

A manifesto of NGOs from the CEI region to collaborate on women's empowerment in response to the impact of the war in Ukraine

We Support Ukrainian Women!

After more than a year of the war on the Ukrainian territory there is clear indication that the conflict will have much deeper consequences than we could have imagined. Families are divided, lives are torn apart, the country is devastated. The aim of this appeal is to eliminate the impact of the situation on women to the maximum extent possible, to reduce their vulnerability, to strengthen their economic security, to raise awareness of the risks of multiple discrimination, to spark debate about their status and to contribute to their own empowerment.

The undersigned organizations have long experience of working with women - we want to contribute to the search for strategic and most comprehensive solutions for the future of Ukrainian women.

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1. ALL WOMEN HAVE A RIGHT TO WORK WITHOUT DISCRIMINATION

Participation in the labor market and economic self-sufficiency is of great importance for many women. They stress the importance of paid and legal work and consider it an essential part of successful integration into mainstream society. For women, work is not only a means of livelihood, but also a means to economic independence and enables them to be self-reliant. Having their own income is also emphasized by women in the context of rejecting dependence on state assistance and support. It is also an important support for a future 'normal' life.

Ukrainian women should be enabled to:

- Have equal access to the labor market and employment.
- Work under good working conditions based on standards given by labor law of the receiving country.
- Career opportunities in compliance with their education and labor experience.



Equal Pay Day conference going international! II.

CEI co-financing Project reference number: 302.5.2023.012 Project period 15.03.2023- 30.06.2023



2. ALL WOMEN HAVE A RIGHT TO BE CONTRIBUTED EQUALLY FOR ACCOMPLISHED WORK

Generally due to the weaker labor market position, and specifically when it comes to the women displaced due to the Russian aggression on Ukraine new approaches to creation and realization of education for women on behalf of national and international organizations is necessary in order to facilitate the process of adopting positive financial mindset, nurture progressive monetary attitude; advance financial knowledge and skills and get systematic support for complete welfare. No receiving country should take advantage of Ukrainian refugees as cheap laborers who are underpaid compared to basic standards.

Ukrainian women should be enabled to:

- Access the financial resources based on work performed.
- Women's economic situation should not drop under reasonable standards of the receiving country.
- Receive equal pay based on work performed.
- Each receiving state should take care to prevent the risk of poverty of newcomers refugees.

3. ALL WOMEN HAVE A RIGHT TO ACCESS ANY TYPE OF EDUCATION

Education is a fundamental building block of society. Women fleeing war could be in the process of basic education, which they should be able to follow up in the receiving country by passing exams proving actual knowledge, instead of administrative requirements refugee women may not be able to provide evidence of.

Further education should be universally available to all who express an interest in learning to improve their skills in the labor market or in their area of expertise in order to improve their career opportunities or expertise. Leisure activities and education should be accessible to all, regardless of background or social status.

Ukrainian women should be enabled to:

- Have open access to education on all levels.
- Participate in the formal and non-formal education and training throughout life based on their wish.

4. ALL WOMEN HAVE A RIGHT TO MANAGE THEIR OWN TIME

The largest group fleeing the war are lone women with children. Their husbands are fighting in the war, and so the entire burden of orientation in a new country, economic security, and all household care remains on their shoulders. This stress makes it impossible for a woman to reach her full potential or to rest. These women need help with childcare (nurseries, schools and leisure activities), basic orientation in the new environment and decent housing. Their time should not be wasted by an inadequate safety net. Overburdening can lead to psychological overload, which is already commonly identified as the dominant trigger for health issues, which again represents a burden on the receiving state.

Ukrainian women should be enabled to:

- Utilize state facilities offering child and adolescent care.
- Institutional support in rapid administrative orientation of the receiving country.
- Selection of suitable and decent housing at an appropriate market price.
- Space for their own recreation and involvement in sports, charitable or cultural activities.

5. ALL WOMEN HAVE A RIGHT TO BE A DECISION MAKER

Women fleeing war may also be among the exposed high-ranking social movers of the country. Such women who have ambition and experience should be able to engage in the political, economic and social spheres. Their participation in the leadership of political movements, as well as in commercial companies, in science or research, on the media scene, or even in top sports should be embraced as an opportunity to diversify the existing establishment and the possibility of unthinking growth for the organizations or even the receiving country.

Ukrainian women should be enabled to:

- Involvement in decision-making positions across the political, economic and social spheres.
- Participation in the leadership of large companies.
- Access to decision-making in organizations funding research, media and sports.

A fulfilled and empowered woman who has no fear for her existence or economic inadequacy is a solid building block for any society, regardless of her background. A society that can elevate a woman to an equal position and enable her to meet her basic needs will in return get a strong ally in the labor market, in political organizations, in social events, but also elevates her to the status of an equal partner in the household, thus preventing complicated family situations from which a traumatized future generation emerges, the treatment of which in adulthood is again burdensome for the overall society.

For this we stand and hereby sign this manifesto.



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