**INFORMATION**

**of the SES system to the "Analytical Report on an integrated approach to the promotion, protection and realization of the rights of women and girls"**

The State Emergency Service of Ukraine to realize the National Action Plan of Ukraine in the light of the UN Security Council Resolution 1325 "Women, Peace, Security" is implementing a gender policy to ensure equal rights for women and men in the SES.

In particular, the SES system performs tasks to ensure:

- equal treatment and equal career opportunities for men and women;

- uniform, gender-non-discriminatory conditions for the recruitment and training of women, their passage and dismissal from the SES;

- providing equal opportunities for women and men to combine professional and family responsibilities, the right to receive social vacations (leave to care for a child under the age of three) (granted, including 3 men), additional vacations for employees who have children (and unpaid leave too) in the manner and on the grounds provided by current legislation of Ukraine.

To form the institutional capacity of gender policy specialists in the SES system, personnel measures were taken to integrate a gender approach into the system of SES units:

- the authorized person of the coordinator for ensuring equal rights and opportunities for women and men, prevention and counteraction to gender-based violence at the rank of the SES Deputy Head;

- the Gender Equality Sector was created in the SES HQ;

- in civil defense educational institutions a freelance gender commissioner is appointed from among the vice-rector, a freelance gender advisor (on a voluntary basis) and 1 specialist (on gender equality) is appointed;

- in the territorial bodies and subdivisions of the SES, 1 responsible person is appointed, to whose official duties gender issues are added.

Normative legal acts drafted by the SES (according to the Conclusions of the Gender Legal Examination) do not contain facts and preconditions of discrimination on the grounds of sex.

At the regulatory level, women and men have equal rights to study in educational system and services in the SES units, but the analysis of statistics and the results of measures taken in implementation of national legislation, in particular NAP 1325, indicate the need to deepen the analysis of conditions and ways to improve existing conditions. ensuring equal rights and opportunities for women and men.

The SES has implemented the software "Unified Authorized Personnel Accounting System of the SES of Ukraine". The program provides for gender analysis of personnel accounting, including career growth.

There is a positive trend in the SES system to increase the number of women in the service and in management positions. Taking into account the requirements of the legislation, the number of women in management positions in the SES system increases by an average of 1.5-2% annually.

The gender aspect is integrated into the process of collecting statistical reports. The SES participates in the development by the State Statistics Service of Ukraine of unified reporting forms taking into account the gender aspect, namely gender distribution and the mechanism of analysis.

In pursuance of the decree of the Cabinet of Ministers of Ukraine of December 2, 2020 № 1517-r. "Data collection issues for monitoring gender equality". The SES analyzes the current reporting forms. Units of the SES report every six months until the 10th day of the following month of the reporting year on the following indicators:

• total number of employees in the SES bodies and departments; the number of employees in management positions (not less than the deputy head of the department / head of the sector, the number of civil servants (employees), the number of members of the rank and file and senior staff of the civil protection service;

• number of employees with disabilities;

• the number of ordinary and managerial staff and employees who are on childcare leave;

• the number of employees who receive a pension and continue to work in the bodies and departments of the SES system;

• number of single mothers / parents raising children under 18;

• the number of members of the rank and file and employees who received illnesses, injuries, contusions and mutilations during their stay in the area of Anti-Terrorist Operation / Joint Forces’ Operation (ATO / JFO);

• number of privates and officers and employees who died in the area of ATO / JFO;

• number of privates and officers and employees who have received the status of "Participant in hostilities" in connection with direct participation in the area of ATO / JFO;

• the number of ordinary and managerial staff and employees who work and study in freelance education by correspondence;

• number of graduates in the SES of the SES as of the reporting period (year) (full-time / part-time);

• the number of cadets (students) who joined the civil protection educational institutions (CPEI) as of September 1 of the reporting year (full-time / part-time);

• the number of members of the rank and file and officers involved in the international peacekeeping operation;

• the number of ordinary and managerial staff and employees who have the status of internally displaced persons, etc.

The SES also took part in the development by the State Statistics Service of Ukraine of unified forms of statistical reporting taking into account the gender aspect, namely with the distribution by article and the mechanism of its analysis.

The SES adheres to the principle of equal opportunities for admission to the CPEI. There are no restrictions on the admission of females to study at CPEI. In the 2020-2021 academic year, 517 cadets were admitted to the CPEI, including 73 girls (14%). Of the 476 graduates who graduated in 2020, 68 girls (14%) became rescue specialists in various professional fields.

Today, there are 35 disciplines in the CPEI, within which gender issues are considered. Curricula for legal disciplines in the training of specialists with higher education have been adjusted to include issues of UN Security Council Resolution 1325 on gender aspects. During in-service training with personnel, trainings on gender policy are conducted, issues of ensuring equal rights and opportunities for women and men are covered.

In order to inform employees of bodies and departments of the SES system and society about the implementation of gender policy in the activities of the Service on the official website of the SES, the functioning of certain sections is provided:

- “Gender Policy”, which covers materials on the implementation of gender aspects in the activities of the SES, training on gender issues by SES staff and conducting gender assessment activities in the SES system, and

- "Women's Faces of the Rescue Service", which contains materials about the representatives of the SES who master the professions of the Civil Protection Service.

The SES website is constantly updated with news and materials on gender equality; sports achievements of femail rescuers of territorial divisions of the State Emergency Service are covered. The official Internet representations of the legislature are monitored in order to monitor changes in the legislation of Ukraine on gender policy and publish relevant information on the website of the SES.

The Ministry of Internal Affairs of Ukraine and the UN Women in Ukraine have launched a gender assessment, the results of which will determine the next steps in the implementation of gender policy in the SES. This initiative is implemented with the support of the UN Women in Ukraine in the framework of the project "Gender Equality at the Center of Reforms, Peace and Security" with the financial support of Sweden. During the tripartite cooperation, an analysis of the context, benefits and risks of the SES was conducted and based on its results, a comprehensive plan for gender assessment was developed and agreed, which includes 7 stages for the period up to September 2021.

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