

Women's Peace and Humanitarian Fund
ANNUAL PROGRESS REPORT 2025
(Regular Funding Cycle)

Country	Submitted by PUNO(s) UN Women or NUNO(s)¹
Ukraine	Name of Entity: UN Women Ukraine Name of Representative: Sabine Freizer Gunes
MPTF Project Number (s)	Reporting Period
00131406 (Outcome 3) 00131407 (Outcome 5) 00132054 (Outcome 6)	January 1 - December 31, 2025
Track <i>Select all that apply</i>	
<input checked="" type="checkbox"/> Regular Funding Track <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 <input checked="" type="checkbox"/> Outcome 3: Humanitarian and Crisis Response	<input type="checkbox"/> Outcome 4: Conflict Resolution <input checked="" type="checkbox"/> Outcome 5: Protection of Women & Girls <input checked="" type="checkbox"/> Outcome 6: Peacebuilding and Recovery
Programme Start Date	Total Approved Budget (USD)
<i>As per ME/Transmittal Forms</i> 4 April 2022	<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 - \$5,001,674.45 00131407 - \$2,837,388.32 00132054 - \$0
Programme End Date	Amount Transferred to CSOs (USD)
<i>As per ME/Transmittal Forms</i> 13 November 2027	<i>Tranche (amount) which was transferred to the CSOs (total for programme period)</i> Total \$20,849,153.97 (\$6,896,268.76 in 2025)

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

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, ten CfPs have been launched (four targeted Calls and six open Calls) with the total budget of USD30 mil thus serving as the largest feminist fund for gender-responsive and inclusive humanitarian assistance and early recovery in Ukraine. Overall, in 2025 three Call for Proposals were launched by WPHF – two open Calls (CfP8 in December 2024-January 2025 and CfP9 in December 2024-February 2025) and one Targeted Emergency Call (CfP10 in September 2025) which resulted in 45 new projects selected for funding and TopUp for 2 projects. The projects focused on WPHF Outcomes 3 (Humanitarian & Crisis Response), 5 (Protection of Women & Girls), and Institutional funding for women's organizations.

The full portfolio comprises 106 projects across 7 Calls for Proposals (CfP4–CfP10) and the L-HUB initiative in 2025. CfP9 accounts for 28 projects; CfP7 and its Reserve List with 20 projects; CfP5 with 15 projects; CfP6 (Kharkiv) includes 12 projects; CfP4 and its Reserve List consist of 10 projects. The remaining projects are distributed among CfP8 (9 projects), CfP10 Emergency (8 projects), and the L-HUB initiative (4 projects). By outcome, the portfolio is distributed as follows: Institutional Funding (33 projects), Outcome 5 (32 projects), Outcome 3 (20 projects), Outcome 6 (17 projects), and L-HUB (4 projects). Implementation for the initial projects began in July 2023, with the majority of the portfolio concluding in late 2025. Extended implementation schedules for specific tracks within CfP7, CfP8, CfP9, and CfP10 continue through 2026, with final projects reaching completion in 2027.

3 projects within funding of CfP4 (launched in 2023, implementation of projects began in July 2023, and completed in February 2025):

Outcome 5 – 1 CSO
Outcome 6 - 2 CSOs

7 projects within additional funding for Reserve List of CfP4 (launched in January 2024, implementation of projects began in January 2024, and completed in June 2025):

Institutional Funding – 1 CSO
Outcome 3 – 1 CSO
Outcome 5 – 1 CSO
Outcome 6 – 4 CSOs

15 projects within funding of CfP5 (launched in May 2024, implementation of projects began in March 2024, and completed in December 2025):

Outcome 3 – 7 CSOs
Outcome 5 – 8 CSOs

12 projects within CfP6 (Targeted for Kharkiv oblast (launched in July 2024, implementation of projects began in July 2024, and completed in October 2025):

Institutional Funding – 2 CSOs
Outcome 3 – 1 CSO
Outcome 5 – 5 CSOs
Outcome 6 – 4 CSOs

7 projects within funding of CfP7 (launched in June 2024, implementation of projects began in December 2024, 5 projects completed in 2025, and 2 projects will be completed in June 2026):

Institutional Funding – 3 CSOs
Outcome 6 – 7 CSOs

13 projects within additional funding for Reserve List of CfP7 (launched in June 2024, implementation of projects began in February 2025, 8 projects completed in 2025, 5 projects will be completed during 2026-2027):

Institutional Funding – 7 CSOs
Outcome 5 – 6 CSOs

9 projects within CfP8 (launched in December 2024, implementation of projects began in April 2025, 3 projects completed in 2025, and 6 projects will be completed in April 2026):

Institutional Funding – 5 CSOs
Outcome 3 – 2 CSOs
Outcome 5 – 2 CSOs

28 projects within CfP9 (launched in December 2024, implementation of projects began in October 2025, and will be completed in September 2026):

Institutional Funding – 11 CSOs
Outcome 3 – 7 CSOs

Outcome 5 – 10 CSOs

8 projects within CfP10 (Emergency) (launched in September 2025, implementation of projects began in January 2026, and will be completed in September 2026.):

Institutional Funding – 3 CSOs

Outcome 3 – 1 CSO

Outcome 5 – 4 CSOs

4 L-HUB projects (launched in April 2024, implementation of projects began in February 2025, and completed in December 2025)

Under CfP10, eight proposals have been selected for funding (4 for Stream 2/programmatic and 3 for Stream 1/institutional, within Outcome 3 and 5), the Partner Agreements (PAs) were signed in December 2025 with beginning of projects' implementation in 2026. Additionally, two projects from CfP9 received additional funding (TopUp).

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) In 2025, funding from the WPHF played a pivotal role in advancing the Women, Peace and Security (WPS) agenda and gender equality in Ukraine, shifting power and resources directly to local women's rights organizations (WROs). As the country's largest feminist fund for humanitarian assistance and recovery, the WPHF moved beyond service delivery to strategically position women as decision-makers in the crisis response. Through the disbursement of \$6.89 million to 84 women's civil society organizations (CSOs) implementing 102 projects, more than 66,941 women and girls across all regions of Ukraine were able to access lifesaving assistance. By enabling 4,835 individuals to participate in gender-responsive research and needs assessments, WPHF partners ensured that the specific needs of marginalized women and girls informed crisis interventions directly. This resulted in the reinforcement of seven gender-responsive mechanisms in the activities and organizational structure of CSOs (Feedback Mechanisms, Institutional Coordination Mechanisms, Planning & Operational Tools, Capacity & Leadership Frameworks). Furthermore, the funding strengthened the leadership of 148 women in crisis decision-making processes and supported 427 women leaders and activists to join regional and national coordination entities, thereby embedding women's voices into the operational core of the humanitarian response.

The WPHF portfolio was strongly aligned with Ukraine's national recovery priorities and peacebuilding frameworks. Under the peacebuilding outcome, 422 women increased their participation in governance bodies and community committees, contributing directly to the development of 16 peacebuilding and recovery plans and programmes at local and national levels (four specific plans on National level - the Action Plan on Deinstitutionalization Strategy, the Methodology on Supported Decision-Making, the Policy on the Inclusion of Social Service Professions in the Official List of Occupations, and the State Standard of Social Service for Respite Care - were influenced/updated by the All-Ukrainian NGO Coalition for Persons with Intellectual Disabilities, and 12 plans for hromadas in Kharkiv oblast - analytical matrices and reports for the implementation of gender-responsive budgeting across ten communities were developed under the guidance of the NGO Centre for Gender Culture). This clearly links WPHF-funded grassroots advocacy with formal national processes. Additionally, the economic empowerment of 13,460 women catalyzed community recovery by supporting them to secure basic needs, restore personal autonomy, rebuild self-worth, and reinvest in their households. This translated women's extended access to economic resources and opportunities into local leadership, increasing their influence in decision-making processes at the household and community levels (resulting in increased agency and resilience for 837 women) and fostering the social cohesion essential for long-term peace. By strengthening the institutional capacity of 26 WROs to navigate the volatile environment, the WPHF has ensured that civil society remains a resilient and active partner in the country's ongoing recovery and national peacebuilding efforts.

c) During the reporting period, WPHF contributed to strengthening and making more inclusive and gender-responsive the war response in Ukraine, scaling up the operational capacities of civil society organizations. Under the 'Humanitarian & Crisis Response' outcome, increased leadership capacity enabled women to participate actively in decision-making processes, resulting in gender-responsive mechanisms being integrated into humanitarian planning. Consequently, crisis-affected populations benefited from improved access to essential, life-saving assistance and emergency livelihoods. In terms of Protection of Women & Girls, enhanced coordination and collaboration among women's rights organizations reinforced protection mechanisms, empowering local actors to combat conflict-related sexual violence. This has enabled survivors and women at risk to access critical services, including safe shelters, legal aid and psychosocial support. Furthermore, under Peacebuilding & Recovery, economic empowerment interventions successfully fostered women socio-economic independence by expanding access to the labor market, supporting the creation of new entrepreneurial initiatives, and expanding existing ones. This enabled them to increase their influence in household and community decision-making processes. Additionally, within the scope of this outcome, the implemented initiatives contributed to the development of local-level recovery plans through the Collective Impact approach, and the subsequent development of recommendations on gender-responsive budgeting. These results demonstrate that strategic investment in women-led organizations ensures a sustainable, localized impact across the humanitarian-development-peace nexus.

d) During the reporting period, WPHF-supported initiatives directly benefited **75,420 individuals**, with **88.64% women and girls**, **11.04% men and boys**, and **0.32% LGBTQI+ individuals**, reaching **13,340,413 indirect beneficiaries**.

e) The main challenges in 2025 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, affecting security, business continuity and projects' portfolio management. 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 affect the mental health of staff and partners. To mitigate the negative consequences, UN Women allowed flexible and remote working arrangements of staff, continuously invested in improving planning for business continuity and for response to security threats and engaged stress and group psychology counselors for the staff. For partners, UN Women increasingly took into consideration duty of care commitments and emphasized the possibility to allocate 7% overhead for this purpose inclusive.
- Funding suspensions from the United States and decreasing support from other donors as threatening of which has been increasing since 2025 with potential in the short and medium term perspective
- In 2025, the WPHF portfolio has doubled compared to 2024 and expanded to 102 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. This required expanding the WPHF team and upgrading the positions of existing personnel. The project team currently consists of 12 people including programme, administrative, communications, finance personnel and UN volunteers.

f) The Capacity Development Project continued its strategic scale-up in 2025 with a total approved budget of USD 1,235,035, following several phases of financial reinforcement and programmatic updates to further strengthen the institutional capacity of 90 CSOs to design, implement, and monitor gender-responsive interventions. As of now, 105 CSOs and 235 CSO representatives (56 unique CSOs and 171 CSO representatives in 2025) 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), alongside advanced workshops on project management and institutional resilience. A key milestone in 2025 was the successful organization of a regional Study Tour to Bosnia & Herzegovina and Croatia for representatives of 6 partner CSOs. This mission provided critical exposure to international best practices in post-war settlement and recovery, directly enhancing the CSOs' ability to apply these lessons to Ukraine's reconstruction and advocacy efforts. The project continues to strengthen the ability of CSOs to engage in humanitarian response and peacebuilding, ensuring their sustained impact and institutional growth.

In 2025, the WPHF Global Learning Hub (L-HUB) Peer Learning initiative significantly deepened organizational resilience through four distinct tandem partnerships supported by USD 68,000 in total funding. CSO "Gender Rada," in partnership with CSO "Equality in Action," implemented a USD 8,000 project focused on peer learning and advocacy for gender equality. Simultaneously, three tandems - CO "Light of Hope" with CO "100% Life Network. Zaporizhzhia," NGO "Studio of Public Women's Initiatives" with "Gender Culture Centre," and NGO "Ukrprostir" with "Center Pobratym" - each implemented USD 20,000 peer learning projects. These collaborations engaged 114 participants (115 women) in specialized knowledge-sharing, strategic planning, and sustainability training, including innovative sessions on AI for monitoring and evaluation and women's political leadership. These efforts have enhanced participants' capacity to foster economic independence for IDP women, automate organizational processes, and build robust support networks for long-term community recovery and peacebuilding.

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 ³	Total Approved Budget (USD)
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
CfP 4	Kharkiv Regional Youth NGO "Enlightening Initiative"	Youth focused, young women led	5	Ukraine, Kyiv region, Chernivtsi	n/a	25-Dec-2023 – 31- Jul-2024 (extended till 31- Jan-2025)	268,460.00
CfP 4	International Alert	Peacebuilding & social cohesion	6	Zakarpattia, Dnipro, Kyiv, Kherson	1.Woman of Future (Women-led) 2. Rada Zhinok Donechchyny (Women-led CSO) 3.CSO Bilozerkii Center for Regional Development (Women-led CSO)	08-Feb-2024 – 31- Jan-2025 (extended till 30-Jun-2025)	297,032.00
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, Dnipropetrovs'k, Poltava, Cherkasy	n/a	02-Feb-2024 – 31- Jan-2025 (extended till 31- Mar-2025)	299,996.00
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)	04-Feb-2024 – 31- Jan-2025 (extended till 30 Jun-2025)	291,971.00
CfP 4	Khmelnyskyi regional NGO Podilsky center "Genderna Rada"	Women`s Led, Women`s Rights	Institutional Funding	Khmelnyskyi region	n/a	01-Feb-2024 – 31- Jan-2025 (extended till 31- May-2025)	29,990.00
CfP 4 L-HUB	Khmelnyskyi regional NGO Podilsky center "Genderna Rada"	Women`s Led, Women`s Rights	L-HUB	Khmelnyskyi region	NGO "Equality in Action" (Women`s Led, Women`s Rights)	01-Feb-2024 – 31- Jan-2025 (extended till 31- May-2025)	8,000.00
CfP 4	NGO "POBRATYM CENTER"	Women`s Led, Women`s Rights	6	Odesa region Zaporizhzhia region Chernivtsi region	n/a	30-Jan-2024 - 31- Jan-2025	249,070.00
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)	31-Jan-2024 – 31- Jan-2025 (extended till 30- Apr-2025)	280,271.00

³ Use the official start and end dates as per the partner agreement and/or amendment. If the project received an extension, please note this.

					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)		
CfP 4	NGO “Institute of partnership and sustainable development”	Women’s Rights, Women Led	3	Different regions of Ukraine	n/a	31-Jan-2024 - 31- Jan-2025 (extended till 30-Apr-2025)	242,900.00
CfP 4	FONDAZIONE TERRE DES HOMMES ITALIA ONLUS	Children - Girls Right	5	Odesa Oblast	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 – 31-Jan-2024 (extended till 28-Feb-2025)	300,000.00
CfP 5	NGO Pislyzavtra	Women’s Rights, Women Led	3	UKRAINE	n/a	28-Mar-2024 - 28- Feb-2025	198,000.00
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 (extended till 30-May-2025)	400,000.00
CfP 5	NGO FIGHT FOR RIGHT	Women’s Rights, Women Led	3	UKRAINE	n/a	12-Apr-2024 - 28- Feb-2025	196,731.00
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 (extended till 30-Jun-2025)	144,167.00
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
CfP 5	Charitable Organization Network 100 percent of life. Zaporizhzhia	Women Led, providing assistance to the vulnerable categories of population, namely to women and girls	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
CfP 5	CHARITABLE FOUNDATION “ZAPORUKA”	Women’s Rights, Women Led	5	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
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)	23-May-2024 - 20- Mar-2025	295,976.00

					2.Charitable Foundation "Planet of Good People (Women's Rights, Young Women Led) 3.NGO "Ternipe" (Youth and Women's Rights)		
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
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 - 20- Mar-2025 (extended till 31- Dec-2025)	378,210.00
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
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
CfP 5	NGO AVENIR	Human Rights, Women Led	5	Ukraine	n/a	30-May-2024 - 31- May-2025	251,460.00
CfP 5	ODESA REGIONAL ASSOCIATION OF ROMA CULTURE ROMANI ZBORA	Women's Rights, Women Led	5	Ukraine, Odesa region	n/a	28-Jul-2024 - 10- Apr-2025	241,315.00
CfP 5	Human Rights Information Centre (ZMINA)	Women's Rights, Women Led	5	Ukraine	n/a	02-Jul-2024 - 30- Jun-2025 (extended till 31- Dec-2025)	421,618.00
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
CfP 6	NGO Age of Possibilities	Women Led	6	Kharkiv	n/a	15-Jul-2024 - 31- Aug-2025	81,200.00
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
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
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(extended till 31-Aug-2025)	29,960.00
CfP 6	Kharkiv Regional Youth NGO Kharkiv Volunteer Center	Women's Rights, Women Led	3	Kharkiv	n/a	24-Jul-2024 - 01- Aug-2025(extended till 31-Oct-2025)	80,670.00
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

CfP 6	Kharkiv branch of the All-Ukrainian Charitable Foundation for Help to Victims of Violence	Women Led	Institutional Funding	Kharkiv	n/a	24-Jul-2024 - 31-Jul-2025	30,000.00
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 (extended till 31-Oct-2025)	499,553.00
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 (extended till 30-Jun-2025)	394,355.00
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
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
CfP 7	Public Organization LITAY	Led by women IDPs	Institutional Funding	Kyiv	n/a	27-Dec-2024 - 31-Dec-2025	29,914.00
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
CfP 7	Studio of Public Women's Initiatives NGO	Women's Rights, Women Led	Institutional Funding	Myrhorod, Poltava region	n/a	26-Dec-2024 - 31-Dec-2025	30,000.00
CfP 7 L_HUB	Studio of Public Women's Initiatives NGO	Women's Rights, Women Led	L-HUB	Myrhorod (Poltava region), Kharkiv	NGO Center for gender culture (Women's Rights, Women Led)	26-Dec-2024 - 31-Dec-2025	20,000.00
CfP 7	Ukrprostir, NGO	Women's Rights, Women Led	6	Zaporizhzhia Oblast	n/a	29-Dec-2024 - 31-Dec-2025	196,949.00
CfP 7 L_HUB	Ukrprostir, NGO	Women's Rights, Women Led	L-HUB	Zaporizhzhia, Odesa	NGO Centre Pobratym (Women's Rights, Women Led)	29-Dec-2024 - 31-Dec-2025	20,000.00
CfP 7	PU Rural Women Business Network	Women's Rights, Women Led	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)	30-Dec-2024 - 31-Dec-2025 (extended till 28-Feb-2026)	240,112.00

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
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
CfP 7 L_HUB	LIGHT OF HOPE, CO	Women's Rights, Women Led	L-HUB	Poltava, Zaporizhzhia	CO "100 Percent Life Network. Zaporizhzhia" (Women-led)	26-Dec-2024 - 31-Dec-2025	20,000.00
CfP 7	THE NEW GENERATION OF WOMEN, NGO	Women's Rights, Women Led	Institutional Funding	Kyiv	n/a	27-Feb-2025 - 30-Aug-2025 (extended till 30-Nov-2025)	29,300.00
CfP 7	CHARITABLE ORGANIZATION UA MENTAL HELP CHARITABLE INSTITUTION	Mental Health Support, Women Led	Institutional Funding	Kyiv	n/a	04-Mar-2025 - 31-May-2025	21,000.00
CfP 7	Women Informative Consulting Center, NGO	Women's Rights, Women Led	Institutional Funding	Ozerne, Zhytomyr region	n/a	03-Mar-2025 - 28-Feb-2026	30,000.00
CfP 7	FUND VILNI, NGO	Youth Focused, Women Led	Institutional Funding	Zaporizhzhia	n/a	27-Feb-2025 - 30-Nov-2025	29,860.00

CfP 7	CHARITABLE FOUNDATION CENTER FOR SOCIAL DEVELOPMENT BRIDGE	Women's Rights, Women Led	Institutional Funding	Kyiv	n/a	27-Feb-2025 - 31-Jan-2026	30,000.00
CfP 7	CHARITABLE ORGANIZATION CHARITABLE FOUNDATION SAFE PEOPLE	Support for women, Women Led	5	Kyiv region	n/a	14-Mar-2025 - 16-Nov-2025	50,672.00
CfP 7	BERY I SLAV, NGO	Women's Rights, Women Led	5	Drohobych community in Lviv Oblast	n/a	12-Mar-2025 - 16-Mar-2027	49,420.27
CfP 7	BRAVE GENERATION UKRAINE, NGO	Youth Focused, Young Women Led	5	Ukraine	n/a	17-Mar-2025 - 16-Sept-2025(extended till 31-Oct-2025)	101,266.00
CfP 7	CHARITABLE ORGANIZATION INTERNATION CHARITABLE FOUNDATION NOVA KAKHOVKA IS UKRAINE	Women's Rights, Women Led	5	Ukraine	NGO "Association of Women Ambassadors of Ukraine" (Women's Rights, Women Led)	17-Mar-2025 - 16-Dec-2025	246,460.00
CfP 7	THE LEADER, NGO	Women's Rights, Women Led	5	Poltava region, Kremenchuk	n/a	12-Mar-2025 - 16-Mar-2027	246,362.00
CfP 7	CHARITABLE ORGANIZATION CHARITY FUND WINDS OF CHANGE	Women's Rights, Women Led	5	Odesa, Mykolaiv, Kherson regions of Ukraine (15 communities)	n/a	12-Mar-2025 - 16-Sep-2026	245,774.95
CfP 7	Kalyna Foundation, NGO	Women's Rights, Women Led	Institutional Funding	Khmelnysky region	n/a	27-Feb-2025 - 31-Oct-2025	30,000.00
CfP 7	FEMINIST WORKSHOP, NGO	Women's Rights, Young Women Led	Institutional Funding	Lviv	n/a	04-Mar-2025 - 30-Aug-2025(extended till 31-Dec-2025)	29,234.00
CfP 8	IMPACT FORCE, NGO	Driving social behavioral change, including women empowerment, female businesses and mental health support; Women Led	Institutional Funding	Kyiv	n/a	07-May-2025 - 30-Jun-2025	20,350.00
CfP 8	IMPACT FORCE, NGO	Driving social behavioral change, including women empowerment, female businesses and mental health support; Women Led	5	Ukraine	n/a	07-May-2025 - 31-Oct-2025 (extended till 31-Dec-2025)	179,017.12
CfP 8	Andreev Family Foundation, CO CF	Women's Rights, Women Led	Institutional Funding	Kyiv	n/a	27-Apr-2025 - 28-Feb-2026	29,425.00
CfP 8	Andreev Family Foundation, CO CF	Women's Rights, Women Led	5	Ukraine, all regions	n/a	28-Apr-2025 - 31-Jan-2026 (extended till 31-Mar-2026)	198,480.50

CfP 8	UKRAINIAN PUBLIC ASSOCIATION NATIONAL ASSEMBLY OF PEOPLE WITH DISABILITIES OF UKRAINE	Women's Rights, Women Led	Institutional Funding	Kyiv	n/a	05-May-2025 - 28-Feb-2026	29,970.00
CfP 8	UKRAINIAN PUBLIC ASSOCIATION NATIONAL ASSEMBLY OF PEOPLE WITH DISABILITIES OF UKRAINE	Women's Rights, Women Led	3	Main regions: Zaporizhzhia, Dnipropetrovsk, Kirovohrad, Mykolaiv, Poltava, Sumy, and Kharkiv regions Selective: Other regions of Ukraine (women in need of rapid response)	<ol style="list-style-type: none"> 1. Public organization "I Know You Can" (Protecting the rights of women and men with various disabilities, young girls with disabilities, Women Led) 2. Public organization "Association of Families of Persons with Disabilities 'Mother's Heart'" (Protecting the rights of women and men with various disabilities, young girls with disabilities, Women Led) 3. Public organization "Mykolaiv City 'Victoria' Physical Culture and Recreation Club for People with Disabilities (Protecting the rights of women and men with disabilities, persons 60+, young people with disabilities, and people in wheelchairs. Women-led) 4. Public organization "Poltava City Public Association of People with Disabilities "VIRA" (Protecting the rights of women and men with disabilities, persons 60+, IDPs with disabilities, and young people with disabilities. Women-led) 5. Organization of Veterans of Ukraine in the Industrial District of Kharkiv (Protecting the rights of women and men with disabilities, female veterans, liquidators of Chernobyl disaster, women 60+, and families raising children and young people with disabilities. Women-led) 6. Public organization "Zaporizhzhia Regional Organization 'Autism. 	13-May-2025 - 15-Feb-2026	189,963.70

					Conscious Parenting” (Protecting the rights of families raising children with various disabilities. Women-led) 7. Public organization “The Initiatives of Slobozhanshchyna” (Protecting the rights of women and men with disabilities; persons 60+; and families raising children with disabilities. Women-led)		
CfP 8	FIGHT FOR RIGHT, NGO	Women’s Rights, Women Led	Institutional Funding	Kyiv	n/a	7-May-2025 - 30-Apr-2026	29,853.00
CfP 8	FIGHT FOR RIGHT, NGO	Women’s Rights, Women Led	3	Three frontline regions – Kharkiv, Zaporizhzhia, and Kherson.	n/a	7-May-2025 - 30-Apr-2026	192,940.68
CfP 8	ODESA REGIONAL ASSOCIATION OF ROMA CULTURE ROMANI ZBORA	Women’s Rights, Women Led	Institutional Funding	Odesa	n/a	23-May-2025 - 30-Nov-2025	30,000.00
CfP 9	Bureau of Gender Strategy and Budgeting, NGO	Women’s Rights, Women Led	3	Selected communities in Sumska obl., Poltavska obl., Lvivska obl., Zakarpatska obl., Kharkiv obl.	1.NGO “Center for Public Initiatives 'Intellect of Sumy Region" (youth focused, women led) 2.NGO "TI 100" (Women’s Rights, Women Led) 3.Carpathian Agency For Human Rights "VESTED" (Women’s Rights, Women Led) 4.CHARITY FUND "Community Development Fund "INITIATIVE" (Women’s Rights, Women Led)	03-Oct-2025 - 15-Sep-2026	230,162.35
CfP 9	SLAVIC HEART, NGO	Women’s Rights, Women Led	5	Dnipro city, Dnipropetrovsk region	n/a	03-Oct-2025 - 15-Jun-2026	247,632.00
CfP 9	STAY ON TOP, NGO	Women’s Rights, Women Led	3	Dnipro city and Dnipropetrovsk region	n/a	02-Oct-2025 - 15-Sep-2026	242,138.00
CfP 9	Kharkiv Women's Association Sphere, NGO	Women’s Rights, Women Led	5	Kharkiv region	n/a	03-Oct-2025 - 15-Sep-2026	98,996.00
CfP 9	LUCIDA DELTA, NGO	Women’s Rights, Women Led	Institutional Funding	Kherson	n/a	29-Oct-2025 - 31-Jul-2026	8,945.85
CfP 9	PUBLIC RESOURCES AND INITIATIVES CHARITY FOUNDATION	Humanitarian response and support for women and mothers with children from vulnerable categories, Women Led	Institutional Funding	Chernivtsi	n/a	06-Oct-2025 - 15-Apr-2026	29,452.00
CfP 9	PHOTOSYNTHESIS, NGO	Youth Focused, Women’s Rights and GBV Prevention	Institutional Funding	Zaporizhzhia	n/a	17-Oct-2025 - 30-Apr-2026	30,000.00

CfP 9	CHARITY ORGANIZATION CHARITY FUND UNITY AND STRENGTH	Humanitarian, psychological and legal assistance to the population of frontline areas, Women Led	5	Kharkiv and Zaporizhzhia	n/a	06-Oct-2025 - 15-Sep-2026	181,900.00
CfP 9	Kherson City Association of Young Roma, NGO	Youth Focused, Young Women Led	Institutional Funding	Kherson – Odesa	n/a	10-Oct-2025 - 15-Aug-2026	29,500.00
CfP 9	Vinnytsia Non-Governmental Organization Informational and educational center VIS	Women’s Rights, Women Led	Institutional Funding	Vinnytsia	n/a	07-Oct-2025 - 15-Apr-2026	29,752.00
CfP 9	Press Club for Reforms Novoukrainka District Organization, NGO	Freedom of speech and media support, Women Led	Institutional Funding	Kropyvnytskyi, Kirovohrad region	n/a	10-Dec-2025 - 15-Sep-2026	26,970.00
CfP 9	MUKACHEVO ROMA WOMEN ROMA SUN (ROMANO KHAM), NGO	Women’s Rights, Young Women Led	Institutional Funding	Zakarpattia region, Mukachevo	n/a	12-Oct-2025 - 15-Apr-2026	30,000.00
CfP 9	ICF Ukrainian Foundation for Public Health	Women’s Rights, Women Led	5	Ukraine: all regions, including active combat zones and temporarily occupied territories	n/a	27-Oct-2025 - 31-Jul-2026	250,000.00
CfP 9	Kharkiv Regional Youth NGO "Enlightening Initiative"	Youth Focused, Young Women Led	5	Kharkiv, and Ternopil oblasts	n/a	16-Nov-2025 - 15-Sep-2026	246,000.00
CfP 9	ASSOCIATION OF MOTHERS AND WIVES OF UKRAINE'S DEFENDERS, NGO	Women’s Rights, Women Led	Institutional Funding	Kyiv	n/a	03-Oct-2025 - 15-Jul-2026	23,500.00
CfP 9	SEMA UKRAINE, NGO	Women’s Rights, Women Led	Institutional Funding	Kyiv	n/a	17-Nov-2025 - 31-Jul-2026	29,983.00
CfP 9	CENTER FOR HUMANITARIAN AID VOLUNTEER-68, NGO	Assistance to women with disabilities and women who care for persons with disabilities, Women Led	3	Kharkiv region	n/a	02-Oct-2025 - 15-Jun-2026	249,999.80
CfP 9	PUBLIC ORGANIZATION ALL UKRAINIAN ORGANIZATION WOMEN'S CONSORTIUM OF UKRAINE	Women’s Rights, Women Led	5	Polissia community (Kyiv region), Kyinska community, Krutivska community, Kyselivska community (Chernihiv region)	n/a	10-Nov-2025 - 30-Jun-2026	134,600.00
CfP 9	INTERNATIONAL ASSOCIATION OF PSYCHOLOGISTS AND TRAINERS - EXPERTS, NGO	Support and development of professional skills of psychologists, coaches and other specialists working in the fields of psychotherapy, coaching and training programmes, Women Led	Institutional Funding	Mykolaiv Oblast, Pervomaiskyi Raion, city of Pervomaisk	n/a	03-Oct-2025 - 15-Sep-2026	29,746.00

CfP 9	MASHA FUND	Women's Rights, Women Led	5	"Unbreakable Mother" project is implemented in Western Ukraine (mainly Lviv region), "Unbreakable" Mental Health Rehabilitation Center is located in Kyiv, but services are also provided online to women living in different regions of Ukraine. "Leaders of Changes 2.0. Peer-to-Peer" will be implemented in Chernihiv, Mykolaiv and Dnipropetrovsk regions.	n/a	06-Oct-2025 - 15-Jun-2026 (extended till 15-Aug-2026 due to top-up within CfP10)	249,947.00
CfP 10	MASHA FUND	Women's Rights, Women Led	5	"Unbreakable Mother" project is implemented in Western Ukraine (mainly Lviv region), "Unbreakable" Mental Health Rehabilitation Center is located in Kyiv, but services are also provided online to women living in different regions of Ukraine. "Leaders of Changes 2.0. Peer-to-Peer" will be implemented in Chernihiv, Mykolaiv and Dnipropetrovsk regions.	n/a	06-Oct-2025 - 15-Jun-2026 (extended till 15-Aug-2026 due to top-up within CfP10)	60,000.00
CfP 9	ACO POSITIVE WOMEN	Women's Rights, Women Led	3	Kryvyi Rih, Mykolaiv, Cherkasy	n/a	06-Oct-2025 - 15-Sep-2026	250,000.00
CfP 9	INSIGHT, NGO	Women's Rights, Women Led	5	All Ukraine (online), Kyiv and Kyiv Oblast (offline)	n/a	13-Oct-2025 - 15-Sep-2026	221,960.00
CfP 9	ODESA REGIONAL ASSOCIATION OF ROMA CULTURE ROMANI ZBORA	Women's Rights, Women Led	5	Odesa region, Odesa	n/a	02-Oct-2025 - 15-Jun-2026 (extended till 15-Aug-2026 due to top-up within CfP10)	248,240.00
CfP 10	ODESA REGIONAL ASSOCIATION OF ROMA CULTURE ROMANI ZBORA	Women's Rights, Women Led	5	Odesa region, Odesa	n/a	02-Oct-2025 - 15-Jun-2026 (extended till 15-Aug-2026 due to top-up within CfP10)	55,894.27
CfP 9	CHARITABLE ORGANIZATION LEGALIFE-UKRAINE	Women's rights, transgender rights and men who provide sex services for remuneration, Women Led	3	18 regions of Ukraine: Kyiv, Vinnytsia, Kryvyi Rih, Poltava, Kherson, Zhytomyr, Mykolaiv, Dnipro, Kropyvnytskyi, Zaporizhzhia, Cherkasy, Sumy, Lutsk, Rivne, Lviv, Kharkiv, Odesa, Chernivtsi.	n/a	02-Oct-2025 - 15-Sep-2026	203,050.00
CfP 9	DONETSK REGIONAL CHARITY FUND OBERIG	Provision of a complex of HIV prevention and treatment services for vulnerable categories of population, Women Led	3	Druzhkivka, Kramatorsk, Slov'yansk, Donetsk region	n/a	02-Oct-2025 - 15-Jun-2026	57,314.00

CfP 9	Chernihiv Public Committee of Human rights protection, NGO	Women's Rights, Women Led	5	Chernihiv Region	n/a	02-Oct-2025 - 15-Jul-2026	59,950.00
CfP 9	CHARITABLE ORGANIZATION CHARITABLE FOUNDATION SYLNI	Women's Rights, Women Led	Institutional Funding	Kyiv	n/a	07-Oct-2025 - 15-Mar-2026	27,541.43
CfP 9	LAMPA, NGO	Humanitarian organization, Women Led	3	Snovsk urban territorial community of Koriukivka district, Chernihiv region	n/a	03-Oct-2025 - 15-Sep-2026	249,999.08
CfP 10	Ukrainian Women's Guard, NGO	Women's Rights, Women Led	Institutional Funding	Kyiv and Kyiv region (Borodianka village)	n/a	10-Dec-2025 - 31-May-2026	29,525.00
CfP 10	M.ART.IN-CLUB, NGO	Women's Rights, Women Led	5	Dnipropetrovsk region, Dnipro, Kamianske, Samar	n/a	9-Dec-2025 - 31-Aug-2026	182,739.00
CfP 10	TENET CENTER FOR SOCIAL TRANSFORMATIONS, NGO	Youth Focused, Women Led	Institutional Funding	Okhtyrka - Lviv	n/a	10-Dec-2025 - 15-Sep-2026	30,000.00
CfP 10	Ukrprostir, NGO	Women's Rights, Women Led	5	Zaporizhzhia city hromada, Mykhailivka rural hromada	n/a	09-Dec-2025 - 15-Sep-2026	86,000.00
CfP 10	CHARITABLE ORGANISATION CHARITABLE FUND SUPERHUMANS	Assistance for women who have acquired a disability due to the war or who are caring for an injured partner, Women Led	3	Kyiv, Vynnyky (Lviv region), Dnipro	n/a	15-Dec-2025 - 15-Sep-2026	199,938.00
CfP 10	Ukrainian women lawyers association JurFem, NGO	Women's Rights, Women Led	5	Zakarpattia, Odesa, Vinnytsya, Zytomyr, Dnipro, Lviv regions	n/a	16-Dec-2025 - 31-Aug-2026	128,218.00
CfP 10	NUMO, SISTERS, NGO	Women's Rights, Women Led	5	Kyiv, Kharkiv, Zaporizhzhia, Dnipropetrovsk, Odesa regions	n/a	15-Dec-2025 - 15-Sep-2026	198,000.00
CfP 10	CHARITY FUND FOR SOCIAL HEALTH, NGO	Women's Rights, Youth Focused, Women Led	Institutional Funding	Kharkiv	n/a	15-Dec-2025 - 10-Jul-2026	29,690.00

2. Beneficiaries and Reach (Consolidated)

a) Complete the Excel spreadsheet called “WPHF Beneficiary Template 2025” 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 (2025)					
Age Category	Women/Girls	Men/Boys	Other (LGBTQI+)	Total Direct	Indirect Beneficiaries
0-17 years	7770	5306		13076	
18-29 years	11057	595	229	11881	
30 years +	48114	2440		50554	
Total	66941	8341	229	75511	13340413

*ATTACH WPHF Excel Beneficiary Template.

Cumulative					
Age Category	Women/Girls	Men/Boys	Other (LGBTQI+)	Total Direct	Indirect Beneficiaries
0-17 years	15303	10681	0	25984	
18-29 years	17474	1200	267	18941	
18+(Prior 2024)	39554	2800	0	42354	
30 years +	79364	3857	0	83221	
Total	151695	18538	267	170500	25129895

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

2025 was the deadliest year for civilians in Ukraine since 2022, with the impacts of Russia’s full-scale invasion continuing to multiply. Since February 2022, the UN has verified 56,550 civilian casualties in Ukraine (15,172 killed and 41,378 injured). Civilian harm rose sharply in 2025, with casualties increasing by 27 per cent between January and October 2025 compared to the same period in 2024.

The relentless, systematic attacks against civilians and civilian infrastructure and services, including energy, transport, health and education facilities, continue to have a severe and growing effect on women, resulting in death and injury, psychological trauma, displacement, gender-based violence including conflict-related sexual violence (CRSV), human trafficking, and loss of livelihoods and economic opportunities. These attacks are grave violations of human rights and international humanitarian law.

Since 24 February 2022, at least 4,762 women and 328 girls have been killed, while 13,464 women and 976 girls have been injured. Women’s civilian casualties rose in 2025 by 27 per cent compared with 2024, from 4,618 (810 killed, 3,808 injured) to 5,883 (892 killed, 4,991 injured). According to the UN, this increase is driven by long-range strikes on cities and intensified FPV-drone attacks near the frontline, as women in urban and frontline areas are killed and injured in growing numbers as everyday spaces become deadly. 2.91 million people predominantly women and girls are at high risk of gender-based violence⁴.

During 2025 power outages caused by Russia’s attacks on energy infrastructure increased the burden of household chores and caregiving for women. Massive missile and drone attacks on Ukraine’s power network have led to a loss of 65% of energy generation capacity. Millions are experiencing daily power cuts, reducing their access to water, mobile and internet connectivity, public transportation, and restricting children’s ability to study. Electricity losses of up to 16 hours per day result in: inability to work online, shutdown of microbusinesses (salons, workshops, online services), failure to meet deadlines, productivity dropping to critical levels. In research UN Women published in 2025,⁵ 37% of Ukrainian women reported experiencing extreme challenges due to the power outages, 90% agreed that women are having a harder time taking care of children/older relatives and doing housework due to the power outages, and energy cuts are compromising access to key services and social support. Power outages further hinder women’s economic participation, for example by limiting their ability to operate businesses (according to the Women Rural Business Network research, only 35% of rural women entrepreneurs have backup power sources to sustain their businesses during outages). These effects on women of attacks on energy infrastructure will be even greater in 2026.

In 2025 Ukraine was not immune to the global reduction in funding and financing for gender equality and women’s empowerment, and especially for women’s rights and women led organizations. According to 2025 data from the Organization for Economic Cooperation and Development (OECD) only 14% of official development assistance (ODA) to Ukraine in 2022-23 included gender equality objectives – which remains far below the global average of 46% of ODA. Less than 1% of funding went to projects which

⁴ OCHA - Humanitarian Needs and Response Plan Ukraine - Humanitarian Programme Cycle 2026, January 2026, p.3.

⁵ UN Women, GENDER DIMENSION OF THE ENERGY CRISIS IN UKRAINE: PATHWAYS TO RESILIENCE, April 2025, pp.5-23

primarily supported gender equality. The OECD DAC figures to be released in March 2026 are unlikely to show any progress in 2024. Meanwhile in 2025 first United States funding cuts had a significant negative effect on WRO/WLO as described in a [survey](#) by UN Women, the Apparatus of the Government Commissioner for Gender Equality Policy of Ukraine, and the Gender in Humanitarian Action Working Group (GiHA). These were followed by other donors' cut which risk causing a collapse within Ukraine's women's movement, as found in a new survey released by UN Women in February 2026.⁶

In response to the humanitarian crisis and war consequences, the UNW Ukraine CO Strategic Note especially aims to support the achievement of three outcomes: 1) More gender responsive laws, policies, budgets and institutions ensure that women and women's rights organizations participate in decision making at all levels and fully benefit from reform, recovery and transitional justice 2) More women benefit from economic empowerment through decent work, equal pay, new skills, mentorship, access to resources for entrepreneurship within an economy that prioritizes care 3) UN coordination ensures that women play a greater role in and are better served by the humanitarian response, as well as by early recovery, development and normative efforts. UN Women in Ukraine prioritizes support to local communities in eastern Ukraine, and to supporting Ukrainian women and girls through more gender responsive governance, advancing the WPS agenda, economic empowerment, and coordination on gender equality including in humanitarian action.

Since 2024, 100 governments, the EU, World Bank, UN agencies operating in Ukraine and many others private sector and NGO partners (including 14 women CSOs funded by WPHF) committed to an ["Alliance for Gender-Responsive and Inclusive Recovery"](#) to invest in a gender responsive recovery where women participate fully and programs meet the needs of women and girls. This momentum should now be translated into concrete actions to improve gender responsiveness of recovery planning and financing. More financing for projects and programs that equally benefit women and that advance gender equality as a priority objective are needed, as is funding for women's rights organizations and women's rights activists. Only USD 44 million were allocated to efforts to advance gender equality as the principal objective in 2023 according to the OECD and severe funding cuts in 2025 are forcing women's rights organizations to close programs and fire staff.

Despite challenges, UNW CO in Ukraine continued institutional support and capacity development of women-led and women's rights organizations which demonstrate resilience by exploring new funding models, strengthening coalitions, and adapting to a shifting donor landscape. However, more and better funding of women's rights organizations is urgently needed for women leaders in Ukraine to be able to fully and meaningfully continue to lead in humanitarian response and gender responsive recovery efforts championed by the Government of Ukraine and international partners, in line with global women, peace and security, and humanitarian commitments.

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 2025, 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 and representing 300+ members including 50+ Ukrainian WROs—WPHF partners, enhancing the UN agencies', government institutions', and civil society organisations' (CSO) coordination and collaboration on gender equality issues in humanitarian action in Ukraine.

Through active participation in the GiHA WG WPHF partners shaped forward-looking humanitarian planning. During the Multi-Sector Needs Assessment (MSNA) design process (June 2025) and the Meaning Making Workshop (26 September 2025), they ensured that intersectional data—covering gender, age, disability, displacement, GBV, and SOGIESC inclusion—was translated into actionable priorities embedded in preparations for the 2026 Humanitarian Needs and Response Plan (HNRP). In the context of global funding cuts, WPHF partners contributed to the generation of critical advocacy evidence by active participation in the rapid assessment "Impact of the US Funding Suspension on Women's Rights Organizations" (March 2025). Findings informed Humanitarian Country Team deliberations, were presented at Humanitarian Networks and Partnership Week (25 March 2025, Geneva), and strengthened calls for equitable and predictable funding to local women-led actors. At sub-national level, WPHF partners advanced localization and inclusive governance. Through the Poltava–Zaporizhzhia Strategic Alignment Workshop (9 April 2025) and the Poltava Regional Consultation (13–14 November 2025), they embedded gender priorities into oblast-level coordination and expanded formal cooperation with local institutions. In Zaporizhzhia (November 2025), qualitative focus groups with 65 women veterans and family members, conducted by WPHF partner CSO, informed gender-responsive analysis of the Municipal Veterans Policy Programme (2025–2027), strengthening policy dialogue on the specific needs of women affected by conflict.

Through engagement in the Second National Forum on LGBTIQ+ Inclusion in Humanitarian Response (21–22 May 2025, Kyiv), the UNCT–LGBTIQ+ Strategic Dialogue (19 June 2025), and the First National Roma Strategy Forum (30–31 January 2025) followed by regional consultations across Odesa, Poltava, Zakarpattia, and Sumy, WPHF partners ensured that community-driven

⁶ The impact of foreign assistance cuts on women's rights and women-led organizations in Ukraine | Publications | UN Women Knowledge portal

recommendations were reflected in humanitarian coordination and UNCT processes. Under the co-organization of UN Women and the State Service of Ukraine on Ethnic Policy and Freedom of Conscience (DESS), and in cooperation with the WPHF funded Association of Roma Women “Voice of Romni”, a number of regional consultations were conducted with Roma civil society organizations and government representatives. Under these framework recommendations for the Regional Action Plan under the Strategy for Promoting the Rights and Opportunities of Persons Belonging to the Roma National Minority in Ukrainian Society through 2030 was developed.

Ukrainian and international NGOs working on the gendered impacts of the war in Ukraine continue to call for all reconstruction and recovery processes to ensure the full, equal, meaningful and safe participation and leadership of diverse Ukrainian women and to put gender equality at the centre. The Recommendations for Governments, Co-Chairs, Donors and International Organizations "PATHWAY TO GENDER-TRANSFORMATIVE RECOVERY" for Ukraine Recovery Conference in Rome (URC25) was developed through active participation of WPHF funded partners⁷. In addition, representatives of WPHF-funded WROs were involved in determining ways to contribute to sustainable peace in Ukraine, advancing the implementation of the UN agendas on women, youth, peace and security, as well as the newly adopted Pact for the Future, by participating in the DPPA-funded event, “Voices of Ukrainian Women and Youth for Sustainable Peace in Ukraine”, supported by the Office of the UN Resident Coordinator in Ukraine, UN Women, UNDP and UNICEF (May 2025)⁸.

UN Women supported regional Coalitions 1325 to strengthen their abilities to advocate and contribute to Regional and Local Action Plans on UNSCR 1325 development and monitoring. Coalition 1325 members improved their capacities to engage authorities on the Women Peace and Security (WPS) agenda, participate in decisions regarding recovery, and promote social cohesion in IDP host communities. WPHF partners actively contributed in the development of a new National Action Plan for the implementation of UN Security Council Resolution 1325 “Women, Peace and Security” for the period 2026-2030 through participation in strategic sessions organized by UN Women Ukraine, together and in partnership with the Ministry of Social Policy of Ukraine, the Government Commissioner for Gender Policy and the Women's Information Consultation Center in March-May 2025.

As Chair of the Gender Theme Group (GTG), UN Women played a pivotal role in the UNCT-SWAP Gender Scorecard comprehensive assessment exercise. The RCO led the exercise with technical support from the GTG and UN Women. As Chair of the GTG, UN Women ensured that members understood and undertook their responsibilities to serve in the small working groups that assessed the 15 Scorecard indicators. The Scorecard report was submitted before the November deadline by the RCO. The report paints a mixed picture, showing some gender mainstreaming gains by the UN system but, overall, a lower level of mainstreaming than the previous comprehensive Scorecard assessment undertaken in 2021. Along with the Scorecard exercise, the development of the UN Gender Parity Strategy for Ukraine was a significant contribution to gender-equal staffing in the UN system. UN Women was an active member of the five-member GP strategy Task Force that drew from GP strategies in other countries and from the Ukraine HR survey data on all agencies staffing by gender, as well as gendered staff perceptions of well-being, to devise an Action Plan, approved by the UNCT, to promote gender-equal staffing and staff well-being.

In 2025, UN Women Ukraine further strengthened its contribution to Protection from Sexual Exploitation and Abuse (PSEA) through reinforced inter-agency engagement and a more systematic approach to partner safeguarding under the WPHF. Engagement in the inter-agency PSEA coordination structure continued, with UN Women actively contributing to technical coordination, joint planning, and system-wide capacity-building initiatives at national and sub-national levels. UN Women publicly signed the PSEA Pledge and commitments at a dedicated inter-agency event, reinforcing the office’s adherence to collective safeguarding standards and principles. To elevate PSEA within the national agenda, UN Women facilitated a coordination meeting with the Inter-Agency PSEA Coordinator and the Government Commissioner for Gender Policy, strengthening alignment between UN safeguarding frameworks and national gender equality priorities. In parallel, UN Women initiated efforts to introduce PSEA within state institutions, including a preparatory scoping meeting with the National Police to identify needs, entry points, and opportunities for future collaboration.

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 2025, more than 66,800 women and girls received support through 84 CSOs (102 projects) operating across the country in all regions, under the umbrella of the Women, Peace and Humanitarian Fund. In total, \$6.8 mil was disbursed to WLOs/WROs by December 2025.

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

⁷ [Ukraine recovery conference 2025: Pathway to gender-transformative recovery](#)

⁸ [Ukrainian women and youth discuss meaningful participation in making and building peace](#)

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**), 148 women strengthened their leadership and participation in humanitarian and crisis decision-making (Impact Indicator 3.1) and seven gender-responsive mechanisms in humanitarian planning and response (Feedback Mechanisms, Institutional Coordination Mechanisms inclusive Planning & Operational Tools, Capacity & Leadership Frameworks) were introduced and/or reinforced (Impact Indicator 3.2), ensuring that women's priorities and perspectives directly informed crisis interventions. As a result, 16,801 war-affected women and girls expanded access to food assistance, hygiene kits, medication, legal aid, information on humanitarian assistance, and emergency protection referral pathways.

Under Protection of Women & Girls (**Outcome Area 5**), 72 WROs/WLOs enhanced their coordination and collaboration on re-enforcing protection mechanism (Impact Indicator 5.3) enabling 67 of them increased agency to work on or contributing to ending sexual and gender-based/ conflict-related sexual violence (SGBV/CRSV) within war contexts (Impact Indicator 5.1). Consequently, 36,239 women and girls at high risk and survivors of GBV enhancing their safety and well-being through lifesaving essential assistance, emergency livelihood support, and other protection-related services, including legal aid, psychosocial support, and safe shelter.

Under Peacebuilding & Recovery (**Outcome Area 6**), 837 women increased influence in decisions within the household or community decision-making processes as a result of economic recovery activities implemented by WPHF partners organization (Impact Indicator 6.2). Additionally, 422 women extended their participation in decision-making processes aimed at promoting peacebuilding and recovery within community committees, governance bodies and advocacy initiatives (Impact Indicator 6.2) which enabled them to make meaningful contribution to development of 16 peacebuilding and recovery plans and programs at local and national level (Impact Indicator 6.1). These efforts have collectively resulted in the more than 13,460 women economically empowered through livelihood recovery support, skills development, business support, and enhanced access to employment opportunities.

CSO Impact and Results (do not include outputs):

a) Report on the results achieved⁹ or progress towards¹⁰ results for EACH WPHF OUTCOME area. Include the impact and outcome indicators as per the results framework and a description to help illustrate the change, including the change from the previous year. Do not describe or include 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.

INSTITUTIONAL FUNDING

Outcome Area IF: Institutional Funding

Within the reporting period, **26 women's rights and women-led organizations** strengthened their institutional capacity, sustainability, and resilience, enabling them to continue their operations in war crisis context. This organizational support became vital to the CSOs in maintaining their work (linked to WPHF Indicator 1.1) and retaining 154 staff members (linked to WPHF Indicator 1.2). Additionally, 414 individuals developed leadership, crisis management, and resource mobilization skills due to 84 training sessions facilitated by the CSOs. Five organizations revised their strategies, risk management and fundraising plans (linked to WPHF Indicator 1.3) and 15 organizations 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, mobilized up to \$258,1 thousand in funds and continue delivering their services and support to the war affected population.

PROGRAMMATIC FUNDING

Outcome area 3: Humanitarian & Crisis Response

Under this outcome area, **16,801 women and girls** affected by the war in Ukraine directly benefited from comprehensive humanitarian support, legal aid, and psychosocial services. Specifically, 13,408 individuals accessed expanded emergency assistance, including food vouchers, hygiene kits, pharmaceutical aid, and winterization support, while 2,178 women improved their well-being through 1,947 individual and group MHPSS consultations designed to address conflict-related trauma. Legal protections and rights were significantly bolstered for 1,512 women, including survivors of gender-based violence and women

⁹ 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.

¹⁰ 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.

living with HIV, who received specialized legal aid and case management. Furthermore, 116 individuals benefited from life-saving evacuations and patronage transportation to safer regions. The leadership and influence of women in the humanitarian sector were advanced as 1,891 women and girls enhanced their advocacy, political leadership, and digital safety skills through comprehensive training and mentorship. Evidence-based planning was strengthened by the participation of 4,835 individuals in gender-responsive research and needs assessments, which utilized data from focus groups and surveys to tailor humanitarian aid to the specific needs of marginalized groups. Additionally, 427 women leaders and activists successfully joined regional and national coordination councils, ensuring women's voices shape the humanitarian agenda. Visibility and awareness reached a massive scale, with over 6 million people reached through 61 strategic communication products that amplified the visibility of women with disabilities and advocated for gender equality in crisis response. These results were achieved through the strategic partnership of 12 local CSOs across multiple oblasts, ensuring that the humanitarian response in Ukraine is inclusive, evidence-based, and led by the women most affected by the crisis (linked to WPHF Indicators 3.1 and 3.2).

Outcome Area 5: Protection of Women & Girls

The **36,239 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. Specifically, 7,967 women and girls, including 42 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 1,600 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). Additionally, 42 survivors of conflict-related sexual violence received specialized rehabilitation packages, contributing to physical recovery, psychosocial stabilization, and longer-term reintegration. Furthermore, over 2.1 million individuals, including community members and local authorities, increased their awareness of GBV prevention. Among them, 4,585 people accessed information about GBV services, thereby enhancing their understanding and ability to seek assistance. UN Women with WPHF financial support contributed to this result by partnering with 28 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 **13,460 women and girls** affected by the war benefited from livelihood and economic opportunities, obtained required assets and skills and joined community cohesion initiatives. 1,780 women and girls strengthened their economic resilience and business performance through a comprehensive package of financial, technical, and advisory support delivered by WPHF partner organizations. A total of 89 women expanded existing income-generating activities by improving the quality, scale, or sustainability of their economic engagement. In addition, 76 women established new income-generating activities or formally launched businesses. Among them 102 women supported with direct financial assistance, enabling them to invest in productive assets, business expansion, and innovation. Women enhanced their skills and competitiveness through 91 targeted trainings and capacity-building activities, covering business planning, financial management, digitalization, sustainability practices, and market access. 334 women expand access to the tailored guidance on enterprise development, risk management, and adaptation to volatile economic conditions through 363 individual mentoring and 50 legal consultations. This personalized support contributed directly to business continuity, income stabilization, and longer-term growth prospects. Additionally, 180 women strengthened psychosocial wellbeing, reduced stress related to economic insecurity, and increased confidence and persistence in entrepreneurial activity through 390 individual and 29 group MHPSS consultations. Improved emotional resilience directly supported women's ability to participate effectively in trainings, apply new skills, and sustain their businesses under crisis conditions.

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

Totally in 2025, nine CSOs were able to receive additional funds for a total of \$599,975. For example:

- NGO Girls.** The original project (partnership agreement under Cfp5) was amended by external USD 121,789.94 in 2024. In 2025 additional second amendment valued external USD 241,599 with an increase of 48.3% (cumulative amount USD 741,599), all funded by UN Women Country Office Emergency Fund Mechanism and UN Women Europe and Central Asia Regional Office (original sources: France National Committee, Government of Sweden, and Government of Denmark). NGO Girls was one among other local WROs rapidly mobilized to meet the humanitarian needs of women and girls following the 13 April 2025 missile strike in Sumy, which killed 34 civilians and injured more than 100 people. The intervention ensured distribution of 1,585 dignity kits, provision of MHPSS services to 523 girls and women, support to 10 local WROs of Sumy region. Additionally, the amendment allowed implementation of capacity development components for 260 unique WROs/WLOs, LGBTIQ+, Roma organizations and organizations working with people with disabilities

represented by 348 unique staff members (333 women and 15 men) which have improved their capacities to address the gaps identified through the rapid assessment on the impact of funding suspensions and cuts on their operations.

- **CO CF Andreev Family Foundation.** CSO manages the only functional project in Ukraine that has been delivering urgent interim reparations (CfP8). The cost extension of the project for 3 months with financial contribution of USD 20,242 (Government of Sweden) has been initiated in cooperation with UN Women CO CRSV Team and ensured that UN Women with this partnership maintains its strategic leadership in a survivor-centered response and combines immediate material relief with symbolic recognition of harm. By facilitating a flexible and rapid response to ongoing prisoner exchanges, this cost extension moved beyond basic aid to provide the comprehensive "wraparound" care for 8 CRSV survivors (in addition to 60 originally planned), including medical, psychological, and livelihood support that required to restore the dignity of survivors and prevent their re-traumatization during the critical first months of their reintegration into Ukrainian society.
- **NGO IMPACT FORCE.** Cost extension of "Restart Mindset" project (CfP8) has been initiated in cooperation with UN Women CO Women's Economic Empowerment (WEE) team. 2-month extension supported with USD 80,000 (Embassy of Sweden in Ukraine) ensured access of war-affected Ukrainian women to digital and entrepreneurial skills through AI-supported online learning "Dream & Achieve". Through this additional Output, the project moves from small-group interventions to a nationally scalable model, leveraging AI-driven learning to empower 1,500 war-affected women. By integrating advanced technology, including an AI Virtual Mentor and Digital Safety modules, the initiative addresses the 2026 labor market's demand for high-tech literacy while fostering long-term resilience through a structured alumni network and milestone-based start-up vouchers. This expansion, backed by the Ministry of Digital Transformation, directly contributes to the UN Women's 2025–2029 Strategic Note by transforming vulnerable women from aid recipients into active economic drivers, ensuring that Ukraine's recovery is both gender-responsive and technologically competitive.

The First Female Veteran Space "ReHub". Through a strategic focus on capacity building, the ReHub successfully mobilized USD 80,325 in new funding. Significant grants were confirmed from major international and diasporic donors, including IREX (USD 56,640 for community focus and USD 5,040 for mobile groups), the German Marshall Fund (USD 24,940 for 2026 capacity building), the Ukrainian Women's Fund (USD 12,500), and Razom, Inc. (USD 6,220). The successful acquisition of these grants can be attributed to a stabilized internal environment that allowed the team to pivot from survival mode to strategic development. The primary driver of this success was the provision of operational stability with WPHF funding. By securing funding to cover administrative costs and salaries for key personnel, the organization freed its leadership to dedicate necessary time to grant writing and communication with donors. Equally critical to the organization's efficiency was the investment in the team's psychological well-being. The team reported improved emotional stability and work-life balance, which enhanced their capacity to provide quality support to beneficiaries. Finally, the organization enhanced its external visibility and accountability through the development and maintenance of the ReHub website. The site served as a central communication hub, hosting news, announcements, and activity reports. By systematically including the website URL on official letterheads and donor applications, ReHub provided tangible proof of its activities and transparency. This digital presence strengthened the brand and offered donors an accessible way to verify the organization's track record, thereby streamlining the vetting process for new funding opportunities.

b) Sustainability:

NGO Avenir, "From pain to self-revival". The project has transitioned from a localized intervention to a systemic national model for human rights and mental health protection by embedding gender-sensitive protocols directly into the operational frameworks of state institutions and 13 regional NGOs. Through formalized memorandums with key stakeholders, including law enforcement, employment centers, and social rehabilitation facilities, coordinated referral pathways and human rights monitoring will continue beyond the funding cycle. Sustainability is further guaranteed by the professionalization of 249 specialists and the distribution of specialized methodological manuals, ensuring a permanent increase in service quality and burnout prevention. By fostering economic independence through employment partnerships and engaging over 1,600 men and boys in shifting community gender norms, the project has established a self-sustaining environment of zero tolerance for violence and long-term socio-economic resilience for women and girls throughout Ukraine.

All Ukrainian NGO Coalition for Persons with Intellectual Disabilities, "At home is better: helping young women with mental disabilities and mothers of people with mental disabilities to settle down after returning from evacuation". The project has established a self-sustaining infrastructure for the inclusion of women with mental disabilities (MD) and their caregivers by institutionalizing a network of 9 shelter employment workshops within a 21-NGO coalition. By co-developing Gender Equality and Social Inclusion (GESI) Strategies through participatory design, the initiative has transitioned from service delivery to systemic advocacy, ensuring inclusive principles are embedded in the Coalition's long-term operational DNA. Sustainability is further reinforced by the strategic timing of these workshops to align with 2026 national employment legislation, facilitating a transition toward social entrepreneurship and state-supported "reasonable accommodation." Most critically, the project has permanently shifted the socio-economic dynamic for mothers of persons with MD: by providing accessible, "easy-to-read" information and secure employment for their children, the project has liberated caregivers from 24/7 care cycles, enabling them to reclaim economic productive resources and leadership roles—including representation on the Coalition Board—thereby ensuring a lasting legacy of advocacy and financial independence.

4c. Outputs and Activities Completed

Summarize the progress on **OUTPUTS** in narrative form by each project. **DO NOT** include a long list of activities, rather report against 2-4 main bullet points to illustrate the output was completed. 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.

For countries with 10 projects or more, you can consolidate the outputs by outcome area.

Outcome area IF: Institutional Funding

Output 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, 26 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:

- 26 CSOs sustained operations for an average of 6 months through institutional funding, retaining 154 staff members, 16 CSOs adopted 59 adaptive strategies and tools, ensuring operational continuity and adaptability. These including over 30 internal policies and procedures; at least 10 safeguarding and security tools; nine planning and performance tools, such as multi-year organizational strategies, operational plans, communication plans and M&E regulations; eight communication and visibility tools—including communication strategies, fundraising strategies, and organizational websites; six financial management and accounting software set; five backup power solutions and critical IT equipment kits, etc.;
- 5 key strategic documents, including risk management plans, security policies, etc. were developed and operationalized by the 3 CSOs;
- At least 414 individuals (359 women, 55 men) enhanced leadership, crisis management, communications and resource mobilization skills through 84 training sessions facilitated by partner CSOs. These including 32 sessions focused on strategic planning, internal policies, risk management, fundraising, MEAL, communications, branding, financial management, and English language training; 34 sessions addressed mental health, MHPSS, and burnout prevention, enhancing psychological readiness, emotional resilience, and staff wellbeing; 18 sessions focused on risk, safety, and accountability, including digital security, safe digital work practices, staff and volunteer safety, and PSEA, improving risk awareness, safeguarding, and compliance with humanitarian standards.;57 staff members improved their psycho-emotional well-being and overcame symptoms of burnout as a result of 405 individual psychological sessions and 19 group workshops.

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 4835 individuals (including 4801 women, 34 men) and four 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:

- Four CSOs conducted targeted gender-responsive research and need assessments to improve gender-responsive humanitarian planning. This included 5 focus groups across 5 regions informing 1 recommendation on public dialogue mechanisms for gender-responsive humanitarian response; 1 survey of IDP women and 4 focus groups with 40 women capturing age, family status, disability, and caregiving-related vulnerabilities to tailor assistance; and 1 survey of 168 SWs in 17 cities, resulting in a monitoring report on humanitarian, legal, and psychosocial needs to guide safer and more accessible services.
- 4,647 individuals (4,620 women, 27 men) were actively engaged in humanitarian planning through focus groups and surveys conducted by NGOs “Volunteer-68” in Kharkiv oblast and CF “Pomogaem” in Dnipropetrovsk oblast. Additionally, 168 SWs in 17 oblasts of Ukraine contributed to individual needs assessments of women with difficult life circumstances, 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 1,891 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:

- 503 women with disabilities and women living with HIV enhanced their capacity to influence crisis response through 66 trainings delivered by the National Assembly of People with Disabilities, Fight for Right, and Positive Women, acquiring the specific knowledge of Article 11 of the CRPD needed to advocate for the integration of their safety requirements into humanitarian plans.

- 77 women from vulnerable groups developed skills in advocacy and political leadership through 9 trainings led by Stay on Top, directly utilizing the "We-LEAD" platform to engage in dialogue with local authorities and influence community humanitarian processes.
- 67 activists professionalized their local response through 6 trainings provided by Legalife-Ukraine and NGO Lampa, acquiring skills in gender-disaggregated data collection to create regional action plans that include specific resource assessments and risk analyses.
- 24 women in rural areas increased their legal awareness through 2 trainings facilitated by NGO Lampa, acquiring specific competencies in using digital services to protect their rights and assess employment opportunities in crisis contexts.
- 319 women enhanced their leadership capacity and civic engagement through 92 targeted trainings and support sessions held at the Women's Leadership Development Centre in Zaporizhzhia, facilitated by the Charitable Organization "Network 100% Life Zaporizhzhia"
- 1,142 women, children, and elderly residents enhanced their social integration and digital safety through 62 educational and cultural events organized by 3 partner CSOs. Specifically, Charitable Fund POMOGAEM facilitated social adaptation for 1,018 displaced women and children through 54 educational excursions, while NGO 'LAMPA' and Kharkiv Volunteer Center conducted 8 targeted information sessions on digital literacy and social support, directly training 124 older women in digital safety skills.

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:

- 874 women, including women with disabilities, elderly women, survivors of gender-based violence, and women living with HIV, improved their mental health and well-being through 1,786 individual MHPSS consultations—including psychological counseling, peer-to-peer support, psychiatric services, and hotline assistance—provided by 6 partner organizations to address trauma and psychosocial needs in crisis-affected regions.
- 1,304 women and girls improved their mental health and well-being through 161 group MHPSS consultations, which addressed the trauma and psychosocial needs of those affected by the war, implemented by 4 partner organizations: NGO "LAMPA" conducted art therapy sessions ("Circle of Support"), creative workshops for children and mothers, and social-emotional learning workshops ("World of Emotions") for rural women and girls; NGO "Institute of partnership and sustainable development" implemented humanitarian initiatives focused on social cohesion and the integration of IDPs; CHARITABLE ORGANIZATION LEGALIFE-UKRAINE facilitated mutual aid groups and psychosocial support specifically for members of the sex workers' community; and Charitable organization "POSITIVE WOMEN" provided comprehensive psychological and psychiatric support for women living with HIV, internally displaced women, and survivors of gender-based violence.
- 852 women addressed their legal concerns and secured their rights through 1,497 individual legal consultations, which provided legal advice, drafting of legal documents, and procedural representation to address the legal and protection needs of women, survivors of GBV, and internally displaced persons affected by the war.
- 116 individuals (62 women, 8 girls, 40 men, and 6 boys) benefited from evacuation and transportation services to safer areas of Ukraine, among them 27 were safely evacuated, and 89 received patronage transportation.
- 6,648 unique individuals (including 5894 women and girls) received comprehensive humanitarian support tailored to their specific needs. Among them, non-unique: 1) 8,518 individuals (including 279 women living with HIV, 637 Roma women, 767 women and girls with disabilities) accessed food kits and food vouchers, 2) 6,947 individuals (5,282 women) received humanitarian aid packages containing hygiene kits and household chemical kits, 3) 160 individuals (149 women) were provided with pharmaceutical vouchers and medication, 4) 4,588 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 118 IDP Roma women were assisted with winterization support (firewood for heating) and 235 women managing foster families, 5) 135 women (105 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.

Over 2,9 million individuals increased their awareness on women's leadership in humanitarian response through targeted media campaigns and advocacy efforts through targeted interventions provided by nine CSOs. Some of the results include the following:

- 29 women leaders and NGO representatives increased their strategic influence and organizational resilience in crisis settings by coordinating humanitarian response for women, the elderly, and persons with disabilities, and securing decision-making roles in 5 regional and national HIV Coordination Councils through 9 strategic planning and coordination sessions organized by 3 partner CSOs (Legalife-Ukraine, Positive Women, and Volunteer-68)
- 398 women leaders, activists, and community members strengthened cross-sectoral partnerships and challenged social norms through 4 national level events facilitated by 3 partner CSOs. Specifically, Charitable Fund POMOGAEM mobilized 270 participants through a targeted advocacy campaign in Dnipro—comprising the 'HORIZONTAL 5.0' open festival and a specialized NGO conference—while Stay on Top and Positive Women convened national and regional forums (including the 10th National Women's Forum on HIV/AIDS) to ensure women's voices shape humanitarian and social agendas.

- More than 2,8 million individuals were reached through 1786 social media publications (FB, Instagram, TikTok, web-sites, on-line articles) amplifying visibility of women with disabilities and raising awareness on gender equality and women's contributions to humanitarian response.

Outcome area 5: Protection of Women & Girls

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

By the end of reporting period, a total of 15,090 women and girls affected by the war in Ukraine have been provided with enhanced access to mental health, legal, and psychosocial support services through 16 centers (spaces) and 2 digital platforms (SafeWomenHUB platform and "Female Power" mobile application) in partnership with 21 WROs funded by WPHF. Some of the results include the following:

- 11,684 individuals (11,097 women and girls) accessed psychosocial and mental health support through 16,548 individual MHPSS consultations, 439 group MHPSS counseling, 396 psychoeducational sessions, 345 group of psychosocial support and stabilization, and 261 therapy sessions (art therapy lessons, shock trauma and body-oriented therapy, mutual aid sessions etc.), delivered by 19 partner CSOs.
- 6,838 individuals (6,790 women and girls) received 17,704 legal and social consultations and assistance related to gender-based violence, family law, and protection services. 2,159 social consultations, 6,188 comprehensive services and case management services in safe spaces and halfway houses, 6,555 remote emergency and comprehensive consultations through the SafeWomenHUB online platform and by phone.
- 558 women improved their emotional well-being and coping mechanisms through participation in specialized psychological support sessions, including trauma-informed therapy and stress management. Among them: 260 women acquired stabilization techniques through courses on "Cognitive Behavioral Skills" and "Breathing and Meditation for Stress Relief"; 120 women at risk of violence and IDPs received psychological support through 32 online and offline training sessions; 139 participants engaged in 48 trainings on combating SGBV combined with art therapy. Additionally, 26 women attended "SelfHelp+" groups, and 13 participated in "Motivational Circle" meetings.

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

With support from Women Peace and Humanitarian Fund (WPHF), 12,188 women and girls across Ukraine in 2025 accessed lifesaving essential assistance, especially emergency livelihood support, and other protection-related services. Some of the results include the following:

- 3,959 individuals (3,880 women and girls) received immediate humanitarian support which included: 2,303 food kits among them 120 kits equivalent to 3,600 hot meals: breakfast, lunch and dinner; 2,482 hygiene kits, 1,281 pharmacy vouchers; and 87 emergency multi-purpose cash assistance (MPCA) to cover urgent needs of women in difficult life circumstances.
- 2,718 displaced women and girl received professional training through vocational courses, mentorship, and qualification programs, which equipped them with critical skills in entrepreneurship, financial literacy, career development. Among them 2504 beneficiaries improved their employability through a comprehensive program of 299 trainings and 12 online classes, which included courses on SMM, "Own Business" development, "Secrets of Employment", "Principles of Employment and Effective Job Search", "Trainings on practical skills", financial literacy, savings management, and "Cash Flow" game sessions; 20 girls enhanced their career prospects and access to educational opportunities through an English language course comprising 28 sessions; 194 internally displaced women activists were trained to support community initiatives and address IDP needs through 3 training programs and online classes.
- 5,413 women, girls, and youth gained critical life skills and knowledge regarding their health, legal rights, and life independence, reducing their vulnerability to gender-based violence (GBV). Among them: 3,659 women and girls increased their knowledge of female physiology, reproductive rights, and hygiene through 284 educational sessions; 725 women accessed information on legal support mechanisms, including divorce, property division, and custody, through 115 dedicated sessions; 1,029 school-aged youth participated in GBV prevention educational campaign, and 60 students attended a two-day "Youth School" to combat SGBV.
- 177 women and their children, affected by the war, benefited from comprehensive assistance which included: 49 CRSV survivors (49 women) supported with reparation package by CO CF Andreev Family Foundation and accessed specialized health, legal, and socio-economic services including mental health and tailored psychosocial support; 56 women, 43 girls and 37 boys bolstered through the 3 cycles of comprehensive rehabilitation program "Unbreakable Mother" delivered by CO Masha Fund.

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 of their staff on coordinated community-based protection mechanisms

By the end of reporting period, a total of 1,788 representatives (1,605 women) 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 12 partner CSOs across multiple oblasts. Some of the results include the following:

- 661 individuals (627 women) from 61 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. Among them: 258 representatives from 12 grassroots CSOs trained in GBV/MHPSS implementation through 51 sessions; 186 representatives from 13 women’s CSOs gained advanced skills in leadership and advocacy by active participation in 22 training; 137 representatives from 14 local women-led CSOs and 60 territorial communities improved their service provision standards through 6 intensive session leading to the establishment of 12 formal Memorandums of Understanding to streamline referral pathways; 80 humanitarian workers representing 22 local CSOs improved their ability to operate in high-risk environments by participating in specialized training on burnout prevention (12 sessions) and FAST security protocols (1 session).
- 1,127 individuals (978 women) were trained to better respond to the needs of women and girls. Among them 792 authorities, police representatives, social worker, teachers and MHPSS professionals, were sensitized on GBV and gender-specific protection needs, and 91 local authorities representatives were trained to strengthen interagency cooperation on GBV response; 211 facilitators/social workers were qualified to run perpetrator programs, and 20 psychologists received clinical supervision to improve the quality of psychosocial services provided to survivors; 13 state service providers were trained in body-oriented therapy to increase their effectiveness in supporting displaced women.
- 11 CSOs were supported through sub-grants delivered by two WPHF partner CSOs (Human Rights Information Centre (ZMINA) and CO CF HIAS UKRAINE), resulting in community-based projects on raising awareness on gender-based violence, expanding access to support services at community level. The main results were:
 - NGO Pochuta provided 902 sessions to 300 women, addressing domestic violence and mental health. Public discourse was shifted through 12 articles in Wonderzine Ukraine, reaching 742,000 people;
 - NGO Women in Media reduced the "care burden" by providing childcare compensation to 40 women journalists from 25+ media outlets. Awareness was expanded via a podcast series garnering nearly 2 million views;
 - NGO Bureau of Gender Strategy and Budgeting trained 49 women analysts, resulting in 11 gender-sensitive analytical documents for public policy;
 - NGO D.O.M.48.24 provided 235 consultations and emergency vouchers to 100 IDP women in the Ivano-Frankivsk region.
 - Seven sub-grants provided by HIAS enabled expanded access to emergency MHPSS for 1,720 beneficiaries (including 1,611 women and girls) in five frontline regions and three Western region of Ukraine through delivering 64 individual and 72 group MHPSS and GBV consultations.

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 8.2 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:

- 45 individuals (25 women) increased they awareness on GBV response mechanisms and referral pathways through participation in: two round tables titled "*Mechanisms for creating and implementing effective algorithms for providing assistance to victims of sexual violence in local communities*" facilitated by Chernihiv Public Committee of Human Rights Protection; 7 advocacy meetings with officials from the Office of the Prosecutor General and the Ministry of Internal Affairs to address the situation of women human rights defenders and systemic response challenges initiated by Human Rights Information Centre (ZMINA).
- 6,036 community representatives (including IDP women and girls) enhanced their understanding of GBV risks and prevention strategies through set of awareness measures. Among them: 5,935 participants of 122 community awareness raising sessions focusing on SGBV risks and service navigation for IDPs and vulnerable women. Of these, 819 students extended access to the relevant information through "Gender platform" crated by Charity Fund for Social Health; 37 participants engaging in discussions on gender-related themes through 4 events in "Film Club" format; 64 individuals increased their awareness about the role of women human rights defenders and the challenges they face through " during 3 public events organized by Human Rights Information Centre (ZMINA) at the Ukrinform press center and Taras Shevchenko National University.
- Over 8.2 million people were reached through multi-platform awareness campaigns aimed at increasing knowledge on GBV prevention and available protection services. This includes 1157 social media posts, 17 videos, 34 articles etc. Additionally, more than 7,100 printed informational materials, including leaflets, posters, and brochures, were distributed in partner communities

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 9,821 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 11 partners CSOs across multiple oblasts in Ukraine. Some of the results include the following:

- 6,840 women accessed various training programs, 1,273 of them (among them 32 Roma women, 508 displaced women) gained business development knowledge and entrepreneurial skills, 19 women were trained in social enterprise development, 1,238 women acquired new vocational and professional skills including digital literacy and SMM. Additionally, 1,780 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, 223 women gained access to the labor market and were successfully employed by state and private enterprises.
- 132 women from vulnerable categories (Roma women, rural women etc.) 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 3,639 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 3 CSO across multiple oblasts.

- 458 internally displaced women and CSO representatives improved their knowledge in the areas of leadership and decision-making by participating in nine training program such as "Advocacy and grant writing", "Civic Leadership and Peacebuilding Studio", "Development in disability-inclusive service delivery". As a result, the participants prepared 79 mini projects for a competition of local women's peacebuilding initiatives out of which 21 projects have already been implemented in communities in the Donetsk, Kharkiv, Dnipropetrovsk, Zakarpattia and Lviv regions.
- 527 women leaders, activists and community members increased their involvement in development and recovery strategies and plans in their communities. This was achieved through 12 meetings using the 'Collective Impact' methodology, nine motivational online sessions on networking and cooperation opportunities for women's decision-making and participation in peacebuilding, and one online forum on 'Using Gender Responsive Budgeting (GRB) in the preparation of local programmes and budgets'.
- 29 women from the Kharkiv region increased their level of involvement in the development of community recovery strategies and plans through participation in working/initiative groups at local government bodies, as a result of participating in training on advocacy and project management provided by NGO Center of Gender Culture

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 3,509 women and girls 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 support groups, art therapy groups, psychoeducation trainings, individual and group MHPSS consultations, legal consultations for IDP women and from the host communities. Some of the results include the following:

- 7 community centers and training hubs established across key regions of Ukraine, including Dnipro, Kherson, Uzhhorod (Zakarpattia), Poltava, Volyn, and Chernihiv. By functioning as "safe spaces," these centers promote local integration, provide a physical foundation for community interaction, fostering a sense of belonging and mutual support in regions. In addition they have become platforms for women's empowerment, providing direct access to offline training in entrepreneurship and employment.
- 2,291 displaced and vulnerable women and girls received 6,259 legal consultations, which helped to address critical rights violations and socio-economic barriers. Among them, 6,169 consultations were carried out to ensure that women with intellectual disabilities and their mothers had access to essential information regarding their basic socio-economic rights and needs; 90 targeted consultations were provided to solve the pressing legal problems of IDP women and facilitate their integration into host communities.
- 2,114 participants gained access to psychosocial support through 237 group-based interventions aimed at building community resilience and social cohesion. Additionally, 653 women and girls stabilized their emotional well-being and received personal development support through 696 individual MHPSS consultations.

5. Impact Story (1/2 page maximum)



Credits: UN Women/Marieclaire

1. Maria Fleychuk¹¹ is the founder of the family-run enterprise “Zena-Hlyniany-Art-Studio” in Hlyniany, specializing in high-end, handcrafted flat-woven carpets. Hailing from Hlyniany, Maria is a Doctor of Economics and a Professor at the Lviv University of Trade and Economics and the University College of Enterprise and Administration in Lublin.

Together with her mother, Zenovia Shulha, an artist specializing in textile arts, a Professor at the Lviv National Academy of Arts, and the Head of the Textile Arts Section of the Lviv Regional Organization of the National Union of Artists of Ukraine, she works to revive the traditions of Hlyniany carpet weaving. This heritage gained international acclaim at exhibitions in Paris (1890) and Lviv (1894).

The team at “Zena-Hlyniany-Art-Studio” not only carefully preserves the knowledge embedded in antique collections but also revitalizes it. Crafted by skilled artisans, Hlyniany carpets have evolved into true collectible art pieces, blending deep-rooted traditions with a contemporary artistic vision. “We focus on crafting unique pieces for the premium segment. Our goal is to produce only a few signatures carpets each month to preserve the exclusivity and high quality of our products” says Maria Fleychuk.

Maria founded the company in 2021 to transform cultural revival into a sustainable business. They produce limited-edition pieces, no more than 10 per design, each accompanied by an exclusivity certificate. Orders come mainly through personal connections and B2B partnerships, notably with the Polish company “Splot,” with most current demand coming from Poland, while interest in high art is gradually growing in Ukraine as well.

Maria’s work is also supported by the project “She Made: discovery & recovery of Ukraine,” created by UN Women Ukraine in partnership with Marie Claire Business Ukraine and 180ed by the United Nations Women’s Peace and Humanitarian Fund (WPHF). This support helps amplify efforts to preserve intangible cultural heritage and promote Ukrainian art globally.

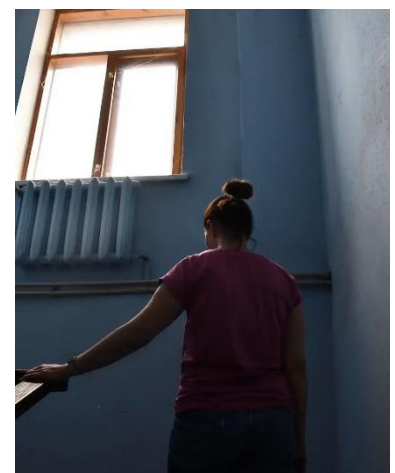
Beyond visibility, the initiative received practical support. The National Network of Local Philanthropy Development, with funding from WPHF and technical support from UN Women Ukraine, provided a grant to support the training of weavers, the purchase of yarn, and equipment for textile design. Maria also received mentoring on teamwork, personal motivation, and overcoming challenges during difficult times.

Through family collaboration, museum partnerships, and community efforts, including a School of Hlyniany Patterned Textiles, employment opportunities for retirees and vulnerable groups, workshops, children’s street theater “Sonechko,” and local festivals, the initiative strengthens the community’s connection to heritage while building economic opportunities. At the same time, they embrace innovation, experimenting with elements such as AI-supported design concepts.

“We want people to understand that their cultural heritage can hold not only historical value but also bring tangible economic benefits to the community!” states Maria Fleychuk.

Credits: UN Women/Sofia Patricia Munoz Gonzalez

2. Oleksandra is 36 years old. She was born and still lives in Dnipro. She is raising two sons. They now live together in a house inherited from her grandfather. Every morning, if the night passed without air raid alerts, Oleksandra takes the boys to kindergarten and then heads to work. Her journey hasn’t been easy. In 2011, Oleksandra unexpectedly found out that she was HIV-positive. She had gone to support a pregnant friend and decided to get tested “just for company”. The result was shocking: a positive test. It turned out that her partner, who had long known about his status, had deliberately avoided antiretroviral therapy and never informed Oleksandra. “I was angry with him. I blamed him. Later, I realized it was also my responsibility – I hadn’t insisted on getting tested before starting the relationship. Awareness was very low back then. People didn’t know how to interact with someone who is HIV-positive. The stigma still remains” she says.



¹¹ Explicit consent to use the photo and full name was obtained as part of a joint campaign organized by UN Women and MarieClaire.

Despite this, Oleksandra took responsibility for her health. She took antiretroviral therapy during pregnancy, and both children received treatment after birth – both are healthy. Problems in her personal life began even before the Russia’s full-scale invasion of Ukraine. Her partner had an alcohol addiction. When the full-scale invasion began, Oleksandra temporarily relocated to Bulgaria with her children. During that time, her partner started using injectable drugs. After returning to Ukraine, Oleksandra faced the consequences of his addiction – as well as psychological, economic, and later, physical abuse. “He blamed me for his relapses, insulted me, said I was worthless. He manipulated money – sometimes gave it, sometimes didn’t. I was dependent. I endured. I adapted,” she recalls.

The last straw came when, after a week of treatment in a rehabilitation center, her partner wanted to return home. Oleksandra refused. She no longer wanted her children to grow up in such an environment. But even after they separated, the pressure continued – threats, manipulation, attempts to control her. “I had some seasonal income. My family helped a bit. But I couldn’t share much about my personal life. I was ashamed. And scared. I was afraid he’d take me to court over the house or try to take the children,” she says.

Looking for help, a doctor she knew advised Oleksandra to contact the NGO Women’s Space. This is how she met Natalia – a case manager from the organization. Thanks to her, Oleksandra learned about the opportunities offered by a project implemented with technical support from UN Women Ukraine and funded by the United Nations Women’s Peace and Humanitarian Fund (WPHF). Within the project, she received legal and psychological consultations, as well as humanitarian aid in the form of food vouchers. “The lawyer reassured me. He explained that my partner couldn’t just take away my children or property. And the psychological support helped me admit to myself: I can’t do this anymore. I don’t want to keep saving others. I want to save myself and my children,” says Oleksandra.

She also highlights how important the food vouchers were – usable in the Ukrainian supermarket chain with just a barcode. This allows women to access essentials quickly and with dignity. “That helped me a lot. I’m living paycheck to paycheck. It’s financially difficult. So being able to buy food was a real relief,” she shares.

Today, she sees her future in the charitable sector. She’s interested in helping others – because she herself received vital support at a difficult time. “To women experiencing violence, I want to say: don’t be afraid to seek help. You are not alone. There is always a way out” she shares.

3. The Andreev Foundation was founded in 2016 with a focus on oncology care however due to the full-scale invasion by the Russian Federation in 2022 they pivoted their focus to support survivors of conflict related sexual violence. They had support from women for women international in 2022 to travel and provide this support. They established a department to investigate cases of CRSV across Ukraine when Kharkiv and Kherson were liberated, they were arriving alongside the Chief Prosecutors Office to investigate cases of CRSV. During this time, they noted that they could not arrive in communities to investigate CRSV without first meeting the basic needs of the communities through humanitarian and MHPSS support. They also noted that people's perceptions of psychologists can be difficult but when linked to a medical doctor/gynecologist, communities trust more and was an entry point (Andreev Foundation had this as a background due to their oncology experience). Once the trust of communities was built, survivors were supporting their friends and family members to also come forward. There was also an ongoing issue in villages, that when CRSV cases were identified, police would arrive in numbers, creating a seen and intensifying stigma and shame. Having established connections through psychologists and gynecologists meant that Andreev had an entry point that did not create this seen and survivors could disclose with discretion.

Through the flexible and demand driven support of WPHF funding in 2023, the Andreev Foundation was able to provide truly comprehensive care due to the flexibility and openness of the funding - this was a real entry point to identifying survivors in a safe way which ensured do no harm and started the pathway to access to justice. MHPSS and medical through WPHF can be seen as the first step to get access support those who are not strong enough to testify – they need long term intervention. WPHF funding did not set limits/parameters on the medical support which could be provided, meaning Andreev could be flexible and work with survivors leading the response - noting this was a real added value to true survivor centered response. Survivors are also often in remote villages and would not be able to avail themselves of this support without the funding for local grassroots organizations.

The Andreev Foundation also worked on training for the Chief Prosecutors Office and the police to increase awareness and capacity to handle cases of CRSV. Through WPHF funding, the organization had increased visibility of their work and were selected to be an implementing partner of the Global Survivors Fund whereby they received support to pay reparation to survivors as part of the Pilot Project on Urgent Interim Reparations for CRSV survivors in Ukraine), which is under the implementation of the Law on Ukraine 4067-IX. Through the partnership with the GSF they have successfully completed 907 payments of reparations¹².

Since May 2025 with the support of WPHF, Andreev Foundation have implemented a project focused on reparative measures for survivors when 65 people made the decision to move forward with legal action. Approximately 100 women were able to contact law enforcement through the empowerment of the support from the WPHF partnership.

¹² The reparations were not from WPHF, but through the GSF.

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.

Communications/Visibility

- **She Made communication campaign (late 2024 – March 2025):** was implemented to promote women’s economic empowerment and highlight the stories of women entrepreneurs, including internally displaced women, who started or relaunched their businesses. The campaign achieved an estimated cumulative potential reach of approximately 662,000 people across all channels, including the project website, social media (organic and paid), media coverage, promotional banners, and direct email outreach. As part of the media campaign, the accompanying flyer was printed in 500 copies, and the same brochure, “*She Made – Discovery & Recovery of Ukraine,*” was produced in both web and print formats, with 100 hard copies printed and showcased at the [European Humanitarian Forum](#) to highlight the achievements of participating women.
- **International Roma Day (8 April 2025):** a global observance that celebrates Roma culture, heritage, and resilience, while drawing attention to the ongoing challenges faced by Roma communities. On this day, UN Women elevated the voices and experiences of Roma women and girls in Ukraine who, despite facing intersecting forms of discrimination and the consequences of Russia’s full-scale invasion, continue to demonstrate leadership, strengthen their communities, and advocate for equal rights and meaningful inclusion. Across social media platforms, including ([Facebook](#), [X.com](#), [Instagram](#)) UN Women highlighted the work of BF “Blago” in supporting Roma women and girls—showcasing how, with the support of the WPHF Fund and UN Women Ukraine, essential humanitarian and legal assistance is being provided to those most affected.
- **World Humanitarian Day (19 August 2025):** on World Humanitarian Day, a global observance honoring those who bring hope in times of crisis, UN Women highlighted the leadership and resilience of Ukrainian women at the forefront of the humanitarian response. Despite the devastation caused by Russia’s full-scale invasion of Ukraine, women are delivering life-saving assistance, sustaining their communities, and carrying the burden of care amid immense challenges. UN Women underscored the gendered impact of the war, as women and girls face heightened risks of insecurity and violence, alongside the loss of homes, livelihoods, education, and healthcare. In 2025, women and girls are among the most vulnerable of the 12.7 million people in need of humanitarian aid and make up 57% of the 3.7 million internally displaced people. Across our social media platforms, UN Women amplified their stories and leadership, sharing key facts and voices that reflect both the scale of need and the strength of women driving humanitarian action. (Facebook: [1](#), [2](#), [3](#), X.com: [1](#), [2](#), [3](#)), Instagram: [1](#), [2](#), [3](#), Youtube: [1](#), [2](#), [3](#)). UN Women also showcased infographics highlighting how many organizations WPHF has supported and the urgent needs of women and girls it has addressed during Russia’s full-scale invasion of Ukraine: (Facebook: [1](#), Instagram: [1](#), X: [1](#))
- **International Day of Peace (21 September 2025):** a global observance that celebrates peace and highlights the resilience of women in crisis situations. On this day, UN Women amplified the stories of Ukrainian women who, despite Russia’s full-scale invasion of Ukraine, are transforming their lives, providing essential support to other women, and helping rebuild communities. UN Women showcased key numbers from UN Women Ukraine and WPHF, including support to over 80 women’s organizations and more than 124,000 women and girls reached. In social media we published 4 quotes from women leaders and beneficiaries, highlighting their challenges, priorities, and achievements ([Facebook](#), [X.com](#), [Instagram](#)).

Knowledge Products

- **The United Nations Women’s Peace and Humanitarian Fund’s Support to Ukraine: Key Results of 2022–2025:** is a report designed and published to present the cumulative impact of WPHF’s work in Ukraine since 2022. It shows how flexible, gender-responsive financing has supported local women’s and women’s rights organizations to respond to humanitarian needs, strengthen recovery and peacebuilding, and enhance women’s agency and leadership in crisis contexts. The report highlights results achieved through the WPHF and UN Women Ukraine partnership, including millions of dollars in grants to Ukrainian women’s civil society organizations, expanding their capacity to deliver essential assistance, protection services, legal aid, and economic empowerment support, while strengthening institutional and technical capacities and integrating gender perspectives into humanitarian and recovery planning. The publication underscores the Fund’s role as the largest feminist humanitarian fund in Ukraine and provides evidence of progress in meeting the urgent and evolving needs of women and girls affected by the Russia’s full-scale invasion of Ukraine. The number of printed reports is: 150 copies (English only).
- During the reporting period, a comprehensive [PowerBi WPHF dashboard](#) was developed with the primary objective of enhancing grant management efficiency, systematizing reporting data, and strengthening accountability to stakeholders. This product serves as a critical information product designed to ensure transparency, accountability, and strategic oversight. Its primary purpose is to convert administrative data into actionable intelligence, allowing stakeholders to track the efficacy of the allocated funds and the performance of grants across Ukraine. By centralizing data on partner

Civil Society Organizations (CSOs), beneficiary demographics, and geographic reach, the dashboard validates the fund's core mandate of empowering local women's civil society. Beyond financial distribution, the platform functions as a sophisticated monitoring instrument for assessing beneficiary reach and demographic precision. Through detailed disaggregation by gender and age, it allows stakeholders to evaluate the gender-transformative nature of the response. Furthermore, the integration of geospatial intelligence facilitates real-time gap analysis. Dashboard operationalizes the "Leave No One Behind" (LNOB) mandate by linking quantitative metrics to qualitative humanitarian outcomes. It moves beyond aggregate headcounts to monitor the inclusion of specific, marginalized populations, such as internally displaced persons and survivors of violence. By tracking distinct project outputs alongside broader beneficiary data, the system provides evidence of tangible protection outcomes, ensuring that the response remains inclusive and accountable to the most vulnerable groups it aims to serve.

6b. Knowledge Products and Communications/Visibility of Implementing Partners (list a maximum of 5-6 key ones)

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 of Implementing Partners



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 at informing the public about the available support services for survivors of gender-based violence. Key Campaign Elements:

1. **Outdoor Advertising:** the campaign was prominently featured across Kyiv Metro Stations through metrolights and digital screens, reaching a broad audience.
2. **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
3. 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](#)

Credits: NGO "Girls" / Hanna Voloshenko

- 1) **Women with Disabilities: Video Series (2025):** was prepared by the National Assembly of People with Disabilities of Ukraine (NAPD), funded by the United Nations Women's Peace and Humanitarian Fund (WPHF) with technical support from UN Women Ukraine, to showcase women with disabilities in Ukraine, focusing on their dignity, strength, and resilience. The campaign challenged persistent stereotypes and promoted the message that every woman has the right to a full life, without conditions or limitations. Through the dedicated videos, the campaign amplified voices that have long been underrepresented, restoring visibility to women with disabilities and highlighting their lived experiences. The video was produced by NAPD with technical support from UN Women Ukraine and funding from the United Nations Women's Peace and Humanitarian Fund (WPHF). Videos were released on Youtube ([1](#), [2](#), [3](#)), UN Women website ([1](#), [2](#), [3](#)), Instagram ([1](#), [2](#), [3](#)), X.com ([1](#), [2](#), [3](#)), Facebook ([1](#), [2](#), [3](#)).
- 2) **"Breaking Stereotypes" Awareness Video:** A public awareness video highlighting how stereotypes continue to shape women's lives, from expectations at home to pressures at work and in personal life. The campaign emphasized that these limits are not fixed, and that every step toward equality brings society closer to a world where women can choose, lead, and be themselves. It encouraged collective support so that women can live free from stereotypes. This campaign was implemented by WPHF partner NGO "Sphere" and broadcast nationwide as part of the United News Telethon from May 16, 2025, to June 16, 2025. The video is estimated to have reached close to 1,000,000 unique viewers across platforms. (Links: [Facebook](#), [Instagram](#), [X.com](#))
- 3) **A series of videos featuring Roma girls** was published, highlighting their resilience, aspirations, and determination to pursue their dreams despite discrimination, stereotypes, and the challenges of war. Through personal stories—such as those of Karina Prodan and Yana Ilchuk—the videos showcase the strength, talent, and ambition of Roma girls striving for education, professional growth, and self-realization. Produced by the Roma Rights Centre NGO within the project "Localization: Shifting the Power to Communities, Justice and Autonomy in Humanitarian Financing," implemented by HIAS Ukraine, the series also demonstrates the impact of support provided by the Women's Peace and Humanitarian Fund (WPHF), reinforcing the message that Roma women and girls have the right to choose their own paths, build their careers, and turn their dreams into reality. (Facebook: [1](#), [2](#), [3](#), [4](#)) (Instagram: [1](#), [2](#), [3](#), [4](#))

Knowledge Products

- **The analytical report "Women in Media and Activism: Challenges, Risks and Opportunities in Wartime"** ([link](#)) created by Human Rights Information Centre (ZMINA) functions as a knowledge product aimed at strengthening the institutional capacity of state and international actors to protect women human rights defenders (WHRDs) and media professionals. By consolidating gender-disaggregated data, the report establishes verified evidence base necessary for shaping responsive security policies in the context of the Russian-Ukrainian war. At the outcome level, the report facilitates a strategic shift from reactive to proactive protection mechanisms. It exposes critical gaps in current state responses, specifically the lack of gender-sensitive protocols for persecution cases. By correlating the rise in women's leadership with increased exposure to security threats (including burnout and cyberbullying), the report provides the necessary advocacy leverage to demand accountability. It serves as a vital tool for civil society organizations to pressure duty bearers to implement concrete safety guarantees.
- The guide **"Different Together"** ([link](#)) is a specialized knowledge tool designed to promote inclusive education for Roma women and girls. Developed by the Charitable Fund "Blaho", it synthesizes verified best practices into a scalable methodology for civil society organizations. It is intended as a practical toolkit to bridge the gap between formal inclusion policies and the complex realities of marginalized communities. The primary outcome of this product is the enhanced institutional capacity of CSOs to design interventions that are truly responsive rather than paternalistic. The guide explicitly addresses operational barriers often overlooked in standard programming, such as illiteracy, lack of documentation, and specific cultural taboos regarding gender roles. By providing adaptive strategies - such as using visual aids for illiterate audiences or selecting neutral venues to avoid discrimination - the guide enables stakeholders to increase the participation rates and retention of hard-to-reach beneficiaries. It shifts the programmatic focus from "delivering aid" to "co-creating safety," evidenced by the inclusion of WenDo self-defense and legal literacy as tools for agency rather than passive reception.
- **The analytical report, "RGA-P: Gender Analysis of IDP Women's Participation in 15 Communities of the Odesa, Mykolaiv and Kherson Regions"** ([link](#)), produced by the CF Winds of Change, is a study designed to influence humanitarian and recovery programming. Using the Rapid Gender Analysis – Participatory (RGA-P) methodology, the report goes beyond a general needs assessment to provide verified, intersectional evidence on the specific vulnerabilities and potential of internally displaced women in southern Ukraine. The main outcome of this report is the use of gender-disaggregated data to identify gaps in the current protection mechanisms. The analysis reveals a significant institutional gap in the response to Gender-Based Violence (GBV), highlighting the absence of crisis shelters or specialized programs in all surveyed communities. Furthermore, it highlights the digital isolation of women aged 50+ as a key barrier to accessing state aid ('eRecovery', for example), thereby providing the necessary evidence to advocate for offline information channels. This allows donors and local governments to shift their focus from generic aid distribution to targeted interventions, such as the creation of 15 safe spaces and localized digital literacy programs.
- The comprehensive information toolkit **'Psychological and Legal Support for IDP Women'** ([link](#)) produced by the NGO Center Pobratym, is a resource designed to empower and strengthen the resilience of internally displaced women. Utilizing a dual-pronged approach that integrates therapeutic self-regulation frameworks with clarified legal algorithms, it moves beyond the dissemination of general information to provide a verified, gender-responsive mechanism for stabilizing mental health and securing legal protection. The psychological component operationalizes evidence-based methodologies, such as the "BASIC Ph" multidimensional coping model and grounding techniques, to mitigate the impacts of chronic stress, sleep disorders, and trauma. Simultaneously, the legal component systematizes complex regulatory landscapes into actionable guidance, securing access to social payments, housing compensation, and protection against gender-based violence, thereby fostering the long-term recovery and peacekeeping potential of displaced women.
- **Gender profiles of 12 communities in Kharkiv Oblast** ([Bezliudivska](#), [Valkivska](#), [Derhachivska](#), [Zmiivska](#), [Kehichivska](#), [Krasnogradska](#), [Krasnokutska](#), [Lozivska](#), [Natalynska](#), [Pervomaiska](#), [Chuhuiivska](#) and [Rohanska](#)). This is a comprehensive analytical framework designed to institutionalize evidence-based governance and gender-responsive recovery across the Kharkiv Oblast. Developed by the "Gender Culture Centre" in collaboration with local authorities and supported by UN Women, these documents synthesize sex-disaggregated data into a scalable methodology for civil society and local government. The primary outcome of these tools is expanded access to knowledge and enhanced institutional capacity for stakeholders to design interventions that are truly responsive rather than based on assumptions. The profiles explicitly map structural and operational barriers—such as gender gap in life expectancy, the deep-seated feminization of the education and social service sectors, and the persistent glass ceiling in local politics, where women remain significantly underrepresented in legislative roles despite their leadership in executive and administrative positions.

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

For Countries that have implemented Capacity Strengthening Projects with WPHF funding

1) 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 Using the impact and outcome indicators in the results framework and ProDoc, report on the CHANGE in practice and capacity that has occurred during the year. If you have used an Organizational Capacity Assessment Tool (OCAT) or carried out other surveys, include the results here.

2) In bullet form (2-4), note the outputs completed as per your ProDoc.

1. IMPACT AND RESULTS:

Impact: Enhanced role of civil society organizations in advocating for and ensuring accountability on 1) WPS commitment 2) Humanitarian and Crisis Response, 3) Protection of Women and Girls, and 4) Peacebuilding and Recovery.

Impact Indicator 1.1: Number of CSOs supported/provided capacity building

Target: 110 CSOs

Progress: 105 CSOs

Impact Indicator 1.2: Number/Types of adaptive strategies, tools or systems adopted by organizations for continuity of operations

Target: 20

Progress: 17

Impact Indicator 1.3: Number/Percentage of CSOs that have improved organizational assessment scores, and average score.

Target: improved score

Progress: 11

In 2025, 56 Civil society organizations have assumed an enhanced and pivotal role as primary drivers of accountability and resilience, drawing on a comprehensive set of capacity-building initiatives and 17 adaptive strategies, tools and systems (developed by 6 CSOs) to safeguard WPS commitments. This adaptive complex was formed in the process of synergistic integration of activities aimed at strengthening the CSOs capacity and institutional funding. This shifting impulse has supported transformation CSOs from reactive participants into sustainable institutional anchors capable of maintaining the protection, peacebuilding, and recovery framework for women and girls through even the most volatile crises.

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

Outcome Indicator 1. Number of people directly benefiting from the response (by sex, age group, or other variables)

Target: 240 staff or volunteers

Progress: 235

Outcome Indicator 2: Number/Percentage of CSOs that have integrated GE, GiHA, PSEA, gender responsive recovery and SADDD into their project designs and implementation.

Progress: 105

Within the reporting period, 56 Women's Rights Organizations (WROs) and Civil Society Organizations (CSOs) and 171 representatives (158 women) significantly strengthened their institutional and technical capacities through structured capacity-building interventions such as targeted trainings on Gender in Humanitarian Action (GiHA), Gender-Responsive Results-Based Management (RBM), PSEA, and Accountability to Affected Populations (AAP); workshops on gender-sensitive communication, public speaking, and leadership; and mentorship on organizational development and donor engagement. This resulted in the following: 17 CSOs advancing their ability to design inclusive humanitarian programs using Sex, Age, and Disability Disaggregated Data (SADDD) following a 58% increase in technical knowledge; 41 CSOs enhancing operational safety by adopting "zero tolerance" principles regarding Sexual Exploitation and Abuse (PSEA); 48 CSOs improving gender-responsive results-based management, budgeting, and M&E frameworks; 11 CSOs successfully executing Organizational Development work plans, evidencing measurable gains in Organizational Resilience and Transformative Gender Justice based on CAT4JGO¹³ assessments; 17 CSOs strengthening internal policies and feedback mechanisms; and 6 CSOs received strategic insights from Bosnian and Croatian CSOs to enhance community-based planning and long-term needs assessment for Ukraine's post-war recovery.

2. OUTPUTS:

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

Output Indicator 1.1: Number of CSO staff or volunteers participating in trainings on Gender Equality Programming, GiHA

Trainings and SADDD (disaggregated by sex)

Target: 70 staff or volunteers

Progress: 54

Output Indicator 1.2: Number of CSOs staff and volunteer participated in PSEA trainings (disaggregated by type of organization, location)

Target: 60 staff or volunteers

Progress: 109

Output Indicator 1.3: Number of staff or volunteers of CSOs actively using the WPHF Global Learning Hub (who participated in L-HUB webinars/exchanges or who registered in the L-Hub Facebook group)

Target: 30 CSO staff or volunteers

Progress: 81

¹³ Oxfam Canada's Capacity Assessment Tool for Gender-Just Organizational Strengthening (CAT4JGO) is a specialized, participatory instrument designed to help organizations, particularly civil society partners, evaluate and enhance their commitment to gender equality. It links institutional assessments with practical, feminist-aligned capacity development, focusing on policies, structures, and culture.

Output Indicator 1.4: Number of staff or volunteers of CSOs successfully concluded an online course on Agora

Target: 70 staff or volunteers

Progress: 229

Output Indicator 1.5 A Capacity Development Strategy developed and approved for implementation by UNW in Ukraine

Target: 1

Progress: 1

Output Indicator 1.6: Number of staff or volunteers of CSOs participated in webinar(s)/workshop(s) to develop capacity of WRO/WLOs/youth CSOs to meaningfully participate/contribute to recovery/reforms processes

Target: 120 staff or volunteers

Progress: 52

52 Women's Rights Organizations (WROs) and Civil Society Organizations (CSOs) significantly strengthened their institutional and technical capacities to lead inclusive humanitarian response and recovery efforts. Through targeted offline and online interventions, 235 representatives of partner organizations (among them 207 women) improved their competency and level of knowledge in gender equality programming, PSEA mechanisms, and donor engagement through a set of interconnected and complementary measures:

- 24 representatives from 17 CSOs serving women, persons with disabilities, and rural communities, have advanced their ability to design and deliver more inclusive humanitarian programs based on gender and Sex, Age, and Disability Disaggregated Data (SADDD) through participation in the two offline Gender Equality Programming and Gender in Humanitarian Action (GiHA) Trainings during 26-27 September 2025 and 03-04 October 2025. The post-training results indicated a marked improvement in the knowledge levels of all participants. On average, the participants demonstrated a significant increase of 58% in their knowledge scores.
- 85 representatives (among them 79 women) of 41 Women-led/Women's rights CSOs gained enhanced access to knowledge regarding the clear distinction between sexual exploitation, abuse, and harassment, as well as the key principles of the "zero tolerance" policy toward any form of misconduct through two capacity building events delivered in July and November 2025. Furthermore, events participants were familiarized with safe reporting mechanisms and the mandatory requirements for partner organizations regarding the implementation of protection policies.
- 171 staff and volunteers (158 women) from 56 CSOs provided with support in enrolling in online courses on Agora and the WPHF Global Learning Hub to participate in self-paced online trainings and peer to peer learning. Among them 73 CSO leaders (65 women), represented 47 CSO, drawing on insights from the WPHF Global Learning Hub, have increased their understanding of global best practices to secure partnerships with international donors during two online information session conducted in May and November 2025; 229 representatives (201 women) from 24 CSOs successfully concluded an online course on Agora during 2025.
- 30 participants (among them 29 women) of 22 Women-led/Women's rights CSOs extended their awareness of the principles of gender-sensitive communication, increased ability to recognize microaggressions and avoid discriminatory expressions through participation in the online webinar "Gender-Sensitive Communication in Working with Communities and Local Authorities", conducted on November 20, 2025.

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

Output Indicator 2.1: Number of CSO staff or volunteers participating and successfully concluding the Project Management training series (disaggregated by sex and age group)

Target: 120 CSO staff or volunteers, including UNW 4 staff members to receive PM certification

Progress: 79

Output Indicator 2.2 Number of CSOs improved or developed institutional policies, strategy plans and tools

Target: 20 CSOs

Progress: 17

48 Women-led/Women's rights CSOs were strengthened institutional and operational capacities through targeted training for 65 CSOs representatives (among them 63 women) and mentorship support, resulting in measurable improvements in gender-responsive results-based management, accountability mechanisms, monitoring and reporting, and the adoption of robust internal governance policies. Specifically:

- 50 participants (among them 45 women) of 48 Women-led/Women's rights CSOs increased their capacity on gender-responsive results-based management by active participation in the intensive dedicated program consisting of the Gender-Responsive Result-based Management (RBM) Trainings during 22-25 July 2025 and 02-05 December 2025. The set of training equipped participants with essential technical skills in problem analysis, Theory of Change development, and the construction of results chains (impact, outcome, output, activity). By mastering gender-specific data collection, logical frameworks, and Monitoring and Evaluation (M&E) methodologies, participants are better positioned to design evidence-based interventions, manage project budgets effectively, and produce high-quality results-based reports. The pre-post training findings revealed that all training participants (100%) exhibited an improvement in their knowledge, with an average increase of 12.5%.

- 26 representatives (among them 22 women) of 17 Women-led/Women’s rights CSOs have strengthened capacities in implementing gender-sensitive feedback and communication mechanism by participating in set of training. Participants during series of training "Feedback and Accountability Mechanisms to Affected Populations (AAP)" (21-22 November 2025 offline and 25 November 2025 online) developed a practical understanding of feedback and accountability mechanisms, received simple and accessible tools for establishing and enhancing feedback mechanisms, and expanded their understanding of the inclusiveness of feedback channels. The pre-post findings revealed that all training participants (100%) exhibited an improvement in their knowledge, with an average increase of 20.0%
- 17 CSO provided with bi-lateral support to develop or improve institutional policies, strategies, and tools through set of measures: two online webinar «Governance and management structure» (32 representatives from 17 Women-led/Women’s rights CSOs) and “Financial and administration management” (22 representatives from 11 Women-led/Women’s rights CSOs) conducted during October-November 2025. As follow up three CSOs were supported with individual consultations, namely: Avenir on presenting correct organization structure; League of Strong on planning and documenting staff work among the organizational activities; and Enlightening Initiative on the following policies, namely Conflict of Interest, Prevention of violation and corruption, Safety and Security Policy, Code of Conduct, Financial and HR management.
- 24 women representatives of 13 WPHF-funded CSOs, improved their understanding of cyber security, including identifying phishing, tools for information verification, protecting personal data and ensuring organization’s security, through participating in the online training conducted on May 8, 2025.

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

Output Indicator 3.1 Number of CSO staff or volunteers that have been trained on leadership, stress management and resilience (disaggregated by sex and age group)

Target: 110 staff or volunteers

Progress: 106

Output Indicator 3.2 Number of CSO staff or volunteers that have been trained on Public Speaking, Negotiation and Diplomacy

Target: 110 staff or volunteers

Progress: 106

Output Indicator 3.3 Number of retreats conducted

Target: 3

Progress: 1

Output Indicator 3.4 Number of exchange study visits conducted

Target: 2

Progress: 1

61 Women-led/Women’s rights CSOs enhanced institutional capacity and strategic influence to advance women’s leadership and gender justice in conflict-affected and post-war contexts through specialized training, cross-border knowledge exchanges, and data-driven organizational development, which was delivered to 90 CSO representatives (among them 89 women).

- 14 CSO staff and volunteers have advanced their public speaking, negotiation, and diplomacy skills, allowing them to amplify their influence through strategic communication through offline workshop conducted on November 20-21, 2025
- 83 staff and volunteers (82 women and one men) from 61 CSOs have advanced their ability to promote leadership and resilience in Ukraine’s conflict-affected context and support their organizations and communities. Their enhanced skills in leadership, stress management, and organizational strategy and visibility —gained through opportunities like the She Media School 3.0 and capacity-building workshops on crisis management and leadership in unstable conditions - enabled them to develop and implement effective tools for team management, fundraising, communication and advocacy. This activity has resulted in the creation of 12 media materials distributed across regional and national platforms, reaching an estimated 2 million readers and elevating visibility for women’s issues. Additionally, key knowledge products, including the She Media School Guidebook and Leadership Guide, alongside dedicated mentorship, support the practical application of these skills across participants' organizations.
- Representatives of 6 Ukrainian non-profits working in the areas of humanitarian work, education, mental health, human rights and rural development have learned about the work of the Bosnian and Croatian CSOs, both in time of war in those countries in 1990s and in post-conflict settlement during study visit “Women’s Increased Leadership for Resilient & Peaceful Societies” conducted during December 2025. This knowledge will contribute to strengthening the capacity of non-profit organizations working in partnership with the WPHF in developing a strategic approach to working with communities, assessing the long-term needs of community members, and implementing their projects on the ground in the most effective and inclusive manner for Ukraine's post-war recovery.
- An endline assessment of 11 WPHF-supported civil society organizations was conducted in December 2025 to evaluate the effectiveness of customized organizational development (OD) work plans. Using the Capacity Assessment Tool for Ending Violence Against Women and Girls (CAT4JGO), the project measured changes in organizational maturity and technical proficiency after the OD work plans were implemented. The assessment results provide data-driven evidence of institutional growth: 11 CSOs demonstrated a positive growth trajectory, with an average score improvement of 7%.

The main progress identified was in the organizational resilience (10%) and transformative gender justice (5%) components.

7b) 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)¹⁴

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 2025 as a separate row*

1) CSO Tandem: Khmelnytskyi regional NGO Podilsky center "Genderna Rada" (mentor) - NGO "Equality in Action" (mentee)

Under the WPHF Global Learning Hub (L-HUB) Mentorship Scheme, the CSO tandem (budget 8000 USD) – Khmelnytskyi regional NGO Podilsky center “Genderna Rada” and NGO “Equality in Action” – implemented a structured peer-learning and mentorship process, directly benefiting 33 CSO representatives (31 women, 2 men). Beneficiaries included: “Genderna Rada” – 10 women (3 aged 18–29; 7 aged 30+); “Equality in Action” – 6 women (30+) and 2 men (1 aged 18–29; 1 aged 30+); Coalition “Khmelnytchyna 1325” – 15 women (6 aged 18–29; 9 aged 30+).

Through peer exchange, joint strategic sessions, and shared technical learning, both CSOs strengthened institutional governance by integrating political and economic empowerment priorities into their strategic and operational plans (10 board members engaged in a joint coordination session; 1 targeted strategic alignment session conducted). Peer-to-peer knowledge transfer enhanced practical competencies in gender policy implementation and women’s economic leadership through 2 joint business networking sessions, 1 specialized technical seminar, and 1 four-day resilience retreat focused on preventing burnout and sustaining civic engagement.

The peer-learning model further strengthened coalition-building and regional advocacy through 1 joint launch press conference, 1 TV broadcast, 3 collaborative advocacy “Morning Coffee” meetings with Regional and City Council deputy groups on Equal Opportunities, and 1 final Round Table consolidating future cooperation. As a result, the tandem enhanced mutual institutional capacity, reinforced the operational sustainability of women-led CSOs within Coalition “Khmelnytchyna 1325,” and expanded their regional advocacy network and public visibility.

2) CSO Tandem: NGO Studio of Public Women's Initiatives (mentor) - NGO Center for gender culture (mentee)

The peer-learning tandem (budget 20 000 USD) – NGO Studio of Public Women’s Initiatives and NGO Center for Gender Culture – engaged 30 CSO representatives (28 women, 2 men) in a structured mutual capacity-strengthening process. Beneficiaries included 13 women (2 aged 18–29; 11 aged 30+) and 1 man (18–29) from the Studio of Public Women’s Initiatives, and 15 women (30+) and 1 man (30+) from the Center for Gender Culture.

Through cross-border collaboration with Moldovan partners, peer exchange, joint governance reviews both CSOs strengthened transparent, audit-ready, and crisis-resilient governance systems. Institutional improvements included: 1 online “Organization’s DNA” training for 8 members; formal integration of remote work and online voting into the Statute; legalization of social service provision; restructuring into a three-tier governance model (Board, Head, Audit Commission); and 1 eight-hour strategic session resulting in a finalized 3-year development strategy for the Center for Gender Culture (8 participants).

Peer-to-peer technical learning enhanced trauma-informed programming and team resilience through: 3 offline co-creation sessions developing the board game “Hollywood: The Heroine’s Journey”; 1 six-hour offline and 1 three-hour online burnout-prevention training (16 participants); study visits to UN Women Moldova and NGO PISA (Chisinau); 1 facilitated “Game Hour” applying 3 specialized gender-focused games (16 participants); and joint adoption of a burnout-prevention policy by both CSOs.

¹⁴ 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.

The peer-learning initiative also strengthened political leadership readiness and international networking through: completion of a women’s political participation training by 2 team members; establishment of new partnership links with Moldovan women’s CSOs; publication of 12+ social media updates; and production of 2 video clips documenting peer-learning outcomes. As a result, the tandem increased institutional resilience, cross-border cooperation capacity, and preparedness of women leaders to engage in political decision-making and gender-responsive recovery processes.

3) CSO Tandem: NGO Ukrprostir (mentor) - NGO Centre Pobratym (mentee)

The peer-learning tandem (budget 20 000 USD) – NGO “Ukrprostir” and NGO “Center “Pobratym” – engaged 13 CSO representatives (12 women, 1 man) in a structured mutual capacity-development process. Beneficiaries included 7 women (30+) from Ukrprostir and 5 women (30+) and 1 man (30+) from Center “Pobratym”.

The grant focused on strengthening technical competencies, results-based management, and inter-organizational collaboration through structured mutual learning. Both CSOs enhanced digital and analytical skills through Excel training (13 participants) and six AI-focused Monitoring and Evaluation (M&E) sessions, improving automated reporting, beneficiary tracking, and data visualization. As a result, both organizations institutionalized stronger evidence-based decision-making processes, reduced data-processing time, and increased reporting accuracy and transparency.

Strategic planning capacities were reinforced through a facilitated session that resulted in the adoption of a two-year development strategy for Center “Pobratym,” while Ukrprostir integrated standardized M&E frameworks linking staff performance indicators with organizational objectives. A five-day psychological retreat in Yaremche (12 participants) and a 3-day online M&E harmonization training (5 women) strengthened team resilience, conflict resolution practices, and unified monitoring approaches across the tandem.

The peer-learning process also led to the joint development of a project concept supporting internally displaced women across regions, formalizing interregional cooperation beyond knowledge exchange. Overall, the initiative resulted in improved technical skills, strengthened institutional systems, enhanced staff wellbeing, and reinforced partnership-based programming aligned with sustainable, data-driven service delivery.

4) CSO Tandem: CO LIGHT OF HOPE (mentor) - CO "100 Percent Life Network. Zaporizhzhia" (mentee)

The L-HUB peer-learning grant supported the tandem of CO “Light of Hope” and CO “100% Life Network. Zaporizhzhia” (budget 20 000 USD), directly benefiting 38 CSO representatives (34 women, 4 men). Participants included: Light of Hope – 12 women (1 aged 18–29; 11 aged 30+); 100% Life Network. Zaporizhzhia – 14 women (1 aged 18–29; 13 aged 30+); and 8 women (30+) from the WINGS and WIWAT projects.

The initiative focused on structured peer-to-peer knowledge exchange to strengthen organizational sustainability and economic empowerment programming for internally displaced women. Through mutual mentorship and technical workshops, both CSOs enhanced competencies in women’s leadership development, business incubation, HR management, and strategic communications. A 6-webinar training module on “12 Steps to Launching a Business” (10 participants: 9 women, 1 man) standardized business support methodologies, while three online seminars under the “School of Women Leaders of Change” strengthened Light of Hope’s capacity to deliver leadership interventions. A two-day technical exchange visit for HR and PR specialists facilitated the integration of improved recruitment systems and media engagement strategies. In addition, both organizations upgraded their websites, expanding digital outreach to an estimated 1,500 monthly visitors.

The transfer of validated methodologies between partners improved service delivery models for IDP women by integrating entrepreneurship toolkits, psychosocial support, and advocacy mechanisms. Practical application included a Women’s Crisis Response Group for 13 women (30+), a roundtable with 15 WINGS and WIWAT participants presenting business relocation and startup cases, and the development of documented success stories highlighting sustainable women-led enterprises during wartime. These tools strengthened evidence-based programming and reinforced economic resilience pathways for beneficiaries.

The peer-learning process culminated in a joint evaluation session with 16 staff and board members (12 women, 4 men), resulting in a formalized framework for continued cooperation. A joint concept for coordinated work with IDPs and veterans was developed, with a follow-up consortium funding application planned for Q1 2026. Overall, the grant contributed to enhanced professional skills, strengthened institutional systems, expanded networking and coalition-building, and improved capacity to deliver sustainable economic empowerment and advocacy interventions for displaced women.

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 work 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 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.	1	5	4	<p>The Office employs a Security Specialist and Security Analyst to identify major risks and support personnel with their security-related needs. UN Women implements regular monitoring and assessment of emerging risks, analysis of political and security development scenarios and their impact on women's rights, as well as their implications for the UN Women programme (in close cooperation with SMT, HCT and UNDSS). UN Women Office maintains regular contact with the UN Women regional and global security offices, and with UNDSS, to communicate potential risks and vulnerabilities.</p> <p>The Office implements all security measures outlined in the Security Risk Management (SRM) document. SOPs and a relocation contingency plan have been developed and are regularly 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	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</p>

<p>(CFPs) and limited absorption capacity of partners to deliver results.</p>			<p>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>
<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.</p>	<p>3</p>	<p>3</p>	<p>4</p> <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 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 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.	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. Recently, UN Women successfully secured conscription exemptions for all male personnel, 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.
Fiduciary and Safeguarding				
Governance-Internal to UN Women Non-compliance with organizational policies,	1	4	2	Learning and refresher sessions on policies and procedures will be organized for all office personnel, with encouragement for participation in relevant webinars conducted by the Regional

procedures and guidelines OR gaps in policy frameworks that could impact on internal control environment or that could lead to governance, legal or financial liabilities arising. In addition, this risk also includes the risk of fraud and other types of wrongdoing (informed by the fraud risk assessment)				Office (RO) and Headquarters (HQ). The Ukraine office revised and updated SOPs and related checklists. Oversight procedures will continue to be implemented to ensure compliance and efficiency.
Sexual Harassment or Sexual Exploitation & Abuse Sexual Harassment: The unwelcome conduct of a sexual nature that might reasonably be expected or be perceived to cause offence or humiliation, when such conduct interferes with work, is made a condition of employment or creates and intimidating, hostile or offensive work environment, all of which could lead to legal repercussions and reputational damage. - Sexual exploitation and abuse: defined as any actual or attempted abuse of position of vulnerability, differential power of trust, for sexual purpose, including but not limited to, profiting monetarily, socially or politically from the sexual exploitation (applies to UN Women personnel, partners and communities in which UN Women works	1	4	3	'Internally, all newly hired staff will be introduced to UN internal guidelines on preventing Sexual Exploitation and Abuse and will be required to complete mandatory training. The Learning Focal Point will monitor training completion. UN Women is an active member of the PSEA Network Group, chaired by the United Nations Office for the Resident/Humanitarian Coordinator, to ensure coordination and support in effectively addressing sexual exploitation and abuse. We will request our partners and Small Grantees to adopt their own PSEA policies, collect proof of their completion of related training, and obtain relevant certificates. Additionally, we will promote the PSEA online course developed by UN Women to our partners.

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.

1. Due to the increase of the team in UNW Ukraine CO (up to 12 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 programme implementation.
2. 20 PAs were extended with no additional funding (no-cost extension) for 6 months maximum to provide better provision of services and proper projects' implementation and reporting.
3. 5 PAs were extended with additional funding (cost extension) due to support from UN Women Ukraine's Emergency Humanitarian Action response, CRSV and WEE components to use the capacity and field presence of partner CSOs to strengthen humanitarian and protection assistance to women and girls.
4. The CAFI Network Ukraine (an alliance of more than 45 Women-Led Organizations) which includes also WPHF partners shared a message accompanied by video (<https://youtube.com/shorts/1txgNlbFh14?feature=share>) to raise the issue of the energy crisis after severe rockets attacks and following negatives outcomes for CSOs. They stressed their exhaustion, working through chronic sleep deprivation and blackouts. Since they delivered results beyond the limits of human possibility, they asked to support organizations working in the current inhumane conditions with the following:
 - partner CSOs' needs assessment;
 - allow to postpone reporting and project activities for a certain period of time to enable employees to do so without compromising their safety and sleep;
 - allow to reallocate funds, if necessary, to purchase the most essential items to keep warm in this cold weather when the lights, heat and water are turned off.
Based on this appeal, the CO encouraged all partners to share their concerns and requests for reprogramming or reporting schedule review.

11. Lessons Learned¹⁵

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>
<p>During the project period, the Communications Unit experienced delays in supporting planned communications activities of NGOs, including interviews with beneficiaries, collection of human-interest stories, photo and video documentation. These disruptions affected the scheduling and overall timelines of storytelling and public communications outputs.</p>	<p>The delays were caused by a combination of factors, including:</p> <ul style="list-style-type: none"> • Prolonged energy blackouts, limiting partners' and beneficiaries' ability to engage in comms activities or share materials; • Air strikes and missile attacks, which restricted movement, required time in shelters, and shifted priorities toward safety; • Unstable internet and mobile connectivity, particularly near the frontline and heavily affected regions; • Psychological stress and security concerns among beneficiaries, which reduced availability and readiness to engage in interviews during periods of intensified hostilities. 	<p>To address these constraints, the Communications Unit adopted adaptive measures, including:</p> <ul style="list-style-type: none"> • Flexible scheduling of interviews and content collection, allowing for postponements without compromising consent or well-being; • Increased use of remote and asynchronous communication methods (voice notes, written testimonies, short messaging); • Close coordination with partners to identify safe windows for communication activities; • Prioritization of ethical, trauma-informed communication practices, placing beneficiaries' safety and dignity first; • Adjusted production timelines and content plans to reflect the volatile security context. 	<p>Effective communications in conflict-affected settings require flexibility, ethical sensitivity, and contingency planning. Storytelling timelines must account for security risks, infrastructure disruptions, and the emotional well-being of beneficiaries and CSO's personnel. Allowing adaptive content collection methods and extended timelines strengthens trust, ensures responsible representation, and improves the quality and sustainability of communications outputs. This lesson is relevant for WPHF communications teams and partners operating in similar crisis contexts.</p>
<p>Simplified proposal template</p>	<p>The revisions introduced by WPHF to the project proposal template in 2024 are clearly intended to streamline and simplify the application process for prospective partners and reflect the WPHF's commitment to flexibility. At the same time, for the CfP8, the absence of a dedicated results framework in the updated template presented certain challenges for UN Women, in its capacity as Managing Entity, with regard to systematically monitoring partners'</p>	<p>An individualized approach was applied to each supported project to develop a tailored results framework, including the formulation of projects' Outcomes based on the specific problems identified in partners' proposals, as well as the development of appropriate output-level progress indicators. In addition, a consolidated bank of standard output indicators was established to facilitate consistent monitoring of progress and the aggregation</p>	<p>Flexibility in proposal design should be balanced with RBM requirements. While simplified templates increase accessibility for civil society partners, the absence of a structured results framework may limit effective monitoring, accountability, and results aggregation. Maintaining a minimum set of RBM components within simplified formats is essential to ensure quality implementation and reporting.</p> <p>Early integration of results frameworks strengthens project quality. Developing tailored results frameworks at the outset, based on</p>

¹⁵ 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.

	<p>achievements and ensuring comprehensive reporting in line with Results-Based Management (RBM) requirements.</p>	<p>of data across WPHF outcome areas. To further strengthen projects oversight and reporting, an indicator reporting and tracking tool was introduced and adapted to each partner's needs. Through ongoing dialogue with WPHF, the UN Women team's recommendations were duly considered, resulting in adjustments to the revised project proposal template. These improvements contributed to a more efficient processing of CfP9 and CfP10 and enabled the strengthened application of Results-Based Management (RBM) principles throughout the refinement of partners' proposals.</p>	<p>clearly identified problems and intended changes, enhances coherence between activities, outputs, and outcomes, and improves overall projects performance.</p> <p>Standardized indicators support aggregation and strategic reporting. Establishing a consolidated bank of standard output indicators facilitates harmonized monitoring across projects and enables aggregation of results under broader WPHF outcome areas, strengthening evidence-based reporting.</p> <p>Practical monitoring tools enhance partner performance. Introducing user-friendly tracking and reporting tools at the partner level improves data quality, supports timely reporting, and reinforces ownership of RBM principles among implementing organizations.</p> <p>Constructive dialogue with funding mechanism leads to system improvements. Proactive engagement and feedback to WPHF contributed to adjustments in subsequent proposal templates, demonstrating that continuous communication between Managing Entities and funding mechanisms can lead to improved processes and strengthened application of RBM principles in future Calls for Proposals.</p>
<p>Lack of effective complaint and feedback mechanisms for some partner CSOs</p>	<p>Many grassroots CSOs prioritise immediate humanitarian assistance without devoting sufficient attention to establishing formal feedback channels. This is often considered optional due to limited human resources or budgets. There is also often a lack of technical expertise when designing safe, confidential and accessible complaint mechanisms (C&FMs) that consider the specific vulnerabilities of women and marginalised groups, such as age barriers and a lack of digital access. Furthermore, information about existing feedback channels is often not fully communicated to beneficiaries, as evidenced by monitoring visits and beneficiary surveys.</p>	<p>The UN Women team under Capacity Building Project organized targeted series of training "Feedback and Accountability Mechanisms to Affected Populations (AAP)" developed a practical understanding of feedback and accountability mechanisms, received simple and accessible tools for establishing and enhancing feedback mechanisms, and expanded their understanding of the inclusiveness of feedback channels.</p>	<p>Rather than being treated as an afterthought, accountability mechanisms must be planned and budgeted for at the design phase. The establishment of a functional C&FM should be made a mandatory requirement of the partner agreement, with budget lines adjusted to cover associated costs.</p> <p>It is recommended that partner CSOs diversify their accountability mechanisms by combining verbal, written, and digital channels. This ensures that grievance procedures remain accessible and inclusive for all beneficiary groups, specifically addressing barriers related to age and remoteness.</p> <p>Partner CSOs must implement C&FM by creating and actively distributing informational guides (digital and non-digital format) that define beneficiary rights and feedback procedures. These materials must explicitly state protocols regarding confidentiality and</p>

			<p>non-retaliation. Furthermore, partners must ensure these materials are accessible to all demographic groups, utilizing visual aids and age-friendly formats where necessary.</p> <p>It is recommended that a series of mandatory training workshops and technical information sessions are organized to enhance partners' capacity to design and manage effective feedback channels. These sessions should focus on global best practice for accountability to ensure that partners are equipped to: design multi-modal channels; ensure data protection and confidentiality; establish referral pathways.</p>
<p>Several partner organizations - particularly those collaborating with the UN system for the first time - encountered challenges related to limited capacity in meeting financial and programmatic reporting requirements, as well as adhering to established procedures and implementation timelines.</p>	<p>Compliance with Ukrainian legislation and regulations, along with donor-specific requirements, remains complex and demanding for CSOs. Ensuring full adherence to legal frameworks governing non-profit operations, tax obligations, and reporting standards requires dedicated expertise and resources that many CSOs currently lack. Additionally, many partners have limited prior experience working within the UN structure, including with UN Women.</p>	<p>In response, the CO team has strengthened its focus on building partner capacity in monitoring, reporting, and procedural compliance to better support project implementation. The frequency of group sessions and individual consultations has increased, and efforts have been made to refine monitoring and reporting tools.</p>	<p>Consistent communication with partners - supplemented by additional information, guidance materials, and methodological support - has significantly improved the quality of project implementation and reporting. Field visits to project locations, along with meetings with beneficiaries and project team members, have further enhanced understanding of achieved results and the overall purpose of the interventions. These direct interactions provide valuable context, resulting in more accurate, meaningful, and well-informed reporting.</p> <p>Additionally, the CO team has initiated video tutorials on UN financial reporting, offering detailed guidance on financial procedures and management practices to further strengthen partner capacity.</p>
<p>According to UNW requirement for Partnership with NGO, Risk Based Capacity Assessment (RBCA) should be applied. Along with this, due to large number of partner CSOs, time consuming process of RBCA, and high possibility to be scored on Medium or High Risk levels, the negative potential for partnership opportunities and the corresponding implementation of projects within the framework of available funding has increased</p>	<p>Since many applicants for WPHF Calls for Proposals are grass root organizations, they might not meet some UN Women requirements for partnership agreement. In case of passing Risk Based Capacity Assessment (RBCA) and scoring with Medium or High Risk level, a CSO will not be able to follow the required application of financial relations with UNW (expenditures reimbursement or direct payment to services/goods delivers).</p>	<p>In 2022, Moldova and Ukraine within regional response were granted by ED with waiver to apply RBCA to CSOs within WPHF funding.</p>	<p>The ability to bypass RBCA results has significantly expanded the scope of partnerships with various organizations, supporting grassroots organizations without a long funding history but with useful projects for the most vulnerable target groups of women and girls. However, this approach potentially increases the risk of incomplete project implementation due to the low capacity of implementers, which was not identified at the initial stage, as would be determined by RBCA. This risk can be minimized by more thorough monitoring of the financial and programmatic aspects of the project implementation, realization initiatives to build partner capacity, and conducting a selective RBCA of partners with the weakest implementation indicators, followed</p>

			by an improvement plan development and realization.
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12. Innovations and Best Practices¹⁶

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.

a) Innovations:

Online Academy of Businesswomen and Leaders ([link](#)). In the landscape of modern conflict, the definition of humanitarian aid is shifting from mere survival to the restoration of dignity and agency. The "Online Academy of Businesswomen and Leaders," implemented by the NGO "Age of Possibility" in Ukraine, represents a significant evolution in this sphere. By promoting a "psycho-economic" model of support, this initiative offers a replicable blueprint for the Women, Peace, and Security (WPS) agenda. The core innovation of this programmatic practice lies in its refusal to treat economic recovery and psychological well-being as separate components. "Age of Possibility" recognized that for women displaced by war—including veterans and Internally Displaced Persons (IDPs)—trauma creates internal barriers that are often more formidable than market conditions. Consequently, the program integrates hard skills (Legal Literacy, SMM, Business Start-up) with deep psychological work (modules such as "Steel Self-Esteem" and "Emotional Intelligence").

This holistic curriculum ensures that participants receive expanded access to knowledge that is not just vocational, but transformational. The practice demonstrates that in a conflict setting, emotional sovereignty is a prerequisite for economic sovereignty. A woman cannot effectively navigate the marketplace until she has navigated her own trauma and reclaimed her confidence. For the broader WPHF community, this project expands the body of knowledge on humanitarian action by redefining entrepreneurship as a peacebuilding tool. The Academy's digital-first format overcomes geographical isolation, providing a lifeline to women in security-compromised zones.

Making the Invisible Visible: Supporting Civilian Women Impacted by War ([link](#)). The project, implemented by the Superhumans Centre in Ukraine, demonstrates the evolution of humanitarian aid from basic survival assistance to the restoration of dignity and agency. The project's core programmatic innovation lies in its technical adaptation of medical services to support social reintegration. It specifically targets "invisible" groups: civilian women in frontline regions and the wives of severely disabled veterans. To restore agency, the center provides "Adjust" model prosthetics with hydraulic ankles, which allow women to modify heel height for different types of footwear. This technical feature is not merely cosmetic; it is a critical tool for helping women return to an active social life and mitigating the stigma of disability.

Furthermore, the initiative introduces a "Support the Supporters" methodology to address the "care economy". Recognizing that the wives of injured veterans face a radical shift in family roles and high risks of emotional exhaustion, the project integrates a new family psychological support service and thematic retreats directly into the rehabilitation process. To further reduce barriers to care, the operational model enables patients to choose female specialists for procedures requiring physical contact, ensuring a trauma-informed environment.

b) Best Practices:

NGO Ukrainian Women's Guard (UWG), "A capable woman is a pillar of Ukraine" ([link](#)): The project used a scalable model for Women, Peace, and Security (WPS) by systematically integrating grassroots beneficiaries with national decision-making structures, facilitating direct dialogue between participants and Ukraine's top executive leadership, most notably Prime Minister Yulia Svyrydenko and Minister of Education Oksen Lisovyi. This vertical integration was powerfully reinforced by a broad coalition of support involving legislative and administrative figures like State Secretary of the Cabinet of Ministers Oleksandr Yarema, MP Maria Mezentseva-Fedorenko, and Director of the State Employment Center Yulia Zhovtyak, ensuring that women's voices directly informed recovery strategies. Furthermore, the initiative leveraged international diplomatic leverage through the active participation of UN System Coordinator Matthias Schmale and the Ambassadors of Norway (Helene Sand Andresen), Greece (Pantelis Alexandros Dimitrakopoulos), and Argentina (Elena Leticia Teresa Mikusinski). By converging state power with global diplomatic validation and private sector engagement (e.g., METRO CEO Olena Vdovichenko), the project contributed to the formation of an effective "recognition mechanism" that expanded the initiative's influence at the highest levels of governance.

NGO Masha Fund, "Unbreakable Mother" – rehabilitation program for women and children affected by the war; "Unbreakable" Mental Health Rehabilitation Center; "Leaders of Changes 2.0–Peer-to-Peer" ([link](#)): Women, particularly those aged 25-34, carry a disproportionate burden, often managing their own trauma from occupation or displacement while simultaneously acting as the primary emotional anchor for their children. Addressing this crisis requires an acknowledgement that psychological recovery is not a linear event but a complex, multifaceted process. It demands more than sporadic aid; it requires a systemic system of care. The "Masha Fund" has operationalized such a system, establishing a best practice model that transitions survivors from acute stabilization to long-term resilience through a comprehensive approach.

¹⁶ 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.

At the heart of this methodology is the recognition that deep trauma—stemming from war crimes, captivity, or the loss of loved ones—cannot be resolved in a vacuum. The first tier of this complex recovery process is the "Unbreakable Mother" program, an intensive stabilization initiative designed to break the cycle of chronic hyperarousal. Recognizing that psychological work is often impossible while beneficiaries remain in physically insecure environments, the program relocates women and children to a secure sanatorium in the Carpathian Mountains for a 12-day retreat. This geographic shift is a programmatic necessity, providing the physical safety required for the nervous system to begin down-regulating. The "Unbreakable Mother" intervention is distinguished by its holistic nature. It moves beyond traditional talk therapy to include art therapy, body practices, and somatic regulation, acknowledging that trauma is often stored physically within the body. Crucially, this component addresses the mother-child dyad as a single unit of care. By combining individual psychotherapy with joint activities designed to restore family bonds, the program stabilizes the mother's psycho-emotional state, which directly and positively impacts her children, reducing family tensions and preventing the intergenerational transfer of trauma.

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 2025, an external audit was conducted by the international audit firm BDO on 20 Programme Partners. The audit covered the project implementation period of 2024, assessing financial management, internal control, compliance, human resources management, procurement, assets management, and overall project execution. All 20 CSOs have received an unmodified audit opinion, indicating overall compliance with financial and operational standards. 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. 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 2026, the following priorities also include:

- Launch CfP11 for USD900.00. The allocation priorities will be determined after thorough consideration of the current context and discussion with local stakeholders. The localization of national priorities, UN HRP 2026, and coordination with other donors' interventions will be accounted.
- Continuation of Capacity Building Project implementation for partner CSOs on projects' realization, communications, reporting, monitoring and evaluation
- Administrative, finance, programmatic and monitoring support to the projects
- Re-election the Regional Steering Committee due to the end of the 3-year period of functioning with initiation of establishment the National Steering Committees for Ukraine and Moldova
- Support WPHF Senior Management and donors' representatives visit to Ukraine for accountability and fundraising strengthening

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. DO NOT include consolidated data, only for the 2025 year.

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). Include the number and a short description. This is a consolidation of what is done in 4a.
Institutional Funding		
1.1 Average number of months organization can be sustained as a result of institutional funding	25	On average, 25 CSOs have funded support to maintain operations, retain staff, and pay salaries for around 5 months. The average deviation from the mean sustainability period is approximately 2 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	25	The total number of staff retained is 154, among them 133 women: ASSOCIATION OF MOTHERS AND WIVES OF UKRAINE'S DEFENDERS (13); CHARITABLE ORGANIZATION CHARITABLE FOUNDATION "WORLD TO UKRAINIANS" (9); Feminist Workshop (7); Fund Vilni (Free Foundation) (10); International Association of Psychologists and Trainers–Experts (5); Kalyna Foundation (8); NGO "Studio of Public Women's Initiatives" (5); New Generation of Women (3); Odesa Regional Association of Roma Culture "Romani Zbora" (3); PHOTOSYNTHESIS (4); Public Resources and Initiatives Charity Foundation (8); Public Organization LITAY (3); UA Mental Help (3); Ukrainian Public Association "National Assembly of Women with Disabilities of Ukraine" (5); Vinnytsia NGO "Informative and Consultation Center" (6); Women's Informative Consulting Center (WICC) (7).
1.3 Development of risk management and contingency plans or strategies for organization	3	5 key strategic documents, including risk management plans, security policies, etc. were developed and operationalized by the 3 CSOs
1.4 Number/Types of adaptive strategies, tools or systems adopted by organization for continuity of operations	16	16 CSOs adopted 59 adaptive strategies and tools, ensuring operational continuity and adaptability. These including 21 internal policies and procedures; 10 safeguarding and security tools; nine (9) planning and performance tools, such as multi-year organizational strategies, operational plans, communication plans and M&E regulations; eight (8) communication and visibility tools—including communication strategies, fundraising strategies, and organizational websites; six (6) financial management and accounting software sets; five (5) backup power solutions and critical IT equipment kits, etc.
Outcome 3: Humanitarian and Crisis Response		
3.1 Number/Percentage of women participating in decision-making in humanitarian and crisis response	6	298 women actively participated in decision-making bodies, community committees, humanitarian coordination mechanisms (1325 Coalition), and advocacy platforms (national conference "Women Voice: from Idea to Action" conducted by CF POMOGAEM; 10th Anniversary National Women's Forum on HIV and AIDS organized by CO POSITIVE WOMEN , influencing crisis response and recovery efforts at local, regional, and national levels (implementation of 45 humanitarian mini-projects by local women's organizations with financial and mentoring support by NGO Fight to Right and NGO "IPSD"; creation educational program for Roma women by network of Roma women led CSOs under umbrella of CO CF Blaho).
3.2 Types of mechanisms established to improve gender responsive humanitarian and crisis planning, frameworks and programming	4	A total of 7 mechanisms were established across the reporting period, categorized into 3 strategic types: Institutional Coordination Mechanisms (2 Mechanisms): Network 100 percent of life (Zaporizhzhia) and Kharkiv Volunteer Center established formal structures, including a group of 32 women from 15 organizations and a network of 12 NGOs bound by a Memorandum of Cooperation; Inclusive Planning & Operational Tools (4 Mechanisms): NGO "Volunteer-68" and CF Blaho created "DIFFERENT TOGETHER" inclusive guide, a specialized

		<p>assistance chain for women with disabilities, a participatory involvement mechanism (focus groups/surveys), and a vulnerability-ranked beneficiary database.</p> <p>Capacity & Leadership Frameworks (1 Mechanism): CO Positive Women implemented a structured school training cycle based on a proprietary methodology for community leaders.</p>
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)	9	<p>67 CSOs were empowered to act as more effective agents of change to contribute to the overarching goal of reducing gender-based violence. All CSOs that were mentioned reported that participating in the projects had strengthened their influence, capacity and motivation to work towards ending gender-based violence (SGBV) in their communities. This result was achieved through a multi-dimensional strategy involving three primary intervention groups.</p> <p>1) grant support provided to partners of CO CF HIAS UKRAINE and the Human Rights Information Centre (ZMINA) enabled 26 CSOs to stabilize their operations and expand their service reach.</p> <p>2) a series of training, awareness and mentoring activities delivered by CO CF ROKADA, CO CF FOR SOCIAL HEALTH, Ukrainian Foundation for Public Health, and Brave Generation Ukraine moved 32 CSOs from being reactive participants to becoming proactive leaders of public information campaigns.</p> <p>3) NGO AVENIR led efforts to create coalition, signing Memoranda of Cooperation with six CSOs and integrating them into a unified SGBV response framework.</p>
5.2 Degree to which social accountability mechanisms are used by civil society to monitor and engage in efforts to end SGBV	1	<p>Social Accountability Mechanism used by Ukrainian Foundation for Public Health and partner CSOs is a citizen-led monitoring process where civil society organizations (CSOs) use public engagement to ensure that authorities and service providers remain transparent and effective in their response to Sexual and Gender-Based Violence (SGBV). It transforms survivors and the public from passive recipients into active monitors of protection services.</p> <p>Levels of Implementation / Degree of use:</p> <ul style="list-style-type: none"> • Level 1 (Basic): Unidirectional data collection (surveys, feedback boxes). • Level 2 (Active): Interactive dialogue (roundtables, focus groups). • Level 3 (Advanced): Institutionalized practice (joint monitoring with authorities, direct survivor-led consultations). <p>The actual overall self-assessment score aligns with Level 2. Most CSOs (79%) have moved past simple data collection and are actively engaging in dialogue. While 29% of organizations have reached the "Advanced" level of partnering with authorities, the very low score for direct survivor consultations (14%) pulls down the overall quality of Level 3.</p>
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	9	<p>72 CSOs enhanced local coordination and capacity to address SGBV and protect human rights through specialized advocacy, psychosocial support, and policy influence. These are:</p> <ul style="list-style-type: none"> • 12 NGOs (including 11 women's groups) trained in advocacy and perpetrator intervention (ROKADA). • 8 CSOs in Zhytomyr established a unified referral system for gender-sensitive assistance (AVENIR). • 22 CSOs collaborated with V.N. Karazin Kharkiv National University to build trust between students and service providers and establish open dialogue on SGBV (CF Social Health). • 5 CSOs and social movements coordinated advocacy and protection efforts (Brave Generation Ukraine.) • 5 CSOs influenced local GBV activities (HIAS), while 3 partner CSOs coordinating efforts to deliver MHPSS and legal protection services (Romani Zbora). • 17 CSOs provided broad-based human rights and SGBV support (UFPH, Safe People, Andreev Foundation).
Outcome 6: Peacebuilding and Recovery		
6.1 Number/Types of plans and/or policies in peacebuilding	2	<p>A total of 16 strategic plans and policies were successfully developed and influenced by two CSOs. Documents are categorized into two types:</p>

contexts influenced by women or civil society organizations		<p>1. National Social Inclusion Policies/Plans: Four specific plans (the Action Plan on Deinstitutionalization Strategy, the Methodology on Supported Decision-Making, the Policy on the Inclusion of Social Service Professions in the Official List of Occupations, and the State Standard of Social Service for Respite Care) were influenced by the All-Ukrainian NGO Coalition for Persons with Intellectual Disabilities.</p> <p>2. Local Gender-Responsive Budgeting (12 Plans) - analytical matrices and reports for the implementation of gender-responsive budgeting across ten communities were developed under the guidance of the NGO Centre for Gender Culture.</p>
6.2 Number/Percentage of women with increased agency as a result of economic productive resources	10	<p>837 women demonstrated increased economic agency through targeted access to productive resources and capacity building assured by 10 CSOs. Extended access to the labor market (212 Women): Secured permanent or seasonal employment (188) and accessed "shelter employment" for women with disabilities (24), ensuring immediate integration into the labor market. Entrepreneurship & Business Scaling support (112 Women): Launched or formalized businesses (FOP registration) through mini-grants, tailored mentoring, and capital investment. Significant achievements included women receiving UAH 500,000 scaling vouchers and winners of pitching competitions acquiring specialized machinery. Skill Acquisition & Resilience (513 Women): Gained critical employability skills (leadership, CV-drafting) and technical vocational training. This group reported increased self-confidence and the ability to reduce household expenses through new home-based income activities.</p>
6.3 Number/Percentage of women participating in political and decision-making processes	5	<p>422 women have enhanced their active participation in political and decision-making processes at the local and regional levels with the support of five CSOs.</p> <p>A total of 372 women from healthcare and social departments (OneUkraine gGmbH) moved beyond training to actively proposing new local policies and methods to address community-specific issues; 29 women via NGO Centre of Gender Culture joined formal initiative groups dedicated specifically to community recovery and reconstruction; 11 IDP Internally displaced women (NGO SMARTA) led projects in Donetsk, Dnipropetrovsk, and Zakarpattia, executing 40+ activities including roundtables with authorities and advocacy for legal and psychosocial support. 9 women in Kharkiv (Age of Possibilities), women established direct communication with authorities and developed the "Mapping Opportunities and Resources for Business Expansion" strategy; one woman acting as a regional coordinator (NGO POBRATYM CENTER) successfully joined the 1325 Zaporizhzhia coalition, ensuring women's participation in formal peace and security frameworks.</p>