Ukraine National Survey on Equality Between Men and Women
July 2018

Office of Vice Prime Minister Ivanna Klympush-Tsintsadze

This research was designed and executed by the National Democratic Institute and funded by Sweden and UK Good Governance Fund

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?
How important, if at all, is equality between men and women to you? (q44)

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.
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
Who do you think should be more involved in family life, men or women?
(q10 X Age)

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?
In your opinion, who should be primarily responsible for the following? Men, women or both? (q8)

<table>
<thead>
<tr>
<th>Activity</th>
<th>Both equally</th>
<th>Men</th>
<th>Women</th>
<th>DK</th>
<th>RA</th>
</tr>
</thead>
<tbody>
<tr>
<td>Taking care of elderly parents</td>
<td>80</td>
<td>4</td>
<td>13</td>
<td>4</td>
<td></td>
</tr>
<tr>
<td>Planning family activities</td>
<td>77</td>
<td>8</td>
<td>12</td>
<td>2</td>
<td></td>
</tr>
<tr>
<td>Taking care of the garden</td>
<td>71</td>
<td>13</td>
<td>13</td>
<td>2</td>
<td></td>
</tr>
<tr>
<td>Running a family business</td>
<td>66</td>
<td>25</td>
<td>4</td>
<td>5</td>
<td></td>
</tr>
<tr>
<td>Taking care of children</td>
<td>65</td>
<td>5</td>
<td>28</td>
<td>2</td>
<td></td>
</tr>
<tr>
<td>Managing family budget</td>
<td>64</td>
<td>14</td>
<td>20</td>
<td>2</td>
<td></td>
</tr>
<tr>
<td>Pursuing a career</td>
<td>63</td>
<td>31</td>
<td>2</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Doing grocery shopping</td>
<td>62</td>
<td>8</td>
<td>27</td>
<td>2</td>
<td></td>
</tr>
<tr>
<td>Driving</td>
<td>54</td>
<td>42</td>
<td>2</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Bread winning</td>
<td>42</td>
<td>55</td>
<td>2</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Cleaning the house</td>
<td>40</td>
<td>4</td>
<td>54</td>
<td>2</td>
<td></td>
</tr>
<tr>
<td>Cooking for the family</td>
<td>37</td>
<td>5</td>
<td>57</td>
<td>2</td>
<td></td>
</tr>
<tr>
<td>Household repairs</td>
<td>34</td>
<td>63</td>
<td>2</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Defending the country</td>
<td>19</td>
<td>76</td>
<td>2</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Policing the streets</td>
<td>19</td>
<td>75</td>
<td>2</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

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.

<table>
<thead>
<tr>
<th>Female responses</th>
<th>Male responses</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Both equally</td>
</tr>
<tr>
<td>Taking care of elderly parents</td>
<td>81</td>
</tr>
<tr>
<td>Planning family activities</td>
<td>78</td>
</tr>
<tr>
<td>Taking care of the garden</td>
<td>71</td>
</tr>
<tr>
<td>Running a family business</td>
<td>69</td>
</tr>
<tr>
<td>Taking care of children</td>
<td>68</td>
</tr>
<tr>
<td>Managing family budget</td>
<td>67</td>
</tr>
<tr>
<td>Pursuing a career</td>
<td>69</td>
</tr>
<tr>
<td>Doing grocery shopping</td>
<td>65</td>
</tr>
<tr>
<td>Driving</td>
<td>58</td>
</tr>
<tr>
<td>Bread winning</td>
<td>45</td>
</tr>
<tr>
<td>Cleaning the house</td>
<td>42</td>
</tr>
<tr>
<td>Cooking for the family</td>
<td>37</td>
</tr>
<tr>
<td>Household repairs</td>
<td>36</td>
</tr>
<tr>
<td>Defending the country</td>
<td>22</td>
</tr>
<tr>
<td>Policing the streets</td>
<td>20</td>
</tr>
</tbody>
</table>
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.
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.

<table>
<thead>
<tr>
<th>Statement</th>
<th>Agree</th>
<th>Disagree</th>
</tr>
</thead>
<tbody>
<tr>
<td>Men and women are treated equally in the workplace</td>
<td>64</td>
<td>23</td>
</tr>
<tr>
<td>Men and women are paid equally for same work</td>
<td>61</td>
<td>22</td>
</tr>
<tr>
<td>Men and women have equal chances for promotion</td>
<td>62</td>
<td>24</td>
</tr>
<tr>
<td>Men and women are equally likely to hold management positions</td>
<td>58</td>
<td>30</td>
</tr>
<tr>
<td>Men and women are equally likely to be subject to bullying at workplace</td>
<td>50</td>
<td>19</td>
</tr>
<tr>
<td>Men and women are equally likely to be subject to sexual harassment at workplace</td>
<td>25</td>
<td>49</td>
</tr>
</tbody>
</table>
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>Men are treated worse</th>
<th>Women are treated better</th>
<th>Women are treated worse</th>
</tr>
</thead>
<tbody>
<tr>
<td>Men and women are treated equally in the workplace</td>
<td>75</td>
<td></td>
<td>25</td>
<td></td>
</tr>
<tr>
<td>Men and women are paid equally for same work</td>
<td>92</td>
<td></td>
<td>8</td>
<td></td>
</tr>
<tr>
<td>Men and women have equal chances for promotion</td>
<td>92</td>
<td></td>
<td>8</td>
<td></td>
</tr>
<tr>
<td>Men and women are equally likely to hold management positions</td>
<td>95</td>
<td></td>
<td>5</td>
<td></td>
</tr>
<tr>
<td>Men and women are equally likely to be subject to bullying in workplace</td>
<td>76</td>
<td></td>
<td>3</td>
<td></td>
</tr>
<tr>
<td>Men and women are equally likely to be subject to sexual harassment in workplace</td>
<td>97</td>
<td></td>
<td></td>
<td></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
- Male
- Female

<table>
<thead>
<tr>
<th>Perception</th>
<th>National</th>
<th>Male</th>
<th>Female</th>
</tr>
</thead>
<tbody>
<tr>
<td>Very important/Important</td>
<td>77</td>
<td>77</td>
<td>77</td>
</tr>
<tr>
<td>Neither important nor unimportant</td>
<td>11</td>
<td>12</td>
<td>11</td>
</tr>
<tr>
<td>Very unimportant/Unimportant</td>
<td>6</td>
<td>6</td>
<td>6</td>
</tr>
<tr>
<td>DK</td>
<td>6</td>
<td>5</td>
<td>7</td>
</tr>
</tbody>
</table>
Do you have access to information about your rights at work? (q19 X Gender)

- National
- Male
- Female

<table>
<thead>
<tr>
<th>Yes</th>
<th>No</th>
<th>DK</th>
</tr>
</thead>
<tbody>
<tr>
<td>58</td>
<td>32</td>
<td>7</td>
</tr>
<tr>
<td>61</td>
<td>31</td>
<td>7</td>
</tr>
<tr>
<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): 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: 19
- No: 40
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)

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

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 X 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)

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

<table>
<thead>
<tr>
<th></th>
<th>National</th>
<th>18-35</th>
<th>36-55</th>
<th>Over 56</th>
</tr>
</thead>
<tbody>
<tr>
<td>Yes</td>
<td>29</td>
<td>36</td>
<td>30</td>
<td>21</td>
</tr>
<tr>
<td>No</td>
<td>63</td>
<td>55</td>
<td>62</td>
<td>72</td>
</tr>
<tr>
<td>DK</td>
<td>7</td>
<td>8</td>
<td>7</td>
<td>6</td>
</tr>
</tbody>
</table>
Have you ever heard of any campaigns or activities in your community about preventing violence against women? (q40 X Settlement)

0 10 20 30 40 50 60 70 80 90 100

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)

- National
- Male
- Female

<table>
<thead>
<tr>
<th>Response</th>
<th>National</th>
<th>Male</th>
<th>Female</th>
</tr>
</thead>
<tbody>
<tr>
<td>Yes</td>
<td>3</td>
<td>2</td>
<td>3</td>
</tr>
<tr>
<td>No, but I would if I had the chance</td>
<td>24</td>
<td>19</td>
<td>28</td>
</tr>
<tr>
<td>No, I would never do this</td>
<td>44</td>
<td>47</td>
<td>41</td>
</tr>
<tr>
<td>DK</td>
<td>26</td>
<td>27</td>
<td>24</td>
</tr>
</tbody>
</table>
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></th>
<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>National</td>
<td>3</td>
<td>24</td>
<td>44</td>
<td>26</td>
</tr>
<tr>
<td>18-35</td>
<td>4</td>
<td>27</td>
<td>37</td>
<td>28</td>
</tr>
<tr>
<td>36-55</td>
<td>3</td>
<td>24</td>
<td>44</td>
<td>26</td>
</tr>
<tr>
<td>Over 56</td>
<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: Agree 65%, Disagree 23%
- Family duties don’t allow women time to hold government positions: Agree 51%, Disagree 35%
- Women are less interested in government than men: Agree 33%, Disagree 50%
- Women are not tough enough to hold government positions: Agree 33%, Disagree 52%
- Women have less access to social networks within government: Agree 31%, Disagree 44%
- Women are less likely to be good managers than men: Agree 24%, Disagree 61%
- There are not enough qualified women to hold government positions: Agree 23%, Disagree 60%

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)

- Women are less interested in government than men
  - Agree: Male 36, Female 31
  - Disagree: Male 47, Female 53

- Women are not tough enough to hold government positions
  - Agree: Male 39, Female 28
  - Disagree: Male 45, Female 57

- There are not enough qualified women to hold government positions
  - Agree: Male 29, Female 18
  - Disagree: Male 54, Female 66
Do you think the following are too few or too many? (q26, q27, q28, q29, q30)

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

Currently approximately 12% of Members of the Parliament are women
- Too few: 43
- Too many: 6

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

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

Currently approximately 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.
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