

GUIDE

ON GENDER MAINSTREAMING IN REGIONAL AND LOCAL DEVELOPMENT STRATEGIES FOR RECOVERY



MINISTRY OF FOREIGN AFFAIRS
OF DENMARK



Sweden
Sverige



MINISTRY OF
SOCIAL POLICY
OF UKRAINE



Ministry for Development
of Communities
and Territories of Ukraine



This guide will help integrate a gender perspective in regional development strategies, thus ensuring a more equitable and inclusive recovery and development of regions and communities of Ukraine.

The guide was developed with the expert support of UN Women Ukraine and with the financial support from the Governments of Denmark and Sweden.

Kyiv, January 2025

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1. Introduction

The Guide is intended to help civil servants and officials integrate a gender perspective into recovery and development processes at the regional and local levels to ensure equal rights and opportunities for women and men in accordance with the updated State Strategy for Regional Development until 2027¹ and the Ukraine Plan² (Ukraine Facility Plan³). Such gender mainstreaming ensures more equitable and inclusive recovery and development of Ukraine's regions and communities.

The full-scale Russian invasion has changed the focus of Ukraine's development at the regional and local levels, altered the demographic situation and created social and economic challenges, including a disproportionate negative impact on different groups of women and girls. State executive bodies and local self-government bodies in different regions have faced various challenges in all areas of public life. In these conditions, it is important to consider the needs of different groups of women and men, especially vulnerable ones, when making decisions, and to involve them in the decision-making process. Despite the significant impact of Russia's full-scale aggression on regions and hromadas, and the constraints on data collection imposed by martial law, the Government of Ukraine's tools and guidelines for gender mainstreaming remain relevant, applicable, and effective for the preparation of regional and local development strategies today.

The Resolution of the Cabinet of Ministers of Ukraine of 5 August 2020 No. 695 "On Approval of the State Strategy for Regional Development for 2021-2027"⁴ and the Order of the Ministry of Social Policy of 7 February 2020 No. 86 "On Approval of the Instruction on Gender Mainstreaming in the Development of Regulatory and Legal Acts"⁵ constitute the legal and policy framework for gender mainstreaming in

recovery and development processes at the regional and local levels.

According to the Resolution, "Ensuring the use of a gender approach in strategic planning and budgeting processes at the regional and local levels, engaging local women's organizations and persons facing various forms of discrimination in this process. Ensuring the collection of data disaggregated by sex, age, place of residence and other necessary characteristics and its consideration when drafting programs and plans for regional and local development, as well as budgeting" is one of the tasks to achieve the Strategic Objective of "Building Effective Multi-Level Governance"⁴. This Order establishes a step-by-step mechanism for taking into account the strategic and practical needs of women and men and/or their groups, including vulnerable groups, in the process of drafting regulations at various levels⁵.

Another tool for developing regional and local recovery and development strategies is the gender profile (passport). One of the tasks of the State Strategy for Ensuring Equal Rights and Opportunities for Women and Men until 2030, approved by the Order of the Cabinet of Ministers of Ukraine No. 752-r dated August 12, 2022⁶, is to assess the situation of different groups of girls and boys, women and men through the analysis of statistical and administrative reporting data. This involves the development of such profiles and the inclusion of indicators for vulnerable population groups in community profiles, disaggregated by gender, age, disability status, and family status. This approach helps identify differences in the situations of various groups of women and men, existing challenges, and their needs.

Order of the Ministry of Social Policy No. 359 dated December 27, 2022, "On the Approval of Methodological Recommendations for Implementing the Gender Approach and the Human Rights-Based Approach at the Territorial Community Level"⁷, contains an indicative list of gender-sensitive indicators for the gender profile of a territorial community. These indicators are recommended for use in the development, implementation, monitoring, and evaluation

1 Resolution of the Cabinet of Ministers of Ukraine of 13.08.24 No. 940 "On Amendments to the State Strategy for Regional Development for 2021-2027". <https://zakon.rada.gov.ua/laws/show/940-2024-%D0%BF#n2>

2 Order of the Cabinet of Ministers of Ukraine of 18.03.24 No. 244-r "On Approval of Ukraine facility Plan". <https://zakon.rada.gov.ua/laws/show/244-2024-%D1%80#Text>

3 Ukraine Facility Plan. <https://www.ukrainefacility.me.gov.ua/>

4 Resolution of the Cabinet of Ministers of Ukraine of 5 August 2020, No. 695 "On Approval of the State Strategy for Regional Development for 2021-2027". <https://zakon.rada.gov.ua/laws/show/695-2020-%D0%BF#Text>

5 Order of the Ministry of Social Policy of 7 February 2020, No. 86 "On Approval of the Instruction on Integration of Gender Approaches in the Development of Regulatory Legal Acts". <https://zakon.rada.gov.ua/laws/show/z0211-20#Text>

6 Order of the Cabinet of Ministers of Ukraine of 12.08.2022 No. 752-r "On Approval of the State Strategy for Ensuring Equal Rights and Opportunities for Women and Men for the Period up to 2030 and Approval of the operational plan for its implementation for 2022-2024". <https://zakon.rada.gov.ua/laws/show/752-2022-%D1%80#Text>

7 Order of the Ministry of Social Policy No. 359 of 27.12.2022 "On Approval of Methodological Recommendations for the Implementation of the Gender and Human Rights-Based Approach at the Level of Territorial Communities". <https://www.msp.gov.ua/documents/6267.html>

2. General principles of gender mainstreaming

Mainstreaming gender into the documents on regional and community recovery and development is based on the principles of gender equality, inclusiveness, accountability, transparency and openness.

1. GENDER EQUALITY:

Consideration of the interests and needs of women and men at all stages of planning, implementation, monitoring and evaluation of strategies and programs.

2. INCLUSIVENESS:

It involves architectural (universal design, gender accessibility audit) and representative (involvement of all groups of the population, including vulnerable groups) components for data collection and analysis

3. ACCOUNTABILITY:

Responsible regional authorities and local self-government bodies are recommended for ensuring that these documents include clear gender indicators to measure changes in the situation of women and men and address their strategic needs.

4. TRANSPARENCY AND OPENNESS:

Involvement of representatives of all population groups, including vulnerable groups, in the process of drafting documents, discussions and consultations.

of community development programs, applying both a gender approach and a human rights-based approach. Gender profiles have been compiled by government authorities in certain regions. Since 2022 community gender profiles have been developed with the help of local women-activists' groups (SHGs) in 17 communities supported by UN Women and Ukrainian Women's Fund (funded by the Government of Norway). A gender profile of Kyiv, developed with the Ukrainian Women's Fund and La Strada-Ukraine support, was presented in 2024 (funded by the U.S. Department of State's DRL).

3. Steps for Gender Mainstreaming

3.1 Data collection and analysis

3.1.1. Collection of sex-disaggregated data

To ensure successful gender mainstreaming in regional and local development strategies taking into account the aspects of recovery, the first step is to collect and analyze data for the analysis of the demographic and socioeconomic situation in the region or community, disaggregated by sex and other relevant characteristics (age, disability, internally displaced person (IDP) status, belonging to a particular ethnic group, income, marital and property status, place of residence and other characteristics).

The list of data disaggregated by sex and by areas includes:

- Demographic data: population number, migration rates, birth and death rates, etc.
- Data on the areas of public funding: education, healthcare, social protection, housing and utilities, public order and security, culture, etc;
- Data on the economy and business: energy sector, small and medium-sized businesses, industry, agriculture, tourism, investment, etc;
- Data on the fiscal area: household incomes, budget revenues, analysis of expenditures under different budget programs depending on the consumers of publicly funded services – women and men (of different ages).

The data are divided into quantitative and qualitative indicators, which are collected using various methods:

- **Quantitative indicators** are based on data disaggregated by sex and other required characteristics, such as the proportion of women in leadership positions, the percentage of girls who have completed secondary or higher education, and the level of women's access to healthcare. To collect quantitative indicators disaggregated by sex, it is advisable to review statistical information, administrative and departmental data at the level of the region or community. The sources of such information include statistical and reporting documents of the State Statistics Service, social service, educational and healthcare institutions, administrative and municipal reporting, etc.

Under martial law, Ukraine's State Statistics Service has paused data collection that requires extensive fieldwork but continues gathering essential data like demographics, employment, education data and economic indicators, critical for policymaking. Data sources, including administrative records, international reports, civil society surveys, and private research data, supplement official statistics. Satellite imagery, mobile data, and realtime tracking help monitor migration, economy, and humanitarian needs. Ukrainian associations like the Association of Ukrainian Cities and the All-Ukraine Association of Amalgamated Territorial Communities also gather municipal and economic data.

- **Qualitative indicators** reflect qualitative changes, such as research on changes in social norms, stereotypes, or the level of women's participation in decision-making. To collect qualitative indicators, it is necessary to conduct separate surveys, focus groups – individual and group interviews. To have a deeper understanding of statistical information, in addition to quantitative indicators, it is important also to obtain qualitative indicators that allow to assess the needs, the degree of satisfaction with public services provided in the region or community, the attitude of women and men to certain aspects of the region/community development and management. Information on the needs and opportunities of women and men of different community groups to meet those needs in the areas of social support, education, healthcare and medical services, affordable accommodation, food security and nutrition, safety, access to water, sanitation and hygiene. Information on how social roles and responsibilities affect the enjoyment of the rights and opportunities by women, men and/or their groups in various areas of life should also be collected.

3.1.2. Review of analytical reports

Review of existing analytical reports, including those prepared by international technical assistance projects (if any), describing the situation of women, men and/or their groups, international and local civil society organizations. Issues in the provision of administrative public services at the regional or community level. It is also necessary to collect and analyze analytical reports of civil society organizations and international

organizations that address gender issues in specific areas which are supposed to be planned as part of the implementation of a regional or local strategy.

3.1.3. Conducting of public consultations

Consultation with stakeholders, including civil society organizations representing the interests of people from the region or community, including vulnerable groups of women and men, with women's organizations, including through advisory bodies on equal rights and opportunities for women and men of different groups (if any).

In Ukraine, several advisory bodies support gender equality at regional and local levels:

- **Regional/Local Coordination Councils on Family, Gender Equality, Prevention of Domestic Violence and Combating Human Trafficking:** These councils focus on promoting gender equality, supporting families, preventing domestic violence, and combating human trafficking. They facilitate coordination among local authorities, civil society, and other stakeholders to implement policies and provide targeted support at the community level.
- **Civil Expert Councils on Equal Opportunities:** Formed by the Ombudsperson's Office, these councils involve CSOs to monitor human rights and gender equality policies, ensuring government accountability.
- **Community Platforms and Local Initiatives:** Linked to action plans like UNSCR 1325 (Coalitions 1325), these platforms coordinate with local governments and women's organizations to advance women's roles in peace and security.
- **"Gender in Humanitarian Action" Working Groups (GiHA):** Facilitated by UN Women, GiHA working groups ensure gender-sensitive humanitarian responses in Ukraine by integrating gender perspectives, addressing diverse needs, and promoting equality in crisis recovery efforts.

These structures promote inclusive, gender-sensitive governance, reflecting Ukraine's commitment to empowering women and marginalized groups amid war and recovery.

3.2 Situation analysis

3.2.1. Gender analysis

A gender analysis involves analyzing the existing demographic, social and economic situation in a region or community using gender-sensitive indicators.

Gender indicators show gaps in access to resources and services at the regional or community level for women, men and/or their groups. They are computed based on data disaggregated by sex and other characteristics.

Indicators are computed for the assessment of:

- demographic situation (e.g., gender gaps in life expectancy, migration indicators, birth rates, etc.);
- access to publicly funded services (access to healthcare, education, and housing programs for women and men of different groups, including vulnerable groups, gaps in pensions for women and men);
- access to resources in economy and entrepreneurship (pay gap between women and men working in various industries, in agriculture, gap in the number of women and men who own real estate, are heads of large companies, SMEs, start their own businesses, etc);
- fiscal area – the gap in income between women and men, the gap in public sector salaries, the gap in pensions and paid taxes, and the gap in access to credits and loans.

Identifying and assessing the needs of vulnerable groups

Identification of population groups that may be more vulnerable during recovery and assessment of their needs in the recovery processes. In doing so, special attention should be paid to assessing vulnerable groups of women and men living in the region or community, including internally displaced persons, persons with disabilities, persons with unconfirmed citizenship status, children who have lost their parents, people

with mental health issues, single mothers and fathers, single elderly people, families of deceased or missing soldiers, survivors of sexual violence during war, military veterans and their families, PoW families, people living in occupied or recently liberated territories, LGBTQ+ individuals facing compounded discrimination, volunteers and humanitarian workers exposed to trauma, and households without able-bodied caregivers. The number of people in those categories will be increasing as a result of further hostilities, and they will need additional support.

3.2.2. Developing a gender profile of the region or community

The gender profile (passport) of a region/territorial community (hereinafter referred to as the gender profile) is an informational and analytical document that makes it possible to identify differences in the situation of women, men and/or their groups, as well as existing problems and needs, and it should be used to develop regional and local development strategies.

The gender profile of a region or a community is developed to identify differences in the levels of participation of women and men, their enjoyment of their rights and opportunities in a particular area of society life, and their access to resources, to be used in the development and implementation of gender-responsive development programs and the development of budget programs at the regional or community level.

The gender profile of a region/community can be used for:

- Conducting a gender analysis and identifying gaps in demographics, employment, and wages to plan for the sustainable development of a community or region.
- Strategic planning and budgeting: development of program documents, demographic and economic forecasts, and identification of budget priorities to address gender equality issues.
- Development of employment policy, taking into account the qualification level of employees, and creation of budget programs with gender considerations.
- Creating a favorable business environment for different groups of women and men, developing

women's entrepreneurship and engaging young people in business.

- Monitoring of strategic and budget programs, taking into account the needs of different groups to achieve the Sustainable Development Goals.

It is advisable to evaluate the data in the gender profile of a region or a community in dynamics (over several years), comparing it with the statistical average for the country and with the indicators of other regions/communities (benchmarking), if needed.

3.2.3. Other tools for gender analysis

◀ Gender audit of enterprises and institutions

is the process of assessing the state of ensuring equal rights and opportunities for women and men by enterprises, institutions, organizations, identifying existing problems, determining ways to reduce gender inequality, analyzing changes in this area that have occurred at the enterprise, institution, organization (compared to the results of the previous audit), as well as raising awareness of employees on the application of a comprehensive gender approach in their activities.⁸

◀ Accessibility gender audit

A gender audit of accessibility identifies architectural, infrastructural, informational and communication barriers that limit the access of women and men with disabilities to public services and lead to direct and indirect discrimination, social isolation, withdrawal and exclusion.

A gender audit of accessibility defines accessibility as the ability to access and benefit equally from public services, which makes it possible to enjoy human rights and achieve equality between women and men of different groups, including vulnerable groups, in order to leave no one behind.

◀ Safety audit

A safety audit is a tool for collecting and assessing information about the places of greatest risk of sexual harassment and other forms of sexual violence against women and girls.

3.2.4. Gender impact assessment

Regional or local development strategies affect the living conditions and access to resources for women and men of different social groups, which is called gender impact. Assessing this impact determines how the strategic document will affect equality between women and men. The analysis covers the current situation for the groups and predicts changes in the absence or presence of government intervention.

Recommendations for gender impact analysis:

- Assess the situation of women and men in the relevant field by collecting sexdisaggregated data.
- Supplement quantitative data with qualitative studies and consultations.
- Identify disparities, taking into account the needs and expectations of women and men.

Questions for analysis:

- Do the needs of women and men differ in the relevant field of the strategy?
- Can the strategy improve meeting of the needs of both genders?
- What are the obstacles to using the services?

It is also important to examine inequalities in access to resources and rights, considering how income, access to services, employment, and gender segregation in the labor market will change.

The results of the analysis are formalized in a matrix that identifies stakeholders, assesses their interests, impact on the strategy implementation, and risks. Consultations with experts and civil society organizations involve stakeholders in the development and implementation of the strategy.

⁸ Order of the Ministry of Social Policy No. 448 dated August 9, 2021, "On the Approval of Methodological Recommendations for Conducting Gender Audits by Enterprises, Institutions, and Organizations." <https://zakon.rada.gov.ua/rada/show/v0448739-21#Text>

3.3 Developing of gender responsive strategic and operational goals, objectives and activities

The development of goals and activities for each area of budget funding in the strategy involves the use of a gender approach. The mainstreaming of gender at the planning stage is carried out through the analysis of the needs of different groups of women, men, people with disabilities and other vulnerable categories.

Consultations with different groups of women and men to determine their priorities are needed to identify gender-responsive **strategic goals**. It is advisable to formulate the strategy using the SMART methodology:

- **Specific:** The goal should address a specific problem.
- **Measurable:** Have clear indicators of success.
- **Achievable:** Realistic within the resources available.
- **Relevant:** Important to addressing the gender issue.
- **Timebound:** Have a set time frame.

An example of a strategic SMART goal:

“By the end of 2025, ensure equal access to education for men and women in the region by increasing the number of women in advanced training programs by 30%.”

Operational goals should be clearly aligned with strategic goals to ensure the overall integrity and coherence of planning.

Each operational goal provides for the development of expected results and indicators, including gender-responsive ones, which can be further used to conduct gender-responsive monitoring and evaluation of the achievement of operational goals.

To define operational goals, the implementation of which is aimed at achieving strategic goals with a gender perspective, it is necessary to identify specific problems that should be solved within the framework of each strategic goal. Operational goals should be

formulated using the SMART methodology to create clear and measurable operational goals.

An example of operational SMART goals:

1. *Conduct at least 10 information campaigns involving local media, social networks, and women’s organizations to engage at least 200 women in professional development programs by the end of 2025.*
2. *By the end of 2025, create and provide funding for a scholarship program of more than 50 scholarships for women wishing to participate in professional development programs, with the goal of increasing the number of participants by 30%.*

When defining and formulating tasks to achieve operational goals, ensure that each task is specific, with clearly identified responsible parties, deadlines, and required resources. Applying the SMART methodology (Specific, Measurable, Achievable, Relevant, Time-bound) can further enhance the clarity and feasibility of each task. Once developed, tasks should be organized into a well-structured, interconnected working plan that supports cohesive progress toward operational goals.

To make the working plan gender-sensitive, it is essential to incorporate gender-specific indicators,

An example of SMART tasks:

1. *By the end of 2024, create and distribute sets of information materials (1000 leaflets, 500 posters, 10 videos, 5 articles) through local media, social networks and women’s organizations.*

*Responsible – Department X.
Budget – Y thousand UAH.*

2. *By the end of 2024, organize and conduct at least 5 trainings in each district of the region with the participation of local media and women’s organizations, involving at least 100 women in professional development programs.*

*Responsible – Department X.
Budget – Y thousand UAH.*

Activity Description	Responsible	Timeline	Budget, UAH
1. Development of the concept and design of flyers	Department X	September 2024	Y
2. Approval of the concept and design of flyers	Department X	October 2024	Y
1. Development of the concept and design of flyers	Department X	November 2024	Y

Example of Activities to Achieve the Task:

Task: By the end of 2024, create and distribute informational material sets (1,000 flyers, 500 posters, 10 video clips, and 5 articles) through local media, social networks, and women's organizations.

address the needs of diverse community groups, and allocate resources equitably. This includes assessing the gender-related impact of each task, establishing clear gender-responsive outcomes, and actively involving representatives from vulnerable groups—such as women's organizations and other key stakeholders—in the planning and implementation process.

When defying and formulating activities to achieve the objectives, it is necessary to identify specific actions that need to be taken to ensure that the relevant objectives are met. The activities should be realistic and feasible within the limits of available resources. Each activity should be clearly described, have a designated person/unit responsible for its implementation, timeframe, and necessary resources.

All tasks and activities should be grouped and systematized into a plan, which should be discussed with stakeholders, including experts, think tanks, NGOs representing the interests of community members, including vulnerable groups of women and men, and women's organizations through consultation meetings, surveys, focus groups, etc. before approval. Based on the results of the consultations, it is advisable to incorporate those proposals that make

the action plan more comprehensive, the implementation of which will contribute to the achievement of the defined tasks, operational and strategic goals.

3.4 Costing and gender-responsive budgeting (GRB) in strategic plans for recovery

In war crises response and postwar recovery, effective costing and Gender-Responsive Budgeting (GRB) are essential to rebuilding equitable societies.

Costing ensures that all planned initiatives, including operational strategic plans which include gender-sensitive programs, are adequately funded, while GRB aligns financial resources with the diverse needs of men, women, and marginalized groups affected by the conflict.

During recovery, GRB plays a critical role by:

- **Addressing Gendered Impacts of War:** Allocating resources to services like mental health, livelihoods, and healthcare tailored to the different needs of men, women, and children.
- **Promoting Inclusive Economic Recovery:** Supporting women's employment, entrepreneurship, and access to credit, ensuring no group is left behind in rebuilding efforts.
- **Ensuring Equitable Access to Services:** Prioritizing housing, education, and social protection for vulnerable populations, including displaced families and single-parent households.

- **Monitoring Spending for Accountability:** Tracking gender-related expenditures ensures transparency and effectiveness in achieving recovery goals.
- **Integrating GRB into recovery strategies,** governments can promote sustainable development, reduce inequalities, and build a more inclusive society resilient to future challenges.

3.5 Monitoring and Evaluation

Monitoring and evaluation of the implementation of regional and local development strategies involves the use of gender-responsive indicators of the implementation of objectives/activities of the strategies, disaggregated by sex and other relevant characteristics.

Gender-responsive monitoring is the collection and analysis of data on the situation of different groups of women and men to inform management decisions on strategy implementation. Evaluation measures the impact of the strategy on different groups of people, assesses the achievement of results and helps to improve further plans.

Monitoring and evaluation are based on gender-sensitive indicators that are compared to estimated and previous data to assess progress. This includes:

- **Gender balance in participation and access to resources** (e.g., the level of coverage of women with disabilities by information campaigns, the share of women SME owners, the share of women who have used loans to start their own businesses);
- **Reducing gender gaps in key areas** (economy, education, healthcare) (e.g., reducing the gap in salaries between women and men working in the public sector, reducing unemployment rates for women compared to men, increasing women's economic activity);
- **Effectiveness of activities to support vulnerable groups** (e.g., increase in the share of unemployed women who have received training in starting their own businesses, increase in the number of jobs created for women with disabilities).

Comparison with the previous year helps to assess changes and trends in gender equality, including the gap in pay, life expectancy, and employment between women and men. In case of deviations, an explanation should be provided, for example, due to external factors, underfunding, or new challenges, which makes it possible to adjust the strategy to achieve the goals.

Gender monitoring requires clear indicators of progress in line with the Sustainable Development Goals (SDGs). This includes:

Selection of gender equality indicators:

- Identifying key aspects (education, healthcare, employment, political participation) and their correlation with the relevant SDGs (SDG 5, SDG 8, SDG 4).

Setting target values:

- Defining expected results (e.g., 50% of women in local councils by 2030).

Reporting includes a gender-based assessment in regional/local development reports, determining the frequency and form of reports (annual or quarterly).

The results of monitoring help to assess the impact of the strategy on different population groups, the effectiveness of the goals implementation, and to adjust the strategy based on new data. It is also important to hold consultations with stakeholders, experts, and civil society organizations, especially those representing the interests of vulnerable groups.

4. Useful links

1. Legislative framework on gender policy

1.1. International regulatory acts

- [UN Convention on the Elimination of All Forms of Discrimination against Women](#)
- [UN Convention on the Rights of Persons with Disabilities](#)
- [UN Declaration on the Rights of Persons Belonging to National or Ethnic, Religious and Linguistic Minorities](#)
- [International Convention on the Elimination of All Forms of Racial Discrimination](#)
- [UN Resolution “Transforming our world: Agenda 2030”](#)
- [Beijing Declaration, World Conference on Women, 1995](#)
- [European Convention on Human Rights](#)

1.2 National regulatory acts

- [Constitution of Ukraine, art. 24](#)
- [Law of Ukraine “On Ensuring Equal Rights and Opportunities for Women and Men”](#)
- [Law of Ukraine “On Principles of Prevention and Combating Discrimination in Ukraine”](#)
- [Law of Ukraine “On the Fundamentals of Social Protection of Persons with Disabilities”](#)
- [Law of Ukraine “On Social Services”](#)
- [Resolution of the Cabinet of Ministers of Ukraine “Issues of Gender Legal Expertise” No. 997](#)
- [Resolution of the Cabinet of Ministers of Ukraine “Certain Issues of Ensuring Equal Rights and Opportunities for Women and Men” No. 930](#)
- [Resolution of the Cabinet of Ministers of Ukraine “On Approval of the Action Plan for the Implementation of the Biarritz Partnership Initiative” No. 1578-r](#)

- [Order of the Ministry of Social Policy of Ukraine No. 257 of 14.04.2020 “On Approval of the Methodological Recommendations for Assessing the Gender Impact of Sectoral Reforms”](#)
- [Order of the Cabinet of Ministers of Ukraine “On the Approval of the State Strategy for Ensuring Equal Rights and Opportunities for Women and Men until 2030 and the Adoption of the Operational Plan for Its Implementation for 2022-2024” No. 752-p](#)
- [Order of the Cabinet of Ministers of Ukraine “On the Approval of the National Strategy for Overcoming the Gender Pay Gap until 2030 and the Adoption of the Operational Plan of Measures for Its Implementation for 2023-2025” No. 815-p](#)
- [Order of the Cabinet of Ministers of Ukraine “On the Approval of the Strategy for the Implementation of Gender Equality in Education until 2030 and the Adoption of the Operational Plan of Measures for Its Implementation for 2022-2024” No. 1163-p](#)

2. Recovery

- [Order of the Cabinet of Ministers of Ukraine No. 244-r of 18.03.24 “On Approval of Ukraine Facility Plan”](#)
- [Ukraine Facility](#)
- [Resolution of the Cabinet of Ministers of Ukraine No. 731-2023-p](#)

3. Gender mainstreaming tools in recovery and development processes

- [Guidance for community gender profile development and use](#)
- [Guidelines for conducting a gender accessibility audit](#)
- [Practices within Safe Cities for Women and Girls programming in Ukraine to inspire further action](#)
- [Community mobilization for empowerment in Ukraine: A practitioner’s guide](#)

UN Women in Ukraine

Since 2016, UN Women Ukraine has built strong partnerships and delivered impactful results by exercising its triple mandate across the development-humanitarian nexus. UN Women's technical expertise, operational support, and policy development capabilities, combined with the ability to convene diverse partners, provide a unique competitive advantage. As the leading agency for gender equality and women's empowerment within the United Nations system, UN Women integrates gender perspectives into UN coordination and decision-making processes. It chairs the Gender Theme Group (GTG) and the Gender in Humanitarian Action (GiHA) Working Group, ensuring that gender equality remains central to strategic planning for humanitarian response and recovery efforts. As the Secretariat of the Women, Peace and Humanitarian Fund (WPHF), UN Women's collaboration with women's rights organizations (WROs) drives localized programming, meeting the needs of the most vulnerable, particularly in war-affected regions in eastern Ukraine. Strategic partnerships with the private sector through innovative mechanisms such as the Women's Empowerment Principles (WEPs) further enhance women's economic empowerment. UN Women's approach complements the work of other UN agencies and partners, bridging crucial gaps and ensuring that women's leadership, agency, and voice are integral to humanitarian, development and recovery initiatives.

UN Women in Ukraine plays a pivotal role in advancing gender equality and women's empowerment across the country, working with over 65 staff and 20 national consultants based in Kyiv and Dnipro. The organization provides vital support to government partners and civil society organizations, aiming to advocate for women's rights, promote gender equality, and empower women in all sectors. Its efforts are particularly focused on 3 key priority areas: Governance, Leadership and Women Peace and Security (WPS), Economic Empowerment and Growth, Humanitarian Response and Coordination ensuring that women's voices and needs are central to these processes. UN Women is actively involved in supporting Ukraine's EU integration and the transposition of the EU gender acquis into national laws and policies.



9B, Mykhaila Hrushevskoho St., Parkova
Road, 2, Kyiv, Ukraine, 01021

<https://ukraine.unwomen.org/uk>
www.facebook.com/unwomenukraine
www.instagram.com/heforshe_ukraine/