

**Executive Summary of the Report**

**on Implementation of the Gender Equality and Non-Discrimination Policy of the Ukrainian Helsinki Human Rights Union**

**in 2021**

All links are in Ukrainian, unless other is specified

Starting from 2016, **the Ukrainian Helsinki Human Rights Union (UHHRU) keeps on implementing the Gender Equality and Non-Discrimination Policy** in order to apply the principle of gender mainstreaming[[1]](#footnote-1) throughout its operating activities and at one’s workplace (e.g. hiring process, working relations, wages, composition of decision-making bodies, etc.), as well as in the course of implementing specific programs and projects. For this, UHHRU’s Gender Advisor prepares annual Action Plan on the Policy’s enforcement, monitors its implementation, which results in release of the annual subject-matter report.

**The 2021 Action Plan** was aimed at implementing the awareness-raising activities on gender and non-discrimination, developing cooperation with media outlets non-government actors dealing with gender issues as well as delivering gender-sensitive legal assistance.

Hence, in 2021, UHHRU and partners continued supporting the **annual anti-award for sexist remarks Tse Yaytse** (It's an Egg!)[[2]](#footnote-2), as well as on **the specialized project “Women human rights defenders who change Ukraine”[[3]](#footnote-3)**, being a series of interviews with female human rights activists from all over the country working in different spheres of human rights protection and representing various organizations (including UHHRU). By the end of 2021, totally 86 interviews with female human rights activists were published.

**Legal aid centers of UHHRU** (in cooperation and under support of UHHRU’s Strategic Litigation Center, if necessary) **continued providing free gender-sensitive legal services to the vulnerable groups**. The total annual number of the legal aid requests is 10 891 (49% of which came from females), including on such issues as women’s rights, human trafficking, and prevention of domestic and gender-based violence against women and girls, men, and boys, as well as human rights amidst the ongoing armed conflict and occupation. **Through both regional and national-level educational and awareness-raising activities**, UHHRU has familiarized the target audience with the needs and rights of women and girls, as well as the tools that can be used for their protection. Such activities included two webinars on a gender-sensitive approach in transitional justice held in conjunction with the USAID New Justice program and the International Center for Transitional Justice.

Special attention was paid **to cooperating with various media outlets**[[4]](#footnote-4), including for the purpose of shining a light on the issues of gender inequality and sexism[[5]](#footnote-5). UHHRU’s successful experience with introducing an internal policy of non-discrimination and gender equality, as well as with developing recommendations on the use of the gender component in analytical materials, was shared during external activities[[6]](#footnote-6).

It is also worth noting that in November 2021, UHHRU applied for participation **in the Corporate Equality Index 2021** – national survey on equality and non-discrimination in the workplace, open to both private and state companies. UHHRU received 71 points out of 100. According to the organizers, a presentation of the study’s results will be published in February 2022.

1. Gender mainstreaming means integrating a gender equality perspective at all stages and levels of policies, programs and projects. [↑](#footnote-ref-1)
2. <https://helsinki.org.ua/articles/v-ukraini-vtretie-vruchat-antypremiiu-tse-yaytse-za-seksyzm-u-media/>, <https://zmina.info/news/cze-yajcze-pressluzhba-policziyi-sajt-radiotrek-ta-inshi-otrymaly-antypremiyu-za-seksyzm/> [↑](#footnote-ref-2)
3. <https://helsinki.org.ua/activities/spetsproekty/pravozahysnytsi-yaki-zminyuyut-ukrajinu/> [↑](#footnote-ref-3)
4. For instance, such UHHRU’s efforts were mentioned in an interview delivered by the UHHRU’s gender advisor Tamara Martsenyuk to The Ukrainians media. [↑](#footnote-ref-4)
5. For instance, on the occasion of the International Women’s Day, UHHRU gender advisor was invited to Radio Novoye Vremya’s [Double Standards](https://www.youtube.com/watch?v=61LwmNtJnVU&list=PLVuua2p4R2LeUyNk5jBvPZnuQYawhq33o) show, as well as shared her insight with the [TEDxKyiv](https://tedxkyiv.com/p/why-feminism-is-not-just-for-women?fbclid=IwAR36-FontZXrJ-jx0m-dU2bVK7gq0j2PuIA3sXgN3X3JyUwAzkm2Kg65JhY). [↑](#footnote-ref-5)
6. For instance, by UHHRU gender advisor Tamara Martsenyuk during a training event for analytical centers held on June 9; training on gender equality, inclusion, and safety as part of the project “BIG. Safety, inclusion, gender in education. Gender audit as an instrument of change” held on August 12; training “Combating gender stereotypes in media” as part of the Gender Media Forum in Kyiv held on September 17. [↑](#footnote-ref-6)