

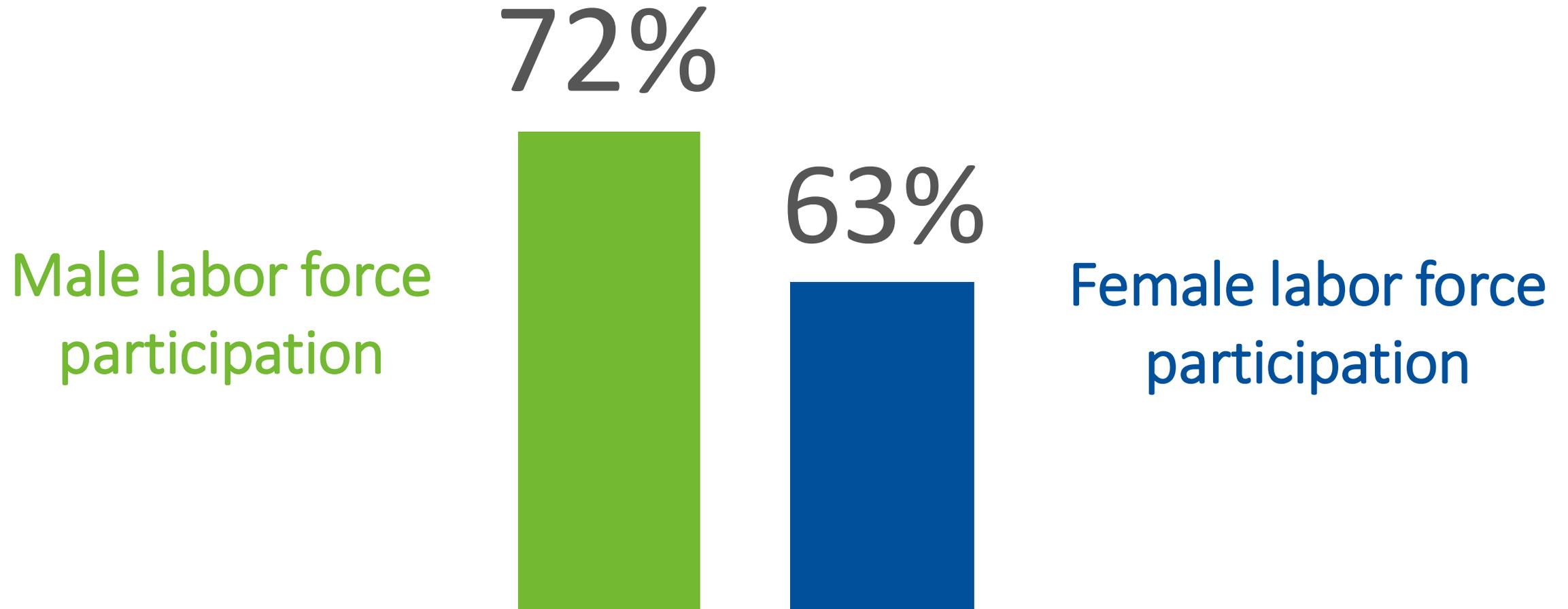


HOW TO INCREASE FEMALE LABOR FORCE PARTICIPATION

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GAP IN EMPLOYMENT



UKRAINIAN LAWS



Equality between men and women is guaranteed by Constitution



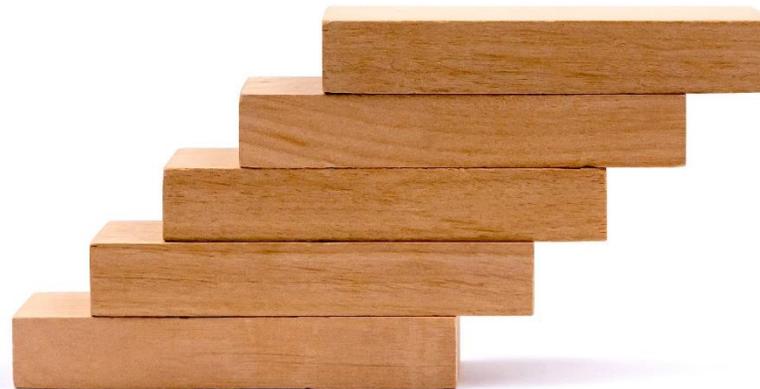
Certain benefits for women with small children (extra breaks, parental leave, protection against termination)



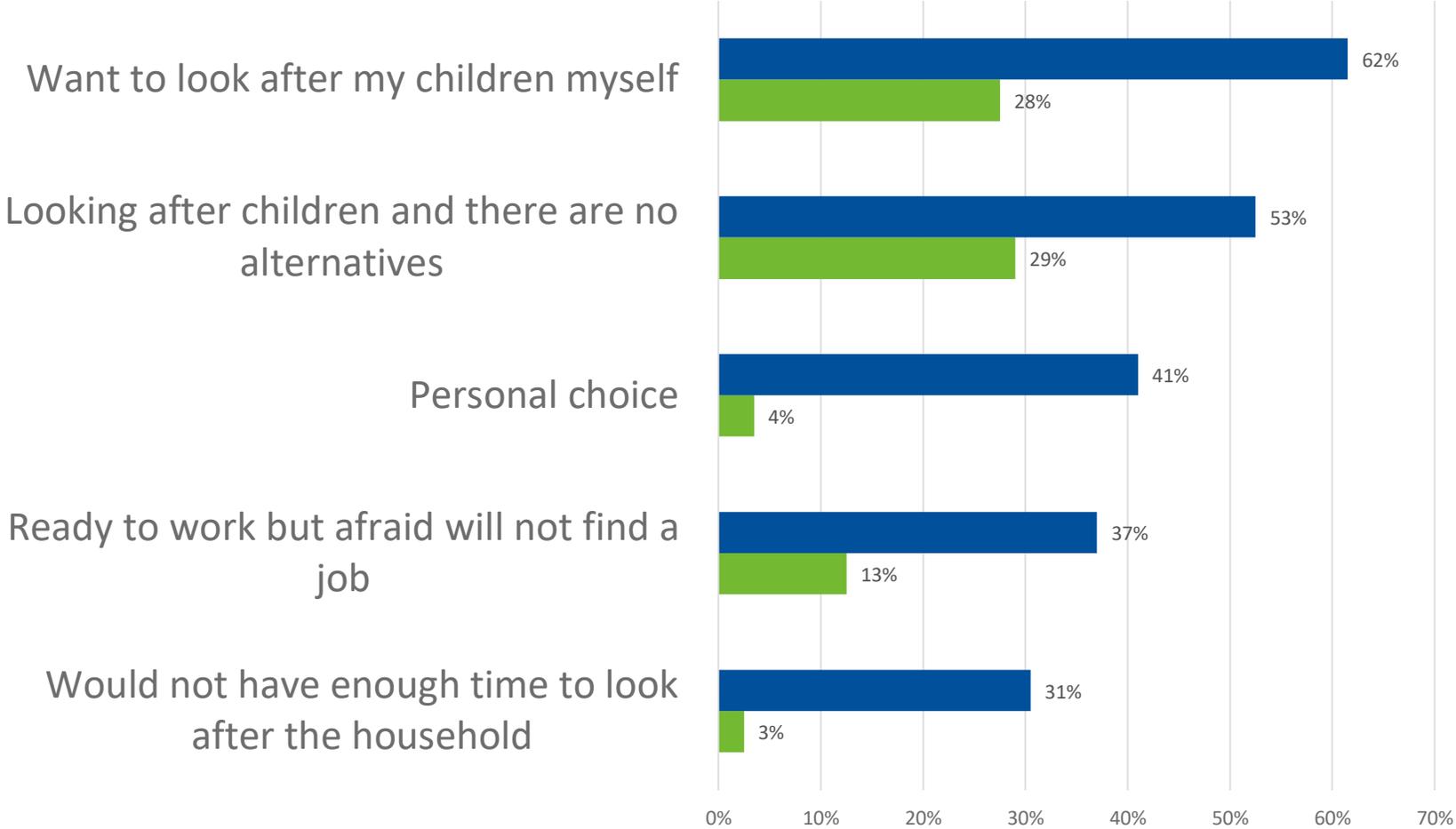
BUT: Also some limits on what women (especially women with children) can do— eg ability to work at night, go to business trips, work in certain industries

WHY IS IT IMPORTANT?

Ukrainian economy can gain between **\$7.5** bln (if female labor force participation = male labor force participation) and **\$23.6** bln (if all women enter the labor force)



TOP 5 REASONS FOR STAYING OUT OF THE LABOR FORCE



■ % said this is one of the reasons

■ % said this is the most important reason

RECOMMENDATIONS

- More places in kindergartens
- Subsidize private kindergartens
- Priority places in kindergarten for children with two working parents
- More flexible working conditions: remote, part-time work
- Remove legal barriers to work in certain industries/ at certain times
- Fight the gender stereotypes

