

UNDERSTANDING OF MASCULINITY AND GENDER EQUALITY IN THE SECURITY SECTOR OF UKRAINE

INTERNATIONAL MEN AND GENDER EQUALITY SURVEY
SPECIAL EDITION: SECURITY SECTOR IN UKRAINE



INTRODUCTORY MATTER

This national study was commissioned by UN Women Ukraine and the nongovernmental organization Promundo-US under the UN Women Ukraine projects “Gender Equality at the Centre of the Reforms, Peace and Security” and “Building Democratic, Peaceful and Gender Equal Society in Ukraine,” funded by the Government of Sweden and the Government of Norway, respectively, with the coordination of the Ministry of Internal Affairs of Ukraine and the participation of the National Academy of Internal Affairs, in partnership with the Kyiv International Institute of Sociology.

The views expressed in this publication do not necessarily represent the views of UN Women, the United Nations or any of its affiliated organizations, or the official position of the Government of Sweden and the Government of Norway. Due to the co-authorship of Ukrainian government agencies, certain terminology in the study is used in accordance with the national legislation of Ukraine.

About UN Women: UN Women is the UN organization dedicated to gender equality and the empowerment of women. A global champion for women and girls, UN Women was established to accelerate progress on meeting their needs worldwide. UN Women supports UN member states as they set global standards for achieving gender equality and works with governments and civil society to design laws, policies, programs, and services needed to implement these standards. It stands behind women’s equal participation in all aspects of life, focusing on five priority areas: increasing women’s leadership and participation; ending violence against women; engaging women in all aspects of peace and security processes; enhancing women’s economic empowerment; and making gender equality central to national development planning and budgeting. UN Women also coordinates and promotes the UN system’s work in advancing gender equality. For more information, see: www.unwomen.org.

About the Ministry of Internal Affairs of Ukraine: Ukraine’s current state policy is aimed at ensuring equal rights and opportunities for women and men in society. It is essential to avoid all forms of discrimination and to ensure the realization of every individual’s fullest personality, regardless of age, sex, or other social or political considerations. The establishment of effective mechanisms for gender equality and the effective management of gender processes by the State will enable increased competition in the labor market, better growth of the economy, and enhanced intellectual potential overall. The Ministry of Internal Affairs of Ukraine is responsible for supporting national and international initiatives within the security and defense sector. This includes establishing institutional mechanisms for the implementation of gender policies based on the principles of respect for human rights and zero tolerance for rights violations. The Ministry of Internal Affairs of Ukraine includes gender-responsive approaches in the development of roadmaps, plans, strategic documents and regulations for reforming the Ministry agencies. The initiative to conduct a study to better understanding masculinity in the security sector is a positive step that demonstrates the integration of principles of equal rights and opportunities for women and men in the security sector. More detailed information can be found at <https://mvs.gov.ua/uk>.

About the National Academy of Internal Affairs of Ukraine (NAIA): NAIA is one of the leading higher education institutions in the system of the Ministry of Internal Affairs of Ukraine, with a century-long history. NAIA prepares experts in law and related fields, offering bachelor’s and master’s degrees. The academy provides scientific support to security and defense sector reforms in Ukraine, particularly in the field of gender equality. With the support of international partners, NAIA implements a variety of activities related to gender perspectives in educational process and in the system

of vocational training for various groups of personnel of the National Police of Ukraine and other central executive bodies whose activities are directed and coordinated by the Ministry of the Interior of Ukraine.

About the Kyiv International Institute of Sociology (KIIS): KIIS is one of the leading research companies in Ukraine, offering its clients a full spectrum of research solutions, including conducting qualitative research, quantitative research, and complex quantitative-qualitative projects. KIIS was founded in 1990 as a research center of the Sociological Association of Ukraine and transformed into a private enterprise in 1992. It was a pioneer in the establishment of sociological research standards in Ukraine, and its innovations in Ukrainian sociological research include the first manual for interviewers and interviewer's training (1992), the first face-to-face interviews and focus groups (1992), the first national software for statistical data analysis (1990), and the first software for sample design (1993). KIIS has its own interviewers' network, which covers all regions of Ukraine and allows for conducting representative research in Ukraine as a whole and in its separate regions. For more information, see: www.kiis.com.ua.

About Promundo: Founded in Brazil in 1997, Promundo works to promote gender equality and create a world free from violence by engaging men and boys in partnership with women and girls. Promundo is a global consortium with members in the United States, Brazil, Portugal, and the Democratic Republic of the Congo that collaborate to achieve this mission by conducting cutting-edge research that builds the knowledge base on masculinities and gender equality; developing, evaluating, and scaling up high-impact gender-transformative interventions and programs; and carrying out national and international campaigns and advocacy initiatives to prevent violence and promote gender justice. For more information, see: www.promundoglobal.org.

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ACRONYM LIST

IMAGES	INTERNATIONAL MEN AND GENDER EQUALITY SURVEY
JFO	JOINT FORCES OPERATION
KIIS	KYIV INTERNATIONAL INSTITUTE OF SOCIOLOGY
MIA	MINISTRY OF INTERNAL AFFAIRS OF UKRAINE
NAIA	NATIONAL ACADEMY OF INTERNAL AFFAIRS
NATO	NORTH ATLANTIC TREATY ORGANIZATION
UN	UNITED NATIONS
UN WOMEN	UNITED NATIONS ENTITY FOR GENDER EQUALITY AND THE EMPOWERMENT OF WOMEN

FOREWORD

Historically, the security sector in most of the world has been masculine, as gender stereotypes have forced women out of formal safety and security processes. These spaces focused on principles of protection, discipline, security, and military service have tended to intertwine with definitions of masculinity alone, rather than inclusiveness for all genders. I believe that better understanding, capturing, and responding to masculinization within the security sector is an important aspect of building gender sensitivity and equality. For this reason, the Ministry of Internal Affairs of Ukraine approached international partners to support research that would help us better understand ideas about masculinity within the security sector and their impacts on our important work.

The overarching goal of this research is to help inform the development of policies that promote gender equality in the agencies of the Ministry of Internal Affairs of Ukraine. The research achieves this by analyzing the attitudes of study participants related to gender norms and stereotypes as well as certain behavioral patterns related to gender issues.

The research methodology, based on the IMAGES questionnaire developed by the international organization Promundo, explored the socialization of respondents from early childhood onwards, covering many topics such as health, partner relationships, parenting, attitudes towards gender roles, balancing professional and domestic responsibilities, violence, and more. This multi-thematic approach helped inform recommendations for further reform of the security sector based on the principle of equal rights and opportunities for women and men.

I am sincerely grateful to UN Women in Ukraine, as well as the Governments of Sweden and Norway, which made this research possible, and also to all those who were involved in the implementation of this study, namely Promundo-US, Kyiv International Institute of Sociology, and the National Academy of Internal Affairs. We also thank the employees of the National Guard of Ukraine, the National Police of Ukraine, and the State Border Guard Service of Ukraine, who gave their time to participate in the survey and to provide their honest answers and information that became the basis of the research.

Resulting from the hard work of each and every individual involved in organizing and conducting this research, we are happy to release this first-ever report on gender-related views of military and police personnel in Ukraine. The findings in this report will become a roadmap for further reform of the Ministry of Internal Affairs, based on a human rights and gender mainstreaming approach.

Kateryna Pavlichenko
Deputy Minister of Internal Affairs of Ukraine

The terms “femininity” and “masculinity” usually refer to the socially constructed expectations of behaviors, appearances, relationships, and interactions for women and men. Perceptions of femininity and masculinity differ over time and depend on culture and the environment in which they are produced and reproduced. Many believe that “femininity” and “masculinity” are determined by biology and correspond with a set of physical features and behaviors “appropriate” for men and women. Many scientific studies and reality, however, challenge this assumption.

This study aims to understand how men and women in the security sector in Ukraine perceive masculinity and femininity, gender equality, and the roles of men and women in society. Especially in the security sector, which is still a male-dominated area, these attitudes and perceptions may significantly affect the ways men and women participate and contribute to the security of all. Different perceptions can lead to gender-based discrimination and exclusion, but also to positive transformations in the behaviors of men and women, substantive advancement of gender equality and non-discrimination, stronger and more gender-responsive security sector institutions and justice, and more sustainable development of societies.

It is with this in mind that UN Women commissioned this study, which surveyed more than 1,500 women and men from the National Police, National Guard of Ukraine, and the State Border Guard Service of Ukraine in Ukraine’s six regions, including the conflict-affected Donetsk and Luhansk regions. The findings and recommendations will directly inform the process of implementation of the second Ukrainian national action plan on United Nations Security Council Resolution 1325, adopted toward the end of 2020. In particular, the findings and recommendations will contribute to UN Women’s technical support on mainstreaming gender into security sector institutions and the implementation of gender-responsive policies and regulations in the security and defense sector.

UN Women would like to commend the Ministry of Internal Affairs of Ukraine, along with its partners, for initiating the study. We would like to express our thanks to all men and women from the security sector who took part in this joint effort and provided their inputs. We express our gratitude to the National Academy of Internal Affairs of Ukraine, Promundo-US, and the Kyiv International Institute of Sociology for effective collaboration on the study. Without the generous support of the Governments of Sweden and Norway, this study would not be possible. We express our thanks for their commitment to gender equality, peace, and security and for their continuous support to UN Women and national partners in Ukraine.

Erika Kvapilova
Representative of UN Women Ukraine

EXECUTIVE SUMMARY

The first-ever International Men and Gender Equality Survey (IMAGES¹) in Ukraine's security sector was conducted from February 2019 to December 2020 at the initiative of the Ministry of Internal Affairs of Ukraine (MIA). It involved close cooperation with and the expert and technical support of UN Women in Ukraine, with financial support from the Governments of Sweden and Norway, and partnership with the nongovernmental organization Promundo-US², the National Academy of Internal Affairs (NAIA), and the Kyiv International Institute of Sociology (KIIS).

IMAGES is one of the most comprehensive studies to explore men's practices and attitudes related to gender equality alongside women's. Using a wide variety of measures, IMAGES questionnaires investigate areas such as gender-based violence, health and health-related practices, household division of labor, men's participation in caregiving and as fathers, men's and women's attitudes about gender and gender-related policies, transactional sex, men's reports of criminal behavior, and quality of life. "Gender" refers to socially constructed expectations about how boys, men, girls, women, and gender-diverse people behave and see themselves in interactions with the world and each other³. Social norms – people's expectations about what they are supposed to do and what others do – are learned through socialization and influence experiences during the life course, including social hierarchies, access to resources, and exposure to violence⁴.

The overarching goal of IMAGES is to **build understanding of men's and women's practices and attitudes related to gender equality in order to inform, drive, and monitor efforts to promote gender equality, particularly at the government policy level**. Toward this end, IMAGES findings have been widely disseminated globally to inform policy and programming across multiple sectors. This study explored gender and masculinity within the Ukrainian security sector, with the IMAGES questionnaire thoroughly adapted and revised to reflect the local context and the MIA's particular needs. Data collection involved face-to-face interviews with members of the National Police, National Guard of Ukraine, and State Border Guard Service of Ukraine, with one self-administered section, and the data collected provide a rich source to inform policy aimed at gender equality in the security sector of Ukraine.

Sample characteristics

The survey was conducted in six administrative regions: Zakarpatska Oblast (west); Kyivska Oblast and the City of Kyiv (center); Kharkivska, Donetska, and Luhanska oblasts (east), and Odeska Oblast (south). The sample of 1,500 people was equally divided among the MIA's three services – the National Police, the National Guard of Ukraine, and the State Border Guard Service of Ukraine – and the target audience was employees of these services, including those currently serving in the Joint Forces Operation (JFO) zone against armed aggression of the Russian Federation⁵, those who had returned to regular service after the Joint Forces Operation (JFO), and those with no JFO experience. MIA representatives selected the participating departments/military units and the participating respondents. To ensure the minimum necessary representation of women in the sample, at least 10 per cent of respondents had to be women. In the end, the study included 1,595 participants, of whom 241 – 15 per cent – were women.

1 See: <https://promundoglobal.org/programs/international-men-and-gender-equality-survey-images/>

2 See: <https://promundoglobal.org/>

3 Authorship of the term belongs to Promundo.

4 Same as above.

5 According to the Law of Ukraine «On the peculiarities of state policy to ensure the state sovereignty of Ukraine in the temporarily occupied territories in Donetsk and Luhansk regions». URL: <https://zakon.rada.gov.ua/laws/show/2268-19?find=1&text=%D0%B7%D0%B1%D1%80%D0%BE%D0%B9#Text>

Findings

Gender attitudes

The majority of respondents support gender equality in Ukrainian society, even though a large proportion also hold restrictive attitudes about some gender topics at the societal level. The majority of respondents are generally positive about the call to implement gender equality; 65 per cent of the surveyed men and women agree that Ukraine needs greater effort to promote equality for men and women. A notable proportion of men and women, though, hold misconceptions about gender equality; about one-third of respondents (37 per cent of men and 30 per cent of women) believe that when work opportunities are scarce, men should have access to jobs before women. Slightly more than a quarter of respondents (29 per cent of men and 26 per cent of women) feel that when someone says “gender,” they are talking about women or sexual minorities, and nearly every fifth man (16 per cent) and every tenth woman (11 per cent) says more rights for women mean fewer rights for men.

Men’s attitudes about gender roles, masculinity, and femininity are almost always more restrictive than those of women. Many respondents share the idea of rigid gender roles – and men reveal biased views somewhat more often than women. The thought that a man should have the final word about decisions in the home is supported by over half of men (56 per cent) and only about a quarter of women (26 per cent). Similarly, nearly half of men (48 per cent) and just a quarter of women (23 per cent) say it is better for everyone if the man earns the money and the woman only takes care of the home and children. Men reveal stereotypical expectations about masculinity and femininity more often than women do, though some aspects of the issue are seen as less important by men and women alike. In particular, 70 per cent of men and half that proportion of women (35 per cent) feel a gay man is not a “real man”; 15 per cent of men and 6.4 per cent of women say a man who talks a lot about his worries, fears, and problems should not really get respect. Also, 12 per cent of men and 2.1 per cent of women agree that a “real man” should have

as many sexual partners as he can. The statement that it is more important for a woman to marry than to have a career is supported by 47 per cent of the surveyed men compared to 28 per cent of women.

Overall, there is relatively limited support for a strictly gendered division of household labor. As few as 15 per cent of men and 12 per cent of women say taking care of children should be only the mother’s responsibility; 9.8 per cent of men and 5.0 per cent of women support the idea that a man should not have to do household chores, and 11 per cent of men and 3.8 per cent of women believe that only the main breadwinner needs to know the household’s financial information.

In an encouraging finding, very few respondents express justification for intimate partner violence. Small proportions of men (3.9 per cent) and women (2.9 per cent) say there are times when a woman deserves to be beaten. Overall, 1.3 per cent of men and 1.2 per cent of women agree that a woman should tolerate violence to keep the family together; 4.0 per cent of men and 0.4 per cent of women agree that men should use violence to get respect if necessary.

Childhood experiences

Nearly all respondents recalled their fathers being involved in at least some domestic work and childcare, although men were more likely than women to report that their fathers had participated in such tasks. The vast majority of men (96 per cent) and women (93 per cent) had fathers who carried out some traditionally “feminine” household tasks during the respondent’s childhood or adolescence. Male and female respondents said most common task done by fathers was cooking (reported by 90 per cent of the surveyed men and women), while over 81 per cent of male and female respondents remembered their fathers doing childcare tasks. Additionally, most respondents had fathers who took responsibility for school-related tasks, such as transporting children to and from school (reported by 87 per cent of men and 83 per cent of women) and helping

them with homework (86 per cent and 81 per cent, respectively). Among the least widespread tasks completed by fathers were washing clothes (mentioned by 67 per cent of men and 57 per cent of women), cleaning the house (mentioned by 85 per cent of men and 75 per cent of women), and cleaning the bath or toilet (mentioned by 75 per cent of men and 54 per cent of women).

At the same time, most respondents felt their mothers had decision-making power in their childhood homes. Over two-thirds of respondents (74 per cent of women and 70 per cent of men) think that in their childhood, their mother was involved in making important decisions, such as spending the family budget on big purchases like a car, a house, or large home appliances.

However, many mothers still experienced violence in the respondents' childhood homes. Psychological violence against mothers was more frequent than physical violence, and daughters noticed it more often than sons (46 per cent compared to 38 per cent). Nearly half of surveyed men (46 per cent) and two in five surveyed women (39 per cent) witnessed domestic violence against their mother at least once. Additionally, 18 per cent of men and 21 per cent of women witnessed their mothers being beaten when they were children.

And half of surveyed men and women experienced violent childhoods, with boys at consistently higher risk of experiencing physical violence at home and at school. Overall, 47 per cent of women and 55 per cent of men experienced domestic violence as children. Physical abuse was more commonly reported than psychological abuse, and boys experienced it more often: 52 per cent of men were physically punished by their family members at least once in childhood compared to 44 per cent of women, while 19 per cent of men and 17 per cent of women had been publicly humiliated by their relatives. Boys also had a greater likelihood of exposure to physical violence at school. Overall, 37 per cent of the surveyed men and 15 per cent of women experienced physical or emotional violence from teachers or peers

in school environments. The most widespread were fights between schoolchildren: 33 per cent of male respondents and 14 per cent of female ones said someone in their school or community was physically violent to them or threatened them with violence at least once. Physically punished by teachers were 9.7 per cent of boys (compared to 2.9 per cent of girls).

Household dynamics

Among Ukrainian families, joint decision-making by spouses is a promising indicator of equitable household dynamics. Respondents in this survey were more likely to identify certain types of decisions as mutual, including decisions about making big purchases (68 per cent of men and women believe they make decisions together) and about contraception (78 per cent of men and 71 per cent of women believe these decisions are mutual). Overall, 73 per cent of the surveyed men and 80 per cent of women think that in their families, women participate in making all of the important decisions that were asked about – and respondents are pleased with this situation: 97 per cent of men and 91 per cent of women are satisfied with decision-making in their family. On the other hand, men are more often convinced that their partners are also satisfied with the situation (96 per cent of men think so), while women are less sure about it (91 per cent of women).

Although nearly all men participate in housework to some extent, differences remain in the types and amounts of work most frequently performed by men and by women. Nearly all men employed in the security sector say they are rather involved in housework – 99 per cent do at least one chore traditionally considered “feminine” at least sometimes. While 96 per cent report cleaning at least sometimes, men are significantly less involved in all the other studied chores compared to women: 91 per cent cook food compared to 100 per cent of women, 84 per cent clean the bathroom/toilet versus 97 per cent of women, and 85 per cent wash clothes versus 100 per cent of women. Women are also more involved in daily work necessary to satisfy the household's basic needs: 100 per cent of women buy household

goods at least sometimes compared to 97 per cent of men, and 92 per cent of women control the weekly budget compared to 84 per cent of men. Instead, men more often do tasks requiring physical strength: 98 per cent of men repair something in the household at least sometimes compared to 51 per cent of women; 84 per cent of men do outdoor household chores compared to 64 per cent of women.

Parenting

Nearly all men participate in parenting activities, but the distribution of duties remains unequal, and most daily childcare chores are done by women. Nearly all the surveyed men who have children (95 per cent) report their involvement in at least some childcare chores for their youngest child; for example, men are most involved in playing and doing leisure activities with children. In addition, many men talk with their children about personal matters, take them to/from school or daycare, help give them a bath, or help with homework. However, the survey findings show that in most cases, many daily childcare activities are performed almost exclusively by women; these duties include feeding and supervising children, changing diapers or clothes, and staying home with the child when he or she is sick.

Even as most parents express disapproval for physical punishment to discipline children, a significant proportion have used some violent or physical means of discipline themselves. In the preceding month, half of parents used some violent methods to discipline their children aged 3 to 14 – such as yelling (53 per cent of male respondents and 60 per cent of female ones) and beating or slapping (24 per cent of the surveyed men and women). About three-quarters (72 per cent) of men and two-thirds (65 per cent) of women feel that parents who are sensitive to their children's feelings and moods often spoil them. Also, 55 per cent of men and women believe the problem with children today is that parents give them too much freedom. Most respondents disapprove of physical punishment to discipline children, though men are slightly more inclined to think that spanking children for misbehavior teaches

them to behave themselves (15 per cent of men and 7.7 per cent of women agree with this statement).

Security sector focus

When it comes to a career in the security sector, female and male employees have different motivations for joining – and although women are more likely to report experiencing negative mental health outcomes, high proportions of both men and women experience these effects. For more than half of men (55 per cent), the main motive to work in the MIA is protecting the country, while women have several major motives: Protecting the country is crucial for 37 per cent of female employees, but 24 per cent name financial security and 19 per cent name family traditions as crucial factors – motives that men mentioned much more rarely. Additionally, the survey found 48 per cent of men and 31 per cent of women have undergone traumatic incidents during their MIA service (for instance, the death of a colleague, being shot at, seeing a corpse, or discharging their weapon against someone). As a result, 37 per cent of these men and 53 per cent of these women had at least one of the listed consequences lately: nightmares, trying hard not to think about the incidents, being alert, feeling detached from people, or feeling guilty.

Gender-inequitable attitudes and norms persist across the security sector, and in some cases, men are twice as likely to hold inequitable views. For example, men are about twice as likely as women to think that MIA units does not need to employ more women (40 per cent versus 21 per cent), and they are half as likely to support an increase in the number of female MIA superiors (19 per cent of men versus 36 per cent of women). Additionally, while 91 per cent of women believe that equally qualified male and female employees will do a job equally well, only 76 per cent of men think so. Just 39 per cent of men say women are physically able to fulfill military or police duties at the same level men do, while 54 per cent of women think so. Men are also less supportive of women fulfilling some professional roles in the sector, such as peacekeepers, generals, or members of

the National Guard of Ukraine. When it comes to workplace discrimination, over one-third of women (38 per cent) agree they and their female colleagues are exposed to numerous forms of discrimination in the security sector compared to 24 per cent of men saying female colleagues experience this. Additionally, most men and women (73 per cent and 85 per cent, respectively) agree the MIA's handling of sexual harassment among the sector employees needs improving.

At the same time, respondents of both genders are quite comfortable working with female colleagues at the same level (85 per cent of men and 86 per cent of women), with female superiors (65 per cent of men and 69 per cent of women), and female subordinates (48 per cent of men and 49 per cent of women). Respondents also show high overall support for women as negotiators or police officers and for women's elevation to middle-ranking officers (i.e., majors to colonels). A vast majority of the surveyed women (74 per cent) say there is a high level of female solidarity in the security sector, and 98 per cent of women and 93 per cent of men believe in equal financial reward for the same work in the MIA system. Equal promotion opportunities for male and female employees are supported by 96 per cent of women and 92 per cent of men. Nearly half of the respondents (47 per cent of the surveyed men and 42 per cent of women) agree that the retirement age for men and women should be the same.

Experience of intimate partner relationships

Surveyed men and women agree: Men in intimate partner relationships expect to be able to exert control over female partners. Overall, 72 per cent of men and 77 per cent of women report at least one form of controlling behavior in their family. This is most often expressed in expecting the woman to agree when the man wants sex (78 per cent of men and 85 per cent of women). Additionally, 76 per cent of men want to know where the partner is all the time, and nearly the same share of women (74 per cent) say the same about their partner; 29 per

cent of men and 20 per cent of women say the male partner does not let the woman wear certain clothes.

Men's controlling behaviors often result in psychological, economic, or physical violence against their partners.

The most frequent is the woman's exposure to psychological violence in her family: 48 per cent of men have committed and 39 per cent of women have experienced it in various forms in their life with their partner. The second prevailing type is economic violence, and women report it more often than men (experienced by 30 per cent of women compared to 18 per cent of men reporting perpetration). Some 17 per cent of women have experienced physical violence by their partner, while 10 per cent of men admit they have done so. Additionally, 11 per cent of women and 3.4 per cent of men reported the man had sex with his partner even when she did not want to.

Both men and women have inequitable attitudes about sexual harassment, although men are generally less likely to acknowledge the problem or agree that solutions are needed.

More than half of surveyed women (58 per cent) report experiencing sexual harassment or sex-related actions in public places, while only one-third of their male colleagues (33 per cent) report committing such actions. In general, both men and women hold attitudes about sexual harassment that blame women and excuse men. For instance, 14 per cent of the surveyed men and 18 per cent of surveyed women say women may provoke harassment by the way they are dressed. However, women are twice as likely as men to agree that a man is unable to control himself after a long period of sexual deprivation (20 per cent of women and 10 per cent of men). The thought that a woman joining the security sector should expect harassment is supported by 11 per cent of men and 4.3 per cent of women. Overall, 81 per cent of men and 94 per cent of women support adopting a law criminalizing sexual harassment or sexual offenses in public places. Furthermore, 58 per cent of men and 68 per cent of women are convinced that domestic violence laws do not guarantee sufficient protection for victims.

Men believe that laws make it too easy for a woman to bring violence charges against a man more often than women believe this (48 per cent compared to 37 per cent).

Health

Respondents also shared a mixed picture of their personal health, including some barriers to seeking formal health care. Some 58 per cent of men and 34 per cent of women report smoking cigarettes daily. Repeated cases of alcohol abuse (at least once a month over the past year) were reported by 26 per cent of men and 7.2 per cent of women. Worryingly, the percentage of those who try to solve their health issues without visiting doctors is 58 per cent for men and 45 per cent for women.

Discussion and recommendations

This special edition of IMAGES, focusing on employees in Ukraine’s National Police, National Guard of Ukraine, and State Border Guard Service of Ukraine, provides valuable information to guide policymakers, sector leaders, and all who seek to achieve gender equality within the country’s security sector.

The report is distinctive in that it provides men’s and women’s responses side by side on a wide variety of topics related to gender equality at home, at work, and in society. A selection of the most important high-level takeaways include:

- **Security sector employees face traumas in the line of duty, but these experiences are not a significant factor in their attitudes and behaviors related to gender.** In answer to a core research question posed by the MIA at the outset of the study, the data show that one’s experience of active combat or proximity to trauma is not the core driver of gender-inequitable behaviors or views. At the same time, many security sector employees have experienced traumatic events in the context of their jobs and share indications of strained mental health, in some cases with gendered patterns.
- **Encouragingly, most workers in the sector, regardless of gender, support equal pay and equal opportunities for men and women.** There are some very encouraging findings,

particularly on men’s support for policies that ensure equality of pay and opportunity among men and women in the sector; these findings can be very useful in further examining human resource policies, campaign development, and awareness-raising efforts. The vast majority – over 90 per cent of men in the study – agree that men and women in the same position should receive equal salaries and that men and women should have equal promotion and advancement opportunities in the security sector.

- **Overall, however, men’s attitudes on gender-related topics are much more restrictive than women’s and raise concerns in many areas.** This conclusion is especially important for a sector that is so male-dominated in its membership. The high proportion of men in the sector means that sector leadership needs to devote serious attention to the attitudes held by men within their workplaces. As the percentages presented throughout this report show, men were more likely than women to agree with nearly every restrictive statement about gender roles and masculinity in the study.

- **The study also detected the use and experience of unwanted sexual advances in public spaces (including, but not limited to, the workplace), as well as discriminatory attitudes related to sexual harassment.** Almost three in five female security sector employees have experienced unwanted sexual advances in public spaces, including but not limited to sexual harassment, and one in three has experienced this within the last 12 months. This refers to experiences that took place in any public location, including but not limited to the workplace. One-third of men reported having carried out sexual advances in public, and 16 per cent of men admitted to engaging in this behavior during the last year.

- **Restrictive ideas about working women and gender roles persist among security sector staff, even as most approve of women working in the sector and as encouraging signs emerge on generational shifts in men’s**

contributions to household work. While men's attitudes about gender roles, masculinity, and femininity are almost always more restrictive than those of women, approximately one-quarter to one-third of surveyed women also held restrictive attitudes on women's domestic and professional roles.

• **An additional area of concern is the high rate of men's controlling behaviors in relationships, as well as sexual harassment in public spaces.** The frequency of controlling behaviors – reported by over 72 per cent of participants – is important to consider. Speaking to their own relationships, 78 per cent of men and 85 per cent of women say men expect their wives to agree to sex when they want it, and 76 per cent of men and 74 per cent of women say men need to know where their female partner is at all times. These experiences undermine women's autonomy and promote expectations of their submission to male partners.

Research on masculinity and gender issues in the Ukrainian security sector clearly shows the need for a roadmap of gender equality policy implementation in the MIA's bodies, with the survey uncovering not only challenges related to professional duties but also the need to implement effective staff-organizing, educational, psychological, and teaching measures to ensure employees consciously approach their work environment with an understanding of human rights, gender equality, mutual respect, and tolerance. There are positive indications that such a roadmap would receive the needed high-level political support and priority.

Based on these findings, members of the working group, responsible for conducting the study have prepared recommendations for further promoting gender equality as a priority in the security sector.

1. INTRODUCTION

1.1. Background

Gender relations are complex – politically, socially, and psychologically – in societies around the world. Ukraine is no exception, facing stereotypes related to gender roles that have been cultivated in society at large and in individual minds. These stereotypes have broad implications at all levels of society: the gender-discriminatory organization of political, economic, and social life; male-dominated community responses to cultural and physiological needs; and individual men exercising control over their partner’s behavior and perpetrating gender-based violence.

The security sector presents additional complexities. As in much of the world, personnel in the Ukrainian security sector undertake difficult duties in extreme conditions – including service in the zone of the Joint Forces Operation (JFO) – that are detrimental to their health and lives. The sector is also traditionally a male-dominated environment, meaning that any examination of gender relations is both complicated and particularly vital.

Within this context, the Ministry of Internal Affairs of Ukraine (MIA) initiated a collaboration involving technical support from UN Women, financial aid from the Governments of Sweden and Norway, and partnership with the US-based nongovernmental organization Promundo-US, the National Academy of Internal Affairs of Ukraine (NAIA), and the Kyiv International Institute of Sociology (KIIS). This groundbreaking collaboration aimed to expand International Men and Gender Equality Survey (IMAGES) research to look specifically at gender relations in the security sector – a sector under particular strain in Ukraine’s current security climate.

This research on masculinities in the security sector was conducted from February 2019 to December 2020, with the goal of helping the MIA to develop and/or update policies promoting gender equality in its bodies, departments

and units. The MIA was particularly interested in the intersections between conflict and gender-based violence: that is, does someone experiencing stress and trauma in the zone of the Joint Forces Operation affect their attitudes and practices related to gender-based violence when they return home? This study infused examination of this question into its analysis of IMAGES data.

1.2. About images

The International Men and Gender Equality Survey (IMAGES) is one of the most comprehensive studies to ever explore men’s practices and attitudes related to gender equality alongside women’s. Using a wide variety of measures, IMAGES questionnaires investigate topics such as gender-based violence, health and health-related practices, household division of labor, men’s participation in caregiving and as fathers, men’s and women’s attitudes about gender and gender-related policies, transactional sex, men’s reports of criminal behavior, and quality of life. The overarching goal of IMAGES is to build understanding of men’s and women’s practices and attitudes related to gender equality to inform, drive, and monitor efforts to promote gender equality, particularly at the government policy level.

IMAGES in Ukraine

This special edition of IMAGES comes approximately three years after the publication of *Masculinity Today*, another report using the IMAGES methodology focused on Ukrainian men’s behaviors, attitudes, and practices related to gender-based violence. The data from the 2018 report and this special edition of IMAGES are not directly comparable due to different methodologies and sample characteristics. However, the 2018 report does provide valuable context on gender-related attitudes and practices in Ukraine that can enhance reading of this report.

*View *Masculinity Today* [in English](#) and [in Ukrainian](#).*

Toward this goal, IMAGES findings have been widely disseminated in multiple countries to inform policy and programming across multiple sectors – including Ukraine (see the textbox). The present study builds on the research experience of IMAGES globally and in Ukraine, with thorough adaptation and revision to reflect the local context and the needs of the MIA, which oversaw the study.

1.3. Ukraine's international obligations and national legislation on gender equality

Gender equality is an effective tool for building a developed, secure, and inclusive society, one that creates the conditions to realize each individual's human rights regardless of their gender. By recognizing their responsibility to improve the lives of each individual and by identifying the problems of gender inequality and discrimination, states assume the responsibility of taking necessary measures to remove barriers and create appropriate conditions for equal rights and opportunities for women, men, boys, and girls.

1.3.1. Ukraine's international legal obligations

Equality between women and men as an international norm was first enshrined in the Universal Declaration of Human Rights (1948),⁶ with the preamble recognizing that “peoples of the United Nations have in this Charter reaffirmed their faith...in the equal rights of men and women” and Article 1 establishing that “all human beings are born free and equal in dignity and rights.” This principle has been included in subsequent United Nations treaties ratified by Ukraine,⁷ in particular:

- **International Covenant on Civil and Political Rights (1973)⁸ and its optional protocols (1991)**, according to which Ukraine agrees to ensure the equal rights of men and women to enjoy all civil and political rights enshrined in the covenant.
- **International Covenant on Social, Economic and Cultural Rights (1973)⁹**, according to which Ukraine undertakes ensuring equal rights for men and women to enjoy the economic, social, and cultural rights provided therein.

- **Convention on the Elimination of All Forms of Discrimination Against Women (1980)¹⁰ and its optional protocol (2003)**,¹¹ committing Ukraine to take measures to prevent discrimination (i.e., “any distinction, exclusion or restriction made on the basis of sex...in the political, economic, social, cultural, civil or any other field”).

- **Beijing Declaration and Platform for Action (1995)**,¹² which aims to improve women's position by actively involving them in all spheres of public and private life by ensuring women's full and equal participation in economic, social, cultural, and political decision-making.

- **United Nations Security Council Resolution 1325 on Women, Peace and Security (2000)**,¹³ the first Security Council resolution to emphasize the importance of women's equal and full participation in peacebuilding and peacekeeping (in particular, gender mainstreaming in peacekeeping missions and operations; ensuring that the specific needs of women and girls, their experiences, and their prospects are taken into account in political, legal, and social decisions; and protecting women and girls from sexual violence and other forms of violence during conflict). Nine related resolutions had been adopted by the end of 2020: **Resolution 1820 (2008)**, which condemns violence as an instrument of war; **Resolution 1888 (2009)**, which authorizes peacekeeping missions to protect women and girls from sexual violence related to armed conflict; **Resolution 1889 (2009)** on the participation of women at all stages of peace processes;

6 United Nations. (1948). Universal Declaration of Human Rights. <https://www.un.org/en/universal-declaration-human-rights/>

7 The year in parentheses indicates the year of ratification in Ukraine.

8 International Covenant on Civil and Political Rights and Its Optional Protocols (1973). https://zakon.rada.gov.ua/laws/show/995_043

9 International Covenant on Social, Economic and Cultural Rights (1973). https://zakon.rada.gov.ua/laws/show/995_042#Text

10 UN Convention on the Elimination of All Forms of Discrimination Against Women (1980). https://zakon.rada.gov.ua/laws/show/995_207#Text

11 Optional Protocol to the Convention on the Elimination of All Forms of Discrimination Against Women (2003). https://zakon.rada.gov.ua/laws/show/995_794#Text

12 Beijing Declaration and Platform for Action (1995). https://zakon.rada.gov.ua/laws/show/995_507

13 United Nations Security Council Resolution 1325 (2000). https://zakon.rada.gov.ua/laws/show/995_669#Text

Resolution 1960 (2010), which reiterates its call for an end to sexual violence in armed conflict; **Resolution 2106 (2013)**, which recognizes that conflict-related sexual violence also affects men and boys; **Resolution 2122 (2013)** on the empowerment of women in all phases of conflict prevention, resolution, and recovery; **Resolution 2242 (2015)** on the 15th anniversary of the empowerment of women's role in peacebuilding processes; **Resolution 2467 (2019)** on justice, accountability, and the survivor-centered approach in addressing conflict-related sexual violence; and Resolution 2493 (2019) on the introduction of precise references to the “full, equal and meaningful” participation of women.

- **2030 Agenda for Sustainable Development**,¹⁴ adopted by world leaders in 2015 with its 17 Sustainable Development Goals. Ukraine nationalized all of these goals in 2019¹⁵ and provided its first voluntary national report on its progress in 2020.¹⁶

- Ukraine has also ratified all major **International Labour Organization conventions**, such as

14 See the Sustainable Development Goals in Ukraine website, <http://sdg.org.ua/>

15 Decree of the President of Ukraine No. 722: On Sustainable Development Goals of Ukraine for the Period Until 2030 (2019). <https://www.president.gov.ua/documents/7222019-29825>

16 Department of Economic Strategy and Macroeconomic Forecasting, Ministry for Development of Economy, Trade and Agriculture of Ukraine. (n.d.). Sustainable Development Goals: Voluntary national review. https://mof.gov.ua/storage/files/26295VNR_2020_Ukraine_Report.pdf

17 Convention on Equal Remuneration for Men and Women Workers for Work of Equal Value, No. 100 (1956). https://zakon.rada.gov.ua/laws/show/993_002#Text

18 Maternity Protection Convention, No. 103 (1956). https://zakon.rada.gov.ua/laws/show/993_122#Text

19 Convention on Discrimination in Respect of Employment and Occupation, No. 111 (1961). https://zakon.rada.gov.ua/laws/show/993_161#Text

20 Convention on Equal Treatment and Equal Opportunities for Men and Women Workers: Workers With Family Responsibilities, No. 156 (1999). https://zakon.rada.gov.ua/laws/show/993_010#Text

21 Convention for the Protection of Human Rights and Fundamental Freedoms (1997). https://zakon.rada.gov.ua/laws/show/995_004.#Text

22 European Social Charter (2006). https://zakon.rada.gov.ua/laws/show/994_062#Text

23 Council of Europe Convention on Preventing and Combating Violence Against Women and Domestic Violence (signed in 2011, entered into force 2014). <https://www.coe.int/en/web/conventions/full-list/-/conventions/treaty/210>

the Convention on Equal Remuneration for Men and Women Workers for Work of Equal Value (1956),¹⁷ Maternity Protection Convention (1956),¹⁸ Convention on Discrimination in Respect of Employment and Occupation (1961),¹⁹ and Workers with Family Responsibilities Convention (1999).²⁰

Additionally, Ukraine joined the Council of Europe in 1995, and a number of its regulatory legal acts govern the protection of human rights, equal rights, and equal opportunities and have played an important role in Ukraine:

- **Convention for the Protection of Human Rights and Fundamental Freedoms and its protocols (1997)**,²¹ based on the Universal Declaration of Human Rights, serves as the basis of international human rights regulations in European countries. This convention's entry into force helped establish institutions with the primary purpose of monitoring the observance of rights guaranteed by the convention. (This responsibility was subsequently transferred to the European Court of Human Rights in 1998.)

- **European Social Charter (2006)**,²² which enshrines the right to equal remuneration for men and women for work of equal value and also equal rights for workers with family responsibilities, including the opportunity for both parents to receive parental leave for childcare.

- **Council of Europe Convention on Preventing and Combating Violence Against Women and Domestic Violence (Istanbul Convention, (2011))**,²³ which entered into force in 2014 and targets protection, prevention, legal liability, and the development of strategies to combat domestic violence and violence against women. Ukraine signed, but did not ratify, the Istanbul Convention in 2011. According to Ukraine's draft action plan for implementing its Human Rights Strategy (2021-2023), national legislation to ratify the Istanbul Convention is expected to be submitted to the government in early 2021.

- **Association Agreement Between Ukraine, on the One Part, and the European Union, the European Atomic Energy Community and Its Member States, on the Other Part (2014),²⁴** provides for Ukraine's implementation of measures to ensure equal employment opportunities for men and women in areas such as education, training, and economic and social activities, as well as in decision-making processes.

In terms of the security and defense sectors, the North Atlantic Treaty Organization (NATO) plays a significant role in Ukraine's implementation of gender equality policies. As a NATO partner, Ukraine is pursuing the "Gender Perspectives" goal (G0013)²⁵ within the cooperative framework to implement NATO's Partnership for Peace. Within this context, Ukraine approved the **Annual National Program Under the Auspices of the NATO-Ukraine Commission for 2020.**²⁶ Program Goal 1.3.5 is that "women and men in the security and defense sector of Ukraine enjoy equal rights and opportunities," including by creating equal

access to processes and resources for women and men; by incorporating gender issues into training and retraining systems for security and defense personnel; and by creating an infrastructure within the security and defense sector that meets the needs of women, men, and their families.

Ukraine joined a number of initiatives in 2020 to express the political will for advancing gender equality and empowering women. In September 2020, Ukraine gained official status of a **member of the Biarritz Partnership**²⁷, which aims to strengthen G7 countries' responsibility and consolidate other countries' efforts to achieve equality between women and men.²⁸ By joining the partnership, Ukraine has committed to developing a barrier-free public space, friendly to families with children and low-mobility groups; teaching children the principles of equality between women and men; preventing violence; reducing the pay gap between women and men; and creating more significant opportunities for men to care for children.²⁹ In December 2020, Ukraine joined the Equal Pay International Coalition³⁰, the international initiative led by the International Labour Organization, UN Women, and the Organisation for Economic Cooperation and Development to promote equal pay for work of equal value.³¹

1.3.2. National legislation and sectoral regulations

In general, Ukraine has a developed legal framework to ensure equal rights and opportunities for women, men, boys, and girls. Ukraine considers equality between men and women to be an important state policy priority to ensure the country's sustainable, democratic development, and equality is enshrined in **Article 24 of the Constitution of Ukraine:** "There shall be no privileges or restrictions on the grounds of race, color, political, religious or other beliefs, sex, ethnic and social origin, property status, place of residence, language or other grounds. Equality of women's and men's rights is ensured by providing equal opportunities for women and men in socio-political and cultural activities, education and training, work and its remuneration".³² Key Ukrainian laws related to gender equity include:

24 Association Agreement Between Ukraine, on the One Part, and the European Union, the European Atomic Energy Community and Its Member States, on the Other Part (2014). https://zakon.rada.gov.ua/laws/show/984_011#Text

25 NATO-Ukraine Partnership Goal G0013 "Gender Perspectives" is one of the partnership goals between Ukraine and the North Atlantic Treaty Organization (NATO) in the framework of the Partnership for Peace Planning and Review Process. See: Partnership for Peace Planning and Review Process (2014, November 5). https://www.nato.int/cps/en/natohq/topics_68277.htm

26 Presidential Decree "On the Annual National Program Under the Auspices of the NATO-Ukraine Commission for 2020" (2020). <https://zakon.rada.gov.ua/laws/show/203/2020%23Text#Text>

27 Ukraine has become a full member of the Biarritz Partnership. <https://www.president.gov.ua/news/ukrayina-stala-povno-pravnoyu-uchasniceyu-partnerstva-biarric-63521>

28 Empower Women. (2019). Annex for the Biarritz Partnership on Gender Equality. <https://www.empowerwomen.org/en/resources/documents/2020/03/annex-for-the-biarritz-partnership-on-gender-equality-27032650?lang=en>

29 Ministry of Foreign Affairs of Ukraine. (2020, September 12). Dmytro Kuleba on joining the Biarritz Partnership: Ukraine is committed to protecting human rights and combating discrimination. <https://mfa.gov.ua/news/dmitro-kuleba-pro-priyednannya-do-partnerstva-biarric-ukrayina-viddana-zahistu-prav-lyudini-ta-borotbi-z-diskriminaciveyu>

30 Ministry of Social Policy of Ukraine. (2020, December 10). The Government of Ukraine has become a member of the Equal Pay International Coalition (EPIC). <https://www.kmu.gov.ua/news/uryad-ukrayini-nabuv-chlenstva-u-mizhnarodnij-koalitsiyi-za-rivnu-oplatu-praci-epic>

31 Equal Pay International Coalition. (n.d.). Members. Accessed January 22, 2021, from <https://www.equalpayinternationalcoalition.org/members/?search=&order=DESC&memberType=Government>

- **“On Ensuring Equal Rights and Opportunities for Women and Men” (2005)**,³³ which aims to achieve parity for women and men in all spheres of society. Article 1 defines equal rights as “no gender restrictions or privileges” and equal opportunities as “equal conditions for the realization of equal rights for women and men.”
- **“On Principles of Preventing and Combating Discrimination in Ukraine” (2014)**,³⁴ which prohibits discrimination, in particular on the grounds of sex.
- **“On Preventing and Combating Domestic Violence” (2017)**,³⁵ which clearly defines all types of domestic violence, establishes the principles of preventing and combating it, and outlines the main directions for state policy in this field, intended to protect victims.

- **“On Amendments to the Criminal and Criminal Procedure Codes of Ukraine in Order to Implement the Provisions of the Council of Europe Convention on Preventing and Combating Violence Against Women and Domestic Violence” (2017)**,³⁶ which establishes criminal responsibility for committing domestic violence (Articles 126-1).

Ukraine has also adopted a number of national, regional, and sectoral plans to meet international obligations and national legislation. The main national policies in the field of gender equality and women’s empowerment include:

- **National Human Rights Strategy (2021)**³⁷;
- **State Social Program on Ensuring Equal Rights and Opportunities for Women and Men for the period until 2021 (2018)**³⁸;
- **National Action Plan for the Implementation of the Recommendations set out in the Concluding Observations of the UN Committee on the Elimination of Discrimination against Women in the eighth periodic report of Ukraine on the implementation of the Convention on the Elimination of All Forms of Discrimination against Women until 2021” (2018)**³⁹;
- **State Social Program for Prevention and Counteraction to Domestic Violence and Gender-Based Violence for the period up to 2025 (2021)**⁴⁰.

The second **National Action Plan for Implementing UN Security Council Resolution 1325 through 2025 (2020)**⁴¹ includes several areas of responsibility for state institutions on mainstreaming gender into the peace and security agenda. This includes ensuring men’s and women’s equal participation in decision-making in the security and defense sector, creating a gender-sensitive system for identifying, preventing, and responding to security threats, ensuring the process of post-conflict recovery, development and implementation of the transitional justice system based on the principles of ensuring equal rights and opportunities for women and men, providing protection against gender-based violence, sexual violence in conflict, ensuring the developed institutional

32 Constitution of Ukraine (1996). <https://zakon.rada.gov.ua/laws/show/%20%20254k/96-bp#Text>

33 Law “On Ensuring Equal Rights and Opportunities for Women and Men” (2005). <https://zakon.rada.gov.ua/laws/show/2866-15#Text>

34 Law “On Principles of Preventing and Combating Discrimination in Ukraine” (2014). <https://zakon.rada.gov.ua/laws/show/5207-17#Text>

35 Law “On Preventing and Combating Domestic Violence” (2017). <https://zakon.rada.gov.ua/laws/show/2229-19>

36 Law “On Amendments to the Criminal and Criminal Procedure Codes of Ukraine in Order to Implement the Provisions of the Council of Europe Convention on Preventing and Combating Violence Against Women and Domestic Violence” (2017). <https://zakon.rada.gov.ua/laws/show/2227-19#Text>

37 Decree of the President of Ukraine “On Approval of the National Human Rights Strategy” (2021). <https://www.president.gov.ua/documents/1192021-37537?fbclid=IwAR2xskwIE7wVrwJOR-J7e8uohffqe6o2QqdYgC11BbmYBoGOn5lg4y8XFxm>

38 Decree of the Cabinet of Ministers of Ukraine “On Approval of the State Social Program on Ensuring Equal Rights and Opportunities for Women and Men for the period until 2021” (2018). <https://zakon.rada.gov.ua/laws/show/273-2018-%D0%BF#Text>

39 Order of the Cabinet of Ministers of Ukraine “On Approval of the National Action Plan for the Implementation of the Recommendations set out in the Concluding Observations of the UN Committee on the Elimination of Discrimination against Women in the eighth periodic report of Ukraine on the implementation of the Convention on the Elimination of All Forms of Discrimination against Women until 2021» (2018). <https://www.kmu.gov.ua/npas/pro-go-planu-dij-z-vikonannya-rekomo-zhinok-do-vosmoyi-periodichnoyi-dopovidi-ukrayini-pro-vikonannya-konvenciyi-pro-likvidaciyu-vsikh-form-diskriminaciyi-shchodo-zhinok-na-period-do-2021-roku>

40 Decree of the Cabinet of Ministers of Ukraine “State Social Program for Prevention and Counteraction to Domestic Violence and Gender-Based Violence for the period up to 2025” (2021). <https://zakon.rada.gov.ua/laws/show/145-2021-%D0%BF#Text>

41 Order of the Cabinet of Ministers of Ukraine “On Adoption of the National Action Plan for Implementation of UN Security Council Resolution 1325 on Women, Peace and Security for the Period Until 2025” (2020). <https://www.kmu.gov.ua/npas/pro-zatverdzhennya-nacionalnogo-a1544r>

capacity of the National Plan actors for the effective implementation of the Women, Peace, Security agenda.

It is important to emphasize that legally entrenching gender-mainstreaming provisions into the security and defense sector has meant gender has become an integral part of the strategy to strengthen the country's defense capabilities and to ensure good governance in security institutions. Also worthy of note, there have been positive developments in recent years related to gender mainstreaming in the security sector. For example, a 2017 gender impact assessment of Ukraine's security and defense sector informed the MIA's first **sectoral action plan for implementing the national action plan on**

Resolution 1325. In April 2019, the MIA adopted an updated version of the **sectoral action plan for implementing the gender policy through 2021**,⁴² which consolidated the tasks of three regulatory legal acts.⁴³

The MIA also includes a gender approach in its roadmaps, plans, and strategic documents. For example, the principles of equal rights and opportunities for women and men are enshrined in the strategic priorities of the **Strategy for the Development of the System of the Ministry of Internal Affairs of Ukraine Until 2020 (2017)**.⁴⁴ Other departmental legal documents to strengthen women's role and develop mechanisms to respond to and prevent discrimination or sexual harassment in the workplace include:

42 Action Plan of the Ministry of Internal Affairs for the Implementation of Gender Policy for the Period Until 2021 (2019, April 26). https://mvs.gov.ua/upload/file/plan_1325_18.04.2019%20%D0%BE%D1%81%D1%82%D0%B0%D0%BD%D0%BD%D1%96%D0%B9%20%D0%B7%D0%B0%D1%82%D0%B2.%20%D0%BD.%20%E2%84%96%20330%20%D0%B2%D1%96%D0%B4%2026.04.19.docx

43 National Action Plan for the Implementation of UN Security Council Resolution 1325 "Women, Peace, Security" Until 2020 (as amended in 2018); State Social Program for Equal Rights and Opportunities for Women and Men Until 2021 (2018); National Action Plan to Implement the Recommendations Set Out in the Concluding Observations of the UN Committee on the Elimination of Discrimination Against Women to the Eighth Periodic Report of Ukraine on the Implementation of the Convention on the Elimination of All Forms of Discrimination Against Women Until 2021 (2018).

44 These include the introduction of a comprehensive gender approach to human resources-development policy, observance and protection of human rights, and improvement of organizational mechanisms to ensure the implementation of gender policy in the activities of the MIA system; Strategy for the Development of the System of the Ministry of Internal Affairs of Ukraine Until 2020 (2017). <https://zakon.rada.gov.ua/laws/show/1023-2017-%D1%80#Text>

45 Order of the Commander of the National Guard of Ukraine (no. 911) "On Approval of the Instruction on Measures to Control Citizens' Appeals, Which Contain Information on Discrimination on the Grounds of Sex and Sexual Harassment in the National Guard of Ukraine" (2017).

46 Order of the Ministry of Internal Affairs of Ukraine "On Approval of the Procedure for Conducting Internal Investigations in the National Guard of Ukraine" (2020). <https://zakon.rada.gov.ua/laws/show/z0473-20>; this Order (No. 347) is dated April 21, 2020, and stipulates that the cases of discrimination or sexual harassment in the National Guard of Ukraine are subject to internal investigation that shall be conducted with the assistance of gender integration specialists to support gender mainstreaming in the bodies of military administration.

47 Order of the Ministry of Internal Affairs "On Approval of the Regulations on the Organization of Testing the Level of Physical Fitness of Candidates Accepted for Service in the National Police of Ukraine" (2016, with amendments as of 2018). <https://zakon.rada.gov.ua/laws/show/z0306-16#Text>; these amendments set unified physical fitness eligibility standards for candidates of higher education institutions of the MIA, regardless of their gender.

- "On Approval of the Instruction on Measures to Control Citizens' Appeals, Which Contain Information on Discrimination on the Grounds of Sex and Sexual Harassment in the National Guard of Ukraine" (order of the National Guard of Ukraine commander, 2017)⁴⁵.

- "On Approval of the Procedure for Conducting Internal Investigations in the National Guard of Ukraine" (registered with the Ministry of Justice, 2020)⁴⁶.

- Amendments to the "Regulations on the Organization of Physical Fitness Testing of Candidates Accepted for Service in the National Police of Ukraine" (amendments approved by the MIA in 2018)⁴⁷.

1.4. Overview

This report consists of an introduction, presenting the study's methodology and characteristics of the sample; seven sections, detailing report findings by topic (gender attitudes, childhood experiences, household dynamics, parenting, security-sector topics, intimate partner relationships, and health); a discussion section – authored by Promundo-US – examining the meaning and potential implications of the findings; a list of recommendations by authors of this report – to help translate the IMAGES findings into policy and practice.

2. RESEARCH METHODOLOGY

IMAGES is a comprehensive global survey developed by Promundo and the International Center for Research on Women that measures attitudes and behaviour on a wide variety of topics related to gender equality. IMAGES data, among others, provides insights on men's use of, and women's experience of, intimate partner violence, men's and women's participation in caregiving, and their reactions to the global gender equality issues. The IMAGES questionnaire includes questions from the World Health Organization international study on violence against women, Demographic and Health Surveys (DHS), the Gender Equitable Men (GEM) Scale, and other questions on men's attitudes and practices related to gender equality. The questionnaire has been adapted across contexts and applied in more than 40 countries around the world – while maintaining its core set of comparable questions – to ensure its cultural acceptability and relevance.

For the present study, the IMAGES questionnaire and the study design were specifically adapted and agreed upon by the representatives of the study partners to address the gender-equality concerns of employees in Ukraine's security sector.

2.1. Survey sample and questionnaire

The survey was conducted in six administrative regions of Ukraine: Zakarpatska Oblast in the west; Kyivska Oblast and the City of Kyiv in the center; Kharkivska, Donetska, and Luhanska oblasts in the East; and Odeska Oblast in the south. The sample (1,595 people) was divided equally among three MIA services: the National Police of Ukraine, the National Guard of Ukraine, and the State Border Guard Service of Ukraine. To ensure the minimum necessary representation of women in the sample, a quota was applied of at least 10 per cent of the sample.

Overall, the survey involved 1,595 respondents (1,354 men and 241 women police and military personnel). The study was conducted among

employees of the three services: National Police, the State Border Guard Service of Ukraine and the National Guard of Ukraine, with MIA representatives choosing both the departments/military units from which to draw respondents and the respondents themselves. Respondents included:

- Those currently serving in the Joint Forces Operation (JFO) zone: 500 respondents, 439 (88 per cent) men and 61 (12 per cent) women;
- Those who had returned to regular service after the JFO: 522 respondents, 469 (90 per cent) men and 53 (10 per cent) women;
- Those with no JFO experience: 573 respondents, 446 (78 per cent) men and 127 (22 per cent) women.

The research instruments were based on the IMAGES questionnaires, with the questionnaires for both men and women adapted for Ukraine and its security sector and translated into Ukrainian.

2.2. Data collection, ethics, and analysis

Professionals from the NAIA and skilled interviewers from KIIS collected data in October and November 2019, with fieldwork involving 29 interviewers. Data collection began with contacting the management of the selected units/departments and agreeing on the survey date and time. Then, the survey was conducted via individual interviews at respondents' workplaces (with maximum privacy), and participants could choose to answer the Ukrainian- or Russian-language questionnaire. Security sector workers with no JFO service experience were interviewed using tablets. Those involved in the JFO and those who had returned from the JFO service were interviewed via paper questionnaires, and their answers were transferred to the electronic table. Some sensitive questions on intimate partner violence were self-administered in a separate questionnaire;

each respondent filled in a short questionnaire individually, put it in a blank envelope, and sealed it. All survey data have been anonymous.

Considering the sensitivity of many of the survey questions, great attention was paid to ethics in the study preparation. Each survey participant received a brochure with information on the study and their rights as a participant, as well as answers to frequently asked questions on the study. Participants also received an information card with a hotline number for their MIA service and a national hotline to receive psychological advice, including on violence-related issues; these numbers were provided by the nongovernmental organization La Strada Ukraine. Additionally, the study received initial ethical oversight and guidance from the Ethics Commission of the International Center for Research on Women's institutional review board. However, due to the complexities of scheduling fieldwork within an active conflict zone, the decision was made to commence data collection prior to the Commission's final approval of the full study protocol and methodology. Even though the study went forward without Commission approval, the authors remain confident in the full safety of all study participants and in the primacy of ethical considerations at every stage of data collection.

Statistical analysis was carried out using the SPSS 18 statistical package (Chicago, IL: SPSS Inc.). All calculations were based on the collected answers, and the significance threshold for p values was set at 0.05. Where necessary, answers were combined or recoded or new variables were calculated based on the collected data.

48 According to the Law of Ukraine «On the peculiarities of state policy to ensure the state sovereignty of Ukraine in the temporarily occupied territories in Donetsk and Luhansk regions». URL: <https://zakon.rada.gov.ua/laws/show/2268-19?find=1&text=%D0%B7%D0%B1%D1%80%D0%BE%D0%B9#Text>

2.3. Limitations

This study is not based on a representative sample but was instead designed to reach members of the security sector from three branches, including those who had never been to the Joint Forces Operation (JFO) zone, who had previously been in the JFO zone, or who were currently in the JFO zone. To limit any perceived national security concerns, data about the quantity of the universe of participants and their location were not available to the entire study team. Access to these populations was also limited by an armed aggression of the Russian Federation against Ukraine⁴⁸, which created security concerns for the research team and limited the availability of some potential participants. The MIA and NAIA were responsible for selecting participants and accessing them.

Another limitation related to the profile of the included sample was that all respondents were employees of the security sector, and the interviews in the JFO zone were conducted also by the employees of the sector (primarily psychologists). Due to the hierarchical nature of the security sector, the voluntary nature of participation may have been questioned by participants; however, interviewers were trained in research ethics, interviewees were provided with the information letters on participants' rights, and all participants were informed of their rights verbally before initiating data collection.

Due to the sensitive nature of the study topics, privacy was a major component of the study protocol and the data collection training to promote a greater atmosphere of trust and sincerity. However, the study team cannot guarantee the veracity of all responses, and there may have been underreporting on certain sensitive questions, particularly regarding the use of violence.

3. FINDINGS

This section presents the in-depth findings from the IMAGES study in the Ukrainian security sector, divided into eight sub-topics: sample characteristics, gender attitudes, childhood experiences, household dynamics, parenting, security sector focus, experiences of intimate partner relationships, and health.

3.1. Sample characteristics

3.1.1. Sociodemographic information

Overall, 1,595 respondents were surveyed: 1,354 men (85 per cent of the sample) and 241 women (15 per cent). Looking more closely at the participants' demographic data (Table 3.1a), several notable trends emerge related to gender:

- **AGE:** Women respondents were generally older than men – an average age of 33 versus 30 – with significant gender differences in age distribution. For example, 30 per cent of men were in the 18-24 group versus 17 per cent of women, and 46 per cent of men were 25 to 34 versus 34 per cent of women. At the same time, greater proportions of women were in the older age groups (for the 35-49 group, 47 per cent of women and 24 per cent of men; for age 50-plus, 21 per cent of women and 1.3 per cent of men).

- **EDUCATION:** A significantly greater proportion of male respondents had elementary, secondary, or vocational education (graduated from vocational schools or lyceums) – 25 per cent compared to 5.0 per cent of women. At the same time, significantly more female respondents attained higher-level degrees – 66 per cent compared to 40 per cent of men. No significant gender differences existed for specialized secondary education (15 per cent of men and women) and undergraduate degrees (20 per cent of men and 14 per cent of women).

- **FINANCIAL SITUATION AND INCOME:** No substantial differences in financial situation were found between men and women: 24 per cent of men and 20 per cent of women said they lack the money to meet their basic needs (e.g., food and clothing). However, a significantly greater proportion of men are their own main source of income (60 per cent compared to 41 per cent of women). Correspondingly, only 3.3 per cent of men named their spouse as the main source of income, while 19 per cent of women did so. Additionally, a significantly greater proportion of women said they and their spouses are equal sources of income in their households (31 per cent compared to 20 per cent of men). Men were more likely to say their parents cover their needs (14 per cent versus 7.5 per cent of women), which may be due to a higher proportion of younger men across the sample, in particular those aged 18 to 34.

Table 3.1a. General sociodemographic characteristics of the sample

	National Police % (n)		National Guard of Ukraine % (n)		State Border Guard Service of Ukraine % (n)		Total % (n)	
	Men	Women	Men	Women	Men	Women	Men	Women
Overall Proportion of Sample	86.1 (551)	13.9 (89)	85.1 (440)	14.9 (77)	82.9 (363)	17.1 (75)	84.9 (1354)	15.1 (241)
Age								
18–24	12.5 (69)	12.4 (11)	51.4 (226)	22.1 (17)	29.8 (108)	18.7 (14)	29.8 (403)	17.4 (42)
25–34	52.7 (290)	40.4 (36)	38.9 (171)	24.7 (19)	42.4 (154)	34.7 (26)	45.5 (615)	33.6 (81)
35–49	33.6 (185)	46.1 (41)	8.9 (39)	49.4 (38)	25.9 (94)	45.3 (34)	23.5 (318)	46.9 (113)
50+	1.1 (6)	1.1 (1)	0.9 (4)	3.9 (3)	1.9 (7)	1.3 (1)	1.3 (17)	2.1 (5)
Education								
Primary to vocational (vocational school, lyceum)	12.0 (66)	1.1 (1)	42.4 (186)	11.7 (9)	23.0 (83)	2.7 (2)	24.8 (335)	5.0 (12)
Specialized secondary education	8.9 (49)	4.5 (4)	18.9 (83)	20.8 (16)	21.1 (76)	20.3 (15)	15.4 (208)	14.6 (35)
Basic higher education (bachelor’s degree)	20.9 (115)	10.1 (9)	17.5 (77)	22.1 (17)	19.7 (71)	10.8 (8)	19.5 (263)	14.2 (34)
University degree (master’s degree)	58.2 (320)	84.3 (75)	21.2 (93)	45.5 (35)	36.3 (131)	66.2 (49)	40.3 (544)	66.3 (159)
Financial Situation								
Unable to meet basic needs	30.8 (163)	20.7 (18)	18.6 (78)	17.3 (13)	19.1 (67)	23.3 (17)	23.7 (308)	20.4 (48)

Able to meet basic needs	69.2 (367)	79.3 (69)	81.4 (341)	82.7 (62)	80.9 (283)	76.7 (56)	76.3 (991)	79.6 (187)
Main Source of Income								
Respondent	62.8 (345)	43.8 (39)	58.0 (244)	42.1 (32)	59.4 (214)	35.1 (26)	60.4 (803)	40.6 (97)
Spouse	4.6 (25)	11.2 (10)	2.1 (9)	22.4 (17)	2.8 (10)	24.3 (18)	3.3 (44)	18.8 (45)
Respondent and spouse equally	23.7 (130)	36.0 (32)	13.1 (55)	25.0 (19)	22.5 (81)	29.7 (22)	20.0 (266)	30.5 (73)
Parents	6.7 (37)	4.5 (4)	25.4 (107)	9.2 (7)	11.9 (43)	9.5 (7)	14.1 (187)	7.5 (18)
Other relatives	0.5 (3)	2.2 (2)	0.2 (1)	0.0 (0)	0.6 (2)	0.0 (0)	0.5 (6)	0.8 (2)
Government support	0.2 (1)	0.0 (0)	0.0 (0)	0.0 (0)	0.0 (0)	0.0 (0)	0.1 (1)	0.0 (0)
Other	1.5 (8)	2.2 (2)	1.2 (5)	1.3 (1)	2.8 (10)	1.4 (1)	1.7 (23)	1.7 (4)

3.1.2. Basic job information

Analysis by rank generally found no statistically significant differences in the studied groups: 54 per cent of male respondents and 55 per cent of female respondents were privates and sergeants, 32 per cent of men and 32 per cent of women ranked from junior lieutenant to captain, and 14 per cent of men and 13 per cent of women were mid-level officers (major to colonel).

3.1.3. Stress and support

Men and women generally reported similar experiences of handling stressful situations and receiving family support for their work (**Table 3.1b**). An overwhelming majority of both men (87 per cent) and women (91 per cent) said their families support their career aspirations in the security sector (the difference being statistically insignificant). At the same time, men more

often reported family members complaining that they work too much – 57 per cent compared to 42 per cent of female respondents' families. A majority of female respondents said they felt respected most of the time in the preceding week – with more women agreeing (54 per cent) than men (43 per cent) – and 31 per cent of men and 23 per cent of women had thought about quitting their job in the security sector at least once a week in the past month.

Some differences do exist in handling work-related stress. In particular, 32 per cent of female respondents feel stressed or dispirited because of insufficient income versus 37 per cent of men. However, male respondents are less frequently stressed because of having to balance their jobs and household chores (34 per cent of men compared to 38 per cent of women).

Table 3.1b. Respondents who agreed or strongly agreed with statements on stress and support

	National Police % (n)		National Guard of Ukraine % (n)		State Border Guard Service of Ukraine % (n)		Total % (n)	
	Men	Women	Men	Women	Men	Women	Men	Women
Family Support								
My family supports my career aspirations in the security sector	85.8 (466)	93.1 (81)	84.9 (366)	84.2 (64)	90.8 (324)	94.7 (71)	86.9 (1,156)	90.8 (216)
My family complains that I work too much	68.3 (369)	47.7 (41)	49.4 (206)	44.0 (33)	50.0 (173)	33.8 (25)	57.4 (748)	42.1 (99)
Feelings of Being Valued in the Past Week								
Felt like your inputs and opinions mattered	21.8 (116)	25.0 (22)	22.5 (93)	25.0 (19)	24.1 (84)	32.0 (24)	22.7 (293)	27.2 (65)
Felt respected	39.4 (208)	53.5 (46)	45.9 (194)	48.1 (37)	43.3 (153)	60.3 (44)	42.6 (555)	53.8 (127)
Work-Related Stress								
I am frequently stressed or depressed due to not having enough income	39.6 (215)	34.5 (30)	32.6 (140)	27.6 (21)	37.1 (132)	33.8 (25)	36.7 (487)	32.1 (76)
I am frequently stressed by trying to balance my work and home responsibilities	37.9 (206)	47.2 (42)	31.7 (134)	30.3 (23)	31.6 (112)	33.3 (25)	34.2 (452)	37.5 (90)
Thoughts of Leaving the Security Sector in the Past Month								
Frequently (at least once a week)	33.4 (180)	23.5 (20)	32.5 (136)	22.4 (17)	26.9 (95)	23.3 (17)	31.4 (411)	23.1 (54)
Rarely (at most only once or twice)	66.6 (359)	76.5 (65)	67.5 (282)	77.6 (59)	73.1 (258)	76.7 (56)	68.6 (899)	76.9 (180)

3.1.4. Marital status and partner characteristics

Analysis of the data on respondents' marital status and relationship history generally shows no statistically significant differences. However, there are gender differences in terms of marriage or cohabitation experience: 80 per cent of female respondents and 66 per cent of male respondents reported this (Table 3.1c), which may be linked to the older mean age of the surveyed women. Additionally, there are statistically significant differences between the surveyed men and women with marriage experience in terms of their partner's employment. A considerably greater proportion of women reported their partner had a paid job (being employed or self-employed) – 93 per cent compared to 65 per cent of the surveyed men – and the majority of survey respondents named the male partner as the main wage earner in the couple (54 per

cent of male respondents and 55 per cent of female respondents reporting this).

A substantially larger proportion of female respondents had a partner employed in the security sector (52 per cent compared to 22 per cent of male respondents). Of respondents with partners employed in the security sector, 49 per cent of the surveyed men's partners were privates or sergeants versus 26 per cent of the surveyed women's partners; 26 per cent of male respondents had a partner ranked junior lieutenant to captain compared to 37 per cent of female respondents. Additionally, more surveyed women reported their partner was ranked from major to colonel (35 per cent compared to only 7.3 per cent of men's partners). Meanwhile, more surveyed men had a partner employed in the support services (17 per cent compared to 1.8 per cent of women).

Table 3.1c. Respondents' distribution by marital status and relationship history

	National Police % (n)		National Guard of Ukraine % (n)		State Border Guard Service of Ukraine % (n)		Total % (n)	
	Men	Women	Men	Women	Men	Women	Men	Women
Relationship Status History								
Currently married or cohabitating	73.7 (396)	53.9 (48)	46.7 (200)	57.9 (44)	56.6 (201)	63.4 (45)	60.4 (797)	58.1 (137)
Ever married or cohabitated	79.8 (439)	79.8 (71)	50.7 (220)	81.8 (63)	62.7 (227)	77.3 (58)	65.8 (886)	79.0 (192)
Child Marriage								
The wife was under 18 at the time of marriage	1.9 (8)	0.0 (0)	3.8 (8)	0.0 (0)	1.4 (3)	2.4 (1)	2.3 (19)	0.6 (1)
	Mean	SD	Mean	SD	Mean	SD	Mean	SD
Man's age at first marriage	23.6	24.9	23.0	24.9	23.9	26.3	24.0	25.2

Woman's age at first marriage	22.7	22.1	21.8	21.5	22.5	22.9	22.5	22.1
Age difference between husband and wife at first marriage	1.9	2.8	1.2	3.4	1.4	3.4	1.6	3.1

3.2. Gender attitudes

This section discusses respondents' attitudes on gender equality, gender norms, balancing professional and domestic responsibilities, masculinity and femininity, violence against women, and the rights of men and women in marriage and divorce.

3.2.1. Gender equality in society

The majority of security sector employees – approximately 65 per cent – support strengthening policies to provide equal rights and possibilities for men and women in Ukrainian society (Figure 3.2a). At the same time, however, a significant proportion of both male and

female respondents believe misconceptions and stereotypes concerning gender equality: For example, 37 per cent of the surveyed men and 30 per cent of the surveyed women believe that men should have priority when employment possibilities are scarce. Over one-quarter of the surveyed men (29 per cent) and women (26 per cent) feel the concept of “gender” refers to women and sexual minorities, and 16 per cent of men and 11 per cent of women think that expanding women's rights means limiting men's rights. Thus, while most security sector employees surveyed agree that it is important to ensure gender equality, they sometimes do not fully understand this principle.

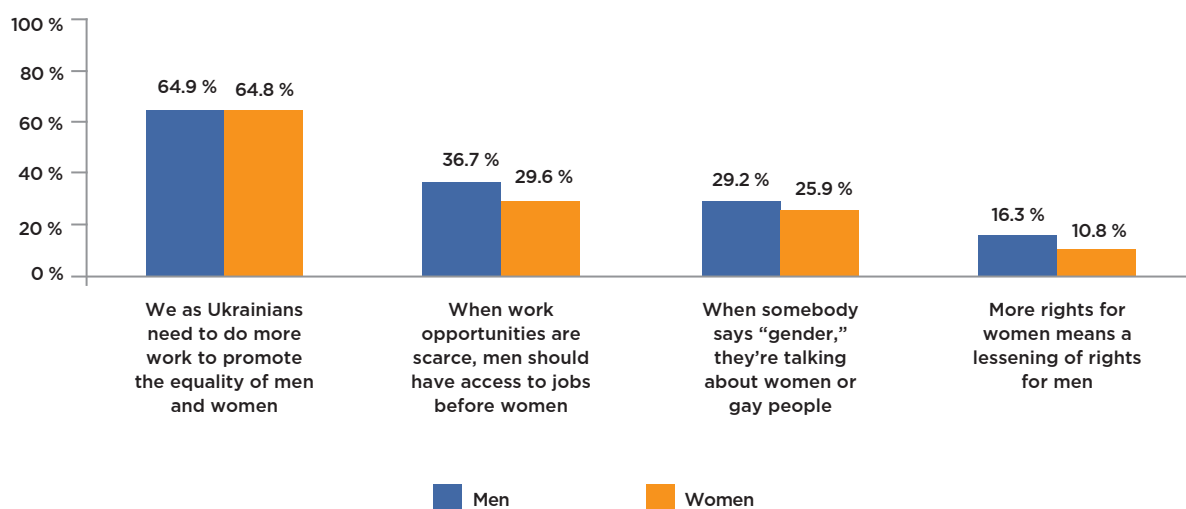


Figure 3.2a. Percentage of surveyed men and women who agreed or strongly agreed with statements on gender equality issues

3.2.2. Rigid gender roles

“Attitudes on gender roles” refers to expectations for men’s and women’s respective roles in society (particularly in terms of paid work and household duties), as well as to the corresponding expectations on the qualities and behaviors deemed proper for men or women. Strictly defined gender roles support gender inequality, as they limit one’s aspirations and opportunities for fulfillment in different fields. The survey

found that men are more likely to demonstrate support for established gender roles and men’s dominant status. In particular, over half of men (56 per cent) feel that a man should have the final word about decisions in the home, while only 26 per cent of women agree (Figure 3.2b). Additionally, 48 per cent of men and only 23 per cent of women say it is better for everyone if the man earns money and the woman only takes care of the home and children.

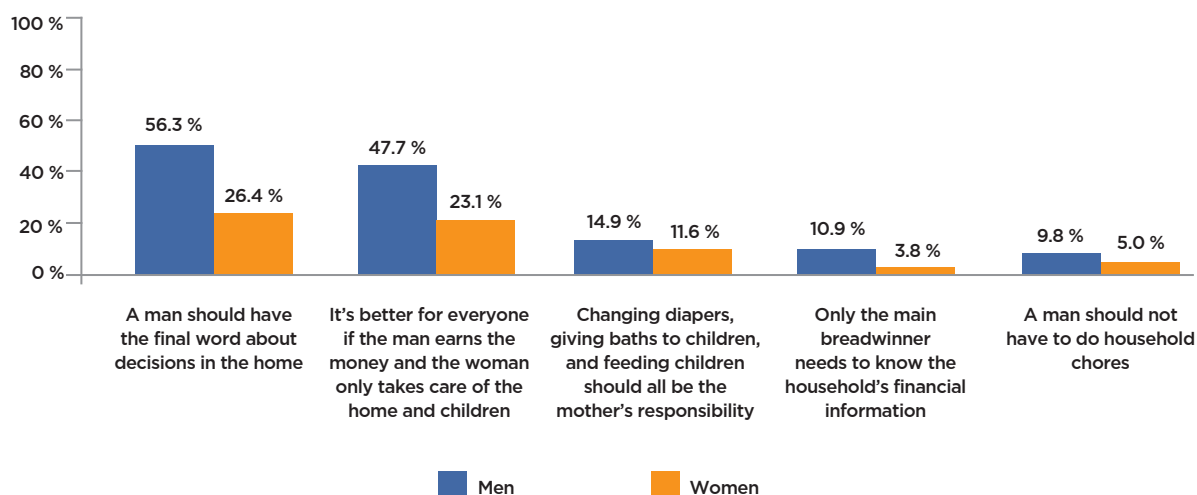


Figure 3.2b. Percentage of surveyed men and women who agreed or strongly agreed with statements on rigid gender roles

3.2.3. Violence against women

The vast majority of respondents – male and female – consider violence against women unacceptable: Just 4.0 per cent of men and 0.4 per cent of women say that men should use violence to gain respect if necessary, 3.9 per cent of men and 2.9 per cent of women say there are times a woman deserves to be beaten, and 1.3 per cent of men and 1.2 per cent of women agree that a woman should tolerate violence to keep the family together.

3.2.4. Masculinity and femininity

“Masculinity” refers to roles, behavioral patterns, and features within a specific society considered to be characteristic of or desirable for men and related to the idea of being “a real man.” Similarly, “femininity” refers to ideas surrounding the roles, behaviors, and features considered to be generally acceptable for women and related to femininity in society. Social understandings

of masculinity and femininity significantly influence people’s lives, often in harmful ways. For example, World Health Organization research in Europe has found that conceptions of masculinity and femininity, as well as socially defined gender roles, have enormous influence on men’s and women’s health. In particular, masculinity is connected to risky and health-harming behavior (e.g., smoking, unhealthy diet, alcohol use, and risky sexual behavior), and the breadwinner role and long work hours are factors in illnesses and health conditions such as high blood pressure, chronic backache, and heart attacks.⁴⁹ Ideas of men’s superiority and dominance are related to the use of violence (in particular, against women

49 World Health Organization. (2018). The health and well-being of men in the WHO European Region: Better health through a gender approach. World Health Organization Regional Office for Europe. <https://www.euro.who.int/en/publications/abstracts/the-health-and-well-being-of-men-in-the-who-european-region-better-health-through-a-gender-approach-2018>

and girls), as violence in the traditional masculinity model can be seen as an acceptable way of maintaining one's status.⁵⁰ Ideas on masculinity may also lead to intolerance and discriminatory practices; believing that sexist or intolerant actions or views are part of "being a man" can spark injustice and violence.

Among security sector employees in Ukraine, twice the proportion of men versus women agree that a gay man is not a "real man" (70 per

cent versus 35 per cent); 15 per cent of men versus 6.4 per cent of women say that a man who talks a lot about his worries, fears, and problems should not be respected. Additionally, 12 per cent of men and 2.1 per cent of women say a real man should have as many sexual partners as he can (Figure 3.2c). In terms of female roles and femininity, a far greater proportion of men also agree that it is more important for a woman to marry than to have a career (48 per cent versus 28 per cent). However, a greater proportion of women than men (22 per cent versus 17 per cent) say it is a woman's responsibility to avoid pregnancy, with the difference being statistically insignificant at $p < 0.05$.

50 UN Women. (2016). Self-learning booklet: Understanding masculinities and violence against women and girls. https://trainingcentre.unwomen.org/RESOURCES_LIBRARY/Resources_Centre/masculinities%20booklet%20.pdf

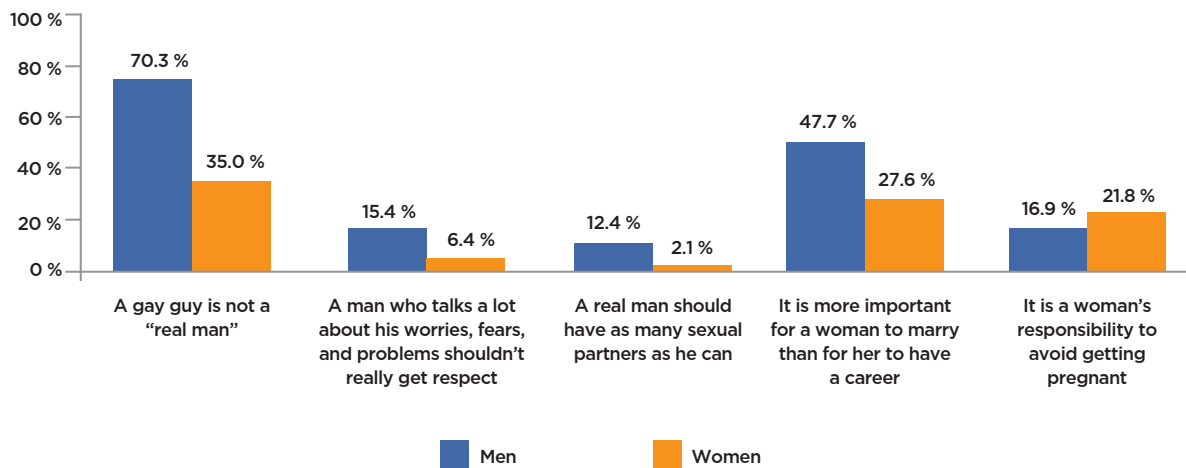


Figure 3.2c. Percentage of surveyed men and women who agreed or strongly agreed with statements on expectations for men and women

3.2.5. Marriage and divorce

Surveyed men and women hold similar views on marriage and divorce, with around nine in ten agreeing that men and women should share custody of the children equally after divorce (difference insignificant at $p < 0.05$; **Figure 3.2d**). Additionally, 12 per cent of men and 9.7 per cent of women believe that a wife should not have friends of the opposite sex, while 7.9 per cent of men and 13 per cent of women feel a husband should not have friends of the opposite sex. Just 4.3 per cent of men and 2.9 per cent of women say that a man should not marry a woman who is older than him, and 3.3 per cent of men and 2.9 per cent of women say that a

man should not marry a woman who is more educated than he is.

Answers to similar questions on this topic also varied among the National Police, the National Guard of Ukraine, and the State Border Guard Service of Ukraine. For example, men in the National Guard of Ukraine held the strongest beliefs in established gender roles compared to their counterparts from the other services: a man should have the final word about decisions in the home (62 per cent); it is better for everyone if the man earns the money and the woman only takes care of the home and children (55 per cent); and a man should not have to do household chores (11 per cent).

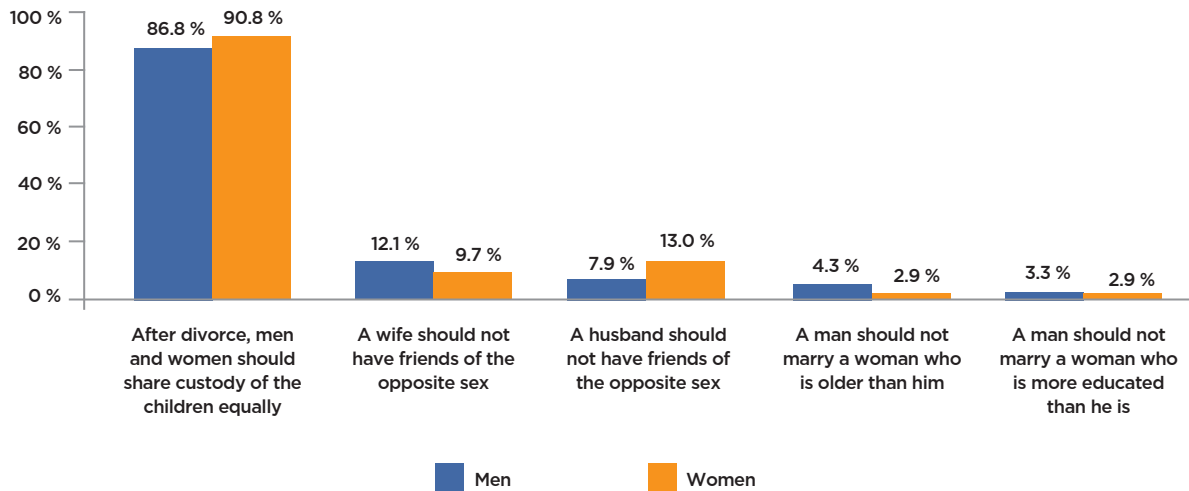


Figure 3.2d. Percentage of surveyed men and women who agreed or strongly agreed with statements on marriage and divorce

3.3. Childhood experiences

Childhood is an important period for gender socialization, when a person starts actively learning behavior patterns by copying and adopting their loved ones' behaviors. A child gains their first look at a "typical" man and "typical" woman from their family, as well as learns from family members' ideas on men's and women's roles in society and on the importance of cultural norms and requirements. It is in the family that children form stereotypes on gender roles, actualize these roles, and adopt ideas on what is considered appropriate behavior for that family and society - which translates to practicing this behavior in adulthood. Of note, some of the survey questions refer to respondents' childhood experiences of role distribution in their families and some to witnessing or experiencing violence in childhood.

3.3.1. Father's involvement in housework and household decision-making

The surveyed men more often report that in their childhood or adolescence, their father (or another man raising them) had ever performed traditionally "feminine" household chores: cooking, cleaning the house, cleaning the bathroom/toilet, or washing clothes. Notably, this proportion exceeds 90 per cent in both groups (96 per cent of men and 93 per cent of women). The chore that men were most likely to report seeing their father (or another man raising them) doing at least sometimes was buying household goods and the least widespread was washing clothes (**Figure 3.3a**).

A substantial proportion of respondents (70 per cent of men and 74 per cent of women; difference insignificant at $p < 0.05$) say their mother was involved in making important decisions in their childhood, such as on making large purchases like a car, house, or large home appliances. Additionally, 24 per cent of men and 32 per cent of women say their mother had the final word on such decisions; 29 per cent of men and 24 per cent of women said it was their father (difference insignificant at $p < 0.05$).

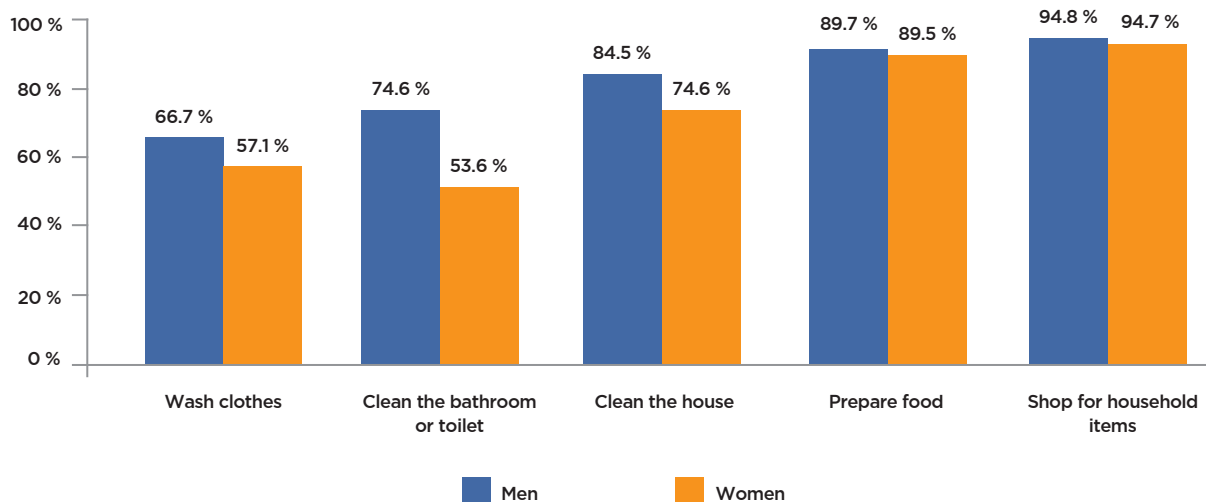


Figure 3.3a. Percentage of men and women who reported their father (or another man raising them) had done the household chore sometimes, often, or very often in their childhood

3.3.2. Childhood experiences of adverse events

Childhood experiences of violence are closely related to numerous negative consequences in adulthood, such as alcohol abuse, suicidal tendencies, and other high-risk behaviors.⁵¹ Research also shows that witnessing acts of violence against the mother or experiencing violence in childhood is linked with an increased probability of experiencing or using violence later in life.⁵²

Among respondents, 46 per cent of men and 39 per cent of women say their mother (or the woman who raised them) experienced some form of violence at least once in their childhood (**Figure 3.3b**). Psychological violence was more frequently observed, with more women reporting this than men (46 per cent versus 38 per cent).

Overall, 55 per cent of men and 47 per cent of women were themselves the victims of physical or emotional violence in childhood. Alongside

the higher likelihood of victimization, men were more likely to report experiencing physical violence: 52 per cent of men say they were physically punished by their family members at least once in their childhood compared to 44 per cent of women, while 19 per cent of men and 17 per cent of women had been publicly humiliated by their relatives.

Men were much more likely than women to report experiencing violence in school as children: 9.7 per cent of men were beaten or physically punished by a teacher at least once compared to 2.9 per cent of women. School-based or neighborhood experiences of violence were much more widespread: 33 per cent of men and 14 per cent of women say someone in their school or community was physically violent to them or threatened them with violence at least once. Overall, 37 per cent of the surveyed men and 15 per cent of the women were exposed to physical or emotional violence at school or in the community (**Figure 3.3c**).

51 World Health Organization. (2018). Adverse childhood experiences and health-harming behaviours among students in Ukraine. http://www.euro.who.int/_data/assets/pdf_file/0004/370390/ace-ukraine-eng.pdf?ua=1

52 O'Leary, K. D., Tintle, N., Bromet, E. J., & Gluzman, S. F. (2008). Descriptive epidemiology of intimate partner aggression in Ukraine. *Social Psychiatry and Psychiatric Epidemiology*, 43(8), 619–626.

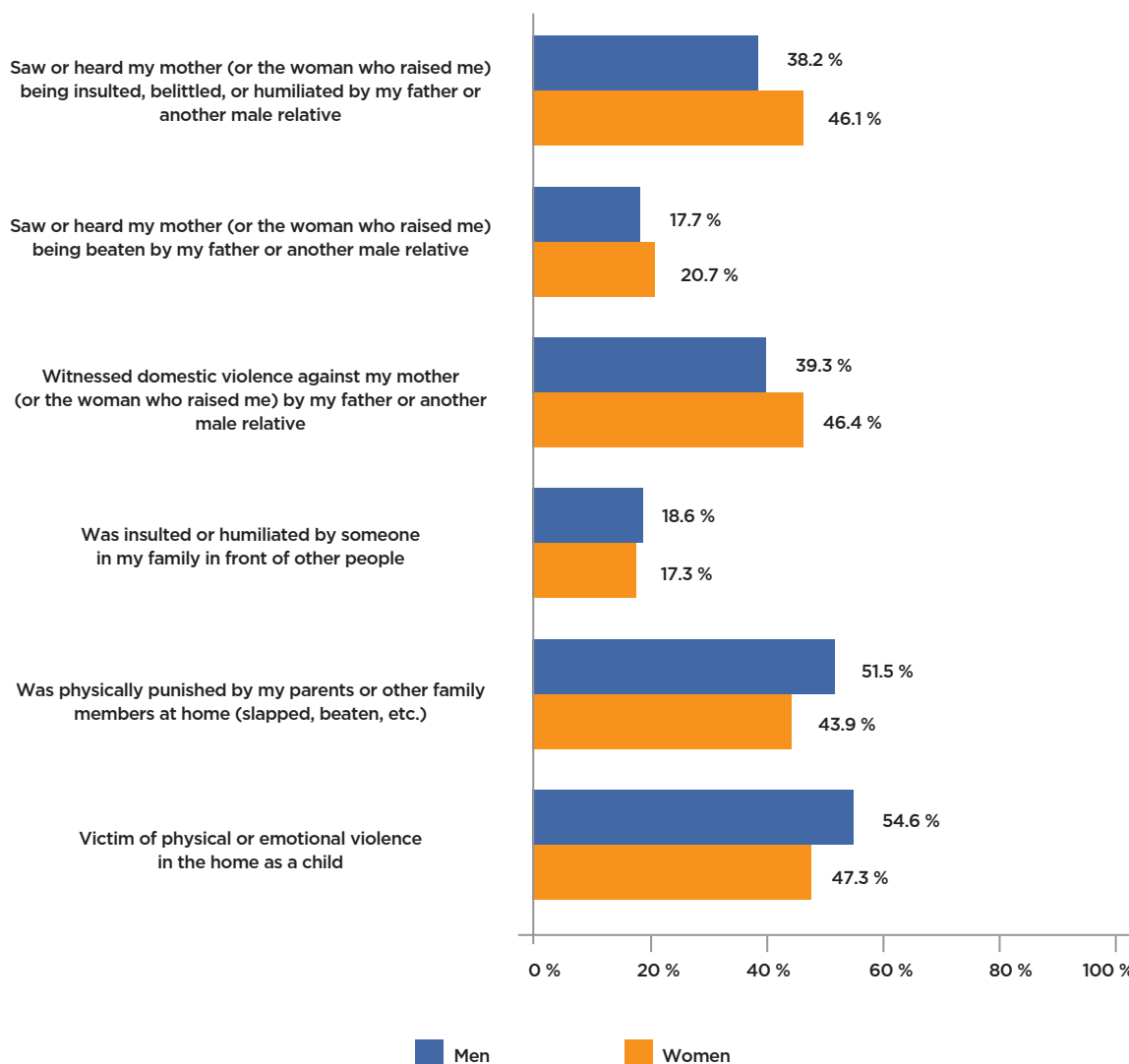


Figure 3.3b. Percentage of male and female respondents who witnessed violence against their mother (or the woman who raised them) or experienced domestic violence at least once in their childhood

The survey also explored exposure to adverse events among men and women across security agencies (Table 3.3a). In their childhood, a notable proportion of men and women in the National Police witnessed domestic violence against their mothers or the woman who raised them (43 per cent and 45 per cent, respectively). Such experience is also reported by 55 per cent of the surveyed women in the National Guard of Ukraine. Additionally, future employees of the National Police (54 per cent) and the State Border Guard Service of Ukraine (55 per cent) were physically punished by parents or family

members in their childhood. Women employed in the security sector also experienced physical punishment in their families (about 43 per cent of respondents). The respondents were less often humiliated and beaten in school environments, yet over one-third of respondents from every sector experienced these forms of violence: 39 per cent of National Police, 38 per cent of Border Guard, and 35 per cent of National Guard of Ukraine employees. Overall, women were significantly less exposed to violence in their domestic and school environments (15 per cent).

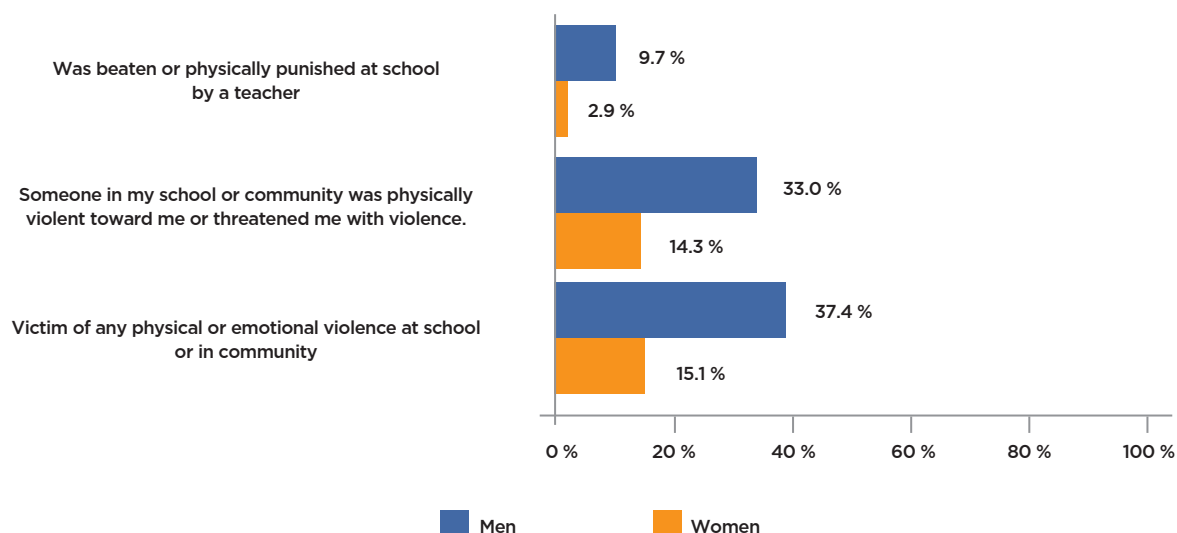


Figure 3.3c. Percentage of the surveyed men and women who had been victims of physical violence at school or in the community at least once in their childhood

Table 3.3a. Percentage of respondents reporting they ever experienced specific adverse events and violence in childhood within families and communities (by service)

	National Police				National Guard of Ukraine				State Border Guard Service of Ukraine			
	Men		Women		Men		Women		Men		Women	
	%	n	%	n	%	n	%	n	%	n	%	n
Saw or heard my mother (or the woman who raised me) being insulted, belittled, or humiliated by my father or another male relative	41.7	218	44.7	38	34.2	140	54.7	41	37.5	132	38.9	28
Saw or heard my mother (or the woman who raised me) being beaten by my father or another male relative	17.9	95	17.2	15	17.2	71	27.6	21	18.2	64	17.6	13
Witnessed domestic violence against my mother (or the woman who raised me) by my father or another male relative	42.5	223	44.7	38	35.6	146	54.7	41	39.0	138	39.7	29

	National Police				National Guard of Ukraine				State Border Guard Service of Ukraine			
	Men		Women		Men		Women		Men		Women	
	%	n	%	n	%	n	%	n	%	n	%	n
Was insulted or humiliated by someone in my family in front of other people	19.5	104	21.6	19	17.5	73	16.0	12	18.8	67	13.5	10
Was physically punished by my parents or other family members at home (slapped, beaten, etc.)	54.2	286	43.2	38	44.6	186	45.3	34	55.4	199	43.2	32
Victim of physical or emotional violence in the home as a child	57.1	302	47.7	42	47.8	199	49.3	37	58.9	211	44.6	33
Was beaten or physically punished at school by a teacher	9.9	53	4.6	4	11.8	50	1.3	1	7.0	25	2.7	2
Someone in my school or community was physically violent toward me or threatened me with violence	35.6	190	15.9	14	28.8	122	15.6	12	34.2	122	11.0	8
Victim of any physical or emotional violence at school or in community	38.9	207	17.0	15	35.3	149	15.6	12	37.6	134	12.3	9

3.4. Household dynamics

Gendered aspects of relationships impact a number of family functions, such as decision-making, doing chores, and parenting. Studying the distribution of tasks, feelings about joint decision-making, and the delegation of tasks to a particular family member helps form a fuller picture of family relationships.

3.4.1. Decision-making in the household

Security sector employees mostly report joint decision-making in their families. Respondents of both genders say they make joint decisions with their partner on using contraception (78 per cent of men and 71 per cent of women) and spending money on large investments (68 per cent of men and women) (Figure 3.4a). However, women more often report making

decisions on purchasing food and clothing: 43 per cent of women say they decide on buying food compared to just 23 per cent of men saying wives perform this work; similarly, 39 per cent of women said wives decide on purchasing clothing compared to 20 per cent of men saying this. In these areas, men were more likely than women to say these were joint decisions.

In all three security sectors, respondents agree that they make joint decisions with their spouse on large investments - and that they are satisfied with the division of household decision-making (97 per cent of men and 91 per cent of women in the National Police, 97 per cent of men and 95 per cent of women in the National Guard of Ukraine, and 96 per cent of men and 86 per cent of women in the State Border Guard Service) (Table 3.4a).

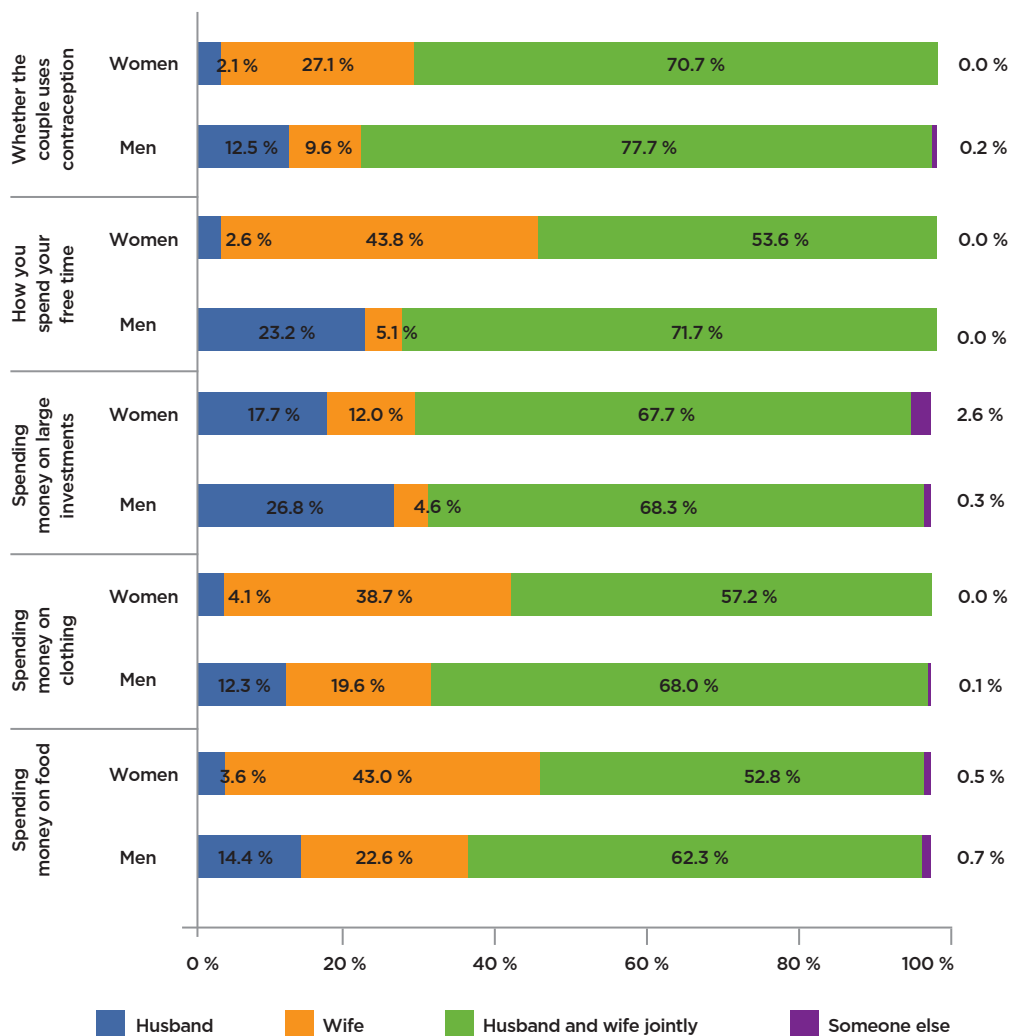


Figure 3.4a. Percentage distribution of men's and women's answers to the question asking who has/had the final say on particular decisions in their current/most recent marriage

Table 3.4a. Ever-married respondents who agreed or strongly agreed with statements on participation in household decision making (by sector)

	National Police				National Guard of Ukraine				State Border Guard Service of Ukraine			
	Men		Women		Men		Women		Men		Women	
	%	n	%	n	%	n	%	n	%	n	%	n
Woman or couple jointly decides on large investments	72.2	317	78.6	55	71.6	159	81.3	52	75.4	175	79.3	46
Respondent is satisfied with the division of household decision-making	96.5	419	91.4	64	97.2	211	95.2	60	95.6	218	86.2	50
Partner is satisfied with the division of household decision-making	94.4	407	88.4	61	98.1	210	96.6	57	95.1	213	88.3	53

3.4.2. Distribution of household work

Respondents reported men’s involvement in a range of domestic work. Specifically, 99 per cent of the surveyed men say that they perform traditionally “feminine” housework such as washing clothes, cleaning, or preparing food

at least sometimes (**Figure 3.4b**). The task men are most likely to do is cleaning the kitchen or sitting rooms (mentioned by 96 per cent of men), while cooking (91 per cent), washing clothes (85 per cent), and cleaning the bathroom or toilet (85 per cent) are less common.

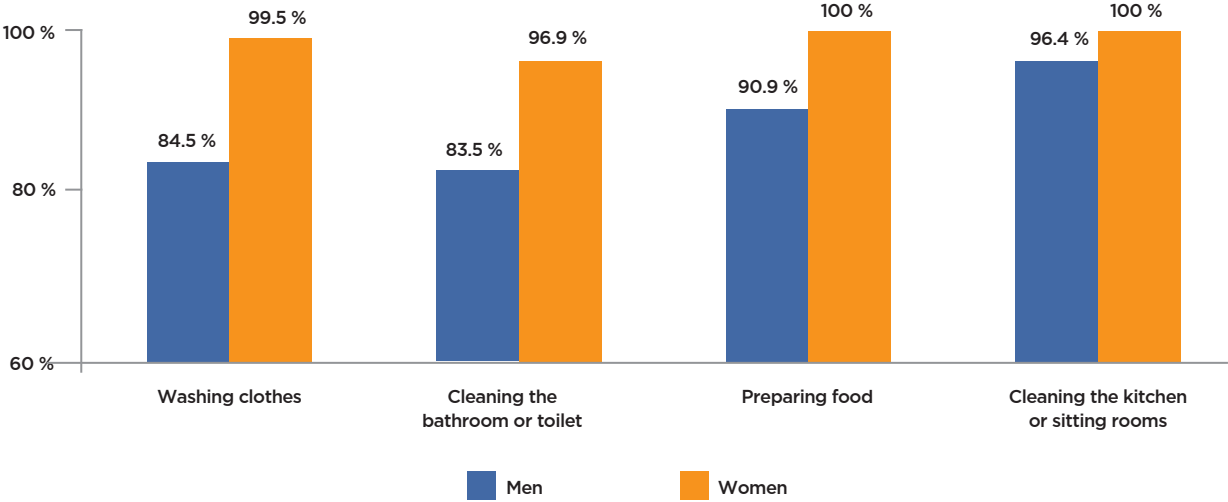


Figure 3.4b. Percentage distribution of male and female respondents reporting they do/did “feminine” chores sometimes, often, or very often in their current or most recent marriage

Involvement in other household chores differs for men and women (**Figure 3.4c**). All women (100 per cent) reported they buy household goods at least sometimes, and 92 per cent control the family's weekly budget; 97 per cent and 84 per cent of men, respectively, reported they perform these tasks. Men are much more likely to perform

repairs in the home (98 per cent of men versus 51 per cent of women) and yard work⁵³ (84 per cent of men versus 64 per cent of women).

⁵³ This analysis includes only those respondents who said they have some outdoor space for their household (n=785 for men and n=143 for women).

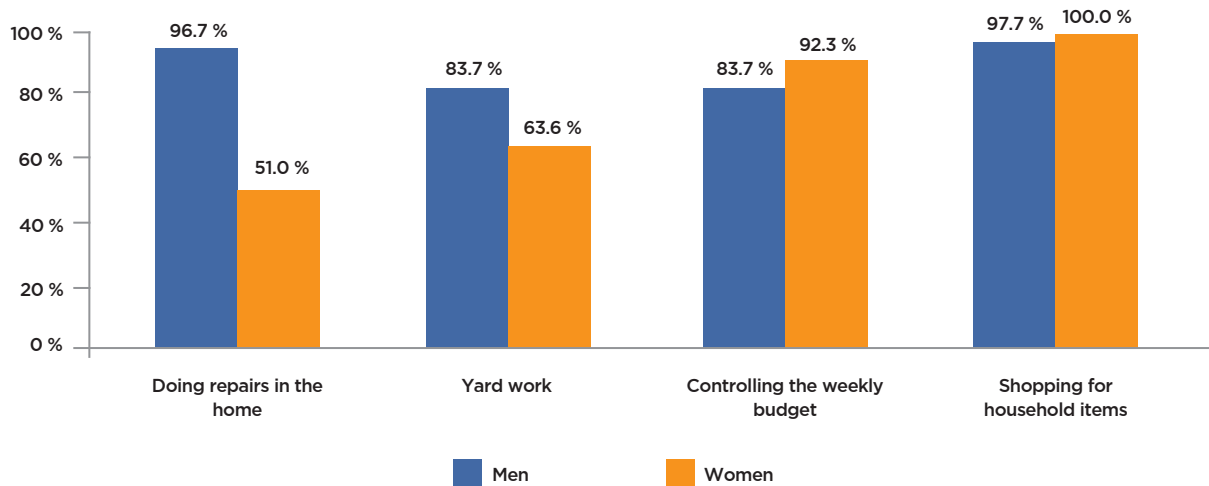


Figure 3.4c. Percentage of male and female respondents reporting they do/did commonly male-dominated chores sometimes, often, or very often in their current or most recent marriage

The vast majority of men from all three services report being involved in housework at least sometimes: 99 per cent of men in the National Police and the National Guard of Ukraine and 100 per cent of men in the State Border Guard Service. Their most prevalent domestic activity is house cleaning – mentioned by 96 per cent of men in the National Police and the National Guard of Ukraine and 97 per cent in the State Border Guard Service of Ukraine – with no significant differences among the three MIA services. All the women (100 per cent) serving in the National Police, National Guard of Ukraine, and State Border Guard Service of Ukraine buy household items, and 94 per cent, 94 per cent, and 89 per cent, respectively, control the family's weekly budget.

3.5. Parenting

Parents are responsible for all facets of their children's care, from their physical and emotional development to their learning and preparation for independent living. Nearly half of male respondents (47 per cent) and two-thirds of female respondents (64 per cent) reported having children. (See **Table 3.5a** for more detailed parenthood-status data by service).

Table 3.5a. Parenthood (by service)

	National Police				National Guard of Ukraine				State Border Guard Service of Ukraine			
	Men		Women		Men		Women		Men		Women	
	%	n	%	n	%	n	%	n	%	n	%	n
Parenting status												
Have children (among full sample)	62.8	345	67.4	60	29.0	127	62.3	48	45.9	166	60.0	45
Have children still living in the home (among those with any children)	83.7	287	83.3	50	78.4	98	83.3	40	80	132	91.1	41
Have children aged 3 to 14 (among those with any children)	74.3	255	76.7	46	65.4	83	66.7	32	74.7	124	84.4	38

3.5.1. Birth and early childhood

Among respondents with children, approximately one-fourth of male respondents (24 per cent) and one-fifth of female respondents (19 per cent) report the man was in the room at the time of the female partner’s delivery of

their most recent child; 30 per cent of men and 33 per cent of women reported the man was nearby, in another room of the medical institution (Figure 3.5a). Thus, approximately half of men were in the room or nearby when their most recent child was born.

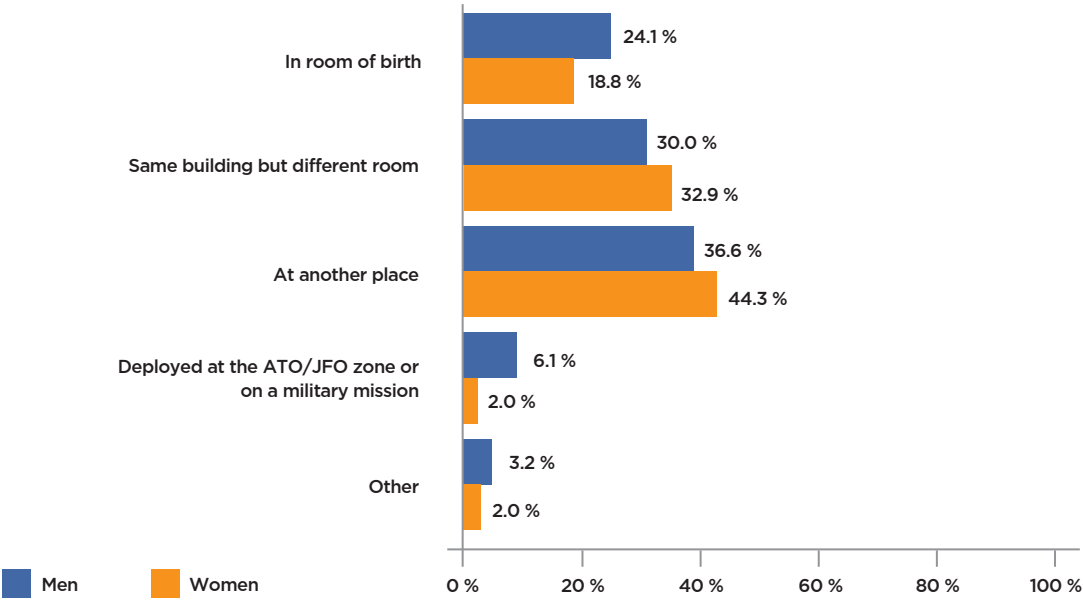


Figure 3.5a. Percentage distribution of where the man was at the time of the most recent child's delivery

According to the male respondents, approximately one-third of male partners in the National Guard of Ukraine (30 per cent), one-fourth in the State Border Guard Service of Ukraine (26 per cent), and one-fifth in the National Police (21 per cent) reported they were

in the room for the birth of their most recent child. Comparatively, 13 per cent of women in the National Guard of Ukraine, 16 per cent in the State Border Guard Service, and 25 per cent in the National Police reported their male partner was in the room for the birth (Table 3.5b).



Table 3.5b. Father’s presence for the birth of the most recent child (by service)

	National Police				National Guard of Ukraine				State Border Guard Service			
	Men		Women		Men		Women		Men		Women	
	%	n	%	n	%	n	%	n	%	n	%	n
In room of birth	20.6	69	25.4	15	30.4	38	13.0	6	26.4	43	15.9	7
Same building but different room	33.4	112	35.6	21	24.8	31	28.3	13	27.0	44	34.1	15
At another place	34.3	115	33.9	20	35.2	44	54.3	25	42.3	69	47.7	21
Deployed at the JFO zone or on a military mission	7.5	25	3.4	2	5.6	7	2.2	1	3.7	6	0.0	0
Other	4.2	14	1.7	1	4.0	5	2.2	1	0.6	1	2.3	1

Current Ukrainian law provides pregnancy and postnatal leave only to women, and additional paid leave for men in connection with the birth of a child was introduced in 2021⁵⁴. The survey

found that between 40 per cent and 58 per cent of fathers took leave after the child was born (**Table 3.5c**). Data from the three agencies show that the vast majority of respondents support men's right to at least ten days of paid paternity leave, with the lowest percentage approving this policy idea being 90 per cent of women in the National Guard of Ukraine⁵⁵.

54 Additional paid leave for men in connection with the birth of a child has been introduced in 2021. Law of Ukraine On Amendments to Certain Legislative Acts of Ukraine Concerning Ensuring Equal Opportunities for Mothers and Fathers in Child Care. URL: <https://zakon.rada.gov.ua/laws/show/1401-IX#Text> (accessed on 09.06.2021).

55 The study was conducted prior to the adoption of the new Law in Ukraine mentioned above.

Table 3.5c. Men's time off after birth and attitudes on paternity leave (by service)

	National Police				National Guard of Ukraine				State Border Guard Service of Ukraine			
	Men		Women		Men		Women		Men		Women	
	%	n	%	n	%	n	%	n	%	n	%	N
Father took some leave or time off from work	40.1	121	44.9	22	42.3	47	31.1	14	54.5	85	57.9	22
The government should provide paid paternity leave for at least ten days, separate from vacation days, when a child is born	94.4	508	92.0	81	92.8	388	89.6	69	91.8	325	95.9	71

3.5.2. Involvement in childcare

The findings show that childcare tasks in respondents' families are unevenly divided between the parents (**Figure 3.5b**).

Across the three services, many National Police employees say the woman always or usually performs day-to-day childcare (reported by 57 per cent of men and 44 per cent of women for the youngest or most recent child) and stays home when the child is sick (reported by 52 per cent of men and 45 per cent of women). Additionally, 8.5 per cent of the surveyed men say the woman always or usually provides daily

routine childcare. Among National Guard of Ukraine employees' families, 65 per cent of men and 38 per cent of women say the woman always or usually provides daily routine childcare; 57 per cent of men and 30 per cent of women say the woman always or usually stays home when the child is sick. Similarly, in State Border Guard Service of Ukraine workers' families, it is mostly the woman who always or usually provides day-to-day childcare (reported by 60 per cent of men and 67 per cent of women) and stays home when the child is sick (reported by 70 per cent of men and 87 per cent of women).

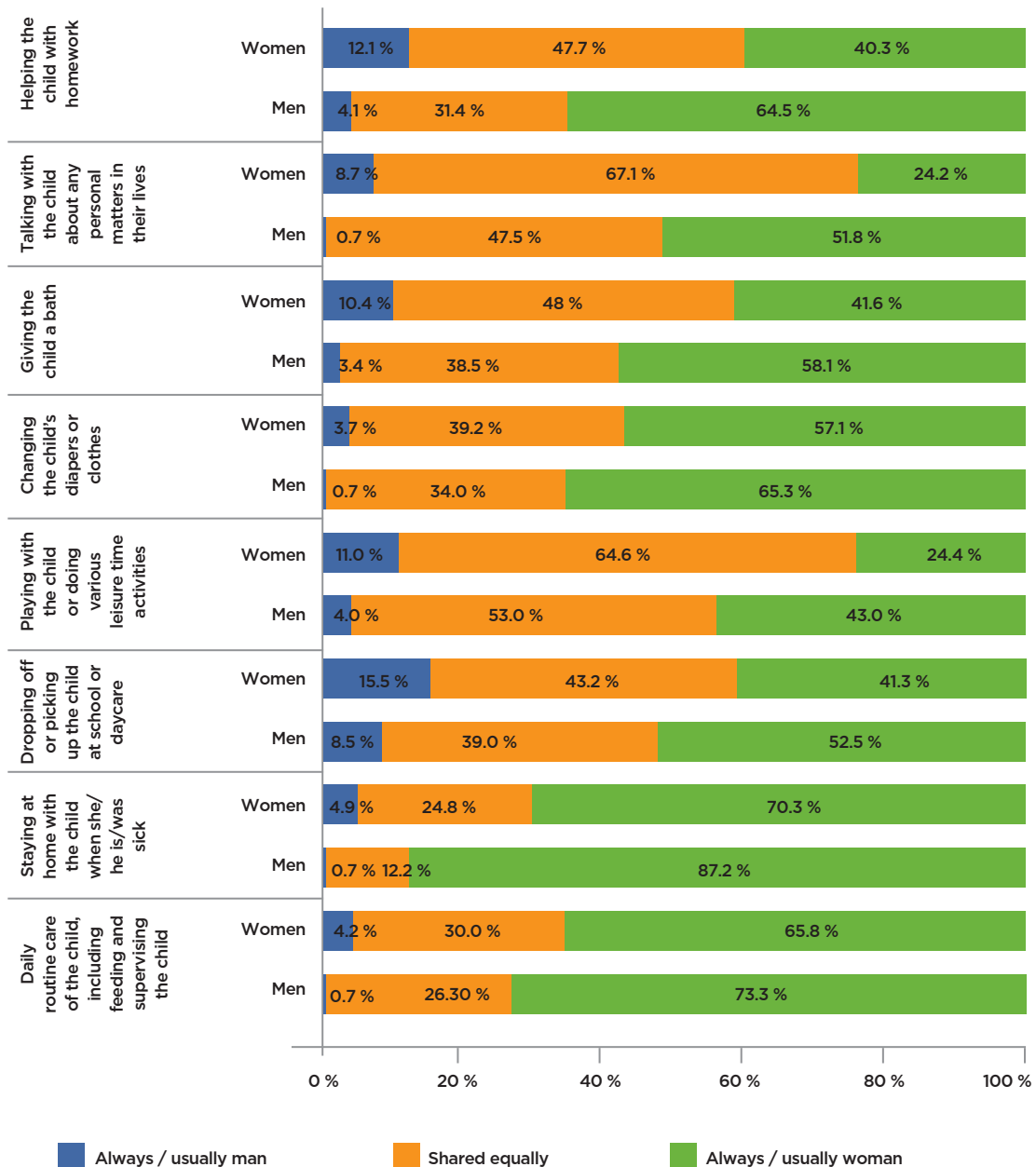


Figure 3.5b. Men's and women's reporting of who performs childcare tasks for the youngest/most recent child in respondents' families (among respondents with children)

Most parents (both male and female) are unsatisfied with the amount of time they spend with their children, with this percentage being higher among men (**Figure 3.5c**). Such views

are shared by between 94 and 99 per cent of men and 82 and 97 per cent of women in the three services.

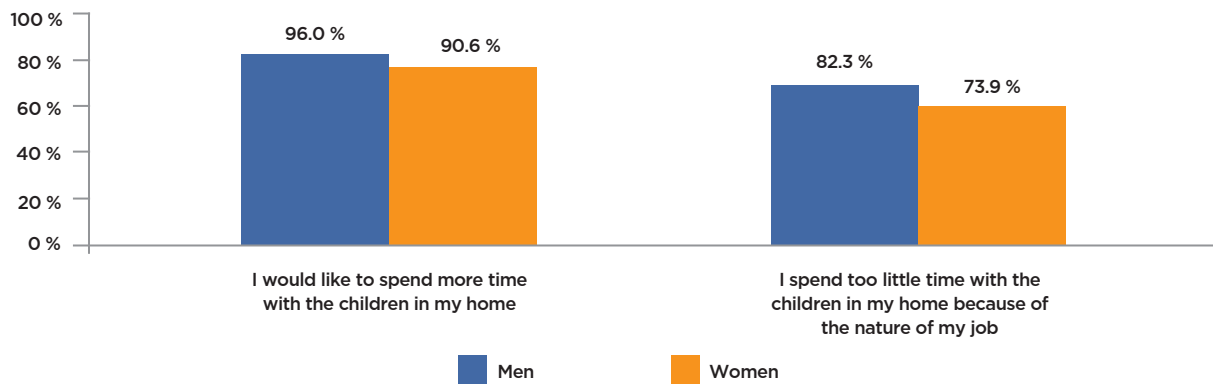


Figure 3.5c. Percentage of male and female respondents reporting statements on their time with children were true (among respondents with children)

3.5.3. Use of violence in parenting

Ukrainian law gives parents the right to choose the form and methods of their children’s upbringing unless they contradict the law and society’s moral framework.⁵⁶ The survey findings on childrearing⁵⁷ show that the most widespread method used by respondents is talking to the child (94 per cent of men and 95 per cent of women) (Figure 3.5d). The majority of the surveyed men and women (62 per cent and 55 per cent, respectively) have deprived their children of incentives, taken away privileges, not allowed them to leave the house, or forbade doing something. Overall, more than half of parents (56 per cent of male respondents and 62 per cent of female ones) have used a

form of discipline considered violent by the study (methods such as hitting their child with an object; slapping their child; or shouting, yelling, or screaming). Of note, Article 150(7) of the Family Code of Ukraine (in force since 2004) explicitly prohibits all corporal punishment of children by parents: “Physical punishment of the child by the parents, as well as other inhuman or degrading treatment or punishment are prohibited.”⁵⁸

56 The Family Code of Ukraine (2002). <https://zakon.rada.gov.ua/laws/show/2947-14#Text>

57 The questions about childrearing methods were asked only of respondents with children aged 3 to 14 (n=462 for men and n=116 for women).

58 Article 150 (7), The Family Code of Ukraine (2002). <https://zakon.rada.gov.ua/laws/show/2947-14#Text>



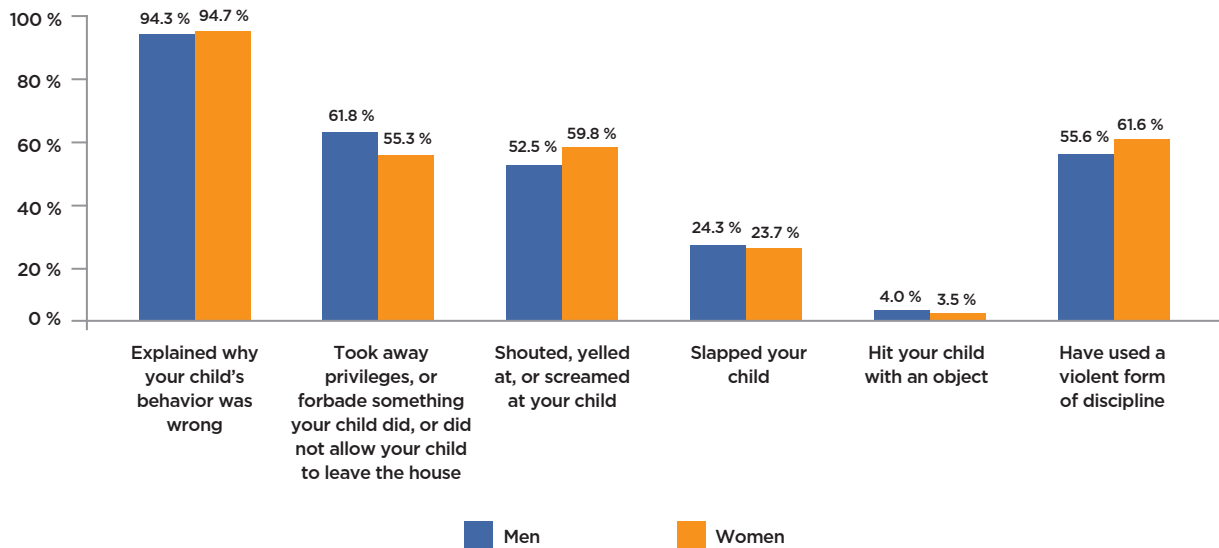


Figure 3.5d. Percentage of male and female respondents reporting the use of methods to teach their children to behave over the past month (among those with children aged 3 to 14)

Figures were largely similar across the three agencies in terms of disciplinary methods (Table 3.5d). However, 67 per cent of women serving in the National Police said they have yelled or screamed at their children to discipline them – compared to 60 per cent of women overall – and 4.4 per cent said they had hit their child with an object compared to 3.5 per

cent across all services. Disciplining by yelling was indicated by 40 per cent of men serving in the National Guard of Ukraine, and 36 per cent of women in this agency have slapped their children to discipline them. Among the female respondents from the State Border Guard Service, 18 per cent have slapped their children.

Table 3.5d. Discipline techniques used in the last month (by service)

	National Police				National Guard of Ukraine				State Border Guard Service of Ukraine			
	Men		Women		Men		Women		Men		Women	
	%	n	%	n	%	n	%	n	%	n	%	n
Explained why your child's behavior was wrong	95.1	231	95.7	44	96.0	72	96.8	30	91.9	114	91.9	34
Took away privileges, or forbade your child from doing something, or did not allow your child to leave the house	60.1	146	54.3	25	60.8	45	48.4	15	65.9	81	62.2	23

Shouted, yelled at, or screamed at your child	56.0	135	66.7	30	39.5	30	56.7	17	53.7	66	54.1	20
Slapped your child	25.6	62	20.0	9	19.7	15	35.5	11	24.4	30	18.4	7
Hit your child with an object	4.1	10	4.4	2	2.6	2	3.2	1	4.9	6	2.7	1
Have used violent methods of discipline	58.9	142	66.7	30	44.7	34	61.3	19	55.7	68	55.6	20

3.5.4. Parenting attitudes

In terms of parenting attitudes,⁵⁹ about half of respondents (55 per cent of men and women) believe “the problem with kids today is that parents give them too much freedom”; 72 per cent of men and 65 per cent of women feel parents

who are sensitive to their children’s feelings and moods often spoil them (**Figure 3.5e**).

Although attitudes alone do not indicate child maltreatment or abuse, these items are part of a scale to measure the potential for maltreatment and suggest inappropriate expectations regarding children’s behaviors and the oppression of children’s power and independence.⁶⁰ Across agencies, many respondents have such opinions (**Table 3.5e**). Approximately half of male respondents believe the problem with children is that parents give them too much freedom. This opinion is shared by half of female respondents.

59 The questions about various parenting aspects were given to all respondents (including those who do not have children).

60 Conners, N. A., Whiteside-Mansell, L., Deere, D., Ledet, T., & Edwards, M. C. (2006). Measuring the potential for child maltreatment: The reliability and validity of the Adult Adolescent Parenting Inventory—2. *Child Abuse & Neglect*, 30(1), 39–53. <https://doi.org/10.1016/j.chiabu.2005.08.011>

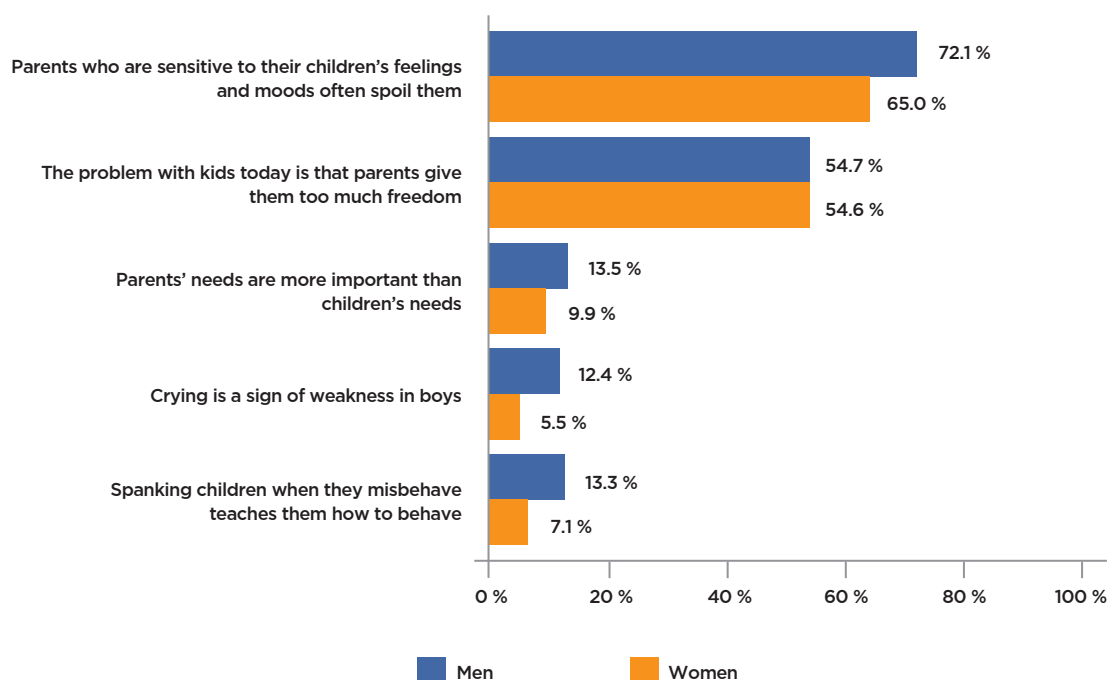


Figure 3.5e. Percentage of male and female respondents who agreed or strongly agreed with statements on parenting

Table 3.5e. Respondents who agreed or strongly agreed with statements on parenting (by service)

	National Police				National Guard of Ukraine				State Border Guard Service of Ukraine			
	Men		Women		Men		Women		Men		Women	
	%	n	%	n	%	n	%	n	%	n	%	n
Parents who are sensitive to their children’s feelings and moods often spoil them	73.3	395	67.4	58	73.2	309	60.0	45	68.8	245	67.1	49
The problem with kids today is that parents give them too much freedom	56.9	307	46.0	40	55.6	233	55.8	43	50.4	180	63.5	47
Parents’ needs are more important than children’s needs	11.9	64	10.6	9	13.6	56	6.7	5	16.0	56	12.5	9
Crying is a sign of weakness in boys	11.7	63	4.5	4	14.1	59	4.0	3	11.4	41	8.1	6
Spanking children when they misbehave teaches them how to behave	13.8	75	4.6	4	13.2	55	9.1	7	12.5	45	8.0	6

3.6. Security sector focus

Increasing numbers of women in Ukraine’s security sector require national-level improvements to gender policies, including addressing gender stereotypes and discrimination, sexual harassment, gender-biased employment procedures (both in hiring and retaining staff), and practices to support and develop employees’ abilities, career growth, and leadership.

Men currently predominate in Ukraine’s security sector, giving the occupation a more masculine image. On the one hand, choosing to work in this sector may be connected with one’s views on gender roles; on the other, being in this male-dominated work environment may reinforce existing perspectives on gender. Thus, the survey

included a series of questions specifically on the functioning of the respondents’ agency and the coexistence of men and women in it.

3.6.1. Motivation to join the security sector

Respondents of both genders name “desire to protect my country” as the main motivation to pursue employment in the security sector, with 55 per cent of men and 37 per cent of women listing this rationale (**Figure 3.6a**). Financial security is another important motivator, with 24 per cent of women and 15 per cent selecting this reason; nearly one-fifth of women (19 per cent) named family traditions as the main factor, while only 10 per cent of men did so.

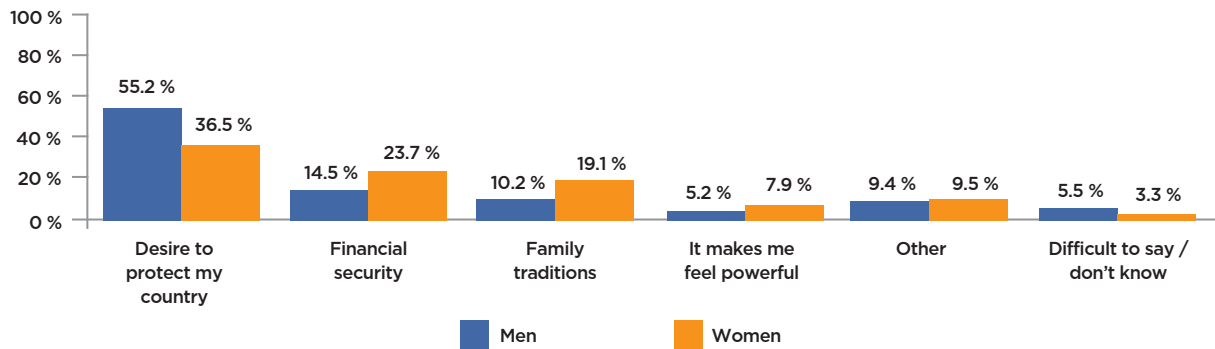


Figure 3.6a. Male and female respondents' main reason for joining the security sector

3.6.2. Attitudes on discrimination in the security sector

Understanding the prevalence and nature of discriminatory attitudes in Ukraine's security sector is essential to developing effective gender policies. This study found notable differences in the views of men and women, as well as among the security agencies. For example, 24 per cent of male respondents and 38 per cent of female respondents said women in the security sector face many forms of discrimination (significance at $p < 0.001$) (Figure 3.6b). Additionally, 73 per cent of men and 85 per cent of women said the MIA should improve its handling of sexual

harassment among its employees. While the study did not collect participant suggestions on what specifically must improve or how, the findings do suggest the need for the creation and/or strengthening of a system to prevent and respond to sexual harassment.

Discrepancies are particularly noticeable when breaking data out by agencies. For example, 21 per cent of male respondents in the National Police say women in Ukraine's security sector face many forms of discrimination, versus 40 per cent of women in the National Police saying this (Table 3.6a). As another example,



94 per cent of female respondents from the National Guard of Ukraine say the MIA should improve how it handles sexual harassment among employees compared to 78 per cent of their male peers. Notably, overall agreement with the statement “Police should not believe

a man who reports being sexually assaulted” varied by service and gender; 7.0 per cent of women from the National Police agree compared to 21 per cent of men from the National Guard of Ukraine, for example.

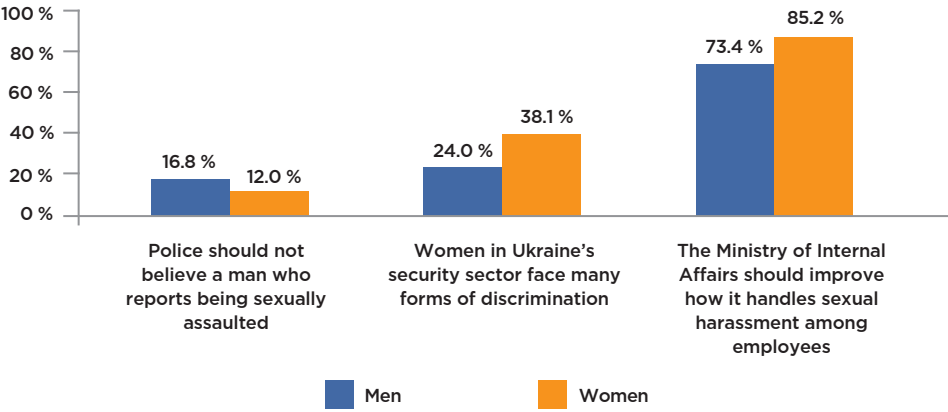


Figure 3.6b. Percentage of male and female respondents who agreed or strongly agreed with statements on discrimination in the security sector

Table 3.6a. Respondents who agreed or strongly agreed with statements on discrimination in the security sector (by service)

	National Police				National Guard of Ukraine				State Border Guard Service of Ukraine			
	Men		Women		Men		Women		Men		Women	
	%	n	%	n	%	n	%	n	%	n	%	n
Police should not believe a man who reports being sexually assaulted	14.7	76	7.0	6	20.8	82	17.1	12	15.5	52	13.0	9
Women in Ukraine's security sector face many forms of discrimination	20.6	109	40.2	35	29.1	113	38.2	29	23.4	80	35.6	26
The Ministry of Internal Affairs should improve how it handles sexual harassment among employees	63.6	313	72.4	55	77.7	299	94.1	64	83.2	268	90.9	60

3.6.3. Attitudes toward female colleagues

Comparative analysis of men’s and women’s responses on comfort with female colleagues found no significant differences. Overall, 85 per cent of men and 86 per cent of women say they are comfortable working with female colleagues

on the same level (Figure 3.6c). Interestingly, while approximately two-thirds of men and women feel comfortable with female superiors, similar proportions prefer male superiors. Both male and female respondents are less likely to be comfortable with female subordinates (overall, 48 per cent of men and 49 per cent of women).

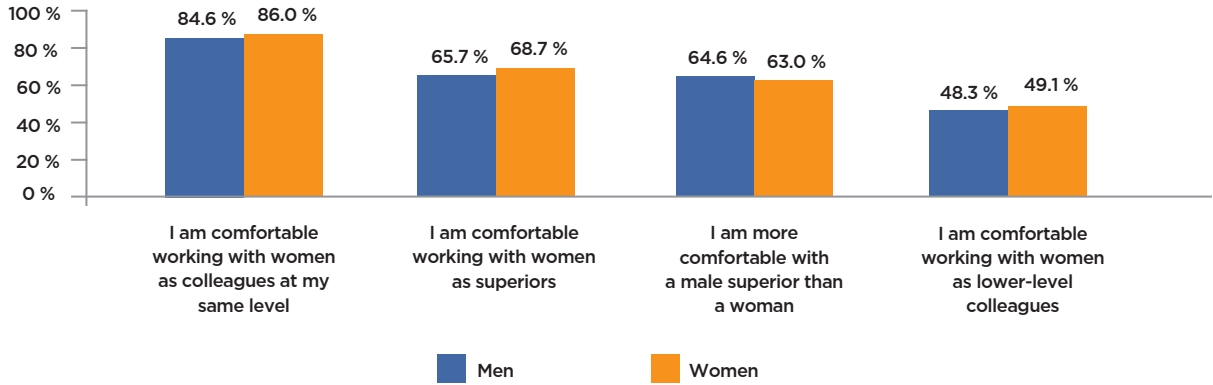


Figure 3.6c. Percentage of male and female respondents who agreed or strongly agreed with statements on working with female colleagues

The least comfortable with female subordinates were the surveyed women from the National Guard of Ukraine (39 per cent), with the most comfortable being women from the State Border Guard Service of Ukraine (63 per cent)

(Table 3.6b). The most comfortable working with female superiors were women in the State Border Guard Service of Ukraine (78 per cent); the least comfortable were men in the National Guard of Ukraine (62 per cent).



Table 3.6b. Respondents who agreed or strongly agreed with statements on working with female colleagues (by service)

	National Police				National Guard of Ukraine				State Border Guard Service of Ukraine			
	Men		Women		Men		Women		Men		Women	
	%	n	%	n	%	n	%	n	%	n	%	n
I am comfortable working with women as colleagues at my same level	84.0	450	89.5	77	81.8	341	78.9	60	88.9	313	89.0	65
I am comfortable working with women as superiors	65.5	342	62.7	52	62.1	252	67.1	49	68.2	230	77.5	55
I am more comfortable with a male superior than a female one	64.7	334	65.9	56	63.5	252	63.4	45	65.9	222	59.2	42
I am comfortable working with women as lower-level colleagues	47.8	251	45.6	36	49.9	196	39.4	28	47.3	158	62.9	44

A recent study analyzing visual materials from the European Union Advisory Mission Ukraine found discrepancies in visual representations of men and women modeling day-to-day activities in the sector, with the roles women were portrayed performing following gender stereotypes.⁶¹ These depictions may exacerbate security sector employees' discomfort with female colleagues, particularly in terms of working with women as subordinates, and the lower acceptance of female subordinates among both men and women requires further qualitative study in the different branches of the security sector.

3.6.4. Women and men in the security sector

Further comparative analysis on men's and women's ability to perform their functional duties

found that more than nine in ten female respondents (91 per cent) believe that a woman with the same qualifications can do as good a job as a man, whereas only 76 per cent of men believe this is true (**Figure 3.6d**). Men expressed greater doubts about women's physical ability, with just 39 per cent of male respondents saying women are as physically able as men to do any job in the police and military compared to over 54 per cent of women agreeing. Additionally, the majority of male and female respondents say employees of both genders are treated equally in their workplace (56 per cent of men and 68 per cent of women). Another key difference emerges in terms of potential workplace romance: 43 per cent of men and 28 per cent of women say the possibility of sexual or romantic feelings makes it too complicated for men and women to work together in dangerous situations. Female respondents were also asked about the level of female solidarity in Ukraine's security sector. Overall, 74 per cent feel such support.

61 Jayasundara-Smits, S. (2020). EU and gender-security sector reform in Ukraine and Mali: A picture is worth dozens of policies! European Security, 1-27. <https://doi.org/10.1080/09662839.2020.1825218>

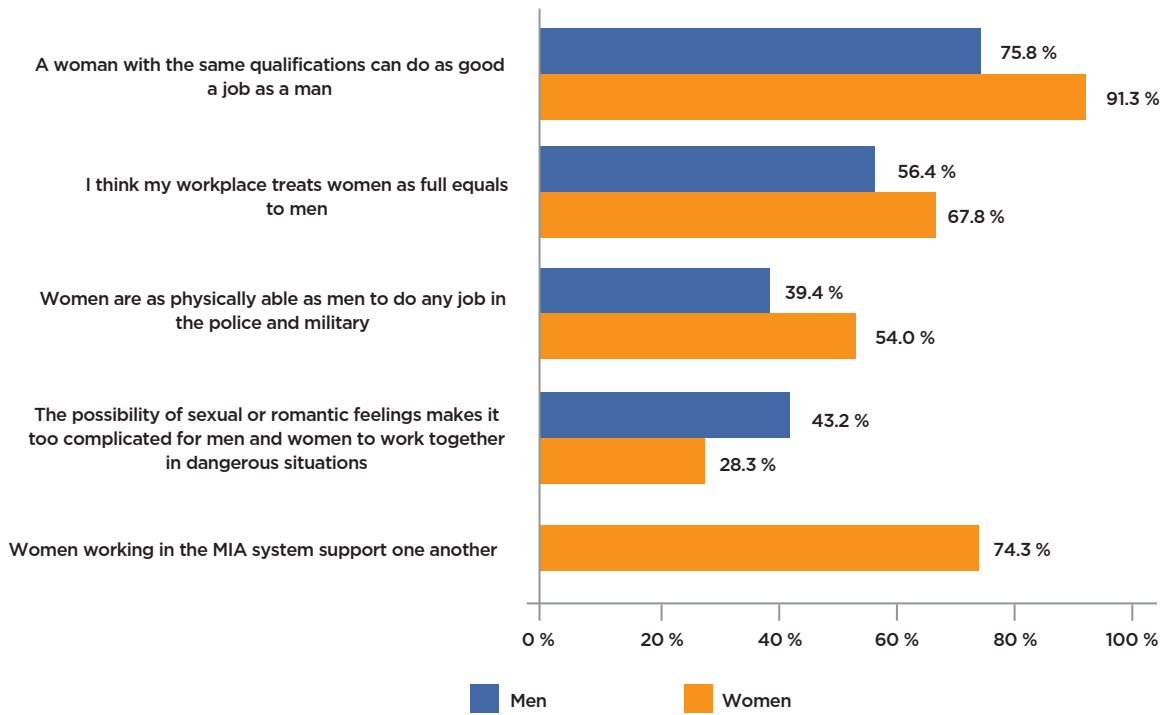


Figure 3.6d. Percentage of male and female respondents who agreed or strongly agreed with statements on relations between men and women in the security sector



Comparative analysis across the three services provides a closer look at how attitudes vary by both gender and service (**Table 3.6c**). For example, 95 per cent of women in the State Border Guard Service of Ukraine say women can do a job as well as men, and 76 per cent of these women feel their workplace treats women as equals. By contrast, just 51 per cent

of men in the National Guard of Ukraine say their workplace treats men and women equally. Only one-third of men in the National Police (36 per cent) say women’s physical ability to do any job in the security sector equals men’s compared to 63 per cent of women in the State Border Guard Service.

Table 3.6c. Respondents who agreed or strongly agreed with statements on men and women in the security sector (by service)

	National Police				National Guard of Ukraine				State Border Guard Service of Ukraine			
	Men		Women		Men		Women		Men		Women	
	%	n	%	n	%	n	%	n	%	n	%	n
A woman with the same qualifications can do as good a job as a man	75.0	408	92.1	82	73.9	311	87.0	67	79.3	283	94.6	70
I think my workplace treats women as full equals to men	61.0	332	67.8	59	50.5	212	59.5	44	56.3	201	76.0	57
Women are as physically able as men to do any job in the police and military	36.2	197	58.0	51	43.2	183	40.8	31	39.9	143	63.0	46
The possibility of sexual or romantic feelings makes it too complicated for men and women to work together in dangerous situations	38.6	206	29.1	25	48.5	198	27.0	20	44.1	154	28.6	20
Women working in the MIA system support one another	-	-	68.2	58	-	-	76.4	55	-	-	79.7	55

3.6.5. Policy change in the security sector

In terms of gender-related policy in the sector, the vast majority of male and female respondents support equal salaries for a position (93 per cent and 98 per cent, respectively) (Figure 3.6e). Similarly, high proportions support equal opportunities for promotion (92 per cent of men and 96 per cent of women), although it is worth noting that a greater proportion of women supported both policies.

Support was less widespread in other policy-related changes. For example, 47 per cent of men and 42 per cent of women said men and women in the security sector should have the same retirement age. Additionally, 40 per cent

of the surveyed men feel the MIA does not need to employ more women, compared to 21 per cent of women feeling this way. At the same time, 36 per cent of women say there should be more female superiors in the MIA, an idea that is supported by only 19 per cent of men.

Comparative analysis across agencies found no significant differences on most questions concerning policy change in the security sector. However, it is worth noting that 45 per cent of men in the National Police support the idea of increasing the number of women police officers, while just 21 per cent of women in the National Police see this as necessary.

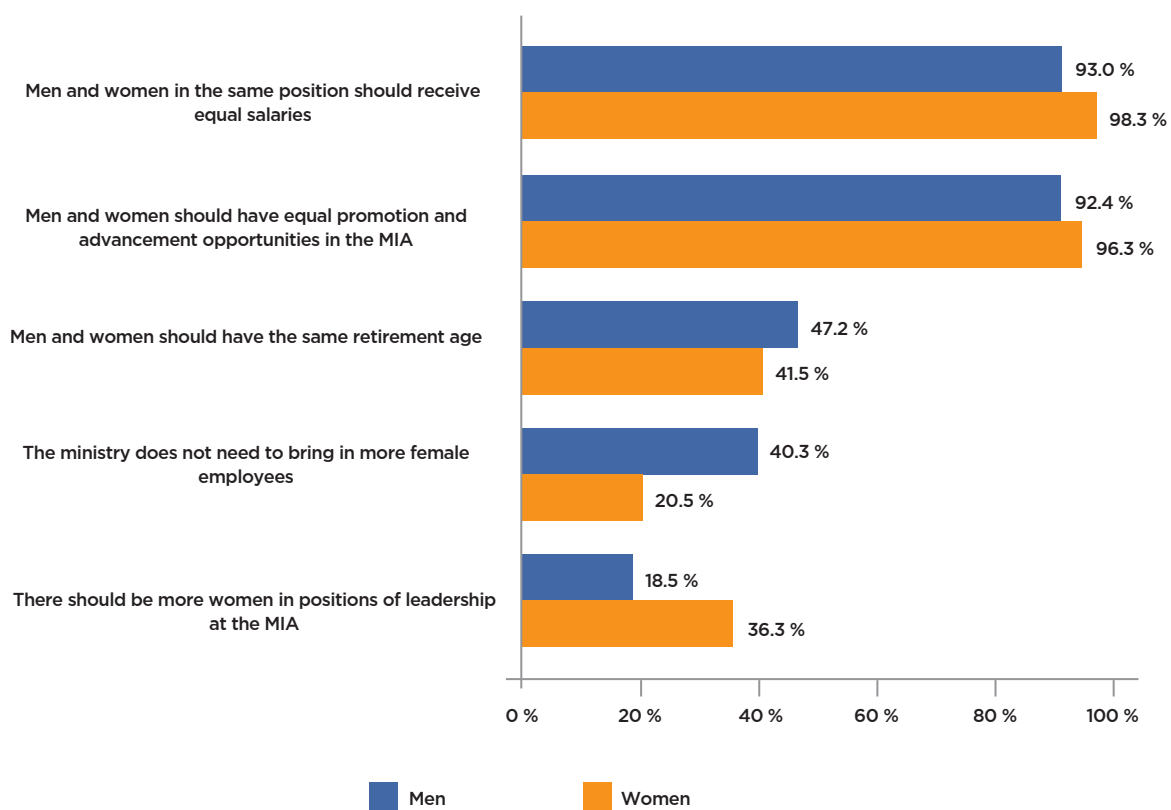


Figure 3.6e. Percentage of male and female respondents who agreed or strongly agreed with statements about men and women in the security sector

3.6.6. Women in public roles

Common stereotypes in Ukrainian society on women's and men's ability to perform public roles are reflected in this survey's findings (**Figure 3.6f**). Of particular note, male and female respondents' views are noticeably different and reveal the prevalence of patriarchal attitudes among men. High proportions of respondents of both genders support women as negotiators (90 per cent of men and 94 per cent of women) and police officers (85 per cent of men and 93 per cent of women). But gaps begin to emerge –

and approval shrinks – for other roles: 76 per cent of men versus 89 per cent of women approve of female border guards, and 76 per cent of men versus 94 per cent of women approve of female mid-level security sector officers. These gaps also exist on approval for other positions, including female soldiers in the National Guard of Ukraine (71 per cent of men compared to 87 per cent of women) and female peacekeepers working abroad (71 per cent of men compared to 89 per cent of women).

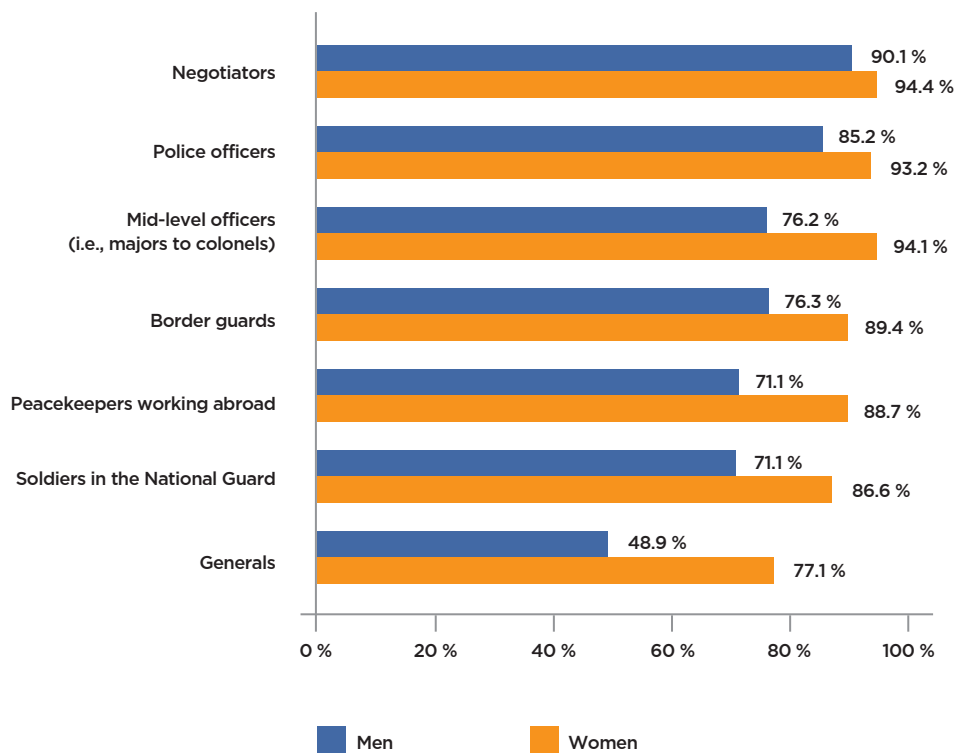


Figure 3.6f. Percentage of male and female respondents approving of women in public roles

Comparative analysis among agencies shows that 82 per cent of men and 97 per cent of women in the National Guard of Ukraine approve of female soldiers in the National Guard of Ukraine; 83 per cent of men and 99 per cent of women in the State Border Guard Service of Ukraine approve of female border guards; and 86 per cent of men and 95 per cent of women in the National Police approve of female police

officers (**Table 3.6d**). The most skeptical about female generals are male respondents from the National Guard of Ukraine (44 per cent approving), in contrast, the highest percentage of surveyed women who spoke in favor of this issue is almost twice as high – 82 per cent (among the female representatives of the State Border Guard Service of Ukraine).

Table 3.6d. Respondents approving of women in public roles (by service)

	National Police				National Guard of Ukraine				State Border Guard Service of Ukraine			
	Men		Women		Men		Women		Men		Women	
	%	n	%	n	%	n	%	n	%	n	%	n
Negotiators	92.0	485	94.1	80	87.6	361	94.7	71	90.3	316	94.5	69
Police officers	86.3	460	95.3	82	87.3	364	89.2	66	81.0	286	94.6	70
Mid-level officers (i.e., majors to colonels)	80.1	426	97.7	85	71.7	291	87.8	65	75.4	264	96.0	72
Border guards	74.3	393	85.9	73	73.3	299	84.0	63	82.7	292	98.7	74
Peacekeepers working abroad	70.8	369	89.5	77	72.5	296	90.4	66	69.9	239	85.9	61
Soldiers in the National Guard of Ukraine	65.6	344	77.4	65	81.6	342	97.4	74	66.6	231	85.9	61
Generals	53.9	277	75.0	63	43.6	171	75.0	54	47.5	162	81.7	58

3.6.7. Trauma and its aftermath

Work in the security sector is directly related to different types of traumatic and stressful events – including outside of the JFO zone. In particular, Ukrainian police register all deaths in the population, not only those resulting from crashes and other accidents. Additionally, work in the security sector is connected with risks and with the use of weapons, which makes injury and death on duty more common than in many other professions. Thus, a security sector employee may experience colleagues' deaths, including those happening in the JFO zone – even if the employee has never been there. Undergoing stressful events like these may lead to stress-related disorders that, among other outcomes, may provoke aggressive or dangerous behavior in the household, at work, or in a public space.

In the survey, 48 per cent of men and 31 per cent of women have experienced at least one of the following traumatic events: the death of a colleague, being shot at, seeing a dead body, or discharging their weapon against another person. When asked if they had experienced certain feelings for 30 days before the interview over traumatic events related to their service, 37 per cent of these men and 53 per cent of these women had had nightmares, tried hard not to think about the traumatic event, been alert/watchful/nervous all the time, felt indifferent or detached from people and activities, or felt guilty. Notably, 31 per cent of female respondents said they had tried hard not to think about them compared to 13 per cent of male respondents. Additionally, 23 per cent of women versus 11 per cent of men had felt indifferent and detached from people, activities, and surroundings, and 21 per cent of men and 15 per cent of women had felt alert, watchful, or nervous (**Figure 3.6g**).

Notably, among those serving in the National Police, a greater proportion of both men and women had experienced traumatic events related to their work in the security sector compared to other agencies (67 per cent of men – compared to 32 per cent in the National

Guard of Ukraine and 37 per cent in the State Border Guard Service; 48 per cent of women – compared to 25 per cent in the National Guard of Ukraine and 17 per cent in the State Border Guard Service).

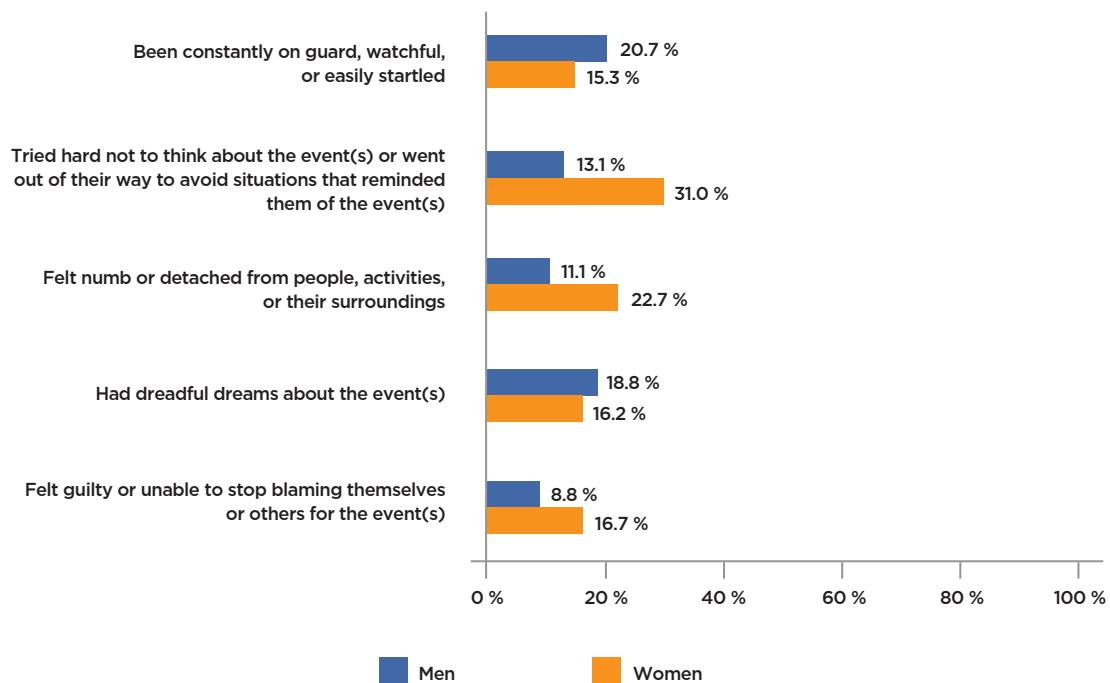


Figure 3.6g. Percentage of male and female respondents who had experienced certain feelings for 30 days before the interview over traumatic events related to their service

3.7. Experience of intimate partner relationships

In this study, respondents who had ever been married or had a long-term partner (n=886 for men and n=192 for women) were asked about men’s controlling behaviors and partner violence in their current or most recent relationship. Other questions relevant to gender-based and intimate partner violence – such as on attitudes about sexual harassment – were asked of all respondents.

3.7.1. Controlling behaviors

The overwhelming majority of both men and women who have been married or in a long-term relationship reported controlling behavior by the male partner, with 77 per cent of women and 72 per cent of men reporting at

least one manifestation of this behavior (**Figure 3.7a**; difference insignificant at $p=0.05$). More specifically, 78 per cent of men and 85 per cent of women say men expect women to agree when the man wants to have sex, and 76 per cent of men and 74 per cent of women say the man needs to know where their partner is all the time. Particularly notable is the significant difference in responses on the female partner’s appearance – 29 per cent of men and 20 per cent of women say the man does not allow the woman to wear certain clothes.

Overall, the high rates of controlling behaviors point to an area of concern for the families of security sector employees and are a manifestation of inequitable gender attitudes and power imbalances. The high rates among women

employees are particularly noteworthy given these women are employed in a sector with considerable power. Comparing security-sector

agencies, the study found no significant variation in the prevalence of male partners' controlling behaviors.

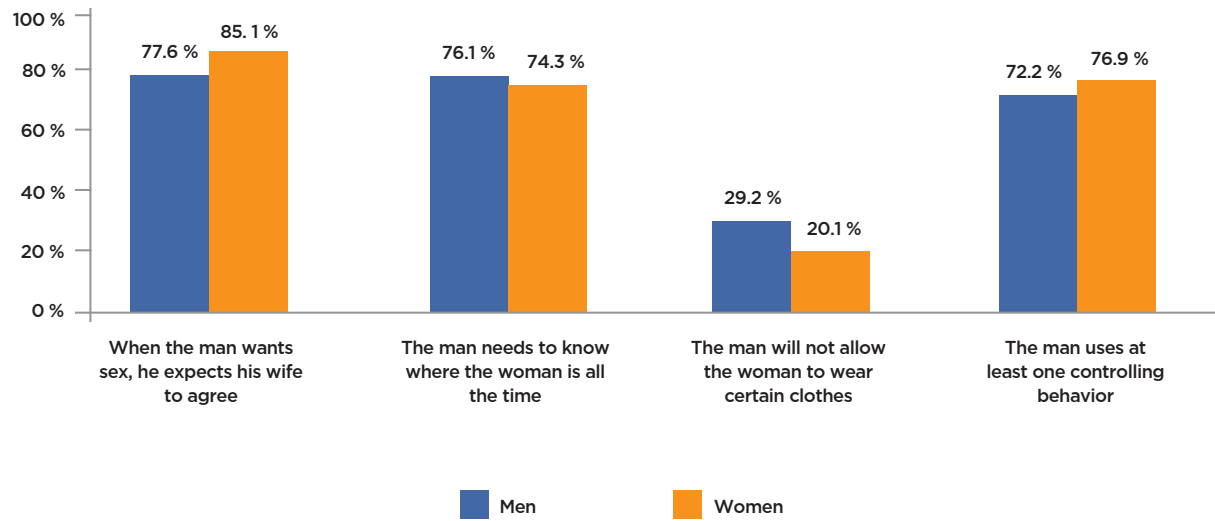


Figure 3.7a. Percentage of the surveyed men and women who agreed or strongly agreed with statements on the man's controlling behaviors in their current or most recent relationship (among respondents who had been married or in long-term relationships)

3.7.2. Showing affection to the spouse

Almost all the respondents (93 per cent of men and 92 per cent of women) believe they often show affection to their partner (Figure 3.7b). At the same time, about half of respondents (52 per cent of men and 59 per cent of women) feel their partner needs to show more

affection. This finding indicates dissonance in respondents' assessment of their own behavior versus their expectations of others on affection. Analysis of respondents' answers in the three security sector agencies shows relatively equal belief among respondents that they show enough affection to their partners.

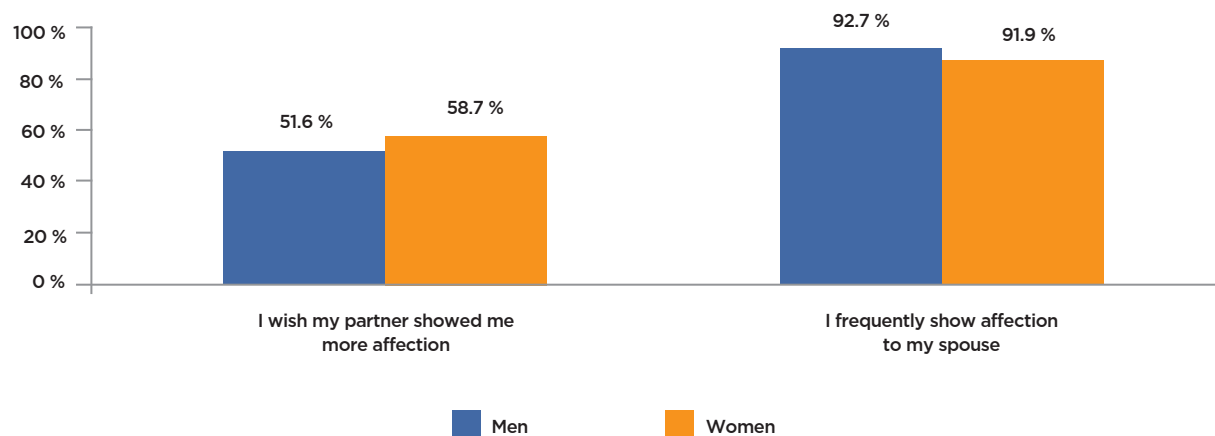


Figure 3.7b. Percentage of the surveyed men and women who agreed or strongly agreed with statements on affection in their current or most recent relationship (among respondents who had been married or in long-term relationships)

3.7.3. Intimate partner violence

Intimate partner violence perpetrated by the male partner is a serious issue among Ukrainian security sector employees, and the survey data reveal that men are most likely to have used psychological violence against their female partners compared to economic, physical, or sexual violence. Among male respondents, 48 per cent say they had ever perpetrated this form of violence against their partner, and 28 per cent say they had done so over the past 12 months (Figure 3.7c). The main forms of psychological intimate partner violence that men report using are insults and humiliation (36 per cent) and doing things to scare or intimidate the partner (29 per cent). Interestingly, women reported lower rates of experiencing emotional violence, with 39 per cent saying they had ever

experienced it and 23 per cent saying they had experienced it in the past year.

However, women report experiencing other forms of intimate partner violence – economic, physical, and sexual – at much higher rates than men report having perpetrated them. Among female MIA employees, 30 per cent say they have experienced economic violence versus 18 per cent of men saying they have ever perpetrated it; 17 per cent of women have ever experienced physical intimate partner violence, while 10 per cent of men report perpetrating such actions, and 11 per cent of women versus 3.4 per cent of men report intimate partner sexual violence. Particularly alarming, 6.3 per cent of the surveyed women reported intimate partner sexual violence in the previous year.

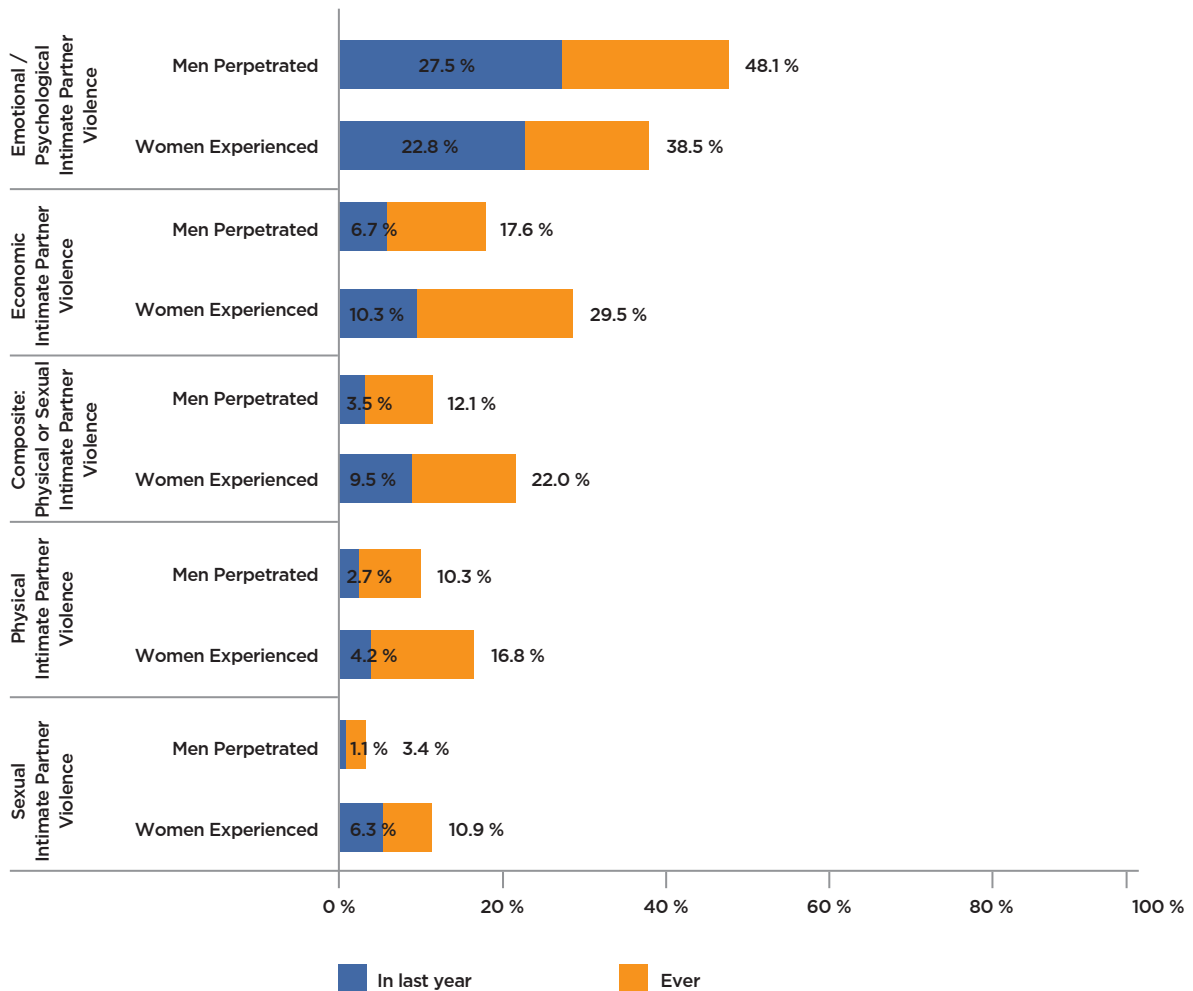


Figure 3.7c. Percentage of respondents who had experienced (women) or perpetrated (men) particular forms of intimate partner violence during their lifetime and in the past year (among respondents who had been married or in long-term relationships)

Analyzing the data in finer detail, every third male security sector employee has insulted his female partner and, similarly, three in ten women have been insulted by their partner. As

Table 3.7a demonstrates, various forms of violence are common, to varying degrees, among families of security sector employees.

Table 3.7a. Reported violence perpetrated by men or experienced by women in their lifetime, (among respondents who had been married or in long-term relationships, by sector)

Type of Violence	Men Perpetrated (%)*			Women Experienced (%)*		
	NP	NG	SBG	NP	NG	SBG
Emotional/Psychological Violence						
Insulted spouse or deliberately made her feel bad about herself	36.1	31.8	39.0	31.3	23.7	33.3
Belittled or humiliated spouse in front of other people	6.9	9.0	10.8	17.4	15.0	16.4
Done things to scare or intimidate spouse on purpose: for example, by the way he looked at her, by yelling, or by smashing things	30.1	28.9	28.2	28.6	23.7	23.0
Threatened to hurt spouse	10.5	6.0	8.0	15.9	13.3	11.5
Hurt people spouse cares about as a way of hurting her, or damaged things of importance to her	5.2	5.3	2.8	12.9	5.1	6.7
Any emotional violence	48.3	44.7	50.7	41.2	31.7	42.4
Economic Violence						
Prohibited spouse from getting a job, going to work, trading, or earning money	5.9	12.0	4.2	11.4	14.8	18.3
Taken spouse's earnings against her will	1.4	1.0	1.4	2.9	1.6	5.0
Thrown spouse out of the house	4.0	4.8	4.2	12.7	9.8	11.9
Kept money from earnings for personal use when he knew spouse was finding it hard to afford her personal expenses or needs for the household	11.3	13.2	5.2	19.4	10.5	20.0
Any economic violence	17.7	22.9	12.4	30.6	25.4	32.2
Physical Violence						
Slapped spouse or thrown something at her that could hurt her	6.8	4.9	7.0	17.1	8.3	11.7
Pushed, shoved, or hit spouse	9.9	3.9	9.4	17.1	11.5	13.3
Kicked, dragged, beaten, choked, or burned spouse	1.4	1.0	1.9	7.0	6.7	3.3

Threatened to use or actually used a gun, knife, or other weapon against spouse	0.7	1.9	0.9	0.0	0.0	1.7
Any physical violence	11.3	6.3	12.1	21.4	13.1	15.0
Sexual Violence						
Forced current or previous spouse to have sex when she did not want to	4.3	2.4	2.8	15.5	6.6	10.0
Physical or Sexual Violence	13.5	7.8	13.6	31.4	13.1	20.0

* NP=National Police; NG=National Guard of Ukraine ; SBG=State Border Guard Service of Ukraine

These data align with the findings of a 2018 study conducted in Ukraine using a similar methodology.⁶² According to that study, 5 per cent of men had perpetrated sexual violence against their wives/partners, 13 per cent had committed physical violence, 15 per cent economic violence,

and 31 per cent psychological violence (noticeably less frequent than this survey). The survey findings also support conclusions drawn from prior studies, both in Ukraine and worldwide, about drivers of this violence. In particular, men who witnessed violence against their mothers and those who experienced violence as children were significantly more likely to commit violence of all forms (psychological, economic, physical, and sexual) against their female partners.

62 United Nations Population Fund. (2018). Masculinity today: Men's attitudes to gender stereotypes and violence against women. https://ukraine.unfpa.org/sites/default/files/pub-pdf/Masculinity%20Today%20Men%27s_Report.pdf



Table 3.7b. Sexual harassment in public spaces (by service)

	Men Perpetrated*								Women Experienced*							
	NP		NG		SBG		Total		NP		NG		SBG		Total	
	%	n	%	n	%	n	%	n	%	n	%	n	%	n	%	n
Sexual harassment in public space (ever)	37.8	190	59.8	52	27.3	107	33.2	404	58.9	43	33.1	107	56.3	40	58.4	135
Sexual harassment in public space (in last 12 months)	18.6	88	39.3	33	12.9	48	15.6	179	32.3	21	14.3	43	35.8	24	36.1	78

* NP=National Police; NG=National Guard of Ukraine ; SBG=State Border Guard Service of Ukraine

3.7.4. Sexual harassment in public spaces

Approximately three in five surveyed women (58 per cent of female respondents) have ever experienced sexual harassment in public places, and more than one in three (36 per cent) has in the past year (Table 3.7b). This is about double the proportion of surveyed men who say they had perpetrated sexual harassment in public places ever or in the past 12 months (33 per cent and 16 per cent, respectively).

Women report that such harassment mostly took the form of whistling, making smacking/kissing noises, and similar actions (46 per cent of women having ever experienced this); being repeatedly asked for a date or their phone number (35 per cent); and making sexually explicit comments, such as about body parts (24 per cent) (Table 3.7c). As with intimate partner violence, men report perpetration at much lower rates (24 per cent, 11 per cent, and 12 per cent, respectively). Also of note, 10 per cent of women report being touched with sexual intention, while 3.7 per cent of the surveyed men reported conducting such behavior.

No significant differences exist among MIA agencies on sexual harassment in public, although there are some findings of note. For example, the discrepancy between male and female National Guard of Ukraine members on actions such as whistling and making smacking/kissing noises was particularly high (51 per cent of women experiencing versus 20 per cent of men perpetrating), and male National Police members used this form of violence more than other men (29 per cent, versus 20 per cent of men in the National Guard of Ukraine and 21 per cent in the State Border Guard Service). Female members of the National Police reported being touched or brushed up against with sexual intentions and being flashed or shown genitals without their permission at higher rates than the total across services (15 per cent versus 10 per cent for touching, and 9.1 per cent versus 6.8 per cent for flashing).

Table 3.7c. Percentage of respondents who reported experiencing (women) or perpetrating (men) forms of sexual harassment in public in their lifetimes (by service)

		Total (%)	National Police (%)	National Guard of Ukraine (%)	State Border Guard Service of Ukraine (%)
Whistled, honked, made kissing noises, made “pssst” sounds, or leered/stared aggressively at someone	Men (perpetrated)	24.1	28.9	20.2	21.2
	Women (experienced)	45.8	48.8	50.7	37.5
Made sexually explicit comments to someone, including talking about their body parts inappropriately or offensively (such as their legs, crotch, butt, or breasts)	Men (perpetrated)	11.7	12.3	9.9	12.8
	Women (experienced)	23.9	29.1	23.9	17.8
Repeatedly asked someone for a date or their phone number after you were rejected or ignored by the person	Men (perpetrated)	11.4	11.7	10.1	12.5
	Women (experienced)	35.3	33.0	38.9	34.7
Took and/or shared sexual pictures or videos of someone without their permission	Men (perpetrated)	2.9	2.3	2.3	4.6
	Women (experienced)	2.6	3.4	0.0	4.2
Flashed or exposed genitals to someone without their permission	Men (perpetrated)	1.2	1.2	1.8	0.6
	Women (experienced)	6.8	9.1	5.4	5.6
Purposely touched someone or brushed up against someone in an unwelcome sexual way	Men (perpetrated)	3.7	2.9	3.3	5.5
	Women (experienced)	10.4	14.9	6.9	8.3
Forced someone to perform a sexual act without their permission or pressured them to do so (including while they were under the influence of alcohol or drugs)	Men (perpetrated)	1.2	1.4	1.5	0.6
	Women (experienced)	4.7	6.8	2.7	4.1

3.7.5. Attitudes on sexual harassment

In terms of stereotypes surrounding the causes of sexual harassment, 18 per cent of the surveyed women and 14 per cent of men say women who dress provocatively deserve to be harassed (Figure 3.7d). Twenty per cent

of women say that men are unable to control themselves after long periods of sexual deprivation – and 10 per cent of male respondents agree. Additionally, 11 per cent of men and 4.3 per cent of women agree that women who join the security sector “should expect harassment.”

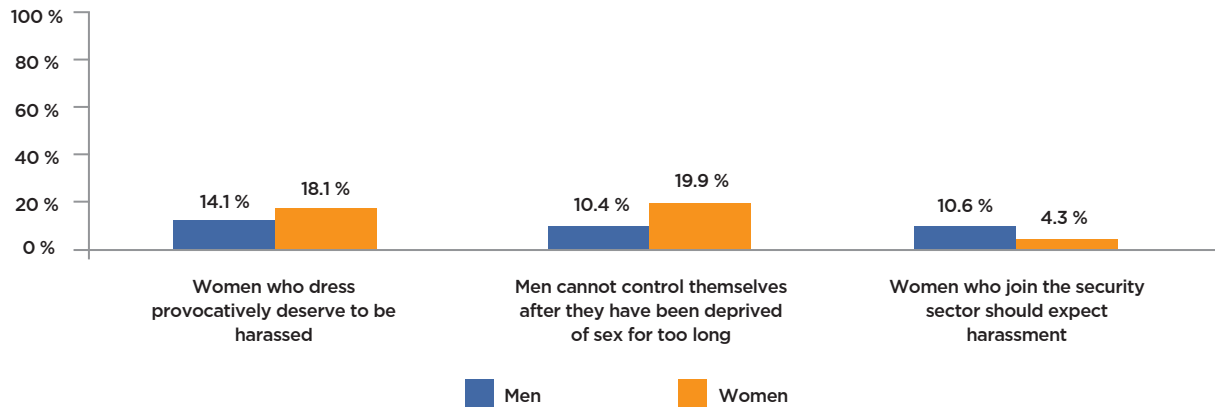


Figure 3.7d. Percentage of male and female respondents who agreed or strongly agreed with statements on sexual harassment

The data reveal no significant differences in agreement with sexual harassment-related stereotypes across services. Women appear more critical of provocative clothes as grounds for harassment (for instance, 21 per cent of the surveyed women versus 13 per cent of men in the State Border Guard Service). However, women are expected to be ready for harassment if they work in the security sector, according to 14 per cent of men in the National Guard of Ukraine and 9.9 per cent of men in the National Police. Interestingly, more women than men feel long sexual deprivation makes men unable to control themselves (25 per cent of women in the National Police, 18 per cent of women in the State Border Guard Service, and 16 per cent of women in the National Guard of Ukraine).

3.7.6. Attitudes toward laws on violence

The survey found notable differences in male and female attitudes toward laws on violence, although an overwhelming majority of respondents of both genders (81 per cent of men and 94 per cent of women) support adopting a law making it a crime to sexually harass or assault someone in public (Figure 3.7e). Additionally, 68 per cent of women – versus 58 per cent of men – believe that current laws do not provide sufficient protection to victims of violence;

48 per cent of men and 37 per cent of women say domestic violence laws make it too easy for a woman to bring charges against a man.

This variation becomes even more noticeable when breaking figures out by service (Table 3.7d). For example, 99 per cent of women in the State Border Guard Service of Ukraine feel sexual harassment or assault in public should be a criminal action versus 77 per cent of men in the National Guard of Ukraine. Between 36 per cent and 38 per cent of women feel domestic violence laws make it too easy for a woman to bring charges against a man, whereas this figure varies from 46 per cent to 51 per cent for men. These attitudes are particularly important to understand since the beliefs of personnel responsible for receiving and responding to reports of domestic violence can influence how they fulfill their professional duties and may have direct implications for women’s reporting. For example, women can be discouraged from future reporting if they perceive negative responses such as minimization, disbelief, or aggression.⁶³

63 Bergman, M. E., Langhout, R. D., Palmieri, P. A., Cortina, L. M., & Fitzgerald, L. F. (2002). The (un) reasonableness of reporting: Antecedents and consequences of reporting sexual harassment. *Journal of Applied Psychology, 87*(2), 230.

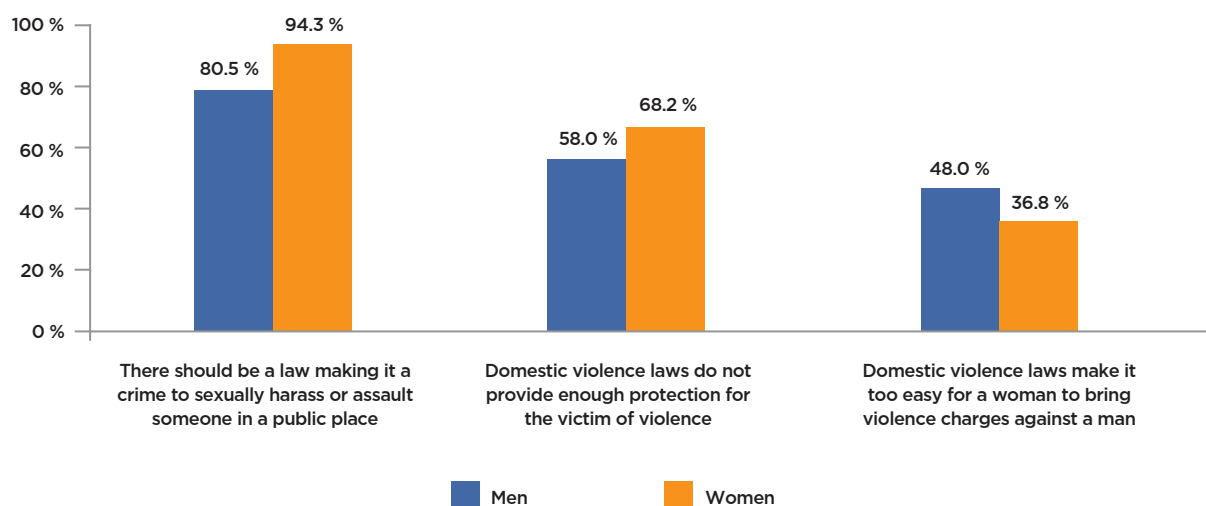


Figure 3.7e. Percentage of male and female respondents who agreed or strongly agreed with statements on laws concerning violence

Table 3.7d. Respondents who agreed or strongly agreed with statements on laws concerning violence (by service)

	National Police (%)		National Guard of Ukraine (%)		State Border Guard Service of Ukraine (%)	
	Men	Women	Men	Women	Men	Women
There should be a law making it a crime to sexually harass or assault someone in a public place	82.4	91.7	77.2	93.3	81.6	98.6
Domestic violence laws do not provide enough protection for the victim of violence	63.7	63.9	55.7	72.1	50.8	70.0
Domestic violence laws make it too easy for a woman to bring violence charges against a man	47.0	36.6	50.9	36.2	46.3	37.7

3.8. Health

Social norms and expectations may increase the probability of health-harming behaviors (in particular, smoking and alcohol use) and affect people’s readiness to seek medical care. Alongside their link to diverging engagement in health-harming behaviors, gender norms influence how people react to the symptoms of illness: Research shows that women generally turn

to medical help more often (even if reproductive health consultations are not considered).⁶⁴ Taking care of one’s health may be seen as “unmanly” by some, which reduces men’s readiness

64 Manandhar, M., Hawkes, S., Buse, K., Nosrati, E., & Magar, V. (2018). Gender, health and the 2030 agenda for sustainable development (Bulletin of the World Health Organization). <https://www.who.int/bulletin/volumes/96/9/18-211607/en>

to seek medical assistance.⁶⁵ Within this context, this study examined health-related views and practices within Ukraine’s security sector by asking the survey participants about their views on taking care of one’s health, seeing a doctor in case of illness, alcohol use, and smoking.

3.8.1. Health care views

Among security sector employees, men’s and women’s views on some aspects of health care

largely coincide (**Figure 3.8a**). For example, 72 per cent of men and 70 per cent of women say that seeing a doctor without symptoms of an illness is a waste of time; two-thirds (65 per cent of men and 66 per cent of women) would see doctors more often if their services were of higher quality. At the same time, 58 per cent of men versus 45 per cent of women self-administered treatment, trying to solve health issues without a doctor. Additionally, more than double the proportion of men feel getting drunk is a normal way to deal with stress (14 per cent versus 6.7 per cent of women).

65 Magar V. (2015). Gender, health and the Sustainable Development Goals (Bulletin of the World Health Organization). <https://www.who.int/gender-equity-rights/news/gender-health-sdgs/en/>

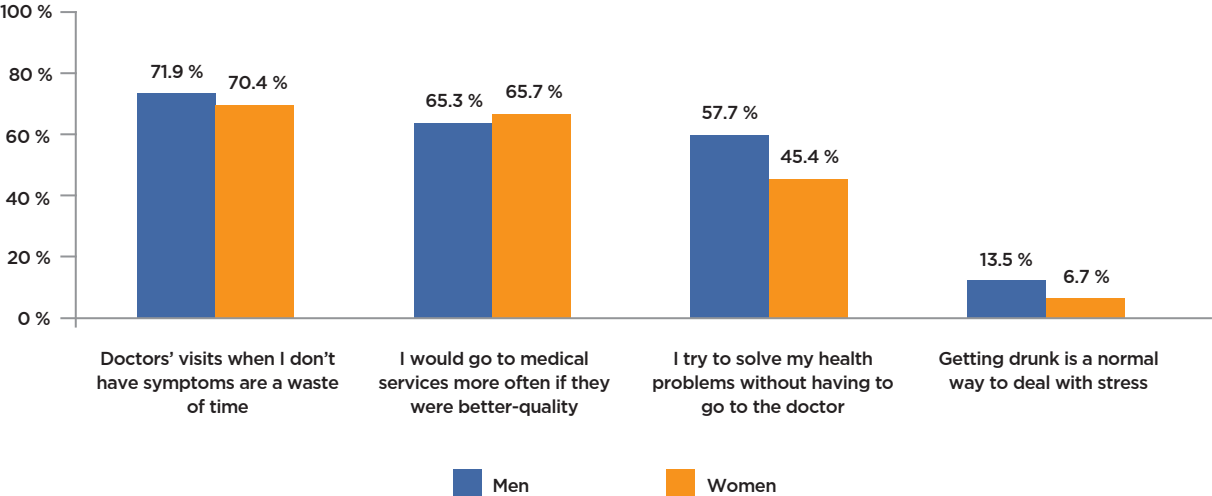


Figure 3.8a. Percentage of male and female respondents who agreed or strongly agreed with statements on health care

Across the three MIA services, the proportions of men and women who agree that seeing a doctor without any symptoms of an illness is a waste of time are nearly equal (**Table 3.8a**). Distrust of medical service quality was most often expressed by women (75 per cent) and men (68 per cent) in the National Guard of Ukraine. The tendency to self-administer

treatment and solve health issues without seeing a doctor is slightly more common among men in the National Guard of Ukraine (62 per cent versus 58 per cent across all services). Agreement that getting drunk is a normal way to deal with stress ranged from 8.9 per cent to 15 per cent among men and from 3.9 per cent to 9.5 per cent among women.

Table 3.8a. Respondents who agreed or strongly agreed with statements gauging attitudes toward health (by service)

	National Police				National Guard of Ukraine				State Border Guard Service of Ukraine			
	Men		Women		Men		Women		Men		Women	
	%	n	%	n	%	n	%	n	%	n	%	n
Doctors' visits when I don't have symptoms are a waste of time	75.5	410	74.2	66	72.9	310	71.4	55	65.2	234	64.9	48
I would go to medical services more often if they were better-quality	63.9	341	64.0	57	68.0	287	75.3	58	64.4	230	57.5	42
I try to solve my health problems without having to go to the doctor	58.5	317	51.7	46	61.8	262	42.9	33	51.5	185	40.5	30
Getting drunk is a normal way to deal with stress	15.3	83	6.7	6	15.0	63	3.9	3	8.9	32	9.5	7

3.8.2. Smoking and alcohol abuse

Men in the security sector are more likely than female peers to engage in the health-harming habits of smoking and alcohol abuse, according to the survey results: 58 per cent of men and

34 per cent of women are daily smokers, and 26 per cent of men and 7.2 per cent of women have used alcohol to the point of getting drunk at least once a month over the past year (Figure 3.8b).

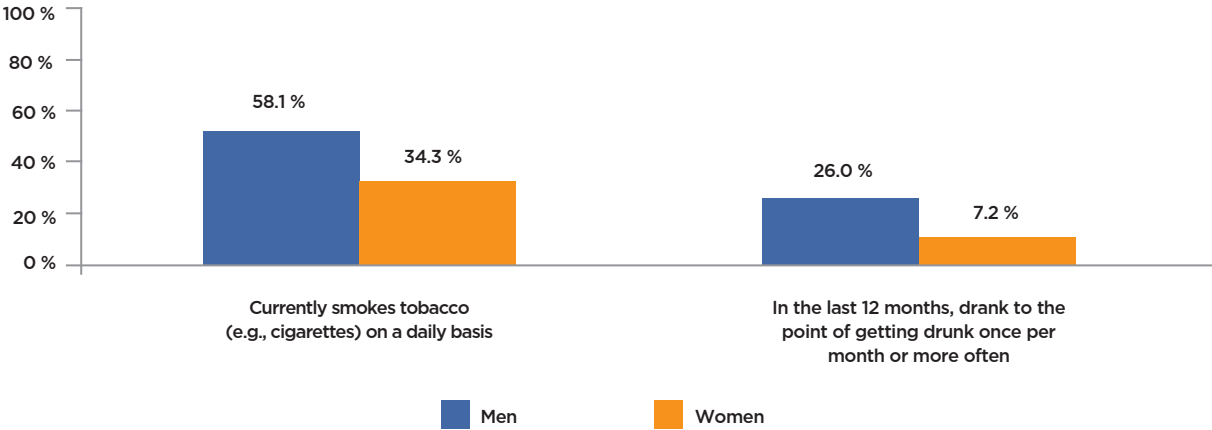


Figure 3.8b. Percentage of male and female respondents who reported the use of tobacco and alcohol



Photo by Nikolay Anatsky

Thus, the study findings show a higher prevalence of several health-harming habits among men in the security sector and also a greater likelihood of self-administering treatment to try and solve their health issues without seeing a doctor. Most respondents – of both genders – believe seeing a doctor without symptoms is a waste of time and distrust the quality of medical

services. Comparing respondents' answers by service, we can see slightly higher rates in the National Guard of Ukraine of smoking – 64 per cent of men and 39 per cent of women – and of drinking to the point of getting drunk at least once a month, 29 per cent of men and 9.1 per cent of women.

4. DISCUSSION

This special edition of IMAGES, focusing on employees in Ukraine’s National Guard of Ukraine, State Border Guard Service of Ukraine, and National Police, provides valuable information to guide policymakers, sector leaders, and all who seek to achieve gender equality within the country’s security sector.

The report is distinctive in that it provides men’s and women’s responses side by side on a wide variety of topics related to gender equality at home, at work, and in society.

This section of the report aims to identify some of the principal themes that emerge from a deeper analysis of the findings. The conclusions and analysis in this section do not reflect the views or official stances of the MIA, NAIA, or any other government agency of Ukraine. Instead, as independent researchers who share a wish for greater health, well-being, and safety for all Ukrainian people, the authors of this section encourage the MIA and the Ukrainian security sector as a whole to consider these findings earnestly, disseminate them widely, and use them to create new policies, legislation, and procedures that will promote human rights and advance the goal of gender equality in the sector.

Security sector employees face traumas in the line of duty, but these experiences are not a significant factor in their attitudes and behaviors related to gender.

In answer to a core research question posed by the MIA at the outset of the study, the data show that one’s experience of active combat or proximity to trauma is not the core driver of gender-inequitable behaviors or views. This study’s sample design was intentionally shaped to pursue a research question about the impact of active combat experience, and equal numbers of study participants were drawn from three groups: those who were currently deployed in the active conflict (JFO) zone, those who had previously deployed to the conflict zone and

had since returned to home life and duty, and those in the sector who had never deployed to the active conflict zone. The hypothesis driving this sample selection was that active combat experience – and its related increase in proximity to the many traumas of combat – would be linked to other aspects of respondents’ lives, especially their views about gender, their use of sexual harassment or intimate partner violence, their own mental health, and more.

The data do not support this hypothesis on any major theme of the study. This is an essential finding because it demonstrates that the push for gender equality, for wider opportunities for women in the security sector, and for better procedures to prevent and respond to gender-based violence are needed among all employees of the security sector. It is not sufficient, or supported by the IMAGES data, to direct gender-equality programs and messages only to those with combat experience. The report presents findings broken into the three MIA services – National Police, National Guard of Ukraine, and State Border Guard Service of Ukraine – rather than the three sampling groups based on combat experience in the JFO zone. This has been done to provide scientifically proven evidence to the ministry officials who will use the report, but the underlying data and conclusion remain: Combat proximity or experience is not a significant influence on respondents’ gender attitudes or practices. As the findings demonstrate and later analysis will show, there were also very few significant differences in gender-related behaviors and views among the three MIA services.

At the same time, many security sector employees have experienced traumatic events in the context of their jobs and share indications of strained mental health, in some cases with gendered patterns. Nearly half of men and one-third of women reported one or more traumatic events that took place during their work-related service, such as the death of a colleague,

their own capture, being shot at, seeing a dead body, and/or discharging their weapon at someone. It is notable that these rates were by far the highest among the National Police, as compared to the National Guard of Ukraine or State Border Guard Service of Ukraine. With so many reporting these events, it is also necessary to consider the mental health impact and whether security sector employees are receiving the mental and medical support they need. Results show that male employees are much more closed off to seeking medical care and positive mental health services. Men were also much more likely than women to share attitudes such as “Getting drunk is a normal way to deal with stress” and “I try to solve my health problems without having to go to the doctor.” Security sector leadership should take note of the combination of these two findings – the high proportion of employees who experience traumatic events and men’s aversion to health-seeking behaviors – in shaping sector programs and policies to support its employees.

Encouragingly, most workers in the sector, regardless of gender, support equal pay and equal opportunities for men and women.

There are some positive findings, particularly on men’s support for policies that ensure equality of pay and opportunity among men and women in the sector; these findings can be very useful in further examining human resource policies, campaign development, and awareness-raising efforts. The vast majority – over 90 per cent of men in the study – agree that men and women in the same position should receive equal salaries and that men and women should have equal promotion and advancement opportunities in the MIA. Therefore, ministry leaders should be encouraged that there is strong support among all employees for equal pay and equal advancement opportunities regardless of gender.

Such high levels of support for gender equality policies can become a core element not only for human resources policies, but also in internal communications and campaigns to show that equality of pay and opportunity are

not simply ministry policies, but popular ones. This support can also be used for external campaigning, aimed at recruiting more women to the security and defense sector, promoting greater gender balance in the workforce. Anyone who does not favor these policies is far outnumbered among their colleagues and commanders. In another encouraging finding, it is exceedingly rare for any sector employees, male or female, to share attitudes that justify men’s intimate partner violence against women. Only 1 per cent of respondents agreed that a woman should tolerate violence to keep the family together. Only 4 per cent of men and less than 1 per cent of women said men should use violence to get respect if necessary.

Overall, however, men’s attitudes on gender-related topics are much more restrictive than women’s and raise concerns in many areas. This conclusion is especially important for a sector that is so male-dominated in its membership.

The high proportion of men in the sector means that sector leadership needs to devote serious attention to the attitudes held by men regarding gender equality. As the percentages presented throughout this report show, men were more likely than women to agree with every restrictive statement about gender roles and masculinity in the study. In some cases, the differences are stark: men were more than twice as likely as women to agree that “a man should have the final word about decisions in his home,” a statement that reflects unequal and patriarchal family control; the majority of men (56 per cent) in the study agreed with that statement. Nearly half of men also agreed with the stereotypical and patriarchal division of family roles in the statement “It’s better for everyone if the man earns the money and the woman only takes care of the home and children,” and rates were very similar for the statement “It is more important for a woman to marry than for her to have a career.” Such findings suggest that the National Guard of Ukraine, State Border Guard Service of Ukraine, and National Police are male-dominated workplaces in which men may hold strict views about gender roles. This is certainly not valid for every man working in the

sector; however, the challenge for ministry leaders is to make it more comfortable for the great proportion of its male employees who reject these ideas and hold a much more equal view of gender issues and gender relations to speak up and influence their colleagues for the better.

Many study participants seem to be in favor of maintaining the status quo of their workplace.

Findings conflict on openness to women's increased involvement and seniority in the security sector. For instance, 40 per cent of men in the study agreed that the MIA "does not need to bring in more female employees." Yet men and women alike generally approve of having female colleagues at the same level as them or even as superiors. However, despite this openness, most men and women are more comfortable reporting to men compared to women. Also of note, there are no statistically significant differences between male and female participants in terms of their attitudes toward women colleagues. Furthermore, both men and women presented concerns regarding women's involvement in the security sector: Men are particularly concerned with possible complications stemming from sexual or romantic feelings that may develop when working with women in dangerous situations. Women, on the other hand, are more likely to doubt women's physical ability to do work in the security sector as well as men.

In general, men do not recognize gender discrimination in Ukraine's security sector, whereas two out of five women believe that women in the sector face many forms of discrimination. This lack of recognition may be a barrier to preventing and responding to gender-based discrimination in the sector. The data suggest that many men are not knowledgeable on or attentive to the multiple possible forms of discrimination faced by women, and improving awareness on this issue can be an important first step to reducing discrimination in the sector. Therefore, the ministry should ensure that its messaging embraces equality and openness to all, instead of the men-first, discriminatory mentality that a proportion of employees still hold.

The study also detected the use and experience of unwanted sexual advances in public spaces (including, but not limited to, the workplace), as well as discriminatory attitudes related to sexual harassment.

Almost three in five female security sector employees have experienced unwanted sexual advances that may include sexual harassment, and one in three has experienced this within the last 12 months.

This refers to experiences that took place in any public location, including but not limited to the workplace. One-third of men reported having carried out sexual advances in public, and 16 per cent of men admitted to engaging in this behavior during the last year. These findings are important for many reasons. First, security sector employees represent the government, its values, and law and order in the country. Second, as part of their professional responsibilities, security sector employees are implementers of legislation, including that related to gender-based violence, so their attitudes regarding gender and gender-related policies may influence their professional practices. Individual acts of unwanted sexual advances, harassment, and violence may counteract their own professional roles, and these acts undermine national policies in support of gender equality and violence prevention. Additionally, the use of sexual harassment is associated with the likelihood of perpetrating other forms of sexual violence in and out of work.⁶⁶

Stereotypical attitudes justifying unwanted sexual advances and sexual harassment were identified among security sector employees.

Nearly every fifth woman believes that men are unable to control themselves during long periods of sexual deprivation and that how a woman is dressed may provoke sexual harassment – greater than the proportion of men sharing these views. Although far from universal, these attitudes are worrisome because they

66 Stander, V. A., Thomsen, C. J., Merrill, L. L., & Milner, J. S. (2018). Longitudinal prediction of sexual harassment and sexual assault by male enlisted Navy personnel. *Military Psychology, 30*(3), 229-239. <https://doi.org/10.1037/mil0000171>

show that women are particularly likely to justify sexual harassment if it occurs, which may contribute to the underreporting of cases. Women already face many barriers to reporting cases of harassment or abuse, such as confusing or ill-defined protocols and pressures from superiors or colleagues, as well as a fear of negative repercussions, such as retaliation or revictimization.

The study results raise concerns as to whether security sector employees – particularly, but not exclusively, police – are adequately prepared to respond to all cases with empathy and without prejudice. First, this relates to cases of gender-based violence they may encounter in line with their duties, especially the possibility of a man reporting having been subject to this violence. It is noteworthy that approximately one in six male respondents serving in the National Police feels that police should not believe a man who reports being sexually assaulted. This attitude directly opposes their professional duties related to responding to cases of sexual violence. Sexual assault experienced by any person (male or female) remains dramatically underreported, and the embarrassment and stigma related to sexual assault are even greater when victims feel their accounts will not be believed or taken seriously by police.⁶⁷ Additionally, when victims of sexual harassment and/or assault actually decide to report the experience of violence, how they are received by police can be a traumatic revictimization, especially when the service members exhibit greater tolerance for sexual violence.⁶⁸

67 Holmes, G. (1997). See no evil, hear no evil, speak no evil: Why do relatively few male victims of childhood sexual abuse receive help for abuserelated issues in adulthood? *Clinical Psychology Review*, 17(1), 69–88. URL: [https://doi.org/10.1016/s0272-7358\(96\)00047-5](https://doi.org/10.1016/s0272-7358(96)00047-5); Felson, R. B., & Pare, P. P. (2005). The Reporting of Domestic Violence and Sexual Assault by Nonstrangers to the Police. *Journal of Marriage and Family*, 67(3), 597–610. URL: <https://doi.org/10.1111/j.1741-3737.2005.00156.x>; Fisher, B. S., Daigle, L. E., Cullen, F. T., & Turner, M. G. (2003). Reporting Sexual Victimization to the Police and Others: Results from a National-Level Study of College Women. *Criminal Justice & Behavior*, 30(1), 6–38. URL: <https://doi.org/10.3138/cjwl.29.1.36>.

68 Favero, M., Del Campo, A., Faria, S., Moreira, D., Ribeiro, F., & Sousa-Gomes, V. (2020). Rape Myth Acceptance of Police Officers in Portugal. *Journal of Interpersonal Violence*. URL: <https://doi.org/10.1177/0886260520916282>; Johnson, H. (2017). Why doesn't she just report it? Apprehensions and contradictions for women who report sexual violence to the police. *Canadian Journal of Women and the Law*, 29(1), 36–59. URL: <https://doi.org/10.3138/cjwl.29.1.36>.

Respondents also shared concerns about how the MIA deals with cases of sexual harassment that take place within security sector workplaces. Women respondents, who are disproportionately affected by men's violence and harassment, predominantly believe the ministry's management of sexual harassment cases needs to improve. However, they – like men in the study – also hold discriminatory attitudes, such as a belief that some situations justify harassment, such as what a woman is wearing. Taken as a whole, the data concerning women's experiences of sexual harassment, men's use of this form of violence, and the attitudes held by security sector employees highlight the importance of MIA-led training initiatives on identifying inappropriate behaviors and attitudes that discriminate against women and that produce environments accepting of sexual violence.

Restrictive ideas about working women and gender roles persist among security sector staff, even as most approve of women working in the sector and as encouraging signs emerge on generational shifts in men's contributions to household work.

While men's attitudes about gender roles, masculinity, and femininity are almost always more restrictive than those of women, approximately one-quarter to one-third of surveyed women also hold restrictive attitudes on women's domestic and professional roles. For instance, 23 per cent of women working in the security sector agreed that “it's better for everyone if the man earns the money and the woman only takes care of the home and children”; 28 per cent agreed that “it is more important for a woman to marry than for her to have a career.” These are high rates of agreement with traditional gender attitudes among employed, educated women. These data show that the attitudes held by some members of the security sector regarding women's roles as mothers and wives clash with career advancement for women. Similarly, women reported higher rates of struggling to balance work and home responsibilities than men. This finding is in

line with other studies showing that European mothers feel more guilt than fathers for working full time.⁶⁹

Conversely, the survey data show that women feel more supported by their families than men do, whereas men were more likely to report family members telling them that they work too much. The findings suggest that the perceived imbalance between work and home responsibilities originates from external factors (i.e., family expectations) for men and from internal expectations for women. Better family, childcare, and organizational support services might help address this gendered work-family conflict, improve work-life balance, and shift gender attitudes toward equality. Similarly, the data even suggest that the motivations for joining the security sector reflect gendered roles, with men motivated more by public-facing or external ideas such as a desire to protect the country and women motivated more by familial or internal reasons such as a desire to provide financial security or to continue family traditions.

The data show some encouraging signs related to men’s contributions to household work across the generations in Ukraine, one key indicator of more equal relations between men and women. Relationship characteristics that one observes in the childhood home, good or bad, are often reflected in one’s adult behaviors. While the dynamics in one’s childhood home are not guaranteed to be replicated in adulthood, of course, this intergenerational link is nonetheless powerful and important to explore. Data from previous IMAGES studies have shown that men who grew up in a home with a father who participated more equitably in childcare

and domestic work are more likely to have more gender-equitable attitudes and practices as adults themselves.⁷⁰ When it comes to these intergenerational patterns of domestic work and childcare among Ukrainian security sector employees, this study shows some encouraging signs. The majority of all respondents, men and women alike, say their father contributed to all elements of domestic work in their childhood homes, including some traditionally “feminine” tasks such as washing clothes, cleaning the bathroom, and cleaning the house. This was echoed by respondents’ reflections on their current home lives, where findings were nearly unanimous that men in the study are involved in these traditionally “feminine” domestic tasks.

The strength of these links could provide an interesting platform for campaign or advocacy messaging, with calls such as: “What examples of equality did you learn from your father/parents?” “What examples of equality are you setting for your children?” Even as men report involvement in domestic work, there remain some signs of patriarchal decision-making persisting in security sector employees’ homes. Some 27 per cent of men in the study said they alone have the final say when it comes to spending money on large investments, a reflection of patriarchal and unequal financial decision-making. That said, for the most part, men and women respondents alike were very likely to report that most family decisions were made jointly by both spouses.

Childcare in security sector employees’ homes remains quite gendered, with widespread reports that women take on the majority of childcare. While many men in the study gave themselves credit for equal participation in childcare, the overall picture of childcare distribution within security sector employees’ homes pointed to women carrying out an unequal proportion of this work. This trend is not specific to the security sector: For example, a similar study carried out among Ukraine’s general population found that women spent more than double the amount of time per day compared to men on childcare activities.⁷¹ This is important because unequal childcare expectations at home can

69 Aarntzen, L., van der Lippe, T., van Steenbergen, E., & Derks, B. (2020). How individual gender role beliefs, organizational gender norms, and national gender norms predict parents’ work-Family guild in Europe. *Community, Work & Family*. URL: <https://doi.org/10.1080/13668803.2020.1816901>; Borelli, J. L., Nelson-Coffey, S. K., River, L. M., Birken, S. A., & Moss-Racusin, C. (2017). Bringing work home: gender and parenting correlates of work-family guilt among parents of toddlers. *Journal of Child and Family Studies*, 26, 1734-1745. URL: <https://doi.org/10.1007/s10826-017-0693-9>.

70 Levto, R. G., Barker, G., Contreras-Urbina, M., Heilman, B., & Verma, R. (2014). Pathways to Gender-equitable Men: Findings from the International Men and Gender Equality Survey in Eight Countries. *Men and Masculinities*, 1-35. URL: <https://doi.org/10.1177/1097184X14558234>.

prevent women from pursuing paid work outside the home, including in the security sector. Any effort to achieve greater equality in this sector, or in any other portion of the paid labor force in Ukraine, will require work to change these persistent, unequal patterns of childcare in the home.

While these findings reveal much work to be done, the study also points to some signs that security sector employees are ready for a change, regardless of their gender. The vast majority of respondents of both genders agree, for instance, that the government should provide at least ten days' paid paternity leave, separate from vacation days, when a child is born; this shows widespread support for men's greater opportunity to play a role in childcare from the earliest stages. Likewise, over 90 per cent of men and women would like to spend more time with their children, with men's agreement outpacing women's. Additionally, while 71 per cent of men in the general population believe they spend too little time with their children due to work,⁷² 82 per cent of surveyed men in the security sector (reaching 86 per cent among men in the National Guard of Ukraine) feel they spend too little time with their children because of the nature of their job.

Taken together, these points show an undercurrent of interest in childcare, and a lament for a lack of time spent with children, among men. These widespread feelings should be brought to the surface, incorporated into sector-wide campaigns, and used to encourage policy shifts, measures, and practices to help create equality

in care work. This is an example of a clear “win-win,” in which greater equality in childcare would be good for all: Data show that women need to have reduced childcare expectations to open up more opportunity for professional advancement, while men are seeking increased time with their children and policies to offer them this opportunity.

Ministry officials, and all policymakers, must put in place measures to stop the intergenerational transmission of violence.

Just as positive childhood experiences – such as witnessing equality in domestic work among one's parents – can transmit across the generations, adverse childhood experiences can also promote intergenerational cycles of violence.⁷³

This includes the adverse experience of being subject to physical abuse or corporal punishment by one's parents, among many other childhood events. In Ukraine, the use of any corporal punishment of children by parents has been explicitly prohibited since 2003. However, a quarter of male and female participants in this study reported having slapped their children, and over half have used a harsh form of discipline, including shouting, yelling, screaming, or hitting children with objects. Considering that many of these behaviors are illegal, it is especially concerning to see these actions reported by those tasked with upholding the law. Ministry leaders should consider this and other areas in which their employees have admitted to possibly criminal behaviors; it is essential to the MIA's objectives to understand how its employees' attitudes and practices may influence their professional duties to uphold legislation, including the law criminalizing domestic violence (see the next section).

Many security sector employees share that they were subject to adverse experiences and violence as children, increasing the urgency of addressing the possible lifelong influence of these experiences. Experiencing physical or humiliating punishments in childhood has negative consequences in all stages of life: it increases children's risk of antisocial behavior

71 United Nations Population Fund, UK Government, & Ministry of Social Policy of Ukraine. 2018. *Masculinity today: Men's attitudes to gender stereotypes and violence against women*. Kyiv.

72 United Nations Population Fund, UK Government, & Ministry of Social Policy of Ukraine. 2018. *Masculinity today: Men's attitudes to gender stereotypes and violence against women*. Kyiv.

73 Fleming, P. J., McCleary-Sills, J., Morton, M., Levto, R., Heilman, B., & Barker, G. (2015). Risk Factors for Men's Lifetime Perpetration of Physical Violence against Intimate Partners: Results from the International Men and Gender Equality Survey (IMAGES) in Eight Countries. *PLoS ONE*, 10(3), e0118639; <https://doi.org/10.1371/journal.pone.0118639> Afifi, T. O., Mota, N., Sareen, J., & MacMillan, H. L. (2017). The relationship between harsh physical punishment and child maltreatment in childhood and intimate partner violence in adulthood. *BMC Public Health*, 17, 493. URL: <https://doi.org/10.1186/s12889-017-4359-8>.

and aggression even in early childhood,⁷⁴ experiencing psychological and physical violence is associated with the use of bullying during adolescence,⁷⁵ and experiencing harsh physical punishment is associated with increased perpetration of and victimization from intimate partner violence.⁷⁶ Common among respondents were adverse events in childhood, specifically experiencing and witnessing violence. Notable proportions – 46 per cent of women and 39 per cent of men – shared that they witnessed domestic violence against their mothers or the woman who raised them during childhood. Men in the study were more likely to have experienced physical abuse as children, yet both men (52 per cent) and women (44 per cent) were physically punished by their families. The expectations that boys be tough and unemotional may promote the use of physical punishment against boys in comparison to girls, who may be considered more fragile. Furthermore, authoritarian parenting attitudes, such as the high agreement in this study that parents “who are attentive to their children’s feelings spoil them,” suggest the presence of inappropriate expectations regarding children’s behaviors and the oppression of children’s power and independence.⁷⁷

An additional area of concern is the high rate of men’s controlling behaviors and intimate partner violence in relationships.

Looking then to respondents’ adult lives and relationships, an additional area of concern is the high rate of men’s controlling behaviors in relationships, as well as sexual harassment in public spaces. The frequency of controlling behaviors – reported by over 72 per cent of participants – is important to consider. Speaking to their own relationships, 78 per cent of men and 85 per cent of women say men expect their female partner to agree to sex when they want it, and 76 per cent of men and 74 per cent of women say men need to know where their female partner is at all times. These experiences undermine women’s autonomy and promote expectations of their submission to male partners. The frequency of such attitudes among security sector employees is alarming and highlights the existence of power imbalances that can impact behavioral outcomes and the health of security sector employees and their families.

As with forms of violence such as the corporal punishment of children, unwanted sexual advances, and sexual harassment, the reported rates of perpetration and experience of intimate partner violence – another act to which security sector employees are tasked to respond – deserve priority. Some 28 per cent of male security sector employees reported perpetrating psychological violence against their intimate partners in the last year, and 7 per cent reported using economic violence and 4 per cent physical or sexual violence in the last year. Reported rates of having used these forms of violence at any point in one’s life were much higher. Considering that these self-reported rates likely underestimate the true prevalence, the use of intimate partner violence among security sector employees is quite high. Furthermore, women employees reported experiencing economic and physical or sexual violence at an even higher rate, with almost one in ten women reporting physical or sexual intimate partner violence in the last 12 months. These rates of recent perpetration and experience among security sector employees are alarming, especially considering these employees’ central role in enforcing violence-related legislation, and show that intimate partner violence is a current problem among security sector families.

74 Durrant, J. E. & Ensom, R. (2017). Twenty-Five Years of Physical Punishment Research: What Have We Learned? *Journal of the Korean Academy of Child and Adolescent Psychology*, 28(1), 20-24. URL: <https://doi.org/10.5765/jkacap.2017.28.1.20>.

75 Gómez-Ortiz, O., Romera, E. M., & Ortega-Ruiz, R. (2015). Parenting styles and bullying. The mediating role of parental psychological aggression and physical punishment. *Child Abuse & Neglect*, 51, 132-143. URL: <https://doi.org/10.1016/j.chiabu.2015.10.025>.

76 Afifi, T. O., Mota, N., Sareen, J., & MacMillan, H. L. (2017). The relationship between harsh physical punishment and child maltreatment in childhood and intimate partner violence in adulthood. *BMC Public Health*, 17, 493. URL: <https://doi.org/10.1186/s12889-017-4359-8>. Fleming, P. J., McCleary-Sills, J., Morton, M., Levtov, R., Heilman, B., & Barker, G. (2015). Risk Factors for Men’s Lifetime Perpetration of Physical Violence against Intimate Partners: Results from the International Men and Gender Equality Survey (IMAGES) in Eight Countries. *PLoS ONE*, 10(3), e0118639. URL: <https://doi.org/10.1371/journal.pone.0118639>.

77 Connors, N. A., Whiteside-Mansell, L., Deere, D., Ledet, T., & Edwards, M. C. (2006). Measuring the potential for child maltreatment: The reliability and validity of the Adult Adolescent Parenting Inventory—2. *Child Abuse & Neglect*, 30(1), 53. URL: <https://doi.org/10.1016/j.chiabu.2005.08.011>.

Also concerning are the contradictory attitudes around domestic violence laws held by those who hold a professional responsibility to uphold these laws. A high proportion of both men and women say domestic violence laws make it too easy for women to bring violence charges against men, a noteworthy finding given that this study's respondents have a professional responsibility to respond to these charges. At

the same time, however, most respondents also believe the legal framework regulating gender-based/domestic violence does not provide enough protection for survivors. The conflicting views regarding legislation among security sector employees suggest the need for greater clarity and information around domestic violence laws, which ministry leadership should take up in internal trainings and campaigns.

5. RECOMMENDATIONS

FOR THE UKRAINIAN SECURITY SECTOR

Research on masculinity and gender issues in the Ukrainian security sector clearly shows the urgent need for a roadmap to reform the MIA's gender policy in its departments and units, with the survey uncovering not only challenges related to professional duties but also the need to implement effective staff-organizing, educational, psychological, and teaching measures to ensure employees consciously approach their work environment with an understanding of human rights, gender equality, mutual respect, and tolerance. There are positive indications that such a roadmap would receive the needed high-level political support and priority.

Based on these findings, authors of this report believe that it is important for the Government of Ukraine to continue legislative consolidation of ensuring equal rights and opportunities for women and men in the security and defense sector of Ukraine that will ensure de facto achievement of gender equality in this area regarding, among others, recruitment, career advancement, regular military rank, creating safe and decent working conditions. The Ministry of Internal Affairs should introduce measures to raise employees' motivation to serve in the security sector, as one-third of the surveyed men feel constantly stressed by an inability to meet their basic needs, which may lead to their quitting the service, while women feel stressed from balancing work and domestic duties.

Management of the National Police, National Guard of Ukraine, and State Border Guard Service of Ukraine should promote gender equality as a priority to realize the state personnel policy, including by:

- Continuing to support male employees' un-biased attitude toward female colleagues and ensuring equal pay for equal work regardless of gender, which is supported by nearly all respondents.
- Counteracting existing gender stereotypes related to differences between male and female employees (four in ten surveyed men are against expanding female staff) and related to men's and women's roles (a male breadwinner and a woman at home) through educational events, messaging, and changes in internal policies.
- Working to implement gender parity in management (many male respondents are against increasing the number of women in management positions).
- Running a series of educational events to improve staff's gender education and form a gender-equal workplace culture.
- Continuing to implement the gender-equality policy to provide equal rights and opportunities for men and women (e.g., nearly half of respondents do not support an equal retirement age);
- Applying a gender-sensitive approach to department work organization (one-third of women are stressed by having to be torn between work and family).
- Introducing various forms of training for staff to build acceptance of people of all sexual orientations and to ensure zero tolerance for gender-based discrimination, including sexual harassment and violence.

Psychologists in the National Police, National Guard of Ukraine, and State Border Guard Service of Ukraine should focus on:

- Providing complex psychological measures for security sector employees experiencing effects such as guilt, nightmares, nervousness, excessive vigilance, and alienation following traumatic events (half of men and one-third of women who experienced traumatic incidents reported these effects), as well as emergency psychological assistance for them.
- Providing preventative psychological measures to avert violence in the households of security sector employees and to build a culture of gender-equal relations.
- Giving individual psychological consultations to security sector employees and their family members to help address gender-related family issues (such as a man's tendency to control his female partner's clothing or monitor her location, or a lack of satisfaction among men or women in affection with their partner).
- Organizing and conducting training to build the professional, behavioral, and communication skills needed to foster healthy childrearing, as well as training related to preventing intimate partner violence – in particular, psychological violence (perpetrated by half of men who have been to or are currently in the JFO zone), economic violence (one-third of men who are back from the JFO zone), physical violence (every tenth man of those who are in the JFO zone now and those who have never been there), and sexual violence (in families of those who are back from the JFO zone and those who have never been there).
- Providing psychological support for security sector employees currently in the JFO zone, running express diagnostics to detect adverse emotional states that may affect their service.



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