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Draft Law of Ukraine on

IMPLEMENTATION OF THE PRINCIPLE OF EQUAL TREATMENT

Draft Law “The Law on the Implementation of the Principle of Equal Treatment”	<i>Short Comments and Explanations</i>
This law defines the organizational and legal framework for the prevention and combating discrimination to ensure equal opportunities to exercise human and civil rights and freedoms.	<i>The preamble of the law can be formulated in a quite flexible way. It shall reflect national perception or tradition on how the preamble of the law shall be formulated.</i>
TITLE I GENERAL PROVISIONS	
Article 1. Purpose of the Law	

<p>The purpose of the law is to lay down a general framework for putting into effect the principle of equal treatment and combating discrimination on the grounds of sex, racial or ethnic origin, religion or belief, disability, age or sexual orientation.</p>	<p><i>The purpose of this Article is to enumerate the grounds (features or characteristics) of prohibited discrimination. The European Union secondary legislation requires Member States to tackle discrimination on limited number of grounds (whereas Ukrainian current law mentions also color of skin, political beliefs, social origin, nationality, family and property status, place of residence, linguistic or other (?) features. The unlimited list of grounds contains plenty of technical and political dangers - the danger of loosing attention to the main political aims to combat against most dangerous actions.</i></p> <p><i>The key feature of the Article - to formulate the principle of equal treatment (the content of which will be provided in the Articles below). From the technical point of view, it will be uncomplicated to tie the various horizontal provisions (on mainstreaming, on anti-discrimination expertise, on involvement off social partners etc.) to this principle rather than formulate each time the content of prohibited actions.</i></p>
<p>Article 2. Definition of Terms</p>	
<p>In this Law the following terms are used in this meaning:</p>	
<p>1) ‘anti-discrimination expertise’ means the analysis of drafts of normative legal acts, which provides an opinion on their compliance with the principle of non-discrimination;</p>	<p><i>The anti-discrimination expertise is not defined or required by European Union directives. But is can be defined here, because there is special provision on that.</i></p>
<p>2) ‘discrimination’ means direct and indirect discrimination, harassment and sexual harassment, instruction to discriminate;</p>	<p><i>The notion of discrimination embraces forms of direct and indirect discrimination. By virtue of legal fiction, such prohibited actions as harassment and sexual harassment, and instruction to discriminate amounts to discrimination (Art.2 (2) of the Directive 2006/54 and 2 (3) and 2 (4) of the Directive 2000/78 etc.</i></p> <p><i>Multiple discrimination is not mentioned here as a form of prohibited discrimination because of the suggestion not to include this form of discrimination in the Ukrainian legislation at the current stage.</i></p> <p><i>Victimization may be prohibited by law, but it is not per se the form of discrimination.</i></p>

<p>3) 'direct discrimination' means situations where one person is treated less favourably than another is, has been or would be treated in a comparable situation, on any of the grounds referred to in Article 1;</p>	<p><i>The notion of direct discrimination is provided in the EU directives. It is advisable to take over those definitions with no essential changes.</i></p>
<p>4) 'indirect discrimination' means situations where an apparently neutral provision, criterion or practice would put persons having a particular sex, religion or belief, a particular disability, a particular age, or a particular sexual orientation at a particular disadvantage compared with other persons unless that provision, criterion or practice is objectively justified by a legitimate aim and the means of achieving that aim are appropriate and necessary;</p>	<p><i>The notion of indirect discrimination is provided in the EU directives. It is advisable to take over those definitions with no essential changes. The Ukrainian Equality law in essence already transposes the relevant directive provision.</i></p>
<p>5) 'instruction to discriminate' means orders, instructions or appeals to discrimination in relation to persons and/or group of persons on any of the grounds referred to in Article 1;</p>	<p><i>European directives do not define the instruction to discriminate in details. Ukrainian law can specify what is meant by instruction to discriminate in more detailed way.</i></p>
<p>6) 'harassment' means unwanted conduct related to any of the grounds referred to in Article 1, which takes place with the purpose or effect of violating the dignity of a person and of creating an intimidating, hostile, degrading, humiliating or offensive environment;</p>	<p><i>The notion is provided in the Article 2 (3) of the Directive 2006/54. It is advisable to take over this definition with no essential changes.</i></p>
<p>7) 'sexual harassment' means any form of unwanted verbal, non-verbal or physical conduct of a sexual nature occurs, with the purpose or effect of violating the dignity of a person, in particular when creating an intimidating, hostile, degrading, humiliating or offensive environment;</p>	<p><i>The notion is provided in the Article 1 (d) of the Directive 2000/78. It is advisable to take over this definition with no essential changes.</i></p>
<p>8) 'positive actions' means special measures, taken with a view to ensuring full equality in practice, providing for specific advantages in order to make it easier for the underrepresented group to exercise their rights and freedoms</p>	<p><i>The notion of positive action is provided in the Article 157 (4) of the Treaty on Functioning of European Union. It is advisable to take over this definition with no essential changes.</i></p>
<p>9) 'victimization' means a situation in which due to the appeal of the person on the complaints about violations of the legislation on prevention and discrimination, this person or others support it, they have limitations in recognition, realization or use of rights and freedoms;</p>	<p><i>European directives do not define the notion of victimisation (proposed by Draft Law in Rada) in details. Ukrainian law can specify what is meant by victimization in more detailed way, as there will provisions on that in the current law.</i></p>

	<i>The ‘aiding in discrimination’ is not defined by European directives. Ukrainian legislation can qualify this behaviour as misconduct but it can make sense only if there are special responsibility provided for those assistants.</i>
	<i>European directives do not define the notion of discrimination by association (a situation in which a person and / or a group of persons are discriminated against in any form, established by this Law, due to the existing connection between them and persons and / or groups of persons due to certain grounds, as proposed by Draft Law in Rada). Ukrainian law may specify what is meant by this. However, at this stage it could be advisable to postpone the introduction on such advanced provision in non-discrimination law.</i>
Article 3. Scope of Application	
1. The present law is not applicable in the sphere of person’s privat life and family life.	<i>The directives target not all possible social relations, but only those which have crucial importance and are openly detective.</i>
2. The scope of application of the principle of equal treatment for each type of relationship shall be defined by the provisions of corresponding Article of this Law.	<i>It is important to clearly define scope of <i>ratione materiae</i> of each group of provisions, because the principle of equal treatment does not penetrate to the same extend and to the same scope in various types pf relationship. The neglecting of this feature of EU law may render the anti discrimination law as ineffective and can produce unexpected results.</i>
TITLE II VIOLATION OF THE PRINCIPLE OF EQUAL TREATMENT	
Article 4. Implementation of the principle of equal treatment in the field of employment and occupation	
1. The discrimination of the employee on the grounds of his or her sex, religion or belief, disability, age or sexual orientation is prohibited as regards employment and occupation.	
2. Except in the cases provided for in paragraph 3 of this Article, the employer shall, regardless of employees’ sex, religion or belief, disability, age or sexual orientation:	

1) apply uniform selection criteria and conditions to recruitment to employment, to the public service, to self-employment and promotion;	<i>Required by Art. 3 (1) D 2000/43, Art. 14 (1) a) D 2006/54</i>
2) to establish equal conditions of work and public service, including access to vocational guidance, vocational training, advanced vocational training and retraining, including practical work experience;	<i>Required by Art. 3 (1) b) D 2000/43, Art. 14 (1) b) D 2006/54</i>
3) to use uniform criteria for the assessment of the official service of work and civil servants;	
4) to provide equal pay for equal work and work of equal value;	<i>Required by Art. 3 (1) c) D 2000/43, Art. 14 (1) c) D 2006/54</i>
5) to guarantee equal employment and working conditions, including dismissals conditions;	<i>Required by Art. 14 (1) c) D 2006/54, Art. 3 (1) c) D 2000/43, Art. 3 (1) c) D 2000/78</i>
6) to ensure the right of workers on maternity or parental leave to return to her job or to an equivalent post on terms and conditions which are no less favourable to her and to benefit from any improvement in working conditions to which she would have been entitled during her absence;	<i>Required by Art. 15, 16 D 2006/54</i>
7) to ensure that a person does not suffer sexual harassment and is not harassed in the workplace;	<i>Required by Art. 2 (2) a), Art. 26 D 2006/54, Art. 2 (3) D 2000/78, Art. 2 (3) D 2000/43</i>
8) to take appropriate measures against victimisation;	<i>Art. 24 D 2006/54, Art. 11 D 2000/78</i>
9) to take appropriate measures to enable people with disabilities to work, work, to pursue a career or to study, including the proper adaptation of premises, provided that there are no such measures disproportionately burden on employer.	<i>Required by the Art. 5 D 2000/78</i>
10) to issue or to disseminate or to publish the discriminatory job advertisements.	
3. Following measures or actions are not considered prohibited discrimination:	
1) the requirement to speak the official language, if established by law;	
2) the prohibition to engage in political activity, if established by law;	
3) different treatment because of citizenship;	

4) special measures for protection of women, particularly as regards pregnancy and maternity;	<i>Exception provided by Art. 2 (2) c D 2006/54</i>
5) when, because of the specific nature of the professional activity or the conditions for work, a certain sex of employee constitutes a genuine and determining occupational requirement, provided that its objective is legitimate and the requirement is proportionate;	<i>Exception provided by Art. 14 (2) D 2006/54</i>
6) differences of treatment on grounds of age, if they are objectively and reasonably justified by a legitimate aim, including legitimate employment policy, labour market and vocational training objectives, and if the means of achieving that aim are appropriate and necessary;	<i>Transposition of Art. 6 (1) D 2000/78</i>
7) positive actions, if established by law.	<i>Allowed by Art. 3 D 2006/54, Art. 7 2000/78, Art. 9 D 2000/43 It is advisable, however, not to allow each and everyone to be able to legally launch such an action, as they are hardly justified in accordance with the case-law of CJEU.</i>
4. The Article is not applied for the staff members and employees of the religious communities and centres, established for the purpose of religion organizations, if the requirement of the person's certain religion, belief or convictions is a legitimate and justified requirement, taking into account the activity and the nature of the religious organizations,	<i>Exception of Art. 4 (2) D 2000/78</i>
Article 5. Implementation of the principle of equal treatment in the field of provision of services and goods protection	
1. Each seller, producer of goods or service provider shall, regardless of consumer's sex, racial or ethnic origin, (religion or beliefs, age, sexual orientation, disability):	<i>The Directives 2004/113 is regulating the interference in the private law sphere only when prohibiting sex discrimination (and the Directive 2000/43 - with racial and ethnic origin). It shall be discussed whether the society is ready to introduce the provision related to sex, and more over, to expand the scope of application to cover other grounds.</i>
1) to grant equal access for all consumers to the same products, goods and services, including housing;	
2) to apply equal payment conditions and guarantees for the same and equal value of products, goods and services;	

<p>3) when providing consumers with information about products, goods and services or their products in advertising, to ensure that this information does not convey humiliation, contempt or restriction of rights or privileges on the grounds of sex, racial or ethnic origin, (religion or beliefs, age, sexual orientation, disability), and does not imply that due to these the person's characteristics one group of persons is superior.</p>	<p><i>The European Directives do not contain such a requirement. The Art. 3 (1) D 2004/113 allows to exclude the proposal from the law.</i></p>
<p>2. This Article shall apply to all persons who provide goods and services, which are available to the public. The Article is not applied for the transactions in the sphere of private and family life. The Article is not applied to education.</p>	<p><i>These restrictions are necessary as they are provided by the Art. 3 (1) D 2004/113</i></p>
<p>Article 6. Prohibition of discrimination in professional organizations and associations</p>	
<p>1. Any discrimination on grounds of sex, race or ethnic origin, religion or beliefs, age, sexual orientation, disability, in trade unions and employers' organizations or other organizations (associations) of a certain profession, with regard to possibilities of participation in these organizations (associations) activities, including the benefits of such organizations (associations) shall be prohibited.</p>	<p><i>The prohibition is discrimination is provided by Art. 3 (1) d D 2000/78 with regard to age, disability, religion or beliefs and sexual orientation, Art. 3 (1) d of the D 2000/43 with regard to rase and ethnic origin and Art. 14 (1) d of the D 2006/54 with regard to sex.</i></p>
<p>2. This Article shall apply to relations of employment and occupation as well as self employment.</p>	
<p>Article 7. Prohibition of Prohibition of discrimination on grounds of sex in social security systems</p>	
<p>1. It shall be prohibited to discriminate against persons on the basis of sex in the establishing and applying of social security provisions, including schemes replacing or supplementing the national social security system:</p>	<p>Provided by Art. 5-13 of the Directive 2006/54 (Equal treatment in occupational social security schemes), Art. 3-7 D 79/7 (Equal treatment in state social security schemes)</p>
<p>1) when establishing prerequisites for participation in social security systems;</p>	
<p>2) when determining contributions and their amounts;</p>	

<p>3) when determining the levels and conditions of payment of benefits, including supplementary payments to spouses and dependents, as well as the determination of the duration of the payment entitlement and the preservation of this right.</p>	
<p>2. Discrimination shall be prohibited in the determination and application of social security provisions in respect of sickness, disability, old age, including early retirement, accidents at work and occupational diseases, unemployment and social security provisions providing for any social benefits, including survivors' pensions and orphans' pensions and material benefits</p>	
<p>3. The different pensionable age shall not be seen as prohibited discrimination only if it established for state social security system.</p>	<p><i>Allowed by Article 7 (1) a) of the D 79/7 (Equal treatment in state social security schemes)</i></p>
<p>3. The prohibition of discrimination on grounds of sex shall apply to employed persons, including self-employed persons, to persons who have ceased their employment due to sickness, maternity, accident or involuntary unemployment, as well as job-seekers, pensioners, disabled workers and persons entitled to claim benefits on their behalf.</p>	
<p>TITLE III DEFENCE OF RIGHTS</p>	
<p>Article 8. Compliance with the principle of equal treatment</p>	
<p>Any provisions which are included in regulations and administrative provisions, including those of institutions of local government, individual contracts or collective agreements, internal rules of undertakings, rules governing the independent occupations and professions and trade unions and employers' organisation, shall be declared null and void in the accordance with established procedure by laws, if they are contrary to the principle of equal treatment, as defined by present law.</p>	<p><i>The provision is required by the European Directives (eg. Art. 16 D2000/78, Art. 14 D 2000/43, Art. 23 D 2006/54)</i></p>
<p>Article 9. Access to justice</p>	

<p>1. The persons who have been wronged in connection with any violation of the principle of equal treatment or other rights provided by this law (eg. <i>victimization</i>) may bring proceedings before the court or other competent body in accordance with the procedure established by law or to lodge the complaint within the Office of Ombudsperson for Human Rights.</p>	<p><i>The principle of the access to justice is a horizontal one and is provided by the Art. 7 (1) D 2000/43, Art. 9 (1) D 2000/78, Art. 17 (1) D 2006/54.</i></p>
<p>2. Non-governmental organisations, which, in accordance with their bylaws, have the legitimate interests in defending the rights of individual to equal treatment, with the written consent of the person may engage, either on behalf or in support of the complainant in any judicial or administrative procedure.</p>	<p><i>The European legal provision which is repeatedly found in Art. 7 (2) D 2000/43, Art. 9 (2) D 2000/78, and which shall be adapted to national legal framework.</i></p>
<p>Article 10. Compensation for damages</p>	
<p>1. Persons who have been wronged in connection with any violation of the principle of equal treatment or other rights provided by this law (<i>victimization</i>) shall be awarded compensation for suffered damages and non-material damages.</p>	
<p>2. The level of compensation of non-material damage shall serve as an effective, proportionate and dissuasive sanction against perpetrator.</p>	<p><i>The principle of effective, proportionate and dissuasive sanction is not limited to the administrative fine, but also may be extended to non-material damage awarded to the victim of discrimination (eg. Art. 15 D 2000/43).</i></p>
<p>Article 11. Burden of proof</p>	
<p>In the legal proceedings before the court, if the persons who consider themselves wronged because the principle of equal treatment has not been applied to them, establish facts from which it may be presumed that there has been direct or indirect discrimination, it shall be for the respondent to prove that there has been no breach of the principle of equal treatment.</p>	<p><i>The notion of burden of proof is provided in the EU directives (Art. 10 (1) D 2000/78, Art. 8 (1) D 2000/43, Art. 19 (1) D 2006/54). It is advisable to take over this definition with no essential changes.</i></p> <p><i>It is important to note, that the principle on reversal of proof is applied only in court proceedings, initiated by private persons who consider themselves wronged by discrimination, and not in criminal or administrative proceedings.</i></p>
<p>Article 12. Victimization</p>	

<p>No person may be subject to any adverse treatment or adverse consequence as a reaction to a complaint or to any type of proceedings aimed at endorsing compliance with the principle of equal treatment.</p>	<p><i>The rules on victimisation are already provided in the EU directives (Art. 11 D 2000/78, Art. 9 D 2000/43, Art. 24 D 2006/54). It is advisable to take over this provision with no essential changes.</i></p>
<p>TITLE IV THE INSTITUTIONS IN CHARGE OF PREVENTING AND COMBATING DISCRIMINATION</p>	
<p>Article 13. Institutions in Charge of Preventing and Combating Discriminations</p>	
<p>1. The institutions vested with Powers to ensure the implementation of the principle of equal treatment are:</p> <ol style="list-style-type: none"> 1) Verhhovna Rada of Ukraine; 2) Ombudsperson for Human Rights; 3) Cabinet of Ministers; 4) state institutions and institutions of local government. 	<p><i>Reformulation of the present provision.</i></p>
<p>2. The courts and other bodies of dispute resolution, state prosecutors and other state authorities shall protect the rights of individuals by applying the present legislation in the litigation and other legal proceedings.</p>	<p><i>The new provision.</i></p>
<p>3. Non-governmental organisations which have a legitimate interest in contributing to promotion of the principle of equal treatment as well as trade union organisations and employers' organisations take part in the implementation of the principle of equal treatment in accordance with the present law and other legislation.</p>	<p><i>The new provision.</i></p>
<p>Article 14. The role of Verkhovna Rada</p>	
<p>The Verkhovna Rada of Ukraine adopts legislation necessary to implement the principle of equal treatment in practice, hears the annual report of the Ombudsperson for Human Rights, exercises the parliamentary control over the performance of legislation in conformity with the provisions of Constitution of Ukraine.</p>	<p><i>Reformulation and simplification of the present provision.</i></p>
<p>Article 15. The competence of the Ombudsperson for Human Rights in the field of implementation of the principle of equal treatment</p>	

In the framework of control over the observance of implementation of the principle of equal treatment, the Ombudsperson for Human Rights :	
1) provides individual assistance to victims of discrimination in pursuing their claims about discrimination before the courts and other bodies of dispute resolution;	<i>The requirement in the D 2006/54 Art. 20 (2) a (Gender Equality) and in D 2000/43 Art. 13 (2) (race, ethnic origin)</i>
2) conducts independent surveys concerning situation of discrimination and makes them public;	<i>The requirement in the D 2006/54 Art. 20 (2) a (Gender Equality) and in D 2000/43 Art. 13 (2) (race, ethnic origin). Publicity of surveys was added for the sake of clarity.</i>
3) publishes independent reports and makes recommendations on any issue relating to such discrimination.	<i>The requirement in the D 2006/54 Art. 20 (2) a (Gender Equality) and in D 2000/43 Art. 13 (2) (race, ethnic origin)</i>
4) monitors and provides the summary of the monitoring of the implementation of the principle of equal treatment in the annual report;	<i>Re-formulation of present competence.</i>
5) investigates of complaints related to violation of the principle of equal treatment and imposes the sanctions in accordance with the Law on Ombudsperson of Human Rights	<i>New formulation.</i>
6) cooperates with international organisations and relevant bodies of foreign countries regarding observance of international standards of non-discrimination;	<i>Re-formulation of present competence.</i>
7) provides the courts and other bodies of disputes resolution with independent opinion upon request;	<i>Re-formulation of present competence.</i>
8) adopts the recommendations with regard to implementation of the principle of equal treatment for legislative bodies, state authorities and institutions of local government;	<i>Re-formulation of present competence.</i>
9) initiates the court proceedings in accordance with procedure established by law with the view of declaration null and void of the administrative provision regulations and administrative provisions, including those of institutions of local government, if they are contrary to the principle of equal treatment, as defined by present law.	<i>New formulation. The individual contracts, collective agreements, internal company rules and the bylaws of the trade unions and employers' organisations are not mentioned here on purpose.</i>
10) contributes to educational and public awareness raising campaigns;	

11) exercises other powers envisaged by present law, the Law on Ombudsperson of Human Rights and other legislation of Ukraine.	<i>Re-formulation of present competence.</i>
Article 15. The Cabinet of Ministers and other state and institutions of local government	
1. The Cabinet of Ministers of Ukraine: 1) conducts a unified state policy aimed at compliance with the principle of equal treatment in all spheres of public life;	<i>Re-formulation of present competence.</i>
2) directs and coordinates the work of ministries, other state authorities and institutions of local government to ensure the prevention and combat of discrimination;	<i>Re-formulation of present competence.</i>
3) approves the procedure of anti-discrimination expertise of draft normative-legal acts by bodies of executive power	<i>Re-formulation of present competence.</i>
4) adopts a state action plan in the sphere of equality and ensures the implementation of the action plan;	<i>Re-formulation of present competence.</i>
5) develops and implements state target programs on ensuring the implementation of the principle of equal treatment, directs and coordinates the work of ministries, state agencies and other executive bodies in this regard.	<i>Re-formulation of present competence.</i>
2. Ministries, state agencies and other state institutions, institutions of local government, within their respective competences, implement state and regional programs on ensuring equal rights and opportunities, implement recommendations of the Ombudsperson of Human Rights , cooperate with non-governmental organisations in the area of promotion of equality, promote the public awareness raising initiatives .	
3. The Cabinet of Ministers, Ministries and the municipality bodies within their competences may establish special bodies aimed at promotion of the principle of equal treatment.	
Article 16. Involvement of non-governmental organisations and social partners	

<p>1. The appropriate non-governmental organisations which have, in accordance with their bylaws, a legitimate interest in contributing to promote the principle of equal treatment, shall have the right:</p>	<p><i>The dialogue with appropriate non-governmental organisations is promoted by Art. 12 D 2000/43, Art. 14 D 2000/78, Art. 22 D D 2006/54. The proposed provision intends to embrace those norms but is quite flexible and could be subject to extensive elaboration.</i></p>
<p>1) to participate in the decision making of Cabinet of Ministers, state and institutions of local government and to make proposals with the view of eliminating discrimination and promoting equal opportunities;</p>	<p><i>Re-formulation of present competence.</i></p>
<p>2) monitor implementation of the principle of equal treatment in practice and publish the results of the monitoring;</p>	<p><i>Re-formulation of present competence.</i></p>
<p>3) issue the non-governmental expertise of the legislation in accordance with the procedure, established by the Cabinet of Ministers, and adopt proposals for the elimination of discrimination and promotion of equal opportunities;</p>	<p><i>Re-formulation of present competence.</i></p>
<p>4) having written consent of the person, engage, either on behalf or in support of the complainant in any judicial or administrative procedure related to this person's discrimination.</p>	<p><i>Re-formulation of present competence.</i></p>
<p>2. The Office of Ombudsperson for Human Rights shall initiate and be engaged in the consultation process with relevant non-governmental organisations on regular basis to address different forms of discrimination and to promote the principle of equal treatment them.</p>	<p><i>The more active involvement of the Office in the work with NGO's could be consolidated in the law giving the mandate and the possible resources to promote the dialogue between Office and NGO's.</i></p>
<p>3. The trade union organisations and employers organisations, employers, state and municipal authorities, when involved in the social dialogue, including collective bargaining at all levels, shall take effective measures to prevent all forms of discrimination and to ensure the principle of equal treatment to be applied in particular, in access to employment, vocational training, promotion, working conditions, harassment and sexual harassment in the workplace.</p>	<p><i>The dialogue with social partners shall be promoted by virtue of Art. 13 D 2000/78. The proposed provision is quite flexible and could be subject to extensive elaboration.</i></p>
<p>Article 17. Gender Mainstreaming</p>	

<p>The state and municipal authorities, when exercising their legislative powers and implementing laws, regulations, administrative provisions, policies and activities within the framework of their competences, shall take into account the objective of equality between men and women.</p>	<p><i>The principle of gender mainstreaming is a central soft-law provision (Art. 10 TFEU, Art. 29 D 2006/54). It focuses only on gender because of the political importance and need for effective exemplary execution, therefore it is advisable not to extend it's scope to cover other grounds.</i></p>
<p>Article 18. Anti-discrimination expertise</p>	
<p>1. Elaboration of legislative drafts shall be carried out with mandatory consideration of the principle of non-discrimination.</p>	<p><i>Reformulation of the present provision.</i></p>
<p>2. In order to identify the norms in drafts of pieces of legislation that contain elements of discrimination, the anti-discrimination expertise of drafts shall be carried out. Results of the anti-discrimination expertise of drafts are subject to mandatory consideration when taking the decision on the adoption (approval) of the relevant piece of legislation.</p>	<p><i>Reformulation of the present provision.</i></p>
<p>3. Draft laws of Ukraine, acts of the President of Ukraine and other normative legal acts developed by ministries and other central executive authorities, public collegial bodies, authorities of the Autonomous Republic of Crimea, regional, Kyiv and Sevastopol city state administrations are subject of compulsory anti-discrimination expertise.</p>	<p><i>Reformulation of the present provision.</i></p>
<p>4. The rules of conducting the anti-discrimination expertise by bodies of executive power shall be defined by the Cabinet of Ministers of Ukraine.</p>	<p><i>Reformulation of the present provision.</i></p>
<p style="text-align: center;">TITLE V FINAL PROVISIONS</p>	