



Embassy of Ukraine
in the Republic of Estonia

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The Embassy of Ukraine in the Republic of Estonia presents its compliments to the Ministry of Foreign Affairs of the Republic of Estonia and has the honor to communicate the following.

In the process of implementing the National Strategy for Creating a Barrier-Free Environment in Ukraine for the period up to 2030, the Ministry of Defense of Ukraine and the Ministry of Social Policy of Ukraine would kindly like to ask other countries, including the Republic of Estonia, to share their experience in creating an accessible and/or inclusive environment.

In this regard, the Embassy has the honor to convey to the Estonian side the relevant list of questions prepared by the above-mentioned ministries of Ukraine and expects that the Republic of Estonia will share its experience in creating an accessible and/or inclusive environment.

**MINISTRY OF FOREIGN AFFAIRS
OF THE REPUBLIC OF ESTONIA
Tallinn**

**Cc: MINISTRY OF DEFENCE OF
THE REPUBLIC OF ESTONIA**

**MINISTRY OF SOCIAL AFFAIRS
OF THE REPUBLIC OF ESTONIA**

The Embassy would appreciate the assistance of the esteemed Ministry in bringing the aforementioned to the attention of the responsible authorities of the Republic of Estonia and in obtaining the requested information, preferably by September 13, 2024.

The Embassy of Ukraine in the Republic of Estonia avails itself of this opportunity to renew to the Ministry of Foreign Affairs of the Republic of Estonia the assurances of its highest consideration.

Encl.: 2 pages.

Tallinn, 03 September 2024



Questions from the Ministry of Defense of Ukraine

1. What are the current systems for assessing fitness for military service?
2. How is human assessment and career development managed for those who suffered severe injuries?
3. How is leadership ability measured for a serviceperson in a unit?
4. How are competence and qualities assessed when determining potential appointments?
5. What is the methodology behind assessment centers? Where can we find the best practices?
6. How can this expertise be transferred to Ukraine?
7. What training programs are available or potentially available for Ukrainians?
8. What criteria and standards are used for designing and producing military uniforms and gear for women, considering their anthropometric data?
9. What challenges and issues arise when providing military uniform and gear for women, considering their anthropometric data? How are they addressed (especially with potential funding constraints)?
10. What internal monitoring and evaluation methods are used to assess female servicepersons' satisfaction with their gear in the armed forces?
11. Are external consultants or non-governmental organizations involved in providing military uniforms and gear for women, considering their anthropometric data? If so, at what stage do these external consultants or NGOs have the greatest impact?
12. What research has been done to shape an appropriate policy for providing military uniforms and gear for women, considering their anthropometric data? Please share the results.
13. What are the challenges and issues in implementing training programs for gender advisors in the armed forces? How are these challenges addressed?
14. What monitoring and evaluation methods are used to track the results of gender equality and policy training for gender advisors in the armed forces, as well as to measure its impact on behavioral changes?
15. How is the presence of women ensured in leadership roles within the armed forces?
16. What research has been done to shape an appropriate state policy for women's access to leadership roles in the armed forces? Please share the results.
17. How are gender perspectives integrated into officer training and military education programs?
18. What were the main challenges and achievements in implementing gender equality policy in higher military educational institutions?
19. What support measures are in place for female servicepersons during pregnancy, before and after childbirth, during maternity leave, and when they return to military service?
20. How has the country adapted NATO's gender equality standards into its national legislation?
21. How does the country support promote equality and combat discrimination within the armed forces, particularly via information campaigns and training programs?

Questions from the Ministry of Social Policy of Ukraine

1. How is eligibility for social support verified and confirmed?
2. How are people who need support identified and assisted?
3. What documents/information are used to receive discounts from business for specific categories?

4. How are digital tools used in providing social services?
5. What digital system is used for providing social services (how is it implemented)?
6. How are needs assessed electronically?
7. Is there a proactive approach in determining the social services a person might need?
8. If the social services system is digitalized, how does the country assist people who cannot use computers or digital solutions?
9. Who is the customer for a service: the service recipient, employer, local community, or another entity?
10. Who pays for the service?
11. How long does a service take?
12. What is the maximum caseload for a social worker?
13. How is a social worker/personal assistant granted access to the service recipient's workplace?

Questions from both the Ministry of Defense of Ukraine and the Ministry of Social Policy of Ukraine

1. Studying the procedures for ensuring inter-agency coordination when implementing the transition system.
2. Conditions for providing comprehensive services and creating appropriate infrastructure.
3. Funding and staffing for the transition system.