

# Country-Level Data for Ukraine country Outcome

## XM-DAC-41146-UKR\_D\_1.1

OUTCOME UKR\_D\_1.1 [XM-DAC-41146-UKR\\_D\\_1.1](#)

**Women, particularly those facing multiple forms of discrimination, increasingly participate in and benefit from gender-responsive reforms and justice**

### OUTCOME DETAILS

#### SDG alignment



#### Impact areas



Governance and participation in public life



Women's economic empowerment

#### Organizational outputs



Norms, laws, policies and institutions



Women's voice, leadership and agency

#### Policy Marker

GENDER EQUALITY

#### Outcome Description

ToC: IF (1) national, regional and local institutions formulate, implement and monitor GEWE specific policies reforms and plans; (2) justice actors deliver gender-responsive justice and respond to the impunity for the violation of women's rights; (3) GE advocates and women's groups participate in decision making and demand accountability for GEWE commitments and to access justice for violations of these rights ; THEN the reforms are efficient, participatory and gender-responsive; and women benefit from fair justice; BECAUSE the needs and priorities of women, particularly those facing compound discrimination, are reflected.

#### UN Partners

UNAIDS



UNDP



UNFPA

UNICEF

**Humanitarian Scope**

No

**UN System Function**

Advocacy, communications and social mobilization

Capacity development and technical assistance

## RESOURCES

\$2.59 M

Planned Budget

\$2.55 M

Actual Budget

PLANNED BUDGET

ACTUAL BUDGET AND SHORTFALL

EXPENSES



### Funding Partners

Other resources (Non-Core)/ Funding Partners:



UN Development Programme  
(UNDP) \$372,214



Sweden \$834,212



Denmark \$220,106



Canada \$1,120,000

**TOTAL OTHER RESOURCES (NON-CORE)**

\$2,546,532

OUTCOME UKR\_D\_1.1

B – Baseline      M – Milestones      T – Target

OUTCOME STATEMENT	INDICATOR STATEMENT	YEAR	BMTS	REPORTED RESULT
Women, particularly those facing multiple forms of discrimination, increasingly participate in and benefit from gender-responsive reforms and justice	Number of sectoral reforms that include gender equality provisions	2017 (Baseline)	0	N/A
		2018 (Milestone)	1	3
		2019 (Milestone)	1	4
		2020 (Milestone)	1	4
		2021 (Milestone)	1	5
		2022 (Target)	1	-

INDICATOR STATEMENT	YEAR	BMTS	REPORTED RESULT
Share of women in the police	2017 (Baseline)	21.80%	N/A
	2018 (Milestone)	25%	
	2019 (Milestone)	25%	25%
	2020 (Milestone)	26%	21.7
	2021 (Target)	30%	27.50%

INDICATOR STATEMENT	YEAR	BMTS	REPORTED RESULT
Share of women in the armed forces	2017 (Baseline)	8.50%	N/A
	2018 (Milestone)	10%	
	2019 (Milestone)	10%	11%
	2020 (Milestone)	14%	14
	2021 (Milestone)	20%	18.90%
	2022 (Target)	22%	-

INDICATOR STATEMENT	YEAR	BMTS	REPORTED RESULT
Share of women in the parliament	2017 (Baseline)	12%	N/A
	2018 (Milestone)	12%	
	2019 (Milestone)	20%	21%
	2020 (Milestone)	20,52%	21%
	2021 (Milestone)	30%	20.30%
	2022 (Target)	30%	20.2

INDICATOR STATEMENT	YEAR	BMTS	REPORTED RESULT
Share of women in the government	2020 (Baseline)	33%	N/A
	2018 (Milestone)	12.50%	
	2019 (Milestone)	33%	33%
	2020 (Milestone)	13,6%	13%
	2021 (Milestone)	30%	22.70%
	2022 (Target)	30%	21.7



INDICATOR STATEMENT	YEAR	BMTS	REPORTED RESULT
Share of women in the local councils	2017 (Baseline)	14%	N/A
	2018 (Milestone)	14%	
	2019 (Milestone)	15%	46%
	2020 (Milestone)	30%	36.60%
	2021 (Milestone)	30%	37%
	2022 (Target)	30%	37

INDICATOR STATEMENT	YEAR	BMTS	REPORTED RESULT
Number of legal acts adopted or revised to eliminate discrimination on the basis of sex	2017 (Baseline)	0	N/A
	2018 (Milestone)	1	2
	2019 (Milestone)	0	4
	2020 (Milestone)	1	1
	2021 (Milestone)	1	1
	2022 (Target)	1	-

INDICATOR STATEMENT	YEAR	BMTS	REPORTED RESULT
Number of national and/or local (multi) sectoral strategies, policies and/or action plans that are adopted with a focus on gender equality (CO)	(Baseline)	-	N/A
	2022 (Target)	-	43

INDICATOR STATEMENT	YEAR	BMTS	REPORTED RESULT
Level of influence of civil society organizations working on gender equality and women's empowerment, including women's organizations, in key normative, policy and peace processes (CO, RO, HQ)	(Baseline)	-	N/A
	2022 (Target)	-	3

INDICATOR STATEMENT	YEAR	BMTS	REPORTED RESULT
SP 2.5.1a: Number of high-quality national gender equality action plans developed, costed and/or being implemented with UN-Women's support	2020 (Baseline)	no	N/A
	2018 (Milestone)	-	TRUE
	2019 (Milestone)	-	FALSE
	2020 (Milestone)	yes	TRUE
	2021 (Target)	no	TRUE

INDICATOR STATEMENT	YEAR	BMTS	REPORTED RESULT
SP 2.5.2: Number of finance ministries with capacities to integrate gender-responsive budgeting (GRB) in public finance management systems with UN-Women's support	2020 (Baseline)	no	N/A
	2018 (Milestone)	-	FALSE
	2019 (Milestone)	-	FALSE
	2020 (Milestone)	no	FALSE
	2021 (Target)	no	FALSE

INDICATOR STATEMENT	YEAR	BMTS	REPORTED RESULT
SP 2.5.3: Number of national AIDS coordinating bodies and/or relevant sectoral ministries that have strengthened capacity to integrate gender-responsive actions into national HIV strategies, with UN-Women's support	2020 (Baseline)	yes	N/A
	2018 (Milestone)	-	TRUE
	2019 (Milestone)	-	TRUE
	2020 (Milestone)	yes	TRUE
	2021 (Target)	no	FALSE

INDICATOR STATEMENT	YEAR	BMTS	REPORTED RESULT
SP 2.5.4a: Number of national women's machineries and women's organizations with capacities to advocate for gender-responsive budgets with UN-Women's support	2020 (Baseline)	no	N/A
	2018 (Milestone)	-	TRUE
	2019 (Milestone)	-	FALSE
	2020 (Milestone)	no	FALSE
	2021 (Target)	no	FALSE



INDICATOR STATEMENT	YEAR	BMTS	REPORTED RESULT
SP 2.5.4b: Number of national women's machineries and women's organizations with capacities to advocate for gender-responsive budgets with UN-Women's support	2020 (Baseline)	yes	N/A
	2018 (Milestone)	-	1
	2019 (Milestone)	-	1
	2020 (Milestone)	85	1
	2021 (Target)	85	0

INDICATOR STATEMENT	YEAR	BMTS	REPORTED RESULT
SP 2.5.1b: Number of high-quality national gender equality action plans developed, costed and/or being implemented with UN-Women's support	2020 (Baseline)	no	N/A
	2018 (Milestone)	-	FALSE
	2019 (Milestone)	-	NA
	2020 (Milestone)	no	FALSE
	2021 (Target)	no	FALSE

## OUTPUT INDICATOR AND RESULTS

### OUTPUT UKR\_D\_1.1.1

OUTCOME STATEMENT	INDICATOR STATEMENT	YEAR	BMTS	REPORTED RESULT
National and local institutions have increased capacity to formulate, implement and monitor policies, reforms and plans with specific commitments to advance GEWE  Planned Budget: <b>\$19.34 M</b>	Number of local institutions with increased in-house technical capacity on gender-responsive planning and budgeting	2017 (Baseline)	0	N/A
		2018 (Milestone)	5	8
		2019 (Milestone)	7	30
		2020 (Milestone)	5	43
		2021 (Milestone)	5	33
		2022 (Target)	5	-

Actual Budget and Shortfall:  
**\$9.00 M**

Shortfall: \$10.35 M



Expenses:  
**\$8.66 M**



INDICATOR STATEMENT	YEAR	BMTS	REPORTED RESULT
Number of line ministries, which apply knowledge and tools provided by UN Women in annual planning and budgeting	2017 (Baseline)	0	N/A
	2018 (Milestone)	0	1
	2019 (Milestone)	6	5
	2020 (Milestone)	2	7
	2021 (Milestone)	3	7
	2022 (Target)	3	-

INDICATOR STATEMENT	YEAR	BMTS	REPORTED RESULT
Number of partners that have increased capacities to advance gender equality and women's empowerment through national and/or local (multi) sectoral strategies, policies and/or action plans (CO, HQ)	(Baseline)	-	N/A
	2022 (Target)	-	19

INDICATOR STATEMENT	YEAR	BMTS	REPORTED RESULT
Number of women's organizations with increased capacities to deliver and/or monitor the quality of services, resources and goods for women in humanitarian and development settings (CO, HQ)	(Baseline)	-	N/A

INDICATOR STATEMENT	YEAR	BMTS	REPORTED RESULT
Number of women accessing information, goods, resources and/or services through UNW supported platforms and programs in humanitarian and development settings (CO, HQ)	2023 (Baseline)	19100	N/A

INDICATOR STATEMENT	YEAR	BMTS	REPORTED RESULT
Amount of funding disbursed annually in support of civil society organizations, especially women's organizations, working towards the achievement of gender equality and women's empowerment, through UN-Women programmes and grant-giving (CO, RO, HQ)	(Baseline)	-	N/A

### OUTPUT UKR\_D\_1.1.3

OUTCOME STATEMENT	INDICATOR STATEMENT	YEAR	BMTS	REPORTED RESULT
Women and GE advocates have enhanced capacity to participate in decision making and demand accountability for GEWE commitments and to access justice for violations of these rights	Number of advocacy initiatives by gender advocates to demand for gender equality allocations	2017 (Baseline)	3	N/A
		2018 (Milestone)	3	4
		2019 (Milestone)	3	3
		2020 (Milestone)	3	37
		2021 (Milestone)	3	7
		2022 (Target)	3	-

Planned Budget:  
**\$6.84 M**



Actual Budget and Shortfall:  
**\$2.43 M**

Shortfall: \$4.41 M





Expenses:  
**\$2.33 M**



INDICATOR STATEMENT	YEAR	BMTS	REPORTED RESULT
Number of Knowledge resources developed by UN Women applied by gender equality advocates (annually)	2017 (Baseline)	1	N/A
	2018 (Milestone)	1	5
	2019 (Milestone)	3	3
	2020 (Milestone)	1	6
	2021 (Milestone)	1	4
	2022 (Target)	1	2

INDICATOR STATEMENT	YEAR	BMTS	REPORTED RESULT
Amount of funding disbursed annually in support of civil society organizations, especially women's organizations, working towards the achievement of gender equality and women's empowerment, through UN-Women programmes and grant-giving (CO, RO, HQ)	2023 (Baseline)	8500000	N/A

INDICATOR STATEMENT	YEAR	BMTS	REPORTED RESULT
Number of civil society organizations working on gender equality and women's empowerment, especially women's organizations, that have strengthened capacity to exercise their leadership role towards the achievement of gender equality and women's empowerment (CO, RO, HQ)	(Baseline)	-	N/A
	2022 (Target)	-	127

### OUTPUT UKR\_D\_1.1.5

OUTCOME STATEMENT	INDICATOR STATEMENT	YEAR	BMTS	REPORTED RESULT
Private business companies have strengthened knowledge, plans and mechanisms in place to implement the "Women's Empowerment Principles"	Number of organizations/institutions with increased capacities to identify and/or address discriminatory behaviour and/or social/gender norms change (CO)	(Baseline)	-	N/A
		2022 (Target)	-	0

Planned Budget:

**\$115.00 K**



Actual Budget and Shortfall:

**\$70.44 K**

Shortfall: \$44.57 K





Expenses:

**\$72.69 K**



## STRATEGIC NOTE OUTCOME PROGRESS NOTE

SHOWING DATA OF : 2022

### **Women, particularly those facing multiple forms of discrimination, increasingly participate in and benefit from gender-responsive reforms and justice**

The outcome was not achieved but important progress was made. With the escalation to full-fledged war in Ukraine in 2022, the context of women's meaningful participation in governance, leadership and decision-making processes changed significantly. The outcome was therefore expanded to not only focus on reforms and justice processes, to ensure women's meaningful inclusion at all levels of decision-making in response to the crisis brought on by war and in early recovery efforts. Important progress towards the outcome was made in 2022. Women's needs and priorities are better addressed through key legislation, strategies, policies and plans developed in 2022 that hold duty bearers at all levels accountable for implementing GEWE commitments. In addition to the key documents mentioned under the other impact and outcome statements, such as the ratification of the Istanbul Convention , the revision of the NAP 1325 , the State Strategy on Equal Rights and Opportunities and the framework law on regional policy and recovery policy there were a few additional key documents that were developed in 2022. This includes the National Strategy on Decreasing the Gender Pay Gap , which was developed by the Ministry of Economy following commitments by Ukraine undertaken in the framework of the Biarritz Partnership and the UN Women-ILO-OECD initiative for equal pay (EPIC) in 2020. Once approved and implemented, the strategy will support the Government, employers' associations, workers' organizations (trade unions), academia and CSOs in taking concrete steps to reduce the gender pay gap. Furthermore, various local gender-responsive initiatives, plans and budgets were developed, approved and implemented by local authorities to ensure that the needs of women and girls are adequately addressed. For example, women with disabilities gained better access to healthcare, information, rehabilitation, social and administrative services in 14 communities of Kherson, Sumy, Chernivtsi, Volyn and Ivano-Frankivsk regions through a number of gender-responsive community plans and initiatives launched by local authorities. These initiatives were largely a result of the active advocacy by local women's groups and collaboration between women's civil society and local authorities at the community level. Key duty bearers have enhanced their institutional capacity and commitment to advance GEWE in Ukraine. Considering the national crisis brought on by the full-fledged war, it is particularly commendable that many national duty bearers demonstrated an enhanced commitment to gender equality during a turbulent time. In addition to developing and/or approving the key strategic documents outlined above, various government authorities conducted gender audits and developed subsequent action plans in 2022. This included the State Statistics Service of Ukraine (SSSU) developing an elaborate plan for gender-responsive changes in policies and procedures following their gender audit. Additionally, the National Agency for Civil Service (NACS) took effective measures to promote cross-cutting gender

mainstreaming in public administration by institutionalizing gender audits as integral to government processes. Key to doing so was the development of a unified training curriculum, “Conducting gender audits in executive bodies and local self-governance institutions”, in cooperation with the Office of the Government Commissioner for Gender Equality Policy. The curriculum was approved and introduced by NACS as part of the official professional training for civil servants and local self-governance officials. Women from civil society have enhanced opportunities and capacities to actively participate in and influence decision-making processes at all levels. Various newly established initiatives in 2022 also enhanced the ability of women to meaningfully participate in decision-making processes at various levels. This includes, for example, the establishment of local Coordination Councils on GE in three communities of Kherson, Sumy and Chernivtsi regions and a working group on coordination of humanitarian response to GBV in Volyn regional state administration. National women’s CSO representatives were also included in the Inter-Agency Working Group on CRSV, established by the Government. Two CSOs (La Strada-Ukraine and the Ukrainian Women Lawyers Association “JurFem”) were also assigned to co-coordinate the work of the thematic subgroups “Trafficking in persons for the purpose of sexual exploitation” and “Access to justice and accountability”. The Office of the Ukrainian Parliament Commissioner for Human Rights also strengthened its monitoring of the human rights of vulnerable groups of women and men in the context of crises. The Office established a tool to monitor the situation of the most vulnerable women and men through the development of two methodologies on monitoring the gender-responsive measures of local self-government bodies in response to COVID-19 and the humanitarian crisis. The tools were developed with the direct participation of 17 women representing eight CSOs working with vulnerable groups of women. More broadly, all key laws, policies, strategies and plans outlined above are underpinned by recommendations from civil society women shared with duty bearers through various multi-stakeholder consultations, working groups and dialogue platforms. (Read more under indicator 0.1.5 and narrative question 10.) UN Women considers it a particularly noteworthy achievement that duty bearers from the Government, UN agencies and other partners continue to prioritize consultations and dialogues with women from civil society in planning processes, to ensure that their needs and priorities are adequately addressed. UN Women contributed significantly to all of these important results through the following support: Providing expert technical input to the Government and various partners during the drafting of the key documents, through international and national experts on, for example, gender mainstreaming in public policy. Facilitating public consultations between the Government and other duty bearers with women’s CSOs, including those representing women from vulnerable groups/LNOB categories, to provide direct recommendations to key national processes. Conducting capacity development activities for government counterparts, such as the trainings for MCTD representatives on gender-responsive regional/local policymaking and trainings for the Secretariat of the Ukrainian Parliament Commissioner for Human Rights and regional offices on the rights of women with disabilities, as well as providing support in conducting the SSSU gender audits and new NACS curriculum. Supporting the mobilization and capacity development of women’s civil society for their active participation in decision-making and planning processes—for example, the capacity development of 156 women with disabilities, 80 rural women and 10 Roma women to increase their knowledge and skills on women’s leadership, gender-responsive humanitarian support, the rights of women with disabilities, and advocacy and participation. Developing various knowledge and research products that can ensure evidence-based decision-making by duty bearers—for example, conducting a gender analysis of the institutional response to the crisis caused by the full-fledged war and developing corresponding recommendations for the Government of Ukraine, regional administrations and local self-governing bodies. The theory of change (ToC) is mostly not valid due to changes in the context, programmes and operations. As the new Strategic Note (SN) was developed as an interim and only for one year, a new ToC will be developed for the next SN which will cover a longer period to better reflect the rapidly changing context and needs and priorities for women and girls. The new ToC will need to fully capture changes related to gender-responsive governance.