

APPROVED

By Order No. \_\_\_ of

"\_\_" \_\_\_\_\_ 2023.

**ACTION PLAN  
ON THE IMPLEMENTATION OF GENDER SENSITIVE INITIATIVES AND  
MEASURES IN THE PRACTICE OF ACTIVITIES  
OF THE NATIONAL CHILDREN'S SPECIALIZED HOSPITAL  
"OKHMATDYT" OF THE MINISTRY OF HEALTH OF UKRAINE  
FOR 2023-2025**

**Kyiv 2023**

## Introduction

Today, Ukraine is in the process of implementing the State Strategy for ensuring equal rights of women and men for the period up to 2030. This document should help achieve sustainable development in the country, as well as promote the image of Ukraine as a legal and democratic state where human rights and freedoms are guaranteed and ensured.

Thus, the main goal of the State Strategy for ensuring equal rights of women and men for the period until 2030 is to reduce the actual inequality of women and men in all spheres of life in society and to ensure the implementation of international and European standards of equality. The strategy is based on basic international documents in the field of ensuring equal rights and opportunities for women and men (Sustainable Development Goals until 2030; Beijing Declaration and Action Platform; international documents of the UN, Council of Europe, EU, OSCE; UN Convention on the Elimination of All Forms of Discrimination against women and the Optional Protocol to it, relevant conventions of the International Labor Organization), as well as national ones (National Strategy in the field of human rights; Human Development Strategy; National Economic Strategy for the period until 2030).

Despite all the dynamics of gender changes, gender gaps in the health care sector still persist in Ukraine. In particular, among the main gender problems of the healthcare sector in Ukraine, the following can be highlighted:

**1) Gender equality in the field of health care is most often interpreted purely formally:** as the equality of citizens of different sexes to exercise their rights to health care, established by law. At the same time, in view of the revealed patient experience, when determining the needs of women and men in health care services, the approach based on the epidemiological profile, and not on the specific needs of women and men of different segments of the population, dominates. In order to more clearly meet the needs in health care, it is necessary to conduct an in-depth gender analysis to identify gender gaps in access to medical services. It is worth considering the unequal distribution of household responsibilities, including caring for sick and elderly family members, which leads to an increase in the burden on women, stimulating an increase in the share of unpaid work and a decrease in earnings and access to medical services, as a result. Given the fact that large amounts of payments come directly from patients' pockets, this raises the issue of access to health care especially for women, as well as for the elderly and low-income groups. Therefore, it is important to continue to look for and implement solutions that would increase the real availability of medical care for each person in order to improve their health.

**2) Normative and legal acts that regulate the sphere of health care remain mostly gender-blind .** Although the state policy of Ukraine is carried out taking into account the international documents signed by Ukraine, the existing NPAs do not fully take into account the gender aspect. The insufficient practice of collecting data, divided by sex, with mandatory consideration of other characteristics of a person (age group, disability, etc.) stands in the way of further gender sensitization of the health care sector. The availability of such data will make it possible to comprehensively assess the state of the nation's health, identify gender gaps, and meet

the needs of health care services more efficiently. The collection and analysis of data will also make it possible to fairly distribute budget funds, taking into account the actual needs of women and men.

**3) A characteristic feature of employment in the medical field of Ukraine is gender imbalance** , despite the fact that the dominant number of workers in the medical sector are women (80% of primary care doctors and about 90% of nurses ), they are disproportionately represented at the level of decision-making in the field of health care. because most of the management positions are held by men. To achieve gender equality, it is necessary to implement changes aimed at promoting women to leadership positions in the medical field, starting from the management of medical institutions to the highest levels of power in the Ministry of Health of Ukraine.

**4) It is important to actualize gender sensitivity and unbiased treatment of all patients** (regardless of their gender, age, income level, vulnerability, and other factors) in courses on deontology for doctors (in-service training), medical staff, and medical students. Relevant provisions of European practices, as well as the experience of specialized public organizations, can be useful, as they have a high level of competence and the necessary flexibility to respond to the requests of the medical system. Since isolated cases of mistrust of female patients' symptoms, various types of violence on the part of medical staff were found, there is a need for internal informational work with the staff of medical institutions aimed at combating cases of violence and minimizing the manifestations of internal gender biases of medical workers.

## **1. The purpose and objectives of the Action Plan**

The main goal of the Action Plan is to take into account gender aspects and implement a gender approach in the activities of the NCSH "OKHMATDYT" of the Ministry of Health of Ukraine; formation of a gender- sensitive space at all levels and in all areas of the institution's life.

The action plan is an end-to-end document and covers the work of all structural subdivisions of the NCSH "OKHMATDYT" of the Ministry of Health of Ukraine.

The action plan has been developed for three years and may be extended or changed in accordance with the current procedures in the NCSH "OKHMATDYT" of the Ministry of Health of Ukraine.

The action plan covers tasks and measures in two directions (see Annex 1):

- 1) Management and personnel management.
- 2) Social communications.

### **The main tasks of the Action Plan:**

1. Ensuring equal rights and creating equal opportunities for employment and professional growth in the NCSH "OKHMATDYT" of the Ministry of Health of Ukraine.

2. Ensuring gender equality at the level of decision-making in the NCSH "OKHMATDYT" of the Ministry of Health of Ukraine and support by decision-makers of ideas and principles of gender equality.

3. Inclusion of goals and measures for achieving gender equality in the strategic documents of the NCSH "OKHMATDYT" of the Ministry of Health of Ukraine.

4. Creation of conditions for combining the spheres of productive and reproductive work for employees of the NCSH "OKHMATDYT" of the Ministry of Health of Ukraine.

5. Ensuring equal rights and creating equal opportunities for women and men in the NCSH "OKHMATDYT" of the Ministry of Health of Ukraine.

6. Implementation of the practices of a gender- sensitive approach in the content of the process of providing medical services in the NCSH "OKHMATDYT" of the Ministry of Health of Ukraine.

7. Raising the level of awareness of employees of the NCSH "OKHMATDYT" of the Ministry of Health of Ukraine on the issues of ensuring gender equality, implementing a gender approach and gender sensitivity.

8. Implementation of national strategic documents on ensuring gender equality.

## **2. Expected results of the implementation of the Action Plan**

The main expected results of the implementation of the Action Plan:

- 1) Initiate and annually conduct the collection of gender statistics in the NCSH "OKHMATDYT" of the Ministry of Health of Ukraine.
- 2) To conduct informational and educational activities for the staff on the

issues of ensuring equal rights and creating equal opportunities for employment and professional growth in the NCSH "OKHMATDYT" of the Ministry of Health of Ukraine. Increase the number of employees familiar with issues of gender sensitivity in professional activities.

3) Conduct informational and educational activities on gender equality for decision-makers. Strengthen the gender sensitivity of the leadership of the NCSH"OKHMATDYT" of the Ministry of Health of Ukraine.

4) To conduct a gender audit at the "OKHMATDYT" NCSH of the Ministry of Health of Ukraine.

5) To include goals and measures for achieving gender equality in the strategic documents of the NCSH "OKHMATDYT" of the Ministry of Health of Ukraine.

6) Create and organize zones for rest and informal communication on the territory of the NCSH"OKHMATDYT" of the Ministry of Health of Ukraine.

7) Form the media content of the NCSH"OKHMATDYT" of the Ministry of Health of Ukraine on the basis of gender sensitivity and non-discrimination.

8) Carry out measures within the framework of the implementation of the order of the CMU dated 28.10.2020 No. 1544 "On the approval of the National Action Plan for the implementation of UN Security Council Resolution 1325 "Women, Peace, Security" for the period until 2025, the order of the CMU dated August 12, 2022 No. 752 "On the approval of the State Strategy for ensuring equal rights and opportunities for women and men for the period up to 2030 and the approval of the operational plan for its implementation for 2022-2024".

### **3. Action Plan monitoring indicators**

Monitoring of the implementation of the tasks and expected results of the Action Plan is carried out annually by the NCSH "OKHMATDYT" of the Ministry of Health of Ukraine in cooperation with all structural subdivisions of the NCSH "OKHMATDYT" of the Ministry of Health of Ukraine.

Action Plan monitoring indicators:

1. Number of employees, by gender, persons
2. The number of employees by type of work and by gender, persons
3. Number of employees by age and gender, persons
4. Number of employees with disabilities, by gender, persons
5. The number of measures taken to ensure equal rights and create equal opportunities for employment and professional growth, unit
6. Entered gender- sensitive changes to the Collective Agreement of the NCSH "OKHMATDYT" of the Ministry of Health of Ukraine.
7. Share of women in administration management, %
8. Share of women among heads of structural units, %
9. The number of information and educational activities on gender equality for decision-makers, units.
10. The number of strategic documents that contain a gender component, units
11. Specific weight of gender- sensitive strategic documents in the institution,

%

12. Number of family inclusive rooms, units
13. Number of specially equipped areas for feeding children, units
14. Number of areas for rest and informal communication, units
15. The number of conducted information and social campaigns, units.
16. The level of coverage of employees by information and social campaign measures, %
17. The level of coverage of Kyiv residents by information and social campaign measures,%
18. Number of informational and social campaigns on reproductive health issues, units.
19. The level of coverage of employees by measures of information and social campaigns, on issues of preserving reproductive health, %
20. Number of electronic information and educational materials, units.
21. The level of coverage of electronic information and educational materials, %
22. Share of gender- sensitive media content, %
23. The number of national strategic documents on issues of ensuring gender equality, in the implementation of which the NCSH "OKHMATDYT" of the Ministry of Health of Ukraine participates, unit

**APPENDIX 1. Action plan for the implementation of gender- sensitive initiatives and measures in the NCSH "OKHMATDYT" of the Ministry of Health of Ukraine for 2023-2025**

| Directions                                     | Task                                                                                                                                                            | Monitoring indicators                                                                                                                                                                                                                                                                                                        | 2023 year<br>(initiatives/measures)                                                                                                                                                                                                            | 2024 year<br>(initiatives/measures)                                                                                                                                                                                            | 2025 year<br>(initiatives/measures)                                                                                                                                                                                            |
|------------------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| <b>1. Management and personnel management.</b> | 1.1 Ensuring equal rights and creating equal opportunities for employment and professional growth in the NCSH "OKHMATDYT" of the Ministry of Health of Ukraine. | <input type="checkbox"/> Number of employees, by gender, persons<br><input type="checkbox"/> The number of employees by type of work and by gender, persons<br><input type="checkbox"/> Number of employees by age and gender, persons<br><input type="checkbox"/> Number of employees with disabilities, by gender, persons | Start the collection of gender statistics in the NCSH "OKHMATDYT" of the Ministry of Health of Ukraine.                                                                                                                                        | Collection of gender statistics in the NCSH "OKHMATDYT" of the Ministry of Health of Ukraine.                                                                                                                                  | Collection of gender statistics in the NCSH "OKHMATDYT" of the Ministry of Health of Ukraine.                                                                                                                                  |
|                                                |                                                                                                                                                                 | <input type="checkbox"/> The number of measures taken to ensure equal rights and create equal opportunities for employment and professional growth, unit                                                                                                                                                                     | To conduct informational and educational activities for the staff on the issues of ensuring equal rights and creating equal opportunities for employment and professional growth in the NCSH "OKHMATDYT" of the Ministry of Health of Ukraine. | Conduct informational and educational events for staff on issues of ensuring equal rights and creating equal employment opportunities and of professional growth in the NCSH "OKHMATDYT" of the Ministry of Health of Ukraine. | Conduct informational and educational events for staff on issues of ensuring equal rights and creating equal employment opportunities and of professional growth in the NCSH "OKHMATDYT" of the Ministry of Health of Ukraine. |
|                                                |                                                                                                                                                                 | <input type="checkbox"/> Entered gender- sensitive changes to the Collective Agreement of the NCSH "OKHMATDYT" of the Ministry of Health of Ukraine.                                                                                                                                                                         | -                                                                                                                                                                                                                                              | -                                                                                                                                                                                                                              | Propose and implement gender- sensitive changes to the current one Collective agreement of the NCSH of Ukraine "OKHMATDYT" of the                                                                                              |

|                                                                                                                                                                                                          |                                                                                                                                                                                                                  |                                                                                                         |                                                                                              |                                                                                                                                                     |
|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------------------------|----------------------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------|
|                                                                                                                                                                                                          |                                                                                                                                                                                                                  |                                                                                                         |                                                                                              | Ministry of Health of Ukraine between administration and trade union organization.                                                                  |
| 1.2 Ensuring gender equality at the level of decision-making and support by decision-makers of the ideas and principles of gender equality in the NCSH "OKHMATDYT" of the Ministry of Health of Ukraine. | <input type="checkbox"/> Share of women in the management of the institution , %                                                                                                                                 | Start the collection of gender statistics in the NCSH "OKHMATDYT" of the Ministry of Health of Ukraine. | Collection of gender statistics in the NCSH"OKHMATDYT" of the Ministry of Health of Ukraine. | Collection of gender statistics in the NCSH"OKHMATDYT" of the Ministry of Health of Ukraine.                                                        |
|                                                                                                                                                                                                          | <input type="checkbox"/> Share of women among heads of structural units, %                                                                                                                                       |                                                                                                         |                                                                                              |                                                                                                                                                     |
|                                                                                                                                                                                                          | <input type="checkbox"/> The number of information-educational activities on gender equality for decision-makers, unit                                                                                           |                                                                                                         | Conduct informational and educational activities on gender equality for decision-makers.     | Conduct informational and educational activities on gender equality for decision-makers.                                                            |
| 1.3 Inclusion of goals and measures to achieve gender equality in the strategic documents of the NCSH "OKHMATDYT" of the Ministry of Health of Ukraine.                                                  | <input type="checkbox"/> The number of strategic documents that contain a gender component, units<br><input type="checkbox"/> The specific weight of gender- sensitive strategic documents in the institution, % | Initiate a gender audit in the NCSH Okhmatdyt of the Ministry of Health of Ukraine.                     | Conducting a gender audit in the NCSH"OKHMATDYT" of the Ministry of Health of Ukraine.       | Include goals and measures to achieve gender equality equality in strategic documents of the NCSH "OKHMATDYT" of the Ministry of Health of Ukraine. |



|                                  |                                                                                                                                                                                                         |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                       |                                                                                                                                                                                                                                |                                                                                                                                                                                                |                                                                                                                                                                                                |
|----------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
|                                  | 1.4 Creation of conditions for combining the spheres of productive and reproductive work for employees institution                                                                                      | <input type="checkbox"/> Number of family inclusive rooms, units<br><input type="checkbox"/> Number of specially equipped areas for feeding children, units<br><input type="checkbox"/> Number of areas for rest and informal communication, units                                                                                                                                                                                                                                                                                                                                                    | Start collecting statistics on the number of family inclusive rooms, specially equipped areas for feeding children and areas for rest and informal communication in the NCSH "OKHMATDYT" of the Ministry of Health of Ukraine. | To build new inclusive family rooms, specially equipped areas for feeding children and areas for rest and informal communication in the NCSH "OKHMATDYT" of the Ministry of Health of Ukraine. | To build new inclusive family rooms, specially equipped areas for feeding children and areas for rest and informal communication in the NCSH "OKHMATDYT" of the Ministry of Health of Ukraine. |
| <b>2. Social communications.</b> | 2.1 Leveling up awareness of employees of the NCSH"OKHMATDYT" of the Ministry of Health of Ukraine on matters of provision gender equality, implementation of a gender approach and gender sensitivity. | <input type="checkbox"/> The number of conducted information and social campaigns, units.<br><input type="checkbox"/> The level of coverage of employees by information and social campaign measures, %<br><input type="checkbox"/> The level of coverage of Kyiv residents by information and social campaign measures,%<br><input type="checkbox"/> Number of informational and social campaigns on reproductive health issues, unit<br><input type="checkbox"/> The level of coverage of employees by measures of information and social campaigns, on issues of preserving reproductive health, % | Conduct annual information campaigns against gender-based violence.                                                                                                                                                            | Conduct annual information campaigns against gender-based violence.                                                                                                                            | Conduct annual information campaigns against gender-based violence.                                                                                                                            |
|                                  |                                                                                                                                                                                                         | <input type="checkbox"/> The number of electronic information                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                         | Develop and distribute                                                                                                                                                                                                         | Develop and distribute                                                                                                                                                                         | Develop and distribute electronic information and                                                                                                                                              |

|                                                                                        |                                                                                                                                                                                                      |                                                                                                                                                                                     |                                                                                                                                                                                     |                                                                                                                                                                                     |
|----------------------------------------------------------------------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
|                                                                                        | <p>educational materials, unit</p> <p><input type="checkbox"/> The level of coverage of electronic information and educational materials, %</p>                                                      | <p>electronic information and educational materials on issues of provision gender equality, implementation of a gender approach and gender sensitivity.</p>                         | <p>electronic information and educational materials on issues of provision gender equality, implementation of a gender approach and gender sensitivity.</p>                         | <p>educational materials on security issues gender equality, implementation of a gender approach and gender sensitivity.</p>                                                        |
|                                                                                        | <p><input type="checkbox"/> Share of gender- sensitive media content, %</p>                                                                                                                          | <p>Form the media content of the NCSH"OKHMATDYT" of the Ministry of Health of Ukraine on the basis of gender sensitivity and non-discrimination.</p>                                | <p>Form the media content of the NCSH"OKHMATDYT" of the Ministry of Health of Ukraine on the basis of gender sensitivity and non-discrimination.</p>                                | <p>Form the media content of the NCSH"OKHMATDYT" of the Ministry of Health of Ukraine on the basis of gender sensitivity and non-discrimination.</p>                                |
| <p>2.2 Implementation of national strategic documents on ensuring gender equality.</p> | <p>The number of national strategic documents on issues of ensuring gender equality, in the implementation of which the NCSH "OKHMATDYT" of the Ministry of Health of Ukraine participates, unit</p> | <p>Carry out measures within the framework of the implementation of the State Strategy for ensuring equal rights and opportunities for women and men for the period until 2030.</p> | <p>Carry out measures within the framework of the implementation of the State Strategy for ensuring equal rights and opportunities for women and men for the period until 2030.</p> | <p>Carry out measures within the framework of the implementation of the State Strategy for ensuring equal rights and opportunities for women and men for the period until 2030.</p> |