

Women's Peace and Humanitarian Fund
ANNUAL PROGRESS REPORT 2024
(Regular Funding Cycle)

Country Ukraine		Submitted by PUNO(s) UN Women or NUNO(s)¹ Name of Entity: UN Women Ukraine Name of Representative: Sabine Freizer Gunes	
MPTF Project Number (s) 00131406 (Outcome 3) 00131407 (Outcome 5) 00132054 (Outcome 6)		Reporting Period January 1 - December 31, 2024	
Track <i>Select all that apply</i> X Regular Funding Cycle CfP3 (Rounds 1-4), CfP 4, CfP 5, CfP 6 <input type="checkbox"/> Emergency Funding Track			
WPHF Outcomes² to which report contributes for reporting period <i>Select all that apply</i> <input type="checkbox"/> Outcome 1: Enabling Environment for WPS <input type="checkbox"/> Outcome 2: Conflict prevention X Outcome 3: Humanitarian and Crisis Response <input type="checkbox"/> Outcome 4: Conflict Resolution X Outcome 5: Protection of Women & Girls X Outcome 6: Peacebuilding and Recovery			
Programme Start Date <i>As per ME/Transmittal Forms</i> 4 April 2022		Total Approved Budget (USD) <i>Total approved budget for WPHF active country allocation as per the ME and Transmittal Forms for projects starting/active/closing under this reporting period</i> 00131406 - \$5,477,754.00 00131407 - \$ 2,386,772.00 00132054 - \$ 1,714,675.00	
Programme End Date <i>As per ME/Transmittal Forms</i> 30 April 2027		Amount Transferred to CSOs (USD) <i>Tranche (amount) which was transferred to the CSOs (total for programme period)</i> Total \$ 13,952,885.21 (\$ 6,853,974.81 in 2024)	

¹ Non-UN Organization. Applicable to Rapid Response Window for Peace Processes

² 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's 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) How WPHF funding has contributed to advancing WPS, gender equality and peacebuilding, gender-responsive humanitarian action in the country and explain if any linkages with national processes (NAPs, humanitarian response, peace processes, etc) or how it aligns with country priorities.*
- c) Overall/consolidated WPHF impact at the country level by Outcome*
- d) One sentence with the consolidated direct and indirect beneficiaries (disaggregated by sex).*
- e) Overall challenges (based on context)*
- f) If the CO has received additional funding for capacity strengthening (5%) and/or if CSOs received L-HUB grants for peer learning initiatives, please include one sentence on the results.*

a) The Women's Peace & Humanitarian Fund (WPHF) has been operationalized in Ukraine in March 2022 in response to the humanitarian crisis caused by the full-scale Russian military invasion of Ukraine. Up to now, nine CfPs have been launched (four targeted Calls and five open Calls) with the total budget of USD 21,7 mil thus serving as the largest feminist fund for gender-responsive and inclusive humanitarian assistance and early recovery in Ukraine. Overall, in 2024 four Call for Proposals were launched by WPHF – two open Calls (CfP7 in June and CfP9 in December) and two Targeted Calls (CfP6 for Kharkiv oblast in May and CfP8 in December) which resulted in 45 new projects. The projects focused on WPHF Outcomes 3 (women and girls in humanitarian response), 5 (Protection of Women and Girls against SGBV), 6 (Participation of Women and Girls in Peacebuilding and Recovery) and institutional funding for women's organizations.

In total, 55 projects implemented by Ukrainian and international women's organizations were supported in 2024 via programmatic and institutional funding:

17 projects within funding of CfP3 and CfP4 (launched in 2023, implementation of projects began in March 2023):

Institutional Funding – 2 CSOs

Outcome 3 – 2 CSOs

Outcome 5 – 2 CSOs

Outcome 6 - 11 CSOs

8 projects within additional funding for Reserve List of CfP4 (the implementation began in January 2024):

Institutional Funding – 1 CSO

Outcome 3 – 1 CSO

Outcome 5 – 1 CSO

Outcome 6 – 5 CSOs

16 projects within funding of CfP5 (launched in May 2024):

Outcome 3 – 12 CSOs

Outcome 5 – 4 CSOs

4 projects within additional funding for Reserve List of CfP5 (launched in October 2024):

Institutional Funding – 1 CSO

Outcome 3 – 1 CSO

Outcome 5 – 1 CSO

Outcome 6 – 5 CSOs

9 projects within CfP6 (Targeted for Kharkiv oblast (launched in July 2024):

Institutional Funding – 3 CSOs

Outcome 3 – 1 CSO

Outcome 5 – 1 CSO

Outcome 6 – 4 CSOs

1 L-HUB (launched in April 2024) project

Under CfP7, seven proposals have been selected for funding (4 for stream 2 and 3 for stream 1, all within Outcome 6), the Partner Agreements (Pas) were signed in December 2024 with beginning of projects' implementation in 2025.

Executive Summary

In addition, 13 proposals under Outcomes 3 and 5 from the CfP7 Reserve List (7 for stream 1 and 6 for stream 2) were approved for funding by the Regional Steering Committee (RSC) in December 2024 with the projects' implementation starting in 2025.

The CfP8 and CfP9 will be finalized in 2025, thus the results will be reported under 2025 period.

The WPHF operation and management at country level is overseen by the Regional Steering Committee chaired by the Resident Coordinators (RC) 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 Country Office closely coordinates the work of the WPHF in Ukraine with the RC Office and OCHA-led Ukraine Humanitarian Fund to ensure complementarity.

b) As a flexible funding mechanism, WPHF provides UN Women CO with an opportunity to quickly respond to emerging humanitarian and early recovery within the humanitarian – development – peace nexus (HDP). Through \$6.5 million allocated to 55 women's CSOs in 2024 via grant making, capacity building support and collaborative programming, some 42,700 women and girls and their families across Ukraine received vital support, including food, hygiene kits, medication, legal aid, information on humanitarian assistance and emergency protection referral pathways, evacuation services and economic empowerment initiatives. Through the WPHF efforts were also invested in enhancing the institutional capacities of WROs facing multiple forms of discrimination to strengthen their leadership, agency and voice. Through the Women Peace and Humanitarian Fund, women's rights organizations and CSOs across Ukraine demonstrated that they can effectively provide humanitarian assistance and advocate for specific needs of women and girls that need to be accounted for in humanitarian planning and distribution, and early recovery interventions. For example, two WROs which are WPHF partners (NGOs "Girls" and "Ukrainian Foundation for Public Health"), were selected in 2024 to join the UN Humanitarian Country Team where they advocated for integration of women's needs in HCT decisions and actions thus encouraging the UN system to more integrally meet the needs of women and girls, especially those facing multi forms of discrimination, in their humanitarian response. In addition, WPHF partners (NGO Girls, Sphere, Pomogaem, Positive Women, Enlightening Initiatives, Women Space, World to Ukrainians) were engaged into public consultations on developing new legislation which will increase the protection of women and girls from GBV, domestic violence and CRSV. As the result of joint advocacy, the Parliament of Ukraine adopted two important laws in 2024: the [Law #4067-IX](#) on the status of victims of sexual violence related to the armed aggression of the Russian Federation against Ukraine and urgent interim reparations and the [Law #4071-IX](#) on the registration of persons whose lives and health were harmed as a result of the armed aggression of the Russian Federation against Ukraine.

The projects supported by the WPHF have contributed to the implementation and monitoring of the Government of Ukraine's Second National Action Plan on the United Nations Security Council Resolution 1325³ (NAP 1325) for the period 2021–2025 through regional Coalitions of women's civil society organizations working on the advancement of UNSCR 1325 on WPS.

These joint efforts emphasise women and girls' multiple needs in humanitarian and recovery planning, such as the reconstruction of gender-responsive infrastructure, employment opportunities for women, psychosocial services, and women's increased participation in the security sector.

c) During the reporting period, WPHF significantly strengthened women's leadership, protection, and peacebuilding efforts in Ukraine, ensuring a more inclusive and gender-responsive crisis response. Women and girls enhanced their leadership capacities, resilience, and access to humanitarian aid, with many actively participating in crisis decision-making and strengthening women-led organizations and volunteer networks. Crisis-affected individuals benefited from emergency assistance, legal aid, and psychosocial support through integrated humanitarian response mechanisms. Protection services were expanded, enabling women and girls to access safe shelters, legal aid, and mental health support while strengthening coordinated efforts to combat gender-based violence. Economic empowerment initiatives fostered financial independence, leadership, and social resilience among women, including those from marginalized groups, through vocational training, business development, and advocacy. These achievements were made possible through strong collaboration with women-led organizations and civil society, ensuring sustainable impact in crisis response, protection, and recovery across Ukraine.

d) During the reporting period, WPHF-supported initiatives directly benefited **48,381 individuals**, with **88.45% women and girls**, **11.47% men and boys**, and **0.08% LGBTQI+ individuals**, reaching **8,347,100 indirect beneficiaries**.

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

Executive Summary

e) The main challenges in 2024 in Ukraine were related to the on-going invasion by the Russian Federation. Continuous missile and drone attacks result in staff and partners disrupted working conditions and an increased sense of insecurity and risk, that create gaps in capacity to deliver and burn-out. 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
- Frequent and prolonged power outages due to massive and intense rocket attacks and drone attacks on power supply facilities in different parts of the country
- 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. Projects' Portfolio Management

In 2024, the WPHF portfolio has expanded to 55 projects. The significant increase in the number of projects created an additional burden on financial administration, program monitoring, and reporting and required additional human resources. Geographical dispersion of the projects covering almost the whole country (20 oblasts, namely Cherkasy, Chernihiv, Chernivtsi, Dnipro, Donetsk, Ivano-Frankivsk, Kharkiv, Kherson, Kyiv, Luhansk, Lviv, Mykolaiv, Odesa, Poltava, Sumy, Ternopil, Vinnytsia, Zakarpattia, Zaporizhzhia, Zhytomyr) and the need of provision of high-quality and regular monitoring and evaluation support to WPHF grantees demand significant efforts and resources. The number of field visits has increased tremendously which is often hindered by security and logistical challenges (hard-to-reach, remote locations as many activities of the projects are implemented in rural areas which require additional resources for monitoring visits). This required expanding the WPHF team and upgrading the positions of existing personnel. A dedicated monitoring and reporting specialist was brought on board.

The project team currently consists of eight people including programme, administrative, finance personnel and UN volunteers. Four positions are currently under recruitment – two UNVs, one administrative and one programme.

f) The Capacity Development Project was launched in 2024 with an initial budget of USD 444,611, aiming at strengthening the institutional capacity of 70 CSOs to design, implement, and monitor gender-responsive interventions. In December 2024, an additional USD 456,000.92 was approved by WPHF RSC to expand these efforts. As of now, 49 CSOs and 64 beneficiaries (98% women, 2% men) have been reached through targeted training on Gender Equality Programming, Gender in Humanitarian Action (GiHA), Protection from Sexual Exploitation and Abuse (PSEA), and Result-Based Management (RBM); workshops on data protection, project management, and financial reporting; and leadership and stress management training. The project directly enhances CSOs' ability to engage in humanitarian response, peacebuilding, and advocacy on WPS commitments, ensuring their sustained impact and institutional resilience.

In 2024, the WPHF Global learning Hub (L-HUB) Mentorship Scheme initiative strengthened peer learning and organizational resilience among two rural women's organizations. PU Rural Women Business Network, in partnership with CSO Provesin, implemented a USD 10,000 peer learning project, engaging 32 rural women in knowledge-sharing, strategic planning, and sustainability training. Activities included a study tour, strategic planning sessions, a round table on rural challenges, a sustainability workshop, and a mental well-being session. These efforts enhanced participants' capacity to expand businesses, foster economic independence, and build support networks for long-term community recovery and peacebuilding.

Additionally, in December 2024, CSO "Gender Rada" in partnership with CSO Equality in Action received USD 8,650 for an L-HUB project to be implemented in 2025, focusing on peer learning and advocacy for gender equality.

1. Project Profile for Reporting Period

Use the following table for an overview by each project/organization. For each grant (programmatic, institutional and L-HUB grants), please use a separate row. Refer to definitions in the footnotes.

	Funding CFP	Lead Organization Name	Type 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 Partner Agreements ⁴	Total Approved Budget (USD)
1.	CfP3	CSO Space of Knowledge	Both Women-led and Women's Rights	6	Ukraine	n/a	21 Dec 2022 – 12 Dec 2023 (Extended till 12 Feb 2024)	349,435.00
2.	CfP3 -	NGO "Association of Democratic Development"	Both Women-led and Women's Rights	Institutional Funding	Khmelnyskyi, Kharkiv, Chernihiv regions	n/a	18-Mar-2023 - 14-Mar-2024	29,986.00
3.	CfP3 -	Bureau of Gender Strategy and Budgeting	Both Women-led and Women's Rights	6	Ukraine	1. NGO "Gender Culture Center (women's rights, women led); 2. Youth organization "CYO KROK" (youth focused, women led)	27-Mar-2023 - 19-Mar-2024	331,700.00
4.	CfP3 -	NGO "Association of Roma Women "Voice of Romni"	Women's Rights, Young woman led	6	Zaporizhzhia city, Kryvyi Rih city (Dnipropetrovsk region), Irpin city (Kyiv region), Uzhhorod (Zakarpattia)	1. NGO "Invisible" (young women led) 2. NGO "Care Center" (Roma community's rights)	25-Mar-2023 - 21-Mar-2024 (Extended till 30 Apr 2024)	307,917.00
5.	CfP3 -	Global Network of Women Peacebuilders (GNWP)	Both Women-led and Women's Rights	6	1. Kyiv 2. Chernivetska oblast 3. Lvivska oblast 4. Mykolayivska oblast 5. Volynska oblast (as per report: Chernivtsi, Kherson, Kropyvnytskyi, Mykolaiv, Zaporizhzhia)	1. Democracy Development Center (women led, IDP led) 2. Ukraynske Podvirya (human rights organization) 3. Skadovskyi Aktyv (women led, IDP led) 4. Unity for the Future (support for IDP women and children) 5. Zhiva Ya (IDP led)	28-Mar-2023 - 27-Mar-2024 (Extended till 27 Sep 2024)	349,097.00
6.	CfP3 -	NGO "Institute for Peace and Common Ground"	Women Led	6	5 communities in 5 regions of Ukraine: Kyivska (Vasylkiv, Fastiv), Cherkaska (Cherkasy), Rivnenska (Zdolbuniv), Volynska (Novovolynsk)	1. GPPAC Global Secretariat (women's rights) 2. Middle East Nonviolence and Democracy (human rights) 3. Foundation for Tolerance International (focused on conflict prevention and nonviolent conflict resolution)	23-Mar-2023 - 19-Mar-2024 (extended till 30-Jun-2024)	349,843.00

⁴ Use the official start and end dates as per the partner agreement and/or amendment. If the project received an extension, please note this.

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7.	CfP3 -	CHARITY FUND "NATIONAL NETWORK OF LOCAL PHILANTHROPY DEVELOPMENT"	Youth Organization, Young Women Led	6	Lviv Region, Kyiv Region, Mykolaiv Region, Kherson Region, Rivne Region, Kharkiv Region, Vinnytsia Region	1. "Podilska gromada" Community Fund (youth focused, women led) 2. Public Organization "Community Development Fund of Ukraine" (youth focused, women led) 3. Voznesensk community foundation (youth focused, women led) 4. Charitable Organization "Berezan' Community Fund" (women led) 5. Boyarka Community Foundation (women led) 6. "Bari" Community Fund (youth focused) 7. "Ridnia" Community Fund (youth focused) 8. Public Organization "Gostynets" (youth focused, women led) 9. NGO Interactive Platform "Prostir" (youth focused, women led) 10. National Council Women of Ukraine (women's rights, women led)	27-Mar-2023 - 19-Mar-2024 (extended till 31-May-2024)	278,880.00
8.	CfP3 -	NGO "Ukrainian Women Lawyers Association "JurFem"	Both Women-led and Women's Rights	6	Ukraine	n/a	22-Mar-2023 - 19-Jan-2024	60,773.00
9.	CfP3 -	Central British Fund for World Jewish Relief	Poverty Relief, Livelihood / Employment Support	6	Dnipro Kropyvnytskyi	Public organisation "Fund "Professional Development" (women led)	28-Mar-2023 - 30-Mar-2024 (extended till 30-Jun-2024)	306,699.00
10.	CfP 4	NGO "Fight For Right"	Both Women-led and Women's Rights	3	All territory of Ukraine	n/a	07-Jun-2023 - 30-Nov-2023 (extended till 29-Feb-2024)	241,068.00
11.	CfP 4	Helping to leave, z. s.	Women Led and human rights	3	Ukraine (as per reports: Kherson, Sumy, Kharkiv, Volyn oblasts)	n/a	13-Jun-2023 - 30-Nov-2023 (extended till 29-Feb-2024)	316,859.00
12.	CfP 4	NGO "Women's Association "Sphere"	Both Women-led and Women's Rights	5	Kharkiv city and region	n/a	15-Jun-2023 - 30-Nov-2023 (extended till 29-Feb-2024)	66,303.00

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13.	CfP 4	All-Ukrainian Association of Organizations in the Interest of Persons with Disabilities "League of the Strong"	focused on the rights of people with disabilities, Women Led	6	All regions of Ukraine, including the occupied territories, where each region will be represented by 2-3 preliminary selected organizations	n/a	07-Sep-2023 - 28-Feb-2025	397,790.00
14.	CfP 4	NGO "NEW UKRAINIAN NARRATIVES"	Protecting the interests and improving the welfare of persons affected by military operations. Particular focus on women and young women who have been forcibly displaced, Young Women Led	Institutional Funding	Kyiv city, Ukraine	n/a	29-Sep-2023 - 21-Feb-2024	27,450.00
15.	CfP 4	NGO "NEW UKRAINIAN NARRATIVES"	Protecting the interests and improving the welfare of persons affected by military operations. Particular focus on women and young women who have been forcibly displaced, Young Women Led	6	Ukraine In Zakarpattia, Chernivtsi, Ternopil, Cherkasy, Dnipro, Odesa, and Mykolaiv	n/a	26-Oct-2023 - 09-Oct-2024	218,685.00
16.	CfP 4	PU Rural Women Business Network	Both Women-led and Women's Rights	6	Ukraine	1. Coop Academy (Women-led and Women's Rights) 2. NGO "N. Kobrynska Youth and Women's Center" (Women-led and Women's Rights)	12-Sep-2023- 20-Mar-2024 (extended till 30-Sep-2024)	233,068.00

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						3. Women Farmers Council in Zaporizhia Region (lead by ID women) - Women-led and Women's Rights		
17.	CfP 4 L-HUB	PU Rural Women Business Network	Both Women-led and Women's Rights	6	Ukraine, Volyn region	NGO "Provesin" (Women-led and Women's Rights)	28-Mar-2024-31-Aug-2024 (extended till 30-Sep-2024)	10,000.00
18.	CfP 4	Kharkiv Regional Youth NGO "Enlightening Initiative"	Youth focused, young women led	5	Ukraine, Kyiv region, Chernivtsi	n/a	25-Dec-2023 – 25-Jul-2024 (extended till 31-Jan-2025)	268,460.00
19.	CfP 4	International Alert	Peacebuilding & social cohesion	6	Zakarpattia, Dnipro, Kyiv, Kherson	1. Woman of Future (Women-led) 2. Rada Zhinok Donechchyna (Women-led CSO) 3. CSO Bilozerkii Center for Regional Development (Women-led CSO)	08-Feb-2024 – 12-Nov-2024 (extended till 30-Jun-2025)	297,032.00
20.	CfP 4	All Ukrainian NGO Coalition for Persons with Intellectual Disabilities	Women Led, the rights of people with intellectual disabilities	6	14 regions: Zakarpattia, Ivano-Frankivsk, Vinnytsia, Chernihiv, Kharkiv, Sumy, Volyn, Lviv, Kherson, Donetsk, Kirovohrad, Dnipropetrovsk, Poltava, Cherkasy	n/a	02-Feb-2024 – 04-Dec-2024 (extended till 31-Mar-2025)	299,996.00
21.	CfP 4	Ukrainian Berries Association	Women Led, development of horticultural producers and processors in Ukraine	6	Mykolaiv, Volyn and Chernihiv regions	1. Innovative Farming and Cooperation, NGO (Women led) 2. Women's World Charitable Fund (Women led)	05-Feb-2024 – 05-Mar-2025 (extended till 30 Jun-2025)	291,971.00
22.	CfP 4	Khmelnyskyi regional NGO Podilsky center "Genderna Rada"	Women's Led, Women's Rights	1	Khmelnyskyi region, Chornyl Ostriv	n/a	01-Feb-2024 – 30-Dec-2024 (extended till 31-May-2025)	37,990.00
23.	CfP 4	NGO "POBRATYM CENTER"	Women's Led, Women's Rights	6	Odesa region Zaporizhzhia region Chernivtsi region	n/a	01-Feb-2024 - 31-Jan-2025	249,070.00

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24.	CfP 4	OneUkraine gGmbH	Women's Rights, Young Women Led	6	Zaporizhzhia city Kharkiv city Lviv city	1. Sane Ukraine (women's rights, sustainable development, women-led) 2. VZAYEMODIYA (human rights, psychosocial support for IDPs and families, women-led) 3. Superhumans (rehabilitation services for military veterans, women-led) 4. TYSHA (psychosocial support, women-led)	31-Jan-2024 – 19-Nov-2024 (extended till 30-Apr-2025)	280,271.00
25.	CfP 4	NGO "Institute of partnership and sustainable development"	Women's Rights, Women Led	5	Different regions of Ukraine	n/a	31-Jan-2024 - 31-Jan-2025 (extended till 30-Apr-2025)	242,900.00
26.	CfP 4	FONDAZIONE TERRE DES HOMMES ITALIA ONLUS	Children - Girls Right	5	UKRAINE - Oblasts of Odessa	1. NGO "VITAUKR" (Women led) 2. NGO "Faith Love Hope" (specialized in GBV and protection services for children and women at risk of violence) 3. NGO "Renewed Ukraine" (specialized in PSS and psychological assistance for children and women)	06-Feb-2024 - d 28 October 2024 (extended till 28-Feb-2025)	300,000.00
27.	CfP 5	NGO Pislyazavtra	Women's Rights, Women Led	3	UKRAINE	n/a	28-Mar-2024 - 28-Feb-2025	198,000.00
28.	CfP 5	ACO POSITIVE WOMEN	Women's Rights, Women Led	3	Dnipro, Kyiv, Odesa, Poltava, Cherkasy, Chernigiv	n/a	15-Apr-2024 - 31-Mar-2025	400,000.00
29.	CfP 5	NGO FIGHT FOR RIGHT	Women's Rights, Women Led	3	UKRAINE	n/a	12-Apr-2024 - 28-Feb-2025	196,731.00
30.	CfP 5	Charitable Organization Charitable Foundation ROKADA	Women Led , Psychosocial support of vulnerable population groups	5	Kyiv, Chernivtsi, Ivano-Frankivsk, Rivne, Khmelnytskyi, Vinnytsia, Zakarpattia, Lviv, Volyn, Ternopil	n/a	19-Apr-2024 – 30-Apr-2025	144,167.00
31.	CfP 5	CHARITABLE FOUNDATION "SLAVIC HEART"	Women's Rights, Women Led	5	Dnipro city, Dnipropetrovsk region	n/a	19-May-2024 - 31-Jan-2025	246,127.00
32.	CfP 5	Charitable Organization Network 100 percent of life. Zaporizhzhia	Women Led, providing assistance to the vulnerable	3	Zaporizhzhia region	1. CO CF POSITIVE WOMEN ZAPORIZHZHIA ((Women's Rights, Women Led) 2. DEVELOPMENT CENTRE WOMENS WORLD (Women Led)	23-May-2024 - 30-May-2025	280,702.00

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			categories of population, namely to women and girls					
33.	CfP 5	CHARITABLE FOUNDATION "ZAPORUKA"	Women's Rights, Women Led	3	Lviv	1.New Perspective Foundation (Women's Rights, Women Led) 2.Gender in Details NGO (Women Led)	22-May-2024 - 28 Feb-2025 (extended till 30-Apr-2025)	371.937.00
34.	CfP 5	Charitable organization Transcarpathian Regional Charitable Fund Blaho	Women Led	3	Zakarpattia region, Odesa, Cherkasy, Lviv region	1.Cherkasy regional public organization "Romani Rota" (Women's rights) 2.Charitable Foundation "Planet of Good People (Women's Rights, Young Women Led) 3.NGO "Ternipe" (Youth and Women's Rights)	23-May-2024 - 20-Mar-2025	295,976.00
35.	CfP 5	PUBLIC ORGANIZATION CENTER FOR HUMANITARIAN AID "VOLUNTEER-68"	Led by women, women with inclusion, elderly women, women with children, women caring for a person with a disability	3	Kharkiv city and Kharkiv region	n/a	22-May-2024 - 15-May-2025	250,000.00
36.	CfP 5	NGO Girls	Women's Rights, Women Led	5	Rivne, Khmelnytskyi, Zhytomyr, Kyiv, Sumy, Chernihiv, Kharkiv, Poltava, Dnipro, Zaporizhzhia regions	n/a	22-May-2024 - n 20-Mar-2025 (extended till 15-May-2025)	378,210.00
37.	CfP 5	Charitable Fund POMOGAEM	Youth-oriented, Women Led	3	Ukraine, Dnipro and region	n/a	22-May-2024 - 20-May-2025	444,905.00
38.	CfP 5	ICF "Ukrainian Foundation for Public Health"	Women's Rights, Women Led	5	Ukraine	n/a	23-May-2024 - 30-May-2025	497,462.00
39.	CfP 5	Non-governmental organization YMCA Lviv	Youth Focused, Young Women Led	3	Lviv, Zaporizhia, Odesa, Mykolaiv, Kirovohrad, Kharkiv, Dnipropetrovsk Oblasts	n/a	25-May-2024 – 30-Nov-2024 (extended till 30-Dec-2024)	249,950.00

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40.	CfP 5	NGO AVENIR	Human Rights, Women Led	5	Ukraine	n/a	30-May-2024 - 31-May-2025	251,460.00
41.	CfP 5	ODESA REGIONAL ASSOCIATION OF ROMA CULTURE ROMANI ZBORA	Women's Rights, Women Led	5	Ukraine, Odesa region	n/a	28-May-2024 - 10-Apr-2025	241,315.00
42.	CfP 5	Human Rights Information Centre (ZMINA)	Women's Rights, Women Led	5	Ukraine	n/a	02-Jul-2024 - 30-Jun-2025	421,618.00
43.	CfP 6	CHARITY ORGANIZATION CHARITY FUND FOR SOCIAL HEALTH	Youth Focused, Women Led	5	Kharkiv	n/a	16-Jul-2024 - 31-Aug-2025	95,450.00
44.	CfP 6	PUBLIC ORGANIZATION CENTER FOR HUMANITARIAN AID "VOLUNTEER-68"	Women Led, assistance to women with disabilities and women who care for persons with disabilities	Institutional Funding	Kharkiv	n/a	16-Jul-2024 - 30-Nov-2024	30,000.00
45.	CfP 6	NGO Age of Possibilities	Women Led	6	Kharkiv	n/a	15-Jul-2024 - 31-Aug-2025	81,200.00
46.	CfP 6	NGO Kharkiv Women Association Sphere	Women's Rights, Women Led	6	Kharkiv	n/a	16-Jul-2024 - 30-Apr-2025	68,988.00
47.	CfP 6	NGO Ukrainian Women's Guard	Women's Rights, Women Led	6	Kharkiv	n/a	19-Jul-2024 - 31-Aug-2025	199,900.00
48.	CfP 6	Kharkiv Regional Youth NGO Kharkiv Volunteer Center	Women's Rights, Women Led	Institutional Funding	Kharkiv	n/a	19-Jul-2024 - 01-Aug-2025	29,960.00
49.	CfP 6	Kharkiv Regional Youth NGO Kharkiv Volunteer Center	Women's Rights, Women Led	3	Kharkiv	n/a	24-Jul-2024 - 01-Aug-2025	80,670.00
50.	CfP 6	NGO Centre of Gender Culture	Women's Rights, Women Led	6	Kharkiv	n/a	25-Jul-2024 - 31-Jul-2025	155,000.00
51.	CfP 6	Kharkiv branch of the All-Ukrainian Charitable	Women Led	Institutional Funding	Kharkiv	n/a	24-Jul-2024 - 31-Jul-2025	30,000.00

	Funding CFP	Lead Organization Name	Type 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 Partner Agreements ⁴	Total Approved Budget (USD)
		Foundation for Help to Victims of Violence						
52.	CfP 6	Charitable organization Women's Space	Women's Rights, Women Led	5	Kirovohrad region, Dnipropetrovsk region, Zaporizhzhia region, Cherkasy region, Kharkiv region, Mykolaiv region, Odesa region, Poltava region, Khmelnytskyi region, Zhytomyr Region, Rivne region, Vinnytsia region, Ivano-Frankivsk region	n/a	16-Sep-2024 - 30-Sep-2025	499,553.00
53.	CfP 6	CHARITABLE ORGANIZATION CHARITABLE FOUNDATION WORLD TO UKRAINIANS	Women Led, MHPSS	5	Zaporizhzhia	SOLETERRE FOUNDATION (women's rights, women led)	03-Oct-2024 - 30-Apr-2025	394,355.00
54.	CfP 6	Stichting War Child Alliance	Youth Focused	5	Kyivska, Zhytomyrska, Ivano-Frankivska, Rivneska, Lvivska and Zakarpatska oblasts	1.Center "Women's Perspectives" (Women's rights and Women led organization) 2.All Ukrainian Foundation for Children's Rights (AUFCR) (Youth focused and Women led organization)	07-Oct-2024 - 30-Sep-2025	500,000.00
55.	CfP 6	CHARITABLE ORGANIZATION CHARITABLE FUND HIAS UKRAINE	Women Led, protection/humanitarian	5	Ukraine	n/a	25-Nov-2024 - 15-Oct-2025	241,521.00
56.	CfP 7	Public Organization LITAY	Led by women IDPs	Institutional Funding	Kyiv	n/a	27-Dec-2024 - 31-Dec-2025	29,914.00
57.	CfP 7	THE FIRST VETERAN FEMALE SPACE REHUB, NGO	Women's Rights, Women Led	Institutional Funding	Lviv	n/a	28-Dec-2024 - 31-Dec-2025	28,420.00
58.	CfP 7	Studio of Public Women's Initiatives NGO	Women's Rights, Women Led	Institutional Funding	Myrhorod	n/a	26-Dec-2024 - 31-Dec-2025	30,000.00
59.	CfP 7	Ukrprostir, NGO	Women's Rights, Women Led	6	Zaporizhzhia Oblast	n/a	29-Dec-2024 - 31-Dec-2025	196,949.00
60.	CfP 7	PU Rural Women Business Network	Both Women-led and Women's Rights	6	Ukraine	1.Coop Academy (Women-led and Women's Rights)	30-Dec-2024 - 31-Dec-2025	240,112.00

	Funding CFP	Lead Organization Name	Type 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 Partner Agreements ⁴	Total Approved Budget (USD)
						2. NGO "N. Kobrynska Youth and Women's Center" (Women-led and Women's Rights)		
61.	CfP 7	ASSOCIATION SMARTA, NGO	Women's Rights, Women Led	6	Lviv and Lviv region	1. CSO "Center for International Development "Elpis" (Human rights Led by an IDP woman) CSO "Youth East" (Youth direction Led by a young IDP woman) 2. CSO "Equilibrium" (Psychosocial support Led by an IDP woman) 3. SO "Studio of Women's Public Initiatives" (Women's rights Led by an IDP woman) 4. CSO "Renaissance 2019" (Human rights, protection of vulnerable groups Led by a woman) 5. CSO "Women's League of Donechchyna" (Women's rights Led by an IDP woman) 6. CSO "Roma National Society 'Romaine' in the Donetsk region" (Rights of women of the Roma community Led by an IDP woman) 7. CSO "The Unity of Pryvillia Active Citizens" (Community development, educational development Led by an IDP woman)	27-Dec-2024 - 30-Jun-2026	231,073.00
62.	CfP 7	LIGHT OF HOPE, CO	Women's Rights, Women Led	6	Poltava Oblast (Poltava, Kremenchuk, Myrhorod, Lubny territorial community) and Kharkiv Oblast (Valky territorial community)	n/a	26-Dec-2024 - 31-Dec-2025	231,688.00

2. Beneficiaries and Reach (Consolidated)

- a) Complete the Excel spreadsheet called "WPHF Beneficiary Template 2024" for each project and submit with your report. Instructions for this working sheet are found in the template. The excel sheet tracks beneficiaries by each CSO.
- b) In the tables below, provide the consolidated number of direct beneficiaries reached for all projects during the reporting period and cumulative numbers.

Current Reporting Period (2024)					
Age Category	Women/Girls	Men/Boys	Other (LGBTQI+)	Total Direct	Indirect Beneficiaries
0-17 years	5127	3527		8654	
18-29 years	6417	605	38	7060	
30 years +	31250	1417		32667	
Total	42794	5549	38	48381	8347100

***ATTACH WPHF Excel Beneficiary Template.**

Cumulative					
Age Category	Women/Girls	Men/Boys	Other (LGBTQI+)	Total Direct	Indirect Beneficiaries
0-17 years	7533	5375		12908	
18-29 years	6417	605	38	7060	
18+ (Prior 2024)	39554	2800			
30 years +	31250	1417		32667	
Total	84754	10197	38	94989	11789482

3a. 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 has impacted women and operations at the country level.

Nearly three years since the start of the full-scale Russian invasion of Ukraine in February 2022, the humanitarian crisis continues, with varied and uneven gendered impacts. Since the start of the full-scale invasion the United Nations has verified the killing of 3,799 women and 289 girls, with the actual death toll likely being much higher⁵. There is an estimated 3.7 million internally displaced persons (IDP) in Ukraine, with 59 per cent of IDP-only households being women and girls (Est. 1,869,000 Female IDPs), and 4.23 million returnees, with 60 per cent of the returnee-only households being women and girls (Est. 1,743,000 Female returnees) as of December 2024^{6,7}. Nearly 15 million people (one-third of the population) were in need of humanitarian aid during as set out in the HNRP for 2024, of which 56 per cent were women and girls⁸.

As the war entered its third year, the women of Ukraine continue to confront various societal burdens and inequalities, including in their access to the economy. In 2023, women made up 72 per cent of the unemployed in the registered labor market^{9,10}. Before the war, the gender pay gap as confirmed by the Ukrainian government for 2021 was 18.6 per cent¹¹. According to estimates by the Quality-of-Life Problems of the National Academy of Sciences of Ukraine, in 2023, women were estimated to earn 41.4 per cent less than men¹². Gender based violence has also seen an increase since the full-scale war, with an increase in registered domestic violence cases by 36 per cent since 2023¹³. A positive trend that can be noted during the first quarter of 2024, is the establishment of businesses by women, where women set up 43,554 new businesses in Ukraine¹⁴, further illustrating how women have become the backbone of Ukraine's economy. In 2024, one out of every two businesses in the country were founded by a woman. In 2023 alone, Ukrainian women led the creation of over 10,000 new companies.

⁵ OHCHR. 2025. [Protection of Civilians in Armed Conflict — December 2024 | UN Human Rights Monitoring Mission in Ukraine](#), p.3.

⁶ IOM.2025. [Ukraine — Internal Displacement Report — General Population Survey Round 19 — \(January 2025\) | Displacement Tracking Matrix](#), pp.2-7.

⁷ IOM.2025. [Ukraine — Returns Report — General Population Survey Round 19 \(January 2025\)](#), pp.3-7.

⁸ OCHA.2023. [2024 Ukraine Humanitarian Needs and Response Plan](#), p.22.

⁹ UN Women. 2025. [Challenges of empowering women in the labour market and entrepreneurship in the context of full-scale war and gender - responsive recovery of Ukraine](#), p.14.

¹⁰ Note: "Due to the stopping of official labour force surveys, it is only possible to assess the problem of unemployment among women according to official data from the State Employment Service, which covers only registered unemployment, while the scale of total unemployment among women is much higher." [Challenges of empowering women in the labour market and entrepreneurship in the context of full-scale war and gender - responsive recovery of Ukraine](#), p.37.

¹¹ As a result of the full-scale invasion, the collection of new data after 2021 from the Ukrainian government is not available. The data included for 2021 is from the State Statistics Service of Ukraine.

¹² UN Women.2025. [Challenges of empowering women in the labour market and entrepreneurship in the context of full-scale war and gender - responsive recovery of Ukraine](#), p.15.

¹³ [В Україні за рік зросла кількість випадків домашнього насильства](#)

¹⁴ [59% нових фопів в Україні у 2024 році відкрили жінки — Опендатов](#)

Women have also increasingly taken up roles in the military. There are about 68,000 women enlisted in the armed forces, in combat and non-combat roles, of which about 5,000 are currently on the front lines of the war and 48,000 are servicewomen, according to Ukrainian military officials¹⁵. 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.

In 2024, 15 foreign governments, major international financial institutions, private companies and civil society organizations among which nine CSOs funded by WPHF joined the Alliance on Gender-Responsive and Inclusive Recovery (initiated as part of the Ukraine Facility National Action Plan 2024-2027), pledging better financing for gender equality. Moving forward, key risks include the potential further loss of human and financial capacities, increased insecurity, especially regarding access to energy, and Russia's evolving war strategies.

The context of the ongoing war in Ukraine has affected the implementation of both the programmatic and operational parts of the CO's work. The volatile security situation significantly impacted staff well-being, mental health, and the ability to sustain operations, particularly during periods of disrupted electricity. Delays in payment processing, inefficiencies in the Quantum system, and inaccurate payroll reporting posed considerable hurdles. High staff turnover (8 staff left during the year) further compounded the existing issues. The limited delegation of authority (DoA) at the CO level hindered timely decision-making and responsiveness.

To address security and well-being concerns, the CO continued to strengthen mental health and support services, maintained flexible working arrangements, and ensured operational continuity through investments in backup power systems (generators and power banks) and connectivity solutions (starlinks). Efforts were made to simplify and expedite operational procedures, including advocacy for improved reporting systems in Quantum and payroll. The CO engaged in dialogues with regional and headquarter's leadership to seek increased DoA, which would enable faster and more effective responses.

While fast-tracking mechanisms were implemented for programs, no equivalent processes were introduced for procurement. This lack of alignment created inefficiencies, as fast-tracking needs to be addressed as an integrated package clipping both program and all operations together. Advocacy for integrated fast-track mechanisms that encompass both programmatic and operational processes was requested from HQ, emphasizing the need for a cohesive approach to ensure efficiency.

Despite the war context, the CO delivered against its programme targets operating within the humanitarian – development – peace nexus (HDP). The CO developed its new Strategic Note 2025-2029 which is fully aligned with the United Nations Sustainable Development Cooperation Framework for Ukraine (2025-2029). UN Women was able to respond quickly and effectively to emerging humanitarian needs mostly due to Women, Peace and Humanitarian Fund as a flexible funding mechanism for women's CSOs.

Opportunities to secure multi-year funding from donors were few in 2024, but the office further developed its strategic efforts to adapt and innovate in partnership and resource mobilization, with the focus on strong results, transparent reporting, and strategic donor engagement. Ukraine CO remains committed to raising additional direct funding to the Strategic Note because of the flexibility that it provides.

3b. Coordination in Humanitarian/WPS

Describe if your office has participated in any humanitarian/GBV in emergencies UN cluster meetings (CERF, UNFPA, IOM, UNHCR), or peace and security (PBF, UNDP, UNICEF) coordination meetings/efforts at the national level during the reporting period? What were the outcomes of these meetings, and have WPHF partners been invited to brief?

In 2024, UN Women continued to support the humanitarian coordination structure in Ukraine through Gender in Humanitarian Action Working Group (GiHA WG) co-chaired by UN Women, CARE International and WPHF funded NGO Girls, enhancing the UN agencies', government institutions', and civil society organisations' (CSO) coordination and collaboration on gender equality issues in humanitarian action in Ukraine. Significant number of WPHF partners in Ukraine actively contributed to the results described below. UN Women continued to serve as a secretariat of the GiHA WG, an impactful

¹⁵ [There are 68,000 women enlisted in the Armed Forces of Ukraine: Liudmyla Darahan highlights the Ministry of Defence's accomplishment in instituting systemic changes in gender policy | Міноборони](#)

coordination mechanism to mainstreaming gender equality in humanitarian response in Ukraine. A monthly average of 70 organisations benefited from the research, tools, and programme and planning documents shared by 40 organisations through this platform, which is available to women rights organisations (WROs), Roma organisations, LGBTIQ organisations, and organisations working with people with disabilities. Within the reporting period, UN Women increased its efforts to support the localization of humanitarian response and recovery efforts and ensure coordination for the mainstreaming of gender equality. Within this scope, UN Women facilitated the establishment of two local GiHA WG in Poltava (central Ukraine) and Zaporizhzhia oblasts (eastern Ukraine) to amplify women's leadership in humanitarian response. 4 CSOs (WPHF partners) joined these groups in Poltava and Zaporizhzhia oblasts

To ensure the coordinated humanitarian response in Ukraine, UN Women provided technical support to major plans and assessments including the 2024 Rapid Gender Analysis (RGA), the 2024 Multi-Sector Needs Assessment (MSNA), the 2024 MSNA Gender, Age, and Disability Brief, the 2025 Humanitarian Needs and Response Plan (HNRP), the 2024-2025 Ukraine Winter Response Plan (UWRP). Moreover, UN Women updated 10 gender tips sheets, which serve as guidance documents to mainstream gender equality in clusters/AoRs, with most updated data in 2024 and distributed with gender focal points, GiHA WG members, cluster/AoR leads. Furthermore, UN Women developed two new gender tip sheets for CCCM cluster and Cash Working Group.

UN Women also informed the humanitarian coordination mechanisms including HCT, UNCT, and ICCG on humanitarian and winterization needs of vulnerable groups including women, older persons and people with disabilities, and LGBTIQ communities by conducting consultation meetings. Through GiHA WG, UN Women conducted consultation meetings with 48 women rights organisations, including WPHF partner CSOs, in Donetsk, Kharkiv, and Sumy Oblasts in July 2024 to inform area-based preparedness through WROs, thereby shaping the preparedness/winterization plans developed by OCHA. The outcome documents of the consultation meetings were shared with the ICCG and the findings were integrated into 2024-2025 Ukraine Winter Response Plans.

In 2024, UN Women also contributed to the establishment of a Women's Rights Organisations Funding Task Force within the scope of GiHA WG to pool members' evidence and expertise and to improve funding and capacity support for WROs in Ukraine. Based on the task force conducted the WROs' capacity development needs survey results, NGO Bureau of Gender Strategies and Budgeting, a task force member, conducted eight online webinars in November for WROs on topics identified as priorities in the preliminary capacity assessment.

Furthermore, UN Women continued to facilitate consultative dialogues between WROs and the UNCT to ensure that the voices and agency of women from various categories, especially from vulnerable and marginalized, are strengthened in the development and implementation of national policies and programming, humanitarian response and recovery strategies. For example, in July 2024, in partnership with UNHCR and UNFPA, an interactive dialogue with LGBTQIA+ community was organized. The Outcome Document prepared by LGBTQIA+ organisations, including WPHF partners, have been shared with UNCT members to inform further programming intervention in the country.

In addition, following the recommendations provided to the UNCT by 18 Roma women's CSOs (among which Romani Zbora, Blaho, and Voice of Romni funded by WPHF) in July 2023 at the Roma Roundtable in Kyiv, UN Women together with UNHCR facilitated a joint UN mission to Zakarpattia in February 2024 to meet with Roma communities, Roma women and girls, Roma internally displaced people in order to have a better understanding of the multi-sectoral needs of Roma women and girls, and to strengthen the inter-agency coordination among UN entities to better respond to the identified needs and high protection risks faced by Roma women and girls. As a result of the mission, the recommendation to UNCT was prepared to establish a task force at the national level in Kyiv to develop a plan to support the Roma community in line with the UNCT's priorities for 2024, map out gaps and opportunities for short-term deliverables and work on integrating actions to support the Roma community through UNCT and through the EU Integration and systems support to the Government of Ukraine in the long-term.

UN Women is part of the Gender-Based Violence Area of Responsibility (AoR) and its Strategic Advisory Group in Ukraine. GBV AoR ensures coordination of multiple stakeholders with the focus on civil society organizations in all regions of Ukraine on prevention and response to GBV including CRSV, it develops guidelines on GBV in emergencies, conducts trainings and information sessions, collects data from GBV actors, runs a dashboard of GBV services, develops and updates referral pathways and region-specific referrals maps. WPHF partners working on GBV and general protection of women and girls have joined the GBV AoR at the national level and its respective sub-national working groups and thematic areas benefitting from effective coordination, becoming part of referrals system, contributing to regular information sharing between the GBV AoR partners and updates of the referrals pathways as well as getting some capacity development and learning opportunities from the GBV AoR.

UN Women and its civil society partners, including WPHF ones, are an integral part of the Protection from Sexual Exploitation and Abuse (PSEA) coordination structure in Ukraine responsible for for technical-level coordination and oversight of PSEA activities in the country. The PSEA Network covers the whole of Ukraine, but sub-national structures were created in line with the decentralization approach of the cluster system to support the operationalization of activities based on their specific risks and needs, access barriers and existing resources. The PSEA Network is supported by a Technical Working Group consisting of PSEA/safeguarding experts. WPHF partners have joined the PSEA Network and benefit from its learning and capacity development opportunities and regularly take part in the coordination activities and PSEA referrals.

The core focus of UN Women Ukraine Women, Peace and Security (WPS) programme in 2024 lied on localization of NAP 1325. This included support for especially local women CSOs to implement, monitor and advance Local Action Plans 1325 with a strong support to community and grass-root women WROs through providing them opportunities to localize, contextualize and implement WPS commitments in close cooperation with local authorities, especially in front line communities and in hromadas that hosted a high number of IDPs and vulnerable groups.

4a. Overall Results (Impact and Outcomes) Achieved

Country Level Impact and Results:

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. DO NOT INCLUDE REACH NUMBERS.

In 2024, more than 42,700 women and girls received support through 51 CSOs (55 projects) operating across the country in all regions, under the umbrella of the Women, Peace and Humanitarian Fund. In total, \$10.7 million was allocated to women's CSOs (\$6.8 mil disbursed via grants by December 2024), making WPHF the largest feminist fund for gender-responsive and inclusive humanitarian assistance and recovery in Ukraine. Through this funding, war-affected women and girls accessed lifesaving essential assistance, such as food and non-food items, evacuation services from front line communities, emergency livelihoods (vouchers), and mental health and psychosocial support (MHPSS), information and other protection-related services. WPHF has strengthened and embedded women's voices and gender equality into the key humanitarian response documents and frameworks of Ukraine, by supporting women and WROs/WLOs capacities to exercise their voice, agency and leadership in a changing humanitarian response and recovery context, at the regional and local levels.

Under **Humanitarian & Crisis Response (Outcome Area 3)**, **13,511** war-affected women and girls received food, hygiene kits, medication, legal aid, information on humanitarian assistance and emergency protection referral pathway, increased their leadership and participation in decision-making in humanitarian planning and response (Impact Indicator 3.1; 3.2), ensuring their voices shaped crisis interventions.

Under **Protection of Women & Girls (Outcome Area 5)**, **15,256** Women and girls at high risk and survivors of GBV are provided with lifesaving essential assistance, emergency livelihood support, and other protection-related services, including legal aid, psychosocial support, and safe shelter, enhancing their safety and well-being through re-enforced protection mechanisms (Impact Indicator 5.1; 5.3).

In **Peacebuilding & Recovery (Impact Area 6)**, more than **14,027** women were economically empowered, through livelihood recovery support, skills development, business support, and access to employment. Significant number of women and girls strengthening their leadership and advocacy skills demonstrating that women's rights organizations and CSOs across Ukraine can meaningfully contribute to gender-responsive humanitarian and recovery (Impact Indicator 6.1, 6.2, 6.3).

CSO Impact and Results:

a) Report on the results achieved¹⁶ or progress towards¹⁷ results for EACH OUTCOME area and associated indicators for EACH project by WPHF impact area in the country. Also, use any relevant impact and outcome indicators from the CSO results framework (programmatic funding) 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.

b) 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) For any Global L-HUB grants, please report this in Section 8.

*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: Summary of Results** for a summary of all results, ensuring they align with what is reported in the narrative section.*

¹⁶ 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.

¹⁷ 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

Outcome Area 1F: Institutional Funding

Within the reporting period, five women's rights and women-led organizations strengthened their institutional capacity, sustainability, and resilience, enabling them to continue their operations in war and humanitarian crisis context. This organizational support became vital to the CSOs in maintaining their work (*linked to WPHF Indicator 1.1*) and retaining 31 staff members (*linked to WPHF Indicator 1.2*). Additionally, 116 individuals developed leadership, crisis management, and resource mobilization skills due to 17 training sessions facilitated by the CSOs. Three organizations revised their strategies, risk management and fundraising plans (*linked to WPHF Indicator 1.3*) adapting their modus operandi to the rapidly changing environment (*linked to WPHF Indicator 1.4*). This support enabled women-led organizations to better navigate in crises settings and continue delivering their services and support to the war affected population.

Outcome Area 3: Humanitarian & Crisis Response

Under this outcome area, 13,511 women benefited from direct humanitarian support such as food kits and vouchers, hygiene and household chemical kits, pharmaceutical vouchers and medication, household items, assistive devices, and winterization support. In addition, 1,580 women strengthened their leadership skills and around 675 of them managed to join humanitarian planning and coordination structures at the regional and local levels (*linked to Impact Indicator 3.1*). A significant number of women—2,912—received psychological support, vital for addressing mental health issues and recovery from psychological trauma. Furthermore, 660 women who experienced GBV were supported with social case management services. A total of 1,178 women and girls were evacuated from front-line areas to safer places in Ukraine and 72 received patronage transportation. Additionally, over 6 million women and girls, men, and boys gained knowledge of their rights and crisis response services through community-based initiatives and awareness campaigns. Evidence-based humanitarian planning was strengthened through six CSO-led gender assessments, involving 731 women and marginalized groups, and resulting in robust evidence on in decision-making (*linked to WPHF Indicator 3.2*). UN Women with WPHF financial support contributed to this result by partnering with 12 local women's organizations, providing resources for humanitarian assistance, capacity development, and advocacy interventions. Two WROs (NGOs "Girls" and "Ukrainian Foundation for Public Health") joined the UN Humanitarian Country Team to advocate for integration of women's needs in HCT decisions and actions thus encouraging the UN system to more integrally meet the needs of women and girls, especially those facing multi forms of discrimination, in their humanitarian response.

Outcome Area 5: Protection of Women & Girls

The most affected and at-risk women and girls participated and benefited from localized and survivor-centered protection and psychological support services delivered by women's rights CSOs and their local partners. In 2024, the projects under this outcome area reached 15,256 women and girls. Specifically, 7,967 women and girls, including 138 SGBV survivors, received mental health, legal, and psychosocial support through the network of support spaces (centers) and on-line platforms, improving their safety and well-being. 4,322 women and girls gained access to humanitarian items, professional training, and protection services, enhancing their resilience. Among them 930 women received food and hygiene kits, and 1,573 women and girls were provided with self-protection skills to protect themselves from violence and harassment (*linked to WPHF Indicator 5.1*). Furthermore, over 2.1 million individuals, including community members and local authorities, increased their awareness on GBV prevention. Among them, 4585 people accessed information about GBV services, thereby enhancing their understanding and ability to seek assistance. These results were achieved through campaigns and trainings led by 104 local women's and civil society organizations with WPHF partners (*linked to WPHF Indicator 5.3*). UN Women with WPHF financial support contributed to this result by partnering with 13 local CSOs, local authorities and institutions, providing resources for service delivery, capacity development, and advocacy to enhance protection of women in Ukraine's war context.

Outcome Area 6: Peacebuilding and Recovery

Within the reporting period, a total of 14,027 women affected by the war benefited from livelihood and economic opportunities, obtained required assets and skills and joined community cohesion initiatives. Through coaching on mental health, vocational and career development training, 2,788 women, including Roma women, displaced women, rural entrepreneurs, and mothers of children with disabilities accessed employment (449 women were successfully employed by state and private enterprises among which 329 gained a minimum income 8,000 UAH, 28 women opening their small businesses, and 245 women received technical equipment and assets to expand their businesses) and networking opportunities. The small business grant projects, implemented by the partner CSOs, equipped 273 women with skills and resources for entrepreneurial endeavors. (*linked to WPHF Indicator 6.2*). Additionally, 3,750 women enhanced their leadership skills, with 826 actively participating in decision-making processes at the regional and local levels, such as dialogues, round tables, advocacy campaigns, and community recovery initiatives (*linked to WPHF Indicator 6.3*).

4b. New Resource Mobilization and Sustainability

a) New Resource mobilization of CSO partners: For CSOs where new resources/funding has been mobilized (as indicated in the Beneficiary Excel File), share 1-2 examples of CSOs who have mobilized new funding during the reporting period, describing how much they accessed, from where and how their grant with WPHF/Country office has contributed to securing more funding, if relevant.

b) Sustainability: Share a couple of examples and strategies used by CSOs to ensure the sustainability of their project's impact

a) New Resource mobilization of CSO partners

In 2024, two partner CSOs received additional funds through UN Women Ukraine's Emergency Humanitarian Action response (Government of Austria for both NGOs, and additionally Japan National Committee, FEM-US National Committee, UN Women Spanish National Committee, Government of Sweden, Finland National Committee for Volunteer-68), allowing them to expand interventions beyond their original projects. This additional funding was allocated by the CO in response to the deterioration of security and humanitarian situation in Sumy and Kharkiv oblasts and growing needs of women and girls.

Public Organization Center for Humanitarian Aid "Volunteer-68", which was initially granted USD 250,000 under the CfP5, received additional USD 161,204.28 through two amendments, increasing the total project budget by 40.1%. This funding was used to deliver critical support to vulnerable groups in war effected Kharkiv and Sumy Oblasts, including psychosocial and physical well-being. This included installing ramps in IDP accommodation centers and Kharkiv Railway Station (target reached at 100%). In addition, the following items were delivered: 40 commode chairs, (50% of the target reached under mobility aid distribution), 20 walkers (50% of the target), and 20 canes (100% of the target). In Kharkiv oblast, the project supported the evacuation and transportation of 102 individuals from front lines communities where Russian forces were advancing reaching 113% and 103% of the target respectively. In addition to WPHF and UN Women financial support, in 2024 CSO "Volunteer-68" successfully mobilized nearly USD 240,000 through strategic engagement with both international and national donors. Key contributors included HelpAge International, GIZ, ICO "Eastern Europe Fund," ICF "Ukrainian Women's Fund," and East SOS, among others. This funding has been instrumental in advancing the organization's mission and expanding its impact.

NGO Girls, initially funded with USD 378,210, received additional USD 121,789.94 to expand their humanitarian response in Sumy region, representing a 32.2% budget increase. The program's operational framework focuses on targeted assistance to vulnerable populations, with a planned distribution of 680 winterization and hygiene kits across 12 collective centers and rural areas in Sumy oblast. By the end of December 2024, the first 150 kits have been delivered to three IDP settlements in Hlukhiv and Hrun communities, though not yet distributed to the beneficiaries. In 2024, alongside funding from WPHF and UN Women, NGO Girls successfully mobilized over \$5.4 million in financial resources. Of this, more than \$5.1 million was secured from international donors, INGOs, and corporate partners, including UHF, CARE, Help, Caritas, World Vision, People in Need, UNICEF, Terre des Hommes, and Procter & Gamble. Additionally, nearly \$250,000 was raised through Ukrainian donors, in-kind contributions, and public fundraising initiatives, demonstrating strong local engagement and support.

Both CSOs demonstrated resilience and adaptability by leveraging WPHF support to secure additional funding, thereby expanding their outreach and impact in the war-affected regions. These results also show the increased institutional capacity of the WPHF partners enabling them to respond to the evolving humanitarian needs while sustaining their recovery and development goals.

b) Sustainability

1. Rural Women Business Network (RWBK)

The project's results ensured a sustainable positive impact on targeted beneficiaries and stakeholders by laying a strong foundation for long-term growth, collaboration, and advocacy efforts. The following approaches were used to contribute to sustainability of the project's interventions:

- Generating data and evidence for advocacy and targeted support. The national survey "Socio-economic rights and opportunities for local, internally displaced, and returned rural women and girls" provided valuable data for in-depth analysis of the rural women's needs and informing the evidence-based advocacy. The findings and recommendations of the survey provide rural women with the evidence to advocate for their needs and priorities to inform national legislative and policy processes. Future steps include regular updates of the survey to track the progress and adapt the advocacy strategies.
- Small grant support. 18 women entrepreneurs improved economic diversification and created new opportunities, including ceramic making, cheese production, lavender goods, green tourism, and more through implemented initiatives. The grant support allowed recipients to scale their businesses and achieve outcomes such as increased income and jobs creation. 4 supported CSOs were able to implement their socio-impactful initiatives, including creating green tourism programs, establishing an authentic recipe bakery, developing spatial management systems for agriculture, and enhancing social health services.

- Creating and nurturing collaboration and networking. The networking activities facilitated by the project have strengthened rural women's networking, fostered collaboration, experience sharing and contributed to self-confidence. The project supported 3 spaces and dialogue opportunities (Study tour, Winter Business School, and Forum of the Rural Women Business Network) for 144 rural women and women farmers. In addition, more than 120 women strengthened their knowledge and practical skills on a variety of topics such as the English language, accounting, online marketing, food safety, agricultural products' certification, and land legislation through learning, coaching and mentorship support. This network remains active beyond the project's duration, enabling beneficiaries to sustain and scale their initiatives.

The project's sustainable impact is rooted in the RWBN's theory of change, which focuses on building leadership, increasing knowledge and skills, advocating for policy change, and promoting security and inclusion for rural women into decision and policy making. Through these interconnected pillars, RWBN addresses both immediate and long-term challenges, ensuring that the project's results continue to empower rural women and advance gender equality in Ukraine.

2. League of the Strong (LoS)

To ensure sustainability of the project's results and women's participation after the project end, the CSO invested significant efforts into capacity development and advocacy with the local authorities to ensure that women with disabilities, especially the displaced ones, are engaged into community planning and decision making through inclusive and sustainable mechanisms. As the result, one working group was established in the Bucha community. In 2024, 6 women joined this mechanism and are now able to discuss their needs and challenges with the local authorities and community leaders and advocate for their inclusion in local planning and budgeting. The importance of such dialogues and collaboration between local women from vulnerable categories and authorities is particularly important in the context of the full-scale war, to ensure that everyone's needs and priorities are effectively considered and addressed through local action in a sustainable manner.

In addition, as a part of the advocacy campaigns implemented by 19 CSOs with the support of "League of the Strong", women with disabilities advocated with the Ministry of Social Policy and the Ministry of Health for inclusion of their recommendations to the new policy documents. This contributed to introduction of essential medications in the National Registry (<https://zakon.rada.gov.ua/laws/show/z0870-24#Text>) and the development of a National Response Plan of Alzheimer's Disease and Other Dementia. The project provided solid inputs to capacity building and advocacy skills of women with disabilities and supported their dialogue with the government to advocate for inclusion of their need into national policies. "Barrier-Free Bucha" campaign implemented by NGO "Active Rehabilitation Group" (sub-granted from "League of the Strong") through advocacy meetings with local authorities, including the deputy mayor and the departments of social policy and architecture. The organization successfully achieved the inclusion of housing accessibility measures in the City Development Strategy for 2024-2027. Order No. 124 of 03.09.2024 <https://drive.google.com/file/d/1L3Vod6UheaxLR0GpDPwUM-YgyPI7F45b/view> officially approved the creation of a working group to develop the "Barrier-Free Bucha" program, which included the head of the NGO. This group will oversee the implementation of universal design and State Building Regulations to ensure the adaptation of housing for people with disabilities. The Center "Ray of Hope" (also sub-granted from "League of the Strong") has successfully completed an advocacy campaign that has achieved important results for the creation of a barrier-free space in the Hnivanska city territorial community. On October 7, 2024, the session decision No. 1364 was adopted <https://gnivan-miskrada.gov.ua/docs/1793475/> which approved a new version of the Program for Creating Barrier-Free Space for 2024-2026.

"League of the Strong" supported 20 CSOs with updating and developing their Strategic Plans which improved their operations and helped to adjust their work to the needs and demands of their beneficiaries (<https://drive.google.com/drive/folders/1rzTS7GYEuelWBugXkHa6OFCEb7dOrQDI>). The advocacy and awareness raising campaigns addressed such critical issues as mental health services, accessibility, and the rights of injured civilians.

4c. 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.*

Outcome area IF: Institutional Funding

4c. Outputs and Activities Completed

Output¹⁸ IF.1: Women's rights and women-led organizations strengthened capacity to effectively operate in war and humanitarian crisis context

By the end of reporting period, five women's rights and women-led CSOs affected by the war in Ukraine have strengthened organizational capacity to effectively operate in war and humanitarian crisis contexts through institutional funding, strategic development, and capacity-building initiatives:

- Five CSOs sustained operations for an average of 8 months (with a 3-month deviation) through institutional funding, retaining 31 staff members, two CSOs adopted six adaptive strategies and tools, including remote workstations, an organizational website, and financial management software, ensuring operational continuity and adaptability.
- Six key strategic documents, including risk management plans, organizational strategies, communication strategies, and fundraising frameworks, were developed and operationalized by the CSOs. At least 116 individuals (94 women, 22 men) enhanced leadership, crisis management, communications and resource mobilization skills through 17 training sessions facilitated by partner CSOs.

Outcome area 3: Humanitarian & Crisis Response

Output 3.1: Increased inclusion of differentiated needs of women and girls in humanitarian response through robust data and evidence

By the end of the reporting period, a total of 851 individuals (including 829 women, 22 men) and six CSOs affected by the war in Ukraine benefited from increased inclusion of the differentiated needs of women and girls in humanitarian response evidenced by the data and evidence from targeted research, needs assessments, and participatory planning, all conducted in line with international and national standards. These efforts were supported by a network of CSOs working in various oblasts of Ukraine:

- Six CSOs conducted gender-responsive research and needs assessments, generating critical data and evidence to identify barriers for women and girls with disabilities in accessing legal aid (presented at the Gender in Humanitarian Action Working Group Meeting and a closed UNDP session) and a sociological study on barriers preventing women with disabilities from assuming leadership roles, directly informing evidence-based humanitarian planning.
- 731 individuals (709 women, 22 men) were actively engaged in humanitarian planning through focus groups and home surveys conducted by NGOs "Volunteer-68" and "Kharkiv Volunteer Center" in Kharkiv oblast. Additionally, 120 women in 5 communities in Kharkiv oblast contributed to individual needs assessments of people with disability, providing data on urgent priorities and gender inclusivity in humanitarian aid distribution.

Output 3.2: Women CSOs, and active female individuals, including marginalized groups, developed leadership and advocacy skills for humanitarian response and community engagement.

By the end of reporting period, a total of 1,391 women and girls affected by the war in Ukraine, including those from women CSOs, and marginalized groups, have been provided with opportunities to enhance leadership and advocacy skills through comprehensive training, mentorship, and networking initiatives. These results were supported by 8 CSOs, and their partnership with community initiative groups across multiple oblasts. Some of the results include the following:

- 115 women and girls with disabilities (69 women, 31 girls) developed leadership and advocacy skills through four targeted training programs, two online initiatives, and two offline events, with 100 participating in soft-skills training and five women-led groups implementing public initiatives. Additional 561 representatives from 26 women-led CSOs enhanced knowledge in gender-responsive humanitarian aid delivery through 12 online sessions, 250 consultations, 42 leadership events, and 25 networking activities.
- 181 young volunteers (130 women, 51 men) strengthened leadership, crisis coordination, and community engagement skills through two humanitarian response training programs, expert-led sessions, and networking, with 45 completing specialized training in humanitarian coordination and 116 focusing on tactical medicine and media literacy.
- 723 marginalized women and activists, including Roma women, IDP women, and women living with HIV, gained skills in leadership, legal advocacy, and crisis response through 10 webinars, peer-learning, and mentorship, with 518 volunteers (368 women, 25 girls, 100 men, 25 boys) completing training in first aid and humanitarian

¹⁸ Due to consolidation the results of 55 projects, the **outputs** in this section are aggregated and are named in accordance with the content and characteristics of the CSOs' activities, as well as the nature of the results obtained.

4c. Outputs and Activities Completed

coordination, and 34 contributing to the National Strategic Plan 2025-2027 of the network of CSOs led by CO «Positive women».

Output 3.3: Expanded access of women and girls, including vulnerable groups, to immediate humanitarian assistance and related emergency support services.

By the end of reporting period, a total of 13,408 women and girls affected by the war in Ukraine, including those with disabilities, IDPs, GBV survivors, and other vulnerable groups, have been provided with expanded comprehensive emergency support through legal aid, psychological and social services, and humanitarian assistance in line with international and national standards. These efforts were supported by 8 CSOs across multiple oblasts. 660 women, including women with disabilities, IDPs, and GBV survivors, received legal assistance and case management services, with 211 women with disabilities accessing 241 legal consultations, 271 benefiting from individual case management, while 79 internally displaced women and GBV survivors obtained 110 legal consultations.

- 1,931 women and girls accessed psychological and social support, with 559 individuals (407 women) receiving screening counseling and referrals, 291 (182 women) benefiting from psychological services, 189 women receiving 439 individual consultations and 47 group therapy sessions, 100 participating in a three-day retreat, and 66 IDP women and children engaging in 12 social adaptation events, plus 48 women and 52 children participating in 249 safe-space based services.
- 1,748 individuals (1,120 women, 130 girls, 370 men, and 118 boys) benefited from evacuation and transportation services to safer areas of Ukraine, among them 1,474 were safely evacuated¹⁹, and 274 received patronage transportation²⁰.
- 3,965 unique individuals (including 3557 women and girls) received comprehensive humanitarian support tailored to their specific needs. Among them, non-unique: 1) 2,985 individuals (including 412 women living with HIV, 638 Roma women) accessed food kits and food vouchers. 2) 1347 individuals (1282 women) received humanitarian aid packages containing hygiene kits and household chemical kits. 3) 420 individuals (417 women) were provided with pharmaceutical vouchers and medication. 4) 244 vulnerable women were supported with emergency humanitarian kits which included furniture, dishes, bed linen sets, kitchen utensils and appliances, gadgets, and other household items. Among them 44 IDP Roma women were assisted with winterization support (firewood for heating) and 75 women managing foster families. 5) 565 women (220 with disabilities) obtained assistive devices such as toilet chairs, walkers, and canes.

Output 3.4: Increased Public Awareness and Visibility of Women's Leadership in Humanitarian Response.

Through partnership with six CSOs, over 6 million individuals increased their awareness on women's leadership in humanitarian response through targeted media campaigns, artistic initiatives, and advocacy efforts. Some of the results include the following:

- 6 million individuals were reached through 23 videos, 33 social media publications (FB, Instagram, TikTok, web-sites), and 5 on-line articles amplifying visibility of women with disabilities and raising awareness on gender equality and women's contributions to humanitarian response.
- 54 women artists and volunteers amplified their voices to promote their activism, volunteering, and leadership in the community in the wartime through video clips, podcasts, reels and interviews promoting women's leadership and volunteer movement.

Outcome area 5: Protection of Women & Girls

Output 5.1: Women and girls affected by the war in Ukraine including SGBV survivors have improved access to mental health, legal, and psychosocial support services

By the end of reporting period, a total of 7,967 women and girls affected by the war in Ukraine, including survivors of sexual and gender-based violence (SGBV) and those at risk, have been provided with enhanced access to mental health, legal, and psychosocial support services through 13 centers (spaces) and 4 on-line platforms and mechanisms in partnership with 12 WROs funded by WPHF.

Some of the results include the following:

¹⁹ **Evacuation** is the organized and rapid removal of people from a dangerous or potentially hazardous area to a safer location. It is typically carried out in response to emergencies.

²⁰ **Patronage transportation** refers to specialized transport services provided to individuals who require assistance due to age, disability, illness, or other vulnerabilities and used for medical visits, social services, or humanitarian support.

4c. Outputs and Activities Completed

- 3,199 individuals (2,912 women and girls) accessed psychosocial and mental health support through individual and group counseling, psychoeducational sessions,
- 444 women and girls received legal consultations and assistance related to gender-based violence, family law, and protection services.
- 4,879 individuals (4,863 women and girls) received social assistance, including emergency aid, counseling, and referrals to specialized services.
- 142 SGBV survivors (138 women and girls) accessed specialized health, legal, and childcare-related services including mental health and tailored psychosocial support.

These services were delivered through a number of physical spaces and digital platforms, including four Safe Houses, four SGBV Counteraction Centers, one Extracurricular Centre, two Women's Support Centers, one Safe Space for IDPs, one Center for temporary stay, and remote tools such as the [SafeWomenHUB platform](#), women's and information support hotlines, and the "[Female Power](#)" mobile application.

Output 5.2: Women and girls at high risk and survivors of GBV are provided with lifesaving essential assistance, especially emergency livelihood support, and other protection-related services.

With support from Women Peace and Humanitarian Fund (WPHF), 4,322 women and girls across Ukraine in 2024 accessed lifesaving essential assistance, especially emergency livelihood support, and other protection-related services. Some of the results include the following:

- 997 individuals (930 women) received immediate humanitarian items such as food and hygiene kits, with 14 women in difficult life circumstances received emergency livelihoods assistance (vouchers) to cover their urgent needs.
- 609 women received professional training through vocational courses, mentorship, and qualification programs, including skills in massage therapy, nail styling, and real estate law, contributing to their career prospects and providing opportunities for further job search.
- 1,143 individuals (1,107 women and girls) enhanced their life skills and psychological resilience through leadership training, Psychological First Aid (PFA) training. Out of them 634 women participated in 100 self-help and psychotherapy groups and received emotional support and guidance on coping with life challenges.
- 1,573 women and girls were provided with self-protection skills through 396 self-defense classes, equipping them with essential physical safety techniques and strategies to protect themselves from violence and harassment.

Output 5.3: Women right CSOs and state service providers have increased capacity to effectively prevent and respond to gender-based violence through strengthened professional expertise and awareness on coordinated community-based protection mechanisms

By the end of reporting period, a total of 1,000 representatives from women's rights civil society organizations (CSOs) and state service providers have been provided with enhanced capacity to prevent and respond to gender-based violence (GBV) through specialized training, institutional support, and community-based initiatives. These efforts were supported by 7 partners CSOs across multiple oblasts. Some of the results include the following:

- 328 women from 25 women's right CSOs strengthened their capacity in SGBV prevention and response, raised their awareness on PSEA, skills to design and implement community-based initiatives on SGBV prevention and response and referral mechanisms.
- 303 professional psychologists (279 women) from 32 civil society organizations enhanced their expertise on SGBV response, perpetrator program implementation, survivor support, and violence prevention. 280 (256 women) participated in educational sessions focused on combating violence and 23 women from 11 CSO completed specialized training of trainers on perpetrator intervention models. These efforts created the pool of trainers on 303 individuals.
- 5 CSOs were supported through subgrants, resulting in six community-based projects on raising awareness on gender-based violence and expanding access to psychological support services at community level. 1,206 service providers, government officials, and first responders²¹ (1,131 women) improved their ability to prevent and respond to GBV through specialized survivors' oriented training programs.
- 20 government representatives from the Donetsk Regional State Administration are now aware and possess necessary skills on integrating GBV perspectives in regional plans and strategies. This 5-day training program was

²¹ **Frontline responders** are individuals or professionals who are the first to respond to emergencies, crises, or disasters, providing immediate assistance and critical services to affected populations. They include medical personnel, emergency workers, humanitarian aid workers, law enforcement, social workers, and volunteers who operate in high-risk or crisis-affected areas to ensure safety, relief, and support.

4c. Outputs and Activities Completed

delivered by NGO "Slavic Heart" as part of their comprehensive project on provision of services to women GBV survivors and at risk.

- 104 local women's organizations, CSOs, and social movements increased capacity to effectively prevent and respond to gender-based violence and 20 from them coordinated efforts to advocate for and implement interventions to protect women's and girls' rights and end SGBV in conflict settings.

Output 5.4 Increased understanding and awareness of communities and local authorities on GBV prevention and response

By the end of reporting period, a total of over 2.1 million individuals enhanced their understanding and awareness on gender-based violence (GBV) prevention and response through multi-platform campaigns and community outreach initiatives. These efforts were supported by 12 CSO across multiple oblasts. Some of the results include the following:

- 4,756 individuals (2693 women) increased their knowledge through participation in 234 awareness-raising initiatives focused on women's rights, GBV prevention, legal awareness and available protection mechanisms.
- 325 representatives of local and regional authorities (267 women) increased their knowledge and understanding of institutional accountability and existing public monitoring mechanisms for GBV prevention and response. This was achieved through 89 awareness raising activities organized by WPHF CSO partners for the authorities. 1 advocacy meeting was held with international stakeholders by the human rights NGO "Zmina" to highlight the situation of women human rights defenders in Ukraine.
- Over 2.1 million people were reached through multi-platform awareness campaigns aimed at increasing knowledge on GBV prevention and available protection services. This includes 1.64 million social media views on GBV awareness videos, 245,000 individuals were exposed to domestic violence awareness posters in Kyiv's underground stations, and 10,000 women and girls accessed information via the SafeWomenHUB platform. Art installation at King Cross Leopold shopping mall in Lviv by the NGO "Zaporuka" reached 10,000 people. 172 media publications on GBV and available services were disseminated through various social media channels. More details can be found under section 6a "Knowledge products and Communications/Visibility"
- More than 10,700 printed informational materials, including leaflets, posters, and brochures, were distributed in partner communities in Donetsk, Odessa and Zhytomyr oblasts (10,000 informational leaflets disseminated across 18 communities in Donetsk Oblast, 100 promotional information posters placed in 10 taxis in Zhytomyr and Zhytomyr region, and 560 informational brochures distributed among Roma IDPs).

Outcome area 6: Peacebuilding and Recovery

Output 6.1: Women, including vulnerable groups, benefit from expanded economic opportunities through improved entrepreneurial, vocational, professional skills, and improved access to employment

By the end of reporting period, a total of 2,788 women, including Roma women, displaced women, rural entrepreneurs, and mothers of children with disabilities enhanced their economic opportunities and resilience by engaging in comprehensive training, mentorship, networking events, small business start-up support and access to employment. These efforts were supported through four partners CSOs across multiple oblasts in Ukraine. Some of the results include the following:

- 2,796 women accessed various training programs, 474 of them (among them 32 Roma women, 212 displaced women) gained business development knowledge and entrepreneurial skills, 19 women were trained in social enterprise development, 1,891 women acquired new vocational and professional skills including digital literacy and SMM. Additionally, 557 women benefited from coaching and mentoring initiatives which strengthened their self-confidence and ability to navigate on the labor market. As the result of these efforts,
- 449 women gained access to the labor market and were successfully employed by state and private enterprises.
- 28 women from vulnerable categories - 10 Roma women, 18 rural women entrepreneurs - improved their economic resilience and well-being by expanding and opening their small businesses thanks to the training and business grants provided through WPHF. In addition, 245 displaced women received technical equipment and assets which provided them an opportunity to expand their businesses and increase their income.

Output 6.2: Empowerment and enhanced participation of women in decision-making, advocacy, policy-making and community recovery

By the end of reporting period, a total of 3,750 women were empowered and enhanced participation in advocacy, governance, and community recovery through comprehensive training, legal support, institutional engagement, and community-building initiatives. These efforts were supported by 6 CSO across multiple oblasts. Some of the results include the following:

4c. Outputs and Activities Completed

- 901 individuals (881 women) enhanced their advocacy, policy development and decision-making skills through 11 training sessions organized by WPHF partner CSOs. Significant number of them also participated in advocacy campaigns on the protection of rights of people with disabilities targeting local, regional and national authorities (“Barrier-free Bucha”, “Barrier-free Reni”, “Promoting the development of a National Action Plan for dementia care”) and were exposed to high-level advocacy meetings ([Ukrainian Women's Congress VIII](#), Regional Women’s Congress in Poltava, multi-stakeholder dialogue with Kharkiv WROs). 242 individuals (222 women) gained practical skills on crisis communication, disinformation detection, and cybersecurity through 12 workshops.
- All-Ukrainian NGO Coalition for Persons with Intellectual Disabilities developed and submitted to the Ministry of Health their recommendations to the three normative acts: draft Regulations on local committees on barrier-free environment, draft Law on the system of psychiatric care in Ukraine [draft 12030], draft Strategy on deinstitutionalization of adult persons with disabilities in Ukraine) and the Action Plan for 2025-2026 to implement the National Strategy for Creating a Barrier-Free Space in Ukraine for the period up to 2030, influencing peacebuilding policies. NGO League of the Strong developed and submitted to the Ministry of Health their proposals for [Amendments to the legislation governing the National Essential Medicines List \(NEML\)](#) and National Response Plan of Alzheimer's disease and other dementia.
- 1,688 women, including 330 internally displaced women receiving 437 legal consultations and 1,358 mothers of women and girls with disabilities receiving 3,605 counseling sessions, improved their legal awareness and capacity to advocate for socio-economic rights and social inclusion.
- 59 women (including 19 representatives from local authorities of Kharkiv oblast hromadas) increased expertise on gender-responsive governance, planning and budgeting, and recovery through trainings conducted by partner NGO “Bureau for gender strategies and budgeting”. Empowered by the new knowledge and skills, one internally displaced woman successfully secured membership in Chernivtsi City Council’s Board on Internally Displaced Persons).
- 1,269 women participated in community engagement initiatives, including 311 in informal gatherings, 517 women and girls participated in 10 “Peaceful Dialogue” sessions, and 402 individuals accessing business orientation and social support at community centers, while 219 women shaped community priorities through six Collective Impact meetings.

Output 6.3. Strengthened psychosocial well-being, social cohesion and integration of IDPs in host communities

By the end of the reporting period, a total of 6,167 women improved their mental health and well-being, decreased the level of anxiety through a series of psychosocial support and community cohesion initiatives led by eight partner CSOs. This included, for example, facilitating 60 support groups, 9 art therapy groups, 31 psychoeducation trainings, and 781 individual counseling sessions for women IDP and from the host communities.

5. Impact Story (1/2 page maximum)

Include an impact story focused on either an individual beneficiary or CSO partner which demonstrates the change that has occurred during the reporting period as a result of the implementation of a partner grant. The story should:

- capture the change that has occurred*
- illustrate the main objective of the project (WPHF impact area).*
- include a high quality photo with caption close-up photo portraits of individual beneficiaries and CSO partners being profiled, and include quotes if available.*

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.*

Kseniia Mishyna is a community leader from Ukraine. Throughout the war, Kseniia has exemplified selfless dedication and unwavering resilience as the village headwoman of the Dniprovks district in Bilozershchina, Kherson region, where she manages four villages, inspiring change and providing crucial support to her community.

As the village headwoman, Kseniia's responsibilities include safe evacuation of local residents, sourcing vital items such as fire extinguishers and generators, and overseeing the maintenance of electricity and gas networks. Her adept driving skills allow her to navigate the dangerous front lines, where missile attacks are a daily occurrence. In areas where basic local infrastructure has collapsed, Kseniia provides essential humanitarian aid. On a regular basis, she loads a full car with bread and delivers it to areas dangerous to enter, due to the ongoing security risks. Every day, she overcomes dozens of challenges, addressing the diverse needs and requests of residents. The impact of her work is crucial, yet the need for support remains urgent. Despite her resilience, Kseniia's work takes a toll on her health and mental well-being. The constant pressure and emotional burden of hearing hundreds of stories of pain and suffering, leaves a mark, heightening the risk of burnout. In the face of overwhelming responsibilities and the ongoing war, Kseniia recognized the importance of self-care and sought psychological support at the NGO "Bylozerskiy Center for Regional Development", an implementing partner of CSO "International Alert" supported by UN Women Ukraine and funded by the United Nations Women's Peace and Humanitarian Fund (WPHF). During her consultations, Kseniia openly discussed the challenges she faced, including stress, fatigue, lack of sleep, high level of responsibility, irritability, and difficulties in managing her personal life and health. With guidance, Kseniia developed effective strategies for stress management and took a necessary break from her duties to restore her strength and energy, enabling her to continue her important work in the community. Now Kseniia is an active participant in the women's club "HappyMe" within her community, where women create a safe space for communication, inspiration, support, and rest. They paint, sculpt, drink tea and talk, exchanging experiences and plans for the future. Encouraged by her consultations and support from other women, Kseniia embarked on a new chapter by joining a mini-accelerator programme focused on women's entrepreneurship to realize her long-standing dream: creating a sewing workshop in her community. Now she is devotedly working turn her dream into reality. "You have two hands, one to help yourself and the second to help others. First, we need to take care of ourselves! Only stable and healthy people don't give up, dream, and help others," concludes Kseniia.



Kseniia delivers humanitarian aid to the villages of the Bilozerska community, located close to the frontline and under daily heavy shelling from Russia's army. Photo: Ksenia Mishyna

Olena Hrabovenko is originally from Berdiansk, Zaporizhzhia region. She has been developing her own business of sewing craft toy pillows for 7 years in her hometown. However, Russia's full-scale invasion of Ukraine in April 2022 forced Olena, her family, and her ten-month-old child to leave their native Berdiansk and move to Dnipro. The war brought a halt to her business for six months, as customers stopped ordering toys. Fortunately, Olena managed to grab two sewing machines with her in Dnipro, so she was able to return to sewing activities later. In the spring of 2023, Olena launched her own blog, a significant step in her business restoration journey. The blog not only inspired followers with her favorite craft but also served as a platform to share the intricacies of sewing and promote her products. Restoring her sewing business became possible by a grant from the project of the NGO 'Fund 'Professional Development' and World Jewish Relief, provided with the technical support of UN Women Ukraine and funded by the United Nations Women's Peace and Humanitarian Fund (WPHF). Thanks to the grant support, Olena was able to purchase a cutting table for sewing clothes and equip her sewing workshop to create products for sale in new city.



Credits: NGO 'Fund 'Professional Development'', World Jewish Relief/Tetiana Topchy

'I am passionate about many things, constantly learning something new, mastering something. As a person who can do many things by hand, I am interested in such an experience where I can sew and share the information about my business simultaneously. The project was very interesting to me. I received not only a grant but also new knowledge, new experiences, new acquaintances, new ideas.' - Olena shares her impressions of the project. Currently, in Dnipro, Olena has

launched her own studio, equipped it and has the opportunity to combine her professional path with caring for her little daughter.

6a. Knowledge Products and Communications/Visibility of Management Entity

a) Report on any new knowledge products and communication materials produced by UN/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, photos, videos, etc.) developed to increase visibility of the projects and programme, and of WPHF.

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

- **UN Women Connect 2024** (6-8 November 2024) is an annual event dedicated to promoting gender equality and empowering women and girls in Ukraine. This year, the event brought together over 50 representatives from civil society organizations, international partners, and the UN Women Ukraine team for three days of about 15 hours of intensive training, group dialogues, and networking activities. Summary of UN Women Connect in the [video](#).
- **Women in Arts Award (6 March 2024)**: is an independent award founded in 2019 by the Ukrainian Institute and UN Women in Ukraine as part of the HeForShe solidarity movement for gender equality. The award aims to spotlight the accomplishments of women artists and promote Ukrainian culture both in Ukraine and internationally. Throughout the communication campaign, which included social media publications by UN Women Ukraine and the Ukrainian Institute, deployment of SMM tools, and various media outlets, we reached more than one million users. Moreover, 3.9 thousand users visited the Award-dedicated [website](#) resulting in 4.8 thousand views. Summary [video](#) of the event.
- **World Humanitarian Day (19 August 2024)**: a worldwide initiative that honors humanitarian workers who continue to save and protect lives in conflict, war, and instability, despite the extremely challenging conditions and risks to their own safety. This day, we amplified the efforts of Ukrainian CSOs leaders in humanitarian response who continued to showcase their resilience and strength amidst Russia's invasion of Ukraine. We outlined key numbers of UN Women Ukraine and WPHF humanitarian response in social media ([Facebook](#), [X.com](#), [Instagram](#)); Created 24 quotes cards of 6 CSOs leaders about humanitarian response, their challenges, priorities and obstacles. ([Facebook](#) + [here](#), [x.com](#) + [here](#), [Instagram](#) + [here](#)); Published 2 human impact stories about CSOs beneficiaries. ECA also published them at their website ([here](#) + [here](#)). ([Facebook](#) + [here](#), [x.com](#) + [here](#), our website [here](#) + [here](#))

6b. Knowledge Products and Communications/Visibility of Implementing Partners

a) List a few examples of high-quality knowledge products and communication materials produced by an implementing partner 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.

** Please attach a copy or link of the study/evaluation/research/assessment as an Annex and include the weblinks in this section, if available. For photos, kindly share these (along with a caption) to the WPHF communications team.*

Communications/Visibility

- 1) **NGO 'Girls'**: National communication campaign with a focus on domestic violence titled #BreakSilence aimed to raise awareness about gender-based violence and the various ways to prevent it. Campaign is also aimed to inform the public about the available support services for survivors of gender-based violence. Key Campaign Elements:

6b. Knowledge Products and Communications/Visibility of Implementing Partners

- Outdoor Advertising: the campaign was prominently featured across Kyiv Metro Stations through metrolights and digital screens, reaching a broad audience.



- [Social exhibition](#) which consists of 8 installations that reflect various forms of gender-based violence with statistics and quotes of GBV survivors at Kyiv Pivdennyi Railway Station



- [6 videos](#) featuring opinion leaders, such as bloggers, influencers, actors and actresses, TV hosts who narrate the real stories of survivors of gender-based violence. Version with English subtitles is [here](#)
- [Media project](#) in cooperation with MarieClaire, which amplifies the real stories of gender-based survivors and raise awareness about GBV, ways to prevent it and support services.

- 2) NGO 'Institute of Peace and Common Ground': National media project for one of the most popular media: '[Ukrainska Pravda](#)' and '[Hromadske](#)'. Project informs about how IDPs women created their own movies about their experience of evacuation and relocation due to Russia's war in Ukraine.
- 3) NGO 'FightForRight': [Media Project](#) with online TV Broadcast 'Telebachennia Toronto' which amplifies the stories of successful and famous Ukrainian women and girls with disabilities (TV Presenter - one the most famous Ukrainian feminist and activist Yaroslava Kravchenko)
- 4) NGO 'Zaporuka': [Media Project](#) about the story of GBV survivor and support GBV services for women and girls.

Knowledge Products

1. NGO Fight for Right.

Analytical report on access to free legal aid for people with disabilities.

The research on the availability of legal services for women and girls with disabilities identified key barriers they face in accessing legal assistance and assessed their specific needs. The study was conducted through a survey examining the legal aid services provided by state institutions and non-governmental organizations. The study employed multiple research methods, including:

- Desktop research: Analysis of current legislation and responses to official inquiries.

6b. Knowledge Products and Communications/Visibility of Implementing Partners

- Situation modeling: Sending model requests to legal aid providers to test access and service quality. The requests focused on an ambiguous question about income eligibility for secondary legal assistance for persons with disabilities.
- Expert interviews: Semi-structured discussions with representatives from state bodies, local governments, and the public sector.
- Recipient survey: Feedback from women and girls with disabilities, mothers of children with disabilities, and women caring for persons with disabilities on their experiences with legal aid

Its primary objective was to evaluate the accessibility of these services for individuals with disabilities, particularly women and girls. Analytical report was presented in 2024 on different coordination platforms and social media.

[Analytical report in Ukrainian](#)

[Analytical report in English](#)

2. Rural Women Business Network.

Recommendations on instrumentations of work with local, internally displaced and returned rural women and girls. The survey, with 795 rural women participants, included 46 responses from women near front-line areas, offering broader insights. It highlighted the perspectives of local, displaced, and returning women on economic empowerment. The strong engagement underscores interest in empowerment initiatives and supports the relevance of proposed recommendations. Three recommendation documents were prepared, and a publication plan was established to share findings with a variety of stakeholders:

1. [Recommendation 1](#) relates to Gender-sensitive policies emphasizing rural women's crucial role in agriculture and business, the report recommends tailored support for entrepreneurship, emotional well-being, and resources for resilience and community development.
2. [Recommendation 2](#) emphasizes a comprehensive support approach, recognizing the need for financial assistance, skill development, psychological services, infrastructure improvements, and gender-responsive policies. The report advocates for strengthening collaboration to empower rural women and build resilience in rural Ukraine
3. [Recommendation 3](#) focuses on enhancing economic security by improving government communication, diversifying heating sources, expanding access to essential amenities, and fostering active land markets. It also underscores the need to strengthen support networks and improve state service delivery to alleviate anxiety and boost resilience.

3. NGO Humanitarian Aid Center "Volunteer-68".

The survey "Socio-demographic characteristics and current needs of population of Kharkiv city and oblast" was conducted among the beneficiaries of the NGO Volunteer-68, including women with disabilities, people with limited mobility, and those who care for bedridden patients or people with disabilities.

General population: all beneficiaries of the NGO 'Volunteer-68'.

The sample size of the population: 555 respondents.

Duration: data collection took place from September 17 to November 28, 2024.

[The report](#) presents the results of a survey and contains an in-depth analysis of the life challenges, needs, and level of social support required by these groups.

7. Capacity Strengthening Activities by UN Country Office/Management Entity

a) For Countries that have implemented Capacity Strengthening Projects with WPHF funding

i) If your country has received funds for capacity strengthening initiatives, report against your results framework and ProDoc, including the results/changes in capacity, skills, or practices of CSO partners and their organization.

ii) Describe any results from pre and/or post training surveys that may have been completed (e.g. OCATs) or if any capacity strengthening materials were produced using this funding and share these with WPHF.

i) Outcome: Enhanced capacities of women's rights organizations and networks in gender-responsive planning, implementation, monitoring and coordination of humanitarian and recovery interventions

In 2024, the Capacity Building Project started with an initial budget of **USD 444,611**, aimed at enhancing the role of civil society organizations in gender-responsive humanitarian response and recovery. The project focused on building the capacities of women's rights organizations to design, implement, and monitor interventions, ensuring their meaningful participation in humanitarian action. Within the reporting period, **49 CSOs and 64 beneficiaries (97% women, 3% men)** strengthened their institutional capacity and enhanced their knowledge through structured capacity-building interventions such as targeted trainings on Gender Equality Programming, GiHA, PSEA, RBM; workshops on gender advocacy and combating stereotypes, crisis leadership and stress management; workshops on public speaking and negotiation. This resulted in the following: 22 CSOs integrating Sex, Age, and Disability Disaggregated Data (SADDD) into program design for

7. Capacity Strengthening Activities by UN Country Office/Management Entity

more inclusive humanitarian responses; 25 CSOs developing and securing funding for four advocacy projects on LGBTQ+ inclusion, women's employment, the Istanbul Convention, and support for parents of children with diabetes using RBM methodologies; 22 CSOs implementing updated PSEA policies to enhance operational safety; Capacity development strategy for 20 CSOs developed and approved for implementation by UNW in Ukraine; and 19 staff and volunteers producing 15 media materials reaching 1.3 million readers to amplify women's issues and strengthen coordination. These efforts have enabled women-led and women's rights organizations to more effectively engage in humanitarian response, advocate for gender equality, and strengthen coordination among key stakeholders.

Output 1. New knowledge and skills opportunities for women's rights organizations and networks provided to effectively engage in humanitarian action and gender-responsive humanitarian response and recovery:

31 representatives from 22 CSOs serving women, persons with disabilities, and rural communities, have advanced their ability to design and deliver more inclusive humanitarian programs by integrating Sex, Age, and Disability Disaggregated Data (SADDD). Their enhanced expertise in Gender Equality Programming and Gender in Humanitarian Action (GiHA) allows them to prioritize women's needs in crisis response. 22 CSOs have improved their capacity to reduce risks of sexual exploitation and abuse (SEA) by implementing updated PSEA policies across their operations. Eight CSO leaders, drawing on insights from the WPHF Global Learning Hub, have increased their understanding of global best practices to secure partnerships with international donors. Meanwhile, 28 CSO representatives (26 women) have enhanced their capacity to influence recovery and reform dialogues, among them four were supported to implement advocacy projects in 2025 that tackle LGBTQ+ inclusion, women's employment in male-dominated sectors, the Istanbul Convention's implementation, and support for parents of children with diabetes.

Output 2. Training and ongoing support to Women and women's organizations provided in project management, monitoring and reporting:

27 representatives from 25 women's CSOs strengthened their capacity to apply Gender-Responsive Results-Based Management across all stages of the humanitarian project cycle, enhancing their ability to design, implement, monitor, and evaluate gender-responsive humanitarian initiatives. As a direct outcome, participants developed draft project proposals applying RBM methodologies, strengthening their ability to design impactful, evidence-based interventions in Ukraine's humanitarian response.

Output 3. Training and exchange opportunities provided for CSO partners to improve strategies and tools to advance women's leadership and strengthen networking and coordination between women's CSOs:

19 staff and volunteers have advanced their ability to promote women's leadership and resilience in Ukraine's conflict-affected context. Their enhanced skills in leadership, stress management, and organizational strategy—gained through opportunities like the She Media School 2.022—enable them to develop and implement effective tools for team management, fundraising, and financial oversight. Notably, 12 women CSO representatives have strengthened their leadership capabilities, demonstrated by their successful completion of an online simulation exercise, positioning them to guide their organizations with greater confidence. Additionally, 4 women representatives expressed their feeling and experience on improved capacity to address burnout prevention and organizational resilience, enhancing their ability to sustain operations during wartime. In parallel, 19 CSO staff and volunteers have advanced their public speaking, negotiation, and diplomacy skills, allowing them to amplify their influence through strategic communication. This capacity has resulted in the creation of 15 media materials distributed across regional and national platforms, reaching an estimated 1.3 million readers and elevating visibility for women's issues.

44 leaders of public organizations (37 representatives of WPHF funded CSOs) working with various groups of women improved coordination skills and fostered stronger networking among women's CSOs within one retreat (the UN Women Connect initiative) further enhancing their ability to collaborate and maintain service delivery despite ongoing challenges.

22 She Media School is an initiative implemented by the CSO DII-Ukraine, aimed at enhancing women's leadership and resilience by equipping participants with practical skills in strategic communications, media engagement, public speaking, crisis leadership, and organizational management. This program is designed to empower women leaders, particularly in conflict-affected contexts, by providing them with the tools and confidence to effectively manage their organizations and advocate for gender equality. This initiative has been strategically selected to be integrated into the capacity-strengthening efforts led by UN Women Ukraine under the WPHF project. Selected representatives from WPHF-supported CSOs have participated in the program to enhance their leadership skills, improve organizational sustainability, and strengthen networking and coordination among women's organizations. Through this collaboration, UN Women ensures that women-led CSOs receive targeted support to amplify their impact in humanitarian response and recovery efforts.

7. Capacity Strengthening Activities by UN Country Office/Management Entity

These advancements position CSO partners to drive women's leadership initiatives and build resilient networks capable of shaping gender equality efforts at regional and national levels.

ii) Across all training activities, participants exhibited substantial improvements in knowledge and skills. The overall average increase in knowledge was **68%**, underscoring the significant impact of these capacity-building efforts. These findings²³ highlight the value of structured training programs in fostering professional and personal development, particularly in areas of results-based management, gender advocacy, and media communication.

The **RBM Training** demonstrated significant learning gains, with **100% of participants** reporting improved skills. Notably, **86% strongly agreed** that they had a better understanding of RBM fundamentals, while **76% strongly agreed** that they could better apply for UN Women and WPHF funding. Similarly, participants reported increased proficiency in project planning (**57% strongly agreed**) and needs assessments (**43% strongly agreed**).

The **GiHA Training** resulted in a **37% increase in self-reported knowledge and confidence**. Additionally, pre- and post-assessments of key concepts showed a **27% improvement** in participants' scores (from 39% to 66%).

The **'Equality. Leadership. Future' Initiative** successfully strengthened advocacy and communication skills, with **86% of participants** demonstrating improved abilities in combating gender stereotypes.

The **She Media School 2.0**, with 19 women participants, achieved **90% self-reported skill improvement**, further confirming the effectiveness of targeted training initiatives.

b) Other countries' capacity strengthening initiatives that have benefited WPHF Partners

If your country (those who have not received funds for capacity strengthening initiatives) has carried out any capacity strengthening sessions (webinars, in-person training sessions, workshops, etc.) that were conducted by the Country Office, Management Entity or other external agencies with CSO partners, please describe. Include i) the topic/subject; ii) who conducted the capacity strengthening; iii) where (virtual/in person); iv) number of CSOs and CSO representatives that participated. 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.

N/A

8. L-HUB Grants (Peer Learning, Mentorship or Joint Advocacy Actions)²⁴

If CSO partners have implemented a L-HUB grants during the year, please summarize the key initiatives and results from these grants. This should include results related to skills, coalition building/networking, etc. as aligned with the CSOs' project document. Also include the number of CSO representatives (disaggregated by sex and age group) that have benefited from these grants. Please share the completed peer learning/mentorship grant reporting template with your annual report submission.

**Partners who received these grants must also be included in the CSO Profile (Section 1) and WPHF Beneficiary Template 2024 as a separate row*

CSO Tandem: Rural Women Business Network (mentor) - CSO Provesin' (mentee)

32 women (all 30+) of tandem teams directly benefited from the WPHF Global Learning Hub (L-HUB) Mentorship Scheme initiative targeting WPHF CSO partners working with displaced women and girls. RWBN – 20 women, Provesin' - 12 women. Knowledge sharing and networking activities for RWBN and Provesin' have proven to be essential in strengthening the capacity of women to contribute to their communities' recovery and peacebuilding. By providing a platform for exchanging expertise, the activities empowered women to expand their businesses, foster economic independence, and build strong networks of support that will sustain their efforts in the long term, ensuring they remain active contributors to local economies and peace-building processes.

During the peer learning project, the Rural Women's Business Network (RWBN) conducted five key activities to empower rural women and enhance the capabilities of NGO Provesin. These included:

- A round table on in May 2024, bringing together key stakeholders to discuss critical issues, share knowledge, and collaborate on solving challenges faced by rural communities and NGOs in the region.
- A study tour organized in June 2024, offering participants the opportunity to learn from best practices, exchange experiences, and gain insights on effective strategies to implement within their own organizations or communities.
- A series of strategic planning sessions conducted from May to August 2024 to define the goals, priorities, and action plans for the NGO Provesin'. The sessions focused on aligning the organization's vision with practical steps for long-term sustainability and growth.
- In July 2024, a training focused on sustainability and peer sharing was held to equip 12 participants with tools and strategies for maintaining long-term success and collaboration.

²³ [GiHA Training- 3 Cohorts in Kyiv \(October 2024\) - Training Report.pdf](#); [Ukraine CSO Training Report June 2024.pdf](#)

²⁴ For partners that have also 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.

- In September 2024, a therapeutic session called "Together to Resilience" was conducted to support participants' mental health, encourage personal reflection, and strategize for resilience-building efforts.

In addition, Provesin' received branded merchandise and handouts, enhancing its visibility and outreach efforts. These materials helped raise awareness of the organization's work and strengthen its presence within the community and among stakeholders.

Knowledge-sharing and networking events further strengthened women's capacity to expand businesses, achieve economic independence, and build support networks. These initiatives have laid the groundwork for sustained recovery efforts and the active involvement of women in local economies and peacebuilding processes.

Provesin' (mentee): *Through our collaborative project with RWBN, our organization has undergone significant positive changes. We enhanced our communication skills, enabling us to engage with diverse groups, articulate ideas clearly, conduct negotiations, and reach consensus more effectively. Our teamwork capabilities improved as we learned to allocate tasks efficiently and collaborate toward common goals. Strengthened leadership qualities empowered us to take initiative, motivate team members, and guide efforts toward success, while improved organizational skills allowed for better planning, prioritization, and deadline management. Greater empathy fostered stronger, trust-based relationships, while enhanced time management boosted our efficiency. Additionally, we became more adaptable, learning to navigate changes and new conditions with ease. Collectively, these advancements have made us a more resilient and impactful organization in fulfilling our mission.*

RWBN (mentor): *As a result of our joint project with CSO Provesin', RWBN gained valuable insights into key areas of community support and development. We observed the evolving arrangements for internally displaced persons from 2022 to 2024 and explored education initiatives for rural women and girls, including drone operation training. Notably, we learned how women activists collaborate with a local farmer who offers orchard and riverside spaces for emotional rest and rehabilitation. These experiences highlighted the importance of psychological and emotional support for rural women during the ongoing war, helping them sustain leadership roles, stay connected to protective networks, and reduce burnout and vulnerability to gender-based violence.*

Also another one WPHF CSO partner - Pro Women UA - partnered with a CSO from Moldova (Women for Women Moldova) as a co-implementer to develop a peer learning project also as part of the Mentorship scheme which engaged 5 staff members of Pro Women UA in training sessions focused on women's rights, gender mainstreaming in programs, and the development of strategies for women's business initiatives, and developed an information campaign on the importance of partnerships between CSOs to respond to the needs of people affected by war and violence.

9. 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 new or escalating conflict/tensions, climate change, programmatic or institutional risks, monitoring and evaluation and Do No Harm

Risk Area (contextual, programmatic, institutionally, briefly describe)	Risk Level 4=Very High 3=High 2=Medium 1=Low	Likelihood 5=Very High 4=Likely 3=Possible 2=Unlikely 1=Rare	Impact 5=Extreme 4=Major 3=Moderate 2=Minor 1=Insignificant	Mitigation Mitigating measures undertaken during the reporting period to address the risk
Contextual				
Country risk - political or civil Changes in the political landscape or civil disruption arising from socio-political issues in member states that might impact on UN Women's ability to implement its mandate, e.g. elections, changes in government leadership, etc. This could also include changes in global normative framework and reforms that could lead to a shrinking space for gender equality activism and women.	3	3	4	UN Women worked closely with the UNCT, DPA and PDA to receive analytical input on Ukraine's political stability that will inform decision-making regarding UN Women's interventions and changes in the plans as required.
Safety & Security	1	5	4	The Office employs a Security Specialist and Security Analyst to identify major risks and support personnel

Safety and security risks that have an impact on the safety and security of personnel, the communities in which we operate as well as negatively impact on project delivery. Examples of these are terrorism, targeted attacks, kidnapping, murder, robbery and accidents, riots, demonstrations, protests and civil unrest.				<p>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 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 have been purchased as a secondary means of communication.</p>
Strategic				
Programme Partner Capacity Inadequate capacity and/or skills by government units, civil society or implementing/programme partners that could lead to inability to deliver on results. This includes lapses in partner selection process and partner capacity assessments, low application for Call for Proposals (CFPs) and limited absorption capacity of partners to deliver results.	3	3	3	<p>During partner selection processes, clear evaluation criteria put in place for assessment of bidder experience and expertise. Close monitoring by the programme team put in place to ensure timely and quality completion of deliverables/milestones.</p> <p>UN Women implemented communication campaigns to increase outreach to social media users, to mobilize game-changing actions and commitments by high-level decision-makers and influential community and business leaders, to increase engagement with women's groups, youth, civil society, marginalized groups of women and media.</p> <p>UN Women supported the NWM with the implementation of a multi-year state communication and advocacy strategy on gender equality and women's rights.</p>
Programme/Project Management Lapses or challenges in the design or execution of management processes as a result of various factors such as delays in planning (due to external/internal factors), implementation, lack of resources, or other factors that do not support overall program or project delivery. This risk may also relate to the limited absorption capacity of funding provided, leading to the inability to meet project delivery milestones.	3	3	4	<p>Enhancing Staff Working Conditions and Well-being: Implement measures to improve staff working conditions, including providing flexible work arrangements and mental health support tailored to emergency settings. Strengthen safety and security measures for personnel and their dependents, ensuring access to secure housing, transportation, and communication systems. Establish clear and accessible pathways for staff to raise concerns and access support during emergencies.</p> <p>Investing in Staff Capacity and Operational Efficiency: Prioritize targeted training and capacity-building initiatives to enhance staff competencies across programming, operations, and emergency response. Expedite recruitment processes and introduce interim staffing solutions, such as short-term consultants or surge capacity mechanisms, to</p>

				<p>address gaps promptly. Leverage technical support from the Regional Office (RO) and HQ to ensure adequate backstopping and knowledge sharing.</p> <p>Strengthening Monitoring and Delivery Oversight: Utilize the month-end certification process to track delivery rates against budget targets and address variances proactively. Introduce mid-year and quarterly reviews to reassess delivery plans, enabling adjustments to activities and resource allocation based on evolving circumstances. Improve collaboration with responsible parties to ensure robust monitoring and timely resolution of bottlenecks affecting project delivery.</p> <p>Fostering Flexibility in Programming: Develop contingency plans to allow for the quick reprogramming of activities in response to changing needs or constraints. Secure pre-approvals for adaptive programming mechanisms from donors and government counterparts to enable timely implementation of alternative strategies.</p> <p>Engaging Stakeholders: Strengthen communication with donors and government partners to manage expectations effectively and maintain their trust. Conduct regular briefings to share progress, challenges, and mitigation strategies, demonstrating a proactive approach to managing delivery risks.</p>
Funding & resource mobilization Challenges in securing long term strategic note/flexible funding, versus short term smaller project funding, and/or limited channels for mobilizing sustained interest for increased resourcing, thereby impacting on resource availability and/or delivery of programmes.	3	4	3	Continue to encourage donors to fund our SN as one of the key mitigating factors is access to flexible or semi-flexible funding across entire SN. Ensure high quality and timely donor and evaluation reports, regular communication with Donors about possible extension of partnership and exploring new donor opportunities, including those related to the area of the Humanitarian-Development-Peace Nexus. Ensure Joint resource mobilization/joint UN Programming.
Operational				
Operational Support Risk of delay, inadequacy or significant disruption of operational services and/or systems that may be required to support the delivery of objectives. Examples of this could be challenges in financial management and reporting, procurement support, technological support, knowledge management or other institutional support. This could also include inadequate support and testing of the Business Continuity plan.	2	4	5	The office prioritized the maximum possible security of staff, procure any necessary office equipment, provide psychological support, and facilitate remote work arrangements when needed. Regular communication between project and operations teams was established, and All Staff Meetings were conducted routinely to boost morale and keep staff informed of the latest developments.
HR Retention, Succession and/or Recruitment and HR personnel skills Inadequate staffing, staff turnover, inability to recruit/retain staff, lack of succession planning, poor work life balance - all of which could impact on delivery objectives and	1	3	3	The CO has implemented a strategy to upgrade staff positions, converting all SC positions to TA/FTA to provide greater job security and enhanced benefit packages. This strategy will continue where feasible, with efforts to transition TA positions to FTA. <p>Recently, UN Women successfully secured conscription exemptions for all male personnel,</p>

inadequate knowledge management, learning plans and platforms to retain or build skills and capacity, raise awareness and support compliance with policies and procedures, which could subsequently lead to risks of litigation, reputational risk, misuse of funds and project delivery.				overcoming previous challenges. This achievement was the result of negotiations between the UN system and the Government to ensure exemption from conscription for male staff members, regardless of their contract modality. UN Women collaborated closely with the Resident Coordinator (RC) and other UN agencies to advocate on the critical issues.
Occupational Health and Safety Occupational Safety and Health risks relate to hazards/accidents that could occur in the workplace and that could occur while working in the office, in the field, or in a particularly volatile environment. This includes, among others, travel related risks, road safety, fire safety, health, occupational diseases and other threat	1	4	5	UN Women continued teleworking/telecommuting arrangements to allow staff flexibility to work from safer locations as appropriate. UN Women strictly follows all UNDSS recommendations and requirements for maintaining staff safety. Severe escalations of hostilities or other risks would trigger an emergency relocation of staff, for which a plan is in place.

10. Delays and Adaptations/Revisions

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 delays related to escalating crisis or other factors.

- As part of the project "SafeWomenHUB: Protection of War-affected and Vulnerable Women, Girls, and Women with Children" (Ukrainian Foundation for Public Health) psychosocial services for women, girls, and women with children affected by the war were planned to be delivered in Uzhhorod, Lviv, Kyiv, and later expanded to Mykolaiv to address the growing need for direct support in strategic regions. However, due to the escalation of hostilities in Mykolaiv, including increased missile and drone strikes causing civilian casualties, widespread infrastructure damage, and persistent disruptions to essential services, the region has become increasingly volatile. One of the missile attacks (on July 19, 2024) resulted in significant destruction, multiple fatalities, and injuries, including children. Given this evolving security context and the ongoing humanitarian challenges, the partner reached out to the UN Women team in early October 2024 seeking support in withdrawing of offline services from Mykolaiv to ensure the safety and security of beneficiaries and UFPH teams. Thus, the decision has been made to allow the responsible party to consolidate offline services in safer locations, specifically Uzhhorod, Kyiv, and Lviv, starting November 2024. The online services are still being provided for women of Mykolaiv and the region. UFPH remains committed to safeguarding the well-being of women and children impacted by the war and optimizing service delivery despite the challenges posed by the security situation. UFPH continued to work with women in Mykolaiv at the Resilience Center, which was established with funding provided by the Ministry of Social Policy of Ukraine. All women and women with children affected by the war and in need of psycho-social support are being referred to the mentioned facility. Such adjustment ensures the continued safe delivery of much-needed psychosocial support for vulnerable populations.
- Due to the increase of the team in UNW Ukraine CO (up to 8 people), which is engaged in supporting the implementation of the grant program from WPHF, it was possible to optimize all processes, including the onboarding of new partners, monitoring of project implementation and reporting. This had a positive effect on the fact that during the reporting period there were no significant delays at all stages of program implementation.
- 17 PAs were extended with no additional funding (no-cost extension) for 6 months maximum to provide a better provision of services and proper projects' implementation and reporting.
- 2 PAs were extended with additional funding (cost extension) due to support from UN Women Ukraine's Emergency Humanitarian Action response, to use the capacity and field presence of partner CSOs to strengthen humanitarian and protection assistance to women and girls in Kharkiv and Sumy oblasts which border the front line and where, due to the attacks of the Russian army, there is a constant need for emergency response.

11. Lessons Learned²⁵

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.

Identify Challenge/Describe <i>Challenges can be programmatic or operational affecting the country program and/or of projects.</i>	What are the factors/reasons contributing to this challenge?	How was the challenge addressed? What was done differently, or what will be done to address the challenge?	Key Lesson Learned <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>
Complicated procurement procedures for media suppliers (media, PR agencies ect) to launch media projects and campaigns (RfP)	RfP legal procedures and limitations (type of business media ownership etc) which limited lots of media suppliers due to their lack the experience in requests of proposals/different types of business ownership). Moreover, complicated procedures don't attract media suppliers to take part in requests of proposals for media campaigns.	We disseminated post with Request for Proposal Details of media campaign through UN Women social media. And informed all media partners and agencies to apply for the RfP media campaign.	To expand the budget limit for projects to use micro canvassing procedures rather than RfP. Now, we can use micro canvassing for choosing suppliers only when the project budget is up to \$5,000 USD. If it is above \$5,000, we need to use RfP. Micro canvassing procedures allows media suppliers easier apply to provide services and it's open for different types of business ownership. First of all, it will allow more media companies to apply, which will lead to higher competition and better quality materials. Secondly - it will have better time frames of the project.
A number of partner organizations, especially new for partnering with UN system, 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.	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.	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.	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 communication with its direct participants and implementers. CO team initiated video lessons on UN financial reporting, providing detailed guidance on reporting procedures and financial management practices to enhance partner capacity.

²⁵ A lesson learned is a systematic reflection of challenges (or successes) that have occurred during the reporting period which has resulted in a change, adaption, or improvement as a result of the challenge, or a planned change or adaptation in the future.

11. Lessons Learned²⁵			
Low capacity of partner CSOs in humanitarian context, lacking knowledge of reporting on humanitarian aid such as food distribution and evacuation.	Limited experience or training in humanitarian aid operations and reporting.	Implement targeted capacity-building initiatives focused on humanitarian aid operations, including training sessions in GiHA and RBM.	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.
Simplified proposal template	The changes in the form of project proposals introduced by the WPHF are clearly aimed at simplifying the application process for potential partners and are in line with the WPHF flexibility. At the same time, the absence of a results framework in the new template creates certain difficulties for UN Women as the managing entity in terms of monitoring the achievements of responsible parties and reporting accordingly following the Results-Based Management (RBM) requirements.	An individual approach was applied to each supported project to create a results framework, including the formulation of the project Outcome based on the problems identified by the partners, as well as the development of appropriate progress indicators for the projects outputs. In the process of flagging the issue to the WPHF, the UN Women team proposed changes to the new format of the project proposal with a view to including the Outcome Statement and Output Indicators into the existing template.	<ul style="list-style-type: none"> • Balancing Simplification and Accountability. While streamlining the application process enhances accessibility and flexibility for potential partners, it is crucial to maintain structured frameworks that support effective monitoring, evaluation, and reporting. • The Need for a Results Framework. The absence of a predefined results framework in the new template created challenges in tracking projects achievements and aligning with Results-Based Management (RBM) principles, highlighting the necessity of maintaining structured outcome and output indicators. • Tailored Approaches for Effective Monitoring. Developing individualized results frameworks for each project ensured that outcomes were clearly defined based on partner-identified challenges, allowing for more relevant and measurable progress tracking. • Proactive Engagement for Process Improvement. The UN Women team's initiative to flag issues and propose modifications to the project proposal format demonstrates the importance of continuous feedback loops and adaptive improvements to enhance both efficiency and accountability. • Collaborative Refinement of Processes. The experience underscores the value of ongoing dialogue between UN Women and WPHF to refine project management tools, ensuring that both flexibility

11. Lessons Learned²⁵

			and clear monitoring requirements are met.
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12. Innovations and Best Practices²⁶

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.

Country level

On 6-8 November 2024, 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:

- To build strong links between UN Women and CSO partners, as well as among civil society organizations.
- To facilitate the exchange of knowledge and expertise among partners and provide capacity strengthening opportunities for CSOs for more effective, gender responsive and inclusive humanitarian response and recovery.
- To create a safe space for UN Women partners for reflection and action.

A total of 68 participants took part in the meeting, including: 44 leaders of public organizations (37 representatives of WPHF funded CSOs) working with various groups of women. The event included presentations, panel discussions, analytical work in the "wave" format and group work. Based on a preliminary survey of the event participants, 6 thematic panels were organised and led by UNW:

1. Effective communications for better results
2. Grant application writing and fundraising in the digital age
3. Results-oriented management: everything you need to know
4. Coordination and partnership mechanisms for gender-responsive recovery. Tools for planning and budgeting in communities. Alliance for Gender-Responsible and Inclusive Recovery
5. Women's Economic Empowerment
6. Gender in Humanitarian Action

This meeting served to enhance opportunities for learning within the WPHF-funded CSOs network. 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.

In October 2024, an online session of questions and answers was prepared and held on all topics of project implementation, including the preparation of financial and narrative reports, implementation monitoring and fixing of quantitative and qualitative indicators, especially the communication of results for external audiences. All active partner organizations and their co-partners could take part in the session. This practice was highly appreciated by the participants who were able to get the opportunity to once again talk about the most relevant moments of the partnership.

Projects' level

a) Innovations:

CSO "Rokada". "Implementation of perpetrator program as a part of domestic violence prevention to strengthen protection of women and girls"

This initiative represents a groundbreaking approach to combating domestic violence and enhancing the safety of women and girls in Ukraine by focusing on behavioral change among perpetrators, primarily men. It innovatively implements perpetrator programs through collaboration with 10 to 20 public organizations, including 10 women's CSOs. The project has four key components:

1. **Specialized Training:** Representatives from participating organizations will undergo a 20-day online training course by the European Network for Work with Perpetrators of Domestic Violence, equipping them to become national trainers.

²⁶ 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.

12. Innovations and Best Practices²⁶

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. **Regional Capacity Building:** Trained representatives will conduct facilitator training, advocacy events with authorities, and awareness campaigns in their regions.
3. **Sustainable Network Creation:** An informal association of public organizations will be established to promote perpetrator programs, provide supervisory support, and develop new strategies for working with various categories of offenders.
4. **Behavioral Intervention:** Each of the 160 facilitators will engage 3 perpetrators, leading to a total of 480 participants undergoing structured programs aimed at interrupting violent behavior.

By addressing the root cause of violence and fostering a network of skilled professionals to sustain long-term intervention, this project introduces an innovative, scalable model for reducing domestic violence and promoting safer communities across Ukraine.

Charitable foundation “Pomagaem” - “Support of women in the Dnipro oblast to overcome difficult circumstances related to war”

The project adopted an innovative and personalized approach by offering individualized aid tailored to meet the diverse needs of women and children impacted by war. This method emphasizes the importance of listening to each woman, ensuring that her unique circumstances and challenges are acknowledged during the provision of assistance. The initiative supports at least 2,299 women and 150 children, with services that extend beyond basic humanitarian aid to include legal representation, psychological counselling, and capacity-building activities aimed at strengthening resilience.

By combining tailored interventions, continuous assessments, and partnerships with local women-led CSOs, this project delivers a holistic solution that empowers beneficiaries to overcome socio-economic challenges and better respond to emergencies. This personalized model not only addresses immediate vulnerabilities but also provides long-term support, setting a precedent for community-focused, inclusive recovery initiatives during wartime.

b) Best Practices:

Charitable Foundation “Blaho” - “Providing humanitarian aid and creating educational opportunities for Roma women and internally displaced women in Ukraine”

This project exemplifies an innovative and inclusive approach to supporting vulnerable women and girls, fostering collaboration between Roma women CSOs and Ukrainian women's CSOs. The initiative addresses urgent humanitarian needs while building a pathway toward long-term strategic goals through education, empowerment, and cooperation.

The first phase focuses on improving access to essential aid for Roma women and internally displaced persons (IDPs) in four regions of Ukraine, providing food, hygiene products, firewood, and other necessities to 2,550 women and girls. By meeting their basic needs, the project allows participants to dedicate time to personal development and education. Information on educational opportunities is shared at distribution points, encouraging participation in subsequent learning activities.

The second phase involves the co-creation of a non-formal education program designed in collaboration with leading Ukrainian women's CSOs. This program covers critical topics such as reproductive health, hygiene, prevention of domestic and sexual violence, women's rights, psychological support, and professional development. Sessions are conducted through informal discussions fostering trust, engagement, and practical problem-solving. A dedicated psychologist supports participants to address potential crisis situations and prevent re-traumatization. A specialized professional development block informs participants about educational and employment opportunities and labour rights. A total of 300 women and girls will benefit from this program in three regions.

A key outcome of the project is the establishment of meaningful cooperation between Roma and Ukrainian women's NGOs, promoting inclusive programming that addresses the needs of ethnic minorities. This partnership expands the competencies of both groups and lays the foundation for future joint projects. A methodological manual documenting all stages of implementation, best practices, contacts, and joint outputs will be freely available online, providing a replicable model for other CSOs to support marginalized women and girls. This initiative demonstrates the power of inclusive, collaborative efforts to foster resilience, empowerment, and long-term development.

13. 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.

In May–June 2024, an external audit was conducted by the international audit firm BDO on 19 Programme Partners. The audit covered the project implementation period of 2023, assessing financial management, internal control, compliance,

13. 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.

human resources management, procurement, assets management, and overall project execution. Most of the findings are typical for small grassroots organizations, with common management control issues such as prepayment for goods/services, lack of an accounting system, and absence of competitive procedures for contract awards. Despite these challenges, 18 out of 19 organizations received an unmodified audit opinion, indicating overall compliance with financial and operational standards. The findings provide insights into adherence to funding guidelines and highlight areas for improvement.

14. Next Steps and Priority Actions

In bullet form, please list the priority actions for the coming year including onboarding of new partners, 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 2025, the following priorities also include:

- Finalization selection process for CfP8 (Targeted Call) and CfP9 (Open Call)
- Finalization the current projects and contracting the new CSOs after CfP7, CfP8 and CfP9
- Continuation of Capacity Building Project implementation for partner CSOs on projects' realisation, communications, reporting, monitoring and evaluation
- Administrative, finance, programmatic and monitoring support to the projects
- Initiation transition process from the Regional Steering Committee to the National Steering Committees for Ukraine and Moldova

ANNEX A: Summary of WPHF Results (by Indicator)

For each WPHF Outcome which is relevant to CSOs supported during the reporting year, report against the Impact Level (WPHF Outcome) Indicator.

Note for how many CSOs this is relevant (Column 2) and provide a very brief summary the results (Column 3), presenting both the numeric value and summary. If an outcome is not relevant to your country, enter N/A in both CSO and summary columns.

WPHF Indicator	Relevant for How Many CSOs (number)	Summary Result (1 short paragraph)
Institutional Funding		
1.1 Average number of months organization can be sustained as a result of institutional funding	5	On average, 5 CSOs have funded support to maintain operations, retain staff, and pay salaries for around 8 months. The average deviation from the mean sustainability period is approximately 3 months, which is determined by the individual conditions of the implemented projects.
1.2 Number/Percentage of staff retained as a result of institutional funding	5	The total number of staff retained is 31 women: NEW UKRAINIAN NARRATIVES (9); Association of Democratic Development (3); +- Khmelnytskyi regional NGO Podilsky center "Genderna Rada" (3); VOLUNTEER-68 (12); Charitable Foundation for Assistance to Victims of Violence (4).
1.3 Development of risk management and contingency plans or strategies for organization	3	The following six key documents were developed and adopted as part of the strategic planning efforts: one risk management plan was developed to enhance organizational preparedness; two organizational strategic plans, which updated to align with long-term goals; one communication strategy to strengthen outreach and engagement and one fundraising strategy to support financial sustainability.
1.4 Number/Types of adaptive strategies, tools or systems adopted by organization for continuity of operations	2	2 CSOs have adopted various adaptive tools to ensure operational continuity and efficiency. In the area of remote work adaptation, equipped remote workplaces were established, allowing team members to maintain productivity in a flexible working environment. The development of an organizational website has improved communication and outreach, while financial management capabilities have been enhanced through the acquisition and installation of accounting software. The total number of adaptive tools is 6, which are grouped into three types.
Outcome 3: Humanitarian and Crisis Response		
3.1 Number/Percentage of women participating in decision-making in humanitarian and crisis response	5	675 women actively participated in decision-making bodies, community committees, humanitarian coordination mechanisms, and advocacy platforms, influencing crisis response and recovery efforts at local, regional, and national levels. Their participation was strengthened through women-led organizations, civil society groups, youth leadership initiatives, and the inclusion of marginalized women (Roma, IDPs, and women with disabilities).
3.2 Types of mechanisms established to improve gender responsive humanitarian and crisis planning, frameworks and programming	6	A total of 14 mechanisms have been established to enhance gender-responsive humanitarian and crisis planning. These include awareness and information dissemination, such as posters in shelters informing women about domestic violence support; women's participation in decision-making, ensuring their voices shape humanitarian priorities; and coordination structures, fostering collaboration among local CSOs, national organizations, and government entities to maximize impact. Additionally, mechanisms focus on volunteer empowerment, strengthening female-led networks and promoting a culture of volunteering. Specialized support programs provide safe spaces for HIV-

		positive women and art therapy for female volunteers, while targeted assistance mechanisms improve safety and aid distribution for Roma women, internally displaced women, and women with disabilities. Finally, data-driven approaches, including focus groups, surveys, and beneficiary databases, guide equitable and effective humanitarian interventions.
Outcome 5: Protection of Women and Girls		
5.1 Number/Percentage of CSOs, that report having greater influence and agency to work on sexual and gender-based violence (SGBV)	13	During the reporting period, 32 CSOs reported increased influence and agency in addressing sexual and gender-based violence (SGBV) through advocacy, policy contributions, and collective action. Their strengthened capacity resulted in enhanced participation in decision-making processes, with several organizations successfully advocating for new local ordinances and government commitments on SGBV prevention and response. Additionally, these CSOs played a key role in shifting community attitudes on violence against women and girls (VAWG), leading new protection initiatives and being consulted by authorities and service providers for their expertise.
5.2 Degree to which social accountability mechanisms are used by civil society in order to monitor and engage in efforts to end SGBV		N/A
5.3 Number of local women's organizations, CSOs or autonomous social movements coordinating efforts to advocate and implement interventions to protect women and girls' human rights and ending SGBV	13	During the reporting period, 104 local women's organizations, CSOs, and social movements coordinated efforts to advocate for and implement interventions to protect women's and girls' rights and end SGBV in conflict settings. This number reflects organizations actively engaged in joint advocacy statements, decision-making processes, awareness campaigns, and prevention initiatives, including engaging men and boys as advocates. Their collaboration also led to policy influence, strengthened multi-sector networks, and successful advocacy for new commitments, resulting in enhanced protection services and systemic change in SGBV prevention and response.
Outcome 6: Peacebuilding and Recovery		
6.1 Number/Types of plans and/or policies in peacebuilding contexts influenced by women or civil society organizations	4	Proposals on interaction and financial support of national authorities and DPOs (Disabled People's Organizations) for 3 normative acts and Plan on Barrier-Free Environment for 2025 are developed and submitted by CSO "All Ukrainian NGO Coalition for Persons with Intellectual Disabilities" (draft Regulations on local committees on barrier-free environment, Action plan on barrier free environment, draft Law on the system of psychiatric care in Ukraine (draft 12030), draft Strategy on deinstitutionalization of adult persons with disabilities in Ukraine.) 3 specific policies document were directly influenced by women with disabilities and CSO supported by the "League of the Strong," including updates to the National Registry of essential medications, the National Response Plan for Alzheimer's Disease and Other Dementia, and local housing accessibility measures in Bucha's City Development Strategy for 2024-2027, driven by the NGO "Active Rehabilitation Group." Additionally, 1 local policy (Program for Creating Barrier-Free Space for 2024-2026) in the Hnivanska community was shaped by the Center "Ray of Hope"
6.2 Number/Percentage of women with increased agency as a result of economic productive resources	18	During the reporting period, 2,412 women experienced increased agency through economic empowerment initiatives. Vocational training contributed the most, with 1,891 women (78.4%) gaining job-related skills that enhanced their employability and financial stability. Business development training supported 492 women (20.4%), strengthening

		their entrepreneurial skills and economic decision-making. Financial grants enabled 29 women (1.2%) to start or expand businesses, increasing financial autonomy. These interventions collectively enhanced women's participation in economic activities, decision-making, and leadership within their households and communities.
6.3 Number/Percentage of women participating in political and decision-making processes	18	A total of 826 women actively participated in decision-making processes as a result of WPHF project interventions. These women engaged in various activities, including structured dialogues with local authorities (54.7%), community recovery initiatives (26.5%), advocacy campaigns (6.9%), high-level governance meetings (7.3%), gender-sensitive budgeting (2.3%), awareness-raising on gender-sensitive recovery (2.2%), and institutional representation (0.1%). Their involvement contributed to policy development, governance reforms, and enhanced representation in community and institutional decision-making structures, strengthening women's leadership and influence in peacebuilding and recovery efforts.