

Country programme Results overview

Data as of:
08 Jun 2026

Outcomes (aligned with interagency frameworks)

UKR_D_1.1

By 2029 society is more inclusive and cohesive with active civic space and more effective, accountable institutions that enable reform and recovery and safeguard rule of law, human rights, and gender equality (CF OUTCOME 4)

UKR_D_1.1.1

Government institutions at all levels are strengthened to develop, implement, monitor, and coordinate Ukraine's national and international commitments through gender responsive laws, plans, and budgets, especially to advance recovery and EU accession.

UKR_D_1.1.2

Women leaders and WROs at all levels have strengthened capacities to express their agency, voice, and leadership to meaningfully engage in decision-making and participate in political life.

UKR_D_1.1.3

(WPS) Government institutions at all levels, WROs, women activists have enhanced capacities to strengthen women's meaningful participation in the WPS Agenda in line with NAP 1325 commitments

UKR_D_1.1.4

Government institutions, WROs and women victims of war have improved capacity to prevent and respond to conflict-related sexual violence (CRSV) and other conflict-related crimes to ensure accountability and human rights protection and promotion.

UKR_D_1.2

By 2029, people benefit from a strong economic recovery and decent work, with inclusive labor force participation, increased productivity, and reduced regional disparities. (CF outcome 2 on Inclusive economic growth)

UKR_D_1.2.1

Government and private sector have increased capacity to promote women's access to decent work, equal pay, family care services, infrastructure, and productive assets

UKR_D_1.2.2

Women and girls have increased access to decent work opportunities in the labour market, especially in traditionally male-dominated fields.

UKR_D_1.2.3

Women entrepreneurs benefit from initiatives and instruments that increase their access to resources, innovation, competitiveness sustainability and support integration with EU markets.

UKR_D_1.3

UN Coordination ensures that women play a greater role in and are better served by the humanitarian response, as well as by early recovery, development, and normative efforts.

UKR_D_1.3.2

Crisis affected women and girls enjoy increased access to comprehensive lifesaving, gender protection and livelihood

UKR_D_1.3.1

Strengthened UN system-wide coordination for GR humanitarian assistance (GiHA) and for GR recovery, development, and normative efforts (GTG) in Ukraine

Organizational effectiveness and efficiency

UKR_O_1

Ukraine CO will work on principled performance by ensuring value-for-money principles in delivering results efficiently and effectively, making continuous improvements and serving as an accountable and trustworthy organisation by continuously improving its management and investing in developing its capacity and systems. Ukraine CO will ensure that security and safety considerations are fully integrated into the CO's work, including for Security Risk Management. The CO will allow flexible and remote working arrangements when appropriate, improve planning

for business continuity and to respond to security threats, engage stress and group psychology counselors, and utilize the most secure contract modalities (TA and FTA). Efforts to ensure principled performance include; • Maintaining a high delivery rate with programmes that are implemented on time and on budget; • Maintaining Tier 1 status for donor reporting with timely and high quality reports • Ongoing capacity building f

UKR_O_2

UN Women is balancing the dual partnership function of mobilizing and managing partnerships and resources to 1) finance the full implementation of its Strategic Plan (growing resources) and 2) convene partnerships and influence resource flows in support of the wider gender equality and women's empowerment mandate (leveraging and influencing). Ukraine CO will leverage strategic communications and advocacy to motivate partners and the public to support the work of the organization and to widen UN Women's circle of influence to reach a broader range of actors, forging alliances with non-traditional partners. Communication and advocacy goals include: - Raising awareness about the range of GEWE issues in the context of Russia's war against Ukraine; - Providing accurate, timely information about the achievements of women and girls, and the impact of UN Women Ukraine and its partners to multiple audiences. - Engaging policy and decision-makers to adopt, finance and implement gen

UKR_O_3

UN Women Ukraine will continue to drive business transformation by strategically reshaping its management structure and culture for impactful and scalable results. The CO will promote organizational learning through internal knowledge management and strategic knowledge-sharing. Strategic planning will build on lessons learned through knowledge management and evaluation, with systematic consultation with partners and stakeholders. Additionally, the office will ensure sustainable funding practices, including adequate cost recovery and direct project funding. This includes: • Meeting/exceeding the minimum criteria for the office's typology; • Working from UN common premises; and • Ensuring sustainable funding practices, including adequate cost recovery and direct project costing.

UKR_O_4

UN Women Ukraine will ensure 'empowered people' by fostering an inclusive culture that exemplifies ethical, transformational, and shared leadership principles. As an employer of choice, UN Women will cultivate a diverse, high-performing cadre of personnel who embody UN and UN Women values. This commitment includes: • Timely completion of recruitments, with due consideration to diversity, and where the most secure contracts (FTA) are provided if funding is available ; • Promoting an environment of continuous learning and development, encouraging

innovation; • Including relevant indicators from the UN Disability Inclusion Strategy accountability framework; • Completion of annual performance management and development reviews, and mandatory trainings; • Compliance with standards of conduct, including comprehensive training on Preventing Sexual Exploitation and Abuse, as well as Sexual Harassment.

UKR_O_5

Ukraine CO will continue to leverage its triple mandate to deliver product, services and processes by investing in evidence-based standardized programme approaches, knowledge products and service offerings to achieve impact at scale, while adapting to national realities and priorities. The CO will seek opportunities for joint programming with the UN Agencies to enhance the effectiveness of humanitarian and development interventions and promote GEWE. We will take advantage of the UN Women's corporate Gender Equality Accelerators tailoring them with partners to respond to Ukraine's needs and priorities. We will continue to leverage the UN Women triple mandate, especially in coordination (see above outcome 3).