Ukraine National Survey on Equality Between Men and Women
July 2018

Office of Vice Prime Minister Ivanna Klympush-Tsintsadze

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Fieldwork was conducted by GfK Ukraine
What is Democracy? How Important is it?
There are many characteristics of a fully functioning democracy. Which three do you think are most important? (q2)

- Human rights are protected: 52
- Equal justice for all: 47
- Freedom of speech: 36
- Free and fair elections: 34
- Government is accountable to citizens: 29
- Government is transparent: 27
- Political parties represent citizens’ interests: 24
- Other: 1
- DK: 3
- RA: 1
81% say it is important or very important to them.
How important is it to you that Ukraine becomes a fully functioning democracy? “Very important and important” only (q3)
How Important is Equality Between Men and Women?
77% (81% of women and 73% of men) gave 7-10 responses meaning that equality is important, very important or extremely important for them.
One word you associate with: Equality (q4a)
One word you associate with: Equality between men and women (q4b)
Do men and women care about the same day-to-day issues?
In general, men and women are concerned about the same issues in their daily lives.

Which, if any, of the following issues are important to you personally at the moment? (Select all that apply) (q6 X Gender)

<table>
<thead>
<tr>
<th>Issue</th>
<th>National</th>
<th>Male</th>
<th>Female</th>
</tr>
</thead>
<tbody>
<tr>
<td>Rising prices</td>
<td>76</td>
<td>74</td>
<td>77</td>
</tr>
<tr>
<td>Incomes</td>
<td>60</td>
<td>60</td>
<td>59</td>
</tr>
<tr>
<td>Affordable healthcare</td>
<td>51</td>
<td>48</td>
<td>46</td>
</tr>
<tr>
<td>Economic uncertainty</td>
<td>39</td>
<td>42</td>
<td>37</td>
</tr>
<tr>
<td>Pensions</td>
<td>35</td>
<td>42</td>
<td>33</td>
</tr>
<tr>
<td>Corruption in daily life</td>
<td>33</td>
<td>36</td>
<td>30</td>
</tr>
<tr>
<td>Unemployment</td>
<td>31</td>
<td>34</td>
<td>30</td>
</tr>
<tr>
<td>Planning family budget</td>
<td>26</td>
<td>25</td>
<td>27</td>
</tr>
<tr>
<td>Young people emigrating</td>
<td>24</td>
<td>24</td>
<td>21</td>
</tr>
<tr>
<td>Balancing work and family</td>
<td>21</td>
<td>20</td>
<td>20</td>
</tr>
<tr>
<td>Quality of education</td>
<td>20</td>
<td>18</td>
<td>12</td>
</tr>
<tr>
<td>Being called for army</td>
<td>18</td>
<td>16</td>
<td>10</td>
</tr>
<tr>
<td>Domestic violence</td>
<td>10</td>
<td>10</td>
<td>10</td>
</tr>
<tr>
<td>Other</td>
<td>2</td>
<td>2</td>
<td>2</td>
</tr>
</tbody>
</table>
An overwhelming majority of respondents think that men and women are equally concerned about all but two of these issues.
How well do women and men understand each others’ concerns?
Challenges that women face, that they think men are not aware of

Challenges that men face, that they think women are not aware of
Who Takes Decisions in the Family and How is That Changing?
40% think that men and women are equally involved in family life now. However, 71% think that men and women should be equally involved, indicating that there is strong demand for more progress to be made in this direction.
In your opinion, who should be more involved in family life, men or women? “Men and women equally” only (q10)

Regional responses do not vary significantly on this question
Who do you think should be more involved in family life, men or women? (q10 X Gender)

- Mostly men
- Men significantly more than women
- Men slightly more than women
- Men and women equally
- Men slightly less than women
- Men significantly less than women
- Mostly women

[Bar chart showing responses]
Respondents of all ages have similar views on this question.
There is a clear generational difference on all of these types of decisions. More men and women are participating equally in important family decisions.
73% gave 7-10 responses, meaning that the involvement of men is important, very important or extremely important to them.

The attitudes of men and women are same on this question.
Have you ever heard of any campaigns or activities in your community that promote or enable men’s involvement as fathers? (q12 X Gender)
Have you ever heard of any campaigns or activities at your workplace that promote or enable men’s involvement as fathers? (q13 X Gender)
Who should be primarily responsible for different activities, men or women?
On most of these issues, a majority think that men and women should share responsibility equally. However on cleaning and cooking a majority think women should be primarily responsible. On bread-winning, household repairs, defending the country and policing the streets, a majority think men should be primarily responsible.
In your opinion, who should be primarily responsible for the following?  
Men, women or both? (q8 X Gender)

There are some differences in the responses of men and women but they are small - only just outside the margin of error.
How Equal is Life at Work?
There are no statistically significant differences between how respondents evaluate what happens now and what they think should happen, indicating that the level of equality they seek in participation in the labour force has almost been achieved.
In your opinion, who should be more involved in working life, men or women? “Men and women equally” only (q17)

There are some regional differences in the responses to this question, with greater demand for equality in the South.
66% gave 7-10 responses, meaning this is important, very important or extremely important for them. Men are significantly more likely to give a 10/10 response on this question than women.
On all but one of these issues, a majority believe that men and women experience equality at work. However, those with minority opinions include both men and women. The number who think there is equality falls sharply when the question relates to bullying and sexual harassment.
If disagree, do you think... (q21)
[Of those who disagree with the following statements]

<table>
<thead>
<tr>
<th>Statement</th>
<th>Men are treated better</th>
<th>Women are treated better</th>
</tr>
</thead>
<tbody>
<tr>
<td>Men and women are treated equally in the workplace</td>
<td>75</td>
<td>25</td>
</tr>
<tr>
<td>Men and women are paid equally for same work</td>
<td>92</td>
<td>8</td>
</tr>
<tr>
<td>Men and women have equal chances for promotion</td>
<td>92</td>
<td>8</td>
</tr>
<tr>
<td>Men and women are equally likely to hold management positions</td>
<td>95</td>
<td>5</td>
</tr>
<tr>
<td>Men and women are equally likely to be subject to bullying in workplace</td>
<td>24</td>
<td>76</td>
</tr>
<tr>
<td>Men and women are equally likely to be subject to sexual harassment in workplace</td>
<td>3</td>
<td>97</td>
</tr>
</tbody>
</table>
How important do you think it is for people around you to know about their rights at work? (q20 X Gender)

- **National**: 77
- **Male**: 77
- **Female**: 77

**Very important/Important**
- National: 77
- Male: 77
- Female: 77

**Neither important nor unimportant**
- National: 11
- Male: 12
- Female: 11

**Very unimportant/Unimportant**
- National: 6
- Male: 6
- Female: 6

**DK**
- National: 6
- Male: 5
- Female: 7
Do you have access to information about your rights at work? (q19 X Gender)

- National
- Male
- Female

<table>
<thead>
<tr>
<th></th>
<th>Yes</th>
<th>No</th>
<th>DK</th>
</tr>
</thead>
<tbody>
<tr>
<td>National</td>
<td>58</td>
<td>32</td>
<td>7</td>
</tr>
<tr>
<td>Male</td>
<td>61</td>
<td>31</td>
<td>7</td>
</tr>
<tr>
<td>Female</td>
<td>56</td>
<td>33</td>
<td>8</td>
</tr>
</tbody>
</table>
13% of the sample translates as 4.5 million Ukrainian adults. 0.6% of the whole sample, equivalent to 225,000 said the harassment occurred online.

Was the victim a man or a woman?
(of 13% who knows someone who has been a victim of sexual harassment)

Man (or men) 0.4%
Man (or men) 0.4%
Woman (or women) 76%

Did they report the incident to someone who could take formal action against the perpetrator?
(of 13% who knows someone who has been a victim of sexual harassment)

Yes 13%
No 87%
Should victims in this situation report the incident to someone who could take formal action against the perpetrator? (q39)

- Yes: 65
- Yes, sometimes: 9
- No: 14
- Other: 2
- DK: 9
- RA: 2
25% of the sample translates as 8.7 million Ukrainian adults.

Was the victim a man or a woman? (q32)
(of 25% who know anyone who has been a victim of domestic violence)

- Woman (or women): 83
- Man (or men): 2

Did they report the incident to someone who could take formal action against the perpetrator? (q33)
(of 25% who know anyone who has been a victim of domestic violence)

- Yes: 22
- No: 40
Should victims in this situation report the incident to someone who could take formal action against the perpetrator? (q34)

- Yes: 61
- Yes, sometimes: 12
- No: 15
- Other: 2
- DK: 9
- RA: 2
Have you ever seen a public service announcement on preventing violence against women? (q42 Settlement)

The responses of men and women are the same on this question.
Have you ever seen a public service announcement on preventing violence against women? (q42 X Age)
Have you ever heard of any campaigns or activities in your community about preventing violence against women? (q40 X Settlement)

The responses by age and gender are the same on this question.
Have you ever participated in an activity to combat violence against women? (q43 X Gender)
Have you ever participated in an activity to combat violence against women? (q43 X Age)

- National
- 18-35
- 36-55
- Over 56

<table>
<thead>
<tr>
<th>Yes</th>
<th>No, but I would if I had the chance</th>
<th>No, I would never do this</th>
<th>DK</th>
</tr>
</thead>
<tbody>
<tr>
<td>3</td>
<td>24</td>
<td>44</td>
<td>26</td>
</tr>
<tr>
<td>4</td>
<td>27</td>
<td>37</td>
<td>28</td>
</tr>
<tr>
<td>3</td>
<td>24</td>
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<td>26</td>
</tr>
<tr>
<td>2</td>
<td>21</td>
<td>51</td>
<td>22</td>
</tr>
</tbody>
</table>
How Equal is Political Life?
66% see that politics is male-dominated now but only 36% think this is how it should be.

61% want a more equal balance.
Who should be more involved in political life, men or women? (q23)

“Men slightly more than women/Men and women equally/Men slightly less than women/Men significantly less than women/Mostly women” only

61 National
63 West
65 Center/North
53 East
61 South
There are different reasons given for the fact that there are fewer women than men in top government positions in Ukraine. Do you agree or disagree with the following...? (q25)

- Men are more likely to be appointed to government positions than women: 65 agree, 23 disagree
- Family duties don’t allow women time to hold government positions: 51 agree, 35 disagree
- Women are less interested in government than men: 33 agree, 50 disagree
- Women are not tough enough to hold government positions: 33 agree, 52 disagree
- Women have less access to social networks within government: 31 agree, 44 disagree
- Women are less likely to be good managers than men: 24 agree, 61 disagree
- There are not enough qualified women to hold government positions: 23 agree, 60 disagree

Age is not a factor on this question.
The are different reasons given for the fact that there are fewer women than men in top government positions in Ukraine. Do you agree or disagree with the following ...? (q25 X Gender)

<table>
<thead>
<tr>
<th>Reason</th>
<th>Agree</th>
<th>Disagree</th>
</tr>
</thead>
<tbody>
<tr>
<td>Women are less interested in government than men</td>
<td>36</td>
<td>31</td>
</tr>
<tr>
<td>Women are not tough enough to hold government positions</td>
<td>39</td>
<td>45</td>
</tr>
<tr>
<td>There are not enough qualified women to hold government positions</td>
<td>29</td>
<td>54</td>
</tr>
</tbody>
</table>

Male responses:
- Women are less interested in government than men: Agree 36, Disagree 47
- Women are not tough enough to hold government positions: Agree 39, Disagree 45
- There are not enough qualified women to hold government positions: Agree 29, Disagree 54

Female responses:
- Women are less interested in government than men: Agree 31, Disagree 53
- Women are not tough enough to hold government positions: Agree 28, Disagree 57
- There are not enough qualified women to hold government positions: Agree 18, Disagree 66
Do you think the following are too few or too many? (q26, q27, q28, q29 q30)

- 13% of ministers of the Cabinet of Ministers are women
  - Too few: 40
  - Too many: 6

- 12% of Member of the Parliament are women
  - Too few: 43
  - Too many: 6

- 15% of Members of oblast councils are women
  - Too few: 42
  - Too many: 6

- 15% of heads of amalgamated communities are women
  - Too few: 40
  - Too many: 6

- 8% of city mayors are women
  - Too few: 43
  - Too many: 5
On questions about the number of women in political life, at all levels, women are more likely than men to demand an increase. However, significant numbers of men are also demanding change.

Currently approximately 13% of ministers of the Cabinet of Ministers are women
- Too few: 29% male, 48% female
- Too many: 7% male, 4% female

Currently approximately 12% of Member of the Parliament are women
- Too few: 34% male, 50% female
- Too many: 7% male, 5% female

Currently approximately 15% of Members of oblast councils are women
- Too few: 32% male, 50% female
- Too many: 7% male, 5% female

Currently approximately 15% of heads of amalgamated communities are women
- Too few: 30% male, 48% female
- Too many: 7% male, 5% female

Currently approximately 8% of city mayors are women
- Too few: 33% male, 51% female
- Too many: 6% male, 4% female
Methodology

– Fieldwork dates: July 2 – July 23, 2018
– 2,558 completed interviews
  • The nationally representative sample was random at all stages:
    – Random selection of election precincts
    – Random selection of households via random route sampling
    – Random selection of respondents within the households using modified Kish grid
  • Areas outside the control of the Ukrainian government were excluded
– Quality control:
  • All interviewers received a four level training system which includes 16 hours of training
  • An independent network of controllers conducted quality control interviews
  • 20% of all interviews were checked by controllers
• All interviews were conducted using tablets
• Average margin of sample error +/-3%
Survey Methodology 2

- The average margin of error for this survey is +/- 3%
- The margin of error is different for every response to every question in all surveys. In this presentation, the margin of error is shown for each question/option.
- This is shown in the example below:
  - A is statistically greater than B and C.
  - There is no statistical difference between B and C.
Macro regions