

An Overview of Women's Work and Employment in Ukraine

Decisions for Life MDG3 Project Country Report No. 8

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Management summary

This report provides information on Ukraine on behalf of the implementation of the DECISIONS FOR LIFE project in that country. The DECISIONS FOR LIFE project aims to raise awareness amongst young female workers about their employment opportunities and career possibilities, family building and the work-family balance. This report is part of the Inventories, to be made by the University of Amsterdam, for all 14 countries involved. It focuses on a gender analysis of work and employment.

History (2.1.1). Under the Soviet regime, Ukraine in particular suffered from intellectual oppression and agriculture collectivisation, to become after 1945 an important center of Soviet steel and arms industry. After the collapse of the Soviet Union, the country had great difficulties in adapting its governance system and consequently in its economic transition, in the 1990s resulting in widespread poverty. In the 2000s export-led growth followed based on the strong points of Ukraine's economy.

Governance (2.1.2). Ukraine is a multiparty, democratic republic with a mixed presidential and parliamentary system. Corruption remains widespread at various levels. The legislation upholds the rights of women, but women face discriminatory practices in various areas. Women's participation in politics and governance is low, and contrast with women's participation in employment and education. The law does not explicitly address domestic violence and spousal rape.

Prospects (2.1.3). Ukraine's economy has been severely hit by the global economic crisis. In 2009, the country's GDP fell by 15%, and real wages by over 9%. Recovery prospects are modest, and current projections imply that it will take five or six years before Ukraine will surpass its 2008 GDP level.

Communication (2.2). The coverage of fixed telephone connections has recently increased, but Ukraine has been an early adapter to the cellular telephone revolution, with currently over one cell phone per person. By 2008, there were 226 Internet users per 1,000 of the population. Internet sources played a major role in the "Orange Revolution". Nearly all households have a TV set. Political pressure on the press is rather heavy.

The sectoral labour market structure – Population and employment (2.3.1). Between 2000 and 2005 there was a significant shift away from paid employment to self-employment, employership and working for own account, resuming in 2009. In the 2000s many women have started a "women's business". With nearly 62%, women's Labour Participation Rate (LPR) in 2008 was 86% of men's.

The sectoral labour market structure – Unemployment (2.3.2) In 2009, unemployment has grown by more than one-third, though especially female 15-24-year olds seem discouraged to look after formal employment, instead prolonging their education, engaging in informal labour or helping in the family. Female 25-29-year-olds obviously have a much stronger propensity to continue in formal labour.

Legislation (2.4.1). Ukraine has ratified the eight core ILO Labour Conventions. The Constitution provides for the freedom of association and assembly and the right to strike, though the registration procedure for unions is extremely cumbersome and the right to strike is also subject to many legal limitations.

Labour relations and wage-setting (2.4.2). The trade union movement in Ukraine is dominated by the Federation of Trade Unions of Ukraine, FPU. Jointly with two smaller federations, union density in 2008-09 was nearly 60% of all paid employees. In 2009, the FPU and the government had a continuous conflict focusing on setting the subsistence minimum and the minimum wage.

The statutory minimum wage (2.5.1). In December 2009 the monthly minimum wage, set by law, was 669 hryvnias, or 35% of the country's average monthly wage. Over 2000-2006 the minimum wage rose from about 35 to 70% of the subsistence minimum, but the gap between the subsistence minimum and the average wage grew considerably.

Inequality and poverty (2.5.2). Directly after independence, inequality and poverty started to increase, poverty depending on the yardstick used in 1995-96 growing to 30-85%. About 15 years ago a large part of the population experienced poverty in often harsh forms. From 2001-2006, poverty decreased, but the 2008-09 crisis may well have aggravated poverty substantially. Income inequality developed simultaneously with poverty, and is currently at low-to-medium level in international perspective.

Population and fertility (2.6.1). Since the 1980s Ukraine is in a demographic crisis, with reduced fertility rates, high death and emigration rates, ending up in massive depopulation. Between 1990 and 2009, population decreased by nearly 12%. The total fertility rate, less than 1.3 children per woman, is quite low; the adolescent fertility rate is with 32 per 1,000 rather low but since a few years growing. Many – young women and men – want to marry young.

Health (2.6.2). In 2007 there were an estimated 440,000 persons with HIV/AIDS in Ukraine, or 1.6-1.8% of the adult population, the highest percentage in Europe or Central Asia. The levels of public awareness of HIV/AIDS are rather low. The life expectancy at birth is very low for men. In particular many men have serious health and mental problems, and international organisations talk about a health crisis. They regard almost half of deaths before the age of 75 in Ukraine as avoidable.

Women's labour market share (2.6.3). Women make up nearly half of the country's labour force. In 2008 six of 15 industries showed a female majority. Women made up majorities in five occupational groups, in particular among professionals and associate professionals. In high-skilled occupations they concentrate in the formal sector. Even at the level of legislators, senior officials and managers, the female share of 39% is in international perspective rather high.

Literacy (2.7.1). The adult literacy rate --those age 15 and over that can read and write-- in 1999-2006 was 98.9%, with hardly a gender gap: 99.0% for men and 98.8% for women. In 2007 the literacy rate for 15-24-year-olds stood at 99.8% for both sexes.

Education of girls (2.7.2). In 2006, the combined gross enrollment rate in education was 88.8%, divided in 91.5% for females and 86.3% for males. Net enrollment in primary education was for 2007 set at 89.8% for girls and 89.9% for boys. Women to men parity in secondary education increased to 100% in 2007. With 88% gross enrollment in tertiary education in 2008, women's participation at this level of education is very high, and women to men parity 124%.

Female skill levels (2.7.3). Women in the employed population have on average a higher educational level than their male colleagues. Comparison with employment levels point at an immense underutilisation of their qualifications. Segmentation of the labour market seems to play a major role here. We estimate the current size of the target group of DECISIONS FOR LIFE for Ukraine at about 440,000 girls and young women 15-29 of age working in urban areas in commercial services.

Wages (2.8.1). We found for 2008 a considerable gender pay gap, totaling 25%. In the formal sector wage discrimination is identified as the main factor. Though the wage structure in the 2000s has been compressed, wage differences between sectors remain considerable. Besides having low wages, women in wholesale and retail and in the restaurant and hotel sector have been particularly hit by redundancies. Women in the top of the wage distribution earn more when they are self-employed than when they are salaried, both in the formal and in the informal sector.

Working conditions (2.8.2). As far as can be traced, gender differences in hours worked are small. In 2003, nearly 90% of males and 84% of females worked full-time, and very small shares worked less than 20 hours.

1. Introduction: The Decisions for Life project

The DECISIONS FOR LIFE project aims to raise awareness amongst young female workers about their employment opportunities and career possibilities, family building and the work-family balance. The lifetime decisions adolescent women face, determine not only their individual future, but also that of society: their choices are key to the demographic and workforce development of the nation.

DECISIONS FOR LIFE is awarded a MDG3 grant from the Netherlands Ministry of Foreign Affairs as part of its strategy to support the United Nations' Millennium Development Goals no 3 (MDG3): "Promote Gender Equality and Empower Women". DECISIONS FOR LIFE more specifically focuses on MDG3.5: "Promoting formal employment and equal opportunities at the labour market", which is one of the four MDG3 priority areas identified in Ministry's MDG3 Fund. DECISIONS FOR LIFE runs from October 2008 until June 2011 (See <http://www.wageindicator.org/main/projects/decisions-for-life>).

DECISIONS FOR LIFE focuses on 14 developing countries, notably Brazil, India, Indonesia, the CIS countries Azerbaijan, Belarus, Kazakhstan, Ukraine, and the southern African countries Angola, Botswana, Malawi, Mozambique, South Africa, Zambia and Zimbabwe. Project partners are International Trade Union Confederation (ITUC), Union Network International (UNI), WageIndicator Foundation, and University of Amsterdam/AIAS.

This report is part of the Inventories, to be made by the University of Amsterdam, for all 14 countries involved. These Inventories and the underlying gender analyses are listed in the Table. All reports will be posted at the project website. In this country report on Ukraine the sequence of the sections differs from the table. The report covers mainly Activity nr 1.03, the Gender analysis regarding pay and working conditions (or, as Chapter 2 is called here, work and employment). Partly included (in section 2.4.1) is Activity 1.01, Inventories of national legislation; partly the analysis of national legislation has resulted in a separate product, the DecentWorkCheck for Ukraine. Activity 1.02, Inventories of companies' regulations, will take place through a company survey. Preparations for Activities 1.03a and 1.03b have resulted in a number of lists, to be used in the WageIndicator web-survey for country-specific questions and their analyses (Chapter 3). References can be found in Chapter 4; Chapter 5 gives more insight in the WageIndicator.

Table 1 **Activities for DECISIONS FOR LIFE by the University of Amsterdam**

| Nr | Inventories |
|-------|---|
| 1.01 | Inventories of national legislation |
| 1.02 | Inventories of companies' regulations |
| 1.03 | Gender analysis regarding pay and working conditions |
| 1.03a | Gender analysis start-up design of off-line gender analyses inventory |
| 1.03b | Gender analysis data-entry for off-line use inventories |

2. Gender analysis regarding work and employment

2.1. Introduction: the general picture

2.1.1. History

Ukraine was a center of the medieval living area of the East Slavs. This state, known as Kyivan Rus, became the largest and most powerful nation in Europe, before disintegrating in the 12th century. During the latter part of the 18th century, the largest part of ethnographic Ukraine was integrated into the Russian Empire, with the rest under Austro-Hungarian control. With growing urbanization and modernization, a Ukrainian intelligentsia committed to national rebirth and social justice rose, and nationalist and socialist parties developed. In a chaotic period of incessant warfare and several attempts at independence (1917–21) following World War I, the collapse of the Russian and Austrian empires and the Bolshevik revolution, Ukraine witnessed a short-lived period of independence (1917-1920), before ending up in December 1922 as one of the republics of the Soviet Union. Initially, the Soviets encouraged Ukrainian culture and language, introduced universal health care, education and social-security benefits, and greatly increased women's rights. Most of these policies were sharply reversed by the early 1930s under Stalin. Systematic state terror murdered thousands of Ukraine's writers, artists, and intellectuals. Ukraine was involved in the Soviet industrialisation and agriculture collectivisation programs, both at a heavy cost for the peasantry. The collectivisation had a devastating effect on agricultural productivity. In 1932–33 up to 10 million Ukrainians died in the famine known as Holodomor; Stalin's policies aimed at killing people through starvation have been identified as one of the causes (wikipedia Ukraine; CIA World Factbook; Ellman 2005, 2007).

Following the Invasion of Poland in September 1939, German and Soviet troops divided the territory of Poland, and Ukrainian SSR's territory was enlarged westward: Eastern Galicia and Volhynia with their Ukrainian population became reunited with the rest of Ukraine (Since then, the country's mainly agricultural "West" and industrialized "East" would often show varying societal and political attitudes). German armies invaded the Soviet Union on June 22, 1941, thereby initiating four straight years of incessant total war. The Axis allies initially advanced against desperate efforts of the Red Army, but in November-December 1941 the Red Army and the horrible winter turned the fortune of war. The wide majority of Ukrainians fought alongside the Red Army and Soviet resistance, though some elements of the Ukrainian nationalist movement sided with the Nazis. Among the estimated 8.7 million Soviet troops who fell in battle against the Nazis, 1.4 million were ethnic Ukrainians. In Ukraine Hitler, characterizing the population as "just a family of rabbits", followed systematic politics of depopulation to prepare the area for "great-German" colonisation, including a food blockade on Kiev (wikipedia Ukraine; Kershaw 2000; Berkhoff 2004).

The Ukrainian republic was heavily damaged by the war, and it required major efforts to recover. The situation was even worsened by a famine in 1946–47, caused by the drought and the infrastructure breakdown, that again took away tens of thousands of lives. Yet, already by 1950 the Ukraine SSR had surpassed pre-war levels of production. It became an important center of the Soviet steel and arms industry and high-tech research. Then, on April 26, 1986, Reactor No. 4 in the Chernobyl Nuclear Power Plant exploded, resulting in the Chernobyl disaster. After initially attempting to conceal the scale of the disaster, the Soviet authorities evacuated 135,000 inhabitants from the city of Pripyat and the further area. Environmental exposure in the Ukraine is suspected of being the major cause of increased mortality in

populations affected by the Chernobyl disaster. Among the 600,000 receiving the most significant radiation exposure, cancer mortality may have increased by a few percent, but scientific evidence to attribute even such effects to the disaster is heavily debated (wikipedia Economy of Ukraine; wikipedia Chernobyl disaster).

1990-91 saw the collapse of the USSR. On July 16, 1990, the new parliament adopted the Declaration of State Sovereignty of Ukraine. The declaration established the principles of the self-determination of the Ukrainian nation, its democracy, political and economic independence, and the priority of Ukrainian law on the Ukrainian territory over Soviet law. After a conservative coup in Moscow failed to restore the Communist party's power, on August 24, 1991 the Ukrainian parliament adopted the Act of Independence in which the parliament declared Ukraine as an independent democratic state. A referendum and the first presidential elections took place on December 1, 1991. More than 90% of the Ukrainian people expressed their support for the Act of Independence, and they elected the chairman of the parliament, Leonid Kravchuk to serve as the first President of the country. In December 1991, at two meetings in Brest, Belarus, and Alma-Ata, Kazakhstan, leaders of 11 of 15 Soviet republics, including Ukraine, formally dissolved the Soviet Union and formed the Commonwealth of Independent States (CIS) (wikipedia Ukraine; wikipedia Kazakhstan). Obviously, assessment in the population of the Soviet dissociation in Ukraine in particular differed between "West" and "East" – and continued to do so.¹

On the eve of the country's independence, prospects for successful transition to a market economy seemed bright because of Ukraine's strong industrial and agricultural resource base combined with a highly educated population. However, Ukraine turned out to be one of the poorest performers among the CIS countries. Its first, rather wild stage of transition has been dubbed, alternately, as a disaster, a lost decade, and a case study in state-sponsored looting (Berry and Schelzig 2005, 11). Between 1990 and 1996, Ukraine's GDP (Gross Domestic Product) fell by 57%, industrial production by 50%, and real wages by about two-thirds (not counting the large non-payment of wages). GDP per capita² fell from USD 1,969 in 1990 to USD 864 in 1996. In early 1992, the government hastily liberalized most prices to combat widespread product shortages, while at the same time continuing to subsidize state-run industries and agriculture by uncovered monetary emission. These policies pushed consumer price increases to hyperinflationary levels. In 1993, consumer prices rose by over 10,000%: the world record for inflation in one calendar year. Between 1990 and 1996 the consumer price index increased by 165,000 times, while average wages increased only 56,000 times. A large part of the population (75-80% is defensible) fell into poverty; many survived thanks to their garden plots for growing food, and many engaged in petty commerce that has become known as "hustling" (*krutitsya*). Moreover, millions of Ukrainians lost all they invested between 1993 and 1995 in trust funds. Dissatisfied with the economic conditions, as well as with endemic corruption, Ukrainians protested and organised strikes. Tight monetary and fiscal policies and the introduction of a new currency, the hryvnia, in 1996, helped stabilizing the economy. In 1997 inflation was brought down to less than 11%; though rising in 1998 and 1999 again to respectively 23 and 28%, the Russian ruble crisis of 1998 helped substantially. Economists hold that the lack of structural reforms combined with Ukraine's dependence for energy supplies have made the country's economy extremely vulnerable for external shocks. Energy prices rose by a factor 12 when Russia began to sell its oil and gas at world prices instead of virtually donating it to the republics of the USSR like Ukraine (leading to a heavy energy-intensive economy). Currently the country imports

¹ One of many possible examples: in a 2002 survey, over 40% of 25-29-year-olds in a western province had positive feelings about the disintegration of the USSR, against only 2% in an eastern province (Predborska 2005, 361).

² In constant USD as of 1995.

about three-fourths of its oil and natural gas requirements (wikipedia Economy of Ukraine; CIA World Factbook; World Bank 1996; Revenko 1997; Milanovic 1998; Aslund 2000; World Bank 2004; Berry and Schelzig 2005; website Statistics Ukraine).³

In the 2000s export-led growth based on the strong points of Ukraine's economy --its immense agricultural output (meat, milk, grain, vegetables) and the products of its diversified metals industry-- resulted in on average high but rather volatile growth figures. Real GDP increased by 9.2% in 2001, 5.2% in 2002, 9.6% in 2003, 12.1% in 2004, 2.7% in 2005, 7.3% in 2006, and 7.9% in 2007, followed by a slowdown to 2.1% growth in 2008 – implying growth averages of 6.9% in 1998-2008 and 7.0% in 2003-2008 (World Bank 2009c, 2009e). Taking into account the development of the labour force, GDP growth per person employed was 8.1% in 2001, 5.8% in 2002, 10.1% in 2003, 12.8% in 2004, 4.7% in 2005, 8.1% in 2006, and recently 8.7% in 2007 and 2.7% in 2008 (authors' calculations based on ILO Laborsta and UNECE 2009). Thus, the GDP growth rate per person employed for 2001-2006 averaged 8.3%, slightly decreasing to an average growth rate of 7.9% for 2003-2008.

By 2006, the Ukrainian GDP had recovered to slightly above its 1991 level, though by the time political turmoil threatened to frustrate the country's progress. The "Orange Revolution", a peaceful mass protest in Kiev spreading to other cities, even to Russian-speaking eastern cities like Kharkiv, in the cold November 2004 – January 2005 months forced the authorities to overturn a rigged presidential election and to allow a new internationally monitored vote that swept into power a reformist slate under Viktor Yushchenko. Yushchenko beat the Russian-oriented candidate, Viktor Yanukovich, till then protected by the incumbent president, Leonid Kuchma. The Orange Revolution was an impressive testimony of civil society mobilisation. However, major political instability followed, and currently Ukraine is experiencing its fifth administration after the Orange Revolution. Subsequent internal disagreement in the Yushchenko camp allowed Yanukovich to stage a comeback in parliamentary elections and become prime minister in August 2006. A political crisis in spring 2007 resulted in early elections, which brought Yulia Tymoshenko, leading the "Orange", more western-oriented coalition, into power as new prime minister in December 2007. Under president Yushchenko and PM Tymoshenko, disputes with Russia over the price of gas briefly stopped all gas supplies to Ukraine in 2006 and again in 2009. Following continuing disagreement between Yushchenko and Tymoshenko, paralyzing the country amidst the economic and financial crisis, after two ballot rounds Yanukovich was elected President in February 2010. Initially Tymoshenko, against evidence of international monitors arguing that elections were rigged again, refused to concede her defeat, but after a week she withdrew her appeal (wikipedia's Economy of Ukraine, Ukrainian presidential election 2010; CIA World Factbook; various news websites; Salnykova 2006).

In a global perspective, Ukraine is located in the higher ranks of medium human development, in 2006 ranking no. 82 on the Human Development Index (HDI) with a rating of 0.786, implying an increase between 2000 and 2006 of 0.033. In 2006 its GDP per capita reached USD (PPP) 6,224, ranking no. 93 in the world. The estimated earned income for men was USD 8,045, and for women USD 4,648, implying a women to men parity rate of 58% (UNDP 2008). As we will see, this low rate is indicative for the position of Ukrainian women in the field of work and employment.

³ Other relevant factors have to do with the breaking up of command / governance, trade and payment mechanisms existing in the former Soviet Union (cf. Hansen and Cook 1999).

2.1.2. Governance

Ukraine is a multiparty, democratic republic with a mixed presidential and parliamentary system of government. The country subdivided into twenty-four oblasts (provinces) and one autonomous republic, Crimea. Executive authority is shared by a directly elected president and a unicameral, 450-seat *Verkhovna Rada* (parliament), which selects a prime minister as head of government. The 2010 election has been widely recognized as fair by all international observing agencies (wikipedia Ukrainian presidential election 2010). There is a large number of political parties, in parliament mostly unified in blocs. Yet, various international reports document Ukraine's poor record in democratic institution building (Shapovalova 2008, 6). In 2008 and 2009, civilian authorities generally maintained effective control of the security forces. Human rights problems included reports of serious police abuse, beatings, and torture of detainees and prisoners; harsh conditions in prisons and detention facilities; arbitrary and lengthy pretrial detention; an inefficient and corrupt judicial system; and incidents of anti-Semitism. Corruption in the government and society was widespread. There was violence and discrimination against women, children, Roma, Crimean Tatars, and persons of non-Slavic appearance. Trafficking in persons continued to be a serious problem (US Dept of State 2009, 2010).

The constitution and the law prohibit torture and comparable practices; however, in 2009 there were reports that police continued to abuse and torture persons in custody. According to the Ukrainian Helsinki Human Rights Union (UHHRU) and other local nongovernmental organizations (NGOs), an estimated one-third of criminal suspects were routinely mistreated or beaten by law enforcement officers to extract confessions and information. The law does not clearly prohibit confessions or other statements made under duress from being introduced as evidence in court proceedings. Efforts to check these practices were made more difficult by an ineffective system for investigating allegations of abuse and by detainees' lack of access to defense lawyers and doctors. In 2009 the media reported several instances of police abuse, and authorities prosecuted police officers who abused persons in detention. Reports of military hazing violence against conscripts in the armed forces continued during 2008 and 2009. Prison and detention center conditions generally did not meet international standards. Overcrowding, abuse, inadequate sanitation, light, food, water, and medical care were persistent problems. Conditions in police temporary holding facilities and pretrial detention facilities were harsher than in low- and medium- security prisons. Overcrowding and poor conditions in prisons and detention centers exacerbated the problem of tuberculosis (TB). The February 2009 report by the UN Working Group on Arbitrary Detention noted the following problems: the continued practice of detaining until trial persons suspected of minor crimes; a perceived lack of independent and effective control over the detention process by the judiciary; and unlawful restrictions on pretrial detainees, such as denying them contact with their families before court trials (US Dept of State 2009, 2010).

The constitution and law provide for an independent judiciary; however, in practice the judiciary remained subject to political pressure, suffered from corruption and inefficiency, and lacked public confidence. The right to a fair trial was limited by lengthy court proceedings, particularly in administrative courts, and by political pressure on judges, inadequate court funding, a shortage of qualified legal assistance for defendants, and the inability of courts to enforce their rulings. Judges also continued to complain about pressure from high-ranking politicians seeking improper resolution of cases. While the law provides for judicial independence, in some cases it also gives the president considerable power over the judiciary. The president has the authority, with the agreement of the Ministry of Justice and the chair of the Supreme Court or of a corresponding higher specialized court, to establish and abolish courts of general jurisdiction. The president determines the number of judges in

the court system, appoints and removes chairpersons and deputy chairpersons of courts, and establishes appellate commercial and appellate administrative courts (US Dept of State 2009, 2010).

There were several media reports of allegations of privacy interference and illegal surveillance by government authorities. For example, on April 28, 2009, the weekly newspaper *Dzerkalo Tyzhnia* reported that appeal courts reviewed 25,086 requests by law enforcement agencies (mostly by the SBU, the Ministry of Internal Affairs, and tax police) for permission to intercept information, seize correspondence, or use other technical means to obtain information, all of which the newspaper described as related to restrictions of the constitutional rights of citizens (US Dept of State 2010).

The law provides criminal penalties for official corruption; however, corruption is ineffectively prosecuted and such penalties are rarely imposed. Officials and high-ranking officials often engaged in corrupt practices with impunity. Corruption remained a pervasive problem in the executive, legislative, and judicial branches of the government; so did police corruption. According to the Ministry of Internal Affairs, 39,204 law-enforcement officers (approximately 16% of the 250,000-member force) were subjected to administrative disciplinary actions in the first nine months of 2009. On April 24, 2009, the Cabinet of Ministers appointed a new government commissioner for anticorruption policy. On December 9, the Cabinet of Ministers adopted 14 anticorruption measures, including an anticorruption strategy (US Dept of State 2010).

Under the country's first president, Kravchuk, high-level corruption was institutionalized. Many "red directors" privatized large industrial firms and accumulated significant amounts of capital. From 1993 on under Kuchma, political and economical interests remained heavily intertwined, characterized by competing interest associations or "political-economic groups" (PEGs). Small groups were able to privately acquire huge monopoly rents at the expense of society at large (Aslund 2000, 262). Many parliamentary deputies were leading businessmen, profiting from stakes in privatized firms and in firms investing in newly created special economic zones with tax deductions, and Ukrainian politics could not be understood without mapping the development of PEGs (Kubicek 2000; Salnykova 2006). It has been computed for 1999-2003 that Ukraine had an immensely large shadow economy, covering 42-45% of the official GDP (Schneider 2005); other approaches estimate the unofficial sector at the same magnitude (cf. Berry and Schelzig 2005, 20-2). It remains to be seen whether corruption has been pushed back since 2004. According to the World Bank's worldwide governance indicators (WGI), Ukraine's comparative position after 2000 improved on four of six indicators used though the country still is to be found in the world's lower half. On voice and accountability, the country in 2008 was in the sixth percentile, indicating that about at least 50% of countries worldwide had better ratings; on political stability and absence of violence, the country also scored in the sixth percentile; on government effectiveness and on regulatory quality, it was in the seventh percentile, with a fall back in 2005-2007; on regulatory quality, its score was in the sixth percentile; on rule of law the country was in the seventh percentile, but its score on control of corruption was 2008 relatively lowest, in the eighth percentile, again with a backslide after a peak in 2005 (World Bank 2009b). There are signs that corruption frustrates (international) business in Ukraine more than elsewhere. In a large 2008 international survey, half of all firms operating in Ukraine identified corruption as a major constraint, against 34% of firms active in the Eastern Europe and Central Asia region (website Enterprise Surveys).

The Constitution of Ukraine upholds the principle of equality between men and women and the country's Penal Code specifically mentions the need to eradicate all forms of discrimination. A law providing for equal opportunities for men and women was passed in 2006, but very few judges are aware of its existence. In general terms, Ukraine's legislation upholds the rights of women and guarantees their protection. Negative stereotypes persist, however, and continue to limit women's

participation in society. The effect is exacerbated by low level of women's participation in politics and governance structures in Ukraine, a complex of facts for the outside world often distorted by the stylish appearance of Yulia Tymoshenko (website OECD-SIGI). In 2009 there were 36 female members of the 450-seat parliament, or 8% of seats (website IPU). Earlier, from 2003-2006 the score was with 24 seats (5.3%) even lower (UN MDG Indicators). Besides holding the post of PM, women among other senior government posts in 2009 were minister of labour and social policy, secretary of the National Security and Defense Council, head of the state treasury, and human rights commissioner (ombudsman). The 18-member constitutional court included two female justices (US Dept of State 2010). The new cabinet of ministers formed after the 2010 presidential elections is all-male. In March 2010 the new PM, Mykola Azarov, enraged feminist groups by suggesting that women are unsuitable for high political office and incapable of carrying out reforms (Harding 2010). After all, Ukrainian women's low participation in politics contrasts heavily with their high participation in employment and education.

The Ukrainian law protects women relatively well within the family context. The legal minimum age for marriage is 17 years for women and 18 years for men. The courts can authorise marriage from the age of 14 years if it is clear "that the marriage is in the person's interests." Polygamy is not a common practice. In Ukraine, parental authority is shared by the mother and father, and parents have equal rights and responsibilities regarding their children's development and education. Social stereotypes within the family remain strong. It is not uncommon for men to divorce and then refuse to fulfil their parental obligations, which leaves mothers (and their children) with limited resources. Such women have very few legal options to pursue action against their ex-husbands. There is no legal discrimination against women in regard to inheritance (website OECD-SIGI).

Legally, women in Ukraine have relatively strong ownership rights, but they still face discriminatory practices in certain areas. According to the government, many women gained access to land through the 2001 agrarian reforms, which transformed the country's collective farms into agricultural businesses. The Constitution guarantees women's legal rights to access to property other than land. By law, joint property acquired during marriage belongs equally to both spouses, but this is rarely the case in practice. If a man leaves his wife and forces her to leave the marital home, she has few legal avenues through which to pursue an equitable distribution of property. According to law, Ukrainian women have equal access to bank loans, but access to loans is equally difficult for men and women. Men have the advantage that they can sometimes use their relationships within the administration to acquire loans. Because women are poorly represented in administrative bodies, they typically do not have this option. Following the 2001 agrarian reform, many women in rural areas established credit unions (website OECD-SIGI).

The collapse of the Soviet Union may well have enforced patriarchal tendencies in family and society, and allowed commitment to the patriarchal family to be revived with impunity (Predborska 2005). The Ukrainian law prohibits discrimination based on race, gender, language, social status, or other circumstances; however, both governmental and societal discrimination persisted, and the government did not effectively enforce the prohibitions. The law prohibits rape but does not explicitly address domestic violence and spousal rape. A law prohibiting "forced sexual relations with a materially dependent person" may allow prosecution for spousal rape, which in practice was common in recent years. Authorities are currently considering an amendment to the Criminal Code that would specifically prohibit domestic violence. According to the Ministry of Internal Affairs, during the first nine months of 2009, police recorded 598 incidents of rape or attempted rape, a decrease of 8.6% compared with the same period in 2008. Domestic violence against women remained a serious problem. Advocacy groups asserted that the percentage of women subjected to physical violence or psychological abuse at home

remain high. According to various NGOs, national authorities, particularly the Ministry for Family, Youth and Sports, devoted more attention to domestic violence than in previous years. For example, in July 2009 social advertisements against domestic violence, with hotline numbers for victims, were established in eight major cities. The ads were part of a national campaign to combat domestic violence against women entitled "stop violence!" On July 30, 2009 the Minister for Family, Youth and Sports announced other measures to prevent and combat domestic violence. This included a program for dealing with offenders and raising public awareness of the issue by including information on domestic violence in syllabi of all educational institutions for judicial, law enforcement personnel, medical staff, social workers, and teachers. According to his Ministry there were 22 centers for social-psychological assistance in 19 oblasts, Crimea, and the cities of Kiev and Sevastopol, which had capacity for 390 persons. The centers received funding from regional and district budgets. NGOs operated additional centers for domestic violence victims in eight oblasts. According to women's advocacy groups, private and municipally funded shelters were not always accessible (US Dept of State 2010; website OECD-SIGI).

The law on equal rights and opportunities qualifies sexual harassment as discrimination; however, women's rights groups asserted that it does not contain an effective mechanism to protect against sexual harassment. Women's groups reported that there was continuing, widespread sexual harassment in the workplace, including coerced sex. A study carried out by La Strada and Kyiv International Institute of Sociology during 2008-09 suggested that the level of public awareness of the issue remained low: 43% of respondents answered that sexual harassment was a relevant issue in the country, while 6% said this type of discrimination was relevant for them at work. Legal experts regarded the safeguards against harassment as inadequate. La Strada-Ukraine operates a national hotline for victims of violence and sexual harassment (US Dept of State 2010).

The law prohibits all forms of trafficking in persons; however, also recently there was abundant evidence that persons were trafficked from, to, and within the country. Ukraine remains a country of origin for internationally trafficked men, women, and children. The main destinations are Russia, Poland, Turkey, Italy, the Czech Republic, Germany, the Netherlands, Portugal, and Spain. The country is also a transit point for traffickers and victims from Central Asia, Russia, and Moldova, usually to destinations further west or to the Middle East. The main trafficking victims were women up to 30 years of age for sexual exploitation, older women for labour exploitation, men of all ages for labour exploitation, and children under the age of 16 for sexual and labour exploitation. The commercial sexual exploitation of children remained a serious problem in 2008 and 2009. According to local NGOs and researchers, orphaned and homeless children are at high risk as trafficking victims. Many Ukrainian girls and women are vulnerable for exploitation as prostitutes. Already in the late 1990s it was found in surveys that two-thirds of young Ukrainian women were willing to go abroad. Many of them wanted to escape the poverty, bad family situations and lack of opportunity at home, but were also attracted by Western lifestyles seen in the media. According to the US Dept of State employment, travel, marriage, and modeling agencies, often operating on the Internet, and individuals were involved in recruitment of victims. Yet, most women prostitutes seem to be recruited through an acquaintance, who gains the woman's confidence. In the "second wave" trafficked women return home to recruit other women. As a rule, these various circuits are controlled by organized crime groups and use of violence against women is standard. Corruption in the judiciary and police continued to impede the government's ability to combat trafficking. Local NGOs operated shelters in major cities with local administrations providing the premises at a nominal fee. Government funding for these facilities continued to be limited. A toll-free hotline offering advice and warnings regarding employment abroad continued to operate and

provided assistance to persons who were exploited while abroad (Hughes and Denisova 2002 ; US Dept of State 2009, 2010).

For 2008 the Gender Gap Index of the World Economic Forum ranked Ukraine no. 62 of 130 countries, just below Azerbaijan. For three of the four yardsticks used, rather high scores were attached to Ukraine: no. 27 concerning the position of women in economic participation and opportunity, no. 34 for educational attainment, --with other countries, like Kazakhstan-- no. 38 for health and survival, while only for political empowerment the country was to be found on the 114th spot. In the lower middle income group of countries, Ukraine took a middle position (Hausmann *et al* 2008). Finally, it is worth mentioning that the SIGI Gender Equality and Social Institutions Index ranked Ukraine tenth of 102 countries in 2008 (website OECD-SIGI).

2.1.3. Prospects

A World Bank research note as of July 2009 states: “The global economic crisis is exposing households in virtually all developing countries to increased risk of poverty and hardship”, adding “While in the short-run, the non-poor may be the most affected by the crisis, experience from past economic and financial crises suggests that the adverse impacts are likely to spread in the medium-term to poor households.” The World Bank note ranked Ukraine among the 75 countries that will be moderately exposed to the crisis, showing decelerating growth. It is rated in the category of countries with medium fiscal capacity, meaning the government has some fiscal space to counteract the poverty effects of the crisis (Cord *et al* 2009). It seems that Ukraine’s administration had already rapidly used its space, and that public finance early went into crisis. Already in November 2008 Ukraine reached an agreement with the IMF for a USD 16.5 million standby loan (CIA World Factbook). The country’s economy was severely hit by the worldwide crisis, notably because of the drop of steel prices and the falling demand for steel, the country’s main export product, as well as because of aggressive foreign borrowing. The fact that Ukraine has a quite open economy clearly worked to its disadvantage. In 2008 trade in goods and services accounted for 89% of GDP (UN Data).⁴ Moreover, as for example the FTU trade union confederation observed (Inform-Contact no. 65), Ukraine was in a political situation in which authorities were paralyzed.

The development of Ukraine’s GDP in 2008-2009 was one of the worst worldwide. The country’s real GDP fell from September 2008 – September 2009 by nearly 20%, with the heaviest fall in the first quarter of 2009 (20.3% compared to the same quarter of 2008), followed by 17.8% in the second quarter. Output indicators also showed a massive decrease. Comparing January – October 2009 with January – October 2008 showed that industrial output fell by 26%, investment by 44%, and construction output even by 51%, while exports dropped 45% (World Bank 2009e; website Statistics Ukraine). The international position of Ukraine has weakened considerably, also because of the heavy capital outflow: already in the first eight months of 2009, external debts led to a net outflow of USD 7.1 billion, while domestic capital outflows --flight to foreign cash by Ukrainian residents – drained out USD 5.7 billion (World Bank 2009e). Though still decreasing, industrial production showed some recovery in the third and fourth quarters, resulting in a GDP decrease over 2009 of 15% (World Bank 2009e; website Statistics Ukraine).

⁴ It is also telling that on the KOF Globalization Index 2010 Ukraine was ranked no. 46 of 141 countries on globalisation at large, considerably higher than for example BRIC countries Brazil (no. 91), China (97), and Russia (92); yet, its ranking on economic globalisation was with a 70th ranking considerably lower (KOF Swiss Economic Institute 2010).

The crisis has had severe consequences for large parts of the Ukrainian population. Real wages in 2009 fell by an average 9.2%. The development of wages by industries clearly indicate that construction workers paid the highest toll. Average nominal wages in construction already fell by 21.2%; taking price inflation of nearly 14% into account, this meant a fall in real wages of 35%. The other sector with nominally decreasing wages was public administration; though with 2.6% the average decrease was much smaller, it meant a real wage decrease of over 16%. Remarkably, nominal wage increases in finance (7.8%) and real estate (7.0%) remained above average, though they still implied real wage decreases of 6-7%. Also remarkable were the nominal wage increases in three low-paid sectors partly depending on public spending, in community and other personal services (18.0%), education (11.2%), and health care and social work (11.0%), though in the end only for those in community and other personal services a real increase (of 4%) was left (authors' calculations on website Statistics Ukraine). These figures do not necessarily indicate real earnings, as they hide the return of an old nasty phenomenon in Ukraine, that of wage arrears. At the beginning of 2009, the amount of arrears of wages increased by 80% compared to the beginning of 2008, without reaching the excessively high levels of 1997-2002 (website Statistics Ukraine). Over 2009, the number of persons officially employed fell by 887,000 less compared to 2008 (see for the development of employment and unemployment in 2009, section 2.3.2).

The World Bank in September / October 2009 expected an average negative growth rate of the Ukrainian GDP per capita of 2.9% over 2008-2012, with an expected recovery of 2.5% GDP growth in 2010 and 3.5% in 2011 (World Bank 2009c, 2009e). If the World Bank forecast holds, this would mean that it will take five or six years before Ukraine will surpass its 2008 GDP level. The Bank argues that "significant further spending reductions" in the government budget are needed, if it will not end up with a deficit in 2010 exceeding 8% of GDP. Yet, "the 2010 budget would benefit from provisions to improve the targeting of social safety nets to protect the most vulnerable households" (World Bank 2009e, 2). In a most recent report, the World Bank (2010b) stresses that recovery of the Ukrainian economy will be conditional, depending on fiscal reform, reform of the banking system, and reform of the public sector "to improve governance and to regain market confidence", including eliminating the wide scope for corruption.

2.2. Communication

Adequate communication facilities are absolutely essential for the DECISIONS FOR LIFE project. Ukraine has been making progress in recent years in developing its telecom sector, after inheriting at independence in 1991 a telephone system that was antiquated, inefficient, and in disrepair. Currently, fixed telephone density is rising and the domestic trunk system is being improved. About one-third of the country's networks are digital and a majority of regional centres now have digital switching stations, though improvements in local networks and exchanges continue to lag (CIA World Factbook). The coverage of fixed telephone connections per 1,000 of the population have increased from 143 in 1990 via 212 in 2000 to 292 or 13.2 million main lines in use in 2008 (UN MDG Indicators; World Bank 2009a). Ukraine was an early adapter to the cellular telephone revolution. The number of cellular phones in use has grown extremely rapid after the turn of the century, from 17 per 1,000 of the population in 2000 to 1,215 per 1,000 as of January 1, 2010, or 55.3 million cell phones (website Statistics Ukraine). This very high average of over one cell phone per person has led to saturation of the market, consequently slowing down expansion of the cell phone system (CIA World Factbook). Already in 2007 mobile cellular networks' coverage was 100%. In that year the average mobile phone use was 156 minutes per user per month, near the average for Europe and Central Asia. With USD 9.40 per month, the price

basket for mobile service was also in the middle range, though more than threefold the price basket for residential fixed line service: USD 2.60 (World Bank 2009a).

According to the CIA World Factbook, in 2008 the share of Ukrainian Internet users had grown to 226 per 1,000 of the population, as it noted 10,354 million Internet users on a population of 45.7 million; for 2007, the World Bank (2009a) indicated 215 per 1,000 coverage. One may safely assume that currently about one in four Ukrainians is using the Internet, though outside the large cities Internet penetration remains rather low. There were no government restrictions on access to the Internet; however, law enforcement bodies engaged in Internet monitoring (US Dept of State 2009, 2010). By 2009, the country had 706,000 Internet hosts, and by December 2008 4.3 secure Internet servers per 1 million people. The price basket for Internet services has decreased rapidly, and was with USD 7.70 per month considerably below the European / Central Asian average (CIA World Factbook; World Bank 2009a).

The incidence of personal computers (PCs) is still rather low in Ukraine. While in 2000 this incidence was 1.8 per 100 inhabitants, by 2007 it had increased to 4.5% -- still for Europe and Central Asia a low share (World Bank 2009a). Yet, the regular use of computers, at work, in schools and universities and in Internet cafés is most likely much higher, especially among the young generation.

Ownership of television sets is widely spread: it was estimated that in 2007 97% of all households had a television set, a share that was already reached in 2000 (World Bank 2009a). In 2006, there were no less than 647 television stations, as well as 524 radio broadcast stations (CIA World Factbook). Following independence, the government of Ukraine began restoring the image and usage of Ukrainian language through a policy of Ukrainisation. Today, all foreign films and TV programs, including Russian ones, are subtitled or dubbed in Ukrainian (wikipedia Ukraine). According to the Ukrainian Association of Press Publications, approximately 4,200 print publications were regularly published in the country. Among them were 2,400 newspapers (including 52 dailies) and 1,700 magazines, with 1,550 having primarily nationwide distribution. The country's constitution and laws provide for freedom of speech and of the press, and in 2009 the government generally respected these rights in practice (US Dept of State 2010).

The Ukrainian Constitution prohibits censorship. Yet, the Kuchma regime influenced elections through patronage and coercion, and controlled the media, through official recommendations (*temnyky*); intimidation, and ownership of the country's largest dailies and TV channels, in the form of state ownership or ownership by political allies (D'Anieri 2005, 235-7). By contrast, in the Orange Revolution independent weeklies, TV and radio stations and Internet sources played major roles, and sparked social action. Internet sources in particular revealed corruption and related scandals taking place under Kuchma, including the planned murder of the oppositional journalist, Georgii Gongadze. In the month when "Orange" started, November 2004, Internet use in Ukraine grew by nearly 40% (Salnykova 2006, 35-40, 58-9).

It stands to be seen how and to what extent the old media structures and practices have changed after 2004 or have remained under recent political conditions. Anyway, according to the US Dept of State there were no reports in 2009 that central authorities attempted to direct media content. However, there were reports of intimidation of journalists by national and local officials. Individuals could criticize the government publicly and privately, and independent and international media were active and expressed a wide variety of opinions. Private media outlets operated free of direct state control or interference; however, both independent and state-owned media at times demonstrated a tendency toward self-censorship on matters that the government deemed sensitive. Although private newspapers operated on a commercial basis, they often depended on their owners (political patrons or oligarchs

who were connected to politicians) for revenue and did not enjoy editorial independence. According to national NGO media watchdog Institute for Mass Information (IMI) and their regional partners the practice of prepaid publications, veiled advertisements, and positive coverage presented as news (known as *dzhynsa*), continued in the electronic and print media. The price for such coverage ranged from 24,000 hryvnia (USD 3,000) to as much as 40,000 hryvnia (USD 5,000) for participation in a TV talk show. Print stories cost from 800 hryvnia (USD 100) to 40,000 hryvnia (USD 5,000). IMI also emphasized that political parties frequently ordered the placement of stories in regional print media while law enforcement agencies did not investigate this breach of law (US Dept of State 2010).

In June 2009 parliament adopted a resolution prohibiting government agencies from carrying out inspections of mass media ahead of the 2010 presidential election campaign. The measure aimed to safeguard freedom of expression by eliminating legal, administrative, and economic obstacles for media reporting on the campaign. The law on presidential elections, however, imposed restrictions on media coverage of election campaigns. There were additional reports of intimidation and other types of harassment of journalists, including by national and local officials. Inadequate media access to government-held information was a problem, particularly in the regions. IMI and other media watchdogs asserted that most government agencies regularly denied requests by journalists and NGOs for basic public interest information. Government licensing provisions require that national media outlets broadcast at least 75% of their programs in Ukrainian, a policy that many citizens whose first language is not Ukrainian regard as discriminatory (US Dept of State 2010).

2.3. The sectoral labour market structure

2.3.1. Population and employment

Table 2 presents the development of total employment and employment status in Ukraine in the 2000s. In contrast with the decrease of the country's total population, the table shows a modest growth of total employment for both males and females between 2000-2008, with respectively 5.2% and 2.7%, an overall growth of 4.1% -- implying an average yearly increase of slightly over 0.4%. It also shows between 2000 and 2005 a significant shift away from paid employment to self-employment, employership and working for own account, with stabilisation of the new pattern and some renewed growth of the numbers of employees between 2005 and 2008 – but, as we will see in the next section, under pressure of crisis conditions the shift to self-employment resumed in 2009. On balance this shift happened among both sexes, but more strongly among women.

Table 2 Total employment by status and gender, Ukraine, 2000, 2005, 2008

| | 2000 | | 2005 | | 2008 | |
|--------------------------------|---------------|---------------|---------------|---------------|---------------|---------------|
| | male | female | male | female | male | female |
| Employers, own-account workers | 11.1% | 9.2% | 16.7% | 18.9% | 16.7% | 19.0% |
| Employees | 88.1% | 89.3% | 82.8% | 80.6% | 82.9% | 80.7% |
| Contributing family workers | 0.8% | 1.5% | 0.5% | 0.5% | 0.4% | 0.3% |
| Total | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% |
| Total (in 1,000) | 10,318 | 9,857 | 10,605 | 10,076 | 10,850 | 10,122 |

Sources: ILO Laborsta, Table 2D

The absolute size of paid employment decreased for both sexes between 2000-2008, for men by 324,000 or 3.5% (from 9,349,000 to 9,025,000 paid employees) and for women even by 624,000 or 7.1% (from 8,797,000 to 8,173,000 paid employees). In 2008, women made up just over 48% of the total labour force (48.3%). With 47.5%, the share of the women of all in paid employment was slightly lower. By contrast, in 2008 with 51.7% (1,915,000 of 3,701,000) females formed a small majority among employers and own account workers. With 52.3%, men formed a small majority among contributing family workers, though according to the official figures for both sexes this category was very small in 2008.

Of the total Ukrainian population, by 2005 --the last year for which a detailed age distribution was available-- 22,281,000 persons were counted as economically active (the share of the population over 14 of age in employment or registered unemployed), of which 632,000 aged 65 and older: see Table 3 (next page). If we leave out this group of elderly citizens in order to comply with the internationally comparable Labour Participation Rate (LPR) or Employment-to-Population ratio (EPOP) that only takes stock of the labour force aged 15-64 in percentages of the total population of the same age, we can calculate the over-all LPR or EPOP at 66.4% (*MDG Indicator 1.5*), or 21,649,000 on 32.6 million people.⁵ This implies a position in the lower ranks among the 14 countries in our project. With respectively 71.6% for males and 61.7% for females, the "corrected" female LPR in 2008 was 86% of the "corrected" male rate (the so-called women to men parity). If we apply the same calculation to the 2000 and 2008 figures, the outcomes confirm that LPR's have increased considerably between 2000-2008, from 71.0% to 75.1% for males and from 59.3% to 64.3% for females. As we pointed out, this increase fully was in self-employment and own-account work. To be fair, it should be noted that in Ukraine the border between "work" and "non-work" is rather blurred, and much informal work can also be regarded as voluntary or community work with rewards merely in kind (Williams 2007).

In the 2000s many women have started a "women's business" ("*zhinochyi biznes*"), small businesses in garment production, services like hair and beauty salons, but also many women with a university degree did so in higher qualified occupations in education (private tutoring) and commercial services (consultancies) (various websites). In the higher layers many women chose voluntarily to be informally self-employed, with higher average earnings than salaried women in comparable occupations. Also in salaried jobs they tended to choose for informality, at least in 2003-2004, though in these jobs largely involuntarily (Lehmann and Pignatti 2007; Pignatti 2010) (see also section 2.8.1). This combination of trends --contrary to those taking place in the 2000s in nearly all developed countries-- may partly be regarded as signs of continuous poverty at the bottom of the labour market, partly points at a highly segmented labour market with a widespread lack of accessibility of high-ranking jobs and of career opportunities for high-educated women (cf. Pignatti 2010).⁶

⁵ For 2009, this size has been estimated at 32.1 million, or about 500,000 people less. Following this estimate, the 15-64 of age made up 70.3% of the total population, divided over 15,399,000 males and 16,743,000 females (women to men parity: 92%) (CIA World Factbook).

⁶ Nevertheless, both Ukrainian men and women showed a higher disposition to move from the informal sector to the formal sector than vice versa, women even more so than men. Looking at the unemployed, again men seemed more likely to move to informality than formality, while for women the result was the opposite. Only women re-entering the labour market tended to enter in the informal sector rather than in the formal sector (Pignatti 2010, 25). The move to formal jobs concentrated at Kyiv; workers residing in the rest of the country were much less inclined or had less opportunity to move to formality (Lehmann and Pignatti 2007, 18).

Table 3 Economically active population and labour participation rates (LPRs), by gender and by age group, Ukraine, 2005

| | all | | male | | female | |
|------------------|---------------|-------------|---------------|-------------|---------------|-------------|
| | x 1,000 | LPR | x 1,000 | LPR | x1,000 | LPR |
| 15-19 | 614 | 16.5 | 345 | 18.1 | 269 | 14.8 |
| 20-24 | 2,398 | 63.6 | 1,367 | 71.1 | 1,031 | 55.8 |
| 25-29 | 2,775 | 81.4 | 1,525 | 89.2 | 1,250 | 73.5 |
| 30-34 | 2,740 | 82.9 | 1,452 | 88.6 | 1,289 | 77.3 |
| 35-39 | 2,657 | 85.6 | 1,347 | 89.0 | 1,310 | 82.4 |
| 40-44 | 3,110 | 86.0 | 1,511 | 87.4 | 1,599 | 84.7 |
| 45-49 | 2,962 | 82.6 | 1,410 | 84.3 | 1,552 | 81.1 |
| 50-54 | 2,479 | 75.5 | 1,179 | 79.1 | 1,300 | 72.9 |
| 55-59 | 1,284 | 50.7 | 746 | 67.6 | 537 | 37.6 |
| 60-64 | 630 | 27.8 | 298 | 32.2 | 332 | 24.7 |
| 65+ | 632 | 19.4 | 289 | 22.7 | 343 | 17.3 |
| Total 15+ | 22,281 | 62.2 | 11,467 | 67.9 | 10,814 | 57.0 |

Source: ILO Laborsta, Table 1A (Labour Force Survey)

Table 3 reveals some interesting gender differences in the LPR's for the 5-years' age cohorts. The male LPR's were highest among the 25-39-year-olds, while the female rates were highest for the 35-49 of age – though the male rates in the 40-49 aged cohorts remained higher than those of the females. With age 50 and over, the rates decreased rather quickly, especially among women. Of the potential female labour force of 55-59 aged, less than 38% was still employed, against 68% of males. As for the DECISIONS FOR LIFE target group, the girls and young women aged 15-29, in 2005 there were 2,551,000 employed in a population of 5,401,000, implying a joint LPR of 47.2%. With 58.5%, the LPR of their male peers was considerably higher. Taking into account the demographic trends between 2005-2009, including outward emigration, we may expect the size of our target group to have stabilised since at about 2,550,000.

2.3.2. Unemployment

In the course of the 2000s, the unemployment rate –measured following the ILO method –fell along a regular pattern, from 11.6% in 2000, via 8.6% in 2004, to an average 6.4% in both 2007 and 2008. The official male and female unemployment rates were about equal (website Statistics Ukraine). Table 4 (next page) reveals the official unemployment averages for 2008, by age and gender. Important for the DECISIONS FOR LIFE project is that –at least before the crisis– the categories most affected by unemployment were those aged 15-19 and 20-24, and among the youngest cohort especially the girls. In 2008 the official unemployment rates of these two categories were over 16 and 13%.

Table 4 Unemployment by gender and by age group, % of economically active population, Ukraine, 2008

| | all | male | female |
|------------------|------------|------------|------------|
| 15-19 | 16.6 | 15.1 | 18.6 |
| 20-24 | 13.2 | 13.5 | 12.9 |
| 25-29 | 7.3 | 7.4 | 7.2 |
| 30-34 | 6.1 | 5.6 | 6.6 |
| 35-39 | 5.7 | 6.2 | 4.5 |
| 40-44 | 4.9 | 5.0 | 4.8 |
| 45-49 | 6.7 | 6.1 | 7.2 |
| 50-54 | 4.6 | 3.9 | 5.2 |
| 55-59 | 3.8 | 6.3 | 1.9 |
| 60-64 | 1.6 | 1.8 | 1.4 |
| Total 15+ | 6.4 | 6.7 | 6.1 |

Source: authors' calculations based on ILO Laborsta, Table 3B

The worldwide crisis has clearly affected official unemployment rates in Ukraine, rising by over one-third or 2.4% points to an average 8.8% over 2009. Most recently Statistics Ukraine published unemployment figures for 2009 by gender and age, be it with a less detailed age division than Table 4. According to these figures male unemployment increased much stronger (3.6% points compared to 2008) than female unemployment (1.0% point). As far as 2008 and 2009 data can be compared, official unemployment for both sexes grew in all age categories, but consistently for males stronger than for females. Unemployment in the only category for which 2009 figures are directly comparable with our 2008 data, the 25-29 of age, rose 3.5% points for males and 2.6% points for females. Youth unemployment (among the 15-24 of age) grew quite unevenly by gender, with nearly 6% points for young males and 0.6% for young females (website Statistics Ukraine).

Overall, the increase of unemployment in 2009 seems moderate in view of the large decrease in 2009 in industrial and construction activities and along other economic indicators, as discussed in section 2.1.3. The increase in numbers of unemployed in 2009 (533,000 more than the 2008 average) is also considerably less than the fall in number of persons officially employed (887,000 less compared to 2008). A substantial number of the nearly 350,000 persons disappearing from the labour statistics may have added to the further growth of informal self-employment and own-account activities, and to the "large number of unregistered or underemployed workers" already noted in Ukraine before the crisis (CIA World Factbook). During 2009 the discouragement effect must have been strong: many people abstained to look after formal employment and oriented on informality. Whereas each quarter the number of "non-working individuals" turned to the State Service of Employment grew by 260,000-350,000, the supply of the non-working population per one vacant work place, in the first quarter of 2009 increasing to 11, the highest rate since 2000, fell to 7 in the fourth quarter. The available evidence indicates that the discouraged in particular have to be found among the female 15-24-year olds: in considerable numbers abstaining from formal labour, many likely prolonging their education, others engaging in informal labour or helping in the family – suggesting for many a return to the, for most young women, perspectiveless 1990s and early 2000s (cf. Predborska 2005). In contrast, the statistics suggest that female 25-29-year-olds, having finalized their education, have a much stronger propensity to continue in formal labour (all data: website Statistics Ukraine).

In section 2.7.3 we will present 2008 unemployment rates by gender and highest level of education completed.

2.4. National legislation and labour relations

2.4.1. Legislation

Ukraine has ratified the eight core ILO Labour Conventions, i.e. no's 29, 87, 98, 100, 105, 111, 138 and 182. The right to join and form trade unions is guaranteed by the Constitution and the 1999 Act on Trade Unions. The Civil Code and the law on the state registration of legal entities and natural persons-entrepreneurs stipulate that trade unions can only acquire legal identity after they have been registered by the State, as the ITUC notes a restriction unacceptable by international labour standards. The registration procedure is extremely cumbersome, entailing visits to as many as 10 different offices, and paying court fees. An amendment that would remove the requirement for compulsory registration was rejected by Parliament in October 2005. The government has been taking steps to bring its legislation into line with ILO standards. Some legislative amendments were enacted in 2006 and instructions were given to ensure that the registration rules applied were in line with ILO standards. However, trade unions report that registration is still very complicated. In 2007, the Labour and Social Policy Committee of the Ukrainian parliament organised a special sitting on ILO Convention 87 and the rights of trade unions and employers' organisations. However, the Committee's recommendations have so far not been implemented. Anti-union discrimination is prohibited under the law. The Criminal Code stipulates penalties for the violation of trade union rights, including fines, the loss of the right to occupy certain positions or engage in certain activities and, in some cases, even imprisonment. However, no employer has been held liable under these provisions, even when courts have recognised cases of discrimination against trade union members (ITUC 2009; US Dept of State 2010).

The constitution of Ukraine provides for freedom of assembly, but in some instances regional governments infringed on these rights. Since there is no national law governing freedom of assembly, the code of administrative justice and case law prevailed. Local authorities sometimes invoked a Soviet-era decree on freedom of assembly that was more restrictive than the constitution. The constitution requires that organizers inform authorities of a planned demonstration in advance. The Soviet-era decree that local governments sometimes used to define "advance notice," stipulates that organizations must apply for permission at least 10 days before an event or demonstration. In most cases permits were granted, and in practice unlicensed demonstrations were common and generally occurred without police interference, fines, or detention, although there were several exceptions (ITUC 2009).

The right to collective bargaining is guaranteed by the Law on Collective Agreements. Problems concerning wages and working conditions are supposed to be resolved by joint worker-management committees. Registered unions with national status may participate in the national collective bargaining agreement. However, according to the Model Statutes and Internal Rules for public limited companies, issued by the State Committee on Equities and the Stock Market in April 2004, it is works' councils and not trade unions that have a mandate for collective bargaining. Yet, Ukrainian legislation does not provide for the establishment of works' councils in workplaces. Trade unions have asked the Committee to withdraw this provision, but the Committee had not done so by the end of 2008 (ITUC 2009; website Wageindicator / Ukraine-mojazarplata).

The right to strike is recognised in the country's constitution, provided it is used to "defend economic and social interests." A strike can only be organised if two thirds of the workers of the enterprise vote for it, which –as the ITUC remarks-- is excessive by international standards. The list of essential services, in which strikes are prohibited, exceeds the ILO definition. Public servants may not strike, nor may

members of the judiciary, armed forces, security services or law enforcement agencies. Workers who strike in prohibited sectors may receive prison terms of up to three years. Federations and confederations cannot call a strike. Trade unions want to introduce the notion of a “warning strike” of a limited duration that could be organised using a simplified procedure. The government does not agree with proposals to allow the unions to organise solidarity strikes (ITUC 2009).

Employment relations are regulated basically by the Labour Code of Ukraine as of 1971, thus enacted when Ukraine was part of the Soviet Union (Code of Labour Laws, in act since 10.12.1971 N322-VII). The terms of individual labour contracts agreements may not be worse than conditions guaranteed under the Labour Code. Primary responsibility for the implementation of state labour and employment policies rests with the Ministry of Labour and Social Policy of Ukraine and the State Centre for Employment. Of particular relevance for the young female target group of the DECISIONS FOR LIFE project is the following labour legislation, based on the Labour Code and more specific regulations as mentioned below (website Wageindicator / Ukraine-mojazarplata; ILO-Travail database; ILO Natlex; website PriceWaterhouseCoopers):

- working overtime is paid twice with preserving the usual payment. It is impossible to have extra days-off as compensation for working overtime. The amount of overtime may not exceed four hours in any two-day period or 120 hours in a year (Law N108/95-BP, 24.03.1995 On remuneration of labour);
- employees are entitled to annual (main and extra) holidays with maintenance of job and average earnings, of at least 24 days per year. Of these, a minimum of 14 are consecutive calendar days to be used for the employee's main annual holidays (Law N504/96-BP, 15.11.1996 on Holidays);
- working on holidays is paid twice the usual payment. On demand of the employee who worked on holidays he/she can be granted another day-off (Law N504/96-BP, 15.11.1996 on Holidays);
- employees are entitled to weekly continuous periods of rest no less than 42 hours (Law N504/96-BP, 15.11.1996 on Holidays);
- women are given paid maternity leave (“social vacation”) lasting ten weeks (70 days) before birth and eight weeks (56 days) after birth (Law N2801-XII, 19.11.1992 on Basics of Ukrainian Health Care);
- income during maternity leave is 100% of the average income of the employee and does not depend on the insurance length period (Law N 2240 18.01.2001 on Obligatory state social insurance on the reason of temporarily disability and expenses connected with birth or burial);
- according to medical conclusion the working norms for pregnant women are lowered or they are transferred to an easier job, without dangerous and hazardous conditions while maintaining the same salary (Law N 2240 18.01.2001 on Obligatory state social insurance on the reason of temporarily disability and expenses connected with birth or burial);
- it is not allowed to employ persons under 16 of age, although with the agreement of one parent or a person who substitutes him/her, persons having reached the age of 15 can be employed for specified light activities (Labour Code).

It should be added that the law does not provide regulations concerning sexual harassment at work.

2.4.2. Labour relations and wage-setting

The trade union movement in Ukraine is dominated by the Federation of Trade Unions of Ukraine, FPU. This confederation was established as the Federation of Independent Trade Unions of Ukraine after Ukraine became independent on 6 October 1990. As such, it was a successor of the Ukrainian Republican Council of Trade Unions, existing under Soviet rule. In November 1992, it was renamed the Federation of Trade Unions of Ukraine. By 2006, 44 national trade unions and 26 regional trade unions belonged to the FPU (wikipedia). In the 2000s, various sources mentioned FPU membership to be over 10 million; by October 2009 FPU claimed to have 9,755,500 members (website ITUC). Two other federations are much smaller. The All-Ukrainian Union of Workers' Solidarity (VOST) by October 2009 was set at 150,000 members, and the Confederation of Free Trade Unions of Ukraine (KVPU or CFTU) at 268,000 members (website ITUC). FPU, VOST and KVPU are all three ITUC-affiliated. These figures imply a rather high total union density in 2008-09, of about 48% of the labour force at large, or nearly 60% of all paid employees.

VOST and KVPU were established as independent unions after the country's independence, initially mainly organising high-skilled technicians and workers at key positions, like locomotive drivers, pilots and air traffic controllers. Based on these positions, they displayed quite some strike activities (Kubicek 2000). Over the years, the small federations have issued complaints about the assumed privileged position of the FPU, among others based on real estate and other property from the Soviet era.⁷ More recently KVPU-affiliated unions of coal miners in the eastern part of the country reported significant harassment because of their union activities. They alleged that FPU representatives colluded with management to put pressure on the KVPU union members to quit (US Dept of State 2010).

More generally, the ITUC reports, union members are often subject to pressure and discrimination. This includes dismissals, transfers, demotions and deteriorating working conditions for trade unionists. Employers, employers' organisations as well as central and municipal authorities often refuse to give unions information on issues concerning their members' interests, including the company's economic performance, regardless of unions' legal right to access such information. Trade unionists are often denied access to workplaces (ITUC 2009). Also, collective bargaining turns out to be far from easy. Like in other CIS countries, the annual National General Agreement, based on tripartite consultation and negotiation, is the cornerstone of collective bargaining, and the basis for regional and sectoral collective agreements. However, over 2008 the ITUC concluded that despite having signed the National General Agreement, some employers' organisations avoid sectoral collective bargaining. Employers refused to enter into collective bargaining with trade unions, for example in CJSC Energovugillia (coal industry) and in ProstoFinance Ltd. According to the KVPU, even a court order was not sufficient to convince the employer to enter into negotiations with a trade union (ITUC 2009).

In January 2009, the FTU decided to enter into a dispute with the Cabinet of Ministers over its failure to fulfill the General Agreement for 2008-2009 to secure workers' rights in the crisis situation. The minimum wage played a crucial role in this dispute. The confederation argued that trade union attempts to establish a social dialogue with the authorities in overcoming the crisis consequences had

⁷ The US Dept of State (2010) reported over 2009, that unions not affiliated with the FPU, including the KVPU, continued to be denied a share of the former Soviet trade unions' real-estate and financial holdings. These included social insurance benefit funds, which gave the FPU a benefit that independent unions could not offer. Leaders of non-FPU trade unions and some government officials claimed that the FPU improperly sold some Soviet-era assets to thwart their future distribution. A 2007 parliamentary moratorium on the FPU's sale of property remained in place.

yielded no result, and that the Cabinet neglected union proposals and the standards set forth in the General Agreement. For example, the provisions of the draft State Budget for 2009 concerning the amount of the subsistence minimum, minimum wage rates, and minimum pay guarantees for workers in the budgetary sector had not been negotiated with the unions. Moreover, the draft laws submitted for consideration by the parliament tended to shift the burden of the crisis entirely onto the shoulders of the population. Speaking on a large October 17 rally to finalize a national action against poverty, FTU president Vasyl Khara stated all conciliation bodies that arbitrated in the conflict found the FTU claims to be just and recommended that the authorities should pay heed to them – which they refused to do. Khara repeated the main union demands: the minimum wages cannot be lower than the subsistence minimum, while the latter must be revised and upgraded; and the government must take steps to settle the wage arrears that rose by 30% in one year. Finally, on October 20 the parliament approved the Law on setting the subsistence minimum and the minimum wage for 2010, signed by Ukraine’s President on October 30. The FTU stated that “Although it does not fully provide the level of state social standards and guarantees as specified by national legislation, the new law is nevertheless oriented to the support of socially vulnerable citizens and prevention of growing poverty”, adding that signing by the president does not guarantee implementation, as “it will be necessary to amend the State Budget for the current year and allocate appropriate financial resources in the budget - 2010” (InformContact 2009, no’s 63, 65 and 66).

2.5. Minimum wage and poverty

2.5.1. The statutory minimum wage

As of December 1, 2009, the government increased the monthly minimum wage to 669 hryvnias (USD 83): 35.1% of the 2009 average monthly wage of 1,906 hryvnias (website Statistics Ukraine). The minimum wage is the legally guaranteed amount of wage for simple, unqualified labour. The amount can be changed if the law on the Ukrainian state budget is changed, with the increase of consumer prices. According to the US Dept of State (2010), the minimum wage recently did not provide a decent standard of living for a worker and family. The State Labour Inspectorate is responsible for enforcing the minimum wage but was unable to monitor all employers. Many workers, particularly in the informal sector, received wages far below the established minimum (US Dept of State 2010). While the minimum wage is not generally enforced, it is used to set some public sector wages. Importantly, the Government has used the subsistence minimum to guide minimum pensions, especially since September 2004 (World Bank 2007, 4).

The Ukrainian minimum wage is based on the subsistence minimum. This minimum, as defined in Article 45 of the Constitution, is the reference income for securing living standards for all Ukrainians. The Parliament began setting the subsistence minimum in 2000 and since 2004 the Parliament has set the subsistence minimum as part of the annual State Budget Law (World Bank 2007). Over 2000-2006 the minimum wage rose from about 35 to 70% of the subsistence minimum; in particular in 2003 it was lifted substantially, from 38% to 51% of the subsistence minimum (Raiser 2007). However, the gap between the subsistence minimum and the average wage grew at the same time. Over 2000-2001 the subsistence minimum was set close to the average wage, but between 2001 and 2008 average wages rose much more quickly: from 94% in 2001, via 206% in 2006, to 270% in 2008, followed by a fall to 256% in 2009 (website Statistics Ukraine).

2.5.2. Inequality and poverty

The standard of living in Ukraine increased significantly in the 1980s. Between 1980 and 1991, the share of those in the population under the national poverty line fell from 38% to 9%. Income inequality declined too. This trend ended abruptly with the fall of the Soviet Union. In 1991-92 inequality and poverty started to increase, partly because government benefits went more to richer families than to those in need. Real per capita family income grew by an average 7% in 1989-90, then fell about 24% in 1991-92. In 1992 30% lived in poverty again – an alarming increase attributable both to a decline in real per capita income and an increase in inequality (Kakwani 1995). In the next years, both poverty and inequality continued to increase. As for inequality, the share of the poorest 20% in national consumption, in 1992 set at 9.5%, fell to 7.2% in 1996 (UN MDG Indicators).

Capturing the social side of the economic collapse of the early 1990s is far from easy. Also for later years, it remains difficult to gather a consistent picture of poverty and inequality, as various statistical series circulate. In 1995 and 1996 two household budget surveys were carried out in the Ukraine used to assess the incidence of poverty, one by the Kiev International Institute of Sociology used by the World Bank (1996) and a much larger regular survey by Statistics Ukraine in 1996, jointly with other data analysed by Revenko (1997). The World Bank used an absolute poverty line based on the food component of the official minimum consumption basket and added non-food expenditure, ending up at USD 24 per person per month in June 1995. In doing so, the Bank research team found a poverty incidence of 29.5%, with the addition that about one-third of the Ukrainian population lived less than 20% above the poverty line. Both Revenko and the World Bank team concluded that families with children and elderly over 65 were worst-off. The World Bank found that 34% of households with two children were poor and 48% of households with three or more children. Results also hardly differed concerning the position of women. According to the World Bank, except for the cohorts 40-44 and 60-64 age the incidence of poverty was larger among women than among men, though the overall difference (32% against 29%) was rather small. Single female-headed households had a high incidence of 41% poverty.

The overall poverty rates calculated in the World Bank report were widely regarded as low. Using macro data, Milanovic (1998), also for the World Bank, estimated for 1993-95 that 63% of the Ukrainian population lived below the poverty line of USD 120 per capita per month – of all transition countries only to be surpassed by Moldova (66%). Following a methodology that defined a relative poverty line at 50% of average total income per head, Revenko concluded that 16.5% of the population by 1996 would be identified as poor. However, he argued that though such a relative measure might be realistic in terms of the targeting of social assistance it would be extremely low in Ukraine as an absolute poverty indicator. Revenko defended the position that 85-90% of Ukrainian households in 1996 had total incomes below the 1990 poverty line, below which only about 10% of the population fell in 1990. In 1996 nine of ten decile groups with each 10% of the population in subsequent income order could be considered poor. Except for the 10th (richest) group, the structure of their incomes did not vary much, except that on average 86% of income of urban households was in cash, against 53% of rural household incomes. Revenko also went into the expenditure pattern of households. He found an extremely high share of expenditure on food: 56% of the gross incomes of urban and 67% of rural households – shares similar to those in the 1950s and 1960s. This outcome meant that many other basic needs (warm clothing, access to transport, et cetera) for many could not be met. Moreover, between 1990 and 1996 the caloric content of the food consumed fell on average by about 30%. Whereas the entire rural population appeared to consume still sufficient calories, about one quarter of the urban population was calorie deficient (Revenko 1997). Whatever the exact incidence, it is clear that about 15 years ago a large part of

the Ukrainian population has experienced poverty in often harsh forms. Clear reasons as well for the Strategy Overcoming Poverty, launched by the Ukrainian government in August 2001.

In a 2007 poverty update, the World Bank (2007, iv) states that “Ukraine recorded one of the sharpest declines in poverty of any transition economy in recent years”, arguing that the poverty rate, measured against an absolute poverty line, fell from a high of 32% in 2001 via 19.5% in 2003 and 14% in 2004, and then again – even steeply-- to 8% in 2005. The Bank team points at the considerable real wage increases of 2004-2006 and generous increases in social transfers, of which 45% was calculated to reach the poorest 20%. It shows that poverty declined no matter what the choice of poverty line. According to the team, pro-poor growth was concentrated in small towns and in rural areas; poverty in Kyiv fell to an impressive low of 1.4% in 2005. Again, like in the 1990s the poverty rate rose with household size; the poorest groups had six or more household members; families with several children aged 0-6 had some of the highest poverty rates. Education matters: the poverty rate in 2005 was 14% for people with no elementary education, fell to 10% among those with completed secondary education, whereas it was 4% among those with completed tertiary education (all data: World Bank 2007). The main results of the World Bank study are partly in contrast with those of Brück *et al* (2007), which included changes in consumption patterns in their analysis. By using various poverty lines, they confirm that between 1996 and 2004 poverty generally decreased, but that in particular so-called income poverty remained substantial. By 2004, depending on the yardstick used, according to their calculations income poverty still varied between 25 and 48%. In particular households with more children and single-parent families (especially if headed by women) remained relatively often in poverty. The United Nations Development Programme (UNDP) in 2008 also showed a much less optimistic view than the World Bank, maintaining that in 2007 28% of people in Ukraine still lived below the USD 3 per day poverty line (website UNDP). The 2008-09 crisis may well have aggravated poverty substantially; the country may have been thrown back to the 2003 level, following the World Bank (2007) methodology implying a level of about 20% of the population under the poverty line, with another 25-30% living less than 20% above that line.

What about income inequality in the period at stake? Here too, various time series circulate, but the outcomes are rather univocal. The broad picture is that inequality grew from 1986 till 2000 and then stabilized. Some sources find a peak in 1996, others an increase till 2003 and stabilisation afterwards. Most sources we used set the Gini coefficient (a measure that rates 0 as perfect equality and 100 as perfect inequality) for 1986-1990 at 0.24-0.29, increasing to 0.31-0.33 in 2003 and then stabilizing (cf. Ganguli and Terrell 2005; CIA World Factbook). Though supporting the broad pattern of development, some sources find lower ‘Gini’s’, like the World Bank (2007: 0.274-0.276 for 2003-05), and some considerably higher (Brück *et al* 2007: 0.375 for 2004; Orel 2006: 0.359 for 2004). The World Bank estimates of the Gini ratio remain low in international perspective, the others fall in the middle range. These results are rather in line with outcomes regarding the share of the poorest 20% in national consumption, which recovered at a level between 8.5 and 9%: 8.8% in 1999, 8.9% in 2002, and 9.0% in 2005 (UN MDG Indicators). Ukraine is obviously one of the few countries in which poverty and inequality developed by and large in the same direction(s) during the last two decades.

2.6. Demographics and female labour force

2.6.1. Population and fertility

Since the 1980s Ukraine is in a demographic crisis, with reduced fertility rates, high death and emigration rates, ending up in massive depopulation. In the transition phase the birth rate, already low,

fell from 12.7 in 1990 per 1,000 of the population to 7.8 in 2000. Afterwards, it slowly recovered to 10.2 in 2007 and 11.1 per 1,000 of the population in 2009: still the lowest birth rate in Europe and far below replacement level.⁸ The total fertility rate (TFR, the number of births a woman would have if she survived to age 50) fell continuously from 1982 on, and is for 2009 estimated at 1.26. Most experts expect this trend to continue as women become more educated, move towards having children at an older age, and having increased access to contraception. The death rate, showing a long-term increase, grew from 12.1 per 1,000 of the population in 1990 to 15.4 in 2000 and 16.6 in 2005, and from then on decreased slowly. For 2009 the death rate is set at 15.3 per 1,000. Life expectancy has been falling too, in particular for males, though here the last few years some rebound is visible: see the next section. Already because of the differences between birth and death rates, the natural decrease of population went up to a record 373,000 per year in 2000; though diminishing, this decrease was still 240,000 in 2008. Moreover, between 1994 and 2004 net emigration was considerable and totaled over 1.2 million. In the 2000s it gradually slowed down and after 2004 Statistics Ukraine suggests a yearly small net immigration to take place. Total population still grew from 51.8 million in 1990 to a peak of 52.2 million in 1993, but the 2001 Census counted only 48.9 million Ukrainians, or 3.3 million (6.3%) less than in 1993.⁹ 2009 population estimates vary between 45.7 and 46.0 million – anyway implying a further decrease from 2001-2009 between 2.7 and 3 millions (5.5-6.2%), or a yearly average decrease of 0.7%. Thus, between 1990 and 2009 the size of the Ukrainian population decreased by no less than 5.8-6.1 million, or 11.2-11.8%. If current trends continue, by 2050, the population is projected to decline by around 40% to 36.2 million (sources: wikipedia Demographics of Ukraine; CIA World Factbook; website Statistics Ukraine; website Demoscope; World Bank 2009f).

In March 2010, Statistics Ukraine estimated for 2009 the population growth rate at minus 0.42%, whereas international sources indicated minus 0.63%. All sources show a massive female majority, of most recently 54% women: according to Statistics Ukraine in 2009 24,78 million women against 21,19 million men. Also for 2009 the median age is estimated at a relatively high 39.4 years, with a large gender difference: 36.1 years for males and 42.5 years for females. Currently only 13.9% of the population is 0-14 of age (against 21.4% in 1990), 16.1% is 65 years and more (11.9% in 1990), and 70.0% is aged 15-64 (1990: 66.7%) – the category we used as the basis for our LPR / EPOP calculations (wikipedia Demographics of Ukraine; CIA World Factbook; website Statistics Ukraine).

The Ukrainian urbanisation rate in 2009 stood at 68.4% of the total population, a rather high share in international perspective. Since 1990 the urban share has increased very slightly, accelerating somewhat in the 2000s: the 2001 Census outcome was 67.4%, thus 1.0% point growth in 2001-2009. In 2009, the economically active population was somewhat stronger urbanised than the population at large: 69.9% of the economically active lived in urban areas (website Statistics Ukraine). Though Statistics Ukraine figures do not show a clear trend, international sources predict that the urban population will be soon decreasing relatively, with an estimated annual rate of change in urbanisation for 2005-2010 of 0.7%

⁸ In 2007, for the first time since 1990 five Ukrainian regions experienced more births than deaths. With the exception of Kiev, these regions were located in the less industrialized western part of the country. In some eastern and central regions there were still 2.1 deaths for every birth (wikipedia Demographics of Ukraine). In recent years the government has encouraged an increase in the birth rate through, among other incentives, increasing the sum of payments connected with births (Volkov *et al* 2008).

⁹ In this development, a considerable ethnic change took place. Whereas the number of self-defined Ukrainians grew slightly from 1989 to 2001, the number of self-defined Russians decreased by over 3 million, or from 22.1% of the population in 1989 to 17.3% in 2001. Out-migration was responsible for about 40% of the Russian decrease (Salnykova 2006, 33).

negative (CIA World Factbook; WHO 2009). The largest city is the capital, Kiev (Kyiv), with in 2008 2.6 million inhabitants, followed by Kharkiv (1.4 million), Dnipropetrovsk, Odessa, and Dometsk (all about 1.0 million)(wikipedia Ukraine; UNECE 2009).

In the transition period, a high priority has been given to maternal and child health. By 2006, 99% of all births in Ukraine were attended by skilled health personnel (a health professional) (WHO 2009). Child mortality rates have been falling and are currently moderate in worldwide perspective, though above EU averages, including the rates of former socialist countries. In 2005 neonatal mortality (deaths during the first 28 days of life per 1000 live births) stood at 5.6 per 1,000 live births, compared to an EU average of 3.3 (World Bank 2009f). The infant mortality rate (probability of dying between birth and age 1 per 1,000 live births) stood at 12 in 2007, progress as the rate for 1990 was 23 and that for 2000 19, but again considerably above EU average. The under 5 mortality rate (probability of dying between by age 5 per 1,000 live births) was 12 by 2007: progress too as the rate came down from 23 in 1990 and 19 in 2000. With 18 per 100,000 live births in 2005, the maternity mortality rate in 2005 was also rather low (World Bank 2009f; WHO 2009; UN Data).

For an indication of the situation of our target group, the adolescent fertility rate (births per 1,000 women 15-19 of age) is of special importance. For 2008 Statistics Ukraine set this rate at 32.0, in international perspective a rather low figure. In 1990 the adolescent fertility rate was still 59.1, but from 1992 a strong --though declining-- decrease took place, via 32.1 in 2000 to 28.6 in 2005; from then on an increase could be seen. This increase was in line with the increase of other age-specific birth rates that already took off somewhat earlier: for the 20-24-year-olds from 2001 on, and for the 25-29 and the 30-34 aged from 1999 on. It has to be noted that regional differences remain considerable (website Statistics Ukraine). The incidence of early marriage is quite high for a European country, in particular regarding the high educational level of women (section 2.7.3). A 2004 United Nations report estimated that 10% of girls between 15 and 19 years of age were married, divorced or widowed (website OECD-SIGI). In a 2002 Ukrainian survey, most women and men aged 25-29 interviewed regarded the ages of 18-21 for females as ideal to get married and have children (Predborska 2005, 356-7). For 2006 the average age women at birth of their first child was 23.2 years (UNECE 2009).

2.6.2. Health

Concerning Ukraine, HIV/AIDS has to be a major issue. By the end of 2007 there were an estimated 440,000 persons with HIV/AIDS in Ukraine, or 1.6-1.8% of the adult population, according to statistics compiled by international organizations; at the time the adult HIV prevalence in the country was higher than in any other country in Europe or Central Asia and nearly threefold the regional average. By then, 12,500 deaths because of HIV/AIDS had been registered (CIA World Factbook; WHO 2009; US Dept of State 2010; World Bank 2009f). Annual HIV diagnoses had more than doubled since 2001 (UNAIDS / WHO 2008). The Ukrainian National AIDS Center reported 13,039 newly registered cases of HIV infection in the first eight months of 2009, nearly half among injection drug users (US Dept of State 2010). Injecting drug use remains the driving force behind the spread of HIV in the country. A significant overlap exists between injecting drug use and sex work: female sex workers are a main risk group. Yet, since the turn of the century the epidemic shifted from high-risk groups to the general population through heterosexual transmission. Women represent about 40% of those infected with HIV/AIDS (Dabash *et al* 2006; World Bank 2009f). Alongside the HIV epidemic, also since 1995 a tuberculosis (TB) epidemic has been observed in Ukraine. Each year almost 40,000 people are infected with TB, amounting to more than 10,000 deaths per year. The major factors behind the TB epidemic are

poverty, multidrug-resistant TB, HIV co-infection and the spread of TB in prison populations (World Bank 2009f, 26).

The highest HIV incidence is in the 20-24 age group. Two-thirds of all new HIV infections are among young people aged 20-34, and about 40% of the newly infected are women (IHAAU / World Bank 2006). Quite some adolescent girls in the main cities live on the streets, sometimes with their babies and –according to a 2009 UNICEF study-- often engaging in sex work; high rates of drug use by injection are found among them, including the practice of sharing needles (NN 2010). HIV prevalence among pregnant women is among the highest in Europe, and was estimated at 0.33% in 2006. It has to be added that Ukraine has taken substantial steps to limit HIV transmission from mothers to children. In 2006, 95% of all pregnant women were tested for HIV, and 93% of HIV-positive women who delivered babies have been receiving antiretroviral prophylaxis to prevent HIV transmission during pregnancy and delivery. As a result, the national mother-to-child transmission rate has been reduced to 7% (UNAIDS / WHO 2008). The All-Ukrainian Network of Persons Living with HIV noted that persons with HIV/AIDS faced discrimination in the workplace, job loss without legal recourse, harassment by law enforcement officers, prosecutors, social isolation and stigmatisation (US Dept of State 2010). Others report strong stigmatisation too (cf. Dabash *et al* 2006).

By 2014, it is estimated that the 20-34 age group --those in the most active reproductive age-- will account for three-quarters of all new HIV infections, half of which will be among women. Given the persistent demographic decline in Ukraine, even modest increases in adult HIV/AIDS prevalence rates could result in a strong long-term demographic impact. Also by 2014, AIDS-related deaths will account for 60% of all female deaths in the 15-49 age group. Several factors prevailing in Ukraine exacerbate the situation: the demographic decline, the high prevalence of TB and sexually transmitted infections (STIs), and a generally weak health system. HIV/AIDS has already become one of the major obstacles to the country's economic growth. A IHAAU / World Bank (2006) study expected by 2014 a 1-2% reduction in the labour force due to the epidemic. Since the younger groups are most affected, these losses will be felt for a long time. The sharpest decline in labour force participation is projected for females in the 15-19 age group. Moreover, the country is projected to have 42,000 dual orphans due to AIDS-related deaths of both parents by 2014; the number of children who have lost at least one parent to AIDS is projected to reach 105,000-169,000, depending on the scenario. Further, medical expenses associated with treating HIV/AIDS and opportunistic infections can become catastrophic at the household level, driving poor households below the poverty line. The study stresses the need for a prevention strategy focused on harm-reduction programs as well as sex education for youth. Against this backdrop, organisations fighting the epidemic worry about behavioural risks as the levels of public awareness of HIV/AIDS are regarded insufficient. With 42% in 2007, the proportion of 15-24-year-old Ukrainian females with comprehensive correct knowledge of HIV/AIDS was moderate; their male peers scored with 43% a fraction higher. By contrast, also in 2007 the percentage of condom use at last high-risk sex among 15-24 years olds was with 68% for women and 71% for men rather high, though obviously many still stick to risky behaviour (UN MDG Indicators; World Bank 2009f). In Ukraine HIV/AIDS treatment is still in its infancy. In 2007 coverage of Anti Retro-Viral Therapy (ART) among people with advanced HIV infection stood at only 8%. Clinical treatment facilities are very limited outside the big cities (WHO 2009; Dabash *et al* 2006).

For 2000-2005, the probability of not surviving to age 40 in Ukraine was estimated at 8.4% of the relevant age cohort, a relatively high share (UNDP 2008). For 2006, life expectancy at birth was set at an average 67.7 years: 62.0 years for males and 73.5 years for females. In 1990, the respective figures were 70 i.e. 66 and 75 years; the levels resulting from the rapid fall in life expectancy between 1986 and 1997

have been stabilized after 2000 (UNDP 2008; WHO 2009). While other formerly socialist countries like the Czech Republic, Slovenia, Hungary and Poland made big strides in this respect, life expectancy in Ukraine stagnated. Only quite recently some rebound seems visible, though widening the gap between female and male life expectancies to an extreme value of 12 years (EU average by 2005: 6.2 years -- World Bank 2009f). For 2009, life expectancy at birth has been estimated at 62.2 years for males and 74.2 for females, an increase of 0.2 years for men and 0.7 year for women compared to three years before (website Statistics Ukraine). These trends have major social consequences. The gender gap in life expectancy has already led to a high proportion of single women and widows in notably the northern regions of Ukraine (World Bank 2009f, 17).

The wikipedia on Ukraine summarizes correctly that the country suffers from environmental pollution, poor diets, widespread smoking, extensive alcoholism, and deteriorating medical care, adding that in particular many men have serious health and mental problems. A recent World Bank (2009f) report labels Ukraine's health crisis "an avoidable tragedy". In detailing the country's high mortality rates, the report shows that they are largely driven by mortality among working age males. The Ukrainian adult (15-60 of age) male mortality rates are at levels similar to countries like Benin, Togo or Haiti. Ukrainians are not only dying younger but also have fewer lived in full health relative to inhabitants of other European countries. In 2002, they spent almost 13% of their lives in states less than perfect health, a proportion which was for women (13.7%) even larger than for men (11.7%). In 2002 ten leading diseases were responsible for 72% of deaths in Ukraine.¹⁰ Ischemic heart disease (IHD) is the single biggest killer in Ukraine, and in 2005 responsible for 40% of all deaths. Mortality from mental disorders increased sharply in the transition era between 1990 and 1999, reaching 14 deaths per 100,000 males and four per 100,000 female, followed by a downward trend but rising from 2002 on again. Cancer in Ukraine is characterized by extremely high lethality, especially at younger ages; men die from cancer at twice the rate of women. Though the mortality rates from breast cancer of females remained relatively low, it showed a significant increase during 1990-2005. As for non-communicable diseases (NCD), the high proportion of NCD related deaths in Ukraine is driven by a rise in unhealthy lifestyles such as smoking, alcohol abuse, poor diet (low fruit and vegetable intake) and physical inactivity, particularly among the young and working age populations. High blood pressure is the leading risk factor. In 2007-08 almost a third of Ukrainians (one in four Ukrainian women 15-49 of age) suffered from elevated blood pressure, and over three in five of them (49% of women) were not aware that they were hypertensive - increasing the probability of death and disability due to hypertension. Compare to other causes, Ukraine has the highest death rates in Europe from smoking-related causes among both males and females, and their levels remained high in the 2000s, whereas those of other countries were falling. With 62% in 2005, the percentage of regular smokers among males over age 15 was the highest in Europe, and over fourfold the percentage among females (17%), which across countries had a rather low ranking. Yet, girls and young women are increasingly likely to smoke compared to older women (all data: World Bank 2009f).

¹⁰ In the "control group" of countries the joint shares of these top ten diseases / causes were much smaller: 46% in Slovenia, 48% in Poland, 53% in Czech republic, and 54% in Hungary. The ten causes were: ischemic heart disease; cerebrovascular disease (stroke); COPD; self-inflicted injuries; poisonings; other unintentional injuries; trachea, bronchus, lung cancers; HIV/AIDS; cirrhosis of the liver, and stomach cancer. Compared to the other countries, in particular ischemic heart disease, HIV/AIDS, poisoning, violence, and nutritional deficiencies contributed more significantly to health gaps in Ukraine (World Bank 2009f, 18-19).

As for communicable diseases, HIV/AIDS and TB account for 90% of all deaths in this category (for HIV/AIDS, see above). As for external causes of death, Ukrainian men have more than a four times higher risk of dying from external causes (poisoning, drowning, falls, fires) compared to the EU average risk, and Ukrainian women twice. Unintentional poisoning is the most important external cause of death, in both males and females. Mortality for external causes increased between 1990 and 1996, showed a downward trend in 1996-1998, as to stabilize at a high level afterwards. The World Bank (2009f, 24) mentions as the main causes a deterioration of the economic situation, growing psychological stress, relaxation of previous occupational safety, and return to drinking patterns seen before the 1985-86 anti-alcohol campaign. Ukrainian men had the second highest mortality from alcohol abuse among men in Europe, women the fourth highest rate (all data: World Bank 2009f). Finally, about one-third of the population of Ukraine lives in conditions of intensive air pollution. As said, environmental exposure in the Ukraine is suspected of being the major cause of increased mortality in populations affected by the Chernobyl disaster. By 2002, 4,000 cases of thyroid cancer had been reported in children and adolescents in Ukraine, Belarus and Russia of which many most likely attributable to radiation exposure, but there is no scientific evidence of a major health impact attributable over two decades after the disaster (World Bank 2009f; wikipedia Chernobyl disaster). Finally, the World Bank report (2009d, 36) concludes that in Ukraine, based on 2004 figures, almost 50% of deaths before the age of 75 were avoidable: 14% preventable, 17% treatable, and 17% of IHD deaths avoidable (through a combination of both prevention and treatment).

2.6.3. Women's labour market share

Unfortunately, for Ukraine there is no recent division available of the full labour force by industry. Table 5 comes most close, and is based on the yearly Establishment Survey as of 2008.

Table 5 Employment by industry and gender, employees (paid employment), Ukraine, 2008

| | all | | male | | female | |
|---------------------------------------|---------------|------------|--------------|------------|--------------|------------|
| | x 1,000 | % | x 1,000 | % | x 1,000 | % |
| agriculture, forestry, fishing | 783 | 6.9 | 519 | 9.7 | 264 | 4.4 |
| fishing | 11 | 0.1 | 9 | 0.2 | 2 | 0.1 |
| mining | 480 | 4.2 | 356 | 6.7 | 124 | 2.0 |
| manufacturing | 2,192 | 19.2 | 1,263 | 23.7 | 929 | 15.3 |
| utilities (gas, water, electr.) | 516 | 4.5 | 319 | 6.0 | 197 | 3.3 |
| construction | 497 | 4.4 | 400 | 7.5 | 97 | 1.6 |
| wholesale and retail | 947 | 8.3 | 472 | 8.8 | 475 | 7.8 |
| transport, storage, commun. | 974 | 8.6 | 575 | 10.8 | 399 | 6.6 |
| restaurants, hotels | 94 | 0.8 | 27 | 0.5 | 67 | 1.1 |
| finance | 339 | 3.4 | 107 | 2.0 | 232 | 3.8 |
| real estate, renting, business | 631 | 5.5 | 324 | 6.1 | 307 | 5.1 |
| public administrat., defense | 627 | 5.5 | 208 | 3.9 | 419 | 6.9 |
| education | 1,642 | 14.3 | 382 | 7.2 | 1,260 | 20.9 |
| health, social work | 1,267 | 11.1 | 224 | 4.2 | 1,043 | 17.2 |
| other community and personal services | 389 | 3.4 | 150 | 2.8 | 239 | 3.9 |
| Total | 11,389 | 100 | 5,335 | 100 | 6,054 | 100 |

Source: ILO Laborsta, Table 2E (Establishment survey)

Comparing these figures with those underpinning Table 2 learns that they cover nearly 60% of all the country's males in paid employment and nearly 75% of the females with the same employment status. The figures of Table 5 definitely underestimate the proportion working in agriculture, which based on older data can be estimated at about 19% instead of 7%, and overestimate to about the same extent the proportion in services, to be estimated at 57%; the share of mining and manufacturing, just over 23%, may be 1% point higher in the labour force at large.

According to these figures, the share of women employed in the non-agricultural sector (in percentages of total non-agricultural employment) was 54.6% in 2008 (in conformity with UN MDG Indicators). This share had increased from 52.9% in 2000 (UN MDG Indicators). The table also shows that, at least in this sample, education was the largest employer of women (nearly 21%), followed by health and social work (17%). Concerning female paid employment the manufacturing industry, the largest employer for men (24%), came third. Nearly one in four female employees worked in wholesale and retail and commercial services. This may be a rather low score in international perspective, but it still regards 1.48 million Ukrainian women. If the overall coverage of the Establishment Survey may also be applied to the service sector, this would imply that nearly 2 million women worked in this sector.

Table 6 presents an overview of the female employment shares by industry, for those in paid employment. In the Establishment survey sample, the average female share of 53.2% is about 5% points larger than in the labour force as a whole (see Table 2). Five of the 15 industries show a female share above this average, and six industries show a female majority. With over 82%, this majority is quite large in health and social work, followed –in this order– by education (77%), restaurants and hotels (71%), public administration and defense (67%), other community and personal services (61%), and, with just over half female employees, wholesale and retail. For the first five industries these shares are rather common or somewhat above average in international perspective, whereas for wholesale and retail the 50% share is rather low. The female share in manufacturing (42%) is in international perspective rather high, though not exceptional. By contrast, the female share in finance (11%) is exceptionally low. Again, it should be noticed that these figures do not cover all in paid employment.

Table 6 Female employment shares by industry, paid employment, Ukraine, 2008

| | x 1,000 | % |
|---------------------------------------|--------------|-------------|
| agriculture, forestry, fishing | 264 | 33.7 |
| fishing | 2 | 18.2 |
| mining | 124 | 25.8 |
| manufacturing | 929 | 42.4 |
| utilities (gas, water, electr.) | 197 | 38.2 |
| construction | 97 | 19.5 |
| wholesale and retail | 475 | 50.1 |
| transport, storage, commun. | 399 | 41.0 |
| restaurants, hotels | 67 | 71.3 |
| finance | 232 | 11.2 |
| real estate, renting, business | 307 | 48.7 |
| public administration, defense | 419 | 66.8 |
| education | 1,260 | 76.7 |
| health, social work | 1,043 | 82.3 |
| other community and personal services | 239 | 61.4 |
| Total | 6,054 | 53.2 |

Source: ILO Laborsta, Table 2E (Establishment survey)

Table 7 shows the total labour force (!), for 2008 divided by occupational group and gender.

Table 7 Employment by occupational group and gender, total labour force, Ukraine, 2008

| | all | | male | | female | |
|---|---------------|--------------|---------------|--------------|---------------|--------------|
| | x 1,000 | % | x 1,000 | % | x 1,000 | % |
| legislators, senior officials, managers | 1,581 | 7.5 | 970 | 8.9 | 610 | 6.0 |
| professionals | 2,724 | 13.0 | 995 | 9.2 | 1,729 | 17.1 |
| technicians, associate professionals | 2,422 | 11.5 | 860 | 7.9 | 1,562 | 15.4 |
| clerks | 727 | 3.5 | 113 | 1.0 | 615 | 6.1 |
| service, shop, sales workers | 2,953 | 14.1 | 936 | 8.6 | 2,017 | 19.9 |
| skilled agricultural, fishery workers | 235 | 1.1 | 143 | 1.3 | 92 | 0.9 |
| craft and related trades | 2,822 | 13.5 | 2,433 | 22.5 | 389 | 3.8 |
| plant & machine operators, assemblers | 2,642 | 12.6 | 2,076 | 19.1 | 566 | 5.6 |
| elementary occupations | 4,867 | 23.2 | 2,323 | 21.4 | 2,543 | 25.1 |
| Total | 20,972 | 100.0 | 10,850 | 100.0 | 10,122 | 100.0 |

Source: ILO Laborsta, Table 2C (Labour Force Survey)

One quarter of all women employed can be found at the bottom of the labour market, in elementary occupations. Nearly one in five women worked as service, shop or sales workers, and nearly two of five (38.5%) could be traced in the three occupational groups ranked highest in organisational hierarchies, among which 17% as professionals and over 15% as technicians and associate professionals. Based on international experience, we may estimate that two thirds or approximately 1,35 million of the just over 2 million females working in the service, shop, and sales occupations did so in commercial services, including wholesale and retail. Comparison with Table 4 learns that this leaves about 650,000 females working in commercial services in other occupational groups, notably managers; professionals; technicians, associate professionals, and clerks.

Building on Table 7, Table 8 (next page) shows the female employment shares by occupational group. Compared to the average share of just over 48%, women were slightly overrepresented in elementary occupations (52%), but they had a much clearer majority among clerks (85%), among service, shop and sales workers (68%) and, more surprisingly, with both about 64%, among professionals and associate professionals. These last two large shares may largely follow from the strong female presence in two large industries, education and health (see Tables 3 and 4). We may assume that secondary and tertiary education teachers and high-skilled medical staff normally have been grouped under "professionals", whereas primary education teachers and nurses normally can be found under "technicians and associate professionals". At the top of the hierarchy, covered by legislators, senior officials, and managers, the female share was with 39% quite somewhat lower but in international perspective still rather high. In line with this latter finding, in a large 2008 international survey 28% of 851 firms operating in Ukraine had a female top manager, against 19% of firms active in the Eastern Europe and Central Asia region and 17% of firms worldwide (website Enterprise Surveys). Based on a survey held in 2003-04, Pignatti (2010) found that in the formal sector women were more concentrated in the categories of professionals and technicians / associate professionals, whereas in the informal sector they were more concentrated in service and related occupations and in elementary occupations. By contrast, men's distribution over occupations in the informal sector did not differ significantly from that in the formal one.

Table 8 Female employment shares by occupational group, total labour force, Ukraine, 2008

| | x 1,000 | % |
|---|---------------|-------------|
| legislators, senior officials, managers | 610 | 38.6 |
| professionals | 1,729 | 63.5 |
| technicians, associate professionals | 1,562 | 64.5 |
| clerks | 615 | 84.6 |
| service, shop, sales workers | 2,017 | 68.3 |
| skilled agricultural, fishery workers | 92 | 39.1 |
| craft and related trades | 389 | 13.8 |
| plant & machine operators, assemblers | 566 | 21.4 |
| elementary occupations | 2,543 | 52.2 |
| Total | 10,122 | 48.3 |

Source: ILO Laborsta, Table 2C (Labour Force Survey)

2.7. Education and skill levels of the female labour force

2.7.1. Literacy

Traditionally, literacy has been quite high in Ukraine. The country's adult literacy rate –those age 15 and over that can read and write – in 1999-2006 was, according to the UNDP Human Development Indicators, 98.9%, divided in 99.0% for men and 98.8% for women, of course resulting in nearly 100% women to men parity (UNDP 2008). For 2007 the youth (15-24-year-olds) literacy rate was with 99.8% for both sexes quite high; this level had already been reached in 2001 (*MDG Indicator 2.3*, derived from UN MDG Indicators and based on UNESCO data).

2.7.2. Education of girls

While education is free, universal, and from 2001 on compulsory during 12 years from entrance age 3 (preschool) until age 15, the public education system in 2008 and 2009 continued to suffer from chronic underfunding, and children from poor families continued to drop out of school before turning 15 (US Dept of State 2009, 2010). As a matter of fact, in 2006 school life expectancy was 10.4 years: 10.5 years for males and 10.4 years for females (UIS 2010), thus considerably shorter than the compulsory duration. The World Bank (2010b) shades the underfunding issue, and argues that Ukraine spends more than 6% of its GDP on public education (well above other middle income countries), but does so inefficiently. Input “norms” of the Ministry of Education and Science, for example, have led to very small class sizes, but Ukraine ranked below regional comparators (including Russia, Kazakhstan, Armenia, and the Baltic countries) in international achievement tests for fourth and eighth graders. As of 1 January 2010, a financial reform is set in motion, by which general education schools have the option to independently manage the resources assigned from the state budget (wikipedia Education in Ukraine). It is interesting to note that teaching in primary schools is nearly exclusively a female job: in 2006 98.8% of primary school teachers were women (UIS 2010).

The combined gross enrolment in education was in 2006 88.8%: 91.5% for females and 86.3% for males -- or a women to parity of 106% (UNDP 2008). General education comprises “younger”, “middle” and “senior” schools, mostly in the same school building. Since independence, pre-school education has

been rather neglected. Remarkably for a country in which many women are working full-time, less than half of all children aged three to five are enrolled (UIS 2010). “Younger school” comprises grades 1 to 4. Concerning enrollment in primary education, Ukraine made great strides since independence, but the most recent developments seem disquieting. Because of a substantial increase in girls’ net enrollment rate in primary education, the total net enrollment rate increased from 84.9% in 1991 (92.0% for boys and 77.1% for girls, resulting in 84% girls to boys parity) to an overall 88% over 2000-2007, divided into 90% for boys and 87% for girls, or 97% girls to boys parity (WHO 2009). More detailed year-to-year figures even show that for a moment girls’ enrollment would have surpassed boys’: the net enrollment rate peaked in 2005, with 96.9% (96.1% for boys and 97.7% for girls). This rate decreased with 7% points to 89.9% in 2007, of which 89.9% for boys and 89.8% for girls. However, the 2005 peak may have been merely a statistical fallacy, as other statistics show the proportion of primary school children out of school in the 2000s stabilizing around 10%, reaching nearly 11% in 2008 – 11% for boys and 10% for girls (UNESCO 2005; UIS 2010; UN MDG Indicators).

Students continue in secondary education in the “middle school” from grade 5 to year 9, thus five years, while “senior school” comprises three profile years. With 99.8% in 2003, the transition rate from primary to secondary education remains quite high, divided in 100% for boys and 99.7% for girls. The gross enrollment rate in secondary school was also slightly higher for boys than for girls: in 2006 94.2% against 92.6%, thus 98% women to men parity (average 93.4%) (UIS 2010). For 2007, even 100% women to men parity was reported (UN MDG Indicators). As noted, average school years are over 1.5 years shorter than the compulsory 12 years. Partly this is a consequence of the rather low enrollment in preschool, partly of the large amounts of students leaving secondary school with incomplete education (second level). The share of this group in all those finishing general education was in 1990 63%, falling slightly to 60% and in 2000 to 56% (website Statistics Ukraine), but of course the situation in which still only 44% completes secondary education is far from satisfactory.¹¹ Secondary teaching is for a large part a female job: in 2006 79% of secondary school teachers were women (UIS 2010).

Higher education in Ukraine is either state-funded or private. It is common practice that university candidates are not required to pass an entrance examination if they are willing to pay for their education. For most students that study at state expenses, the level of government grants is not sufficient to cover their basic living expenses. The two degrees conferred by universities are in accordance with the Bologna process, in which Ukraine is taking part: a Bachelor’s Degree (4 years, leading to ISCED level 5A) and a Master’s Degree (5-6th year, leading to ISCED level 5B) (wikipedia Education in Ukraine; Kremen and Nikolajenko 2006). The available statistics suggest that enrollment in higher education in the 2000s has grown towards a very high level, from 56% of the eligible five-year group after secondary education in 2000 to 76% in 2008. The 2008 figure for females was even 88%, against 71% for males, implying a women to men parity rate of 124% (UIS 2010). This rate has increased at regular speed from 103% in 1991 and 114% in 2000 (UN MDG Indicators). It should be added that according to various investigations the output standards in Ukrainian higher education are still largely based on the plan economy of the Soviet era. As a result, there is a major qualitative mismatch between qualifications offered by the education system and labour demand of employers. As many as one in five Ukrainian firms regards the skills of available workers as a major obstacle to their firm’s operation and growth. This percentage is higher than in any other transition economy of the CIS and other Eastern

¹¹ Unfortunately, these figures are neither divided by gender nor by income of parents. Like the US Dept of State (2010), reports on poverty in Ukraine suggest that --like in many other countries-- students from poor families have much higher drop-out rates than average, without delivering convincing statistical evidence (cf. World Bank 2007).

European countries. Such skill shortages mostly afflict modern and expanding firms (World Bank 2009d, 2010; Nijssen and Grijpstra 2006).

2.7.3. Female skill levels

Table 9 presents the division of the economically active population of Ukraine (aged 15-70) by gender and educational attainment, based on official estimates as of 2008 and following the ISCED division. The table first clarifies that in international perspective the Ukrainian population has a quite high educational level; second, that female educational attainment is considerably higher than male. According to these figures, over half of all females (53.2%) had attained ISCED levels 5-6, against less than two of five males (38.7%). If we attach a 1 to 5 ranking to the five levels with shares attached, starting with 1 for ISCED 1, the outcomes show that there is a positive gender gap: the average female rating is 3.69, against a male average of 3.60. The high level of educational attainment is quite likely: UNESCO statistics (website) confirm that in Ukraine over 1999-2007 62% of females and 52% of males have been in tertiary education (though completion rates are somewhat less clear).

Table 9 Economically active population by highest level of education completed and by gender, Ukraine, 2008 (age 15-70)

| | all | | male | | female | |
|---|---------------|--------------|---------------|--------------|---------------|--------------|
| | x 1,000 | % | x 1,000 | % | x 1,000 | % |
| no education completed (ISCED X-0) | - | - | - | - | - | - |
| first level (ISCED 1) | 147 | 0.7 | 60 | 0.5 | 87 | 0.8 |
| second level, first stage (ISCED 2) | 1,880 | 8.4 | 1,045 | 9.0 | 835 | 7.7 |
| second level, second stage (ISCED 3) | 10,131 | 45.2 | 6,014 | 51.8 | 4,117 | 38.2 |
| third level, first stage *) (ISCED 5) | 5,033 | 22.5 | 2,055 | 17.7 | 2,978 | 27.6 |
| third level, first/second stage **) (ISCED 6) | 5,206 | 23.2 | 2,445 | 21.0 | 2,761 | 25.6 |
| Total | 22,397 | 100.0 | 11,619 | 100.0 | 10,778 | 100.0 |

Source: ILO Laborsta, Table 1B (Official estimates)

*) first stage, leading to an award not equivalent to a first university degree

**) (leading to a) university degree or equivalent qualification

A critical note may be that the combination with earlier figures points at an immense underutilisation of the qualifications of Ukrainian women. We remind the reader that 38.5% of the female labour force could be traced in the three occupational groups that ranked highest; yet even this outcome pales by the side of over 50% females with third level attainment. Labour market segmentation, with the exclusion of women from the better remunerated jobs at the top of the hierarchy, may play a major role here (cf. Pignatti 2010).

Table 10 (next page) presents the 2008 official unemployment rates by gender and highest level of education completed. It shows rather small differences between educational categories, with unemployment somewhat concentrated at the lower and middle levels. Other than in many other countries with about the same level of development as Ukraine, employment among those with academic and related education seem to have been consistently low.

Table 10 Unemployment by gender and highest level of education completed, % of economically active population, Ukraine, 2008

| | all | male | female |
|---|------------|------------|------------|
| first level (ISCED 1) | - | - | - |
| second level, first stage (ISCED 2) | 6.4 | 5.6 | 7.7 |
| second level, second stage (ISCED 3) | 7.5 | 7.5 | 7.4 |
| Third level, first stage *) (ISCED 5) | 7.0 | 6.9 | 7.0 |
| Third level, first/second stage **) (ISCED 6) | 4.2 | 4.7 | 3.7 |
| Total | 6.4 | 6.7 | 6.1 |

Source: authors' calculations based on ILO Laborsta, Table 3C

*) first stage, leading to an award not equivalent to a first university degree

***) (leading to a) university degree or equivalent qualification

We can now produce an estimate of the size of the target group of the DECISIONS FOR LIFE project for Ukraine, the girls and young women aged 15-29, working in urban areas in commercial services -- that is, wholesale and retail as well as commercial services more narrowly defined, like finance and restaurants / hotels. The current total size of the female labour force aged 15-29 in Ukraine can be estimated at 2,550,000. Given an urbanisation rate of 68%, about 1.75 million of them lived and worked in urban areas. Of this 1.75 million, slightly more than one in four¹² or about 440,000 can be estimated to belong to our target group as they worked in commercial services. A growing share of them, maybe about one in five, may currently work outside paid employment.¹³ Some 160,000 to 210,000 (depending on the economic conditions) girls and young women will enter into commercial services employment in the next five years.

2.8. Wages and working conditions of the target group

2.8.1. Wages

In Ukraine nominal wage increases have been substantial in the 2000s. Between 2000 and 2009, the average nominal wage raise was 729%, from Hryvnia 230 monthly in 2000 to Hryvnia 1,906 in 2009.¹⁴ Notwithstanding the largest increases were in industries very low-paid in 2000 (other community and personal services 1,000%, education 932%, health care and social work 774%), in 2008-2009 these were still low-pay industries. With a wage increase of 592%, the relative position of wholesale and retail even worsened; the same was true for the hotel and restaurant sector, with wages increasing 612% between 2000 and 2009. Nevertheless, in general the sectoral wage structure became more compressed: while in 2000 the difference between the highest paid (finance) and the lowest paid industry (agriculture) was 5.0

¹² We calculate with a 4% points overrepresentation of girls and young women aged 15-29 in commercial services compared to women over age 29.

¹³ We expect the total share of women in self-employment and own-account work currently to be about 25%, but this share most likely is lower among women under age 30.

¹⁴ The average real wage increase over 2000-2009 was 205% (authors' calculation based on website Statistics Ukraine). An important caveat is that in Ukraine for quite some time large unreported informal wages -- notably remuneration in kind -- have prevailed; wages in the public sector in the early 2000s may have underreported real earnings by about 30%. The more recent strong increases have likely represented at least to some extent the formalisation of wages (Raiser 2007, 3).

: 1, in 2008 that distance had decreased to 3.5 : 1 and in 2009 to 3.3 : 1. The regional wage differences showed the same trend: the distance between the region with the highest average wages (the city of Kyiv) and the two regions with the lowest averages (Volyn and Ternopil) in 2000 still 3.6 : 1, fell to 2.3 : 1 in 2008 and 2.2 : 1 in 2009 (all data: website Statistics Ukraine).

Table 11 focuses for 2008¹⁵ on the differences in wages between men and women, the gender pay (wage) gap, though it also pictures wage differences between industries. It shows that for both genders the highest earnings are in finance, paying respectively 129% (men) and 109% (women) above average earnings. For males, the mining industry in the earnings ranking comes second, while for females public administration ranks second, followed by –in this order – real estate and other business; transport et cetera; utilities; construction, and manufacturing. Remarkably low are the average earnings in education, health and social work, not only for females but also for males. Above-average wage increases in 2009 in these two industries as well as in other community and personal services (see section 2.1.3) have most recently changed the picture somewhat, though total averages these three sectors in 2009 remained 6-31% below the overall average monthly earnings. Like in many countries, wages in wholesale and retail and in the restaurant and hotel sector are relatively low. On top of this, the labour market position of women in these two sectors is quite vulnerable: in past economic downturns these female workers have been particularly hit by redundancies (Lehmann *et al* 2005).

Table 11 Average (monthly) wages by industry and by gender, Ukraine, 2008, in Hryvnia

| | total | male | female | <i>m/f gap</i> |
|---------------------------------------|--------------|--------------|--------------|----------------|
| agriculture | 1,101 | 1,149 | 1,008 | 12.3 |
| mining | 2,681 | 3,067 | 1,575 | 48.6 |
| manufacturing | 1,849 | 2,103 | 1,504 | 28.5 |
| utilities (gas, water, electr.) | 2,111 | 2,311 | 1,785 | 22.8 |
| construction | 1,832 | 1,883 | 1,623 | 13.8 |
| wholesale and retail | 1,514 | 1,679 | 1,349 | 19.6 |
| transport, storage, commun. | 2,207 | 2,474 | 1,823 | 26.3 |
| restaurants, hotels | 1,221 | 1,378 | 1,158 | 16.0 |
| finance | 3,747 | 4,763 | 3,279 | 31.2 |
| real estate, renting, business | 2,085 | 2,165 | 2,001 | 7.6 |
| public administrat., defense | 2,581 | 2,898 | 2,424 | 16.3 |
| education | 1,448 | 1,630 | 1,392 | 14.6 |
| health, social work | 1,177 | 1,307 | 1,150 | 12.0 |
| other community and personal services | 1,511 | 1,829 | 1,311 | 28.3 |
| Total | 1,806 | 2,080 | 1,565 | 24.8 |

Source: ILO Laborsta; website Statistics Ukraine

In the fourth column of the table we have indicated the magnitude of the gender pay gap,¹⁶ on a monthly base. It has to be added that this gap is normally calculated on an hourly base, as to eliminate

¹⁵ At the time of reporting, Statistics Ukraine had not released 2009 wage figures by gender. The average nominal total wage growth from 2008-2009 was 5.5%, from Hryvnia 1,806 to Hryvnia 1,906 (website Statistics Ukraine).

¹⁶ Using the international standard formula for the gender pay (or wage) gap: ((wage men – wage women) : wage men) x100).

gender differences in hours worked. Yet, as Table 12 below will show, following the official statistics these differences are marginal. The only caveat may be that this information on working hours is somewhat outdated, as it is latest available over 2003. However, it clearly appears that the full-time working week, of 40 hours or more, is the standard in Ukraine, and we found no indications that this has essentially changed. Thus, the figures of Table 11 can be regarded as reasonable indications of the gender pay gap in Ukraine. Recently, with nearly 25% the over-all gap was quite large. Across industries the gap by far largest in mining, but –with over 25%-- quite considerable in finance; manufacturing; other community and personal services, and transport et cetera. Remarkably small was the gender pay gap in real estate and other business, and it was also under average in construction; hotels and restaurants; education, and health and social work – though as said in the last three industries wages of both genders were quite low. In extremis, this held for agriculture and fishing, with female earnings in fishing even slightly higher (or better: less low) than male. The US Dept of State (2010) reported over 2009 that the legal principle of equal pay for equal work generally was observed in the Ukraine, but that sectors dominated by female workers had the lowest relative wages (sectoral sorting). Moreover, women had limited opportunities for advancement.

An earlier analysis concluded that in 2003 the gender pay gap was much higher in the top half of earners than in the bottom half. In the top half, men earned about 45% more than women. The most important factor may have been the relative increase of the national minimum wage in 2003, raising the wage floor for more low-paid women than men. Thus, compliance with the minimum wage can be useful for closing the gender pay gap, in particular in the private sector. As to decrease the gender pay gap in the public sector, re-evaluating the system of compensation in the public sector and recognizing the incidence of discrimination are recommended (Ganguli and Terrell 2005). Most recent research shows that Ukrainian women do earn less than men in both the formal and the informal sector. The mechanisms behind these gap, however, differ. In the formal sector wage discrimination is identified as the main factor. Here, the gender gap remains as women have less career opportunities and are excluded from jobs at the top of the hierarchy. In the informal sector, on the contrary, wage differentials can be explained from differences in personal, household and job characteristics of women respectively men. This may also explain why women in the top of the wage distribution earn more when they are self-employed than when they are salaried, both in the formal and in the informal sector. The author suggests that in Ukraine seizing opportunities to become self-employed is a viable strategy for women to diminish the gender pay gap (Pignatti 2010).

2.8.2. Working conditions

Although the law contains occupational safety and health standards, the standards were frequently ignored in practice. Lax safety standards and aging equipment caused many injuries on the job. Because of limited funding, there are few officials to inspect workplaces and the labour laws only provide minor sanctions on violations (ITUC 2009). Nevertheless, progress can be reported. In the course of the 2000s, the reported workplace injuries level fell by about 50%, till 16,491 injuries in 2008, of which 3,337 (20%) in women. These included 927 deaths as a consequence of workplace accidents (job-related fatalities), of which 67 women (7%) (ILO Laborsta). During the first half of 2009, 5,823 workplace injuries were reported (27% fewer than for the same period in 2008), including 306 fatalities (compared with 514 in 2008, 40%). Over the years, mining has clearly been the most accident-prone industry. The number of mining fatalities during 2009 was 151, a decrease of 13% from 2008 (US Dept of State 2010).

Finally we concentrate on working hours. Ukrainian data on this major issue in working conditions is scant and rather outdated, but we include here figures as of 2003 as they may give an indication of the

current situation: the structure of working hours tends to change only slowly. Table 12 contains information about 77% of the total economically active population (also 77% of females). It shows that a large majority works full-time, that is 40 or more hours per week: nearly 90% of all males and 84% of females. Very small shares worked less than 20 hours. Detailed figures (not shown) reveal that full-time hours were even more widespread among young female workers than among their older colleagues: 634,000 (87%) of the 731,000 female employees aged 15-24 worked 40 hours or more per week, whereas 97,000 worked less (all data: ILO Laborsta).

Table 12 Economically active population by hours of work and by gender, Ukraine, 2003 (age 15-70)

| Hours/week | all | | male | | female | |
|---------------------------------|---------------|--------------|--------------|--------------|--------------|--------------|
| | x 1,000 | % | x 1,000 | % | x 1,000 | % |
| <20 | 410 | 2.5 | 95 | 1.2 | 315 | 4.1 |
| 20-29 | 378 | 2.3 | 92 | 1.1 | 286 | 3.7 |
| 30-39 | 1,300 | 8.2 | 667 | 8.1 | 632 | 8.1 |
| >=40 | 13,856 | 86.9 | 7,339 | 89.6 | 6,517 | 84.1 |
| Total excl. unk.+not sp. | 15,944 | 100.0 | 8,193 | 100.0 | 7,750 | 100.0 |
| unknown | 2,349 | | 871 | | 1,479 | |
| not specif. | 2,262 | | 1,407 | | 856 | |

Source: ILO Laborsta; website Statistics Ukraine

3. Basic information for WageIndicator Questionnaire

3.1. Introduction

Preparations for the DECISIONS FOR LIFE Activities 1.03a and 1.03b have resulted in a number of lists, grouped in this Chapter and to be used in the WageIndicator web-survey for country-specific questions and their analyses. This basic information can be used on-line, but if needed also off-line. The lists contain information on educational categories and ISCED levels (3.2), regions (3.3), ethnic groups (3.4.1) and languages (3.4.2).

3.2. List of educational categories and ISCED levels

Below, a full list of the educational categories used in Ukraine, designed for use in the web-survey and including the ISCED levels attached to them, can be found.

Table 13 List of educational categories in Ukraine (by 1/1/2010)

| ua-UA | ua-UA | Translation ua-UA | Translation ru-UA | ISCED |
|--------|---|---|---|-------|
| 804101 | UKR Pre-school | Дошкільна | Дошкольное | 0 |
| 804102 | UKR Elementary school (Grades 1-4) | Початкова школа (1-4 класи) | Начальная школа (1 - 4 классы) | 1 |
| 804103 | UKR Lower Secondary school (Grades 5-9) | Молодші класи середньої школи (5-9 класи) | Младшие классы средней школы (5 - 9 классы) | 2 |
| 804104 | UKR Upper Secondary school | Старші класи середньої школи | Старшие классы средней школы | 3 |
| 804105 | UKR Vocational Secondary School | Професійна середня освіта | Профессиональное среднее образование | 4 |
| 804106 | UKR Specialised Secondary school | Спеціалізована середня освіта | Специализированное среднее образование | 4 |
| 804107 | UKR Bachelor degree | Степень бакалавра | Степень бакалавра | 5 |
| 804108 | UKR Bachelor degree - Medicine | Ступінь бакалавра медицини | Степень бакалавра медицины | 5 |
| 804109 | UKR Diploma of Specialist | Дипломований спеціаліст | Дипломированный специалист | 5 |
| 804110 | UKR Master's Degree | Ступінь магістра | Степень магистра | 6 |
| 804111 | UKR Candidate of Science degree | Кандидат наук | Кандидат наук | 6 |
| 804112 | UKR Doctor of Science | Доктор наук | Доктор наук | 6 |

3.3. List of regions

Below, a full draft list of the regions in Ukraine, designed for use in the web-survey, can be found.

Table 14 List of regions in Ukraine (by 1/1/2010)

| ua-UA | ua-UA | ua-UA | ua-UA | Translation ua-UA | Translation ua-UA | Translation ru-UA | Translation ru-UA |
|------------|------------|-----------------------------------|---|---------------------------|-----------------------------------|----------------------------|------------------------------------|
| 8040020000 | 8040020132 | UKR Autonomous Republic of Crimea | UKR Autonomous Republic of Crimea Alusta | Автономна Республіка Крим | Алушта | Автономная Республика Крым | Алушта |
| 8040020000 | 8040020232 | UKR Autonomous Republic of Crimea | UKR Autonomous Republic of Crimea Armjansk | Автономна Республіка Крим | Армянськ | Автономная Республика Крым | Армянск |
| 8040020000 | 8040020332 | UKR Autonomous Republic of Crimea | UKR Autonomous Republic of Crimea Bachcsaraj (Bahcesaray) | Автономна Республіка Крим | Бахчисарай | Автономная Республика Крым | Бахчисарай |
| 8040020000 | 8040020432 | UKR Autonomous Republic of Crimea | UKR Autonomous Republic of Crimea Dzankoj (Cankoy) | Автономна Республіка Крим | Джанкой | Автономная Республика Крым | Джанкой |
| 8040020000 | 8040020531 | UKR Autonomous Republic of Crimea | UKR Autonomous Republic of Crimea Evpatorija (Gozleve) | Автономна Республіка Крим | Євпаторія | Автономная Республика Крым | Евпатория |
| 8040020000 | 8040020631 | UKR Autonomous Republic of Crimea | UKR Autonomous Republic of Crimea Kerc | Автономна Республіка Крим | Керч | Автономная Республика Крым | Керчь |
| 8040020000 | 8040020732 | UKR Autonomous Republic of Crimea | UKR Autonomous Republic of Crimea Krasnoperekopsk | Автономна Республіка Крим | Красноперекопськ | Автономная Республика Крым | Красноперекопск |
| 8040020000 | 8040020832 | UKR Autonomous Republic of Crimea | UKR Autonomous Republic of Crimea Saky (Saki) | Автономна Республіка Крим | Саки | Автономная Республика Крым | Саки |
| 8040020000 | 8040020931 | UKR Autonomous Republic of Crimea | UKR Autonomous Republic of Crimea Simferopol | Автономна Республіка Крим | Сімферополь | Автономная Республика Крым | Симферополь |
| 8040020000 | 8040021032 | UKR Autonomous Republic of Crimea | UKR Autonomous Republic of Crimea Feodosija | Автономна Республіка Крим | Феодосія | Автономная Республика Крым | Феодосия |
| 8040020000 | 8040021132 | UKR Autonomous Republic of Crimea | UKR Autonomous Republic of Crimea Jalta (Yalta) | Автономна Республіка Крим | Ялта | Автономная Республика Крым | Ялта |
| 8040020000 | 8040029632 | UKR Autonomous Republic of Crimea | UKR Autonomous Republic of Crimea A small city (10,000 - 100,000) | Автономна Республіка Крим | Невелике місто (10,000 - 100,000) | Автономная Республика Крым | Небольшой город (10,000 - 100,000) |
| 8040020000 | 8040029704 | UKR Autonomous Republic of Crimea | UKR Autonomous Republic of Crimea A village (less than 10,000) | Автономна Республіка Крим | Смт, село (10,000 і менше) | Автономная Республика Крым | Пгт, село (10,000 или менее) |
| 8040020000 | 8040029805 | UKR Autonomous Republic of Crimea | UKR Autonomous Republic of Crimea Rural area | Автономна Республіка Крим | Сільська місцевість | Автономная Республика Крым | Сельская местность |
| 8040230000 | 8040230131 | UKR Vinnytsya region | UKR Vinnytsya region Vinnytsia | Вінницька область | Вінниця | Винницкая область | Винница |
| 8040230000 | 8040230232 | UKR Vinnytsya region | UKR Vinnytsya region Haisyn | Вінницька область | Гайсин | Винницкая область | Гайсин |
| 8040230000 | 8040230332 | UKR Vinnytsya region | UKR Vinnytsya region Zhmerynka | Вінницька область | Жмеринка | Винницкая область | Жмеринка |
| 8040230000 | 8040230432 | UKR Vinnytsya region | UKR Vinnytsya region Koziatyn | Вінницька область | Козятин | Винницкая область | Казатин |

| ua-UA | ua-UA | ua-UA | ua-UA | Translation ua-UA | Translation ua-UA | Translation ru-UA | Translation ru-UA |
|------------|------------|---------------------------|--|--------------------------|-----------------------------------|--------------------------|------------------------------------|
| 8040230000 | 8040230532 | UKR Vinnytsya region | UKR Vinnytsya region Ladyzhyn | Вінницька область | Ладижин | Винницкая область | Ладыжин |
| 8040230000 | 8040230632 | UKR Vinnytsya region | UKR Vinnytsya region Mohyliv-Podilskyi | Вінницька область | Могилев-Подільський | Винницкая область | Могилев-Подольский |
| 8040230000 | 8040230732 | UKR Vinnytsya region | UKR Vinnytsya region Khmilnyk | Вінницька область | Хмельник | Винницкая область | Хмельник |
| 8040230000 | 8040239632 | UKR Vinnytsya region | UKR Vinnytsya region A small city (10,000 - 100,000) | Вінницька область | Невелике місто (10,000 - 100,000) | Винницкая область | Небольшой город (10,000 - 100,000) |
| 8040230000 | 8040239704 | UKR Vinnytsya region | UKR Vinnytsya region A village (less than 10,000) | Вінницька область | Смт, село (10,000 і менше) | Винницкая область | Пгт, село (10,000 или менее) |
| 8040230000 | 8040239805 | UKR Vinnytsya region | UKR Vinnytsya region Rural area | Вінницька область | Сільська місцевість | Винницкая область | Сельская местность |
| 8040240000 | 8040240132 | UKR Volyn region | UKR Volyn region Volodymyr-Volynskyi | Волинська область | Володимир-Волинський | Волынская область | Владимир-Волынский |
| 8040240000 | 8040240232 | UKR Volyn region | UKR Volyn region Kovel | Волинська область | Ковель | Волынская область | Ковель |
| 8040240000 | 8040240331 | UKR Volyn region | UKR Volyn region Lutsk | Волинська область | Луцьк | Волынская область | Луцк |
| 8040240000 | 8040240432 | UKR Volyn region | UKR Volyn region Novovolynsk | Волинська область | Нововолинськ | Волынская область | Нововолыnsk |
| 8040240000 | 8040249632 | UKR Volyn region | UKR Volyn region A small city (10,000 - 100,000) | Волинська область | Невелике місто (10,000 - 100,000) | Волынская область | Небольшой город (10,000 - 100,000) |
| 8040240000 | 8040249704 | UKR Volyn region | UKR Volyn region A village (less than 10,000) | Волинська область | Смт, село (10,000 і менше) | Волынская область | Пгт, село (10,000 или менее) |
| 8040240000 | 8040249805 | UKR Volyn region | UKR Volyn region Rural area | Волинська область | Сільська місцевість | Волынская область | Сельская местность |
| 8040060000 | 8040060232 | UKR Dnipropetrovsk region | UKR Dnipropetrovsk region Vilnohirsk | Дніпропетровська область | Вільногорськ | Днепропетровская область | Вольногорск |
| 8040060000 | 8040060331 | UKR Dnipropetrovsk region | UKR Dnipropetrovsk region Dniprodzerzynsk | Дніпропетровська область | Дніпродзержинськ | Днепропетровская область | Днепродзержинск |
| 8040060000 | 8040060101 | UKR Dnipropetrovsk region | UKR Dnipropetrovsk region Dnipropetrovsk | Дніпропетровська область | Дніпропетровськ | Днепропетровская область | Днепропетровск |
| 8040060000 | 8040060432 | UKR Dnipropetrovsk region | UKR Dnipropetrovsk region zovti Vody | Дніпропетровська область | Жовті Води | Днепропетровская область | Желтые Воды |
| 8040060000 | 8040060531 | UKR Dnipropetrovsk region | UKR Dnipropetrovsk region Kryvyj Rih | Дніпропетровська область | Кривий Ріг | Днепропетровская область | Кривой Рог |
| 8040060000 | 8040060632 | UKR Dnipropetrovsk region | UKR Dnipropetrovsk region Marhanec | Дніпропетровська область | Марганець | Днепропетровская область | Марганец |
| 8040060000 | 8040060731 | UKR Dnipropetrovsk region | UKR Dnipropetrovsk region Nikopol | Дніпропетровська область | Нікополь | Днепропетровская область | Никополь |
| 8040060000 | 8040060832 | UKR Dnipropetrovsk region | UKR Dnipropetrovsk region Novomoskovsk | Дніпропетровська область | Новомосковськ | Днепропетровская область | Новомосковськ |
| 8040060000 | 8040060932 | UKR Dnipropetrovsk region | UKR Dnipropetrovsk region Ordzonikidze | Дніпропетровська область | Орджонікідзе | Днепропетровская область | Орджоникидзе |
| 8040060000 | 8040061031 | UKR Dnipropetrovsk | UKR Dnipropetrovsk region | Дніпропетровська | Павлоград | Днепропетровская область | Павлоград |

| ua-UA | ua-UA | ua-UA | ua-UA | Translation ua-UA | Translation ua-UA | Translation ru-UA | Translation ru-UA |
|------------|------------|---------------------------|---|--------------------------|-----------------------------------|--------------------------|------------------------------------|
| | | region | Pavlohrad | область | | | |
| 8040060000 | 8040061132 | UKR Dnipropetrovsk region | UKR Dnipropetrovsk region Persotravensk | Дніпропетровська область | Первомайськ | Днепропетровская область | Першотравенск |
| 8040060000 | 8040061232 | UKR Dnipropetrovsk region | UKR Dnipropetrovsk region Pjatychatky | Дніпропетровська область | П'ятихатки | Днепропетровская область | Пятихатки |
| 8040060000 | 8040061332 | UKR Dnipropetrovsk region | UKR Dnipropetrovsk region Synelnykove | Дніпропетровська область | Синельниково | Днепропетровская область | Синельниково |
| 8040060000 | 8040061432 | UKR Dnipropetrovsk region | UKR Dnipropetrovsk region Ternivka | Дніпропетровська область | Тарновка | Днепропетровская область | Терновка |
| 8040060000 | 8040069632 | UKR Dnipropetrovsk region | UKR Dnipropetrovsk region A small city (10,000 - 100,000) | Дніпропетровська область | Невелике місто (10,000 - 100,000) | Днепропетровская область | Небольшой город (10,000 - 100,000) |
| 8040060000 | 8040069704 | UKR Dnipropetrovsk region | UKR Dnipropetrovsk region A village (less than 10,000) | Дніпропетровська область | Смт, село (10,000 і менше) | Днепропетровская область | Пгт, село (10,000 или менее) |
| 8040060000 | 8040069805 | UKR Dnipropetrovsk region | UKR Dnipropetrovsk region Rural area | Дніпропетровська область | Сільська місцевість | Днепропетровская область | Сельская местность |
| 8040070000 | 8040070132 | UKR Donetsk region | UKR Donetsk region Artemivsk | Донецька область | Артемівськ | Донецкая область | Артемовск |
| 8040070000 | 8040070231 | UKR Donetsk region | UKR Donetsk region Horlivka | Донецька область | Горлівка | Донецкая область | Горловка |
| 8040070000 | 8040070332 | UKR Donetsk region | UKR Donetsk region Dymyrov | Донецька область | Дмитрів | Донецкая область | Дмитров |
| 8040070000 | 8040070101 | UKR Donetsk region | UKR Donetsk region Donetsk | Донецька область | Донецьк | Донецкая область | Донецк |
| 8040070000 | 8040070432 | UKR Donetsk region | UKR Donetsk region Druzhkivka | Донецька область | Дружківка | Донецкая область | Дружковка |
| 8040070000 | 8040070531 | UKR Donetsk region | UKR Donetsk region Yenakiieve | Донецька область | Єнакієво | Донецкая область | Енакиево |
| 8040070000 | 8040070632 | UKR Donetsk region | UKR Donetsk region Kostiantynivka | Донецька область | Костянтинівка | Донецкая область | Константиновка |
| 8040070000 | 8040070731 | UKR Donetsk region | UKR Donetsk region Kramatorsk | Донецька область | Краматорськ | Донецкая область | Краматорск |
| 8040070000 | 8040070931 | UKR Donetsk region | UKR Donetsk region Makiivka | Донецька область | Макіївка | Донецкая область | Макеевка |
| 8040070000 | 8040071031 | UKR Donetsk region | UKR Donetsk region Mariupol | Донецька область | Маріуполь | Донецкая область | Мариуполь |
| 8040070000 | 8040071131 | UKR Donetsk region | UKR Donetsk region Slavyansk | Донецька область | Слов'янськ | Донецкая область | Славянск |
| 8040070000 | 8040071232 | UKR Donetsk region | UKR Donetsk region Snizhne | Донецька область | Сніжне | Донецкая область | Снежное |
| 8040070000 | 8040071332 | UKR Donetsk region | UKR Donetsk region Torez | Донецька область | Торез | Донецкая область | Торез |
| 8040070000 | 8040071432 | UKR Donetsk region | UKR Donetsk region Khartsyzk | Донецька область | Харцизьк | Донецкая область | Харцызск |
| 8040070000 | 8040070832 | UKR Donetsk region | UKR Donetsk region Krasnoarmiysk | Донецька область | Червоноармійськ | Донецкая область | Красноармейск |

| ua-UA | ua-UA | ua-UA | ua-UA | Translation ua-UA | Translation ua-UA | Translation ru-UA | Translation ru-UA |
|------------|------------|------------------------|---|----------------------|-----------------------------------|----------------------|------------------------------------|
| 8040070000 | 8040071532 | UKR Donetsk region | UKR Donetsk region Shakhtharsk | Донецька область | Шахтарськ | Донецкая область | Шахтерск |
| 8040070000 | 8040079632 | UKR Donetsk region | UKR Donetsk region A small city (10,000 - 100,000) | Донецька область | Невелике місто (10,000 - 100,000) | Донецкая область | Небольшой город (10,000 - 100,000) |
| 8040070000 | 8040079704 | UKR Donetsk region | UKR Donetsk region A village (less than 10,000) | Донецька область | Смт, село (10,000 і менше) | Донецкая область | Пгт, село (10,000 или менее) |
| 8040070000 | 8040079805 | UKR Donetsk region | UKR Donetsk region Rural area | Донецька область | Сільська місцевість | Донецкая область | Сельская местность |
| 8040270000 | 8040270232 | UKR Zhytomyr region | UKR Zhytomyr region Berdychiv | Житомирська область | Бердичів | Житомирская область | Бердичев |
| 8040270000 | 8040270331 | UKR Zhytomyr region | UKR Zhytomyr region Zhytomyr | Житомирська область | Житомир | Житомирская область | Житомир |
| 8040270000 | 8040270432 | UKR Zhytomyr region | UKR Zhytomyr region Korosten | Житомирська область | Коростень | Житомирская область | Коростень |
| 8040270000 | 8040270532 | UKR Zhytomyr region | UKR Zhytomyr region Korostyshiv | Житомирська область | Коростишів | Житомирская область | Коростышев |
| 8040270000 | 8040270632 | UKR Zhytomyr region | UKR Zhytomyr region Malyn | Житомирська область | Малин | Житомирская область | Малин |
| 8040270000 | 8040279632 | UKR Zhytomyr region | UKR Zhytomyr region A small city (10,000 - 100,000) | Житомирська область | Невелике місто (10,000 - 100,000) | Житомирская область | Небольшой город (10,000 - 100,000) |
| 8040270000 | 8040270732 | UKR Zhytomyr region | UKR Zhytomyr region Novohrad-Volynskiyi | Житомирська область | Новоград-Волинський | Житомирская область | Новоград-Волынский |
| 8040270000 | 8040279805 | UKR Zhytomyr region | UKR Zhytomyr region Rural area | Житомирська область | Сільська місцевість | Житомирская область | Сельская местность |
| 8040270000 | 8040279704 | UKR Zhytomyr region | UKR Zhytomyr region A village (less than 10,000) | Житомирська область | Смт, село (10,000 і менше) | Житомирская область | Пгт, село (10,000 или менее) |
| 8049900000 | 8049911200 | UKR Abroad | UKR Abroad Belarus | За кордоном | Білорусія | За рубежом | Беларусь |
| 8049900000 | 8049949800 | UKR Abroad | UKR Abroad Moldova | За кордоном | Молдова | За рубежом | Молдова |
| 8049900000 | 8049961600 | UKR Abroad | UKR Abroad Poland | За кордоном | Польща | За рубежом | Польша |
| 8049900000 | 8049964300 | UKR Abroad | UKR Abroad Russia | За кордоном | Росія | За рубежом | Россия |
| 8049900000 | 8049964200 | UKR Abroad | UKR Abroad Romania | За кордоном | Румунія | За рубежом | Румыния |
| 8049900000 | 8049970300 | UKR Abroad | UKR Abroad Slovakia | За кордоном | Словакія | За рубежом | Словакия |
| 8049900000 | 8049934800 | UKR Abroad | UKR Abroad Hungary | За кордоном | Угорщина | За рубежом | Венгрия |
| 8049900000 | 8049999900 | UKR Abroad | UKR Abroad Other country | За кордоном | Інша країна | За рубежом | Другая страна |
| 8040250000 | 8040250232 | UKR Zakarpattya region | UKR Zakarpattya region Berehove | Закарпатська область | Берегово | Закарпатская область | Берегово |
| 8040250000 | 8040250332 | UKR Zakarpattya region | UKR Zakarpattya region Vynohradiv | Закарпатська область | Виноградів | Закарпатская область | Виноградов |
| 8040250000 | 8040250432 | UKR Zakarpattya region | UKR Zakarpattya region Mukachevo | Закарпатська область | Мукачево | Закарпатская область | Мукачево |
| 8040250000 | 8040250531 | UKR Zakarpattya region | UKR Zakarpattya region Uzhhorod | Закарпатська область | Ужгород | Закарпатская область | Ужгород |

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| 8040250000 | 8040250132 | UKR Zakarpattya region | UKR Zakarpattya region Khust | Закарпатська область | Хуст | Закарпатская область | Хуст |
| 8040250000 | 8040259632 | UKR Zakarpattya region | UKR Zakarpattya region A small city (10,000 - 100,000) | Закарпатська область | Невелике місто (10,000 - 100,000) | Закарпатская область | Небольшой город (10,000 - 100,000) |
| 8040250000 | 8040259704 | UKR Zakarpattya region | UKR Zakarpattya region A village (less than 10,000) | Закарпатська область | Смт, село (10,000 і менше) | Закарпатская область | Пгт, село (10,000 или менее) |
| 8040250000 | 8040259805 | UKR Zakarpattya region | UKR Zakarpattya region Rural area | Закарпатська область | Сільська місцевість | Закарпатская область | Сельская местность |
| 8040260000 | 8040260132 | UKR Zaporizhyya region | UKR Zaporizhyya region Berdyansk | Запорізька область | Бердянськ | Запорожская область | Бердянск |
| 8040260000 | 8040260532 | UKR Zaporizhyya region | UKR Zaporizhyya region Enerhodar | Запорізька область | Енергодар | Запорожская область | Энергодар |
| 8040260000 | 8040260231 | UKR Zaporizhyya region | UKR Zaporizhyya region Zaporizhyya | Запорізька область | Запоріжжя | Запорожская область | Запорожье |
| 8040260000 | 8040260332 | UKR Zaporizhyya region | UKR Zaporizhyya region Melitopol | Запорізька область | Мелітополь | Запорожская область | Мелитополь |
| 8040260000 | 8040260432 | UKR Zaporizhyya region | UKR Zaporizhyya region Tokmak | Запорізька область | Токмак | Запорожская область | Токмак |
| 8040260000 | 8040269632 | UKR Zaporizhyya region | UKR Zaporizhyya region A small city (10,000 - 100,000) | Запорізька область | Невелике місто (10,000 - 100,000) | Запорожская область | Небольшой город (10,000 - 100,000) |
| 8040260000 | 8040269704 | UKR Zaporizhyya region | UKR Zaporizhyya region A village (less than 10,000) | Запорізька область | Смт, село (10,000 і менше) | Запорожская область | Пгт, село (10,000 или менее) |
| 8040260000 | 8040269805 | UKR Zaporizhyya region | UKR Zaporizhyya region Rural area | Запорізька область | Сільська місцевість | Запорожская область | Сельская местность |
| 8040080000 | 8040080132 | UKR Ivano-Frankivsk region | UKR Ivano-Frankivsk region Dolyna | Івано-Франківська область | Долина | Ивано-Франковская область | Долина |
| 8040080000 | 8040080231 | UKR Ivano-Frankivsk region | UKR Ivano-Frankivsk region Ivano-Frankivsk | Івано-Франківська область | Івано-Франківськ | Ивано-Франковская область | Ивано-Франковск |
| 8040080000 | 8040080332 | UKR Ivano-Frankivsk region | UKR Ivano-Frankivsk region Kalush | Івано-Франківська область | Калуш | Ивано-Франковская область | Калуш |
| 8040080000 | 8040080432 | UKR Ivano-Frankivsk region | UKR Ivano-Frankivsk region Kolomyia | Івано-Франківська область | Коломия | Ивано-Франковская область | Коломыя |
| 8040080000 | 8040080532 | UKR Ivano-Frankivsk region | UKR Ivano-Frankivsk region Nadvirna | Івано-Франківська область | Надвірна | Ивано-Франковская область | Надворная |
| 8040080000 | 8040089632 | UKR Ivano-Frankivsk region | UKR Ivano-Frankivsk region A small city (10,000 - 100,000) | Івано-Франківська область | Невелике місто (10,000 - 100,000) | Ивано-Франковская область | Небольшой город (10,000 - 100,000) |
| 8040080000 | 8040089704 | UKR Ivano-Frankivsk region | UKR Ivano-Frankivsk region A village (less than 10,000) | Івано-Франківська область | Смт, село (10,000 і менше) | Ивано-Франковская область | Пгт, село (10,000 или менее) |
| 8040080000 | 8040089805 | UKR Ivano-Frankivsk region | UKR Ivano-Frankivsk region Rural area | Івано-Франківська область | Сільська місцевість | Ивано-Франковская область | Сельская местность |
| 8040130000 | 8040130131 | UKR Kyiv region | UKR Kyiv region Bila Tserkva | Київська область | Біла Церква | Киевская область | Белая Церковь |

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| 8040130000 | 8040130200 | UKR Kyiv region | UKR Kyiv region Boryspil | Київська область | Бориспіль | Киевская область | Борисполь |
| 8040130000 | 8040130332 | UKR Kyiv region | UKR Kyiv region Brovary | Київська область | Бровари | Киевская область | Бровары |
| 8040130000 | 8040130400 | UKR Kyiv region | UKR Kyiv region Vasylkiv | Київська область | Васильків | Киевская область | Васильков |
| 8040130000 | 8040130500 | UKR Kyiv region | UKR Kyiv region Irpin | Київська область | Ірпін | Киевская область | Ирпень |
| 8040130000 | 8040130600 | UKR Kyiv region | UKR Kyiv region Fastiv | Київська область | Фастів | Киевская область | Фастов |
| 8040130000 | 8040139632 | UKR Kyiv region | UKR Kyiv region A small city (10,000 - 100,000) | Київська область | Невелике місто (10,000 - 100,000) | Киевская область | Небольшой город (10,000 - 100,000) |
| 8040130000 | 8040139704 | UKR Kyiv region | UKR Kyiv region A village (less than 10,000) | Київська область | Смт, село (10,000 і менше) | Киевская область | Пгт, село (10,000 или менее) |
| 8040130000 | 8040139805 | UKR Kyiv region | UKR Kyiv region Rural area | Київська область | Сільська місцевість | Киевская область | Сельская местность |
| 8040120000 | 8040120232 | UKR Kirovohrad region | UKR Kirovohrad region Znamianka | Кіровоградська область | Знам'янка | Кировоградская область | Знаменка |
| 8040120000 | 8040120331 | UKR Kirovohrad region | UKR Kirovohrad region Kirovohrad | Кіровоградська область | Кіровоград | Кировоградская область | Кировоград |
| 8040120000 | 8040120132 | UKR Kirovohrad region | UKR Kirovohrad region Oleksandriia | Кіровоградська область | Олександрія | Кировоградская область | Александрия |
| 8040120000 | 8040120432 | UKR Kirovohrad region | UKR Kirovohrad region Svitlovodsk | Кіровоградська область | Світловодськ | Кировоградская область | Светловодск |
| 8040120000 | 8040129632 | UKR Kirovohrad region | UKR Kirovohrad region A small city (10,000 - 100,000) | Кіровоградська область | Невелике місто (10,000 - 100,000) | Кировоградская область | Небольшой город (10,000 - 100,000) |
| 8040120000 | 8040129704 | UKR Kirovohrad region | UKR Kirovohrad region A village (less than 10,000) | Кіровоградська область | Смт, село (10,000 і менше) | Кировоградская область | Пгт, село (10,000 или менее) |
| 8040120000 | 8040129805 | UKR Kirovohrad region | UKR Kirovohrad region Rural area | Кіровоградська область | Сільська місцевість | Кировоградская область | Сельская местность |
| 8040150000 | 8040150131 | UKR Luhansk region | UKR Luhansk region Alchevsk | Луганська область | Алчевськ | Луганская область | Алчевск |
| 8040150000 | 8040150232 | UKR Luhansk region | UKR Luhansk region Antratsyt | Луганська область | Антрацит | Луганская область | Антрацит |
| 8040150000 | 8040150332 | UKR Luhansk region | UKR Luhansk region Brianka | Луганська область | Брянка | Луганская область | Брянка |
| 8040150000 | 8040150432 | UKR Luhansk region | UKR Luhansk region Kirovsk | Луганська область | Кіровськ | Луганская область | Кировск |
| 8040150000 | 8040150632 | UKR Luhansk region | UKR Luhansk region Krasnyi Luch | Луганська область | Красний Луч | Луганская область | Красный Луч |
| 8040150000 | 8040150532 | UKR Luhansk region | UKR Luhansk region Krasnodon | Луганська область | Краснодон | Луганская область | Краснодон |
| 8040150000 | 8040150731 | UKR Luhansk region | UKR Luhansk region Lysychansk | Луганська область | Лисичанськ | Луганская область | Лисичанск |
| 8040150000 | 8040150831 | UKR Luhansk region | UKR Luhansk region Luhansk | Луганська область | Луганськ | Луганская область | Луганск |
| 8040150000 | 8040150932 | UKR Luhansk region | UKR Luhansk region Pervomaisk | Луганська область | Первомайськ | Луганская область | Первомайск |
| 8040150000 | 8040151032 | UKR Luhansk region | UKR Luhansk region Rovenky | Луганська область | Ровеньки | Луганская область | Ровеньки |

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| 8040150000 | 8040151132 | UKR Luhansk region | UKR Luhansk region Rubizhne | Луганська область | Рубіжне | Луганская область | Рубежное |
| 8040150000 | 8040151232 | UKR Luhansk region | UKR Luhansk region Sverdlovsk | Луганська область | Свердловськ | Луганская область | Свердловск |
| 8040150000 | 8040151331 | UKR Luhansk region | UKR Luhansk region Sievierodonetsk | Луганська область | Севєродонецьк | Луганская область | Северодонецк |
| 8040150000 | 8040151432 | UKR Luhansk region | UKR Luhansk region Stakhanov | Луганська область | Стаханів | Луганская область | Стаханов |
| 8040150000 | 8040159632 | UKR Luhansk region | UKR Luhansk region A small city (10,000 - 100,000) | Луганська область | Невелике місто (10,000 - 100,000) | Луганская область | Небольшой город (10,000 - 100,000) |
| 8040150000 | 8040159704 | UKR Luhansk region | UKR Luhansk region A village (less than 10,000) | Луганська область | Смт, село (10,000 і менше) | Луганская область | Пгт, село (10,000 или менее) |
| 8040150000 | 8040159805 | UKR Luhansk region | UKR Luhansk region Rural area | Луганська область | Сільська місцевість | Луганская область | Сельская местность |
| 8040160000 | 8040160132 | UKR Lviv region | UKR Lviv region Boryslav | Львівська область | Борислав | Львовская область | Борислав |
| 8040160000 | 8040160232 | UKR Lviv region | UKR Lviv region Drohobych | Львівська область | Дрогобич | Львовская область | Дрогобыч |
| 8040160000 | 8040160331 | UKR Lviv region | UKR Lviv region Lviv | Львівська область | Львів | Львовская область | Львов |
| 8040160000 | 8040160432 | UKR Lviv region | UKR Lviv region Novyi Rozdil | Львівська область | Новий Розділ | Львовская область | Новый Раздол |
| 8040160000 | 8040160532 | UKR Lviv region | UKR Lviv region Sambir | Львівська область | Самбір | Львовская область | Самбор |
| 8040160000 | 8040160632 | UKR Lviv region | UKR Lviv region Stryi | Львівська область | Стрий | Львовская область | Стрый |
| 8040160000 | 8040160732 | UKR Lviv region | UKR Lviv region Truskavets | Львівська область | Трускавець | Львовская область | Трускавец |
| 8040160000 | 8040160832 | UKR Lviv region | UKR Lviv region Chervonohrad | Львівська область | Червоноград | Львовская область | Червоноград |
| 8040160000 | 8040169632 | UKR Lviv region | UKR Lviv region A small city (10,000 - 100,000) | Львівська область | Невелике місто (10,000 - 100,000) | Львовская область | Небольшой город (10,000 - 100,000) |
| 8040160000 | 8040169704 | UKR Lviv region | UKR Lviv region A village (less than 10,000) | Львівська область | Смт, село (10,000 і менше) | Львовская область | Пгт, село (10,000 или менее) |
| 8040160000 | 8040169805 | UKR Lviv region | UKR Lviv region Rural area | Львівська область | Сільська місцевість | Львовская область | Сельская местность |
| 8040140000 | 8040140107 | UKR The city of Kyiv | UKR The city of Kyiv Kyiv | м. Київ | Київ | Город Киев | Киев |
| 8040140000 | 8040140202 | UKR The city of Kyiv | UKR The city of Kyiv The suburbs of Kyiv | м. Київ | Передмістя Києва | Город Киев | Пригород Киева |
| 8040170000 | 8040170132 | UKR Mykolayiv region | UKR Mykolayiv region Voznesensk | Миколаївська область | Вознесенськ | Николаевская область | Вознесенск |
| 8040170000 | 8040170231 | UKR Mykolayiv region | UKR Mykolayiv region Mykolayiv | Миколаївська область | Миколаїв | Николаевская область | Николаев |
| 8040170000 | 8040170332 | UKR Mykolayiv region | UKR Mykolayiv region Ochakiv | Миколаївська область | Очаків | Николаевская область | Очаков |
| 8040170000 | 8040170432 | UKR Mykolayiv region | UKR Mykolayiv region Pervomaisk | Миколаївська область | Первомайськ | Николаевская область | Первомайск |
| 8040170000 | 8040170532 | UKR Mykolayiv region | UKR Mykolayiv region Yuzhnoukrainsk | Миколаївська область | Південноукраїнськ | Николаевская область | Южноукраинск |

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| 8040170000 | 8040179632 | UKR Mykolayiv region | UKR Mykolayiv region A small city (10,000 - 100,000) | Миколаївська область | Невелике місто (10,000 - 100,000) | Николаевская область | Небольшой город (10,000 - 100,000) |
| 8040170000 | 8040179704 | UKR Mykolayiv region | UKR Mykolayiv region A village (less than 10,000) | Миколаївська область | Смт, село (10,000 і менше) | Николаевская область | Пгт, село (10,000 или менее) |
| 8040170000 | 8040179805 | UKR Mykolayiv region | UKR Mykolayiv region Rural area | Миколаївська область | Сільська місцевість | Николаевская область | Сельская местность |
| 8040180000 | 8040180132 | UKR Odesa region | UKR Odesa region Bilhorod-Dnistrovskiyi | Одеська область | Білгород-Дністровський | Одесская область | Белгород-Днестровский |
| 8040180000 | 8040180232 | UKR Odesa region | UKR Odesa region Izmail | Одеська область | Ізмаїл | Одесская область | Измаил |
| 8040180000 | 8040180332 | UKR Odesa region | UKR Odesa region Illichivsk | Одеська область | Іллічівськ | Одесская область | Ильичевск |
| 8040180000 | 8040180432 | UKR Odesa region | UKR Odesa region Kotovsk | Одеська область | Котовськ | Одесская область | Котовск |
| 8040180000 | 8040180501 | UKR Odesa region | UKR Odesa region Odesa | Одеська область | Одеса | Одесская область | Одесса |
| 8040180000 | 8040180632 | UKR Odesa region | UKR Odesa region Yuzhne | Одеська область | Південне | Одесская область | Южное |
| 8040180000 | 8040189632 | UKR Odesa region | UKR Odesa region A small city (10,000 - 100,000) | Одеська область | Невелике місто (10,000 - 100,000) | Одесская область | Небольшой город (10,000 - 100,000) |
| 8040180000 | 8040189704 | UKR Odesa region | UKR Odesa region A village (less than 10,000) | Одеська область | Смт, село (10,000 і менше) | Одесская область | Пгт, село (10,000 или менее) |
| 8040180000 | 8040189805 | UKR Odesa region | UKR Odesa region Rural area | Одеська область | Сільська місцевість | Одесская область | Сельская местность |
| 8040190000 | 8040190932 | UKR Poltava region | UKR Poltava region Komsomolsk | Полтавська область | Комсомольськ | Полтавская область | Комсомольск |
| 8040190000 | 8040191031 | UKR Poltava region | UKR Poltava region Kremenchuk | Полтавська область | Кременчук | Полтавская область | Кременчуг |
| 8040190000 | 8040191132 | UKR Poltava region | UKR Poltava region Lubny | Полтавська область | Лубни | Полтавская область | Лубны |
| 8040190000 | 8040191232 | UKR Poltava region | UKR Poltava region Myrhorod | Полтавська область | Миргород | Полтавская область | Миргород |
| 8040190000 | 8040199632 | UKR Poltava region | UKR Poltava region A small city (10,000 - 100,000) | Полтавська область | Невелике місто (10,000 - 100,000) | Полтавская область | Небольшой город (10,000 - 100,000) |
| 8040190000 | 8040191331 | UKR Poltava region | UKR Poltava region Poltava | Полтавська область | Полтава | Полтавская область | Полтава |
| 8040190000 | 8040199805 | UKR Poltava region | UKR Poltava region Rural area | Полтавська область | Сільська місцевість | Полтавская область | Сельская местность |
| 8040190000 | 8040199704 | UKR Poltava region | UKR Poltava region A village (less than 10,000) | Полтавська область | Смт, село (10,000 і менше) | Полтавская область | Пгт, село (10,000 или менее) |
| 8040200000 | 8040200132 | UKR Rivne region | UKR Rivne region Dubno | Рівненська область | Дубно | Ровенская область | Дубно |
| 8040200000 | 8040200232 | UKR Rivne region | UKR Rivne region Kostopil | Рівненська область | Костопіль | Ровенская область | Костополь |
| 8040200000 | 8040200332 | UKR Rivne region | UKR Rivne region Kuznetsovsk | Рівненська область | Кузнецовськ | Ровенская область | Кузнецовск |
| 8040200000 | 8040200431 | UKR Rivne region | UKR Rivne region Rivne | Рівненська область | Рівно | Ровенская область | Ровно |
| 8040200000 | 8040200532 | UKR Rivne region | UKR Rivne region Sarny | Рівненська область | Сарни | Ровенская область | Сарны |
| 8040200000 | 8040209632 | UKR Rivne region | UKR Rivne region A small city (10,000 - 100,000) | Рівненська область | Невелике місто (10,000 - 100,000) | Ровенская область | Небольшой город (10,000 - 100,000) |
| 8040200000 | 8040209704 | UKR Rivne region | UKR Rivne region A village (less than 10,000) | Рівненська область | Смт, село (10,000 і менше) | Ровенская область | Пгт, село (10,000 или менее) |

| ua-UA | ua-UA | ua-UA | ua-UA | Translation ua-UA | Translation ua-UA | Translation ru-UA | Translation ru-UA |
|------------|------------|----------------------------|--|-----------------------|-----------------------------------|-----------------------|------------------------------------|
| 804020000 | 8040209805 | UKR Rivne region | UKR Rivne region Rural area | Рівненська область | Сільська місцевість | Ровенская область | Сельская местность |
| 8040010000 | 8040010131 | UKR The City of Sevastopol | UKR The City of Sevastopol Sevastopol | Севастополь | Севастополь | Севастополь | Севастополь |
| 8040010000 | 8040010231 | UKR The City of Sevastopol | UKR The City of Sevastopol The suburbs of Sevastopol | Севастополь | Передмістя Севастополя | Севастополь | Пригород Севастополя |
| 8040210000 | 8040210132 | UKR Sumy region | UKR Sumy region Okhtyrka | Сумська область | Ахтирка | Сумская область | Ахтырка |
| 8040210000 | 8040210232 | UKR Sumy region | UKR Sumy region Hlukhiv | Сумська область | Глухів | Сумская область | Глухов |
| 8040210000 | 8040210332 | UKR Sumy region | UKR Sumy region Konotop | Сумська область | Конотоп | Сумская область | Конотоп |
| 8040210000 | 8040210432 | UKR Sumy region | UKR Sumy region Lebedyn | Сумська область | Лебедин | Сумская область | Лебедин |
| 8040210000 | 8040210532 | UKR Sumy region | UKR Sumy region Romny | Сумська область | Ромни | Сумская область | Ромны |
| 8040210000 | 8040210631 | UKR Sumy region | UKR Sumy region Sumy | Сумська область | Суми | Сумская область | Сумы |
| 8040210000 | 8040210732 | UKR Sumy region | UKR Sumy region Shostka | Сумська область | Шостка | Сумская область | Шостка |
| 8040210000 | 8040219632 | UKR Sumy region | UKR Sumy region A small city (10,000 - 100,000) | Сумська область | Невелике місто (10,000 - 100,000) | Сумская область | Небольшой город (10,000 - 100,000) |
| 8040210000 | 8040219704 | UKR Sumy region | UKR Sumy region A village (less than 10,000) | Сумська область | Смт, село (10,000 і менше) | Сумская область | Пгт, село (10,000 или менее) |
| 8040210000 | 8040219805 | UKR Sumy region | UKR Sumy region Rural area | Сумська область | Сільська місцевість | Сумская область | Сельская местность |
| 8040220000 | 8040220132 | UKR Ternopil region | UKR Ternopil region Kremenets | Тернопільська область | Кремнець | Тернопольская область | Кременец |
| 8040220000 | 8040220231 | UKR Ternopil region | UKR Ternopil region Ternopil | Тернопільська область | Тернопіль | Тернопольская область | Тернополь |
| 8040220000 | 8040220332 | UKR Ternopil region | UKR Ternopil region Chortkiv | Тернопільська область | Чортків | Тернопольская область | Чортков |
| 8040220000 | 8040229632 | UKR Ternopil region | UKR Ternopil region A small city (10,000 - 100,000) | Тернопільська область | Невелике місто (10,000 - 100,000) | Тернопольская область | Небольшой город (10,000 - 100,000) |
| 8040220000 | 8040229704 | UKR Ternopil region | UKR Ternopil region A village (less than 10,000) | Тернопільська область | Смт, село (10,000 і менше) | Тернопольская область | Пгт, село (10,000 или менее) |
| 8040220000 | 8040229805 | UKR Ternopil region | UKR Ternopil region Rural area | Тернопільська область | Сільська місцевість | Тернопольская область | Сельская местность |
| 8040090000 | 8040090132 | UKR Kharkiv region | UKR Kharkiv region Balakliia | Харківська область | Балаклея | Харьковская область | Балаклея |
| 8040090000 | 8040090232 | UKR Kharkiv region | UKR Kharkiv region Izyum | Харківська область | Ізюм | Харьковская область | Изюм |
| 8040090000 | 8040090332 | UKR Kharkiv region | UKR Kharkiv region Kupiansk | Харківська область | Купянськ | Харьковская область | Купянск |
| 8040090000 | 8040090432 | UKR Kharkiv region | UKR Kharkiv region Lozova | Харківська область | Лозова | Харьковская область | Лозовая |
| 8040090000 | 8040090532 | UKR Kharkiv region | UKR Kharkiv region Pervomaiskyi | Харківська область | Первомайський | Харьковская область | Первомайский |
| 8040090000 | 8040090601 | UKR Kharkiv region | UKR Kharkiv region Kharkiv | Харківська область | Харків | Харьковская область | Харьков |
| 8040090000 | 8040090732 | UKR Kharkiv region | UKR Kharkiv region Chuhuiv | Харківська область | Чугуєв | Харьковская область | Чугуев |
| 8040090000 | 8040099632 | UKR Kharkiv region | UKR Kharkiv region A small city (10,000 - 100,000) | Харківська область | Невелике місто (10,000 - 100,000) | Харьковская область | Небольшой город (10,000 - 100,000) |
| 8040090000 | 8040099704 | UKR Kharkiv region | UKR Kharkiv region A | Харківська область | Смт, село (10,000 і менше) | Харьковская область | Пгт, село (10,000 или менее) |

| ua-UA | ua-UA | ua-UA | ua-UA | Translation ua-UA | Translation ua-UA | Translation ru-UA | Translation ru-UA |
|------------|------------|------------------------|--|---------------------|-----------------------------------|---------------------|------------------------------------|
| | | | village (less than 10,000) | | менше) | | менее) |
| 8040090000 | 8040099805 | UKR Kharkiv region | UKR Kharkiv region Rural area | Харківська область | Сільська місцевість | Харьковская область | Сельская местность |
| 8040100000 | 8040100132 | UKR Kherson region | UKR Kherson region Henichesk | Херсонська область | Геніченськ | Херсонская область | Геническ |
| 8040100000 | 8040100232 | UKR Kherson region | UKR Kherson region Kakhovka | Херсонська область | Каховка | Херсонская область | Каховка |
| 8040100000 | 8040100332 | UKR Kherson region | UKR Kherson region Nova Kakhovka | Херсонська область | Нова Каховка | Херсонская область | Новая Каховка |
| 8040100000 | 8040100431 | UKR Kherson region | UKR Kherson region Kherson | Херсонська область | Херсон | Херсонская область | Херсон |
| 8040100000 | 8040100532 | UKR Kherson region | UKR Kherson region Tsiurupynsk | Херсонська область | Цюрупинськ | Херсонская область | Цюрупинск |
| 8040100000 | 8040109632 | UKR Kherson region | UKR Kherson region A small city (10,000 - 100,000) | Херсонська область | Невелике місто (10,000 - 100,000) | Херсонская область | Небольшой город (10,000 - 100,000) |
| 8040100000 | 8040109704 | UKR Kherson region | UKR Kherson region A village (less than 10,000) | Херсонська область | Смт, село (10,000 і менше) | Херсонская область | Пгт, село (10,000 или менее) |
| 8040100000 | 8040109805 | UKR Kherson region | UKR Kherson region Rural area | Херсонська область | Сільська місцевість | Херсонская область | Сельская местность |
| 8040110000 | 8040110132 | UKR Khmelnytsky region | UKR Khmelnytsky region Kamianets-Podilskyi | Хмельницька область | Кам'янець-Подільський | Хмельницкая область | Каменец-Подольский |
| 8040110000 | 8040110232 | UKR Khmelnytsky region | UKR Khmelnytsky region Netishyn | Хмельницька область | Нетешин | Хмельницкая область | Нетешин |
| 8040110000 | 8040110332 | UKR Khmelnytsky region | UKR Khmelnytsky region Slavuta | Хмельницька область | Славута | Хмельницкая область | Славута |
| 8040110000 | 8040110432 | UKR Khmelnytsky region | UKR Khmelnytsky region Starokostiantyniv | Хмельницька область | Старокостянтинів | Хмельницкая область | Староконстантинов |
| 8040110000 | 8040110531 | UKR Khmelnytsky region | UKR Khmelnytsky region Khmelnytskyi | Хмельницька область | Хмельницький | Хмельницкая область | Хмельницкий |
| 8040110000 | 8040110632 | UKR Khmelnytsky region | UKR Khmelnytsky region Shepetivka | Хмельницька область | Шепетівка | Хмельницкая область | Шепетовка |
| 8040110000 | 8040119632 | UKR Khmelnytsky region | UKR Khmelnytsky region A small city (10,000 - 100,000) | Хмельницька область | Невелике місто (10,000 - 100,000) | Хмельницкая область | Небольшой город (10,000 - 100,000) |
| 8040110000 | 8040119704 | UKR Khmelnytsky region | UKR Khmelnytsky region A village (less than 10,000) | Хмельницька область | Смт, село (10,000 і менше) | Хмельницкая область | Пгт, село (10,000 или менее) |
| 8040110000 | 8040119805 | UKR Khmelnytsky region | UKR Khmelnytsky region Rural area | Хмельницька область | Сільська місцевість | Хмельницкая область | Сельская местность |
| 8040030000 | 8040030232 | UKR Cherkasy region | UKR Cherkasy region Vatutine | Черкаська область | Ватутіно | Черкасская область | Ватутино |
| 8040030000 | 8040030332 | UKR Cherkasy region | UKR Cherkasy region Zolotonosa | Черкаська область | Золотоноша | Черкасская область | Золотоноша |
| 8040030000 | 8040030432 | UKR Cherkasy region | UKR Cherkasy region Kaniv | Черкаська область | Канів | Черкасская область | Канев |
| 8040030000 | 8040030532 | UKR Cherkasy region | UKR Cherkasy region Smila | Черкаська область | Сміла | Черкасская область | Смела |

| ua-UA | ua-UA | ua-UA | ua-UA | Translation ua-UA | Translation ua-UA | Translation ru-UA | Translation ru-UA |
|------------|------------|-----------------------|---|----------------------|-----------------------------------|----------------------|------------------------------------|
| 8040030000 | 8040030632 | UKR Cherkasy region | UKR Cherkasy region Uman | Черкаська область | Умань | Черкасская область | Умань |
| 8040030000 | 8040030131 | UKR Cherkasy region | UKR Cherkasy region Cherkasy | Черкаська область | Черкаси | Черкасская область | Черкассы |
| 8040030000 | 8040039632 | UKR Cherkasy region | UKR Cherkasy region A small city (10,000 - 100,000) | Черкаська область | Невелике місто (10,000 - 100,000) | Черкасская область | Небольшой город (10,000 - 100,000) |
| 8040030000 | 8040039704 | UKR Cherkasy region | UKR Cherkasy region A village (less than 10,000) | Черкаська область | Смт, село (10,000 і менше) | Черкасская область | Пгт, село (10,000 или менее) |
| 8040030000 | 8040039805 | UKR Cherkasy region | UKR Cherkasy region Rural area | Черкаська область | Сільська місцевість | Черкасская область | Сельская местность |
| 8040050000 | 8040050232 | UKR Chernivtsi region | UKR Chernivtsi region Novodnistrovsk | Чернівецька область | Новодністровськ | Черновицкая область | Новоднестровск |
| 8040050000 | 8040050132 | UKR Chernivtsi region | UKR Chernivtsi region Chernivtsi | Чернівецька область | Чернівці | Черновицкая область | Черновцы |
| 8040050000 | 8040059632 | UKR Chernivtsi region | UKR Chernivtsi region A small city (10,000 - 100,000) | Чернівецька область | Невелике місто (10,000 - 100,000) | Черновицкая область | Небольшой город (10,000 - 100,000) |
| 8040050000 | 8040059704 | UKR Chernivtsi region | UKR Chernivtsi region A village (less than 10,000) | Чернівецька область | Смт, село (10,000 і менше) | Черновицкая область | Пгт, село (10,000 или менее) |
| 8040050000 | 8040059805 | UKR Chernivtsi region | UKR Chernivtsi region Rural area | Чернівецька область | Сільська місцевість | Черновицкая область | Сельская местность |
| 8040040000 | 8040040232 | UKR Chernihiv region | UKR Chernihiv region Bachmac | Чернігівська область | Бахмач | Черниговская область | Бахмач |
| 8040040000 | 8040040332 | UKR Chernihiv region | UKR Chernihiv region Nizyn | Чернігівська область | Ніжин | Черниговская область | Нежин |
| 8040040000 | 8040040432 | UKR Chernihiv region | UKR Chernihiv region Pryluky | Чернігівська область | Прилуки | Черниговская область | Прилуки |
| 8040040000 | 8040040131 | UKR Chernihiv region | UKR Chernihiv region Chernihiv | Чернігівська область | Чернігів | Черниговская область | Чернигов |
| 8040040000 | 8040049632 | UKR Chernihiv region | UKR Chernihiv region A small city (10,000 - 100,000) | Чернігівська область | Невелике місто (10,000 - 100,000) | Черниговская область | Небольшой город (10,000 - 100,000) |
| 8040040000 | 8040049704 | UKR Chernihiv region | UKR Chernihiv region A village (less than 10,000) | Чернігівська область | Смт, село (10,000 і менше) | Черниговская область | Пгт, село (10,000 или менее) |
| 8040040000 | 8040049805 | UKR Chernihiv region | UKR Chernihiv region Rural area | Чернігівська область | Сільська місцевість | Черниговская область | Сельская местность |

3.4. List of languages

Below, a list of the languages used in Ukraine and designed for use in the web-survey, can be found.

Table 15 List of languages in Ukraine (by 1/1/2009)

| Ru_AU | Source label | Translation ru_AU |
|--------|--------------------|-------------------|
| 804001 | UKR Ukrainian | Украинский |
| 804002 | UKR Russian | Русский |
| 804998 | UKR Local dialect | местном диалекте |
| 804999 | UKR Other language | другой язык |

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5. What is WageIndicator?

WageIndicator has websites in 50 countries. In every country, a national website has a free Salary Check. This Check provides detailed information about the wages, on average earned in a wide range of occupations, taken into account personal characteristics, such as tenure/age, education, supervisory position, region and alike.

Apart from the Salary Check, the websites in many countries have attractive web-tools, such as Minimum Wage Checks, DecentWorkCheck, Gross-Net Earnings Check, and alike. In addition, most websites have content about wages, working conditions, labor standards and related topics. Each country has at least one website. Multilingual countries have two or more websites. In addition, many countries have websites for target groups, for example women or youth. The project website is www.wageindicator.org.

Worldwide, the national WageIndicator websites attract large numbers of web-visitors. The websites are consulted by workers for their job mobility decisions, annual performance talks or wage negotiations. They are consulted by school pupils, students or re-entrant women facing occupational choices, or by employers in small and medium sized companies when recruiting staff or negotiating wages with their employees.

In return for all free information provided, the web-visitors are encouraged to complete a web-survey, which takes 10 to 20 minutes. The survey has detailed questions about earnings, benefits, working conditions, employment contract, training, as well as questions about education, occupation, industry, and household characteristics. This web-survey is comparable across all countries. The web-survey is continuously posted at all WageIndicator websites, of course in the national language(s) and adapted to country-specific issues, where needed. The data from the web-survey are used for the calculations,

underlying the Salary Check. For occupations with at least 50 observations in the national database a salary indication can be calculated. The Salary Checks are updated annually.

The project started in 2000 in the Netherlands with a large-scale, paper-based survey to collect data on women's wages. In 2001 the first WageIndicator website with a Salary Check and a web-survey was launched. Since 2004, websites were launched in European countries, in North and South America, in South-Africa, and in countries in Asia. All large economies of the world currently have a WageIndicator website, among which the USA, the Russian Federation, China, India and Brazil. From 2009 onwards, websites are being launched in more African countries, as well as in Indonesia and in a number of post-soviet countries. More information about the WageIndicator Foundation and its activities can be found at www.wageindicator.org.
