audit¹³ conducted in 2020 by the company’s Gender Committee with the participation of independent experts.

Thus, from 2018 to 2023, Ukraine has been actively implementing gender equality initiatives both at the legislative level and within enterprises, including those in the energy sector. Implementing principles of gender equality is one of Ukraine’s tasks on its path to European integration. The main requirements Ukraine must meet to become a member of the EU are outlined in two analytical reports¹⁴, which also identify critical issues and differences. These documents contain two separate sections in the EU acquis dedicated to labor issues: free movement of workers (labor), social policy, employment, and gender equality. Therefore, the implementation of European principles in Ukrainian society is a common task for all citizens of the country.



⁸ National Strategy for Overcoming the Gender Pay Gap until the year 2030.

<https://ips.ligazakon.net/document/kr230815?an=14>

⁹ Information on conducting a gender audit at the apparatus of the Ministry of Energy of Ukraine

https://mev.gov.ua/sites/default/files/2023-02/%D0%86%D0%BD%D1%84%D0%BE%D1%80%D0%BC_%D0%97%D0%92%D0%86%D0%A2_%D0%90%D1%83%D0%B4%D0%B8%D1%82.pdf

¹⁰ Report on the conduct of the gender audit. https://sae.gov.ua/sites/default/files/Zvit_gender_audit.pdf

¹¹ Gender audit in the State Energy Inspection in 2022. <https://sies.gov.ua/gender/gendernij-audit-2022>

¹² Methodological recommendations on conducting a gender audit by enterprises, institutions, and organizations.

<https://zakon.rada.gov.ua/rada/show/v0448739-21#Text>

¹³ <https://www.oree.com.ua/index.php/web/48>

¹⁴ COMMUNICATION FROM THE COMMISSION TO THE EUROPEAN PARLIAMENT, THE EUROPEAN COUNCIL AND THE COUNCIL. <https://neighbourhood-enlargement.ec.europa.eu/system/files/2022-06/Ukraine%20Opinion%20and%20Annex.pdf>

2. Gender Imbalances in the Energy Sector of Ukraine

To understand the current situation with the gender profile of Ukraine's energy sector, it is necessary to assess the state of the gender balance.

It characterizes the actual state of affairs of social, economic, and political equality between men and women. Establishing a gender balance in the energy sector relies on a set of key indicators, among which the most important are the equitable distribution of income, representation in management positions, the achieved level of and access to education, employment, etc. Gender balance is the "optimal" state of achieving equality between men and women, so considering the existing and previous deviations from such a state in Ukraine's energy sector, it is more appropriate to use the term gender imbalance.

To assess the gender imbalance in the energy sector of Ukraine, an analysis of the characteristics of gender segregation in the labor market was conducted. This involved researching access to the profession through education, working conditions, women's access to managerial positions, gender differences in pay, and more.

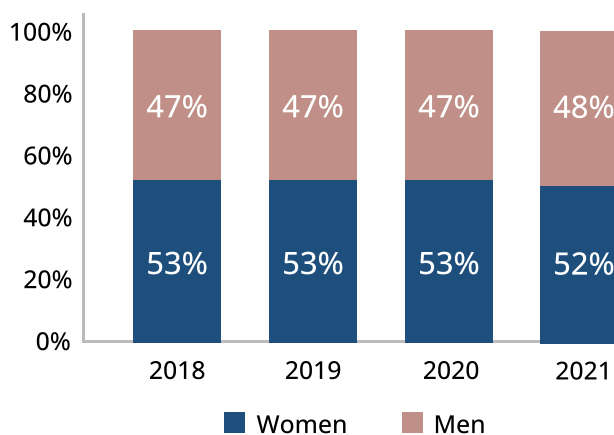
2.1. Gender Segregation in the Labor Market

The Dictionary of Gender Terms¹⁵ explains labor gender segregation as the uneven distribution of men and women in the economy, leading to predominance of one gender in certain professions or economic sectors. Labor gender segregation can be vertical or horizontal. Vertical gender segregation of labor implies an unequal distribution of men and women at different levels within the same profession (the "glass ceiling"). Horizontal gender segregation is the unequal distribution of women and men in different professions (the "glass walls").

To assess gender segregation in the energy sector, the ratio of working-age men and women in the country as a whole and the number of women working in the country

Diagram 2.1

Total population of Ukraine of working age (15-70 years) in 2018-2021, %



Source: State Statistics Service of Ukraine (data for the most available period); Pro-Consulting assessment

and in the industrial sector (the registered number of female employees) were analyzed. As can be seen from the data presented, in the years 2018-2021, the proportion of working-age women in Ukraine exceeded that of men. At the same time, there was an uneven dynamic in the reduction of the population numbers. Specifically, the number of working-age men decreased by 1.13% from 2018 to 2020, while the number of women decreased by 0.64%. Clearly, such a trend exacerbates the imbalance in the gender structure of Ukraine's population, and due to the negative consequences of the ongoing war, it can be assumed that the proportion of women will increase.

At the same time, within the structure of employment, the gender composition is different: men are more engaged in work (over 50%). This is clearly illustrated by the data in the following diagram.

The dynamics of the population engaged in work across the country, by gender during the considering period, also has an unfavorable tendency regarding the profile of women.

¹⁵ The Dictionary of Gender Terms. <https://a-z-gender.net/ua/genderna-segregaciya-praci.html>

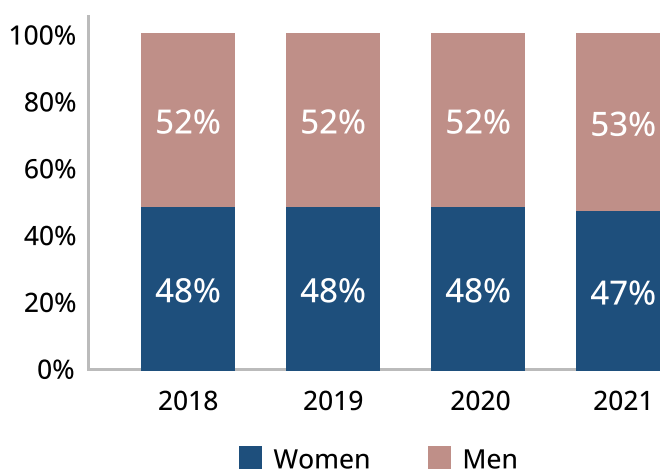
An analysis of statistical data in quantitative terms shows that a decrease in workers was already observed before the full-scale invasion of Ukraine. The highest rate of decrease occurred during the pandemic year (2020) – about 4% for both men and women. In 2021, the number of employed women decreased by 2.6%, and men by 1.2% relative to 2020 figures, demonstrating the pandemic's impact on the labor market, especially for women.

During the COVID-19 pandemic, most enterprises implemented remote and flexible work schedules. Specifically, the use of such measures at their enterprises was indicated by 74.8% and 59.1% of surveyed respondents, respectively. Some enterprises applied both options for their employees.

Such changes in work conditions increased the burden, primarily on women, who were forced to work from home while simultaneously caring for young children and the

Diagram 2.2

Employment by gender in 2018-2021, %



Source: State Statistics Service of Ukraine (data for the most available period); Pro-Consulting assessment

Table 2.1

Employment by gender in 2018-2021, thousands of persons

	2018	2019	2020	2021	2018/2021
Women, number	7910,7	7974,3	7650,0	7451,0	*
Rate of increase/decrease	*	0,8%	-4,1%	-2,6%	-3,3%
Men, number	8450,2	8693,7	8345,6	8242,0	*
Rate of increase/decrease	*	2,9%	-4,0%	-1,2%	-1,2%

Source: State Statistics Service of Ukraine (data for the most available period), Pro-Consulting assessment

sick, assisting school-age children with online learning, which required the creation of special conditions, and managing household tasks. This burden affected, in most cases, the level of professional task performance and reinforced gender stereotypes about women's "low" capacity to work in stressful situations.

According to the State Statistics Service, at the end of April 2020, the number of registered unemployed amounted to 457,005 people, among which women accounted for 57%. According to the International Energy Agency, in 2020 the number of women employed in the energy sector decreased by 1.5 million, which is the largest drop in the last decade. Thus, it can be asserted that the COVID-19 pandemic became one of the reasons for hindering job search and career advancement for women during 2020-2021. This is also confirmed by survey data, according to

which 6.3% of female respondents changed jobs over the past three years due to COVID-19.

Large-scale statistical studies of women's employment levels in Ukraine's energy sector were conducted during the period of 2013-2017. The results of this research¹⁶ showed that women's share in the energy sector constitutes 23-27% of the total workforce, whereas women's employment share in other areas of economic activity reaches 54%. After 2019, the State Statistics Service of Ukraine did not publish data on the distribution of workers in the energy sector. Therefore, it is not possible to make conclusions about the gender structure in Ukraine's energy sector after 2019 that are substantiated by official statistical research. This requires a large-scale statistical study, especially considering significant demographic changes caused by the war, internal and

external migration of the workforce, and so on.

In such conditions, it is valuable to conduct short-term surveys that will reveal trends important for justifying and making management decisions to improve the employment structure in the energy sector. For this research, surveys of energy sector employees were conducted, and information from open sources about the activities of energy sector companies and organizations concerned with gender issues was processed.

The results of the conducted research revealed that the employment structure in the energy sector is characterized by significant gender segregation by profession. According to the surveys and expert interviews, it was determined that women in energy work in various qualification-professional groups, but they dominate in some, such as "professionals," "specialists," and "simple professions." Men predominate in other qualification and professional groups, such as "workers in the service, operation, and control of technological equipment."

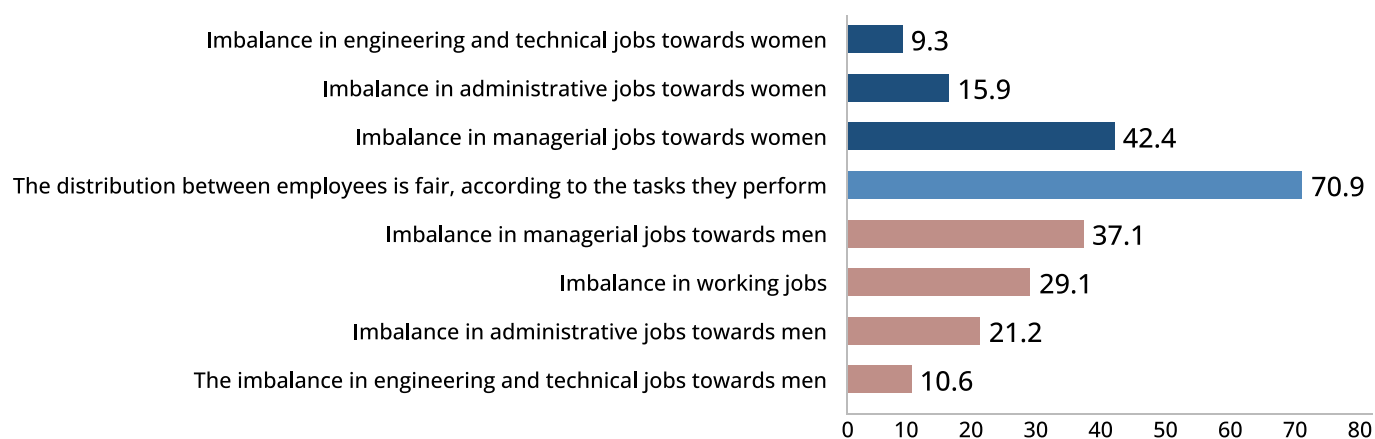
The concentration of women and men in different professional groups forms the so-called "female," "male," and "mixed" professions depending on the dominant employment group:

- "Female" professions: office manager, secretary, accountant, marketer, HR manager;
- "Male" professions: engineer, installer, operator, locksmith, driver;
- "Mixed" professions: power engineer, ecologist, energy efficiency expert, renewable energy consultant.

During the study, survey respondents were asked to assess the level of gender segregation in the labor force at their enterprises, that is, to identify the imbalance in the distribution of women and men by profession and by levels of positions within one professional group. The results of this are presented in Diagram 2.3.

Diagram 2.3

Assessment of professional segregation in the energy sector, %



Source: Results of the Pro-Consulting survey (152 respondents), assessment by Pro-Consulting

The survey results show that gender segregation is most evident in the uneven distribution of work tasks between men and women, with an imbalance in administrative specialties (predominantly women) and in occupying managerial positions (predominantly men). 51% of male respondents (during the general survey of enterprise representatives) rated the importance of gender aspects at 4 or 5 out of 5. 82% of female respondents indicated that the enterprises where they work or have recently worked

apply principles of equal conditions and opportunities for the professional duties of both women and men, taking into account their interests and needs. This is reflected in the creation and maintenance of equal working conditions and fair pay, participation in educational events (courses, seminars, professional development) and conferences, and career development and growth. Some enterprises have developed and implemented a policy of equal rights and opportunities for women and men. In such enterprises, the

¹⁶ "Women and men in the energy sector of Ukraine". https://ua.boell.org/sites/default/files/genger_in_energy_report_2019.pdf

gender aspect is usually outlined in internal documents, "Trust Boxes" are established, seminars with employees are held to explain the provisions of the gender policy, and gender pages are posted on corporate websites.

Only 6% of respondents noted that the enterprises where they work do not adhere to the principles of providing equal conditions and opportunities for the professional duties of women and men. Among the main problems, they cited a high level of men among the company's management (3%), a higher level of wages for performing similar duties (2%), a clear division of professions and duties for women and men, for example, production - men, administrative - women (1%). Others could not clearly identify the problems of gender equality at their workplace.

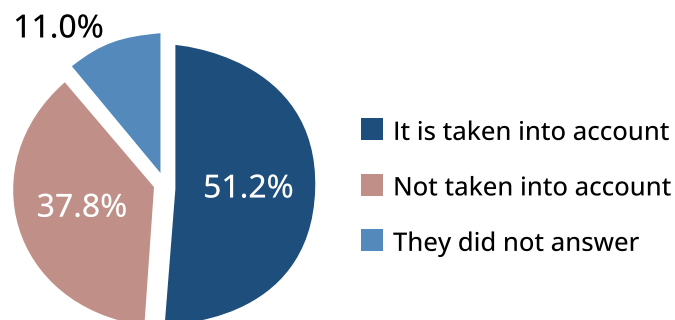
More than half of the survey respondents - representatives of enterprises stated that their companies have developed normative documents on personnel policy and organization of the team's work, which consider the application of principles of equal conditions and opportunities for the professional duties of women and men.

Among these companies are enterprises of various forms of ownership, demonstrating the high awareness of private enterprises towards gender issues. Enterprises adhering to the principles of gender equality, according to respondents, hire employees based on competencies, professional experience, and skills, with gender being irrelevant (except for strictly male, heavy labor that women consciously avoid). However, the survey also revealed that energy companies are beginning to seek women for positions previously held by men. In many cases, due to the war, when closing "male" vacancies, women may be given preference. The main reason for this situation is the need to form a stable staff, as men can be mobilized, while women will remain working.

Currently, the official employment of military-liable men involves the necessity of submitting military registration documents, which makes the hiring process impossible in their absence. Under these conditions, women become

Diagram 2.4

Assessment of the consideration of gender equality principles in the normative documents of enterprises, %



Source: State Statistics Service of Ukraine (data for the most available period); Pro-Consulting assessment

a more reliable reserve for employers during martial law. Data on the number of mobilized men are not currently disclosed. Business estimates indicate that in various industries, the level of mobilized personnel is up to 20% of all military-liable employees of enterprises.

Thus, the ongoing war and the increasing number of mobilized male employees in the energy sector are gradually changing the structure of gender segregation in favor of women. For example, the lifting of the ban on employing women in underground mining works. This work is considered physically demanding, but due to the mobilization of men and a shortage of workforce, about 400 women are now working in underground jobs (approximately 2.5% of the total number of underground workers). Typically, they perform auxiliary work that does not require strenuous physical labor¹⁷.

A positive conclusion from the survey is the high percentage of energy sector enterprises-respondents (82%) that apply the principles of providing equal conditions and opportunities for men and women to perform their professional duties. Most enterprises implement principles of gender equality at the level of internal company documents (Company Policy, Collective Agreement, etc.).

¹⁷ Ukraine's coal mines turn to women to solve wartime staff shortages.

<https://www.reuters.com/world/europe/ukraines-coal-mines-turn-women-solve-wartime-staff-shortages-2023-11-22>

2.2. Assessment of Women's Access to Professional Education

The involvement of women in the energy sector begins primarily at the stage of education and choice of profession. Admission to technical educational institutions provides women with opportunities to work in the energy sector, and higher education is a key to obtaining engineering and managerial positions.

The analysis of girls' involvement in education at various levels was conducted using data from the State Statistics Service of Ukraine. Table 2.2 analyzes statistical data on the gender ratio among students of higher education institutions based on the Gender Parity Index (GPI).

This indicator is used by UNESCO to measure the relative access of men and women to education.

Table 2.2

Gender parity index (GPI) among pupils and students in ukrainian educational institutions¹

Educational Levels According to ISCED ²	National Educational Degrees and Qualification Levels	2014/15 ³	2015/16 ³	2016/17 ³	2017/18 ³	2018/19 ³	2019/20 ³
Post-secondary Non-tertiary Education⁴	Pupils in Vocational (Vocational-Technical) Education Establishments	0,667	0,684	0,696	0,690	0,669	0,664
Short-cycle Tertiary Education	Students in higher education establishments obtaining the "Junior Bachelor" degree or "Junior Specialist" qualification level	0,984	0,967	0,924	0,904	0,887	0,873
Bachelor's or Equivalent Level	Students in higher education establishments obtaining the "Bachelor" degree	1,083	1,074	1,081	1,064	1,081	1,092
Master's or Equivalent Level	Students in higher education establishments obtaining the "Master" degree or "Specialist" qualification level	1,296	1,278	1,243	1,298	1,277	1,289
Doctoral or Equivalent Level	Candidates for higher education degrees "Doctor of Philosophy" and "Doctor of Science"	1,469	1,145	1,099	1,061	1,036	0,966

Source: State Statistics Service of Ukraine

¹ Ratio of the number of female individuals to the number of male individuals (UNESCO methodology).

² International Standard Classification of Education, 2011 revision.

³ Excluding pupils, listeners, and students from educational institutions in the temporarily occupied territory of the Autonomous Republic of Crimea, the city of Sevastopol, and parts of the temporarily occupied territories in Donetsk and Luhansk regions.

⁴ Data from the Ministry of Education and Science of Ukraine.

The index is calculated as the ratio of the number of women to the number of men studying at a particular level of education (primary, secondary, etc.):

- GPI = 1 indicates equality between men and women;
- GPI < 1 indicates a gender parity favoring men;
- GPI > 1 indicates a gender parity favoring women.

The closer the GPI is to 1, the closer the country is to achieving equality of access between men and women.

The data in Table 2.2 shows that during the analyzed period from 2014 to 2020, there is a trend of decreasing GPI at the level of higher education "Junior Bachelor" or the

educational-qualification level "Junior Specialist," favoring men. In Ukraine, this level corresponds to vocational-technical education. On the other hand, women dominate at the master's and doctoral levels of education.

In the energy sector, over 70% of professions are of a technical nature, education for which is predominantly provided in vocational-technical institutions (electricians, locksmiths, electrical fitters, etc.). As shown in the data, men predominantly attend vocational-technical education institutions. Women more often choose to study at higher educational institutions, where they obtain engineering specialties or study non-technical fields. Meanwhile, men often receive two types of technical education – vocational-technical and higher education, which gives them the

advantage of technical skills and specialized engineering knowledge. Under such conditions, when employed at enterprises, men have the opportunity to gain professional skills and experience necessary for career progression. Additional training while working at the enterprise (evening classes, professional development courses, part-time secondary higher education, etc.) increases their chances of promotion and occupying leadership positions. Employers usually prefer specialists with practical work experience. Thus, it is more challenging for women with higher education but without practical experience to get promotions and climb the career ladder. This stage marks the formation of gender imbalance, including in the energy sector. Experts consider the gender imbalance in career access in the energy sector through education a serious problem.

Additional reasons for women's "lag" in professional realization in the energy sector include gender stereotypes. There is a societal belief that women are not as well-suited for technical roles as men. This leads to girls not being encouraged to study STEM disciplines in school, making it harder for them to get jobs in the energy sector after graduation. According to research by the "Development of CSR" center, among graduates in engineering specialties, 20% are women and 80% are men, and among practicing engineers – 11% are women and 89% are men. These are general indicators for technical specialties, but they can be considered relevant for the energy sector as well.

Experts participating in the Pro-Consulting survey believe that historically formed stereotypes in Ukrainian society regarding the choice of future professions, particularly among girls, need to be dismantled through awareness-raising work and advertising campaigns about women's opportunities in the energy sector. According to the survey conducted for this study among education sector representatives, in 2023, there is again a disparity in educational institutions - boys dominate in technical specialties, with the proportion of girls not exceeding 10% (1-3 girls in a group of 30 electricians or electrical fitters). Considering the research conducted on women's involvement in technical education at secondary and higher educational institutions, it can be said that women in Ukraine have the opportunity to choose their profession and are not limited in their admission to educational institutions. However, the proportion of girls choosing technical specialties is low. Changing this situation is possible through the popularization of technical specialties among girls, informing them about the positive experience

of women working in the energy sector during their education in secondary schools, and so on. Respondents, including those working in education in the energy sector, assert that the gender gap in education and professional programs related to the energy sector is a serious problem that leads to the loss of human potential and economic growth, reinforces stereotypes about the roles of men and women, and limits women's opportunities to participate in energy security and sustainable development.

To develop personnel, promote professional and career growth, modern enterprises often implement special programs and measures. According to survey results, 63.5% of enterprises organize events for the development of leadership skills, personal development training, and production training for their employees, and pay for various forms of education. 6.3% of enterprises implement mentorship programs for women. The most common types of training and educational events aimed at career and professional growth of women in enterprises, as mentioned by the respondents, are shown in Diagram 2.5. Some respondents mentioned several types of educational events conducted at their enterprises for employees, including for women.

Survey results indicate that enterprises focus primarily on production training, personal development training, and leadership skills development. These programs are key for building a talent pool in the energy sector enterprises.

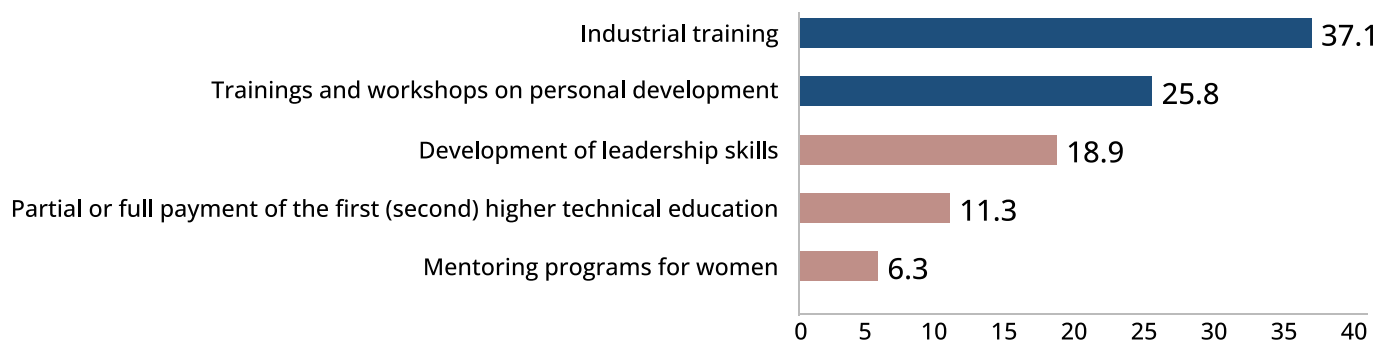
Among other personnel development measures used by enterprises to promote women's career and professional growth, respondents mentioned occupational safety training, business trips to other enterprises and countries for experience exchange, training in their own academy, and online courses. Some respondents noted that while funding for secondary education is stipulated in founding documents, it has not yet been applied in practice. Several initiatives, like mentorship programs, education funding, and training, were implemented before the full-scale invasion, but the war has put almost everything on hold.

However, certain energy sector enterprises, recognizing the shortage of engineering and technical specialists due to the mobilization of men, are taking various measures to enhance their employees' qualifications. For example, DTEK Energo initiated an additional enrollment for the "Mining" specialty at NTU "Dnipro Polytechnic" and financed the training of the company's prospective employees¹⁸.

¹⁸ Along with DTEK Energo, we ensure the stability of Ukraine's energy system.
https://www.nmu.org.ua/ua/content/news/?ELEMENT_ID=26672

Diagram 2.5

Rating of personnel development events in enterprises of the energy sector, %



Source: Pro-Consulting survey data, Pro-Consulting estimate

36.5% of surveyed enterprises indicated that they do not implement any women development programs. Some respondents mentioned a lack of staff motivation to participate in such development events.

According to a survey of women in the energy sector, only 16.4% of respondents participated in educational events in the last three years. Other respondents were not involved in such events due to the absence of educational programs at their workplaces, or due to a lack of information about the events and opportunities to participate.

Experts involved in the survey note that they have rarely encountered specialized training and development programs specifically for women. Existing programs are general for the profession (such as qualification improvement or occupational safety). Women have access to these programs on par with men, but the issue remains in the feasibility of utilizing this access due to women's household responsibilities, availability of schedules, and training formats that accommodate work, education, and family life.

Experts view the trend towards online training positively. Almost all educational institutions now offer short-term retraining courses (e.g., 12-week programs for electricians, welders, renewable energy sources, etc.). In Ukraine, there are 40 qualification enhancement centers where individuals can receive training, take exams, and obtain certificates valid both in Ukraine and abroad.

Thus, conditions for women's development, including in the energy sector, have been created in Ukraine, but there is a lack of discussion and an informational component to promote existing educational products. Additionally, when designing program formats and schedules, the needs and opportunities for women to participate conveniently should be considered.

2.3. Evaluation of Career Growth Opportunities and Equal Pay for Women in the Energy Sector

According to data from the State Statistics Service, in 2021, the total number of women and men in managerial positions in the energy sector was 5,419, with 14.9% of these positions being held by women. In 2022, the situation did not change significantly, with the proportion of women managers in the energy sector increasing by only 0.2%. The most noticeable changes were observed in the electricity transmission sector (+3%) and electricity trading (+1.2%), confirming data that enterprises in these areas are predominantly staffed by women. Compared to all economic sectors, the proportion of female leaders in the energy sector is half the overall indicators.

According to the survey conducted as part of this study, 51.2% of women changed their job in the last three years due to career advancement, confirming the presence of opportunities for women in the energy sector. The war has created unique conditions for women's career growth, as a significant portion of men in the energy sector were either mobilized or voluntarily went to the front. According to experts interviewed for the study, employers are currently favoring women for technical positions, confident that women will remain in their jobs despite the challenges of war and will not be mobilized. Additionally, experts noted that female energy workers demonstrated their best capabilities in ensuring the operation of energy infrastructure at the beginning of the war. To analyze the distribution of women and men in managerial positions across different sectors of the energy industry, the results of the survey were utilized.

Table 2.4

Number of Registered Legal Entities by Types of Economic Activity with Distribution by Gender of the Leader 2021-2022, persons

Sector	2021				2022				Change in Number of Women, 2021/2022, %
	Men		Women		Men		Women		
	person	%	person	%	person	%	person	%	
Electricity production	3656	85,3	629	14,7	3674	85,4	627	14,6	-0,1
Electricity transmission	74	85,1	13	14,9	87	82,1	19	17,9	3,0
Electricity distribution	216	87,1	32	12,9	215	86,7	33	13,3	0,4
Electricity trading	666	83,4	133	16,6	778	82,2	168	17,8	1,2
Total in the energy sector	4612	85,1	807	14,9	4754	84,9	847	15,1	0,2
Total in Ukraine (all sectors)	1016341	70,7	420668	29,3	1036980	70,8	427973	29,2	-0,1

Source: data of the State Statistics Service of Ukraine; Pro-Consulting assessment

Table 2.5

Proportion of women in leadership positions in the energy sector according to the Pro-Consulting 2023 Survey, %

Proportion of Women in Leadership Positions	Renewable Energy Sources	Traditional Energy Sources	Other Energy Sectors
None	11,1	42,9	9,4
Up to 30%	53,3	57,1	35,4
30 to 50%	28,9	0,0	28,1
>50%	6,7	0,0	16,7
All (100%)	0,0	0,0	3,1

Source: Pro-Consulting survey data, Pro-Consulting assessment

The survey results indicate that the highest proportion of women in leadership positions is in the renewable energy sector, where only 11% of respondents mentioned their company has no female leaders. The largest number of such companies is among enterprises of traditional energy sources – almost 43%, indicating a gender imbalance in this segment of the energy sector and a lack of equal opportunities for women to hold leadership positions. In-depth interviews revealed that about 50% of female respondents from their experience believe that women and men do not have equal opportunities for career

advancement (promotion to managerial positions) in the energy field. These respondents mostly work in the 'traditional' energy sector (for example, operators of the electricity transmission system). Therefore, the shift in Ukraine's energy transformation towards the development of renewable energy sources may become a factor in increasing career opportunities for women.

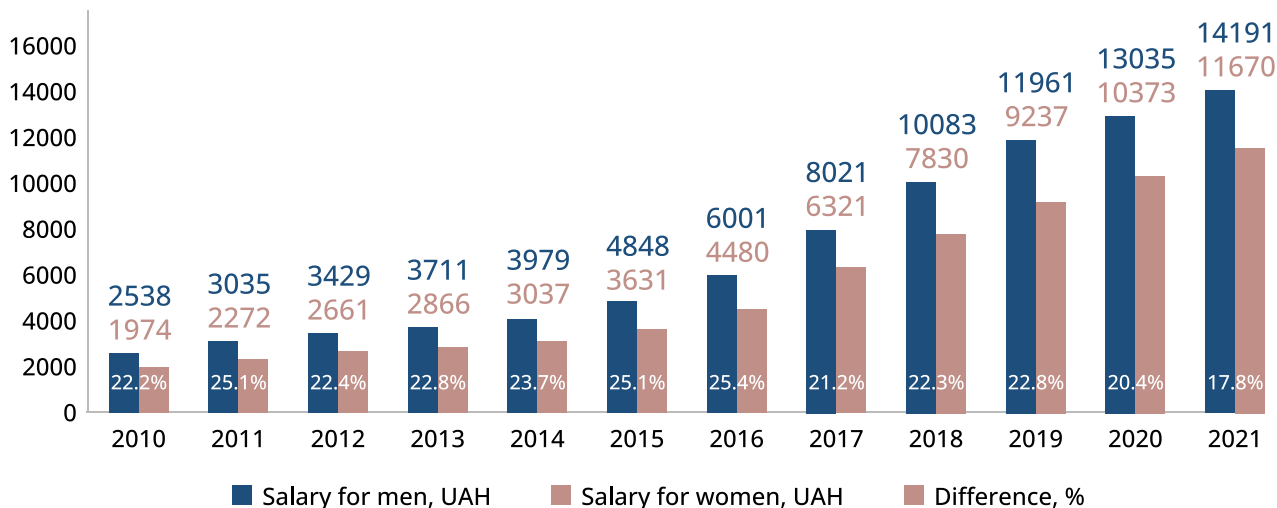
One of the main indicators of gender equality is the level of wages. The diagram below illustrates the dynamics of the change in average monthly wages for men and women in

Ukraine for the period 2010-2021. The diagram shows that the gender pay gap index in Ukraine decreased during 2020-2021, indicating the implementation of gender initiatives and legislative acts adopted during this period. To illustrate the situation in

the energy sector, an analysis of the dynamics of average monthly wages by gender for employees in the energy supply industry is presented. As seen from the data, over the last four years, there remains a wage gap between men and women in this sector at a level of 17-19%.

Diagram 2.6

Dynamics of average monthly wages for men and women for the period 2010-2021, %



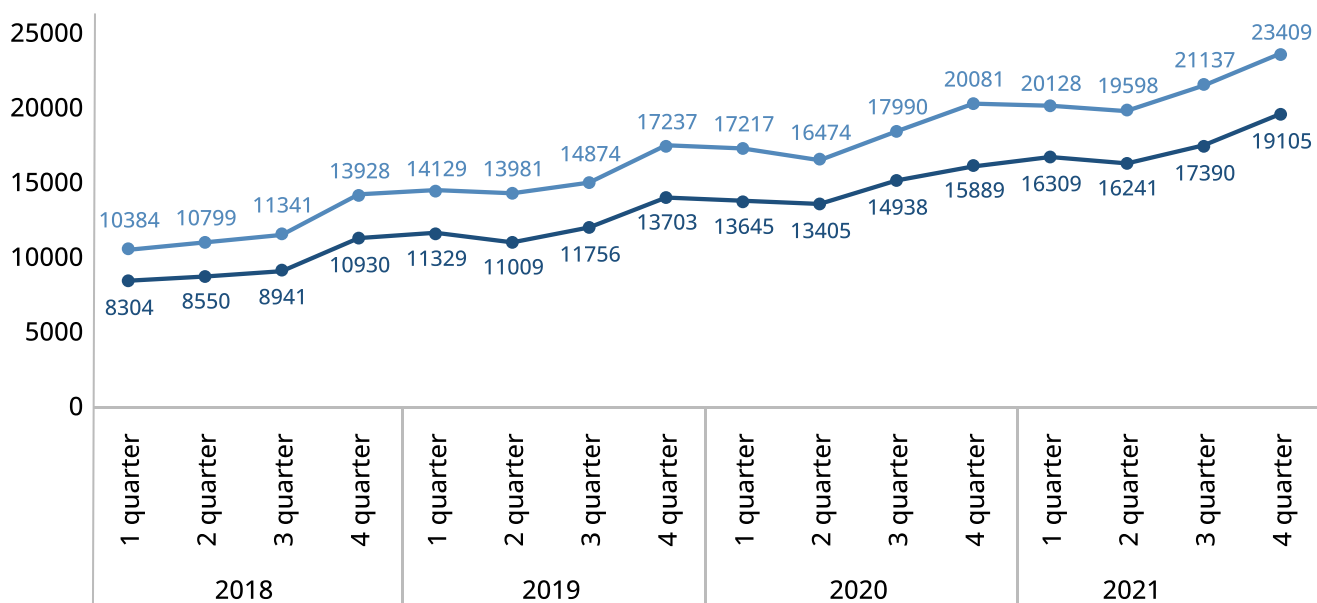
Source: State Statistics Service, Pro-Consulting assessment

The presented data are averages for the energy supply sector but are indicative for the entire energy sector.

One factor influencing wage levels, especially in the industrial sector, includes work conditions (night and evening shifts, harmful factors, etc.). According to the

Diagram 2.7

Dynamics of Average Monthly Salary in the Sector of Electricity, Gas, Steam, and Air Conditioning Supply for 2018-2021, by Employee Gender per Quarter, UAH.



Source: State Statistics Service, Pro-Consulting assessment

*Current period data is unavailable due to changes in the terms of submission and display of reports by the State Statistics Service (salary data – once every 4 years)

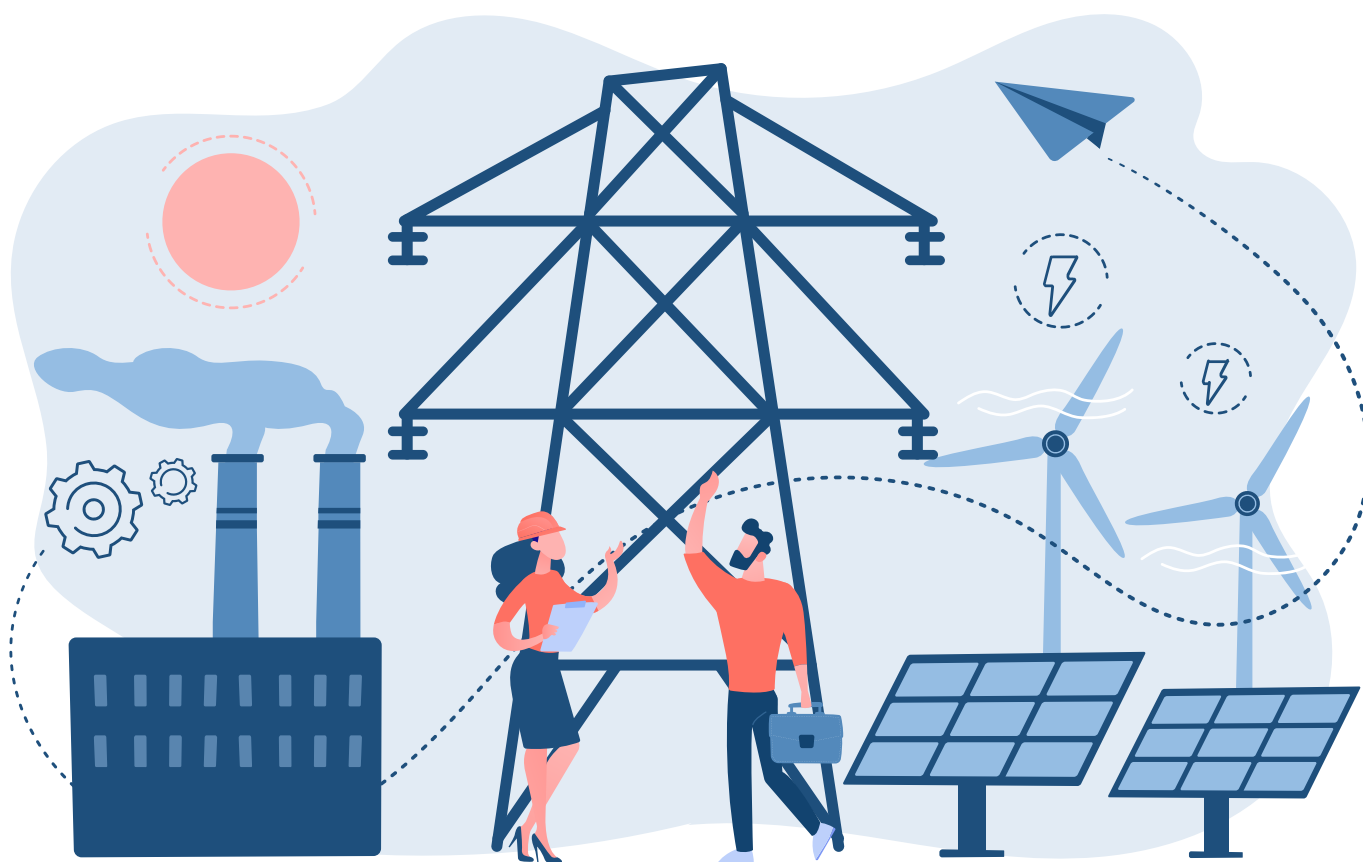
State Statistics Service, as of December 31, 2019 (the latest available published data), 183,1 thousand women (22%) and 651,3 thousand men were employed in jobs with harmful work conditions in Ukraine. This is a factor that affects the higher wage levels for men compared to women.

Enterprises in the energy sector offer specializations and professions where working conditions include certain benefits for early retirement and financial compensation for harmful or dangerous work conditions. However, it is observed that women hardly work in such positions. Consequently, the percentage of female employees eligible for privileged pensions, for example in mining and quarrying, does not exceed a few percent.

The analysis of statistical data and survey results regarding opportunities in training, employment, and career growth, as well as work conditions and pay, has once again confirmed the existence of a gender imbalance in the energy sector. The number of men in the energy sector exceeds the number of women.

This applies to both technical specializations and managerial positions. According to this distribution, the ratio of men to women working in harmful conditions and receiving correspondingly higher wage levels is maintained. Regarding pay on managerial positions, statistics show higher levels for men, but recent years have seen a decrease in the percentage disparity. This is a result of both an increase in the number of women in managerial positions and a change in company policies regarding gender equality.

Specific targets for bridging the gender pay gap are outlined in the Government-approved National Strategy for Overcoming the Gender Pay Gap by 2030. The government plans to reduce the gender pay gap in Ukraine from 18.6% to 13.6% by 2030¹⁹. Thanks to the implementation of the Strategy, it is planned to refine legislation on equal pay, promote overcoming stereotypes and discrimination regarding professions based on gender, and create favorable conditions for conveniently balancing family and professional responsibilities.



¹⁹ National Strategy for Overcoming the Gender Pay Gap by 2030

<https://www.kmu.gov.ua/news/uriad-skhvalyv-natsionalnu-stratehiiu-podolannia-henderno-ho-rozryvu-v-oplati-pratsi-v-ukraini-na-period-do-2030-roku>

3. Assessment of Professional Development Prospects for Female IDPs in the Ukrainian Energy Sector

Since February 24, 2022, the labor market in Ukraine has undergone significant changes. By the end of 2022, unemployment reached 30%, representing approximately 5 million people. Among them, special attention should be given to internally displaced women (IDPs), who were forced to relocate, seeking safe conditions for themselves and their families, and often facing barriers in employment due to their gender, age, status, etc.

The onset of Russia's full-scale invasion of Ukraine triggered substantial population migration both abroad and within the country. A significant portion of the IDPs are women with children. Most IDPs lost their jobs due to the termination of employment relationships with their employers and are forced to seek new employment. For women with minors, this situation is complicated by the need to care for a child during work hours (daycare, school), sometimes exacerbated by overcrowded educational institutions in the regions where IDPs have relocated.

Even before the full-scale invasion, women with children often faced various barriers and limitations. According to the results of a journalistic special project²⁰ published in 2023, women with minors face the following issues:

- **Double Standards.** Society is split over the role of motherhood and the need for women to work. On one hand, women are encouraged to have children to support demographic indicators; on the other hand, employers prefer employees without children or with grown-up children who do not need additional sick leave or childcare leave.
- **Employers' Concerns About the Employment Duration of IDPs.** Many employers worry that IDPs will eventually plan to return to their permanent residence or simply change their location, as there's nothing to hold them, affecting the loss of workforce at companies. This concern was more pronounced in the first half-year following the start of the full-scale invasion. By the end of 2023, this issue has become less acute due to the

prolonged war and more stable settlement of displaced persons.

- **Pay Inequality Compared to Men.** Often, if a woman with a minor child is employed, her salary is lower than what a man would receive for the same position. This can be linked to part-time work, as well as anticipated legal risks of obtaining additional holidays or sick leave for childcare.
- **Worsening of Women's Moral and Material Status.** Women who are denied employment due to having a child start feeling depressed, which can lead to clinical depression. Additionally, the family's standard of living may decrease, as the husband's salary may not be sufficient for all needs, and some women are raising children alone. This can be compounded by problems of social isolation and the creation of barriers between people, as well as a division into "equals" and "more equals." Those who do not have children are seen as "equal and better" in terms of employment.
- **Limitations for Women with Children** in Bonuses, Salaries, Holidays, Corporate Incentives, and Condescending Attitude from Management observed in Ukraine.

It should be noted that the situation regarding barriers and limitations in employing IDP women in energy and other sectors has changed since the beginning of the war. Indeed, in the first year of the war, employers expressed genuine concerns that, given the rapid restoration of security, staff with IDP status would return to their cities, making short-term employment less attractive. Additionally, IDPs often couldn't officially resign from their previous job due to ongoing military actions, leading to temporary employment in new positions.

However, as the war continued and mobilization efforts intensified, the growing labor shortage in energy companies became apparent. Thus, the barriers that existed for hiring IDP staff at the beginning of the war

²⁰ Special project. <https://vikna.tv/istorii/problemy-vpo-v-ukrayini-shho-ta-yak-mozhna-pokrashhyty/>

started to lose relevance. The increasing labor shortage has changed the perception of hiring women in the energy sector and other related industries, reflecting the changing needs and priorities of a wartime economy.

This trend is confirmed by the results of a survey conducted²¹ from September to December 2022 as part of the “Adaptation of Women to New Life Conditions During the War” project by the NGO “Women’s Energy Club of Ukraine.” The survey’s geography and coverage included 57 female respondents aged 18 and over from all regions of Ukraine, living in various types of settlements, and having access to the internet.

According to the results, most survey participants face difficulties in finding employment: 37% of women can’t find a job, 12% of respondents want to change jobs, the same number need to improve their knowledge, skills, and competencies. 11% of respondents are unemployed, 9% are studying, 7% are not working but have a business idea, and 3% want to revive their own business.

Most unemployed women (86%) actively looked for jobs, and 51% of respondents are ready to change their residence for employment in another settlement.

According to a survey conducted by Pro-Consulting for this study, 25% of female respondents changed their workplace in the last three years due to the war, and 12.5% of female respondents have the status of an internally displaced person. 13% of companies participating in the survey employed IDP women. These women work in renewable energy, electricity supply, energy media, a university preparing specialists in renewable energy, and in manufacturing. As of September 2023, 13.3% of the 164 companies participating in the survey had vacancies they were willing to consider women for (Diagram 3.1).

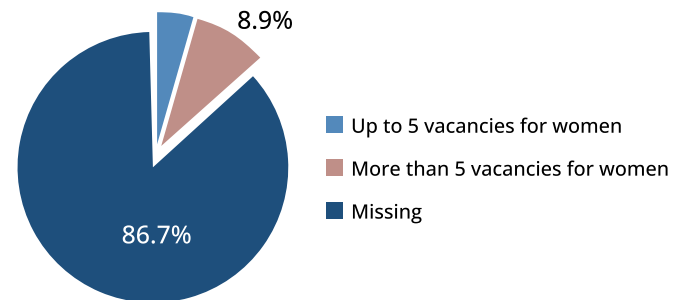
Most enterprises offering vacancies are located in Kyiv and the surrounding region. A significant number of vacancies are available in Donetsk oblast, but due to the danger of military actions in the region, there is a shortage of staff caused by the general exodus of the population to safer areas of the country and abroad.

Some respondents mentioned that they have vacancies suitable for both men and women, but they have doubts whether all women can perform the necessary work tasks (for example, the vacancy of an electrician, which requires working at heights).

Experts participating in the survey noted that working in the energy sector is always new for job seekers and

Diagram 3.1

Number of Energy Sector Enterprises with Vacancies for Women



Source: Pro-Consulting survey results, August 2023.

*Enterprises with “more than 5 vacancies for women” category did not specify the total number of vacancies.

requires continuous learning and development. Even enterprises with similar operations might have different equipment with specific requirements for setup and maintenance. The technological level of processes at enterprises varies across the country, so the same specialty can have a unique character, requiring employee retraining or additional training. This factor can significantly impact the employment of workers in the energy sector.

According to the IDPs women surveyed in summer 2023, their status as a displaced person generally does not affect job search. 18% of the women IDPs mentioned that they retained their jobs and are working remotely. 6% indicated that the IDP status has a minor or significant impact on job search. An additional factor here was the age of the woman - over 50 years old.

According to a study of the general labor market in Ukraine, the main obstacles to employment that may be encountered by IDP’s women include:

- A small number of vacancies that match their qualifications and skills. There are vacancies in the energy sector, but sometimes the degree of qualification and skills of the candidates do not meet the employers’ requirements;
- Deterioration in the physical and mental state of women IDPs;
- Lack of necessary equipment for remote work. When offering remote work, employers are not always ready to provide the necessary equipment for setting up a workplace for new employees. For IDPs evacuated from

²¹ Guide “Universal gender recommendations: research results within the framework of the project “Adaptation of women in new conditions during war” from the NGO “Bureau of Gender Strategies”

their permanent residence with a minimal supply of belongings, the lack of personal equipment can be an obstacle to employment in such conditions. However, such cases are rare, as remote work in the energy sector is infrequently used.

The research showed that the IDP status is not a barrier for women to find employment in a new place of residence, but there are social issues that complicate this process.

Table 3.1

List of enterprises with available vacancies for women as of July-August 2023

Enterprise Name	Company Location	Availability/Number of Vacancies
AVGUSTA, LLC	Kyiv	2
Hayat Estate, Energy Supply Company		2
Hydromash Engineering		1
Volodarske Tiger Wind Farm, LLC		Available, total number not specified (5-10% of the total number)
Rahivka-Solar, LLC Available, total number not specified		Available, total number not specified
Kyiv Energy Services, LLC		Available, 100% for women (total number not specified)
Centrenergo, PJSC	Kyiv region	40
LPG-CRACKING, LLC		2
Qualitet, LLC		1
Altek	Dnipropetrovsk region	10
ISKRA ENERGY, LLC		3
Solar Green Light, LLC		2
Expert-broker CSN, PE	Rivne region	20
Pohrebysche Solar Park, LLC	Vynnytsia region	1
Zakarpattiaenergozbut, LLC	Zakarpattia region	2
Misksvitlo, Municipal Enterprise	Donetsk region	2
Donetskoblغاز		600 vacancies, of which 60-70% are for women
Konsv Energy, LLC	Ivano-Frankivsk region	1
Prostir AGROBUD	Odessa region	1
Lvivoblenergo, PJSC	Lviv region	15
Zhytomyroblenergo, JSC	Zhytomyr region	Available, total number not specified
Prizma Energy Group, Company	Kharkiv	2
Communal Enterprise of External Lighting Networks "Misksvitlo" of Kharkiv City Council	Volyn region	Available (calculated for both women and men, total number not specified)
VESTOL, LLC		1

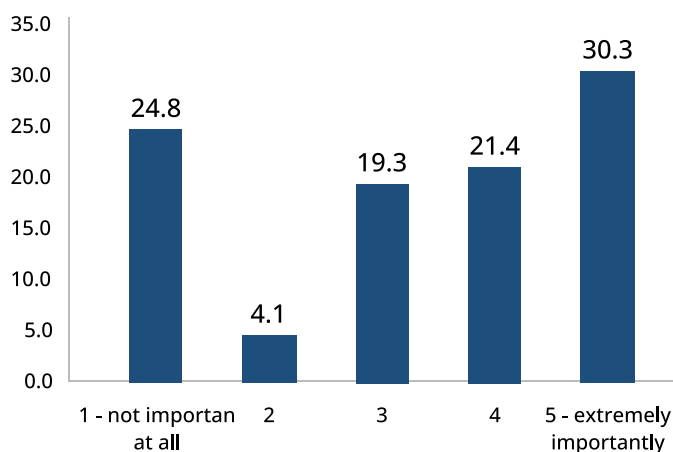
Source: Pro-Consulting survey data, Pro-Consulting assessment

4. The Impact of Gender Equality on Sustainable Energy Development

Recently, the trend of sustainable development for enterprises across various economic sectors, including the energy sector, has been gaining more popularity. Sustainable energy development entails meeting energy needs without depleting the planet's resources. Gender equality and sustainable energy development are closely interconnected. For instance, increased investments in renewable energy sources create new job opportunities accessible to all, regardless of gender. Moreover, when energy efficiency is enhanced, there is an opportunity to free up time and money that women can use for other purposes such as education and employment. During the survey conducted among representatives of energy companies, respondents evaluated the importance of applying gender aspects in their activities (in human resources policies, creating conditions for combining professional and family responsibilities, etc.).

Diagram 4.1

Importance of Applying Gender Aspects in Enterprise Activities, %



Source: Pro-Consulting survey data, Pro-Consulting assessment

According to the survey results, respondents rated the importance of gender aspects in enterprise activities on average at 3.3 out of 5.

An additional factor affecting women is climate conditions. In the energy sector, certain categories of professions involve working outdoors, where the impact of climate on the body is quite significant. Extreme conditions include air pollution and high temperatures. These factors provoke the development of ischemic heart disease and formation of atherosclerotic plaques, increase sensitivity of the nervous system, and cause problems with mental health arising from stress. They also negatively affect pregnant women, leading to stillbirths and congenital defects in children²².

Ensuring equal opportunities for women in the workplace and in economic life contributes to an increased level of engagement of working-age women. According to a study by the McKinsey Global Institute²³ conducted in 2016, equalizing the participation rates of women and men in the labor market could lead to a \$28 trillion increase in global GDP by 2025, or 26%.

The United Nations Global Compact developed the Target Gender Equality program to help companies achieve gender equality. This program includes seven principles related to equal pay for work, consideration of gender aspects in supply chains, and zero tolerance for sexual harassment in the workplace.

In 2023, Ukraine joined the Target Gender Equality program for the first time. Thirteen Ukrainian companies committed to implementing the seven WEPs (Women's Empowerment Principles) in their activities. These companies will have access to the Gender Gap Analysis Tool, which will help them assess the current state of gender equality in the company and develop an action plan to improve it.

Within the scope of this research, during the survey at enterprises, respondents evaluated the impact of wider involvement of women in the energy sector on economic growth, innovation, and sustainability in the field on a scale from 1 to 5 (where 1 means no impact and 5 means

²² Women and girls are disproportionately affected by climate change. <https://www.news-medical.net/news/20230219/Women-and-girls-are-disproportionately-affected-by-climate-change.aspx#:~:text=Excessive%20heat%2C%20air%20pollution%2C%20food,%2C%20stillbirth%2C%20and%20birth%20defects>

²³ <https://www.mckinsey.com/featured-insights/employment-and-growth/how-advancing-womens-equality-can-add-12-trillion-to-global-growth>

extremely impactful). The survey results are presented in the following diagram.

As the graph shows, 32.6% of respondents do not perceive any impact from increasing women's participation on economic growth, innovation, and sustainable development. Only 16% rated this impact as very high. Therefore, most respondents, who are representatives of the business sector, currently indirectly assess the positive impact of women's participation on these factors. Consequently, specific studies of such impact and cases of companies demonstrating sustainable growth and innovation through the broader inclusion of women become crucially important.

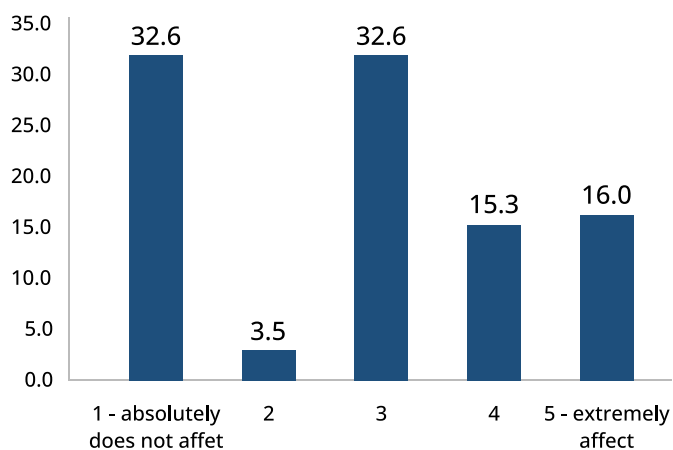
Gender equality is essential for economic growth and development. When women have equal opportunities, they can make a more significant contribution to the economy and society. The broader inclusion of women in the energy sector will facilitate:

- **Increased economic growth** through job creation, investment in businesses, and increased consumption of goods and services. This can stimulate economic growth in the communities where they reside.
- **Improved social development** by using their incomes to invest in education, healthcare, and other social services for their families and communities. This can enhance the quality of life for all.

- **Ensuring environmental sustainability** by helping protect the environment, using energy more efficiently, and developing and implementing clean technologies.

Diagram 4.2

Impact of Wider Inclusion of Women in the Energy Sector on Economic Growth, Innovation, and Sustainability, %



Source: Survey data, Pro-Consulting evaluation



5. “Green” Jobs for Women: Unlocking the Potential of Renewable Energy in Ukraine

According to Forbes magazine, wind and solar reached a record 14.4% share of power generation in 2022. During that period, modern renewables (excluding hydropower and geothermal) grew exponentially, at an average annual rate of 12.6%. Renewables were the only energy category that grew globally at double digits over the past decade. Renewable energy sources (RES) have the potential to create millions of new jobs for women worldwide²⁴. This is because RES are more decentralized than traditional energy sources like coal and oil, meaning they create more jobs in areas where many women live. Additionally, RES are more labor-intensive than traditional energy sources, requiring more workforce for maintenance and service.

Estimates from the International Renewable Energy Agency (IRENA) suggest²⁵ that the RES sector could create 22 million new jobs by 2030, with 11 million of these potentially in developing countries. This is a significant increase compared to the 12 million jobs in the RES sector in 2021.

The majority of new jobs in the RES sector will be created in the installation and maintenance of solar and wind power stations, as well as in the production and installation of RES equipment. This could help combat poverty, inequality, and climate change.

In Ukrainian renewable energy, women participate in the production, installation, and maintenance of renewable energy equipment, especially in solar and wind power plants. A significant number of women work in finance, sales, marketing, and are engaged in administrative activities.

Non-governmental organizations in Ukraine are also working to increase women's participation in the renewable energy sector. These organizations promote education and professional training for women in

renewable energy and help them find employment in this sector.

The growth of renewable energy in Ukraine can positively impact the economic empowerment of women. In April 2022, the Ukrainian Parliament approved the new Ukrainian Energy Strategy until 2050. However, due to restricted access to information in strategic sectors, the text of the strategy has not yet been made available to the public. Therefore, it is currently not possible to assess the numerical indicators for the growth of RES in energy. According to preliminary estimates, the Government plans to increase the share of RES to 25-30% in 2030.

It can be assumed that the full-scale invasion in 2022, which destroyed part of Ukraine's energy sector, also highlighted weaknesses and created an opportunity to rebuild the energy system with a focus on developing renewable energy sources. The Ukrainian Wind Energy Association (UWEA) reported that the volume of “green” generation decreased by 80% for wind farms and by 30% for solar power plants since the beginning of martial law in Ukraine.

According to the Ukrainian Ministry of Energy, as of July 2022, about 30% of solar energy capacities in Ukraine were damaged or destroyed. The state of war also led to a tenfold increase in demand for home RES stations and a four to fivefold increase for industrial facilities.

On December 13, 2022, Ukraine signed a joint two-year work program²⁶ with the International Energy Agency (IEA) aimed at restoring Ukraine's energy system after the destruction. The main focuses include: energy system security, energy conservation, low-carbon hydrogen, renewable energy sources, biogas, as well as data and statistics work.

²⁴ Renewable Energy Milestone: Wind And Solar Trump Hydropower. <https://www.forbes.com/sites/rrapier/2023/09/15/renewable-energy-milestone-wind-and-solar-trump-hydropower/?sh=1b3039e36a02>

²⁵ Energy transition to create 25 million green jobs by 2030 – IRENA. <https://www.powerengineeringint.com/renewables/energy-transition-to-create-25-million-green-jobs-by-2030-irena/>

²⁶ <https://mev.gov.ua/novyna/herman-halushchenko-i-fatikh-birol-pidpysaly-dvorichnu-prohramu-spivpratsi-mizh-uryadom>

These actions by the Ukrainian state indicate that, according to such programs, international support will be provided and people will be needed, which may lead to an increase in the number of job opportunities or contribute to higher competition among existing candidates. These are also powerful steps towards sustainable development, as the focus will be on renewable energy sources, which, as already mentioned above, represent a development prospect for the world. According to experts involved in this research, the development of renewable energy sources in Ukraine is already impacting the reduction of gender imbalance. Green energy technologies are safer and easier to master. Experts note that educational institutions are already developing training programs for the specialty “Renewable Energy Operator” and are considering other specializations. Some educational institutions are implementing retraining courses that provide the necessary knowledge for working in this sector.

With the shortage of male specialists, more women are becoming involved in the renewable energy sector (RES). This is an important factor in ensuring inclusivity in the industry. Both now and post-war, men with physical and psychological impairments are returning to the labor market, for whom resuming their pre-war jobs may be impossible due to medical indications. Currently, programs for the employment and adaptation of war-disabled veterans are actively being implemented in the country. Forbes compiled a list²⁷ of The best employers for combat veterans, with DTEK and Ukrenergo from the energy sector making the list.

At the same time, there are certain challenges that can complicate the process of involving women in leadership roles in the renewable energy sector. According to one of the experts involved in the study, even if a woman holds a leadership position in a renewable energy company, she involves a male colleague who handles technical issues during negotiations with certain partners, as her opinion might be met with skepticism. This factor is present, and changing the situation currently seems difficult.

However, energy experts believe that the growth of female leadership could become a trend in modern energy, as the National Recovery Plan of Ukraine must be implemented following gender parity rules.

The energy sector has good opportunities to support women’s leadership. For example, from January 23 to 27, 2023, the United States Agency for International Development (USAID) and the National Association of Regulatory Utility Commissioners (NARUC) held a program (training) in Skopje (North Macedonia) to support mid-level women leaders in energy regulatory bodies as part of the “Advancing Women in Leadership Positions in Energy” (AWLE) initiative. This training program brought together representatives of energy regulatory commissions from European and Eurasian countries on a single professional platform, who will ensure the integration of gender equality principles in the Regulator’s activities in their countries at a high professional level.

The Global Women’s Network for the Energy Transition (GWNENET), with the support of the German Energy Agency (dena) and the Federal Ministry for Economic Affairs and Climate Action (BMWK), presented the “Women in Energy” mentorship program in 2023 as part of the German Bilateral Energy Partnership²⁸. The program is aimed at promoting the careers of mid-level women working in the energy transition in Israel, Turkey, and Ukraine, through mentorship, knowledge sharing, and networking.

According to the survey results, 59.6% of the women respondents believe that creating new jobs and leadership in the renewable energy sector holds great prospects for women. As for the experts’ opinion, almost all believe that women will become a driving force in the implementation of renewable energy sources (RES) in Ukraine and will make a significant contribution to the development of the country.

One of the priority issues is energy security for Ukraine, and its recovery, according to industry experts, could proceed faster by focusing on green generation. This approach is more efficient in terms of investment volumes and timeframes. The integration of modern technologies and European experience will require new knowledge, so efforts need to be concentrated now on personnel training. In this field, there will be many opportunities not only for men but also for women, as modern technologies allow for maximum automation of technological processes, increased safety, and improved working conditions, thus enabling the involvement of women in most of the work²⁹.

²⁷ Top 25 Employers for Veterans. <https://forbes.ua/ratings/25-naykrashchikh-robotodavtsiv-dlya-veteraniv-05092023-15785>

²⁸ <https://www.globalwomennet.org/announcing-the-second-cohort-of-women-in-energy-empowerment-participants>

²⁹ Personnel issue: changes and trends in the RES sector.

<https://ua-energy.org/uk/posts/kadrove-pytannia-zminy-ta-tendentsii-v-sektori-vde>

6. Ensuring Equality: Successful Gender Initiatives in Energy

One such initiative is the “Women’s Empowerment Principles” (WEPs), launched by UN Women and the UN Global Compact on March 8, 2010. It offers seven steps companies can take to expand women’s rights and opportunities in the workplace and the market. These principles include:

1. Creating a high-level corporate leadership body responsible for gender equality.
2. Fair treatment of all women and men at work - respecting and upholding human rights and non-discrimination.
3. Ensuring the health, safety, and well-being of all employees.
4. Promoting education, training, and professional development for women.
5. Implementing business development, supply chains, and marketing practices that expand opportunities for women.
6. Promoting equality through community initiatives and advocacy.
7. Measuring and publicly reporting progress towards gender equality.

Western partners, following global trends in expanding economic rights for women and women’s leadership in business.

The NGO “Bureau of Gender Strategies and Budgeting,” as part of the “Adaptation of Women to New Life Conditions During the War” project implemented by the “Women’s Energy Club of Ukraine” with the support of the Ukrainian Women’s Fund, provides examples of companies successfully promoting **gender equality**:

- DTEK was one of the first in Ukraine to sign the Declaration of Support for the Women’s Empowerment Principles (WEPs). According to the company’s website, one-third of its employees are women, mainly in leadership, managerial, and specialist positions.

- “Market Operators” In 2020, it was recognized as the best energy company for gender parity. The state enterprise “Market Operator” conducted a gender audit with independent experts on gender policy from the USAID “Energy Security in Ukraine” project, using the ILO Methodology for Gender Auditing.

Other examples of companies successfully implementing gender equality include:

- Ukrhydroenergo - In August 2023, the company began implementing an initiative on gender equality and expanding women’s rights and opportunities at work, as part of the UN Women’s “Transformative Approaches to Achieving Gender Equality in Ukraine” project.
- “Kyivteploenergo” - created a gender committee aimed at establishing equal conditions and opportunities for all company employees. The company conducted a study on the current gender status. The gender balance indicators at “Kyivteploenergo” are unique in Ukraine. While 20-25% of women work in the energy sector, “Kyivteploenergo” employs 31% women.

Particularly at “Kyivteploenergo” over two years:

- The number of women increased by 11%, men by 10%.
- The number of women in leadership positions grew by 39%, men by 22%.
- An 11% rise in the number of women in specialist and professional positions.
- The number of women working in specific specialties rose by 21%.

The initiative “Girls in STEM” is also active - a nationwide effort aimed at overcoming gender stereotypes in career choice and boosting girls’ confidence in their ability to pursue a STEM career in Ukraine. The project’s goal is to raise public awareness of STEM education in Ukraine and increase the number of girls in scientific and technical fields, inspiring the youth to grow in science and innovation fields by acquiring the necessary skills. Special emphasis is placed on the energy sector, differentiating the

project “Girls in Energy.” The aim of this project is to break down gender stereotypes in choosing a future career in energy and enhance girls’ confidence in education and choosing a successful career in STEM.

In Ukraine’s energy sector, civil society is actively represented, including various non-governmental organizations, among which the NGO “Women’s Energy Club of Ukraine” holds a special place. This organization is a voluntary, independent professional association of women working in the energy sector in Ukraine. The Club has over 150 members, including energy experts, representatives of Ukrainian and international organizations in Ukraine working on reforming Ukraine’s energy sector, business companies, members of the Ukrainian parliament, and women simply interested in fair and sustainable development of Ukrainian energy. In 2023, the Women’s Energy Club held its fifth annual Conference “Energy Has No Gender”. The club also annually organizes the “Women in Ukrainian Energy” competition with categories like Company of the year, Lawyer of the year, Manager of the year, Leader in decarbonization, Educator of the year, Politician of the year, Journalist of the year. Additionally, the club regularly organizes new webinars and conferences related to energy.

As of 2023, several events promoting gender equality have been planned and conducted in Ukraine under the initiative of various organizations. Among the most significant are the 7th Ukrainian Women’s Congress and the Congress on Economic Empowerment of Women (UN Women).

Examples of projects in other countries include:

- The Global Women’s Network for the Energy Transition (GWNET) aims to promote the global energy transition by expanding the rights and opportunities of women in energy through interdisciplinary networks, advocacy, training, and mentoring. GWNET seeks to eliminate the current gender imbalance in the energy sector and promote gender-sensitive actions for energy transition worldwide.
- The Women’s Energy Network (WEN) is a global organization of professionals working across the energy value chain. WEN’s mission is to provide networking opportunities and promote career and leadership development for women in the energy industry.

Successful gender equality initiatives in the energy sector can become an important resource for further scaling and

adaptation in Ukraine. Potential areas to consider include:

- **Engaging women in the energy sector:** Successful programs can be adapted to attract more women to various segments of the energy industry, such as engineering, technical specialties, management, etc. This can include scholarship programs, training, internships, and mentorship support for women who want to work in this field.
- **Leadership development:** Initiatives aimed at developing leadership skills among women in the energy sector can be scaled up through seminars, training, and mentorship programs. This will help increase the number of women in leadership positions and strengthen their influence in the industry.
- **Building networks and platforms for experience sharing:** Expanding initiatives aimed at creating platforms for sharing experiences and knowledge among women in the energy sector can support their career opportunities and development.
- **Developing gender-sensitive policies and practices:** These can be adapted for the energy sector in Ukraine. This may include developing anti-discrimination strategies, creating a balance between work and family, and other measures that support equal opportunities for men and women.
- **Promoting women’s entrepreneurship:** Programs aimed at developing women’s entrepreneurship in the energy sector (e.g., solar energy, energy efficiency, etc.) can be an important tool for increasing women’s participation in this sector.
- **Awareness and dissemination:** Scaling up successful initiatives may include creating educational campaigns and communication events to raise awareness about gender equality in the energy sector.
- **Partnership:** It is important to establish partnerships with government bodies, civil society organizations, academic institutions, and other interested parties to jointly implement initiatives on gender equality.

Successful initiatives for gender equality in the energy sector can serve as models for developing similar programs in Ukraine, taking into account the specifics and needs of the local context. They have great potential, as the world is already on the path to implementing gender equality in the workplace.

7. The Road to Gender Progress: Recommendations for Action

7.1. Recommendations for Eliminating Barriers to Women's Employment

Eliminating barriers to women's employment in general, as well as socializing and integrating IDP women, is an important task. Recommendations include:

For government authorities:

- **Creation of social programs:** Develop special social programs that provide support to internally displaced women in job searching, training, and professional development. Organize free retraining courses for IDP women at Employment Centers, regional hubs, and other organizations, with subsequent employment assistance.
- **Financial support:** Provide financial support for training and professional development of IDP women to make them more competitive in the job market.
- **Grant programs:** Creation of conditions for the development of women's business in energy, creating opportunities for access to financing.
- **Partnership with the private sector:** Engage private energy companies in supporting IDP women, facilitating partnerships with the business sector to ensure job creation.
- **Education and information:** Conduct educational campaigns among employers and citizens about the rights and opportunities of IDP women in the labor market; create informational stands and distribute promotional materials at employment centers, administrative service centers, and other organizations dealing with IDPs, about existing training programs, free retraining courses, and employment opportunities.

For the Energy Business Community:

1. Preparation:

- **Gender Audit:** Organize a **gender audit** at the enterprise to assess the current state of adherence to gender equality principles.
- **Equal pay and advancement:** Ensure equal pay for equal work and opportunities for career growth without

gender pay gaps.

- **Adaptation of workplaces:** Create and adapt workplaces and infrastructure (restrooms, changing rooms, special workwear) suitable for all employees.
- **Establishment of Quotas in Strategic Documents:** Implement quotas for women and men in leadership positions (at middle and upper levels) in internal labor regulations, corporate ethics policies, and vacancy competition rules.

2. Employment:

- **Internships and mentorship:** Implement internship and mentorship programs to help IDP women, students, and graduates to adapt more easily to new environments.
- **Vacancy verification:** Check job vacancies and other relevant documents for information that may indicate a preference for persons of a specific gender.
- **Training and development:** Consider conducting training and development for IDP women, aimed at improving their professional skills, as well as for young female specialists with relevant education.

3. Organization of the work process:

- **Development of qualification improvement programs:** Actively involve women in such programs.
- **Measures Against Sexual Harassment:** Take steps to prevent and protect against sexual harassment and other forms of gender-based violence.
- **Internal Anonymous Surveys:** Conduct internal anonymous surveys to identify strengths and weaknesses in increasing the proportion of women in companies, and to identify ways to increase company efficiency through staff training.

It's important to understand that eliminating barriers to women's employment requires a comprehensive approach and joint action by government authorities, business, and civil society.

7.2. Recommendations for Motivating Ukrainian Women to Return From Abroad

According to the conducted survey, 24% of female respondents had gone abroad, with 59% having already returned. The others plan to return under the following conditions:

- Ending of war, hostilities, and shelling. Safety guarantees. Availability of housing.
- Availability of work and decent wages. Opportunities to work in the energy sector, preferably in international reconstruction projects.
- Favorable political climate for self-expression (meritocracy).
- Significant government support in renewable energy, especially solar energy. Revision of legislation and state support for the green energy sector.
- A clear plan to combat corruption and its implementation controlled by international organizations.

Considering these motivations, the following recommendations for employers can be proposed:

- **Increase job opportunities**, particularly in the energy sector. This could involve scaling up grant programs for women in entrepreneurship related to implementing energy-efficient technologies and green business solutions.
- **Develop energy equipment production in Ukraine.** Given Europe's equipment needs and current reliance on China, Ukrainian-made equipment could become a competitive alternative. This development would create new jobs, including for women.
- **Social support for women with children.** Provide psychological assistance when needed at enterprises (e.g., psychologist consultations) to help women better adapt to new conditions upon returning to Ukraine.
- **Establishing corporate housing funds.** Some women left the country due to loss of housing and see no possibility of return due to the lack of funds for purchasing new housing and uncertainty about mortgage financing. Providing corporate housing by enterprises can encourage the return of women and their families to Ukraine and ensure a workforce for the enterprise. An initiative for funding such housing could interest the state or foreign donors.

In addition, up-to-date data of gender-segregated statistics at the enterprise and industry level are necessary for making management decisions. The implementation of gender-disaggregated statistics can help to better understand gender inequalities and contribute to the development of effective policies to achieve greater levels of gender equality. Key recommendations in this direction include:

- **Development and implementation of gender-segregated statistics at the enterprise level:** This task can be assigned to a specially designated Gender Representative or representatives of the Union or other activists of the enterprise concerned with gender issues.
- **Development of data collection methodology:** It's important to clearly understand what will be included in the questionnaire, how the data will be collected, and how it will be subsequently presented.
- **Ensuring confidentiality:** During the collection of gender-segregated statistics, principles of confidentiality and protection of personal data should be observed.
- **Defining key indicators:** It is crucial to identify key indicators that will help analyze the differences between genders. These can be indicators of wages, education level, participation in politics, distribution of family responsibilities, etc.
- **Reporting and monitoring:** The results of the analysis of gender-segregated statistics should be included in annual reports and monitoring documents to assess progress and identify changes in gender inequalities.
- **Involvement of gender organizations and the public:** Involving representatives of gender organizations and the public in the process of data collection and analysis can ensure a more accurate and comprehensive picture of gender inequalities. This will also facilitate collaboration between various energy enterprises and civil society.

Conducting general meetings of the collective after collecting gender-segregated statistics: This involves presenting results, public discussion, and joint decision-making to improve gender equality in the workplace.

7.3. Recommendations for Promoting Educational Programs for Women in the Energy Sector

To encourage the involvement of women in various educational programs in the energy sector, energy companies can be advised to participate in Ukrainian educational projects and discussions. Regarding the professional perspective, enterprises should focus on involving women in international internships, to take examples from foreign countries and implement practical experience in the Ukrainian energy sector.

For civil organizations addressing gender issues, the following can be recommended:

- **Creation of gender-sensitive educational programs:** Developing educational programs that consider the interests and needs of women, which can increase their interest in the energy field. It's important to create balanced and gender-sensitive curricula and implement them on the platforms of organizations and enterprises.
- **Popularizing women's successes in energy:** Media and professional organizations can actively highlight the stories of women who have achieved success in the energy sector. This can inspire other women to choose a career in this sector.

- **Development of mentorship programs:** Mentorship can be an important tool for supporting women at various stages of career growth. Establishing and implementing mentorship programs will help provide support, advice, and even opportunities for professional growth.
- **Conducting information campaigns:** Organizing campaigns aimed at spreading information about opportunities in the energy sector can increase women's interest in this field. Informational events can include workshops, seminars, webinars, etc.

Experts note that in Ukraine, there is very low public awareness of gender programs and their implementation in enterprises of various directions. All existing initiatives are chaotic, unsystematic, and inconsistent, and only a small part of society is involved. To raise awareness, an active information campaign is needed to convey to the public the main principles of gender equality, focus on the necessity and importance of their implementation, and start forming new thinking in society. According to experts, changing gender stereotypes, which have been formed in society for decades, will be challenging and requires time and effort.



Diagrams

Diagram 2.1	Total population of Ukraine of working age (15-70 years) in 2018-2020, %
Diagram 2.2	Employment by gender in 2018-2021, %
Diagram 2.3	Assessment of occupational segregation in the energy sector, %
Diagram 2.4	Assessment of the incorporation of gender equality principles in the regulatory documents of enterprises, %
Diagram 2.5	Rating of personnel development measures in enterprises of the energy sector, %
Diagram 2.6	Dynamics of average monthly wages for men and women for the period 2010-2021, %
Diagram 2.7	Dynamics of Average Monthly Salary in the Sector of Electricity, Gas, Steam, and Air Conditioning Supply for 2018-2021, by Employee Gender per Quarter, UAH
Diagram 3.1	Number of Energy Sector Enterprises with Vacancies for Women
Diagram 4.1	Importance of Applying Gender Aspects in Enterprise Activities, %
Diagram 4.2	Impact of Wider Inclusion of Women in the Energy Sector on Economic Growth, Innovation, and Sustainability, %

Tables

Table 2.1	Employment by gender in 2018-2021, thousands of people
Table 2.2	Gender parity index (GPI) among pupils and students in ukrainian educational institutions ¹
Table 2.3	Proportion of women and men in the total number of individuals who obtained a scientific degree, %
Table 2.4	Number of Registered Legal Entities by Types of Economic Activity with Distribution by Gender of the Leader 2021-2022, persons
Table 2.5	Proportion of women in leadership positions in the energy sector according to the Pro-Consulting 2023 Survey, %
Table 3.1	List of enterprises with available vacancies for women as of July-August 2023

Appendix 1 - Questionnaire for Enterprises

1. Name of Company _____
2. Contact person's name, position, e- mail _____
3. Telephone _____
4. The scope of the enterprise
 - Producers of e/e from traditional sources
 - RES producers
 - Wholesale e/e
 - Retail trade e/e
 - Other (specify) _____
5. What is the percentage of women employed in your company?: - or the total number of employees and the number of women _____
6. What is the proportion of women among the company's management (in percentage)? - or the total number of management staff and the number of women among them _____
7. Have the company's employees participated in trainings on gender equality, gender policy, etc. during the last 3 years?
 - Yes
 - No
8. Are there women IDPs among those employed at the enterprise after February 24, 2022?
 - Yes
 - No
9. At this moment, how many vacancies are open at your company, where you are ready to consider the candidacies of women? _____
In your opinion, how important is it to apply gender aspects in the company's activities (in personnel policy, creating
10. conditions for combining professional and family responsibilities, etc.)? Rate on a scale from 1 to 5, where 1 is not important, 5 is extremely important.
1 5
11. What personnel development measures does your company use specifically to promote the career and professional development of women?:
 - Mentoring programs for women;
 - Partial or full payment of the first (second) higher technical education;
 - Trainings and workshops on personal development;
 - Development of leadership skills;
 - Industrial training;
 - None
12. Mentoring programs for women;
Other staff development measures that your company uses to promote the career and professional development of women, not mentioned in the previous question: _____

During the COVID-19 pandemic and the onset of the full-scale invasion, which of the following organizational

13. In your opinion, does greater involvement of women in energy contribute to economic growth, innovation and sustainability in the industry? Rate on a scale from 1 to 5, where 1 is not at all affected, 5 is extremely affected.
1 5

14. measures did your company use to promote women's health safety and employment opportunities?

During Covid

During hostilities

1. Remote work
2. Flexible schedule
3. They did not use separate ones
organizational measures

Which of the mentioned factors have an impact on your company in the employment of personnel during the war:

15.

- Increasing vacancies for women;
- Reduction of vacancies for women;
- The need to improve women's qualifications in connection with the emergence of vacancies that were previously occupied mainly by men;
- There are no factors at the enterprise that affect the employment of men and women to varying degrees
- Other (specify what exactly) _____

16. Are the documents regulating the personnel policy and the organization of the company's collective work providing for the application of the principles of compliance with equal conditions and opportunities for the performance of professional duties by women and men, taking into account their interests and needs?

- Yes
- No

Appendix 2 - Questionnaire for Women

1. Surname and First Name _____
2. Email / Phone _____
3. How old are you? _____
 - 18-25
 - 26-35
 - 36-45
 - 46-60
 - Over 60
4. In which field of energy does your company work/worked:
 - Coal industry
 - Electric power industry
 - Production of electricity
 - Thermal power plants
 - Hydroelectric power stations
 - Atomic energy
 - Renewable energy: hydropower, wind power, solar power, geothermal power.
 - Electricity supply
 - Distribution of electricity
 - Thermal power engineering
 - Other (specify what exactly) _____
5. What positions have you held in the last 3 years? _____
6. Tell me, how often have you had to change jobs since 2020? _____
7. If yes, which of the following factors most influenced your job change?

	Yes	No
1. Reduction due to Covid-19		
2. Relocation after the full-scale invasion		
3. Career growth		
4. Problems in the team		
8. After the start of the full-scale war, did you leave Ukraine?
 - Did not leave
 - Left and returned
 - Left and did not return

They left and did not return
9. Were you able to find employment in the energy sector in another country? _____
10. Under what conditions will you be ready to return to Ukraine? _____
11. Assuming you are ready to return, do you plan to look for a job in the energy industry?
 - Yes
 - No

Did not leave or returned

12. Rate the impact on the organization of work and employment opportunities for women (possibility of remote work, health and safety requirements, etc.) under COVID-19 conditions. Rate on a scale from 1- no conditions, 5 - fully created conditions
1 - 5
13. Rate the impact on the organization of work and employment opportunities for women (possibility of remote work, health and safety requirements, etc.) under the conditions of full-scale war. Rate on a scale from 1 to 5 where 1- no conditions, 5 - fully created conditions
1 - 5
14. Do you have the status of an internally displaced person (IDP)?
- Yes
 - No
15. How did it affect job search and employment? _____
16. Have you experienced discrimination in employment based on your age, IDP status, health status, or other characteristics?
- No
 - And other (indicate what exactly) _____
17. Do you see the problem of gender segregation in energy? I will name several statements, and you tell me which of them best evaluates your attitude to the presence of gender imbalances in the energy sector of Ukraine.
- The distribution between employees is fair, according to the tasks they perform YES/NO
 - There is an imbalance among working specialties YES/NO
 - There is an imbalance among managerial specialties towards men YES/NO
 - There is an imbalance among managerial specialties towards women YES/NO
 - There is an imbalance among administrative specialties towards men YES/NO
 - There is an imbalance among administrative specialties towards women YES/NO
 - There is an imbalance among engineering and technical specialties towards men YES/NO
 - There is an imbalance among engineering and technical specialties towards women YES/NO
18. Does the company where you work/have implemented the principles of equal conditions and opportunities for the performance of professional duties by women and men, taking into account their interests and needs?
- Yes
 - No
19. How was this manifested? _____
20. Have you or other employees of the enterprise participated in trainings on gender equality, gender policy, etc. during the last 3 years?
- Yes
 - No
 - I do not know
21. In your opinion, how important is it to apply gender aspects in the activities of the company (in HR policy, creating conditions for combining professional and family responsibilities, etc.)? Rate on a scale from 1 to 5, where 1 - not important, 5 - extremely important
1 - 5

- 22.** Are you aware of successful initiatives to promote gender equality in the energy sector in Ukraine and other countries? These can be initiatives at your enterprise, at the state level, or at the level of public organizations or individual activists' proposals. If so, what are these initiatives? _____
- 23.** What personnel development measures does your company use specifically to promote the career and professional development of women?
- Not applicable YES/NO
 - Mentoring programs for women; YES/NO
 - Partial / full payment of the first (second) higher technical education; YES/NO
 - Trainings/workshops on personal development; YES/NO
 - Development of leadership skills; YES/NO
 - Industrial training; YES/NO
- 23.** Do you know of other methods? _____
- 24.** Do you believe that employers create equal conditions and opportunities for employment of women and men, especially in the energy sector? (rate on a scale) Rate on a scale from 1 to 5 where 1 means they do not create equal conditions and 5 means they fully create equal conditions.
1 - 5
- 25.** Based on your own experience, do you believe that women and men have equal opportunities for career growth (advancement to leadership positions) in the energy sector? Rate on a scale from 1 to 5, where 1 means you disagree and 5 means you fully agree.
1 - 5
- 26.** Do you believe that women and men receive the same level of salary for performing equivalent work, based on your own experience (especially in the energy sector)? Rate on a scale from 1 to 5, where 1 means you disagree and 5 means you fully agree.
1 - 5
- 27.** Do you agree with the statement that men and women have equal chances for career advancement (including in the energy sector)? Rate on a scale from 1 to 5, where 1 means you disagree and 5 means you fully agree.
1 - 5
- 28.** In your opinion, what are the prospects for creating new jobs and leadership in the renewable energy sector for women? Rate on a scale from 1 to 5, where 1 means no prospects and 5 means great prospects.
1 - 5

Appendix 3 – Questionnaire for Experts

1. How, in your opinion, did/are crisis phenomena (COVID-19, the war in Ukraine) affect the employment opportunities and working conditions of women in the energy sector, and how exactly do they affect the employment of women in the energy sector?
2. Taking into account migration, mobilization and development of Ukrainian business, can you say that there are new opportunities for women in the energy industry? What positions do these changes apply to?
3. What are the main problems and limitations you see in the work of women in the energy sector? What steps are currently being taken to resolve them?
4. Do you know of special training programs for professional development, courses, participation in conferences, webinars that specifically concern women? Or general programs that will benefit women?
5. How do you see the prospects for the development of renewable energy sources? Can women be involved in this field and how?
6. What would be your recommendations for the promotion of women in the energy sector? Do you know of programs to support women or similar initiatives in the field of energy, maybe not in Ukraine?

Appendix 4 – List of International Documents on Ensuring Equal Rights and Opportunities for Women and Men

No	Name	Document status (ratified/signed)	Brief content of the document
Documents of the United Nations Organization			
1	UN International Covenant on economic, social and cultural rights	Ratified by Decree Presidium of the Verkhovna Rada Ukrainian SSR № 2148-VIII (2148-08) from 19.10.73	The Pact substantively defines such human rights as: the right to self-determination; to work; to fair and favorable working conditions; to form trade unions and strike; to social security; to the protection of motherhood and children; to an adequate standard of living; to education; to the highest attainable level of physical and mental health; to participate in cultural life, enjoy the benefits of scientific progress, and protection of interests related to one's own creativity. States participating in the Pact commit to guaranteeing that the rights proclaimed in the Pact will be exercised without any discrimination based on race, skin color, sex, language, religion, political or other beliefs, national or social origin, property status, birth, or any other circumstance.
2	The UN Convention on the Elimination of All Forms of Discrimination against Women	Ratified on March 12, 1981	A State Party to the Convention commits to implementing measures to prevent and combat discrimination against women, defined as any distinction, exclusion, or restriction based on sex. These measures aim to undermine or nullify the acknowledgment, enjoyment, or exercise of human rights and fundamental freedoms for women, irrespective of their marital status, on an equal basis with men in political, economic, social, cultural, civil, or any other field. Article 11 of the UN Convention on the Elimination of All Forms of Discrimination against Women mandates the responsibility of participating states to ensure the implementation of the principle of equality between women and men in the exercise of their labor rights and social security rights. Furthermore, under paragraph (c) of part 1 of this article, Ukraine, as a participating state, is required to guarantee the right to freely choose a profession or type of work, to opportunities for advancement and job security, and to the use of all vocational training and retraining benefits, including apprenticeships, advanced vocational training, and regular retraining.
3	Optional protocol to the UN Convention on the Elimination of All Forms of Discrimination against Women	Ratified by Law of Ukraine № 946-IV (946-15) from 06.05.2003	The Optional Protocol is an accord that does not introduce new substantive rights but encompasses two procedures: one for filing complaints and another for conducting investigations. The complaints procedure serves as a mechanism through which an individual or a group of individuals who have experienced specific infringements of their rights under the UN Convention on the Elimination of All Forms of Discrimination against Women can submit their case to the Committee on the Elimination of Discrimination against Women (CEDAW Committee).

4	Sustainable Development Goals	Approved at the Summit UN on sustainable development in 2015	<p>The Sustainable Development Goals (SDGs), also known as the Global Goals, are a universal call to action aimed at ending poverty, protecting the planet, and ensuring peace and prosperity for people worldwide. The seventeen Sustainable Development Goals and 169 tasks underscore the scope and ambition of this new universal agenda. They are focused on realizing human rights for everyone, achieving gender equality, and expanding the rights and opportunities of all women and girls. These goals are comprehensive and indivisible, ensuring a balance across the three dimensions of sustainable development: economic, social, and environmental.</p> <p>Goal 5 is dedicated to addressing gender equality and expanding the rights and opportunities of all women and girls, while Goal 10 is focused on reducing inequality.</p>
Documents of the Council of Europe			
5	European social charter (revised)	Ratified with declarations Law of Ukraine № 137-V from 14.09.2006	<p>The provisions of the Charter ensure equal rights and opportunities for women and men in the area of social protection.</p> <p>Article 26 of the Charter discusses the right to dignity at work. To ensure the effective realization of all workers' rights to the protection of their dignity at work, the state commits to: enhancing awareness, disseminating information about sexual harassment in the workplace or in relation to work, promoting the prevention of such harassment, and taking all appropriate measures to protect workers from such behavior; increasing awareness, spreading information about systematic improper, overtly negative, and offensive actions against individual employees in the workplace or in relation to work, encouraging the prevention of such actions, and implementing all appropriate measures to protect employees from such conduct.</p>
Documents of the International Labor Organization			
6	Convention on equal remuneration of men and women for work of equal value No. 100	Ratified 10.08.1956	<p>The Convention aims to ensure the application of the principle of equal remuneration for men and women for work of equal value for all workers. This principle can be applied through either national legislation; systems for determining remuneration established or recognized by law; or collective agreements between entrepreneurs and workers.</p>
7	Convention on Discrimination in the Field of Work and Occupation No. 111	Ratified from 08.04.1961	<p>The Convention obliges States to define and implement national policies aimed at promoting, by methods consistent with national conditions and practice, equality of opportunity and treatment in relation to work and occupation with the aim of eliminating all discrimination.</p>
8	Convention on Equal Treatment and Equal Opportunities for Working Men and Women: Workers with Family Responsibilities No. 156	Ratified by Law of Ukraine from 10.22.1999 № 1196-XIV	<p>The Convention emphasizes that to establish genuine equality of treatment and opportunities for working men and women, the state must ensure that women and men with family responsibilities who are engaged in or wish to engage in paid work can exercise their right to do so without experiencing discrimination or conflict between their work and family responsibilities.</p>

Appendix 5 - National Law on Ensuring Equal Rights and Opportunities for Women and Men

No	Name	Document status (ratified/signed)	Brief content of the document
1	Constitution of Ukraine	Adopted at the fifth session Verkhovna Rada of Ukraine 28.06.1996	<p>Part one of Article 24 of the Constitution of Ukraine establishes that citizens have equal constitutional rights and freedoms and are equal before the law. There can be no privileges or restrictions based on race, skin color, political, religious, and other beliefs, gender, ethnic and social origin, property status, place of residence, language, or other characteristics. Part two of this article provides for the norm of equality of rights for women and men, which is ensured by: providing women with equal opportunities as men in public-political and cultural activities, in obtaining education and professional training, in work and remuneration for it; special measures regarding the protection of labor and health of women, establishing pension benefits; creating conditions that allow women to combine work with motherhood; legal protection, material and moral support of motherhood and childhood, including the provision of paid leave and other benefits for pregnant women and mothers.</p>
Codes of Ukraine			
2	The Labour Code of Ukraine	Approved by law from 10.12.1971 № 322-VIII	<p>The Labor Code of Ukraine regulates the labor relations of all employees, contributing to the increase in labor productivity, improvement of work quality, enhancement of the efficiency of social production, and raising, on this basis, the material and cultural level of life of the working people, strengthening labor discipline, and the gradual transformation of labor into a primary life necessity for every able-bodied person.</p> <p>Any discrimination in the field of labor, including the violation of the principle of equality of rights and opportunities, direct or indirect restriction of employees' rights based on race, skin color, political, religious and other beliefs, gender, gender identity, sexual orientation, ethnic, social and foreign origin, age, health status, disability, suspicion or presence of HIV/AIDS, family and property status, family responsibilities, place of residence, membership in a professional union or other citizen association, participation in a strike, the act of seeking or intending to seek legal or other authorities for the protection of one's rights or providing support to other employees in the protection of their rights, language or other characteristics not related to the nature of work or conditions of its performance, is prohibited.</p> <p>The Labor Code of Ukraine also includes a number of special norms that establish guarantees in employment, prohibition of dismissal from work:</p> <ul style="list-style-type: none"> • The Labor Code of Ukraine establishes specific regulations for the employment of pregnant women and single mothers with a child under the age of fourteen or a child with disabilities, stipulating that no probation period is set upon their employment (Part 3 of Article 26).

2			<ul style="list-style-type: none"> By agreement between the employee and the employer or the employer's authorized body, a part-time working day or week can be established at the time of hiring or including those under her guardianship, or caring for a sick family member as per medical conclusion, the employer or the authorized body is obliged to establish a part-time working day or week for her. In these cases, wage payment is made proportionally to the time worked or depending on the output (Part 1 and 2 of Article 56). <p>It is prohibited to refuse employment to women and to reduce their wages on grounds related to pregnancy or having children under the age of three, and for single mothers with a child under the age of fourteen or a child with disabilities (Part 1 of Article 184).</p> <p>The use of women's labor in heavy works with harmful or dangerous working conditions, as well as in underground works (non-physical or sanitary and domestic service works), is also prohibited. Women are also not to be engaged in lifting and moving items whose weight exceeds established limits for them (Part 1 and 2 of Article 174).</p> <p>The engagement of women in night work is not permitted, except in sectors of the national economy where this is necessitated by special need and allowed as a temporary measure (Part 1 of Article 175).</p> <p>It is not permissible to engage pregnant women and women with children under the age of three in night work, overtime work, work on weekends, and to send them on business trips (Article 176).</p> <p>Women with children aged three to fourteen years or children with disabilities cannot be engaged in overtime work or sent on business trips without their consent (Article 177).</p> <p>Parental leave to care for a child until they reach the age of three can be fully or partially taken by the child's father, grandparents, or other relatives who are actually caring for the child. During this leave period, they may work part-time or from home (Article 179).</p> <p>A woman who is working and has two or more children under the age of 15, or a child with a disability, or who has adopted a child; the mother of a person with a childhood disability of subgroup A of group I, a single mother; the father of a child or a person with a childhood disability of subgroup A of group I, who is raising them without the mother (including if the mother is in a long-term stay in a medical institution); as well as a person who has taken a child or a person with a childhood disability of subgroup A of group I into guardianship, is entitled to an additional annual paid leave of 10 calendar days excluding holidays and non-working days (Part 1 of Article 182).</p> <p>The guarantees established by Articles 56, 176, 177; Parts three to eight of Article 179; Articles 181, 182, 1821, 184, 185, 186 are also extended to fathers who raise children without a mother (including in cases where the mother is in long-term medical care); as well as to guardians (caretakers), one of the adoptive parents, and one of the foster parents (Article 186-1).</p>
Law of Ukraine			
3	The Law of Ukraine "On Ensuring Equal Rights and Opportunities for Women and Men"	Adopted from 8.09.2005. № 2866-IV	<p>Key provisions of the Law with practical implications for ensuring equal rights and opportunities for women and men in the socio-economic sphere include:</p> <ul style="list-style-type: none"> Article 17 - This article mandates equal rights and opportunities for women and men in employment, career advancement, and professional development and training. Employers are required to foster work conditions that enable both women and men to perform their duties on equal grounds. These conditions include facilitating the combination of professional and family responsibilities, ensuring equitable remuneration

3			<ul style="list-style-type: none"> • for both genders under similar qualifications and work conditions, establishing a safe and healthy work environment, and implementing measures to prevent and protect against sexual harassment and other forms of gender-based violence. • Article 18 – In the context of collective contract-based regulation of social-labor relations, this article emphasizes the inclusion of provisions in general, sectoral (inter-sectoral), and territorial agreements, as well as collective contracts, that safeguard equal rights and opportunities for women and men.
4	Law of Ukraine “On Collective Agreements and Contracts”	Adopted from 1.07.1993. № 3356-XII	<p>This Law establishes the legal foundations for the development, conclusion, and execution of collective agreements and contracts aimed at facilitating the regulation of labor relations and the socio-economic interests of employees and employers.</p> <p>In the case of collective contractual regulation of social-labor relations in the general agreement, sectoral (inter-sectoral) and territorial agreements, collective contracts include provisions that ensure equal rights and opportunities for women and men.</p>
5	Law of Ukraine “On Employment of the Population”	Adopted from 07.05.2012. № 5067-VI	<p>This Law determines the legal, economic, and organizational principles for implementing state policy in the field of employment, guaranteeing state protection of citizens’ rights to work and their rights to social protection against unemployment. The Law also includes a prohibition for employers in job advertisements (advertising) to offer work only to women or men, except for specific work that can only be performed by persons of a certain gender, to set different requirements for persons seeking employment, and information about their personal life, plans for childbearing.</p>
6	Law of Ukraine “On Amendments to Some Legislative Acts Regarding Ensuring Equal Opportunities for Mother and Father in Childcare”	Adopted from 04.15.2021. № 1401-IX	<p>This Law amends the Labor Code of Ukraine and the Law of Ukraine “On Vacations” with a new type of leave – leave at the birth of a child lasting up to 14 calendar days, paid for by the employer. This leave will be granted to one of the following persons:</p> <ol style="list-style-type: none"> 1. A husband whose wife has given birth to a child; 2. A father of the child, who is not in a registered marriage with the child’s mother, provided they live together, share a common household, and have mutual rights and obligations; 3. A grandmother or grandfather, or another adult relative of the child, who actually cares for the child whose mother or father is a single parent. <p>The Law also supplements provisions of Article 182-1 of the Labor Code of Ukraine and Article 19 of the Law of Ukraine “On Vacations” regarding the right of employees of both sexes, who have children or an adult child – a person with a disability from childhood of subgroup A of group I, to additional leave.</p> <p>Part four of Article 51 of the Labor Code of Ukraine has been revised to allow for reduced working hours for employees who have children under the age of fourteen or a child with a disability, as well as for single mothers and fathers raising a child without the other parent, including in cases where the mother is in long-term hospital care.</p>

7	Law of Ukraine “On Amendments to Certain Legislative Acts of Ukraine Regarding the Prevention and Counteraction of Mobbing (Bullying)”	Adopted from 16.11.2022. № 2759-IX	<p>The Labor Code of Ukraine has been supplemented, among other things, by Article 2-2 “Prohibition of Mobbing (Bullying).” It is defined that mobbing (bullying) refers to systematic (repeated) prolonged intentional actions or inaction by the employer, individual employees, or a group of employees of the workforce, aimed at humiliating the honor and dignity of an employee, his/her business reputation, including with the purpose of acquisition, change, or termination of his/her labor rights and obligations. These actions manifest in the form of psychological and/or economic pressure, including the use of electronic communication means, creating a tense, hostile, offensive atmosphere for the employee, including one that makes him/her undervalue their professional suitability.</p> <p>Individuals who believe they have been subjected to mobbing (bullying) have the right to file a complaint with the central executive body that implements state policy in the field of supervision and control over compliance with labor legislation, and/or to the court.</p> <p>Part one of Article 237-1 of the Labor Code of Ukraine has been revised, according to which the employer’s compensation for moral damage to an employee is carried out if the violation of his/her legal rights, including due to discrimination, mobbing (bullying), the fact of which is confirmed by a court decision that has entered into legal force, led to moral suffering, loss of normal life connections and requires him/her to make additional efforts to organize his/her life.</p>
Orders of central executive bodies			
8	Methodological Recommendations for Including Provisions in Collective Agreements and Contracts Aimed at Ensuring Equal Rights and Opportunities for Women and Men in Labor Relations	Approved by order Ministry of Social Affairs policy of Ukraine from 01.29.2020 № 56	<p>These Methodological Recommendations can be utilized by social dialogue parties at the respective level when concluding collective agreements and contracts.</p> <p>The application of these Recommendations will facilitate the implementation of equality and non-discrimination policies in enterprises, institutions, and organizations. It will promote the establishment of transparent and clear principles and methods for managing the workforce (employees of the enterprise); equal and gender-independent opportunities for professional training, development, and career growth; conditions for combining professional activities with family responsibilities, including through the use of flexible work schedules and the possibility of remote work within the working regime of the enterprise, institution, or organization.</p>
9	Methodological Recommendations for Conducting Gender Audits by Enterprises, Institutions, and Organizations	Approved by order Ministry of Social Affairs policy of Ukraine from 08.09.2021, № 448	<p>Enterprises, institutions, and organizations, regardless of their ownership forms, are recommended to conduct gender audits voluntarily at the initiative of the employer, trade union body (trade union representative), or authorized representatives of the workforce. This involves examining and self-assessing internal organizational processes and the organizational structure of the enterprise, institution, or organization.</p> <p>The purpose of the gender audit is to assess the state of ensuring equal rights and opportunities for women and men by enterprises, institutions, and organizations, to identify existing problems, determine ways to reduce gender inequality, analyze changes in this area that have occurred in the enterprise, institution, or organization (compared to the results of the previous audit), and to increase employee awareness regarding the application of a comprehensive gender approach in their activities.</p>

Appendix 6 – List of the Ukrainian Legislation Regulating Women’s Employment (until 2019)

Labor Code of Ukraine from 10.12.1971 №322-VIII; Establishes general labor requirements, including the minimum wage level, working hours, and rest periods. This law prohibits workplace discrimination against women, particularly based on gender, age, marital status, and other characteristics.

Law №3723-XII from 16.12.1993 On Civil Service: Regulates employment in the state service. It also applies to female employees working in the state service in the energy sector.

Law of Ukraine from 24.03.1995 №108/95-VR “On wages”; Sets out the economic, legal, and organizational principles of labor remuneration for employees in labor relations with enterprises, institutions, organizations of all forms of ownership and management.

Law of Ukraine from 2005 №2866-IV “On ensuring equal rights and opportunities for women and men”. Outlines the fundamental principles of ensuring equal rights and opportunities for women and men in all fields of activity, especially in labor. It prohibits workplace discrimination.

Law of Ukraine from 07.05.2012 №5067-VI “On employment of the population”; Details the state’s employment policy, measures for job creation, and support for the unemployed. It also protects women’s rights in the labor market, including prohibiting discrimination in state service advancement.

Law of Ukraine from 6.09.2012 №5207-VI “On Principles of Prevention and Counteraction of Discrimination in Ukraine”; Establishes organizational and legal principles for preventing and combating discrimination to ensure equal opportunities for human and citizen rights and freedoms.

Law of Ukraine from 07.12.2017 №2229-VIII “On Prevention and Combating Domestic Violence”; Defines principles for preventing and combating domestic violence, and the main directions of state policy in this field, focusing on the protection of rights and interests of those affected by such violence. This type of violence can adversely affect women’s professional lives, potentially leading to lower productivity and ineffective work performance.

Appendix 7 – List of the Ukrainian Legislation Regulating Women’s Employment (after 2019)

- **Order of the Ministry of Social Policy from 29.01.2020, № 56 “On the Approval of Methodological Recommendations for Including Provisions in Collective Agreements and Contracts Aimed at Ensuring Equal Rights and Opportunities for Women and Men in Labor Relations”:**

These recommendations focus on creating work conditions where women and men can work on equal terms, ensuring actual equality in the workplace and prohibiting gender-based discrimination.

- **Order of the Ministry of Social Policy of Ukraine from 7.02.2020, № 86 “On the Approval of the Instruction on the Integration of Gender Approaches in the Development of Normative Legal Acts”:**

The instruction establishes general requirements for applying gender approaches in developing normative legal acts to fulfill the provisions of the Law of Ukraine “On Ensuring Equal Rights and Opportunities for Women and Men.” It is also applied in developing documents regulating social relations, containing legal norms, non-personified in nature, and intended for repeated use.

- **Order of the Cabinet of Ministers of Ukraine from September 16.09.2020, № 1128-r “On the Approval of the Concept of Communication in the Field of Gender Equality”:**

The concept aims to create a future in which every woman and man living in Ukraine enjoys equal rights and opportunities essential for full participation in all spheres of public life, without discrimination, violence, and exploitation.

- **Order of the Cabinet of Ministers of Ukraine from 2.12.2020, № 1517-r “On Data Collection for Gender Equality Monitoring”:**

The order set requirements to approve a list of indicators for data collection on gender equality by the State Statistics Service of Ukraine for further publication on the official website and other information sources.

- **Order of the Cabinet of Ministers from 12.08.2022, № 752-r “On the Approval of the State Strategy for Ensuring Equal Rights and Opportunities for Women and Men for the Period Up to 2030 and Approval of the Operational Plan for Its Implementation for 2022-2024”:**

The strategy is aimed at uniting society in understanding human rights and freedoms, which are ensured and protected based on the principles of equality and non-discrimination for all women and men, boys and girls, consolidating the actions of central and local executive authorities and local self-government bodies, international organizations, social partners, public associations, other representatives of civil society, institutions, organizations of various sectors, the private sector, etc., for the implementation of international and national commitments to ensure equal rights and opportunities for women and men for sustainable development of the state in all spheres.

As of August 2021, more than 80 local self-government bodies in Ukraine have signed the European Charter for the Equality of Women and Men in Local Life, developed in 2004 by the Council of European Municipalities and Regions (CEMR), supported by the European Commission. The Charter encourages local self-government bodies to use their existing powers and partnerships to achieve greater equality of their citizens.

On May 3, 2023, a Memorandum of Cooperation was signed between the Government of Ukraine and the UN on the prevention and counteraction of sexual violence. It includes strengthening the protection of internally displaced persons from sexual violence and those forced to leave the country.

- In 2023, amendments were made to the Law № 2866-IV **“On Ensuring Equal Rights and Opportunities for Women and Men,”** containing fundamental principles for ensuring equal rights and opportunities for women and men in all spheres of activity, especially in labor. It prohibits discrimination in the workplace. Article 13 on the powers of the centers for providing free legal aid in the field of prevention and counteraction to gender-based violence was updated.

On September 15, 2023, the Government of Ukraine approved the National Strategy for Overcoming the Gender Pay Gap in Ukraine for the period up to 2030. The implementation of this strategy involves overcoming stereotypes and discrimination based on gender, improving legislation on equal pay, and creating conditions for conveniently combining family and professional responsibilities.

