

**Women's Peace and Humanitarian Fund**  
**ANNUAL PROGRESS REPORT TEMPLATE 2023**  
(Regular Funding Cycle)

<p><b>Country</b> Ukraine</p> <p><b>MPTF Project Number</b> 00131406 (Outcome 3) 00131407 (Outcome 5) 00132054 (Outcome 6)</p> <p><b>Reporting Period</b> January 1, 2023 - December 31, 2023</p> <p><b>Funding Call</b> <i>Select all that apply</i> <b>X Regular Funding Cycle</b> CfP1 (Round 1), CfP2 (Round 1), CfP3 (Rounds 1-4), CfP 4 (Round 1)</p> <p><input type="checkbox"/> COVID-19 Emergency Response Window</p>	<p><b>Submitted by PUNO(s) UN Women or NUNO(s)<sup>1</sup></b> Name of Entity: UN Women Ukraine Name of Representative: Sabine Freizer Gunes</p> <p><b>Implementing Partners</b></p> <ol style="list-style-type: none"> <li>1. CSO Space of Knowledge</li> <li>2. NGO "Equality in Action"</li> <li>3. ASSOCIATION OF ATC All-Ukrainian Association of I.s.g.</li> <li>4. Pro Women UA</li> <li>5. Public Union "Rural Women Business Network" <ul style="list-style-type: none"> <li>• Dnipro Agriculture Advisory Services</li> <li>• Co-operative Academy</li> <li>• Ukraine Women's Farmers Council</li> </ul> </li> <li>6. Ukrainian Women's Fund <ul style="list-style-type: none"> <li>• VIS</li> <li>• Development of Volyn</li> </ul> </li> <li>7. Charitable organization "POSITIVE WOMEN"</li> <li>8. NGO "Center "Women's Perspectives" <ul style="list-style-type: none"> <li>• NGO "TWLC "Revival of nation"</li> <li>• CENTER CHAIKA</li> <li>• GENDERNA RADA</li> </ul> </li> <li>9. NGO "Association of Democratic Development"</li> <li>10. Bureau of Gender Strategy and Budgeting <ul style="list-style-type: none"> <li>• NGO "Gender Culture Center</li> <li>• Youth organization "CYO KROK"</li> </ul> </li> <li>11. NGO "POBRATYM CENTER</li> <li>12. NGO "Association of Roma Women "Voice of Romni" (institutional grant)</li> <li>13. NGO "Association of Roma Women "Voice of Romni" (programme grant) <ul style="list-style-type: none"> <li>• NGO "Invisible"</li> <li>• NGO "Care Center"</li> </ul> </li> <li>14. Global Network of Women Peacebuilders (GNWP) <ul style="list-style-type: none"> <li>• Democracy Development Center</li> <li>• Ukraynske Podvirya</li> <li>• Skadovskyi Aktyv</li> <li>• Unity for the Future</li> <li>• Zhiva Ya</li> </ul> </li> <li>15. NGO "Insight"</li> <li>16. NGO "Institute for Peace and Common Ground" <ul style="list-style-type: none"> <li>• GPPAC Global Secretariat</li> </ul> </li> </ol>
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<sup>1</sup> Non-UN Organization. Applicable to Rapid Response Window for Peace Processes.

	<ul style="list-style-type: none"> <li>• Middle East Nonviolence and Democracy</li> <li>• Foundation for Tolerance International</li> </ul> <p>17. CHARITY FUND “NATIONAL NETWORK OF LOCAL PHILANTHROPY DEVELOPMENT”</p> <ul style="list-style-type: none"> <li>• “Podilska gromada” Community Fund</li> <li>• Public Organization “Community Development Fund of Ukraine”</li> <li>• Voznesensk community foundation</li> <li>• Charitable Organization “Berezan’ Community Fund”</li> <li>• Boyarka Community Foundation</li> <li>• “Bari” Community Fund</li> <li>• “Ridnia” Community Fund</li> <li>• Public Organization “Gostynets”</li> <li>• NGO Interactive Platform “Prostir”</li> <li>• National Council Women of Ukraine</li> </ul> <p>18. NGO “Studio of Public Women's Initiatives”</p> <p>19. NGO “Ukrainian Women Lawyers Association “JurFem”</p> <p>20. Central British Fund for World Jewish Relief</p> <ul style="list-style-type: none"> <li>• Public organisation "Fund "Professional Development"</li> </ul> <p>21. Charity organization "Charity Foundation ANDREEV FAMILY FOUNDATION"</p> <p>22. NGO “Fight For Right”</p> <p>23. Helping to leave, z. s.</p> <p>24. International Network for Aid Relief and Assistance (INARA)</p> <ul style="list-style-type: none"> <li>• The Council of Women from Donetsk</li> <li>• Mariupol Youth Union</li> </ul> <p>25. NGO “LAMPA”</p> <p>26. NGO “Masha Fund”</p> <p>27. Ukrainian Public Association “National Assembly of People with Disabilities”</p> <ul style="list-style-type: none"> <li>• Association for Rights Advocacy and Assistance to People with Disabilities “Open Hearts”</li> <li>• NGO “The Right to Choose” Kharkiv Center on Rehabilitation for Youth with Disabilities and their Families</li> <li>• Dnipro Regional Organization of Ukraine’s Society for the Blind</li> <li>• Western Rehabilitation and Sports Center of the National Committee of Sports for People with Disabilities</li> <li>• Medical and Social Rehabilitation Center “The Road of Life”</li> <li>• NGO Chernivtsi Regional Organization of People with Disabilities “Leader”</li> </ul>
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	<ul style="list-style-type: none"> <li>• Center for Complex Rehabilitation for People with Disabilities “Donbas”</li> </ul> <p>28. Charitable Fund POMOGAEM  29. Charitable organization “Positive Women”  30. NGO “Women’s Association “Sphere”  31. The Ukrainian Foundation for Public Health (UFPH)  32. NGO “Center for the provision of humanitarian aid "Volunteer-68"  33. Youth NGO “Christian Association YMCA”  34. Charitable Fund “Zaporuka”</p> <ul style="list-style-type: none"> <li>• INGO Soleterre</li> </ul>
<b>WPHF Outcomes<sup>2</sup> to which report contributes for reporting period</b>	
<i>Select all that apply</i>	
<input type="checkbox"/> Outcome 1: Enabling environment for implementation of WPS commitments <input type="checkbox"/> Outcome 2: Conflict prevention <input checked="" type="checkbox"/> Outcome 3: Humanitarian response	<input type="checkbox"/> Outcome 4: Conflict resolution <input checked="" type="checkbox"/> Outcome 5: Protection <input checked="" type="checkbox"/> Outcome 6: Peacebuilding and recovery
<b>Programme Start Date</b>	<b>Total Approved Budget (USD)</b>
<i>As per ME/Transmittal Forms</i> 4 April 2022	00131406 - \$ 3,335,788 00131407 - \$ 3,034,705 00132054 - \$ 6,259,913
<b>Programme End Date</b>	<b>Amount Transferred to CSOs (USD)</b>
<i>As per ME/Transmittal Forms</i> 25 April 2025	Total \$7,098,910.40 (\$6,049,071.12 in 2023)

<sup>2</sup> As per WPHF results framework nested model, WPHF outcome areas are equivalent to the impact level for grantees.

## Executive Summary

*In 1 page, summarize the most important achievements of the Programme during the reporting period. The executive summary should be an analysis and consolidation of the achievements and should serve as a standalone summary of the WPHF country' results for the year.*

*Please include:*

- a) Background on WPHF: overview of calls for proposals (CfPs) that were launched (date), and details on NSC meetings, how many CSOs were selected, and when implementation is estimated to begin/has begun*
- b) overall/consolidated WPHF impact at the country level (how WPHF funding has contributed to WPS, gender equality and peacebuilding, gender-responsive humanitarian action etc) and explain if any linkages with national processes (NAPs, humanitarian response, peace processes, etc). and how WPHF funding/grantees contributed.*
- c) one sentence with the consolidated direct and indirect beneficiaries (disaggregated by sex).*
- d) overall challenges*
- e) if the country has received additional funding for capacity building or peer learning initiatives, one sentence on the results of the capacity building project.*

a) In response to the humanitarian crisis caused by the full-scale Russian military invasion of Ukraine on 24 February 2022, the Women's Peace & Humanitarian Fund (WPHF) activated an emergency regional response to the crisis, designed to support women's organizations in Ukraine and Moldova and address the needs of the most vulnerable groups, like IDPs, women and girls, PWD, elderly people, and children. Due to the protracted military actions and negative impact on the population of Ukraine, especially most vulnerable groups like IDPs, women and girls, PWD, elderly people, children etc., for 2023 two Call for Proposals were launched by WPHF in December 2022 (**CfP4**) and June 2023 (**CfP5**). Also launched in June 2022, the Open Call for Proposal (**CfP3**) resulted in selection and funding of 16 Ukrainian CSOs (4 within round 1 and 12 within round 2-4), which started their implementation in 2023. This response focused on WPHF Outcomes 1 (institutional funding for women's orgs), 3 (women and girls in humanitarian response), 5 (Protection of Women and Girls against SGBV), and Outcome 6 (Participation of Women and Girls in Peacebuilding and Recovery). Within CfP4, 19 civil society organizations' proposals (15 for Outcomes 3 and 5, and 4 proposals for Outcomes 1 and 6) from Ukraine were identified and approved by the WPHF Regional Steering Committee (RSC) via the online procedure. In addition, Kharkiv Regional Youth NGO "Enlightened Initiative" was approved for funding from the Reserve List within Outcome 5.

The following number of Ukraine-based and international CSOs were supported in 2023 for programmatic and institutional funding:

Institutional Funding – 7 CSOs  
 Outcome 3 – 11 CSOs  
 Outcome 5 – 7 CSOs  
 Outcome 6 - 15 CSOs

Additional funds have become available to support projects in Ukraine from the 4<sup>th</sup> Call for Proposal Reserve lists for Outcomes 1, 3, 5 and 6. The following CSO proposals from the Reserve List were approved for funding by the WPHF and RSC in December 2023 (starting in early 2024):

1. Coalition for the Protection of the Rights of Persons with Disabilities due to Intellectual Disabilities
2. Ukrainian Berries Association
3. Genderna Rada
4. Center Pobatym
5. OneUkraine
6. Institute for Partnership and Sustainable Development
7. International Alert
8. Terre des Hommes Italy

As for the 5<sup>th</sup> CfP, the results of the WPHF RSC decision on proposals selected for funding is expected in February 2024.

The WPHF operation and management at country level is overseen by the Regional Steering Committee (RSC) chaired by the RCs of Ukraine and Moldova on a rotational basis. The RSC members include, among others, representatives from the Resident Coordinator's Office, OCHA, UNFPA, donors and CSO representatives (selected through an open self-nomination process, see Annexes "RSC ToR" and Membership List). UN Women coordinates the work of the WPHF in Ukraine with the RC Office and OCHA-led Ukraine Humanitarian Fund to ensure complementarity.

## Executive Summary

b) In 2023, more than 39,000 women and girls received support through 34 CSOs operating across the country in all regions, under the umbrella of the Women, Peace and Humanitarian Fund. In total, \$8.5 million was committed to women's CSOs (\$6,049,071.12 actually disbursed via grants by December 2023), making WPHF the biggest feminist fund in Ukraine. Through this funding, war-affected women and girls received food, hygiene kits, medication, legal aid, and information on humanitarian assistance and emergency protection referral pathways. The contributions of WPHF grantees have been instrumental in embedding women's voices and gender equality within the humanitarian response framework in Ukraine, reshaping existing strategies, and setting a foundation for future gender-responsive approaches. UN Women has supported the inclusion of WPHF-grantees in key policy and planning processes, as part of its efforts to strengthen women's decision-making power in humanitarian and recovery processes. As a result, CSOs funded by the WPHF working on gender equality managed to influence at least six key normative, policy and humanitarian processes led/co-led by the government with their inputs and recommendations. This included, for example, the Humanitarian Needs and Response Plan (HNRP) for 2024, the Action Plan for implementation of the Security Council Resolution #1325 in Kyiv for 2023-2025 and the National Strategy on the Elimination of the Gender Pay Gap till 2030.

In addition, the implementation of projects supported by the WPHF have contributed to the implementation of the Government of Ukraine's Second National Action Plan on the United Nations Security Council Resolution 1325<sup>3</sup> (NAP 1325) for the period 2021–2025, which emphasises women and girls' multiple needs in humanitarian and recovery planning, such as the re-construction of gender-responsive infrastructure, employment opportunities for women, psychosocial services, and women's increased participation in the security sector.

c) During the reporting period, the implemented projects have reached 46,248 direct and 3,541,605 indirect beneficiaries, who are primarily women and girls affected by the war, and have given them the opportunity to have access to humanitarian support and services. This included immediate life-saving humanitarian aid, mental health and psychosocial support, better access to socioeconomic and protection-related information, improved legal aid and knowledge of how to report on conflict related sexual violence and protection concerns in conflict, better access to financial support (such as cash assistance), and the establishment of a source of income (guidance on employment and private businesses development) for themselves and their families.

d) The key challenge in 2023 in Ukraine was the ongoing invasion by the Russian Federation and regular use of missiles and drones to attack Ukrainian cities and communities, with constant shelling of border areas and territories along the contact line. UN Women staff and partners continue to work in unsafe conditions, including in the capital of the country, as well as in other cities and villages that remain insufficiently protected from shelling from Russian territory. Uncertainty and many challenges remain, effecting:

### *i. Security and business continuity*

Adjusting to the outbreak of the full-scale war is the biggest ongoing challenge for the project. This includes the following key issues:

- Security risks and their effects on travel, operations, and displacement of staff
- Psychological impacts, trauma and stress affecting the mental health of staff and partners. To mitigate the negative consequences, UN Women allowed flexible and remote working arrangements, continuously invested in improving planning for business continuity and for response to security threats and engaged stress and group psychology counselors for the staff.

### *ii. Project Management*

In 2023, the WPHF portfolio has expanded to 39 projects implemented via 34 civil society partners. This significant increase in the number of projects created an additional burden on financial administration, program monitoring, and reporting and required additional human resources. The country project team has grown and currently consists of a project manager, a project analyst, an administrative assistant and two UN volunteers (a financial

<sup>3</sup> <https://www.kmu.gov.ua/npas/pro-zatverdzhennya-nacionalnogo-a1544r>

### **Executive Summary**

assistant and a communication assistant). To increase the efficiency of project management, it is planned to hire another financial assistant and an M&E specialist.

e) In November 2023, the WPHF RSC approved the UN Women Ukraine country office project for the civil society capacity building initiative. The project will be implemented in 2024-2025 with the total budget of \$444,611.

### 1. Project Profile for Reporting Period

Use the following table for an overview by each project/organization. Also include grants for capacity building received at the country level, as outlined in the Project Document submitted to WPHF. Please add a new row for each project. Refer to definitions in the footnotes.

Funding CFP	Lead Organization Name	Type of Organization	Coverage/Level of Organization	WPHF Outcome/Impact Area	Project Location (State, Province or Region)	Name of Implementing Partner(s) and type of Organisation	Project Start and End Date as per PCAs	Total Approved Budget (USD)
CfP 1,2 and CfP 3-Round 1	CSO Space of Knowledge	Both Women-led and Women's Rights	National	6	Ukraine	n/a	21 Dec 2022 – 12 Dec 2023 (Extended till 12 Feb 2024)	349,435
CfP 1,2 and CfP 3-Round 1	NGO "Equality in Action"	Both Women-led and Women's Rights	Community-based	Institutional	Ukraine, Khmelnytskyi	n/a	22 Dec 2022 – 30 Jul 2023	21,160
CfP 1,2 and CfP 3-Round 1	ASSOCIATION OF ATC All-Ukrainian Association of I.s.g.	Women-led	National	Institutional	Ukraine	n/a	01-Dec-2022 - 15-Jul-2023	30,000
CfP 1,2 and CfP 3-Round 1	Pro Women UA	Women-led	Regional	6	Volyn' region, Ukraine	n/a	21-Dec-2022 - 31-Oct-2023	74,754
CfP 1,2 and CfP 3-Round 1	Public Union "Rural Women Business Network"	Rural women empowerment and livelihood development, Women Led	Sub-National	6	Zaporizhzhia, Dnipro, Lviv	Dnipro Agriculture Advisory Services, NGO; Co-operative Academy; Ukraine Women's Farmers Council (Zaporizhzhia); Rural co-operatives in the project areas	18-Jul-2022 - 09-May-2023 (extended till 31-Jul-2023)	250,000
CfP 1,2 and CfP 3-Round 1	Ukrainian Women's Fund	Both Women-led and Women's Rights	National	6	Ukraine	VIS (Vinnytsya); Development of Volyn (Volyn)	19-Jul-2022 - 19-Jul-2022 (extended till 30-Jun-2023)	250,000

Funding CFP	Lead Organization Name	Type of Organization	Coverage/Level of Organization	WPHF Outcome/ Impact Area	Project Location (State, Province or Region)	Name of Implementing Partner(s) and type of Organisation	Project Start and End Date as per PCAs	Total Approved Budget (USD)
CfP 1,2 and CfP 3-Round 1	Charitable organization "POSITIVE WOMEN"	Both Women-led and Women's Rights	National	3	Ivano-Frankivsk, Khmelnytsky, Cherkasy, Chernivtsi regions	n/a	22-Apr-2022 - 25-Mar-2023	143,000
CfP 1,2 and CfP 3-Round 1	NGO "Center "Women's Perspectives"	Both Women-led and Women's Rights	Sub-National	3	Lviv, Ternopil, Rivne, Khmelnytskyi	NGO "TWLC "Revival of nation" (Women-led) CENTER CHAIKA (Women-led) Podilskiy Center 'Gender Council' (Women-led)	14-Jul-2022 - 30-Apr-2023 (extended till 20-Jun-2023)	249,995
CfP3 - round 2-4	NGO "Association of Democratic Development"	Both Women-led and Women's Rights	Sub-National	Institutional	Khmelnytskyi, Kharkiv, Chernihiv regions	n/a	18-Mar-2023 - 14-Mar-2024	29,986
CfP3 - round 2-4	Bureau of Gender Strategy and Budgeting	Both Women-led and Women's Rights	National	6	Ukraine	NGO "Gender Culture Center (women's rights, women led); Youth organization "CYO KROK" (youth focused, women led)	27-Mar-2023 - 19-Mar-2024	331,700
CfP3 - round 2-4	NGO "POBRATYM CENTER"	Both Women-led and Women's Rights	Sub-National	Institutional	Melitopol and Zaporizhzhia, Zaporizska Oblast, Ukraine Lviv, Lvivska Oblast, Ukraine	n/a	22-Mar-2023 - 20-Sep-2023	30,000
CfP3 - round 2-4	NGO "Association of Roma Women "Voice of Romni"	Women's Rights, Young woman led	Sub-National	Institutional	Zaporizhzhia city, Kryvyi Rih city (Dnipropetrovsk region), Irpin city (Kyiv region), Uzhhorod (Zakarpattia)	n/a	22-Mar-2023 - 30-Nov-2023	29,900



Funding CFP	Lead Organization Name	Type of Organization	Coverage/Level of Organization	WPHF Outcome/ Impact Area	Project Location (State, Province or Region)	Name of Implementing Partner(s) and type of Organisation	Project Start and End Date as per PCAs	Total Approved Budget (USD)
CfP3 - round 2-4	NGO "Association of Roma Women "Voice of Romni"	Women's Rights, Young woman led	Sub-National	6	Zaporizhzhia city, Kryvyi Rih city (Dnipropetrovsk region), Irpin city (Kyiv region), Uzhhorod (Zakarpattia)	NGO "Invisible" (Young women led) NGO "Care Center"	25-Mar-2023 - 21-Mar-2024 (extended till 30-April-2024)	307,917
CfP3 - round 2-4	Global Network of Women Peacebuilders (GNWP)	Both Women-led and Women's Rights	International	6	1. Kyiv 2. Chernivetska oblast 3. Lvivska oblast 4. Mykolajivska oblast 5. Volynska oblast (as per report: Chernivtsi, Kherson, Kropyvnytskyi, Mykolaiv, Zaporizhzhia)	1. Democracy Development Center – Chernivetska Oblast 2. Ukraynske Podvirya– Kirovohradska Oblast 3. Skadovskyi Aktyv – Mykolaivska Oblast 4. Unity for the Future – Zaporizhzhia City 5. Zhiva Ya – Khersonska Oblast (deoccupied areas)	28-Mar-2023 - 27-Mar-2024	349,097
CfP3 - round 2-4	NGO "Insight"	LGBTQIA+ feminist organization, Women Led	Sub-National	Institutional	Kyiv, Lviv and Chernivtsi cities and Oblasts (as per report: Kyiv city, Chernihivska (Chernihiv), Kharkivska (Kharkiv), Zaporizka (Zaporizhzhia), Vinnytska (Vinnytsia))	n/a	22-Mar-2023 - 20-Sep-2023	30,000

Funding CFP	Lead Organization Name	Type of Organization	Coverage/Level of Organization	WPHF Outcome/ Impact Area	Project Location (State, Province or Region)	Name of Implementing Partner(s) and type of Organisation	Project Start and End Date as per PCAs	Total Approved Budget (USD)
CfP3 - round 2-4	NGO "Institute for Peace and Common Ground"	Women Led	National	6	5 communities in 5 regions of Ukraine: Kyivska (Vasylykiv, Fastiv), Cherkaska (Cherkasy), Rivnenska (Zdolbuniv), Volynska (Novovolynsk)	1. GPPAC Global Secretariat (The Hague) 2. Middle East Nonviolence and Democracy (Palestine) 3. Foundation for Tolerance International (Kyrgyzstan)	23-Mar-2023 - 19-Mar-2024 (extended till 30-Jun-2024)	349,843
CfP3 - round 2-4	CHARITY FUND "NATIONAL NETWORK OF LOCAL PHILANTHROPY DEVELOPMENT"	Youth Organization, Young Women Led	National	6	Lviv Region, Kyiv Region, Mykolaiv Region, Kherson Region, Rivne Region, Kharkiv Region, Vinnytsia Region	"Podilska gromada" Community Fund; Public Organization "Community Development Fund of Ukraine"; Voznesensk community foundation; Charitable Organization "Berezan' Community Fund"; Boyarka Community Foundation; "Bari" Community Fund; "Ridnia" Community Fund; Public Organization "Gostynets"; NGO Interactive Platform "Prostir"; National Council Women of Ukraine	27-Mar-2023 - 19-Mar-2024 (extended till 31-May-2024)	278,880
CfP3 - round 2-4	NGO "Studio of Public Women's Initiatives"	Both Women-led and Women's Rights	Regional	6	Poltava region (Myrhorod municipality)	n/a	22-Mar-2023 - 20-Nov-2023	51,820
CfP3 - round 2-4	NGO "Ukrainian Women Lawyers Association "JurFem"	Both Women-led and Women's Rights	National	6	Ukraine	n/a	22-Mar-2023 - 19-Jan-2024	60,773

Funding CFP	Lead Organization Name	Type of Organization	Coverage/Level of Organization	WPHF Outcome/ Impact Area	Project Location (State, Province or Region)	Name of Implementing Partner(s) and type of Organisation	Project Start and End Date as per PCAs	Total Approved Budget (USD)
CfP3 - round 2-4	Central British Fund for World Jewish Relief	Poverty Relief, Livelihood / Employment Support	International	6	Dnipro Kropyvnytskyi	Public organisation "Fund "Professional Development" (women led)	28-Mar-2023 - 30-Mar-2024	306,699
CfP 4	Charity organization "Charity Foundation ANDREEV FAMILY FOUNDATION"	Both Women-led and Women's Rights	National	5	Kyiv, Chernihiv, Donetsk, Kharkiv, Luhansk, Zaporizhzhia, Kherson, Sumy, Mykolaiv, Dnipro regions	n/a	15-Jun-2023 - 30-Nov-2023 (extended till 31-Dec-2023)	445,059
CfP 4	NGO "Fight For Right"	Both Women-led and Women's Rights	National	3	All territory of Ukraine	n/a	07-Jun-2023 - 30-Nov-2023 (extended till 29-Feb-2024)	241,068
CfP 4	Helping to leave, z.s.	Women Led and human rights	International	3	Ukraine (as per reports: Kherson, Sumy, Kharkiv, Volyn oblasts)	n/a	13-Jun-2023 - 30-Nov-2023 (extended till 29-Feb-2024)	316,859
CfP 4	International Network for Aid Relief and Assistance (INARA)	Women Led	International	5	Zakarpattia region, Mukachevo Municipality	The Council of Women from Donetsk (Women's rights - Women led) Mariupol Youth Union (Youth focused)	16-Jun-2023 - 30-Nov-2023 (extended till 31-Dec-2023)	197,428
CfP 4	NGO "LAMPA"	Youth Focused	Community-based	3	Snovsk urban territorial community, Koriukivka district, Chernihiv region	n/a	13-Jun-2023 - 30-Nov-2023	83,807
CfP 4	NGO "Masha Fund"	Both Women-led and	National	5	Ivano-Frankivsk, Zakarpattia, Lviv,	n/a	15-Jun-2023 - 30-Nov-2023	424,530

Funding CFP	Lead Organization Name	Type of Organization	Coverage/Level of Organization	WPHF Outcome/ Impact Area	Project Location (State, Province or Region)	Name of Implementing Partner(s) and type of Organisation	Project Start and End Date as per PCAs	Total Approved Budget (USD)
		Women's Rights			and Chernivtsi regions			
CfP 4	Ukrainian Public Association "National Assembly of People with Disabilities"	National Assembly of People with Disabilities including Women with Disabilities	National	3	Vinnitsia, Zhytomyr, Odesa, Zakarpattia, Kyiv, Dnipropetrovsk, Poltava, Sumy, Chernivtsi regions and Kyiv city	1) Public NGO "Association of the Protection of Rights and Support to People with Disabilities "Open Hearts" 2) Zhytomyr regional public organization of people with disabilities "Youth. Woman. Family" 3) Public organization "Institute of Social and Cultural Development of Young People with Disabilities and Protection of Their Rights "Step into the Future", Odesa city 4) Charitable foundation "The Road of Life", Uzhhorod city 5) All-Ukrainian League of organizations of people with vision disabilities "Modern Look" 6) Poltava Municipal Association of People with Disabilities "Vira" ["Belief"] 7) Public organization of people with disabilities "Ocean of Kindness", Dnipro city 8) All-Ukrainian public organization of women with	07-Jun-2023 - 30-Nov-2023	240,352

Funding CFP	Lead Organization Name	Type of Organization	Coverage/Level of Organization	WPHF Outcome/ Impact Area	Project Location (State, Province or Region)	Name of Implementing Partner(s) and type of Organisation	Project Start and End Date as per PCAs	Total Approved Budget (USD)
						oncological disabilities "Together against Cancer" 9) Public NGO "Chernivtsi Regional Organization of People with Disabilities 'Leader'" 10) Public organization of people with disabilities "The Initiatives of Slobozhanshchyna" (Sumy city)		
CfP 4	Charitable Fund POMOGAEM	Support for young women and women with children in difficult life circumstances	National	3	Dnipropetrovska oblast (Dnipro, Kamianske, Pavlohrad)	n/a	08-Jun-2023 - 30-Nov-2023 (extended till 31-Dec-2023)	478,014
CfP 4	Charitable organization "Positive Women"	Both Women-led and Women's Rights	National	3	Kyiv, Odessa, Dnipro	n/a	07-Jun-2023 - 30-Nov-2023	241,068
CfP 4	NGO "Women's Association "Sphere"	Both Women-led and Women's Rights	Regional	5	Kharkiv city and region	n/a	15-Jun-2023 - 30-Nov-2023 (extended till 29-Feb-2024)	66,303
CfP 4	The Ukrainian Foundation for Public Health (UFPH)	Both Women-led and Women's Rights	National	5	All regions of Ukraine	n/a	15-Jun-2023 - 30-Nov-2023	289,281
CfP 4	NGO "Center for the provision of	Women Led	Regional	3	Kharkiv city and Kharkiv region	n/a	15-Jun-2023 - 30-Nov-2023	240,330

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	humanitarian aid "Volunteer-68"							
CfP 4	Youth NGO "Christian Association YMCA"	Youth focused and young women led	Sub-National	3	Lviv region	n/a	13-Jun-2023 - 30-Nov-2023 (extended till 30-Dec-2023)	241,010
CfP 4	Charitable Fund "Zaporuka"	Youth focused and women led	National	3	LVIVSKA (Lviv), CHERKASKA (Smila, Monastyrshche), POLTAVSKA (Kremenchuk, Poltava) oblasts	INGO Soleterre (Women led)	13-Jun-2023 - 30-Nov-2023 (extended till 30-Dec-2023)	363,876
CfP 4	NGO "NEW UKRAINIAN NARRATIVES" str1	Young Women Led	National	Institutional	Ukraine, Kyiv	n/a	29-Sep-2023 - 21-Feb-2024	27,450
CfP 4	NGO "NEW UKRAINIAN NARRATIVES" str2	Young Women Led	National	6	Zakarpattia, Chernivtsi, Ternopil, Cherkasy, Dnipro, Odesa, and Mykolaiv oblasts	n/a	26-Oct-2023 - 09-Oct-2024	218,685
CfP 4	All-Ukrainian Association of Organizations in the Interest of Persons with Disabilities "League of the Strong"	Women Led	National	6	All regions of Ukraine, including the occupied territories	n/a	07-Sep-2023 - 28-Feb-2025	397,790
CfP 4	Public Union "Rural Women	Both Women-led and	National	6	Ukraine	Cooperative Academy, Dnipro, Ukraine (women	12-Sep-2023 - 31-Aug-2024	233,068

Funding CFP	Lead Organization Name	Type of Organization	Coverage/Level of Organization	WPHF Outcome/Impact Area	Project Location (State, Province or Region)	Name of Implementing Partner(s) and type of Organisation	Project Start and End Date as per PCAs	Total Approved Budget (USD)
	Business Network" (with project 2023-2024)	Women's Rights				led); NGO "N. Kobrynska Youth and Women's Gender Center", Lviv (women led); Council of Women Farmers in Zaporizhia Oblast (women led, IDP)		
CfP2	CSO Pisyazavtra	Both Women-led and Women's Rights	National	5	Ukraine	n/a	01-Jul-2022 - 31-Jan-2023	170,000
CfP 4	Kharkiv Regional Youth Non-Governmental Organization "Enlightening Initiative"	Young Women Led, Youth focused	Sub-National	5	Kyiv region, Chernivtsi region	n/a	25-Dec-2023 - 31-Jul-2024	268,460

## 2. Beneficiaries and Reach (Consolidated)

a) Complete the Excel spreadsheet called “WPHF Beneficiary Template” for each project and attach it to this report during submission. Instructions for this working sheet are found in the template. The excel sheet tracks beneficiaries by each CSO.

b) In the table below, provide the consolidated number of direct beneficiaries reached for all projects during the reporting period for each sex/age group in your country. Also select the different intersectionalities (e.g. refugees/IDPs, PWDs or another variable important in your country). Refer to definitions in the footnotes.

	CURRENT REPORTING YEAR			CUMULATIVE		
	Direct Beneficiaries for Year	Indirect Beneficiaries	Number of CSOs, CBOs, women's groups supported	Direct Beneficiaries	Indirect Beneficiaries	Number of CSOs, CBOs, women's groups supported
Girls (0-17)	2 389			2 406		
Women (18+)	39 199			39 554		
Boys (0-17)	1 832			1 848		
Men (18+)	2 797			2 800		
LGBTIQ+						
<b>Total</b>	<b>46 217</b>	<b>3 437 095</b>	<b>739</b>	<b>46 608</b>	<b>3 442 382</b>	<b>801</b>

Select all that apply

Refugees/IDPs  People/Women living with disabilities  Survivors of SGBV  LGBTIQ+  
 Child/Single Mothers  Widows  Youth/Adolescents  Others, please specify:

**\*ATTACH WPHF Excel Beneficiary Template.**

## 3. Context/New Developments

Describe any relevant updates in the peace/security/humanitarian/political/human rights context experienced by the country during the reporting period. Specifically describe how it impacts women and operations at the country level.

Women and men, girls and boys, in all their diversities, have been profoundly impacted by two years of full-scale war in Ukraine. The humanitarian crisis has continued to escalate, with varied and uneven gendered impacts. 56 per cent of the 3.7 million officially registered IDPs are women, and women make up 93 per cent of the 4.6 million people returning to Ukraine and seeking to re-integrate into society<sup>4</sup>. As of December, at least 14.5 million people (one-third of the population) need humanitarian aid, of which 56 per cent are women and girls<sup>5</sup>.

Despite the war, Ukraine has made significant political developments, including increasing cooperation with G7 countries, the European Union, the United States, NATO, and the United Kingdom. In June 2022, Ukraine was granted EU candidate status after applying in February and in December 2023 the European Commission recommended the start of negotiations in 2024. Ukraine has also made notable progress towards greater gender equality in recent years, especially at the level of national policies and action plans. In 2023, the GoU has demonstrated continued commitment to the GEWE agenda through the development of several local, regional, and sector-specific strategic action plans<sup>6</sup>, following the 2022 updated NAP 1325 and the Istanbul Convention,

<sup>4</sup> IOM, “Ukraine Returns: General Population Survey – Round 14”, October 2023, p. 6, [Link](#)

<sup>5</sup> OCHA, “2024 Ukraine Humanitarian Needs and Response Plan”, 2024 (forthcoming).

<sup>6</sup> National Strategy on Elimination of the Gender Pay Gap till 2030, Action Plan 2023-2025 to Implement the National Strategy on Elimination of the Gender Pay Gap till 2030, Action Plan on Ensuring Equal Rights and Opportunities for the period 2023-2025 (MFA), 4 Regional Action Plans (Zaporizhzhia, Chernihiv, Sumy, Kirivohrad) which localize the 1325 NAP, 6 Local Action Plans which localize the 1325 NAP (Ladan TC, Ivanivka TC, Chernihiv region; Lebedyn and Sad TCs, Sumy region, Pantaivka TC, Kirovohrad region; M-Lukasheve TC Zaporizhzhia), Action plan for implementation of the Security Council Resolution #1325 in Kyiv for 2023-2025



which Ukraine ratified in 2022. Gender equality also figures prominently in the overall reform and EU accession agenda of the Government, which has actively solicited UN Women's gender expertise in these processes.

As the full-fledged war in Ukraine enters its third year, gender gaps and discrimination continue to grow and addressing the differentiated needs and priorities of women and men remains paramount. High unemployment rates for women, an increase in unpaid care work, heightened risks of gender-based violence, and a decrease in women's formal decision-making are key challenges to ensuring a gender-equitable national recovery. Women are also playing a key role in the humanitarian response and recovery efforts but are not meaningfully involved in planning and decision-making at all levels.

Patterns of gendered violence have escalated, including intimate partner violence, sexual exploitation and abuse, sexual harassment, conflict-related sexual violence (CRSV) and economic abuse. While the majority of IDPs can live in independent accommodation, those who live in collective sites often endure sub-standard conditions with a lack of private spaces, including limited bathing and toilet facilities. Such conditions can increase the potential risk of GBV incidents, especially for women and girls. According to the 2024 HNRP, despite large-scale awareness-raising campaigns and sensitization efforts, GBV safety audits conducted in collective sites revealed that those managing these facilities as well as the displaced people hosted at the sites have limited awareness of SEA and the right to support services<sup>7</sup>.

Vulnerable groups, including women with disabilities, older women, and Roma women face particular barriers to accessing essential humanitarian support.<sup>8</sup> Local women-led organizations have proven they are best positioned to implement tailored humanitarian programs that are inclusive of these vulnerable populations and reach these marginalized communities.

Unemployment and economic insecurity have increased as a result of the war, and effects have been especially negative for households with less diversified income sources and are more dependent on one paid job, which tend to include single mothers and female-headed households. As of April 2023, 72% of people registered as unemployed are women<sup>9</sup>. More women than men across all age groups are likely to face unemployment and more women than men depend on social assistance, especially those aged 60-80. On average, total income per capita in male-headed households is 20% larger than in female-headed households<sup>10</sup>. Additionally, women's unpaid care burdens have increased<sup>11</sup>, due to family separation, decreased childcare facilities, school closures and reduced access to social services. Women spend over 16 hours per week more than men on unpaid domestic work<sup>12</sup>.

Women have also increasingly taken up roles in the military. There are about 62,000 military women serving in the Ukrainian armed forces in combat and non-combat roles, of which about 5,000 are currently on the front lines of the war and 43,500 in jobs that could send them to the front lines, according to Ukrainian military officials. As veterans, women encounter numerous unique challenges during their transition to civilian life; it will be important to implement customized and targeted initiatives to support women veterans to improve their mental well-being and increase their skills enabling them to pursue new employment opportunities.

<sup>7</sup> HNRP p. 47

<sup>8</sup> Care, "Rapid Gender Analysis Ukraine", October 2023,

<sup>9</sup> European Training Foundation (ETF), "THE INVASION OF UKRAINE: THE IMPACT, IN NUMBERS, 17 NOVEMBER 2023", 2023

<sup>10</sup> Care, "Rapid Gender Analysis Ukraine", October 2023, [Link](#) and SCORE, "Ukraine Gender Snapshot: Findings from the reSCORE 2023", 2023, [Link](#).

<sup>11</sup> Calculations based on data from UNDP, Ukraine Human Impact Assessment, 2023.

<sup>12</sup> Ibid.

#### 4a. Overall Results (Impact and Outcomes) Achieved

a) Provide a short, consolidated COUNTRY LEVEL description of the impact and results achieved for all projects (1-2 paragraphs maximum, drawing on the impact level indicators)

b) Following this, report on the results achieved<sup>13</sup> or progress towards<sup>14</sup> results for EACH project by WPHF impact area in the country. Also, use any relevant impact and outcome indicators from the CSO results framework to help illustrate the change, including the change from the previous year. Do not describe outputs or activities. Ensure that the linkages between the projects and building peace, gender equality and WPS are explained.

c) If an organization has received funding under two impact areas (e.g., Stream 1 (Impact Area 1) and another impact area), please report them separately.

d) Please note for capacity building projects by UNW/ME, please report this in Section 7.

For countries with 10 projects or more, you can consolidate the impact and results by WPHF impact area, rather than for each individual project. Complete the Table in **Annex A: Results Framework** for the details and progress against each impact and outcome indicator.

#### **Overall Impact/Results of Country:**

In 2023, more than 40,000 women and girls received food, hygiene kits, medication, legal aid, information on humanitarian assistance and emergency protection referral pathway, increased their agency and improved access to livelihood and economic recovery.

Serving as the Secretariat of the Women, Peace and Humanitarian Fund in Ukraine, UN Women oversaw the availability of more flexible and dedicated funding of 8.5 million to 34 women's rights organizations to meet the specific needs of diverse categories of war affected communities. 27,488 women and girls were able to adapt to a new residence more successfully after displacement (including emergency evacuation) from the most affected territories, to more actively participate and influence decision-making in the host communities. Internally displaced women and girls obtained better access to psychological, legal, rehabilitation, medical and social services; they were provided with regular access to hygiene, food, non-food, and household kits as well as cash assistance in the form of vouchers and household cash support.

7,962 women benefited from economic empowerment and livelihood initiatives facilitated by UN Women. This included training programmes on employment, business skills, and small business start-ups. As the result, 231 women, after successful accomplishment of the training programmes and networking initiatives, were newly employed, and started or expanded their own businesses. Through the institutional support provided through WPH, six CSOs strengthened their institutional capacity to implement gender responsive policies and strategies in crisis settings by development of internal policy, expanding partnerships and networking and providing employment to 87 staff, including 55 women.

#### **Institutional Funding**

Six women's rights organizations strengthened their institutional capacity and have enhanced opportunities and capacities to actively participate in and influence decision-making processes at all levels, including in humanitarian response. The results achieved under this impact area contribute to the change at the organizational level thus strengthening the role of civil society organizations in advocating for WPS commitments and rapid humanitarian support. UN Women contributed to this result by providing technical assistance and capacity development support to strengthen CSOs' institutional and programme-delivery capacities. 103 staff members of these CSOs (67 women and 36 men) were retained as a result of institutional funding.

#### **Association of Roma Women "Voice of Romni"**

The institutional capacities of the NGO Voice of Romni to respond to the humanitarian needs of Roma women were strengthened, leading to better retention of staff, and development of strategic and operational plans,

<sup>13</sup> Progress achieved of the impact level or of an outcome is defined as actual change in the value of indicators being tracked as well as other indications that the project has had an effect in contributing to the impact/outcome as stated.

<sup>14</sup> Progress towards an outcome means the target has not yet been met but there is evidence (through data) of meeting incremental milestones towards the eventual achievement of the outcome.

#### **4a. Overall Results (Impact and Outcomes) Achieved**

organizational policies and procedures. Eight staff members (6 women, 2 men) and twelve volunteers (8 women and 4 men) of Voice of Romni can perform their jobs better since their well-being has been improved through the provision of professional psychological and trauma-oriented support. The CSO also re-located and opened a new office in a more secure region (Uzhhorod).

##### ***POBRATYM CENTER***

The CSO is now better positioned to operate in the conflict environment due to the strengthened institutional capacities of the organization, allowing them to hire and retain high quality staff. The organization developed and adopted its Organizational Strategy and work plan to respond to the emerging needs of women and girls on the ground. Pobratym Center mobilized additional resources for work, which ensured the retention of nine team members (5 employees, 4 volunteers, all are women 18+). Pobratym increased its operational capacity and was able to serve 300 beneficiaries per month, as opposed to only 50 per month prior to the project. Pobratym Center's fundraising abilities improved, and the organization has extended its humanitarian actions through three new programs that have been funded and launched.

##### ***Equality in Action NGO***

Equality in Action NGO significantly increased its eight staff members' (4 women and 4 men) capacity to carry out the work and provide assistance to IDPs, volunteers and the NGO workers in the Khmelnytskyi Oblast. They also established professional partnership relations with local governmental and public institutions and developed their fundraising capacities, which allowed them to receive additional post-project funding from the Eastern Europe Foundation on strengthening the IDP Councils in four communities of Khmelnytskyi Oblast in June 2023. Equality in Action strengthened their partnership and networking with 15 CSOs and extended their reach to new target groups in remote areas of Khmelnytskyi Oblast (communities of Slavuta, Medzhybizh, Chemerivtsi, Dunayivtsi and Holovchentsi).

##### ***ASSOCIATION OF ATC All-Ukrainian Association of I.s.g.***

Due to the CSO's strengthened institutional capacity to implement gender-responsive policies and strategies, its role in advocating for and ensuring accountability on WPS commitments was enhanced. The Association's staff developed and adopted gender-responsive internal policies, with its presentation to the Association structural bodies. As a result of its new policies and plans, the Association now actively promotes women's leadership and the prevention of gender stereotypes and traditional gender roles, and it is more actively engaged in gender-responsive post-conflict recovery.

##### ***Insight Public Organization***

Six (6) staff members (4 women and 2 men) were retained for 6 months. The status of Insight as a reliable organization to support women and the LGBTIQ+ community was strengthened, allowing Insight to provide target groups (women and the LGBTIQ+) with basic necessities and stress relief activities. The project increased Insight's capacities for coordination and cooperation by deployment of additional personnel and increase in direct contacts, which led to the following results:

- Ministry of Health supported the Insight's communication and service provision initiatives at the state level.
- Kyiv City State Administration, Chernihiv Regional State Administration, and Vinnytsia Regional State Administration supported the Insight's communication and service provision initiatives at the regional level.
- Maternity hospitals in Kharkiv, Chernihiv, Zaporizhzhia, Kherson were supported by Insight with the provision of necessary supplies to mothers and pregnant women;

#### 4a. Overall Results (Impact and Outcomes) Achieved

- Insight's coordination with women's organizations (Women's Perspectives, Positive Women, Fight for Rights) and volunteer initiatives was strengthened, resulting in their improve capacity to provide assistance and disseminate information to target groups.

##### ***NGO "Association of Democratic Development"***

The NGO "Association of Democratic Development" ability to communicate with and respond to the requests and needs of beneficiaries was strengthened. The team members and volunteers of the organization (10 women and 2 men), who include IDPs, received the necessary knowledge and skills to communicate effectively with their target beneficiaries and respond to risks. The continuity and efficiency of the organization's activities were ensured by creating new adaptive tools and systems, namely the arrangement of three workplaces connected by the Zoom platform and the development of the organization's website.

##### **WPHF IMPACT AREA 3**

**Within this impact area, 27 488 women benefited from direct humanitarian support. In addition, 4 560 women were supported to strengthen their agency, leadership and participation in humanitarian planning and response at the regional and local levels. 2 378 women and girls benefited from lifesaving activities being evacuated from the front-line and border-lines areas to safer places of Ukraine. UN Women contributed to this result by partnering with more than 10 local women's organizations, providing them with the resources necessary for a rapid, localized humanitarian response and facilitating the necessary capacity development needed to adjust to the rapidly changing context.**

##### ***Fight for Right, NGO***

As beneficiaries of this project, 385 women and girls with disabilities improved their well-being through access to protection and security mechanisms enabling their secure integration into local communities. The NGO reached a wide range of women with disabilities with targeted assistance, and supported the development of their leadership potential and participation in humanitarian decision-making at the community and state levels through an assessment of access barriers and provision of recommendations to service providers to remove these barriers. 30,953 benefited indirectly by receiving information related to the rights and opportunities of women with disabilities.

##### ***Helping to Leave, z.s.***

6,957 (4,442 women) direct beneficiaries of the Helping to Leave project increased their levels of confidence, safety, and dignity through the provision of access to evacuation services and wide range of humanitarian aid complemented by the provision of psychological and legal counselling. 16,697 people (members of families/households, social media and comms campaigns audience) benefitted indirectly from the project implementation. Four women-led CSOs increased their capacities and experience in planning and providing humanitarian response by partnering with Helping to Leave to implement the project.

##### ***NGO LAMPA***

According to the NGO-LAMPA post-project assessment, 11.7% of women residing in Snovsk community of Chernihiv region reported on participation in decision-making in humanitarian and crisis situations at the local level. They took part in thematic roundtables, public consultations, and surveys on the humanitarian and crisis situations conducted by local authorities, civil society, and non-governmental organizations. 60 female representatives of 3 local CSOs and volunteers (including 6 IDPs) learned how to respond effectively to crisis situations, cases of violence, and advocate for women's rights through their participation in project trainings. 180 women and girls, (including 31 IDPs) improved their knowledge and skills in the areas of career guidance, entrepreneurship, media literacy, psychosocial assistance, and legal support. 1500 women and girls (241 – IDPs,

#### **4a. Overall Results (Impact and Outcomes) Achieved**

206 – WWD, 56% - rural women) improved their hygiene and sanitation conditions by receiving the hygiene kits. The NGO-LAMPA initiated and mediated the cooperation agreement signing between 3 local CSOs led by women, namely: NGO "Ukrainian Generation", Youth Space SAM (Snovsk Active Youth), and Snovsk District Organization of Veterans of Ukraine which will facilitate joint work and resource sharing, strengthen the voice in public dialogue, influence decision-making, and provide new opportunities for these organizations to create new programs and projects.

##### ***Public Association "National Assembly of People with Disabilities"***

127 women with disabilities accessed decision-making in humanitarian planning at nationwide/local levels. 53 public organizations of persons/women with disabilities, who are members of the National Assembly, have strengthened capacity to deliver humanitarian support to their target groups. 2,328 women with disabilities improved their level of mental, physical, social wellbeing as well as dignity, through the delivery of humanitarian assistance. As for indirect beneficiaries, 508,329 people have increased awareness of the rights and opportunities of women with disabilities.

##### ***Charitable Fund "Pomogayem"***

Humanitarian response and support to the project's target groups were provided by the establishing 3 women's hubs in Dnipro, Kamianske, and Pavlohrad in Dnipropetrovs'ka oblast where beneficiaries were able to receive the necessary assistance, namely 5940 women ensured the basic needs of their households through the receipt of humanitarian aid; 441 women improved their mental and social wellbeing by receiving psychological counselling and legal aid; 63 women in difficult situations improved their material status through cash support (vouchers); five women increased their income generation abilities by receiving mini grants (a salt room was opened in Kamianske, a pottery increased its production in Dnipro, and 2 offices providing legal, financial, and consulting services were opened). Fourteen women (psychologists, lawyers, journalists, social workers) who are the part of the "Mrs. Patrones" network participated in coordination meetings on planning and decision-making regarding the implementation of the project. Ten women-led CSOs actively engaged in the humanitarian coordination of the "Mrs. Patrones" network focused on gender oriented management tools, cooperation mechanisms, operation processes, and general response to the consequences of crisis.

##### ***Charitable Organisation «Positive women» ("Positive Women's Space: a social and humanitarian hub to support women" project, 2023)***

Six women living with HIV (WLwHIV) actively participated in decision-making bodies, community committees, and other platforms where women can voice opinions and influence decisions in how response and recovery are carried out in their communities, districts, and region, resulting in the strengthening of WLwHIV's participation in national monitoring. Olena Stryzhak, the head of Positive Women, has become the head of the thematic subgroup for supporting the development of community-based monitoring (CMS) at the national level. Her role helps ensure effective resource distribution, collection of relevant data, consideration of women's humanitarian needs, and reduction of barriers to access to various services, particularly humanitarian support, for people living with HIV. 215 women (115 WLwHIV, 100 IDP women), 124 children, and 20 CSO activists have expanded access to humanitarian support and services for WLwHIV and internally displaced women utilizing Positive Women's safe spaces. Three women's groups and organizations (2 regional branches of "Positive women" in Odesa and Dnipro, an initiative group in Kyiv) contributed to humanitarian planning, response, and relief efforts .

##### ***Charitable Organization "Positive women" ("Support to women living with HIV in crisis" project, 2022-2023)***

This Project enhanced the participation and leadership of women in humanitarian crisis planning and response by involving women from vulnerable groups – especially activists from the community of women living with HIV in the targeted cities. Six women, all WLwHIV community activists, actively participated in coordination

#### **4a. Overall Results (Impact and Outcomes) Achieved**

structures, decision-making bodies, and community committees to voice their opinions and influence decisions for response and recovery in their communities. The organization's fundraising and planning capacity was strengthened by creation of a mechanism for data collection. 312 beneficiaries, utilizing four specially created and equipped shelters for WLwHIV, gained access to humanitarian support, health care, psychological and social services (233 women, 9 men, 70 children - 35 girls and 35 boys).

##### ***NGO "Center for Humanitarian Aid "Volunteer-68"***

1531 people (1434 women 18+, and 97 men) accessed regular targeted assistance, including medical evacuation, knowledge of humanitarian aid provision, and service referrals. Five women's CSOs and 21 women employees and volunteers of the organization strengthened their participation and leadership in humanitarian planning and coordination mechanism and provision of services to people with disabilities and elderly people by taking part in coordination meetings of the humanitarian sector at various levels from local (city, region) to all-Ukrainian (UN coordination clusters system). 1704 beneficiaries gained knowledge, skills, and guidance on humanitarian assistance opportunities (1,526 women, 9 girls, 152 men, 17 boys, 423 people with disabilities, and 120 IDPs). 2,807 indirect beneficiaries were provided with thematic information and guidance through social media.

##### ***YMCA Lviv***

The network of 65 women leaders who carry out volunteer and representative activities was strengthened to overcome the humanitarian crisis in Ukraine through participation in training and individual consultations. As a result, female volunteers can better formulate their needs, the female volunteer network is stronger, and a culture of volunteering is being promoted in Lviv Region. 50 young volunteers acquired safe and equipped space in YMCA office to exchange experiences with other volunteers and expand the horizons and awareness of various approaches in volunteering, and found a positive environment for psychological recovery via the learnt strategies to reduce stress and maintain mental health.. Thirteen CSOs were guided to restore or re-orient their activities to be better accommodate the new reality of the humanitarian response.

##### ***Charitable Foundation Zaporuka***

The capacity of 22 local CSOs to mainstream a gender perspective in their activities was increased. 456 of their representatives/ women activists gained crucial knowledge and skills by participating in the project's training course. The well-being of 2,279 women headed households affected by the war was improved and their vulnerability reduced by the distribution of cash, food, and non-food assistance, which indirectly benefitted 8,134 people.

##### ***NGO "Centre "Women's Perspectives"***

4,408 women have expanded their participation in decision-making in humanitarian planning and response in 19 communities in Lviv, Ternopil, Khmelnytskyi and Rivne Regions. Humanitarian planning and the quality of life of IDP women and members of their families, who live in eleven territorial communities, was improved by the creation the interaction mechanisms (two IDP councils; Coordination Council on Issues of Family, Gender Equality, Demographic Development, Prevention and Countering of Domestic Violence, Gender-Based Violence and Human Trafficking of the Rivne Urban Territorial Community; five programs of integration, social adaptation and protection of internally displaced persons). According to the results of the post-project implementation study, more than 50% of IDP women in 16 communities of Rivne, Ternopil, Khmelnytskyi, and Lviv Regions and in the cities of Rivne, Ternopil, and Khmelnytskyi reported an increase in their influence on local decision-making.

#### **WPHF IMPACT AREA 5**

**4,356 women and girls affected by the war improved their health and wellbeing through mental health and psycho-social support (MHPSS) and legal advice. 920 survivors of SGBV and CRSV improved their well-being**

#### 4a. Overall Results (Impact and Outcomes) Achieved

and security by accessing comprehensive legal and trauma-focused psychosocial and rehabilitation services. In addition, 1,472,803 women and girls have gained knowledge and awareness of their rights, legal provisions, and access to services. UN Women contributed to these results through funding and technical support to five CSOs, including projects strengthening women's access to services, as well as technical support and capacity building to build advocacy skills.

##### ***Charity Foundation "ANDREEV FAMILY FOUNDATION"***

81 women overcame negative psychosocial phenomena after SGBV and were empowered to counteract SGBV. 52 out of 114 women victims of CRSV (project beneficiaries) are now cooperating with law enforcement agencies to monitor and engage in activities aimed at ending SGBV. 114 direct beneficiaries (11 girls and 103 women) gained access to protection and medical services for women and children impacted by the crisis. 60 women and children - survivors of sexual violence – now live in relative safety and their psychological health is improved by developing personal mental resources. 114 women and girls – survivors of violence – have improved their well-being through access to medical and social services. An additional 211 people (household members) benefitted indirectly from the project.

##### ***International Network for Aid, Relief and Assistance "INARA"***

The project contributed to the integration of 1,350 internally displaced youth and women into host communities strengthening mutual understanding and tolerance between IDP youth and the local population. The project also elevated awareness among IDP youth regarding manifestations of violence and its impact on individuals and communities. According to the post-project evaluation, 100% of youth report an increased sense of self-respect, higher awareness of dealing with emotions and feelings, while gaining a better understanding of how to resolve conflicts. 100% of the youth and women who participated in the evaluation felt that the the project's training content was relevant and felt satisfied with the service.

##### ***Public Organization "Masha Fund"***

Among the 24 Civil Society Organizations (CSOs) engaged in efforts to end sexual and gender-based violence (SGBV) under this project, 80% reported experiencing increased influence and agency. These CSOs demonstrate a high degree of commitment to utilizing social accountability mechanisms as vital tools for monitoring and ensuring accountability in SGBV intervention programs, reflecting the dedication of CSOs to fostering transparency and effectiveness in their initiatives. 24 local women's organizations, CSOs, or autonomous social movements have actively coordinated their endeavors to combat SGBV. 549 individuals (316 women and 233 children, including 131 girls and 102 boys) have experienced improvement in their psychological well-being contributing to their successful integration into social life and enhancing their ability to address and counter SGBV. 142,457 individuals have indirectly benefited from the project's interventions

##### ***NGO Women's Association "Sphere"***

Due to the gradual nature of this project's design, it is focused on thematic research on SGBV among nine local CSOs in Kharkiv Oblast and building a partnership with local authorities and national police to introduce the findings of a research study with concrete recommendations at a later stage. 210 women directly benefited from the project – 170 from humanitarian aid distribution and 40 from participation in the research and development of a contextualized mechanism for SGBV protection.

##### ***Ukrainian Foundation for Public Health***

22 CSOs increased their knowledge of priority identification and planning in the humanitarian response. Co-implementing CSOs teams' representatives have an increased capacity and efficiency to design, implement, monitor, and evaluate humanitarian projects. 5,073 women and girls received comprehensive and gender-

#### **4a. Overall Results (Impact and Outcomes) Achieved**

sensitive psychosocial services, legal counseling or were referred to services, including to health facilities or social services in the community. 3,688 (73% out of 5,073) women and girls reported improvements in their mental and emotional health after receiving services on the SafeWomenHUB platform. 1,323,370 women and girls benefited indirectly from the response through social media outreach, field events, distribution of information products.

#### **WPHF IMPACT AREA 6**

**The progress made under this thematic area contributes to increased agency of local women and boosted their economic recovery. More than 7,962 women were economically empowered through livelihood recovery support, skills development, business support, and access to employment. After successful accomplishment of the training programmes and networking initiatives, 231 women received small grants to initiate or scale-up businesses in their communities.**

#### ***Association of Roma Women “Voice of Romni”***

104 participants in Uzhhorod, Zaporizhzhia, Kryvyi Rih, and Irpin obtained official certificates or specialty licenses, enabling them to find a job or open private businesses. As the educational courses on Social Media Management (SMM), literacy, and business modelling are still ongoing, the women participants have not yet started their own businesses. However, women have begun working in new specialties on a voluntary basis to increase their practical experience and, at the same time, help other women access services for which they lack funds.

#### ***PU “Rural Women Business Network”***

100 women reported stronger self-confidence to contribute to the Ukraine economy. They are more ready to advocate and protect own rights and rights of other women and girls. The ability of 274 women (218 – rural women) in crisis settings to expand small business initiatives was enhanced, and 98% of rural women reported a positive change in business management capacity. 7765 people raised their knowledge on economic empowerment and job opportunities as visitors of the project Facebook page, where RWBN disseminated relevant information.

#### ***NGO Space of Knowledge***

Socio-economic opportunities for the project participants have been provided through webinars, trainings, workshops, and consultations, as well as by access to the HOVORYMO and StoriYa platforms. 3240 teachers and 1431 students improved their qualifications and gained valuable knowledge and materials thus facilitating preparation for lessons. Teachers also gained understanding of the legal aspects of their profession and practical tools to implement the courses in school curricula. Studios and clubs for 530 (328 - girls, 202 - boys) children, along with the access to the StoriYa platform, have enhanced their education, and the development of critical thinking and analytical skills improving their future employment opportunities and contributing to economic growth. The free of charge programs under this project offered equal opportunities for all participants.

#### ***NGO Pro Women UA***

Socio-economic recovery was improved by promotion of the seamstress profession and employment of women among clothing manufacturers in Rivne Region. 74 women (including 41 IDPs and 25 those living in rural areas) were trained as operators of sewing equipment and 57 signed the contracts with the average salary of 12,000 UAH at the sewing factories of the Region, giving them a new profession, employment, and economic independence. Participation in the project also gave women IDPs the opportunity to integrate into the host community. At the same time, these light industry enterprises, which employs more women, received newly trained personnel, and strengthened their companies.

#### ***NGO Bureau of Gender Strategy and Budgeting***



#### **4a. Overall Results (Impact and Outcomes) Achieved**

The Project enhanced 25 local women's rights organizations to support displaced women and young women to serve as leaders and sustain peace. All organizations gained varying experiences in public activities, such as youth labor rights compliance and combating domestic violence in rural communities, and successfully implemented a series of advocacy initiatives like meetings with local authorities, public opinion leaders, women initiative groups aimed at creating 10 free public safe spaces in the communities. The creation involved at least 20 civic organizations and local government bodies representing local communities into cooperation and dialog.

##### ***ICF "Ukrainian Women's Fund"/UWF***

182 women increased their agency as a result of gaining economic productive resources. 16 local women entrepreneurs from three pilot regions (Vinnytsia, Volyn, and Ternopil) received grants for their businesses and created 18 new jobs for the IDP women. Additionally, 30 businesses in sewing, tourism, food production, sales, agriculture, services for children, beauty industry were created or relocated/re-started by conflict-affected women-project beneficiaries: 10 in Vinnytsia Region, 10 in Volyn Region, and 10 in Ternopil Region. 518 women indirectly benefitted from the project, among them: women who are family members of project graduates and grantees, women who obtained employment in the created businesses, internally displaced women and women from host communities who became clients of the projects' Women's Business Support Centers.

##### ***Studio of Public Women's Initiatives***

22 internally displaced women increased the level of their socio-economic activities in the Myrhorod Amalgamated Hromada. Ten internally displaced women started their own businesses to generate new income (growing vegetables and herbs in a greenhouse; workshop for the production of quick-frozen hand-sculpted products "Kraplyki"; workshop for the production of leather goods; workshop for the production of everyday clothes "Casual"; school of dance and fitness "MarWin"; nail service and tattoo studio "Margo Style"; creativity and creativity studio "TAMBOVA.art"; incubation of eggs with subsequent rearing of poultry for meat, processing and smoking of meat, production of stewed meat; craft workshop for making wood products; confectionery workshop "It's delicious!") with a support of mentors and donation of equipment as per their business plans. 14,593 people indirectly benefited from the project (88 household members, and 14,505 - communications audience).

##### ***Ukrainian Women Lawyers Organization "JurFem"***

Under this project, Jurfem developed 28 recommendations to ensure the observance of the rights of internally displaced women in the family and labor sphere, which lays the foundation for national legislation improvement. The recommendations relate to the State Policy Strategy on Internal Displacement for the period up to 2025 and the approval of its operational plan for implementation in 2023-2025, as well as other related legal acts. The recommendations were distributed to representatives of national authorities (Ministry of Social Policy, Ministry of Justice of Ukraine, Office of the Government Commissioner for Gender Policy, Ministry of Reintegration of Temporarily Occupied Territories, National Social Service of Ukraine, Free Legal Aid).

##### ***World Jewish Relief***

827 women directly, and 1985 indirectly, enhanced their resiliency through personal capacity development (problem-solving, critical thinking and decision-making), raising knowledge on career development, and gaining employment and self-employment skills. 193 participants found employment or initiated self-employment within one month after graduation from the programme. Of them, 137 participants realized a income threshold (8,000 UAH per month).

##### ***National Network of Local Philanthropy Development***

#### 4a. Overall Results (Impact and Outcomes) Achieved

The ability of 48 women to develop their own social enterprises was strengthened to support local economic stability and humanitarian response through training workshops on financial planning, marketing, and business management. The women's confidence and readiness for entrepreneurial challenges was enhanced by the creation of a network to support and exchange experiences among them. Nineteen women project participants established their own businesses.

##### **Global Network of Women Peacebuilders**

This project enhanced the humanitarian engagement of 1043 people (including 825 women and girls) in Khersonska, Chernivetska, Kirovogradska, and Mykolayivska Oblasts and Zaporizhzhia City to address the needs of diverse women and young women, including IDPs, and the security risks they face. The project also increased the usage of media and social media by women and young women peacebuilders, human rights defenders, and other women's rights activists to deliver factual and relevant information on peacebuilding efforts and humanitarian response in Ukraine. The women and young women peacebuilders, human rights defenders and other women's rights activists were better able to document war crimes, particularly sexual violence and other crimes against women in local communities in the project sites, through the formation and utilization of Coordination Committees on the Accompaniment and Support to Women Victims and Survivors of War Crimes when they testify.

##### **Institute of Peace and Common Ground/IPCG**

This project increased the facilitation of dialogues between Ukrainian IDP young women and host communities to improve mutual understanding and positive attitudes towards 'others' and understand better the needs and problems of IDPs, particularly young women. 84 IDPs (including 71 women) and 15 local CSOs and women's groups raised their capacity to cooperate and facilitate dialogues between IDP young women and host communities.

#### 4b. Outputs and Activities Completed

*Summarize the progress on OUTPUTS and key activities in narrative form by each project. Describe how these outputs were reached (or in progress) and explain if any variance in achieved versus planned results during the reporting period. Ensure all data is disaggregated if reporting on training, capacity building or other outputs. Please put organization names in the same order as Section 4a.*

*Please note that you DO NOT need to complete Annex A for the output level. For countries with 10 projects or more, you can consolidate the outputs by outcome area.*

##### **Institutional Funding**

##### **Association of Roma Women "Voice of Romni" (Institutional support of the "Association of Roma Women "Voice of Romni")**

- 8 staff members and 12 volunteers were retained and motivated through conclusion of labour contracts and granting of official salaries and provision of 300 psychological consultations for the organization's team to prevent psycho-emotional burnout and establish empathy.
- The HR capacity of organization is increased by the recruitment of two extra staff members.
- The Association's ability to ensure transparent and safe operations was improved through 1) opening an office in a safer area of Ukraine (Uzhhorod); 2) development of seven new organizational policies and procedures (namely the procurement policy, HR policy, feedback procedure, anti-trafficking policy, including sexual exploitation, anti-corruption, fraud and bribery policy, employee relocation policy, and Code of Conduct).
- The project team's capacity in humanitarian programming was improved through four capacity building strategy sessions followed by the development of strategic and operational plans for the next two years.

#### 4b. Outputs and Activities Completed

##### ***POBRATYM CENTER (Resilience for a women-led recovery)***

- Five CSO's staff-members and four volunteers retained and motivated through conclusion of employment contracts and official salaries payment.
- Team's capacity in humanitarian programming is improved through 1) creation of organizational strategy and work plan for future fundraising; 2) set-up of a tool for operational data collection and protection (cloud-based case log system).
- Three new humanitarian projects were developed and are being implemented by the CSO as a result of improved ability in mindful programming and efficient fundraising.
- The Center's network partnerships were improved through the signing of three Memorandums with local women's CSOs, participation in 17 consultative events with national and international networks of women activists, and participation in twelve coordination meetings with local partner CSOs.

##### ***Equality in Action NGO ("Monitoring of needs and primary humanitarian aid to the internally displaced people (IDP)"***

- The needs of IDPs and ways to address those needs were identified as a result of 1) two questionnaires developed with the participation of 239 IDPs in a needs assessment; 2) development of a data base of CSO's target beneficiaries and volunteers; 3) involvement of IDPs into CSOs' activities and dissemination of information about important project's actions.
- The abilities of host communities to coordinate and deliver humanitarian aid were strengthened by: 1) holding two round tables for dissemination of information about the project and discussion on positive changes; 2) conducting 29 joint activities with other NGOs, local authorities and initiative groups to strengthen their capacity, particularly in creation of IDP Councils in four territorial communities of the Khmelnytskyi Oblast (Chemerivtsi, Slavuta, Medzhybizh and Dunaivtsi); 3) developing a new project on strengthening these Councils with further financial support from Eastern Europe.
- 425 IDPs, NGO workers, and volunteers developed their adaptation, integration, and socialization abilities through: 1) participation in 26 legal and psychological trainings and consultations; 2) publication of six success stories on the FB page of the Equality in Action NGO; 3) provision of 160 individual legal and psychological consultations for IDPs, NGO workers, and volunteers; 4) delivery of six Peer-to-peer trainings on primary psychological and legal assistance for 90 IDPs in remote areas of Khmelnytsky Region and NGO workers.
- 6733 individuals (5387 females and 1346 males) increased their awareness on access to humanitarian aid and rights and opportunities of IDPs as a result of media campaign that included: 1) eight live broadcasts on local TV and radio channels ("Misto", "Pershyi Podilskyi" and "TV7+"); 2) development and posting of 21 articles on the FB page of Equality in Action NGO.

##### ***ASSOCIATION OF ATC All-Ukrainian Association of I.s.g. ("Institutional Development of the All-Ukrainian Association of Amalgamated Territorial Communities")***

- The Association's operational and fundraising capacities were improved through developing/updating and adopting of four internal policies: Gender Policy, Security Policy (considering the "Women Peace & Security" agenda), Staff Training Plan, and Updated Fundraising Plan. 128 people (78 women, 50 men) including representatives of the Executive Office of the Association, the Board, expert moderators, and staff took part in eight focus groups that were held for the development of internal policies.
- Participation of the Association in international partnerships and cooperation was achieved through: 1) participation of 14 Association staff in five thematic meetings for activity plan development; 2) development of an Action Plan for "International Partnerships" for 2023; 2) participation of the Association's management in eight strategic international meetings for the implementation of

#### 4b. Outputs and Activities Completed

"International Partnership" to establish cooperation; 3) development of English version of the Association's website; 4) partnership with international exhibition "Re-Build", the purpose of which is to find investors for Ukrainian communities; 5) conclusion of the Memorandum of Cooperation with the Romanian Association of Communities.

- 48 Staff of the Association (26 women and 22 men) strengthened their understanding of gender issues in different fields of the local authority's activities and are able to implement gender sensitive policy as a result of their participation in four trainings on gender issues.

#### ***Insight Public Organization ("Strengthening capacity for helping LGBTQIA+ women affected by war in Ukraine")***

- 2353 people were able to participate in 264 events and sessions for coordination and delivery of humanitarian assistance and psychological and legal counseling for women and LGBTQIA+ affected by the war held at the Community center in Lviv. The rent and utilities were covered by the WPHF institutional grant allowing extensive use of the Center.
- Six internally displaced women and LGBTQIA+ persons working as staff in Insight improved their level of confidence and financial stability through the provision of official salaries over a 6-months period.
- 80 displaced women and LGBTQIA+ persons affected by the conflict in Ukraine improved their mental and social well-being by accessing psychosocial support services.
- Six team members better understand the strategic goals of Insight and able to overcome new challenges in a time of war by participating in the strategy training session.

#### ***NGO "Association of Democratic Development" ("Support for the stability and development of the organization during the war")***

- The ADD team's ability in operational planning and risk reduction was increased through development of Risk Management Policy, which includes Risk Register, Risk Management Plan, and Training Plan of the team. Three offline meetings were held with the team to develop the Risk Management Plan.
- The communication capacity of ADD was strengthened by participation of its staff in one two-day training and two meetings (consultations) with the communication strategy development team. The ADD Communication Strategy for 2023-2025 was developed. In addition, the team members received the knowledge and skills necessary to focus on important communication tools for creating a media content plan for the effective implementation of the Communication Strategy, determining the ways and methods of building effective communication with the target audiences.
- Volunteers gained new knowledge about the content of the ADD Communication Strategy for 2023-2025 and will be able to carry out better communication with the beneficiaries, partners, and beneficiaries of the organization.
- The visibility of ADD was strengthened as a part of Communication Strategy implementation. As a result of the development of the organization's website, the activities of the ADD are more visible and accessible, which improves communication with the target audiences (see <https://ngo-add.org.ua/> )

#### **IMPACT AREA 3**

#### ***Fight for Right, NGO (Protection and security for women and girls with disabilities to integrate into local communities)***

- Fight for Right increased its ability to process and address 50 legal appeals from women with disabilities (WWD) per month (average) through: 1) design of a legal clinic for women with disabilities; 2) launching the legal clinic for WWD.

#### **4b. Outputs and Activities Completed**

- The barriers to accessing the legal services for WWD were assessed and presented to the relevant actors as a result of: 1) design of research methodology and assessment of the legal needs and service access barriers for WWD; 2) presentation of research results with recommendations to legal service providers.
- 81 WWD improved their level of social inclusion and feeling of dignity by individual case management and provision of assistive technologies. 29 WWD in need received access to the rehabilitation services with the support of case managers through the hot-line for WWD managed by Fight for Right.
- 228 WWD improved their confidence and mental well-being through psychological support provided via group and individual consultations.
- 31 women-leaders (WWD) improved their leadership skills and necessary knowledge by participating in soft-skill trainings with further participation of 16 of them in a motivational winter camp-retreat "Strengthening: a development program for girls and women with disabilities". Five WWD who won the contest of "Local projects" were awarded with scholarships for the implementation of their projects related to the topics of inclusion, accessibility, etc.
- To improve the visibility of WWD in the context of war, 16 WWD acquired new skills after the training and winter camp, and ability to advocate for their rights was strengthened through the communication campaign "Disability", which included a photo exhibition and the publication of 13 posts and three articles in state and social media.

#### ***Helping to Leave, z.s. (Humanitarian help for women and their families in Ukraine)***

- 3614 people (1974 women) from the temporarily occupied territories and front-line areas now live in less risky (relatively safe) areas as a result of evacuation services provided by Helping to Leave that included: 1) Operation of chatbot and hotline (25,097 requests were handled); 2) facilitated evacuation of people to the safe areas of Ukraine in their own vehicles and payment for public transport tickets; 3) emergency repair and technical inspection of 14 evacuation vehicles; 4) ensuring the safety of volunteers organizing the evacuation (10 helmets, 3 bullet proof jackets, 56 sets of clothes were provided); 5) provision of temporary accommodation for the evacuees in need on the way (86 hostel nights were provided); 6) medical evacuation services for 33 immobilized people (21 women) and 340 people (244 women) with limited mobility;
- The humanitarian needs of 2761 people (1724 women) were addressed, resulting in 201 people (including 137 women) experiencing improved evacuation and a more dignified stay at shelters and care centers by the provision of hygiene sets. 1732 people (1089 women) received food during the evacuation trip and afterwards through the distribution of food packages. In addition, Helping to Leave delivered and distributed humanitarian aid purchased by partner organizations among 828 people in need – residents of front-line areas and the territory affected by flood caused by Kakhovka Dam destruction in June 2023.
- 226 people (185 women) are now able to manage their chronic medical conditions better, including 1) 28 people (17 women) who received medications; 2) 198 people (168 women) who were provided with tonometers for self-control of blood pressure.
- 368 people improved their level of confidence, mental well-being, and quality of life through: 1) delivery of psychological consultations to 316 evacuees (205 women); 2) provision of legal assistance to 52 people (28 women).

#### ***NGO LAMPA (LIBRARY - AREA OF WOMEN'S SYNERGY)***

- 60 women residents of Snovsk community (6 IDPs) including representatives of three local CSOs increased their knowledge and skills for participation in humanitarian decision-making processes by participating in: 1) a training on "Leadership and Teamwork in Emergency Situations" for 15 girls and women in the community; 2) a workshop on "Effective Communication and Partnership" for 15

#### **4b. Outputs and Activities Completed**

representatives of local government, state institutions, and CSOs; 3) an Open space event "I have rights" on legal issues for 15 women; 4) a training on "Preventing Gender-Based Violence: Identification and Response Strategies" for 15 representatives of CSO and volunteers.

- 1,293 Women and girls benefited from the establishment of two women-friendly support spaces: 1) Biblio HUB "WOMEN'S TIME" inside the Snovska Public Library; 2) Event room "Bee" located in the branch library for children of Snovska Public Library.
- 120 women and girls of Snovsk Community improved their competencies and received the support in career growth and self-realization through participation in eight motivational activities conducted within the women-friendly support spaces.
- 1500 women and girls of Snovsk Community increased their level confidence and feeling of dignity by receiving hygiene kits.

#### ***Public Association "National Assembly of People with Disabilities" (Empowerment of women and girls with disabilities by strengthening their involvement and leadership in communities)***

- 148 women-leaders with disabilities have increased their awareness and knowledge of disability issues and gender-sensitive response to humanitarian crises through: 1) three webinars for 148 women-leaders and CSO representatives on the rights of PWD, inclusion and leadership; 2) three women's leadership camps and instruments of humanitarian assistance for 94 women representing 53 women's CSOs;
- 1877 women with disabilities improved their quality of life through the receipt of food and hygiene items, temporary accommodation, social services, and legal consultations;
- 227 of the most vulnerable WWD improved their access to food and hygiene goods by the provision of financial (vouchers) support;
- 202 WWD increased their knowledge of their rights and opportunities through delivery of individual counselling on legal matters.
- 508,329 viewers and followers of an information campaign that included 74 publications on social media and web-sites accessed information on rights, services and opportunities for people with disabilities during a humanitarian crisis.

#### ***Charitable Fund "Pomogaem" (Helping Women in Need in Dnipropetrovs'k Region)***

- 43,325 women and girls received access to information about the project services in Dnipro Region as a result of the communication campaign.
- 4,800 women-headed households decreased their level of vulnerability to humanitarian crisis impacts by receiving food and hygiene kits (as a set).
- 254 women and kids in difficult life circumstances improved their mental well-being and knowledge of their rights/availability of services through provision of legal and psychological assistance.
- The urgent needs of 63 most vulnerable IDP women were addressed by individual (needs-based) assistance.
- Five women- entrepreneurs had an opportunity to ensure their financial independence through participation in business plan competition that enabled the relocation or restoration of their businesses.

#### ***ChO «Positive women» ("Positive Women's Space: a social and humanitarian hub to support women" project, 2023)***

- Social inclusion and smooth integration into the host communities, and individual humanitarian and social services were granted to 339 women living with HIV, internally displaced women, and their children in three regions of Ukraine through: 1) the creation and equipment of three safe spaces for women in Kyiv, Odesa, and Dnipro (164 recipients of services); 2) the provision of free psychological

#### 4b. Outputs and Activities Completed

consultations for 117 women; 3) the delivery of social counseling for 215 women; and 3) the provision of direct assistance (vouchers, food and hygiene kits, etc.) to meet urgent needs;

- 65 women living with HIV and IDPs improved their knowledge on access to humanitarian services and participation in humanitarian response by attending the trainings.
- 20 activists representing three CSOs increased their capacity to addressing humanitarian needs through their participation in trainings on humanitarian response processes.

#### ***Charitable Organisation "Positive women" ("Support to women living with HIV in crisis" project, 2022-2023)***

- The safety, security, and mental health of 233 women living with HIV, nine men and 70 of their children were enhanced, by organizing safe spaces (shelters) for women in Ivano-Frankivsk, Cherkasy, Chernivtsi, and Khmelnytsky, and providing for the basic needs of women and their access to health and social protection services. Activities were implemented with the direct participation of activists from the community of women living with HIV in the targeted cities.
- WLWHIV's participation in advocacy for gender-sensitive humanitarian response has increased. Three CSOs received capacity building support to effectively contribute to humanitarian planning, response, and relief efforts (included coaching, mentoring). As part of the implementation of the project, in 2023 two new branches of "Positive Women" were registered - in Chernivtsi and Khmelnytskyi Regions. These organizations are headed by women representatives of the community of women living with HIV. Two local CSOs attracted 60,000 USD to cover the needs of the WLWHIV.

#### ***NGO "Center for Humanitarian Aid "Volunteer-68" (Dignity and safety)***

- 1704 individuals (1535 women) decreased their level of vulnerability to humanitarian crisis impacts through the provision of humanitarian assistance to them, including: 1) dissemination of information about the project among potential beneficiaries (2807 individuals); 2) purchase and distribution of food-kits for 1434 women; 3) purchase and distribution of personal hygiene/household chemical kits for 1,157 women; 4) provision of evacuation services for 160 internally displaced people; and 5) granting of a social "reward" (official honorable mention in web-site and social media) for three active women with disabilities.
- Networking, methodological, and coordination capacities of humanitarian actors providing assistance for the same target groups were increased through: 1) coordination meetings with five NGOs with the subsequent signing of five MoUs; 2) training for 24 team members on violence identification and prevention; 3) production of a brochure with methodological recommendations for 100 volunteers and creation of video material based on the project results; 4) a round table to exchange experiences and provide a brochure to stakeholders, summarizing the project results, with the involvement of 36 representatives from the civil sector and volunteers from other regions of Ukraine.

#### ***YMCA Lviv (Capacity building of the women's network of volunteers in the Lviv region)***

- A system of protection and empowerment of youth with informal leadership roles in volunteer networks for the provision of humanitarian support in Ukraine was established through: 1) holding a summer-school for 20 young volunteers; 2) creation and equipment of volunteer's co-working space; 3) purchase of personal protective equipment for five volunteers; 4) communication campaign on a role of women in humanitarian aid; 5) production and distribution of three short videos about the role of women and youth in providing humanitarian aid;
- The formation of artistic women's circles as a form of art therapy, self-expression, rehabilitation and joint creation of a peaceful culture for future generations was supported by: 1) peace studies for 43 female volunteers to present Ukraine abroad through artistic initiatives and performances; 2) production of three short films to highlight the stories of women artists in the war environment; 3) training for 300

#### 4b. Outputs and Activities Completed

volunteers and young people on art-therapy approaches; 4) portrait photography master classes for nine women volunteers; 5) the exhibition "Women Reborn from the Ashes of War".

- Individual capacities and professional skills for women to implement their volunteer activities in war conditions were developed through: 1) holding trainings on security and first aid for twelve women volunteers; 2) cross sectoral roundtable for networking among representatives of civil and public sectors (13 CSOs), partners and business; 3) trainings for 45 children on life self-preservation skills; 4) humanitarian and health needs assessment in frontline areas; 5) analysis and reporting of health and humanitarian needs in the frontline areas.

#### ***Charitable Foundation Zaporuka (WE CAN DO IT)***

- 456 representatives of 22 women's CSOs strengthened their knowledge of gender issues (GBV, gender equality, gender mainstreaming) through participation in an on-line training program.
- Eight CSOs increased their operational capacity and ability in gender-sensitive programming through participation in a learning-by-doing process (elaboration and implementation of the activities in Poltava, Cherkasy, Lviv Regions)
- 2273 women decreased their level of vulnerability through receipt of food and NFI kits.
- 179 women strengthened their skills in networking, job-seeking, and integration into host communities by participating in trainings and psycho-social support activities held in two accessible and inclusive, and newly developed spaces for women's integration in Kremenchuk and Lviv.
- 218 children of vulnerable categories improved their well-being through participation in integration and PSS services delivery in four newly established child-friendly spaces in Poltava and Cherkasy regions.

#### ***NGO "Centre "Women's Perspectives" ("Advocacy support of internally displaced women in western regions of Ukraine")***

- 782 internally displaced and local women in the western regions of Ukraine improved their skills in advocating for their needs and interests before local authorities and humanitarian partners through: 1) 36 trainings held in communities in the Lviv, Ternopil, Khmelnytskyi and Rivne Regions; 2) 19 initiative groups of women (both IDPs and local women) were formed in the communities, 3) In two communities, IDP Councils were established. 4) 1 public organization was created and registered, 5 local public organizations engaged in cooperation, 8 project applications were prepared,
- 1,006 internally displaced women in the western regions of Ukraine were supported in sharing their needs and interests with the local authorities and humanitarian partners by organizing 108 dialogues/consultations in communities with local authorities. They also promoted media coverage of advocacy efforts (121 publications), and organization of nine press events for drawing attention to the needs of internally displaced women and girls in humanitarian response. 504 consultations were conducted on the topics of psychological assistance (individual and group), establishing communication with representatives of local authorities, improving access to employment, improving communication skills, the basics of project management, developing an action plan, and social cohesion in the community. The Forum "Advocacy + partnership: how to make communities stronger" was held. The number of participants was 119.
- Three stages of assessment of the needs of internally displaced women and girls in four western regions of Ukraine were conducted for the development and implementation of action plans. 4,503 women in 16 territorial communities and the cities of Rivne, Ternopil and Khmelnytskyi took part in the needs assessment of internally displaced women and girls and residents of vulnerable categories.
- 2,620 internally displaced women and local female residents in difficult life circumstances were supported by local authorities and humanitarian organizations by developing, updating, and



#### 4b. Outputs and Activities Completed

implementing comprehensive action plans. 17 action plans have been developed and are being updated and implemented.

#### IMPACT AREA 5

##### ***"Charity Foundation ANDREEV FAMILY FOUNDATION" ('Assisto' is a project of psychosocial support for women- and children-survivors of sexual violence and torture during the conflict)***

- The provision of support to women and children affected by the war by specialized mobile units was ensured through 1) the identification of women and children survivors of CRSV; 2) establishing cooperation with local authorities and legal enforcement agencies of 62 war-affected communities in Kyiv, Sumy, Kharkiv, Kherson, and Chernihiv Regions.
- 60 people identified as survivors of CRSV can better overcome mental issues and recover from trauma by receiving individual psychological sessions.
- 100 people identified as survivors of CRSV improved their health conditions and quality of life through delivery of immediate medical services that include medical examinations and treatment in specialized health facilities.
- The basic level of financial security for 100 women-survivor-headed households was ensured through the provision of financial assistance grants.
- 54 family members of women survivors received training in basic skills to enable safe communication with project beneficiaries about trauma through participation in individual information sessions.

##### ***International Network for Aid, Relief and Assistance "INARA" (Operation Restore and Heal – Ukraine "REHEAL")***

- 121 young people of Mukachevo Community (86 girls, 44 IDPs) strengthened their life-skills and integration/networking abilities through participation in twelve weekly, culturally appropriate, trauma-informed PSS sessions. 45 young people (34 girls, 11 boys) received essential knowledge on their rights and raised their awareness of SGBV through educational sessions. In addition, the support for the operation of a safe space for IDP children was ensured.
- The emotional stability and mental well-being of 49 unique internally displaced women were stabilized through delivery of 174 individual and group psychological consultations.
- 74 internally displaced women were equipped with the necessary skills for self-reliance through participation in four trainings on the topic. 49 women increased their motivation, skills, and knowledge during the participation in two intensive business skills trainings.
- 150 potential SGBV witnesses and vulnerable women benefited from individual case management services (including 210 referrals) provided by trained experts (including emergency cash assistance for 30 women).
- The technical capacities on MHPSS in emergencies and M&E of programs of two local official partner organizations' staff (20 people) were built through their participation in four capacity events (one M&E workshop, one GBV training, two MHPSS monitoring visits) conducted by the INARA Health and M&E professionals.

##### ***Public Organization "Masha Fund" ("Unbreakable" – rehabilitation of war victims)***

- 549 war-affected women and children improved their health conditions and psychosocial well-being through participation in a three-week offline rehabilitation camp program that included individual and group MHPSS counseling, art therapy, and physical therapy.
- 380 project participants strengthened their trauma resistance through participation in online post-rehabilitation MHPSS counselling (each received eight consultations).

#### **4b. Outputs and Activities Completed**

- 24 CSOs working in the sector of MHPSS and rehabilitation were trained in four methodologies of contextual directions of MHPSS services provision that were developed by Masha Fund MHPSS experts during the project's implementation.
- 120 representatives of 24 CSOs increased their ability to resist stress through participation in eight trainings organized by Masha Fund MHPSS experts

#### ***NGO "Women's Association "Sphere" (The creation and implementation of a practical SGBV protection mechanism in the Kharkiv region)***

- The information regarding CSOs' and authorities' experience with SGBV is gathered and analyzed through: 1) 10 research interviews of stakeholders in the Kharkiv Region; 2) establishing communication and partnerships with local authorities and police;
- The new mechanism for SGBV protection is created in consultancy with local CSOs through a round table about the mechanism's creation that involved 22 representatives of 9 local CSOs.

#### ***Ukrainian Foundation for Public Health (SafeWomenHUB: protecting women and girls affected by the war in Ukraine)***

- 5073 war-affected women and girls received comprehensive and gender-responsive psychosocial services and legal counseling or were referred to community health care or social service providers through the SafeWomenHUB virtual platform. The project also developed a pool of volunteer psychologists that 21 professional psychologists joined. 300 women survivors/ women at risk of SGBV (who live in social apartments) increased their level of confidence and stress resistance through distribution of motivation kits (hygiene kit with elements of personal cosmetics)..
- Community mechanisms for protection and referral systems were improved as a result of assessments of the organizational capacities of 33 CSOs to prevent and combat SGBV followed by the capacity building of 22 local women's CSOs that included delivering of mentorship, training, and methodological assistance to work on ending SGBV. In addition, partnerships with 22 community service providers and stakeholders were established. In addition, twelve supervisory mentorships for staff capacity building and burnout prevention were conducted.
- The project raised the awareness of war-affected and at-risk women and girls of risks of all types of violence, sexual exploitation and abuse, and human trafficking and available options to address these risks through: 1) analysis of barriers to access law enforcement and medical, legal and psychosocial support services experience by women and girls affected by the war in Ukraine, survivors of GBV, domestic violence, sexual violence or at risk of GBV, domestic violence, and sexual violence; 2) development, publication and dissemination of 39,000 leaflets on "Preventing and Responding to Domestic Violence"; 3) development and rotation of two video materials about work of "Half-way houses" (456,000 viewers) and two motivation videos (396,000 viewers) for SGBV survivors; 4) development and uploading on the YouTube channel of 25 video consultations on issues of psychosocial support for women and girls; 5) Preparation and publication of 79 information posts on social media on issues related to women and girls affected by the war

#### **IMPACT AREA 6**

#### ***Association of Roma Women "Voice of Romni" (Socio-economic recovery of internally displaced Roma women)***

- 104 Roma women participants of the project increased their skills for social integration and generation of incomes through participation in professional courses on specialties of seamstress, hairdresser, manicurist, and baker-confectioner.

#### **4b. Outputs and Activities Completed**

- 68 beneficiaries of the project built their capacity in quality promotion of their services in social networks and expansion of the client base through trainings on business planning and literacy skills and knowledge of SMM (with an element of mentoring).
- 129 women beneficiaries were equipped with necessary means to launch their businesses through provision of starter kits and professional equipment.
- Appropriate conditions for education and child care for project participants were ensured through development of three co-working spaces in three regions (Zakarpattia, Dnipropetrovsk, Zaporizhia) for IDP women
- 20+ Roma women participants of the project who received knowledge on business planning will have the opportunity of individual support in opening their own business.
- 100 Roma women participants of the project received the necessary knowledge and skills to find employment through the project's provision of 200 individual consultations and assistance in job-seeking.
- 10 Roma women were able to develop their own business through participation in a business-plan contest that will grant the amount of 90,000UAH for the winning start ups (implementation is on-going).
- Six videos were created about the success stories of project participants (implementation is on-going).

#### ***PU "Rural Women Business Network" ("Safe economic environment for rural women - security and peace for all")***

- 22 local women affected by the war accessed grants to expand their businesses through participation in a mini-grant contest for small business and purchasing necessary suppliers and equipment (65 women applied for the grant program).
- 174 local women (141 rural women) through 437 consultations have strengthened their knowledge and skills on starting small businesses and applying new technologies and services including environmentally sound practices (individual / mentoring consultations on legislation, fundraising, accounting, online promotion, requirement of HACCP and certification, and English-speaking club). 126 women registered for training and were exposed to improve farming and food processing business practices on accounting, legislation, fundraising, HACCP, and online promotion. 47 educational events were delivered. 35 publications dealing with adaptation to crisis at and after the war period were published on FB page of Public Union Rural Women Business Network (including mental health). 36 educational videos were developed to expose improved technologies on business sustainable management and development.
- Networking among local rural women, women IDPs and local authorities was strengthened. 22 awareness-raising and experience sharing events were conducted. 12 events for networking, peer sharing, and advocative initiatives were conducted.

#### ***NGO Space of Knowledge ("Ukrainian women teachers' protection and support during war as a step towards peace building measures for the future)***

- The access of teachers to employment opportunities and assistance in employment was ensured by development of database of schools' vacancies, a database of educational institutions in need of educators, a database of female educators who will be informed about the possibility of posting resumes, and a database (resume) of job seekers.
  - Twelve personal consultations for educators provided on how to increase their capacity on preparing CV and job interviews.
  - Telegram channel «HOVORYMO.Vacancies» is launched (1607 educators registered).
  - Media platform "HOVORYMO" launched with 128 material and 216 news.
  - Ten educational webinars, two trainings, a thematic course provided, and information materials with useful tips and announcements of new events in Telegram, Facebook, Instagram posted.

#### **4b. Outputs and Activities Completed**

- The Reading web platform “Storiya” was launched (1797 people registered: 854 educators, 943 kids) with 158 unique stories, 109 e-books, 25 pedagogical and psychological advice sessions were provided for parents and teachers, three educational posters, and seven educational materials were sent for teachers and parents.

- 3 thematic courses and English clubs were initiated for 530 kids (328 girls, 202 boys).
- For legal support in professional activity, legal consultations were provided to 1111 educators and parents through seven webinars and dissemination of additional materials. 43 legal clarifications were published on the media platforms “HOVORYMO”, Facebook, Instagram, Telegram. 62 individual legal consultations were provided.
- For psychological support, four "Art Therapy" meetings in small groups were launched (39 female educators participated), 31 personal consultations for educators, students and their mothers provided. 609 educators/parents (601 women, 8 men) educators participated in six webinars and received additional materials. 24 clarifications have been published on the media platforms “HOVORYMO”, Facebook, Instagram, and Telegram.
- Focus group “Psychological support quality of educators at Ukrainian schools” and Research “Introducing positive communication practices in Ukrainian schools based on best global education models” were conducted.

#### ***NGO Pro Women UA ("Employment of women in clothing manufacturers in Rivne region")***

- A survey of the current situation of light industry enterprises in Rivne Region was conducted to create a roadmap aimed at solving the issues of staff shortages in the regional garment industry. In addition, the information campaign about the training course and possibilities for further employment was conducted
- 74 women were able to develop their professional capacities for further employment through the training and “production practice” in a Center for training of sewing equipment operators that was established and equipped with the necessary consumables. 57 employment contracts were signed with the participants of the training.
- The finalists of the training course were officially certified according to the Unified Employee Assessment Standards for the Light Industry Association, which were approved by the Protocol of the meeting of the board of the "Association of Light Industry" and submitted to the members of the Association. Positive feedback was received about using these standards for Association members.
- A comprehensive information campaign (27 Facebook/Instagram posts, twelve street light boards, eleven street posters, radio advertising for seven months) ensured the interest of participants to training, but also popularized the seamstress profession in Rivne Region.

#### ***NGO Bureau of Gender Strategy and Budgeting ("Woman-to-Woman: supporting IDPs' leadership and strengthening impact on decision-making")***

- During the on-line and offline trainings, 113 women improved their skills in humanitarian response, the role of women's leadership in humanitarian activities, collaborating with a women's group, interacting with partners, and, in the process, received a significant impulse for further leadership work. They realized their own role in women's leadership, outlined ways to develop their own practical leadership skills further, and took practical steps to self-educate, which will help them to grow professionally.
- As a result of two Women's Leadership Camps «Women, Peace & Activism», the role of 80 women in peacebuilding and activism was strengthened. Additionally, the camp served as a significant event for uniting women's efforts through collaborative work and coordinating actions in preparation for the celebration of the 140th anniversary of the Ukrainian women's movement, which will be commemorated in 2024.

#### **4b. Outputs and Activities Completed**

- The communication platform created under this project has become a true hub for communication and learning. It brought together 113 women of different ages, locations, and educational backgrounds to discuss the roles of women in peacebuilding and empowerment processes. Mentees joined ten original educational courses, the final products of which included written stories, videos, design artworks, recorded podcasts, encyclopedias, and a Google map of prominent women in Ukraine. Electronic signing of the Memorandum of Cooperation among Women's NGOs took place on the established platform.
- 84 CSOs signed a Memorandum of Cooperation to enhance inclusive local women's rights organizations to support the leadership displaced women and young women to sustain peace.
- 43 women from 25 Women's CSOs participated in two Capacity building Trainings and 21 women in one online training "Facilitation of Advocacy Campaigns for Peaceful Dialogues" to get new knowledge in facilitation and mediation, effective communication, advocacy, and leadership.

#### ***ICF "Ukrainian Women's Fund"/UWF (Special Measures for Protection from Sexual Exploitation and Sexual Abuse/Economic opportunities for women affected by conflict)***

- 166 IDP women gained new business skills and knowledge, including four women with disabilities (55 from Vinnytsia Region, 53 from Volyn Region, and 58 from Ternopil Region) through their engagement in business courses held at the Women's Business Support Centers (WBSCs) that were organized in Volyn, Ternopil and Vinnytsia Regions.
- 30 displaced women received the economic empowerment opportunities through participation in a grants program to relocate/start-up their businesses (10 from Vinnytsia Region, 10 in Volyn Region, and 10 in Ternopil Region). The total amount of grants for graduates of business courses amounted to UAH 1,345,760.00. The breakdown by region is the following: Vinnytsia region – UAH 457,513.00, Volyn region – UAH 457,792.00, Ternopil region – UAH 430,455.00.
- 16 women-led businesses (five from Vinnytsia, six from Volyn, and five from Ternopil region) increased their capacity for business development and created 18 new jobs for the IDPs-women (six in Vinnytsia, seven in Volyn, and five in Ternopil) through participation in a business support grants competition. The total amount of grant funds provided to women entrepreneurs amounted to UAH 1,712,192.00. Breakdown by region: Vinnytsia UAH 529,182.00, Volyn UAH 648,000.00, Ternopil UAH 535,010.00.
- Three Regional Women's CSOs - VIS (Vinnytsia), Development of Volyn (Volyn), and Vidrodzhennia Natsiyi (Ternopil) - developed their capacity and started acting as Women's Business Support Centers (WBSCs). They created a supportive environment for displaced women and women from host communities to resume or start business activities. More than 50 local Women's CSOs indirectly benefited from the project through networking with WBSCs. Their partnership was directed to IDPs support, collaboration with local authorities, and implementation of women's business support initiatives. Networking among women-graduates of the training course and women who run small businesses occurred through 13 events, meetings, and study visits. The UWF and WBSCs provided 42 women grantees recipients with advice and support during the preparation of reports for the grant funds. The UWF conducted seven coordination meetings with WBSCs to support women's CSOs in the process of grant contracting with grantees, the procurement process, business plans implementation, as well as support women with the reporting documents. Nine success stories about graduates and supported women entrepreneurs were developed.

#### ***Studio of Public Women's Initiatives ("It's time to act")***

- 22 women IDPs increased their level of knowledge and readiness to start businesses thanks to: 1) Information campaign on project activities launched (17 publications on project activities have been published on FB page, 13 publications on project activities have been published on the NGO web-site, one publication on project activities have been published on Local Community site, one story was filmed

#### 4b. Outputs and Activities Completed

by the City TV channel, one Memorandum on Cooperation with authorities was signed, total coverage of the publications was 14,505 people), 2) two trainings conducted for 22 internally displaced women. 3) six webinars conducted for 77 participants. 4) Study visit to Bukovyna was organized for 16 women to meet with eight business representatives, one representative of a social enterprise, one representative of NGO.

- Ten women increased their economic capacity by starting a business through the participation in: 1) 100 individual consultations that were provided to develop high-quality business plans; 2) 16 women-IDPs took part in the competition of business projects and ten received grants to start their own business. 3) 35 mentoring events were held for these women's projects. 6) Eleven success stories were collected and published on NGO website aiming to expand the interest of internally displaced women to the initiatives of women economic empowerment.

#### ***Ukrainian Women Lawyers Organization "JurFem" ("Internally displaced women in Ukraine during the full-scale Russian invasion: needs and challenges")***

- Research of the problems and needs faced by internally displaced women in Ukraine was conducted through participation of 298 women in five FGDs conducted in five regions (Kyiv, Kharkiv, Odesa, Vinnytsia, Lviv). Five webinars "Women as internally displaced persons in conditions of war" for 200 women were organized to present the problems faced by internally displaced women identified by the research and to explain the possibilities of overcoming them.
- The understanding of existing situation regarding the provision of services to internally displaced women in Ukraine was raised by provision of 28 recommendations for public authorities and local communities. The advocacy recommendations were also presented to national authorities (Ministry of Social Policy, Ministry of Justice of Ukraine, Office of the Government Commissioner for Gender Policy, Ministry of Reintegration of Temporarily Occupied Territories, National Social Service of Ukraine, Free Legal Aid).
- The Proposal for Amendments of the Strategy for the Integration of Internally Displaced Persons and the Implementation of Medium-Term Solutions on Internal Displacement for the Period until 2024 was developed and presented to the Ministry of Temporarily Occupied Territories
- Two memos were developed and disseminated in 540 territorial communities to inform internally displaced women in Ukraine about the IDP labour and family rights.
- 200 women were informed about the IDP labour and family rights through webinars.

#### ***World Jewish Relief (Boost Ukraine)***

- 496 displaced women are motivated and committed to seek employment or engage in self-employment through participation in 1) Interviews/initial assessments of participant's needs (827 individuals joined the project); 2) Individual and group psychological support for developing effective coping strategies (422 participants); 3) Participation in Mutual Support Club and Women 360 Club (278 participants); 4) Trainings in restorative practices and dialogue approach in building effective communication (422 participants); and 5) Trainings on conflict resolution and decision-making in the time of crisis (422 participants);
- 304 displaced women were equipped with relevant occupational skills and knowledge to seek and access relevant job opportunities through participation in 1) "Welcome to work" trainings (827 participants); 2) Computer literacy training (133 participants); 3) In-depth vocational trainings (101 participants); 4) Expert consultations/ webinars on labour rights for IDPs, changes in government regulations etc. (163 participants); 5) Recruiter's accompaniment in job search (227 participants); 6) Assistance with addressing issues in the new employment (137 participants);
- 147 women gained business and technical skills and knowledge to engage in self-employment, and 89 women were provided with equipment and tools for self-employment through participation in 1)

#### 4b. Outputs and Activities Completed

“Preparation for self-employment” short trainings (322 participants); 2) In-depth technical/ vocational trainings (45 participants); 3) Expert consultations on tax matters for small businesses etc. (24 participants); 4) Sign-posting of available resources and services from the government and other organisations (827 participants); 5) Provision of equipment for self-employment (89 recipients); 6) Provision of post-launch business aftercare (12 out of new 56 businesswomen received consultations).

#### ***National Network of Local Philanthropy Development (“Solving humanitarian problems through development of women’s business”)***

- 49 people increased their business awareness and acquired skills for effective start-up and development of social enterprises by: 1) participating in 12 trainings and one conference; 2) receiving 348 business consultations from 30 experts to help women stay motivated, develop their potential, and learn to use their strengths and skills.
- 19 women increased the ability to start their own social enterprise contributing to its impact on the economic situation of both the participants themselves and the communities in which they live by receiving the business grants.
- 20 participants of the Giving Circle meeting were informed about the concept of "philanthropy", and the difference between the concepts of "philanthropy", "patron", "charity". The participants also got acquainted with the structure of philanthropy and its main components and practical use.

#### ***Global Network of Women Peacebuilders (“Ensuring women and young women’s security & agency in Ukraine: Women’s organizations lead humanitarian response, fight fake news and document war crimes”)***

- 42 local women in Chernivetska, Khersonska, Kirovogradska and Mykolayivska Oblasts and Zaporizhzhia City who report increased ability to design and implement gender-responsive and conflict-sensitive humanitarian responses. Five implementing partners completed rapid humanitarian needs assessments (RHNA), which collected humanitarian needs through gender-responsive and conflict-sensitive prompts. Local women-led humanitarian response initiatives have been conducted in three oblasts. The humanitarian responses were informed by the RHNA that specifically identified the needs of women, young women, and other marginalized communities in all their diversity. 697 people directly benefited from the local women-led humanitarian response in Kherson, Kirovograd, and Zaporizhzhia Oblasts.
- 64 local women in Chernivetska, Khersonska, Kirovogradska and Mykolayivska Oblasts and Zaporizhzhia City received appropriate gender-responsive and conflict-sensitive psychosocial support.
- 155 local women and men, through five capacity-building workshops on Crisis Communication and Cybersecurity, increased their knowledge and skills. 19 social media posts from the training participants were published to promote gender-sensitive and gender-responsive information on the conflict.
- 164 persons in Chernivetska, Kirovogradska, Khersonska, Mykolayivska Oblasts and Zaporizhzhia City were trained on accompaniment and support to women victims and survivors of CRSV and other war crimes.
- Four (4) coordination mechanisms have been established, with one of these councils being a combined council with members from Kherson and Mykolayiv Oblasts to collaborate and support survivors of CRSV in their communities through a gender-responsive, conflict-sensitive, and survivor-centered approach.

#### ***Institute of Peace and Common Ground/IPCG (“Empowering internally displaced young women in Ukraine to participation in peacebuilding contexts ”)***

- Five communities were selected for project implementation and agreements of cooperation with five youth centers were signed (Novovolynsk, Zdolbuniv, Vasylkiv, Fastiv, Cherkasy).

#### 4b. Outputs and Activities Completed

- The Participatory Video methodology was adapted through the joint work of IPCG and Foundation for Tolerance International experts (ten facilitators acquired knowledge of this methodology, 84 women were organized in local teams and trained on filming and directing).
- Communication strategy was developed.

#### 5. A Specific Story (1/2 page maximum)

*Include a profile of an individual beneficiary or CSO partner, success story or case study to highlight a concrete example that has been important during the reporting period. It can be at the programmatic level (a specific achievement) or an individual story. Attach photos to illustrate the story and include captions (close-up photo portraits of individual beneficiaries and CSO partners being profiled are encouraged). The story should illustrate the main objective of the project (WPHF impact area).*

*\*Please ensure that consent has been obtained from the individual beneficiary or CSO partner to use the story and photo in the WPHF global annual report, website, community of practice and/or social media. Also, consider using a pseudonym (not the person's real name) to ensure protection/security. If obtaining a story could cause an individual harm/emotional stress, please consider doing a story on an organization instead.*

- **NGO 'Studio of Women's Public Initiatives' "Time to act!" project**

**Khrystyna** –an internally displaced woman from Mariupol

On March 16, 2022, under Russian shelling, Khrystyna Husak and her family left Mariupol. "We were leaving first from one district of the city to another - closer to the controlled Ukraine territory. There was no electricity, no light, no gas, no water. All pharmacies and food stores were looted.... The city was destroyed," said Khrystyna. In two weeks, in April 1, 2022, without humanitarian corridors, they were able to reach the village of Velyki Sorochyntsi, Poltava region, where her husband's parents have lived since 2014. While resettling in Velyki Sorochyntsi and trying to support her family, Khrystyna encountered the "Time to Act!" project being implemented by the NGO Studio of Women's Public Initiatives and became a participant. Khrystyna previously had experience in retail, so she was aware of what products are usually in high demand. That experience helped her to come up with the idea of owning a quick-frozen food manufacturing business. So, before applying to the project, she already had a business idea. When she saw an announcement in a group channel with opportunities for internally displaced women, she thought it was time to act and implement her idea in real life. She realized that having the idea was not enough; she should have legal knowledge of setting up a business, promoting products, etc. Now she says that she could not even imagine how many aspects an entrepreneur should know before starting a new business; the project helped her to fulfill ideas in real life. Thanks to the support of this WPHF-supported project, which trained internally displaced women in the basics of business management, finance, marketing and legalities, Khrystyna started her own business for the production of a quick-frozen product called "Kraplunky" ("Drops"). In addition, the "Time to Act!" project provided Khrystyna with the necessary resources for manufacturing Kraplunky: equipment and furniture. Now, Khrystyna successfully produces and sells her product in local shops of Velyki Sorochyntsi village. She said that locals tell each other about her products and come back to buy them again, especially the varenyky (dumplings) with potatoes. During one day, she produces 4.5 kg of varenykys. She is also producing eco-packing for her quick-freezing products and working to improve the visibility of her manufacturing. Despite these results, Khrystyna said it is not enough, and she plans to hire workers to help her. Her big plan is to scale her business to more massive manufacturing.





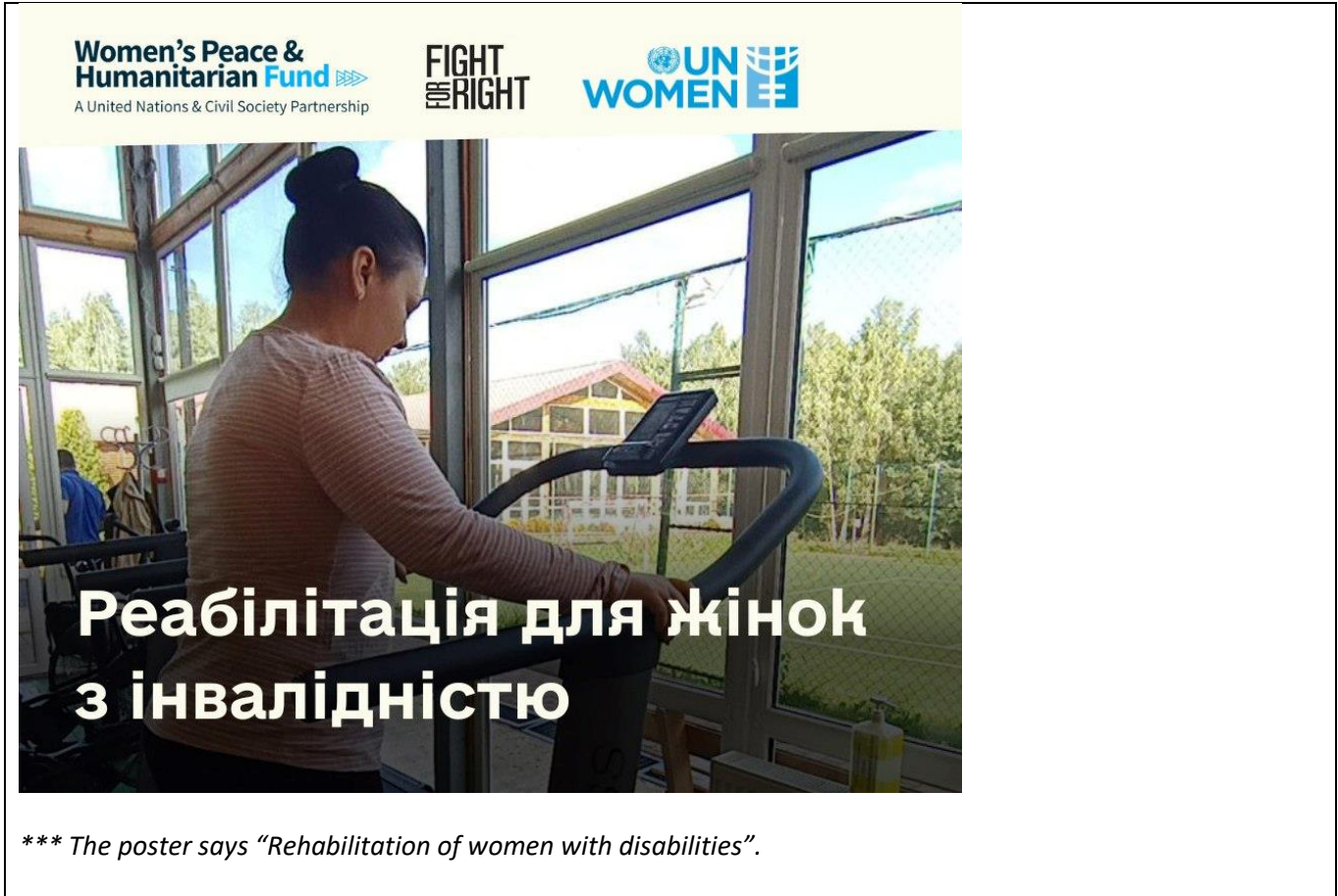
- **NGO 'Fight For Right' ("Support of women with disabilities" project)**

**Anastasiia** – internally displaced woman from Lyman, Donetsk region

Anastasiia and her daughter were forced to move, after the Russian troops occupied her native Lyman City in Donetsk Region, to the city of Znamyanka in Kirovohrad Region. In the terrifying first months of the full-scale invasion, her family lost their home and all their possessions.

Before the occupation, Anastasiia was injured in a road accident when she was hit by a drunk driver and her left hip was fractured. As a result of the fracture, the left hip became malformed. The condition worsened due to the fact that it was not possible to find affordable rehabilitation services and she was forced to live with a physical disability.

Thanks to the Fight For Right team, supported by the WPHF and UN Women, Anastasiia underwent a physical rehabilitation course in Znamyanka in 2023. NGO Fight For Right provided a cost for rehabilitation services for 18 women and girls; Anastasiia is one of them who received physical and mental rehabilitation. Now she is working on improving her condition and following the doctor's recommendations: "Thank you very much for your support and rehabilitation. It benefits me a lot. I rested mentally and physically. My leg started to hurt less, my knee joint bends better, and I learned to walk up the stairs without dropping my leg. In general, my health has improved, so thank you very much!" said Anastasiia.



## 6. Knowledge Products and Communications/Visibility

a) Report on any new knowledge products and communication materials produced by UNW or ME during the reporting period. This can include case studies, major surveys/research, evaluations, or assessments conducted during the reporting period. This section should also include a list and description of any new products (websites, policy briefs, social media, case studies etc.) developed to increase visibility of the projects and programme, and of WPHF.

b) List any public knowledge product developed by CSO partners (e.g. research, case studies, etc.) that would be relevant for other WPHF partners.

\* Please attach a copy of the study/evaluation/survey/assessment as an Annex and include the weblinks in this section, if available.

- a) UN Women Connect (15-17 November 2023), an annual meeting of UN Women and CSO partners.
- Video interviews from the UN Connect Conference in Lviv gathered the impacts of nearly 12 organizations (out of which 11 are funded by WPHF). The video was published on social media to strengthen the voice of feminist organizations and increase awareness of feminist organizations in Ukraine.
    - Ukrainian: - <https://bit.ly/3Sswao9>
    - English: - <https://bit.ly/3Sz6eav>
  - Aftermovie from UN Women Connect Conference with highlights from the event
    - Ukrainian: <https://bit.ly/42sLKER>
    - English: <https://bit.ly/492aoyw>
  - Post and photoreport from the conference UN Women Connect in Lviv. The goals are to strengthen cooperation between CSOs, WPHF, and UN Women. <https://bit.ly/3OBhCl3>
- b) i) The research study 'Internally displaced women in Ukraine during full-scale russian invasion' was conducted by experts of the Analytical Center JurFem with technical support from UN Women Ukraine and funding from

## 6. Knowledge Products and Communications/Visibility

the Women's Peace and Humanitarian Fund (WPHF). In the conditions of a full-scale Russian invasion in Ukraine, the survey actualized issues of assistance in the adaptation and integration of IDPs in the host territories' communities. According to the survey, the main barriers are the lack of employment opportunities and sources of income (25%), inappropriate and unstable housing (10%), and the lack of support from hosting communities (10%). Only 29% of the respondents (working age) currently have a job in their displacement area, and 47% of respondents describe their current housing as worse or much worse than in their home area. As a general result of the survey, 28 concrete recommendations about changes in the social and labor rights of IDPs for the government and local authorities were developed.

- Ukrainian: <https://jurfem.com.ua/zhinky-vpo-doslidjennya/>  
English: <https://jurfem.com.ua/wp-content/uploads/2024/01/Internally-Displaced-Women-in-Ukraine.pdf>
- Supported post at UN Women social media: <https://bit.ly/48aJpPH>

ii) To share information about the “Economic opportunities for women affected by conflict” project's results (CSO “Ukrainian Women's Fund”), nine success stories about women entrepreneurs who received the project's support were developed and published on the UWF web-site at the following link: <https://uwf.org.ua/en/Category/stories/>

## 7. Capacity Building of CSOs by UNW Country Office/Management Entity

*Briefly describe any capacity building sessions (webinars, in-person, workshops, etc.) that were conducted by the Country Office, Management Entity or other external agencies with CSOs/grantees. DO NOT include capacity building that was conducted by CSO grantees as part of their projects (except for the Women Have Wings Award<sup>15</sup>). \*If your country has received additional funding from WPHF for capacity building initiatives, please report against your prodoc in this section.*

*For CB initiatives Indicate i) the topic/subject; ii) who conducted the capacity building; iii) where (virtual/in person) and when it took place; iv) number of WPHF partners and CSO representatives that participated (disaggregated by sex). Describe any results from pre and/or post training surveys that may have been completed. Finally, if any capacity building materials were produced and would benefit other CSOs, please share these with WPHF Global L-Hub team.*

In October 2023, representatives from all WPHF partners benefitted from four online training workshops/information sessions and one-on-one coaching offered by the UN Women M&E Specialist, related to the monitoring and reporting of their projects. In various tailored sessions for partners, the following topics were covered: counting direct versus indirect beneficiaries, resolving issues of double counting, how to develop M&E work plans and participant registration forms, how to ensure feminist and ‘do no harm’ principles in M&E, as well as the importance of collecting qualitative stories of beneficiaries. 35 representatives from all CSOs supported at that time by the WPHF participated.

Also, WPHF partners strengthened their capacity through participation in trainings organized by the UN Women Ukraine CO using non-WPHF funds, in particular:

- Five women representatives from “Rural Women Business Network”, “Women's Perspectives Center”, “Voice of Romni”, “Positive Women” and “Bureau for Gender Strategies and Budgeting” strengthened their understanding of the principles of gender responsive governance and learned to apply relevant tools as a result of the course on “Gender Responsive Governance” at the Hague Academy for Local Governance (22 November – 5 December 2023).
- Seven women representatives from “Positive Women”, “Voice of Romni”, “National Network of Local Philanthropy Development”, “Fight for Right”, “New Ukrainian Narratives” and “Christian Association YMCA” improved their understanding of the fundamentals of gender-responsive Results-Based Management (RBM) as a result of the training for women's CSOs in Ukraine (24-26 October 2023).

<sup>15</sup> For grantees that have been engaged in the Women Have Wings Awards, please use this section to report on the main results and activities completed as aligned with the Project Document.

### 7. Capacity Building of CSOs by UNW Country Office/Management Entity

- 28 women CSO representatives ("Space of Knowledge", "Global Network of Women Peacebuilders", "New Ukrainian Narratives", "Pro Women UA", "Pisliazavtra", "Volunteer-68", "Christian Association YMCA", "Equality in Action", "Studio of Public Women's Initiatives", "Association of Democratic Development", "Positive Women", "National Network of Local Philanthropy Development", "Center Pobratym", "Bureau for Gender Strategies and Budgeting", "Andreev Family Foundation", "Pomogaem", "Institute for Peace and Common Ground", "Women's Perspectives Center", "Women's Association 'Sphere", "Ukrainian Foundation for Public Health", "Helping to Leave", "Rural Women Business Network") strengthened their capacity to participate in advocacy, policy development and monitoring of GEWE commitments during the UN Women Connect (15-17 November 2023), an annual meeting of UN Women and CSO partners held in Lviv.

### 8. Risks and Mitigation

Using the table below, identify any risks that occurred during the reporting period and assess their i) risk level; ii) likelihood of it occurring; and iii) the impact this risk would have on the project, programme, or country. What are the mitigation measures to minimize the risk to prevent it or respond to it if it occurs? Consider risks related to COVID-19, new or escalating conflict/tensions, climate change, programmatic or institutional risks, monitoring and evaluation and Do No Harm

<b>Risk Area</b> (contextual, programmatic, institutionally, briefly describe)	<b>Risk Level</b> 4=Very High 3=High 2=Medium 1=Low	<b>Likelihood</b> 5=Very High 4=Likely 3=Possible 2=Unlikely 1=Rare	<b>Impact</b> 5=Extreme 4=Major 3=Moderate 2=Minor 1=Insignificant	<b>Mitigation</b> Mitigating measures undertaken during the reporting period to address the risk
<b>Country risk - political or civil:</b> The risk of political instability in Ukraine is moderate. 18% of Ukraine's territory is occupied by Russia. The political situation in the occupied territories is highly volatile and significant movements of front lines and/or an increase of attacks with more deadly weaponry may have deep effects on political stability, impacting UN Women's ability to gain outcome level results, which relies on the national and local authorities' decisions and consistent support.	<b>2</b>	<b>3</b>	<b>4</b>	UN Women will work closely with the UNCT, DPA and PDA to receive analytical input that will inform decision-making regarding UN Women's interventions and make changes in the plans as required.
<b>Natural disaster and climate change:</b> Harsh winter weather poses particular	<b>3</b>	<b>4</b>	<b>4</b>	The main ongoing mitigation strategy is the CO's "winterization plan", which entails providing staff with individual power banks to ensure access to

8. Risks and Mitigation				
<p>problems in Ukraine, especially given that the Russian Federation Forces have a strategy of deliberately damaging the country's energy infrastructure, resulting in total loss of or inadequate indoor heating during the winter months. Naturally occurring floods, droughts, wildfires, and other natural disasters are less of a risk but may still occur.</p> <p>Lack of sufficient indoor heating can and has disrupted the operations of both UN Women and our partners. It also affects the general population, including life-threatening risk, especially to vulnerable populations.</p>				<p>electricity in their homes. The CO is working closely with UNDP and the landlord of our current common UN premises to implement appropriate measures which will ensure adequate heating in the office. Through our partners, the provision of winter supplies for specific groups of beneficiaries is possible via reprogramming agreements. In the event of a severe climatic event or natural disaster, the CO would initiate its BCCP and staff relocation plans (one for Kyiv office, one for Dnipro sub-office) if necessary to move staff to a place of relative safety.</p>
<p><b>Safety &amp; Security:</b> The full-scale military invasion by Russian Federation forces has resulted in damage to critical infrastructure and continues to pose a significant risk to life. Regular air raid warnings force staff to retreat to shelters on a frequent basis. This causes stress, anxiety and fatigue and prevents the organisation from delivering on programme implementation.</p>	4	5	4	<p>The Office employs a Security Specialist and Security Analyst to identify major risks and support personnel with their security-related needs. UN Women implements regular monitoring and assessment of emerging risks, analysis of political and security development scenarios and their impact on women's rights, as well as their implications for the UN Women programme (in close cooperation with SMT, HCT and UNDSS). UN Women Office maintains regular contact with the UN Women regional and global security offices, and with UNDSS, to communicate potential risks and vulnerabilities.</p> <p>The Office implements all security measures outlined in the Security Risk Management (SRM) document. SOPs and a relocation contingency plan have been developed and are regularly</p>

8. Risks and Mitigation				
				<p>updated. As mandatory security measures, SSAFE and IFAK training opportunities have been provided to all Ukraine-based staff.</p> <p>The Office has purchased additional security equipment including personal protection equipment (PPE) and armoured vehicles to reduce security risk to personnel. In addition, VHF radios will be purchased as a secondary means of communication.</p>
<p><b>Economic Climate:</b> Escalation of military attacks could harm Ukraine's infrastructure or disrupt its economy to the degree that UN Women or our partners cannot procure needed supplies or implement program activities</p>	4	5	4	<p>Programme activities to be limited to safe areas where feasible; some activities to be suspended or re-designed to respond to immediate needs/situation. Fast track procurement procedures to be put into effect when required. Situation affecting beneficiaries to be monitored closely by staff in close consultation with partners.</p>
<p><b>Operational Support and programme management:</b> Staff is not able to provide required level of operational support for implementation of the programme due to multiple relocation of local staff and evacuation of International staff, life threatening situation on the ground, issues with internet connectivity, lack of supplies, delays in recruitment processes, and difficulties in moving between different locations (including in office vehicles).</p>	4	4	5	<p>The Ukraine office will ensure maximum possible security of staff, purchase lacking office equipment, provide psychological support, and support staff to work from home when necessary. Communication between the project and operations teams should be regularized, through All Staff meetings conducted to support staff morale and keep everyone informed of the latest developments.</p> <p>The office will try to ensure possible back-stopping arrangements and support from RO to provide for staff well-being in emergency situation. Month-end certification process will be used to monitor delivery against the budget as set at the beginning of the year.</p>
<p><b>Occupational Health and Safety:</b> Emergency relocation of personnel due to the war left people without homes, personal</p>	4	4	5	<p>The Ukraine office will continue teleworking/telecommuting arrangements to allow staff flexibility to work from safer locations as appropriate. UN Women strictly follows all UNDSS recommendations and</p>

8. Risks and Mitigation				
<p>belongings and usual access to infrastructure. Many had to leave their relatives behind. The continuing missile/ drone attacks on Ukrainian cities and towns puts the lives of staff members at risk and continues to affect staff mental health.</p>				<p>requirements for maintaining staff safety. Severe escalations of hostilities or other risks will trigger an emergency relocation of staff, for which a plan is in place.</p>

9. Delays and Adaptations/Revisions
<p><i>If there were delays at the country level, please explain the delays and reasons/factors for contributing to the delay, actions taken to mitigate future delays, and adaptations made to account for the delays. Indicate any major adjustments in strategies, targets or key outcomes that took place. This section should also include information on contracting and programmatic changes related to COVID-19 or other crisis.</i></p> <p>Rather as an exception, several projects experienced some delay with implementation due to technical issues with transferring first advances and lack of capacity to report properly on financial expenses and project outcomes delivery. As a mitigation measure, adjustments were made in the workplans of some of the partners, including timeframes, some indicators, and internal redistribution of budgets. To reduce the risk of delays in the future, more careful planning will be involved in all stages of transferring finances and contracting partners.</p> <p>Dynamic contextual changes caused by periods of acute escalations on the front line, new waves of internal replacement, and the evolution of the needs of the war-affected population led to certain adjustments to approved programs that have been requested by some partners. Particularly, CSO “Masha Fund” raised the issue of stress and burnout among civil society activists. Therefore, the psychological stress resistance training component (8 trainings) has been included into the partner’s program. The activity aimed to build the capacity of 120 individuals representing 24 CSOs to prevent or minimize their burnout and stabilize their psycho-emotional state so that they can effectively continue providing services to their beneficiaries. Also, the ecological disaster caused by the Kakhovka dam destruction in June 2023 significantly impacted the population of affected areas, leading to a critical need for evacuation support. Thus, CSO “Helping to Leave” proposed certain changes in the work plan to focus all the organizational efforts on the evacuation from the Kherson oblast, ensuring the rapid relocation of 683 residents to the relatively safe areas.</p> <p>15 PAs were extended with no additional funding (no-cost extension) for 3 months maximum to provide a better provision of services and proper projects’ implementation and reporting.</p>

10. Lessons Learned <sup>16</sup>			
<p><i>What challenges and lessons were learned during the reporting period at both the project and country level? Include those lessons that can benefit other WPHF countries and of the fund overall. For each challenge, identify and describe the challenge, provide details on what are the factors that may have contributed to it occurring, describe how the challenge was addressed in the reporting period, or will be addressed in the future, and summarize the key lesson that can help inform the project, or improve in the future. These should include both programmatic and operational challenges. Add rows as required.</i></p>			
Identify Challenge/Describe	What are the factors/reasons contributing to this challenge?	How was the challenge addressed? What was	Key Lesson Learned

<sup>16</sup> A lesson learned is a systematic reflection of challenges (or successes) that have occurred during the reporting period which has resulted in a change, adaptation, or improvement as a result of the challenge, or a planned change or adaptation in the future.

<b>10. Lessons Learned<sup>16</sup></b>			
<i>Challenges can be programmatic or operational affecting the country program and/or of projects.</i>		<b>done differently, or what will be done to address the challenge?</b>	<i>As a result of the challenge what did you (and partners) learn from the situation that has helped to inform the project, or improve how the project is implemented or for future interventions?</i>
Low level of storytelling quality from some CSOs communications team.	A lack of journalism and writing skills which can cause an insufficient perception of information for the external audience. Communication materials sometimes contain complicated definitions and sentence structures. One reason is a poor understanding of the target audience and their real needs and requests for information.	As a result of information and reflection sessions with the CSO partners and gathering feedback on comms activities, a separate presentation about the principles of storytelling was made. The main elements of a story were also added to the briefing presentation.	There should be more storytelling training because the capacities of the comms team (or just one communication manager) are quite different. Sometimes, the CSO's comms team doesn't have experience writing stories, so additional support will be provided. In case the comms teams will better understand the target audience - comms formats and materials will be easier to modify by the topic and appropriate language.
For some partners, it is difficult to align all CSOs communications plans under one global communication strategy and messages of the WPHF.	Communication context and plans are pretty diverse in formats and final goals, messages, and focuses. Sometimes, it is challenging to combine all the communication activities in one communication strategy of WPHF for an external audience due to the local context.	A system of communication plans was developed for the CSO for better synchronization with the CSO comms team and the UN Women comms team. This plan will allow to better understand local goals of comms activities and better align them to common goals and messages.	The communication contexts of the organizations are quite different. There should be a system to align all the comms activity with the global communication goals of the partners. (Messaging, focus in material etc). That is important for more efficient and clearly informing the external audience of all the support provided by WPHF and UN Women.
Operational delays due to corporate policies, procedures and systems, including in core operations connected to	In a quickly evolving country context requiring agility, the UN Women Ukraine CO found its efficiency at times compromised by corporate policies. The roll out of	By the HQ decision, the following requirements were waived for Ukraine to enable engagement with critical civil society organizations as part of	Coordination between HQ and the CO needs to be prioritised to ensure adaptive and agile programming.



<b>10. Lessons Learned<sup>16</sup></b>			
<p>budget collection and allocation</p>	<p>Quantum was particularly challenging, as key functions were unavailable for months, affecting all CO programming and operations. For example, the regular monitoring of budget expenditure could not be carried out due without timely HQ payroll posting and collection of support costs. The large allocation of \$8.5 million in WPHF funds to the Ukraine CO, while highly appreciated and supportive to our results, posed budgetary challenges throughout 2023 due to lack of clarity on how support costs would be collected and re-allocated to the CO to ensure sufficient staffing to manage the short-term grants.</p>	<p>the urgent response to the crisis:</p> <ul style="list-style-type: none"> <li>• Grant-making threshold (which limits the value of individual grant does not exceed 25% of the value of the Partner Agreement and cumulative value of all grants to 50% of the value of the Partner Agreement)</li> <li>• Undertaking Risk-based Capacity Assessment, including additional Capacity Assessment for grant-making work</li> <li>• Inclusion of Annex 7 to the Partner agreement</li> </ul>	
<p>A sizable number of partner organizations faced an issue of low capacity to meet the requirements for financial and program reporting, and to follow the procedures and timeframes for project implementation.</p>	<p>Compliance with Ukrainian laws and regulations, as well as donor requirements, can be complex and demanding for CSOs. Ensuring adherence to legal and regulatory frameworks governing non-profit organizations, tax compliance, and reporting obligations requires dedicated resources and expertise. Many CSOs lack previous experience working with the UN structure and UN Women in particular.</p>	<p>The CO team began to pay more attention to developing the capacity of partners in the context of monitoring and reporting, as well as compliance with the procedures used to support the implementation of projects. The frequency of group and individual consultations has increased, and work has been done to improve monitoring and reporting tools.</p>	<p>Regular communication with partners and support in the form of provision of additional information and methodological materials increases the quality of implementation of project activities and reports. Field visits to project sites, meetings with beneficiaries and members of project teams significantly increase understanding of the essence of the results achieved and the meaning of the project being implemented. The text of the report becomes much clearer in a meaningful context thanks to direct</p>

<b>10. Lessons Learned<sup>16</sup></b>			
			<p>communication with its direct participants and implementers.</p> <p>For future interventions: to initiate video lessons on UN financial reporting, providing detailed guidance on reporting procedures and financial management practices to enhance partner capacity.</p>
<p>Low capacity of partner CSOs in humanitarian context, lacking knowledge of reporting on humanitarian aid such as food distribution and evacuation.</p>	<p>Limited experience or training in humanitarian aid operations and reporting.</p>	<p>For future interventions: Implement targeted capacity-building initiatives focused on humanitarian aid operations, including training sessions.</p>	<p>Recognizing and addressing gaps in partners' capacity in humanitarian operations is crucial for ensuring effective response and reporting in emergency situations, emphasizing the need for ongoing training and support.</p>
<p>Considerable time lapse between applications Submission to the WPHF call for proposal and actual partner agreement signing.</p>	<p>Complex approval and review processes within WPHF and UNW may result in lengthy delays in reviewing and approving project proposals.</p>	<p>Implement streamlined procedures and expedited review mechanisms to minimize bureaucratic delays and accelerate the timeline for signing agreements. Maintain flexibility in project planning and budgeting to accommodate potential delays in funding disbursement and project implementation.</p>	<p>Recognize the importance of realistic timeline expectations and proactive communication throughout the application and approval process. Build flexibility and adaptability into project plans to mitigate the impact of delays on project timelines and objectives. Advocate for more efficient and fast processes to minimize unnecessary delays in funding allocation.</p>
<p>Funding deadlines for CSOs</p>	<p>Within 4<sup>th</sup> Call for Proposals, CSOs could apply for a maximum of 7 months for Impact Areas 3 and 5. Due to the delays in transferring funds from HQ to CO and CSOs, and short period of</p>	<p>Thanks to the active work of the office team with partners in financial and program management of projects, as well as advocacy with</p>	<p>Open constructive dialogue with donor structures, along with effective management of project implementation and support for partners, gives a generally positive</p>

10. Lessons Learned <sup>16</sup>			
	projects implementation some partners faced issues with the fund's utilization.	representatives of donor structures, the capacity of some partners was strengthened, and permission was obtained from the donor for no-cost extensions for several projects.	result in approaches to solving such challenges.

11. Innovations and Best Practices <sup>17</sup>
<p><i>Please include information on any innovative practices (programmatic and operational) that emerged during the reporting period, especially those that can be beneficial for other WPHF countries, expand the body of knowledge on women, peace, and security and humanitarian action. Innovations and best practices can be from projects or country level. Please provide details such as CSO name, location, etc.</i></p> <p><b>Country level</b></p> <p>On 15-17 November 2023, UN Women in Ukraine conducted an annual meeting with CSO partners to provide a platform for representatives from various women's organizations to engage in detailed discussions regarding UN Women's strategic priorities in developing partnership with civil society. The event aimed to:</p> <ul style="list-style-type: none"> <li>• identify the priorities and formats of UN Women's partnership with CSOs within the framework of implementation of its Strategic Note 2024.</li> <li>• gather practical inputs from CSO partners on current partner management practices and funding requirements.</li> <li>• create a platform for stronger cooperation and exchange between UN Women's partners – WROs and WLOs.</li> </ul> <p>The event was held over three working days and included presentations, panel discussions and group work. The UN Women's priorities for developing civil society partnership were presented and followed by interactive thematic sessions with the participants to share their thoughts, approaches, and experiences. The event was conducted in a hybrid format – UN Women gathered representatives of 28 women's groups and women's rights CSOs (one participant per CSO) for in person discussions while allowing some speakers and presenters to join online. Participants included representatives of women's CSOs working with various groups of women, including women's business associations, lawyers, veterans, young women, LGBTIQ representatives, rural women, women with disabilities, women living with HIV, Roma women, and other vulnerable groups of women.</p> <p>As a part of this event, separate sessions with CSOs funded by the Women's Peace and Humanitarian Fund (WPHF) were held to exchange and review current challenges, perspectives and learn from each other, creating newly found synergies and partnerships. This meeting also served as an opportunity to enhance opportunities for learning within the WPHF-funded CSOs network, offering valuable sessions focusing on core areas of work such as monitoring and evaluation, communications, and capacity building. The key outcome from this meeting was a set of commitments, which will serve as a method to strengthen the engagement and collaboration of WPHF-funded CSOs and UN Women, improving the support to women's civil society in Ukraine.</p> <p>Within the framework of partner program monitoring and evaluation, UN Women conducts two types of monitoring activities: regular field visits and online monitoring spot-checks. Therefore, in the period of</p>

<sup>17</sup> A best practice is strategy, approach, technique, or process that has proven to work well and deemed to be effective or appropriate for addressing a problem based on experience, evaluation or in comparison to other practices, and is therefore recommended as a model. It is also a practice that has been tested and validated and has potential to be replicated and there is value in sharing with others working in similar contexts, sectors, or with similar target groups.

## 11. Innovations and Best Practices<sup>17</sup>

*Please include information on any innovative practices (programmatic and operational) that emerged during the reporting period, especially those that can be beneficial for other WPHF countries, expand the body of knowledge on women, peace, and security and humanitarian action. Innovations and best practices can be from projects or country level. Please provide details such as CSO name, location, etc.*

November–December 2023, the UN Women team conducted virtual spot-checks to monitor eight partners performance, namely Space of Knowledge, Andreev Family Foundation, Charitable Fund Pomogaem, Zaporuka Foundation, Masha Fund, Fight for Right, Helping to Leave, Global Network of Women Peacebuilders. Important critical findings from the various programmatic areas of partners' activities, including beneficiary identification, data collecting, reports submitted, planned results, personnel and capacity, and effectiveness, were presented in each ninety-minute session. Analysis of findings enabled the team to prepare the set of recommendations on ensuring transparency of beneficiary selection criteria; detailed quality assurance of reporting and feedback; data collection and data management; support and feedback at the proposal stage to ensure better logic and indicators; provision of more training and examples of good reporting practices, including and emphasis on RBM narrative and human impact stories, etc. The results of the activity were shared with UN Women CO management and the WPHF. The Fund supported the subsequent presentation of this experience and its results to the WPHF partners worldwide, which is already scheduled for 2024, highlighting the significance of such practices.

### Project level

#### **Masha Fund “Unbreakable mother”.**

The project was carried out in the Ivano-Frankivsk, Zakarpattia, Lviv, and Chernivtsi regions for women from various regions of Ukraine who participated in military operations or lived under occupation/blockade in Chernihiv, Sumy, Kharkiv, Luhansk, Donetsk, Mykolaiv, and Kherson regions.

- 1) *Online and Offline Dual-Modality Support: The innovative aspect of the project lies in its dual-modality support system. Participants not only undergo intensive in-person sessions but also have the option to continue their engagement with psychologists through online platforms in the "Unbreakable Mother. Live on" initiative. This innovative approach ensures flexibility and accessibility, catering to the diverse needs and preferences of the participants.*
- 2) *Inclusive Focus on Women and Children: An innovative aspect of the project is its inclusive focus on both women and children affected by war. By addressing the mental health needs of both demographics and ensuring their human rights are respected, the project breaks new ground in recognizing the interconnected well-being of families. This approach reflects a forward-thinking perspective in creating a more comprehensive and impactful program.*
- 3) *Holistic Psychotherapeutic Approach: One of the best practices emerging from the project implementation is the adoption of a holistic psychotherapeutic approach. The integration of expertly developed psychotherapeutic interventions and support for post-traumatic syndromes has showcased effectiveness in stabilizing the emotional well-being of women and addressing the mental health needs of children affected by war. This comprehensive methodology has proven to be a best practice, ensuring a transformative and inclusive program. 549 individuals, including 316 women and 233 children, have experienced improvement in their psychological well-being. This improvement contributed significantly to their successful integration into civilian life and enhanced their ability to address and counter sexual and gender-based violence (SGBV).*
- 4) *Continuum of Care - "Unbreakable Mother. Live on" Initiative: The establishment of the "Unbreakable Mother. Live on" initiative serves as a best practice in providing a continuum of care. By extending support beyond the initial three-week sessions, both online and offline, the project recognizes the ongoing needs of participants. This sustained commitment contributes to the lasting positive changes in the safety, security,*

## 11. Innovations and Best Practices<sup>17</sup>

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*and mental health of women and children, demonstrating the importance of a long-term and comprehensive approach.*

### **Association of Roma Women “Voice of Romni”.**

The project was implemented in Uzhhorod, Zakarpattia region, where the organization and its staff were relocated.

- 1) *Psychotherapeutic support and trauma training: 300 psychotherapeutic sessions for staff members who have experienced war trauma and work with the affected population at the same time is innovative. It demonstrates a commitment to mental health support and professional training that is often overlooked in crisis response projects and prevents the professional and emotional burnout inherent in the helping professions.*
- 2) *Office serving dual purpose: establishing an office not only as a project team space but also as a support space for IDP women shows innovative resource utilization, creating a multifunctional center that benefits the target group directly.*

### **CSO “PRO WOMEN UA”**

The project was implemented in Rivne Region to address the shortage of qualified seamstresses in the garment industry as a result of displacement during the ongoing war and provide employment to those remaining.

1. *The best practice we consider is conducting training on TWI methodology (Training Within Industry) for light industry manufacturers. This program allows for the quick adaptation of new employees to their new workplaces. This program cannot be considered new, because it was designed in the USA during WWII to involve women to work in manufacturing plants, which is particularly similar to Ukraine’s nowadays. This methodology is aimed at standardizing the process of learning a new job. At the same time, it trains personnel at the workplace without leaving work. Participants master the methodology of quickly teaching workers the key methods and skills needed to perform their job duties. 15 sewing manufacturers in the Rivne Region have graduated from the training.*
2. *The idea of establishing a Training Center for Sewing Equipment Operators based on the Light Industry Association to meet the staffing needs of light industry manufacturers is innovative for the Rivne Region. Previously, there were isolated attempts by individual clothing manufacturers to train people based in their own businesses. Thanks to the project, the region now has a tool for centralized solving of the staff shortage issue for sewing productions and reducing unemployment levels in the region.*

### **CSO “Space of Knowledge”**

The project was implemented in all regions of Ukraine to provide economic and professional support, as well as the engagement of Ukrainian female teachers in professional growth, who have been temporarily displaced due to war.

1. *Implementation of regular monitoring and evaluation mechanisms proved to be the best practice for ensuring accountability and project effectiveness. Through systematic data collection, progress tracking, and soliciting feedback from stakeholders, we were able to identify areas in need of improvement, make timely adjustments, and ensure alignment of project activities with planned outcomes.*

### 11. Innovations and Best Practices<sup>17</sup>

*Please include information on any innovative practices (programmatic and operational) that emerged during the reporting period, especially those that can be beneficial for other WPHF countries, expand the body of knowledge on women, peace, and security and humanitarian action. Innovations and best practices can be from projects or country level. Please provide details such as CSO name, location, etc.*

2. *Creation of an educational community. Through this project, we established and maintained feedback loops with educators from across Ukraine. This enabled us to tailor our webinar program according to the current needs of educators, allowing them to address legal issues, overcome psychological challenges, and enhance their professional skills. This mentorship model not only facilitated knowledge transfer and professional development but also fostered a sense of community and collaboration among educators.*
3. *Launch of the Telegram channel "Jobs for educators". This resource serves as a platform for job seekers to find vacancies in the education sector and assists schools in recruiting teachers. Additionally, the channel provides valuable tips for educators. It streamlines communication between schools and educators seeking employment opportunities.*

#### **CSO Helping to Leave**

Provision of comprehensive evacuation and humanitarian aid to individuals affected by the war in Ukraine, mostly women and members of their families, particularly from de-occupied territories. The project is implemented across Ukraine.

1. *We not only evacuate people, but we continuously assess and analyze the situation "on the ground" so we are able to cover anything that is missing in the chain. Therefore, the utilization of funds is directed to the essentials that are not provided by other humanitarian actors. For instance, we rarely purchase food as a form of humanitarian aid, since many actors do that, but we would rather purchase diapers for the evacuees because they are not covered by anyone.*
2. *Thanks to the partnership with UN Women and WPHF, Helping to Leave have strengthened its gender sensitivity in process of identification of humanitarian needs, which might be specific for women and girls. So, looking for temporary accommodation or shelter for evacuees, we usually focus on safety, comfort, and well-being of our female beneficiaries first.*

### 12. Auditing and Financial Management

*Mention if any projects were audited during the reporting period and provide a brief summary of results. Do not include detailed findings of the audit as reports are public. Alternatively, you can share an audit report with your programme lead, if relevant.*

During the reporting period of 2023, no CSOs have undergone an audit. However, we anticipate that seven CSOs will be audited by external audit company within annual UNW audit procedure in the upcoming months in 2024. These are Space of Knowledge, ProWomen UA, Rural Women Business Network, Ukrainian Women's Fund, Positive Women, Women's Perspective, and JurFem.

### 13. Next Steps and Priority Actions

*In bullet form, please list the priority actions for the coming year including onboarding of new grantees, monitoring missions or other planned initiatives related to WPHF.*

UNW in Ukraine will continue to act as Secretariat to the Regional Steering Committee and the Management Entity to support funded CSOs in their response to the rapidly changing context and humanitarian crises. For 2024, the following priorities also include:

- Finalization the current projects and contracting the new CSOs after CfP5.
- Capacity Building Project implementation for partner CSOs on projects' realisation, communications, reporting, monitoring and evaluation.
- Administrative, finance, programmatic and monitoring support to the projects.

### ANNEX A: Results Framework

Using the **Results Framework from the CSO partner Project Document** - provide an update on the achievement of impact and outcome indicators for each project in the table below, including capacity building grant, if relevant. Where it has not been possible to collect data on indicators, a clear explanation should be given explaining why, as well as plans on how and when this data will be collected.

**\*DO NOT include outputs as these are reported in narrative Section 4b only. For projects which have come to an end in the reporting year, impact level must be reported. For other organizations, and where possible progress towards the impact indicator(s) should be reported.**

Please make sure that the results presented in this table, align with the narrative (Section 4a).

Expected Results	Indicators <sup>[1]</sup>	Baseline (if applicable)	Planned Target (if applicable)	Results/Progress (Against Each Indicator <sup>[2]</sup> )	Reason for Variance against planned target (if any)
<b>CSO Name: Zaporuka Foundation</b>					
<b>WPHF Impact Area</b> Impact 3: Enhanced participation and leadership of women in humanitarian crisis planning and response	<b>Indicator 1</b> Number/Percentage of women participating in decision-making in humanitarian planning and response	n/a	n/a	n/a	Will be reported in next phase
	<b>Indicator 2</b> Types of mechanisms established to improve gender responsive humanitarian and crisis planning, frameworks and programming	n/a	n/a	n/a	Will be reported in next phase
<b>Outcome 1</b> Increased capacity of local CSOs to mainstream a gender perspective in their activities	<b>Indicator 1</b> Number of people directly benefiting from the response (by sex, age group, or other variables)	0	30	456 Total direct beneficiaries for two outcomes is 2,988 including girls 108, women 2,729, boys 110, men 41	The project initially planned for 30 participants in the online training, but only 22 registered for the offered dates. Due to positive feedback, we recorded the online course for access at any convenient time. Participants receive certificates upon completion. The course has seen great demand, with 601 registrations as of December 31, 2023, and 434

					participants completed the course.
	<b>Indicator 2</b> Number of people indirectly benefiting from the response	0	18000	20126	
	<b>Indicator 3</b> Number of CSOs supported/provided capacity building to effectively contribute to humanitarian planning, response, and relief efforts	0	6	22	
<b>Outcome 2</b> Decreased vulnerability levels of women affected by the war	Number of people directly benefiting from the response	0		2532	
	Number of people indirectly benefiting from the response	0		8134	
	Number women-headed households (or women) provided with cash, food, or other goods to meet basic needs	2000		2273	
	Number of women affected by the crisis who increase their decisional power inside the household	0		853	
<b>CSO Name: Association of Democratic Development</b>					
<b>WPHF Impact Area</b> Impact 1. Enhanced role of civil society organizations in advocating for and ensuring accountability on WPS commitments	<b>Indicator 1</b> Number/percentage of staff will be retained as a result of institutional funding			3 (60%)	The implementation is on-going
	<b>Indicator 2</b> Developed and accepted the adaptive tools and systems for the continuous work of NGOs.		3 equipped remote workplaces for team members, 1 website has been developed	3 equipped workplaces for team members, 1 website has been developed	
	<b>Indicator 3</b> Developed a plan of risks and communication strategy that will help the organization continue to work for peace and support women, including young women, in the context of crisis and conflict.		1 risk management; 1 communication	1 communication strategy and 1 risk management plan were developed	
<b>Outcomes</b> 1. Communication strengthening and responsiveness of NGOs to	<b>Indicator 1</b> Number of people with new knowledge about the adaptive communication strategy and a plan of risks responses (Internally displaced people over 18; 4 women, 1 man)	0	5	12	



requests and needs of the target audience					
2. Strengthening of communication and responsiveness of NGOs	<b>Indicator 2</b> The number of people (target audience) who visited the created website	0	1,000	725	The implementation is on-going
	<b>Indicator 3</b> The number of people who indirectly benefit	0	10,000	30,760	The implementation is on-going
<b>CSO Name: Charity Foundation ANDREEV FAMILY FOUNDATION</b>					
<b>WPHF Impact Area</b> Impact 5: Enhanced safety, security and mental health of women and girls' and their human rights respected	<b>Indicator 1</b> Number of women who have overcome negative psychosocial phenomena after SGBV and are empowered to counteract SGBV.	0	n/a	81	
	<b>Indicator 2</b> Extent to which civil society uses social accountability mechanisms to monitor and engage in activities aimed at ending SGBV-	0	Number of beneficiaries affected who are ready to cooperate with law enforcement agencies of Ukraine.	52 (out of 114 direct beneficiaries)	
<b>Outcome</b> Increased access to protection and medical services for women and children impacted by the crisis	<b>Indicator 1</b> Number of people who directly received benefits from the implementation of the activities (by gender, age group, or other criteria). Increased access to protection and medical services for women and children impacted by the crisis.	n/a	n/a	114 (103 women, 11 girls)	
	<b>Indicator 2</b> Strengthening the psychological state of 100 women and children survivors of sexual violence by strengthening their personal psychological health through strengthening personal mental resources, overcoming acute shock trauma, acute stress disorder, mastering basic skills of self-reliance and overcoming stress disorders in the future, strengthening and restoring lost skills of contact with the outside world due to trauma, and improving the emotional state of victims and their emotional stabilization. Restoring a sense of security to the victims of violence.	40	100	100	

	<b>Indicator 3</b> Provide a basic level of social and medical support for 100 surviving women and children through the provision of social and medical services (psychological assistance).	0	100	160	
	<b>Indicator 4</b> Quantity of people who indirectly benefited from the implementation of the measures.	0	250	211	
<b>CSO Name: All-Ukrainian Association of Amalgamated Territorial Communities</b>					
<b>WPHF Impact Area</b> Impact 1. Enhanced role of civil society organizations in advocating for and ensuring accountability on WPS commitments	<b>Indicator 1</b> Number/Percentage of staff retained as a result of institutional funding (disaggregated by sex)	0	100%	100% (48 - 26 women, 22 men)	
	<b>Indicator 2</b> Types (and number) of adaptive strategies, tools or systems adopted by organization for continuity of operations	0	6	4 (Gender Policy, Security Policy (taking into account the "Women. Peace. Security" agenda), Staff Training Plan, Updated Fundraising Plan)	
<b>Outcomes</b> 1. Strengthened institutional capacity to implement gender-responsive policies and strategies in crisis settings.	<b>Indicator 1</b> Number of people directly benefiting from the response (by sex, age group, or other variables): (19 women, 26 men, age groups: 18-35 years - 9 people, 36-45 years - 21 people, 45-60 years - 15 people).	0	45	48 (26 women, 22 men)	
	<b>Indicator 2</b> Number/types of initiatives, implemented by developed structure' bodies	0	10	22	
	<b>Indicator 3</b> Level of staff/board acceptance of new gender-sensitive approaches (qualitative indicator which can help describe the changes among the organization)	0	50%	50%	
2. The Association is institutionally strong as it has 2 structure bodies; 1) responsible for establishing international partnerships on the ground of gender responsive initiatives; 2) directed on vulnerable	<b>Indicator 1</b> Number of people directly benefiting from the response (by sex, age group, or other variables)	0	4	7 (6 women, 1 man)	
	<b>Indicator 2</b> Number of people indirectly benefiting	0	20	12	
	<b>Indicator 3</b> Number of initiatives, implemented by developed structure' bodies - at least 10 initiatives per every structure body	0	10	22	

people support in communities - members of the Association “Community to community”, which allow implement gender responsive initiatives					
3. The Association is institutionally strong as it has staff capacitated in gender issues, and able to provide gender responsive policy	<b>Indicator 1</b> Number of people directly benefiting from the response (by sex, age group, or other variables): (19 women, 26 men, age groups: 18-35 years - 9 people, 36-45 years - 21 people, 45-60 years - 15 people).	0	45	48 (26 women, 22 men)	
	<b>Indicator 2</b> Number of people indirectly benefiting	45	1,200	12,000	
<b>CSO Name: Bureau of Gender Strategy and Budgeting</b>					
<b>WPHF Impact Area</b> Impact 6: Improved socio-economic recovery and political participation of women and young women in peacebuilding contexts	<b>Indicator 1</b> Number of women participating in decision-making processes (disaggregated by type of displacement and age)	0	25	25	
<b>Outcome</b> Enhanced inclusive local women's rights organizations to support displaced women and young women in their leadership and sustaining peace	<b>Indicator 1</b> Number of people directly benefiting from the response (by sex, age group, or other variables)	0	200	336 (including 331 women, 4 girls, 1 man)	
	<b>Indicator 2</b> Number of people indirectly benefiting from the response	0	2,000	1,688	
	<b>Indicator 3</b> Number, types of various activity on women and girls’ leadership promotion and empowerment, women’s training, and educational events	0	20	9	
	<b>Indicator 4</b> Number of safe spaces, set up and types of interventions, implemented by CSOs to enhance women’s participating in political and/or decision-making processes in peacebuilding contexts	0	10	10	

	<b>Indicator 5</b> Number of women's initiative groups/organizations that enhanced its position and capacity to support women's participation at local level	0	25	25	
<b>CSO Name: Equality in Action</b>					
<b>WPHF Impact Area</b> Impact 1. Enhanced role of civil society organizations in advocating for and ensuring accountability on WPS commitments	<b>Indicator 1</b> Average number of months organization can be sustained as a result of institutional funding	0	12	12	
	<b>Indicator 2</b> Number/Percentage of staff retained as a result of institutional funding	0	5	8 (4 women,4 men)	
<b>Outcome</b> Increased capacity of the organization to carry out its work more effectively, including coordination with local authorities.	<b>Indicator 1</b> Number of people directly benefiting from the response (by sex, age group, or other variables)	0	5	8 (4 women,4 men)	
	<b>Indicator 2</b> Number of people indirectly benefiting	100	500	7,265	
	<b>Indicator 3</b> Number of Partner organizations with increased capacity to monitor and support interventions with IDPs collaboratively	0	6	15	
	<b>Indicator 4</b> Number of new target audiences	0	100	425	
<b>CSO Name: Rural Women Business Network</b>					
<b>WPHF Impact Area</b> Impact 6: Improved socio-economic recovery and political participation of women and young women in peacebuilding contexts	<b>Indicator 1</b> Number of women with increased agency as a result of economic productive resources	0	20	5 in 2022 95 in 2023 (41 - IDPs)	
<b>Outcome</b> Expanding the socio-economic rights and opportunities of local, internally displaced and returned rural women and girls	<b>Indicator 1</b> Number of rural women directly benefiting from the response (disaggregated by type of displacement and age group)	0	100	52 in 2022 222 in 2023 (all women 18+, 74 - IDP)	
	<b>Indicator 2</b> Number of people indirectly benefiting from the response	0	500	3,259 in 2022 5,164 in 2023	
	<b>Indicator 3</b> Percent of rural women reporting a change in business management capacity (disaggregated by type of displacement and age group)		80%	65% in 2022 98% in 2023	
<b>CSO Name: Fight for Right</b>					

<b>WPHF Impact Area</b> Impact 3: Enhanced participation and leadership of women in humanitarian crisis planning and response	<b>Indicator 1</b> Number/Percentage of Women participating in decision-making in humanitarian and crisis response	0	500		The implementation is on-going
	<b>Indicator 2</b> Type of mechanisms established to improve gender responsive humanitarian and crisis planning, frameworks and programming mechanism of complex protection and securing of women and girls with disabilities for integration into local communities.				The implementation is on-going
<b>Outcome</b> The mechanism of complex protection and securing of women and girls with disabilities for integration into local communities is comprehensively described and tested. This includes the provision of a wide range of targeted WWD assistance, as well as the development of their leadership potential and the ability to be subjects in decision-making regarding the planning of PWD assistance at the community level and the state	<b>Indicator 1</b> Number of people directly benefiting from the response (by sex, age group, or other variables): women/girls with disabilities	0	500	385 women	The implementation is on-going
	<b>Indicator 2</b> Number of people indirectly benefiting from the response (women and girls). Visitors to online resources, members of PWD communities (thanks to distribution through partners), ordinary citizens and activists of the third sector will indirectly benefit.	0	50,000	30,953	The implementation is on-going
<b>CSO Name: Center Women's Perspectives</b>					
<b>WPHF Impact Area</b> Impact 3: Enhanced participation and leadership of women in humanitarian crisis planning and response	<b>Indicator 1</b> Number/Percentage of women participating in decision-making in humanitarian planning and response (disaggregated by age group)	n/a	n/a	4,408 for 2022-2023 4,326 in 2023	
	<b>Indicator 2</b> Types of mechanisms established to improve gender responsive humanitarian planning, frameworks, and programming.	n/a	n/a	8	
<b>Outcome 1</b> Internally displaced women have enhanced capacity to	<b>Indicator 1</b> Number of people directly benefiting from the response (by sex, age group, or other variables)	0	1,000	82 in 2022 1,706 in 2023 All women	

meaningfully participate in decision making and advocate for their needs to be incorporated in the humanitarian response in four western regions of Ukraine	<b>Indicator 2</b> Number of people indirectly benefiting from the response	0	85,000	328 in 2022 85,812 in 2023	
	<b>Indicator 3</b> Internally displaced women in target communities report increased influence over the humanitarian programming and decision-making		50% of surveyed IDPs by end of project	55%	
<b>Outcome 2</b> Comprehensive action plans for supporting internally displaced women and girls in accordance with their needs (including humanitarian assistance, individual and group psychosocial consultations, legal assistance, information and economic empowerment) and raising the level of public awareness on relevant issues in the four western regions of Ukraine are developed, updated and implemented on a regular basis	<b>Indicator 1</b> Number of women directly benefiting from the response (by age group, and regions)	n/a	85000	2,620	Discrepancies are associated with an incorrect planning of direct beneficiaries at the stage of project proposal development and subsequent adjustment with the help of a monitoring and evaluation specialist
	<b>Indicator 2</b> Action plans are in place in all project locations. Types of actions implemented/adopted based on action plans are in place	0	16	17	
<b>CSO Name: Ukrainian Women's Fund</b>					
<b>WPHF Impact Area</b> Impact 6: Improved socio-economic recovery and political participation of women and young women in peacebuilding contexts	<b>Indicator 1</b> Number/percentage of women with increased agency as a result of economic productive resources (disaggregated by type of displacement and age group)	n/a	n/a	700	
<b>Outcome</b> Conflict-affected women supported to relocate, resume, start-up or up-scale their small	<b>Indicator 1</b> Number of women directly benefiting from the response (by age group, and regions)	0	150	35 in 2022 147 in 2023	
	<b>Indicator 2</b> Number of women indirectly benefiting from the response (by age group, and regions)	0	350	110 in 2022 408 in 2023	
	<b>Indicator 3</b> Number of businesses created or relocated by conflict-affected	0	30	30	

businesses, resulting in women owned businesses continued and/or started, and jobs for displaced women created	women (by age group of business owner, and regions)				
<b>CSO Name: Global Network of Women Peacebuilders</b>					
<b>WPHF Impact Area</b> Impact 6: Improved socio-economic recovery and political participation of women and young women in peacebuilding contexts	<b>Indicator 1</b> Number and types of plans and/or policies in peacebuilding contexts influenced by women or civil society organizations	0	5	4	
	<b>Indicator 2</b> Number of women participating in decision-making processes (disaggregated by type of displacement and age)	0	35	77	
<b>Outcome</b> Enhanced humanitarian engagement of local women in Khersonska, Chernivetska, Kirovogradska, and Mykolayivska oblasts and Zaporizhzhia city address the needs of diverse women and young women, including those forcibly displaced, and the security risks they face.	<b>Indicator 1</b> Number of women forcibly displaced who are supported by the project (by type of displacement and age group)	0	300	401	
	<b>Indicator 2</b> Number of people directly benefiting from the response (by sex, age group, or other variables)	0	2,000	1,043 (741 women, 84 girls, 89 boys and 129 men)	
	<b>Indicator 3</b> Number of people indirectly benefiting from the response	0	4,800	5,632	
	<b>Indicator 4</b> Number of women and young women who report that humanitarian initiatives are gender-responsive and conflict-sensitive (disaggregated by type of displacement and age)	n/a	30%		This indicator will be analyzed by the end of the project
<b>CSO Name: Helping to leave</b>					
<b>WPHF Impact Area</b> Impact 3: Enhanced participation and leadership of women in humanitarian crisis planning and response	<b>Indicator 1</b> Number/Percentage of women participating in decision-making in humanitarian and crisis response				This indicator will be analyzed by the end of the project
	<b>Indicator 2</b> Types of mechanisms established to improve gender-responsive humanitarian and crisis planning, frameworks, and programming				This indicator will be analyzed by the end of the project
<b>Outcome</b> Ukrainian women and their families start new lives in safety.	<b>Indicator 1</b> Number of people directly benefiting from the response (by sex, age group, or other variables)	8,026	15,026 (at least 8,267 women over 18, at least 200 PwD)	13,792 (4,442 women out of reached 6,957 people)	

	<b>Indicator 2</b> Number of people indirectly benefiting from the response	24,078	45,028	16,697	
	<b>Indicator 3</b> Number of women-led partner organizations participating in humanitarian response	3	6	7	
<b>CSO Name: International Network for Aid, Relief, and Assistance (INARA)</b>					
<b>WPHF Impact Area</b> Impact 5: Enhanced safety, security and mental health of women and girls' and their human rights respected	<b>Indicator 1</b> CSOs, that report having greater influence and agency to work on ending sexual and gender-based violence (SGBV)	0	2	2	
	<b>Indicator 2</b> Degree to which social accountability mechanisms are used by civil society in order to monitor and engage in efforts to end SGBV				
	<b>Indicator 3</b> Local women's and youth organizations, CSOs or autonomous social movements coordinating efforts to end SGBV	0	2	2	
<b>Outcome</b> Enhanced resilience of women, girls, and boys (youth) affected by war, specifically IDPs, through an increased access to safe, quality, and comprehensive protection services while mitigating the risks of SGBV through early intervention.	<b>Indicator 1</b> 270 women, girls, and boys benefitting from PSS and Case management services 120 aged: 15-1 (85% Female, 15% Male) 150 aged: 21 and above: (100% Female) Overall: 270 (80% IDPs, 20% host community)	0	270	386 (179 women, 125 girls, 75 boys and 7 men)	
	<b>Indicator 2</b> 1350 family and community members have raised awareness on SGBV and protection issues	0	1350	1350	
	<b>Indicator 3</b> 80%, 96 (77 Female, 19 Male) of children report an increased sense of safety and belonging within the community	n/a	80%	100%	
	<b>Indicator 4</b> 75% of women report satisfaction of services provide throughout the project (CM and PSS)	n/a	75%	100%	
<b>CSO Name: Insight Public Organization</b>					
<b>WPHF Impact Area</b> Impact 1. Enhanced role of civil society organizations in advocating for and ensuring	<b>Indicator 1</b> Average number of months organization can be sustained as a result of institutional funding	0	6	6	
	<b>Indicator 2</b> Number/Percentage of staff retained as a result of institutional funding	0	6	6	



accountability on WPS commitments	<b>Indicator 3</b> Number/Types of adaptive strategies, tools or systems adopted by organization for continuity of operations	0	1	1	
<b>Outcome</b> Strengthened Capacity of the organization for helping LGBTQIA+ women	<b>Indicator 1</b> The number of people directly benefiting from the response (by sex, age group, or other variables)	0	6	6 (4 women and 2 men)	
	<b>Indicator 2</b> Number of people indirectly benefiting	0	40,000	40,804	
<b>CSO Name: Institute for Peace and Common Ground (Ukraine)</b>					
<b>WPHF Impact Area</b> Impact 6: Improved socio-economic recovery and political participation of women and young women in peacebuilding contexts	<b>Indicator 1</b> Number of young (18-35) internally displaced women participating in political and/or decision-making processes (processes aimed at promoting peacebuilding and recovery)				This indicator will be analyzed by the end of the project
<b>Outcome</b> Increased spaces of dialogue between Ukrainian IDP young women and host communities for improved understanding and attitudes towards the 'other' and develop new perspectives on the needs and problems of IDPs, particularly young women	<b>Indicator 1</b> Number of young women who are forcibly displaced that benefited from space for cooperation with host-communities	0	35	71	
	<b>Indicator 2</b> Number of young women (both ID and from host communities) that are indirectly benefiting from the space for cooperation between young ID women and host communities	0	100	207	
<b>CSO Name: Ukrainian Women Lawyers Association "JurFem"</b>					
<b>WPHF Impact Area</b> Impact 6: Improved socio-economic recovery and political participation of women and young women in peacebuilding contexts	<b>Indicator 1</b> Number and types of plans and/or policies in peacebuilding contexts influenced by women or civil society organizations	n/a	n/a	28	
<b>Outcome</b> Improved the access of internally displaced women	<b>Indicator 1</b> More than 2000 internally displaced women (from 18 y.o.) were informed about their labor and family rights (directly).	0	2,000	756 women directly and 4,163 indirectly were targeted	

to services related to ensuring their labor and family rights	<b>Indicator 2</b> State authorities (6 representatives) were informed regarding the problems and recommendations due to resolve issues related to ensuring women's labor and family rights.	0	6	6	
<b>CSO Name: LAMPA</b>					
<b>WPHF Impact Area</b> Impact 3: Enhanced participation and leadership of women in humanitarian crisis planning and response	<b>Indicator 1</b> Number/Percentage of women participating in decision-making in humanitarian and crisis response	n/a	n/a	11,7%	
<b>Outcome</b> Ensure social integration and cohesion of women and girls, including IDPs of Snovska UTC, through the creation of a unifying center with access to literature, resources and activities that promote development and self-realization, address pressing issues and form a common platform for cooperation and support	<b>Indicator 1</b> Number of representatives of local CSOs and volunteers, including IDPs, changed their views on various aspects of these issues and became more active in addressing issues related to women's rights and violence prevention	0	60 (including 10 IDPs)	60 (including 6 IDPs)	
	<b>Indicator 2</b> Number of people, including IDPs, directly benefited from the implementation of the measures	0	180 (including 30 IDPs)	180 (including 31 IDPs)	1680 direct beneficiaries (236 men and 1444 women)
	<b>Indicator 3</b> Number of women and girls of Snovsk community, including IDPs, received humanitarian aid - hygiene kits "Bag of Goodness"	0	1,500 (including 200 IDPs)	1,500 (including 241 IDPs)	
	<b>Indicator 4</b> Number of partnership agreement was concluded between three CSOs led by women for cooperation and support in solving urgent problems	0	1	1	
<b>CSO Name: Masha Fund</b>					
<b>WPHF Impact Area</b> Impact 5: Enhanced safety, security and mental health of women and girls' and their human rights respected	<b>Indicator 1</b> Number and percentage of CSOs, that report having greater influence and agency to work on ending sexual and gender-based violence (SGBV)	0	n/a	80% (out of 24 CSOs)	
	<b>Indicator 2</b> Degree to which social accountability mechanisms are used by civil society in order to monitor and engage in efforts to end SGBV	n/a	n/a	high	
	<b>Indicator 3</b> Number of local women's organizations, CSOs or autonomous social movements coordinating efforts to end SGBV	0	n/a	24	

<b>Outcome</b> Better access to women affected by the war to a comprehensive program of psychological rehabilitation	<b>Indicator 1</b> Number of people who will improve their psychological well-being, which will alleviate their further integration into civilian life and strengthen their capacity to counter SGBV.	0	380	669	
	<b>Indicator 2</b> Number of indirect beneficiaries	0	n/a	142,457	
<b>CSO Name: "The National Assembly of People with Disabilities of Ukraine"</b>					
<b>WPHF Impact Area</b> Impact 3: Enhanced participation and leadership of women in humanitarian crisis planning and response	<b>Indicator 1</b> Number of women with disabilities participating in decision-making in humanitarian planning at nationwide/local levels	0	n/a	127	
<b>Outcome</b> Enhanced capacity and possibilities of women with disabilities – leaders of organizations/women with disabilities – to participate in humanitarian response and deliver gender-sensitive humanitarian support to women with disabilities	<b>Indicator 1</b> Number of women with disabilities who have received humanitarian assistance	0	1,100	2,328	
	<b>Indicator 2</b> Number of indirect beneficiaries who benefited from the implementation of the activities	0	303,300	514,039	
	<b>Indicator 3</b> Number of women with disabilities – female leaders who participate in decision-making for humanitarian and crisis situations (disability status, age group, and IDP status)	0	30	127	
	<b>Indicator 4</b> Number of organizations of persons/women with disabilities who enhanced their capacity and have the potential to deliver humanitarian support to women with disabilities	0	30	53	
<b>CSO Name: National Network of Local Philanthropy Development</b>					
<b>WPHF Impact Area</b> Impact 6: Improved socio-economic recovery and political participation of women and young women in peacebuilding contexts	<b>Indicator 1</b> Number/percentage of women with increased agency as a result of economic productive resources (disaggregated by type of displacement and age)	0	50	67	
<b>Outcome</b> Increased ability of Ukrainian women (including IDPs) to develop business to support their income	<b>Indicator 1</b> Number of people directly benefiting from the response (by sex, age group, or other variables)	0	20	48 (women 18+)	
	<b>Indicator 2</b> Number of people indirectly benefiting from the response	0	200	3920	
	<b>Indicator 3</b> Number of women, who have established their business	0	20	19	

CSO Name: Center Pobratym					
<b>WPHF Impact Area</b> Impact 1. Enhanced role of civil society organizations in advocating for and ensuring accountability on WPS commitments	<b>Indicator 1</b> Average number of months organization can be sustained as a result of institutional funding	n/a	n/a	6	
	<b>Indicator 2</b> Number/Percentage of staff retained as a result of institutional funding	n/a	n/a	5 (100%)	
	<b>Indicator 3</b> Types (and number) of adaptive strategies, tools or systems adopted by organization for continuity of operations	n/a	n/a	3	
<b>Outcome</b> Increased ability of the organization to support its beneficiaries and participate actively in networks.	<b>Indicator 1</b> Number of people directly benefiting from the response (by sex, age group, or other variables)	0	8 (4 staff, 4 volunteers)	9 women (5 staff, 4 volunteers)	
	<b>Indicator 2</b> Number of people indirectly benefiting	0	1,800 (300/month)	1,819 (303/month)	
	<b>Indicator 3</b> Number of projects launched in occupied territories of Zaporizka oblast	0	3	3	
	<b>Indicator 4</b> Amount of funding mobilized by the organization	0	\$ 50,000	\$ 13,721	
CSO Name: POMOGAEM					
<b>WPHF Impact Area</b> Impact 3: Enhanced participation and leadership of women in humanitarian crisis planning and response	<b>Indicator 1</b> Number/Percentage of women participating in decision-making in humanitarian and crisis response	n/a	n/a	14	
	<b>Indicator 2</b> Types of mechanisms established to improve gender responsive humanitarian and crisis planning, frameworks and programming	0	n/a	1 (coordination platform)	
<b>Outcome</b> Assistance provided to women and girls during the humanitarian crisis	<b>Indicator 1</b> Number of people who will directly receive assistance during the project implementation	0	5,997	6,449 women	
	<b>Indicator 2</b> Number of people who indirectly benefited from the project's activities are family members of each of the project participants, as the increased resources of women have had a positive impact on the quality of life of the entire family	0	117,991	130,863	
CSO Name: Positive Women (2023)					
<b>WPHF Impact Area</b> Impact 3: Enhanced participation and leadership	<b>Indicator 1</b> Number/Percentage of women participating in decision-making in humanitarian and crisis response	0	6	6	

of women in humanitarian crisis planning and response	<b>Indicator 2</b> Types of mechanisms established to improve gender responsive humanitarian and crisis planning, frameworks and programming	0	1	1	
<b>Outcome</b> Expanding access to humanitarian support and services for women living with HIV, internally displaced women	<b>Indicator 1</b> Number of people directly benefiting from the response (by sex, age group, or other variables)	0	270 (100 WLwHIV 80 IDP women 70 children 20 CSOs activists)	339 (115 - WLwHIV 100 - women IDPs 124 - kids (69 -girls, 55 - boys) 20 are CSO activists)	
	<b>Indicator 2</b> Number of women group and women's rights CSOs contributing to humanitarian planning, response, and relief efforts	0	3	3	
	<b>Indicator 3</b> Number of people indirectly benefiting from the response	0	600	5,700	
<b>CSO Name: PRO WOMEN UA</b>					
<b>WPHF Impact Area</b> Impact 6: Improved socio-economic recovery and political participation of women and young women in peacebuilding contexts	<b>Indicator 1</b> Number/percentage of women with increased agency as a result of economic productive resources (disaggregated by type of displacement and age)	0	72	74 (women 18+)	
<b>Outcome</b> Enhanced promotion of the seamstress profession and employment of women (including IDPs and those living in rural areas) among clothing manufacturers in Rivne region	<b>Indicator 1</b> Number of people directly benefiting from the response (by sex, age group, or other variables)	0	72	74 (women 18+)	
	<b>Indicator 2</b> Number of people indirectly benefiting from the response	0	30	52346	
	<b>Indicator 3</b> Number of women establishing income generating activities (IGAs) to support their economic recovery	0	72	74	
	<b>Indicator 4</b> Employment of training participants	0	72	57	
<b>CSO Name: Association of Roma Women "Voice of Romni"</b>					
<b>WPHF Impact Area</b> Impact 1. Enhanced role of civil society organizations in advocating for and ensuring	<b>Indicator 1</b> Number of months organization can be sustained as a result of institutional funding	0	9	9	
	<b>Indicator 2</b> Percentage of staff retained as a result of institutional funding		100% (5 women, 3 men)	100% (6 women, 2 men)	

accountability on WPS commitments	<b>Indicator 3</b> Development of strategic and operational planning of the organization for the next 2 years	0	Yes	yes	
	<b>Indicator 4</b> Development of policies and procedures		6 (code of ethics, procurement policy, inventory procedure, feedback procedure, anti-corruption and anti-fraud policy, anti-sexual harassment policy)	6	
<b>Outcome</b> Improving the institutional capacity of the organization	<b>Indicator 1</b> Number of people directly benefiting from the response (by sex, age group, or other variables)	0	8	20	
	<b>Indicator 2</b> Number of people indirectly benefiting	0	1,000	1,130	
<b>CSO Name: Association of Roma Women "Voice of Romni"</b>					
<b>WPHF Impact Area</b> Impact 6: Improved socio-economic recovery and political participation of women and young women in peacebuilding contexts	<b>Indicator 1</b> Number/percentage of women with increased agency as a result of economic productive resources (disaggregated by type of displacement and age group)				This indicator will be analyzed by the end of the project
<b>Outcome</b> 100 beneficiaries during the 10 months of the educational program (scholarship support, obtaining a specialty, acquiring knowledge of SMM, business planning, literacy, support in employment and opening their own business) improved their socio-economic situation	<b>Indicator 1</b> Number of Roma women (aged 18 and over) directly benefitting from the response, who improved their socio-economic situation: 10 months of the educational program (scholarship support, obtaining a specialty, acquiring knowledge of SMM, business planning, literacy, support in employment and opening their own business)	0	100	104	
	<b>Indicator 2</b> Number of Roma women and girls indirectly benefitting from the response	0	200	225	

CSO Name: Positive women (2022-2023)					
<b>WPHF Impact Area</b> Impact 3: Enhanced participation and leadership of women in humanitarian crisis planning and response	<b>Indicator 1</b> Number/Percentage of women participating in decision-making in humanitarian and crisis response	n/a	n/a		
	<b>Indicator 2</b> Types of mechanisms established to improve gender responsive humanitarian and crisis planning, frameworks and programming	n/a	n/a		
<b>Outcome</b> Increased access to humanitarian support and services for women living with HIV/AIDS	<b>Indicator 1</b> Number of people directly benefiting from the response (by sex, age group, or other variables)	0	100 WlwHIV and 40 children	86 WlwHIV and 33 children in 2022 147 WlwHIV, 22 children, 6 men and 19 boys in 2023	
	<b>Indicator 2</b> Number of people indirectly benefiting from the response	n/a	40	6689	Discrepancies are associated with an incorrect understanding of the calculation of indirect beneficiaries at the stage of project proposal development and subsequent adjustment with the help of a monitoring and evaluation specialist
CSO Name: Women's Association Sphere					
<b>WPHF Impact Area</b> Impact 5: Enhanced safety, security and mental health of women and girls' and their human rights respected	<b>Indicator 1</b> Number and percentage of CSOs, that report having greater influence and agency to work on ending sexual and gender-based violence (SGBV)				This indicator will be analyzed by the end of the project
	<b>Indicator 2</b> Number of local women's organizations, CSOs or autonomous social movements coordinating efforts to end SGBV				This indicator will be analyzed by the end of the project
<b>Outcome</b> Enhanced use of SGBV protection mechanism, following the feedback and experience of local CSOs	<b>Indicator 1</b> Number of people directly benefiting from the response (by sex, age group, or other variables) - CSOs who have incorporated the updated mechanism	0	200	210 women	
	<b>Indicator 2</b> Number of people indirectly benefiting from the response - Beneficiaries affected by the work of CSOs	0	500	1,457	

	<b>Indicator 3</b> Number/type of partnerships developed with local authorities and police for the implementation of the mechanism	0	Yes (min. 2)	Yes (2)	
<b>CSO Name: Studio of Public Women's Initiatives</b>					
<b>WPHF Impact Area</b> Impact 6: Improved socio-economic recovery and political participation of women and young women in peacebuilding contexts	<b>Indicator 1</b> Number/percentage of women with increased agency as a result of economic productive resources (disaggregated by type of displacement <sup>3</sup> and age)			22 (100% - women 18-35 years old—64%, 36-64 years old—36%)	
<b>Outcome</b> Increased level of socioeconomic activities of IDPs women in the Myrhorod Amalgamated Hromada	<b>Indicator 1</b> Number of people directly benefiting from the response (by sex, age group, or other variables)	0	n/a	22 women	
	<b>Indicator 2</b> Number of people indirectly benefiting from the response	0	n/a	14,593	
	<b>Indicator 3</b> Number of IDPs women doing business	0	15	10	
<b>CSO Name: Ukrainian Foundation for Public Health</b>					
<b>WPHF Impact Area</b> Impact 5: Enhanced safety, security and mental health of women and girls' and their human rights respected	<b>Indicator 1</b> Number of local women's CSOs and women professionals report having greater influence and agency to work on ending sexual and gender-based violence (SGBV)	n/a	n/a	22	
	<b>Indicator 2</b> Degree to which social accountability mechanisms are used by civil society in order to monitor and engage in efforts to end SGBV	n/a	n/a	22 (CSOs)	
<b>Outcome</b> War-affected women and girls have received comprehensive and gender-responsive psychosocial support and access to improved community mechanisms of protection and referral systems	<b>Indicator 1</b> Number of war-affected women and girls (SGBV survivors, DV survivors, IDPs, women with children, at-risk groups) directly benefiting from the response	3,540	7,140	5,073	
	<b>Indicator 2</b> Number of war-affected women and girls indirectly benefiting from the response thanks to public awareness activities on social media, on-site events, distribution of information products etc.	250,000	500,000	1,323,370	
	<b>Indicator 3</b> Number of local women's organizations that have 1) increased their organizational capacity to provide assistance to women and girls who have experienced gender-based violence and/or are at risk; 2) improved their skills to assist women and	4	25	29	



	girls in the context of the ongoing conflict and humanitarian crisis; 3) developed and use referral guidelines to ensure quality and comprehensive support to women and girls affected by war; 4) created monitoring and evaluation systems				
	<b>Indicator 4</b> Number and percentage of clients who reported improved mental and emotional health after receiving our services	0	50%	73%	
<b>CSO Name: Center for the provision of humanitarian aid "Volunteer-68"</b>					
<b>WPHF Impact Area</b> Impact 3: Enhanced participation and leadership of women in humanitarian crisis planning and response	<b>Indicator 1</b> Number/Percentage of women participating in decision-making in humanitarian and crisis response	n/a	n/a	5 CSOs	
	<b>Indicator 2</b> Types of mechanisms established to improve gender responsive humanitarian and crisis planning, frameworks and programming	n/a	n/a	partner coordination mechanism that involves 21 CSOs' representatives	
<b>Outcome</b> Expanding women's access to humanitarian aid and information.	<b>Indicator 1</b> The number of people who directly benefited from the implementation of the measures (by category, age group, or other criteria)	0	1,175	1,704 (1,526 women, 9 girls, 17 boys and 152 men)	
	<b>Indicator 2</b> The number of people who indirectly benefited from the implementation of the measures	500	1,090	1,300	
<b>CSO Name: World Jewish Relief</b>					
<b>WPHF Impact Area</b> Impact 6: Improved socio-economic recovery and political participation of women and young women in peacebuilding contexts	<b>Indicator 1</b> Number/percentage of women with increased agency as a result of economic productive resources (disaggregated by type of displacement and age)				This indicator will be analyzed by the end of the project
<b>Outcome</b> Enhanced resiliency of displaced women through productive employment and self-employment	<b>Indicator 1</b> Number of people directly benefiting from the response (by sex, age group, or other variables)	0	1,060	827 (female IDPs, 18+)	The implementation is ongoing
	<b>Indicator 2</b> Number of people indirectly benefiting from the response	0	2,204	1,985	
	<b>Indicator 3</b> Number and % of participants who found employment or started self-employment	0	297 (35%)	193	The implementation is ongoing

	within 1 month after graduation from the programme				
	<b>Indicator 4</b> Number and percentage of participants who gained a predetermined income threshold	0	208 (70%)	137	The implementation is on-going
<b>CSO Name: Christian Association YMCA Lviv</b>					
<b>WPHF Impact Area</b> Impact 3: Enhanced participation and leadership of women in humanitarian crisis planning and response	<b>Indicator 1</b> Number/percentage of women participating in decision-making in humanitarian and crisis situations	n/a	n/a	65 (female volunteers)	
	<b>Indicator 2</b> Types of Mechanisms Created to Improve Humanitarian and Crisis Planning, Borders and Gender-Responsive Programming	n/a	n/a	1/ Female volunteers are aware and formulate their needs 2/ Female volunteer network is strong, skilled, and empowered 3/ A culture of volunteering is developed and promoted 4/ Women take decisions at various levels to overcome humanitarian crisis in Ukraine 5/ Cultural products are the added value of the art-therapy support to female volunteers	
<b>Outcome</b> Strengthened network of women leaders who carry out volunteer and representative activities to overcome the humanitarian crisis in Ukraine	<b>Indicator 1</b> Number of direct beneficiaries: supported women volunteers in the network	0	60	888 (including 576 women)	
	<b>Indicator 2</b> Number of indirect beneficiaries	0	5,000	7,510	
	<b>Indicator 3</b> Number of direct beneficiaries: child volunteers engaged in the youth space Direct	0	80	71	
	<b>Indicator 4</b> The number of directly supported civil sector organizations that activated/opened/reoriented their activities from February 2022 to support those affected by the war	0	10-15	13	
<b>CSO Name: Space of Knowledge</b>					
<b>WPHF Impact Area</b> Impact 6: Improved socio-economic recovery and	<b>Indicator 1</b> Number/types of plans and/or policies in post-conflict and recovery contexts influenced by women or civil society organizations				This indicator will be analyzed by the end of the project

political participation of women and young women in peacebuilding contexts	<b>Indicator 2</b> Number/percentage of women with increased agency as a result of economic productive resources (disaggregated by type of displacement and age)	0	n/a	95%	
<b>Outcome</b> Supporting and empowering displaced teachers in crisis situations to ensure their professional development and prospects for future involvement as well as continuous quality education for children	<b>Indicator 1</b> Number of teachers (female, 20-55, elementary/middle/high school teachers) directly benefiting from the response (by sex, age group, or other variables)	0	1,500	4,061	
	Number of employed teachers (part of Indicator 1)			2,728	
	Number of teachers, who received legal support (part of Indicator 1)			792	
	Number of teachers, who received psychological support (part of Indicator 1)			541	
	<b>Indicator 2</b> Number of students directly benefiting from the response (by sex, age group, or other variables)	0	1,500	1,844	
	<b>Indicator 3</b> Number of teachers-mothers	0	1,500	1,805	
	<b>Indicator 4</b> Number of people indirectly benefiting	0	n/a	823,115	