



Gender Equality Strategy UNDP Ukraine  
2025-2029

Gender Equality Strategy is based on consultative process with government, local communities, civil society and UNDP gender focal team, the recommendations of the Gender Equality Seal, and fully aligned with global and regional priorities on gender equality and women's empowerment.

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### I. Executive summary

The Gender Strategy for UNDP Ukraine 2025-2029 aims to address persistent gender inequalities in the country by aligning Country Office strategic directions with national priorities, global and regional gender equality goals, Country Programme Document 2025-2029, including the UNDP Regional Gender Strategy for Europe and Central Asia (2024–2025). It reflects mainstreaming gender across CO structures, with focus areas aligning with the internal structural processes. Despite progress in gender-responsive governance and increased representation of women in politics, the ongoing crisis in Ukraine has exacerbated systemic challenges, including heightened risks of gender-based violence (GBV) and conflict-related sexual violence (CRSV), widening economic inequalities, and the reinforcement of deeply ingrained gender stereotypes, further hindering sustainable progress.

Overall, this strategy proposes transformative, intersectional approaches to integrate gender equality principles across governance, economic, social, and environmental domains. It emphasizes structural reforms, targeted interventions in key sectors, and robust partnerships to build a more inclusive and equitable society.

**UNDP ensures that gender equality remains a core principle in Ukraine’s post-war recovery and resilience-building efforts.**

## II. Situation analysis

The war has reshaped gender roles in governance, increasing women's participation in local decision-making, civil society, and even the military. However, men still dominate political and security sectors, holding the majority of leadership positions. Women comprise only 21% of parliamentary seats and 18% of ministerial roles, with limited representation in regional governance. Despite gender quotas at the local level, deep-seated stereotypes and unpaid care burdens, and intersecting factors such as disability, ethnicity, displacement status, age and socioeconomic background continue to hinder women's access to leadership. At the same time, many men in governance face military conscription or active service, reducing their ability to engage in civilian governance structures, which further shifts decision-making responsibilities onto women

Gender-based violence (GBV) remains a critical issue, with conflict-related sexual violence (CRSV) disproportionately affecting women and men, particularly in detention centres/facilities. The National Police recorded 168,256 complaints of domestic violence in the first 10 months of 2024<sup>1</sup>, with women representing a major portion of survivors. However, marginalized groups - including LGBTQI+ individuals, Roma women, and women with disabilities - face additional barriers in reporting GBV, accessing legal protection, and receiving survivor-centered care due to discrimination, language barriers, and lack of accessible services. Male survivors, however, often face higher stigma and fewer support services than women. Addressing GBV requires a survivor-centered, gender-responsive justice system that recognizes the different vulnerabilities and barriers faced by both women and men.

The war has had a profound impact on employment patterns, with women experiencing job losses in sectors such as education, healthcare, and services, while men face high-risk employment in security, construction, and critical infrastructure. The gender pay gap widened to 41.4%, with women's employment dropping from 52.7% in 2021 to 49.8% in 2023<sup>2</sup>. At the same time, many men who previously worked in civilian sectors have been drafted into military service, leading to severe labor shortages in key industries, including energy, transport, and agriculture. However, these labor market disruptions do not affect all women and men equally. Women from rural areas and those with disabilities face compounded challenges in accessing alternative employment or reskilling programs, while internally displaced women experience additional discrimination in hiring due to biases against their mobility and economic stability.

A major factor restricting women's economic participation is the increased burden of unpaid care work, which has intensified due to the war. With 4.6million internally displaced persons (IDPs)<sup>3</sup>, the majority of whom are women (59.8%) and children, women are disproportionately responsible for caring for children, the elderly, and wounded family members. This unpaid labor significantly limits their ability to re-enter the workforce, access vocational training, or start businesses. Single mothers, who now head over 35% of female-led households, face even greater economic insecurity. Moreover, the destruction of social infrastructure—schools, healthcare facilities, and childcare services—has further reinforced traditional

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<sup>1</sup> [RDNA4](#), p.90

<sup>2</sup> *Ib.*, p.89

<sup>3</sup> *Ib.*, p90

gender roles, forcing women to prioritize caregiving over paid employment. For Roma women, refugees, and those from low-income backgrounds, the burden of unpaid care is even more pronounced due to their exclusion from formal support systems and difficulty accessing state benefits.

Men, on the other hand, face post-war economic insecurity, reintegration challenges, and mental health risks. Many returning veterans struggle with post-traumatic stress disorder (PTSD), job displacement, and societal reintegration. Veterans with disabilities face heightened barriers in re-entering the workforce, particularly in regions where reconstruction efforts fail to prioritize disability-inclusive labor policies. Economic recovery programs must therefore focus not only on supporting women's labor market participation but also on providing mental health services, vocational training, and employment pathways for demobilized soldiers and displaced men.

Men overwhelmingly dominate Ukraine's energy and infrastructure sectors, with women representing only 24% of the energy workforce and less than 10% of technical or leadership roles. Many of the frontline workers maintaining Ukraine's damaged energy infrastructure are men, who are at increased risk of injury and psychological strain due to the war. Gender disparities in occupational roles persist, with men more likely to work in technical, engineering, and managerial positions, while women are concentrated in administrative and support functions.

At the same time, energy insecurity affects men and women differently. While women bear the brunt of household energy shortages, men face occupational hazards in the energy sector. The energy transition presents an opportunity to diversify the workforce, yet traditional gender norms discourage men from entering caregiving professions and women from pursuing technical careers. A gender-responsive energy transformation should promote women's inclusion in STEM fields and technical careers while also creating pathways for men in caregiving, social work, and green economy jobs.

Resources used for situational analysis:

1. [Fourth Rapid Damage and Needs Assessment \(RDNA4\)](#).
2. [Gender Equality Index in Ukraine, 2025](#).
3. [Report on the Research Results: Challenges of Empowering Women in the Labour Market and Entrepreneurship in the Context of Full-Scale War and Gender-Responsible Recovery of Ukraine](#).
4. [Rapid Gender Analysis Ukraine August 2024](#).
5. [Gender Equality and Resilience in Ukraine's Energy Sector: Pathways to Transformative Employment and Leadership Amidst War, UNDP Ukraine 2024](#).

### III. Gender equality in Ukraine: insights from partners and stakeholders

**Institutional Gender Equality Requires Sustained Commitment.** Despite progress in gender-responsive policies, gaps in implementation, enforcement, and accountability persist, particularly at the local governance and security sector levels. Government institutions acknowledge the need for gender audits and sex-disaggregated data collection but lack the technical capacity and financial resources to fully integrate gender equality into institutional frameworks. There is a demand for structured gender and gender budgeting training, institutional gender audits, and mechanisms to ensure accountability, particularly in ministries working on veterans' affairs, law enforcement, and economic recovery.

**Economic Recovery Must Integrate Gender Equality from the Start.** Stakeholders raised concerns that post-war economic programs are failing to incorporate gender equality at their core. Women continue to be underrepresented in economic decision-making, green jobs, digital transformation, and financial inclusion. Partners emphasized the importance of early integration of gender considerations into recovery programs, particularly in mine action, infrastructure planning, and business support. There is a strong call for targeted financial instruments, gender-responsive procurement, and support for women-led businesses to ensure equitable participation in Ukraine's economic recovery.

**Unpaid Care Work Remains a Major Barrier.** Women's full engagement in leadership and economic opportunities remains severely constrained by unpaid care responsibilities. Stakeholders highlighted the urgent need for policy reforms on paid leave, childcare expansion, and workplace flexibility to enable greater participation of women in public life and employment. The lack of accessible and affordable care services for children, the elderly, and persons with disabilities reinforces gender inequalities. Stakeholders emphasized that without strong investments in the care economy, gender equality progress will remain limited.

**GBV and CRSV Response Needs Sustained Investment.** While Ukraine has improved legal protections for survivors of gender-based violence (GBV) and conflict-related sexual violence (CRSV), gaps remain in service accessibility, survivor support, and law enforcement capacity. Specialized training for law enforcement on GBV and CRSV remains limited, and survivor-centered services lack sustainable funding. Partners called for scaling up GBV response mechanisms, including survivor shelters, mental health support, and legal aid services. Integration with Ukraine's EU accession commitments presents an opportunity to align legal frameworks with international standards and secure long-term funding for GBV prevention and response programs.

**EU Integration Presents a Critical Opportunity.** Ukraine's EU integration process is seen as a catalyst for gender equality reforms, but institutional capacity gaps hinder effective alignment with EU gender policies. Stakeholders emphasized the need to harmonize gender-responsive budgeting, strengthen anti-discrimination laws, and institutionalize gender-sensitive governance structures. There is significant donor interest in financing gender-related reforms within the EU integration agenda, but Ukraine must ensure gender is systematically integrated into all sectoral reforms.

**Empowerment to Transform: Moving Beyond Quotas and Representation.** Stakeholders stressed the importance of moving beyond "equal representation" in trainings and activities to achieving deep structural change. While women's participation in decision-making has improved, entrenched social norms and discriminatory power structures continue to limit true gender transformation. UNDP is encouraged to prioritize behavioral change programs that challenge harmful gender norms, empower women and men in non-traditional roles, and address workplace discrimination. A transformative approach requires systemic interventions that shift mindsets, practices, and policies to foster gender-equal institutions and communities.

**Data to Drive Gender-Responsive Policies.** Robust sex-disaggregated and intersectional data must be a cornerstone of gender programming. Stakeholders emphasized that UNDP should establish data systems that capture differential impacts of policies and interventions on diverse groups, including women and men with disabilities, Roma communities, young women, and LGBTIQ+ individuals. Quantitative data should be complemented by qualitative research, such as micro-narratives and community consultations,

to provide deeper insights into gendered experiences. Better data utilization will enhance evidence-based policymaking, accountability, and impact measurement of gender interventions.

#### IV. Stakeholder and beneficiary analysis

This stakeholder and beneficiary analysis highlights the need for multi-stakeholder collaboration, strategic financing, and intersectional inclusion. UNDP’s role in coordinating government, civil society, and international partners will be essential to ensuring sustainable gender-responsive recovery and development in Ukraine.

Category	Stakeholder	Role
<b>Government Entities</b>	Ministry of Social Policy	Leads gender equality and social protection policies, including support for care economy reforms.
	Ministry of Veterans Affairs	Works on reintegration of veterans and is willing to partner on gender lens of reintegration.
	Ministry of Economy & Ministry of Finance	Key players in ensuring gender-responsive budgeting (GRB) and financial inclusion for women entrepreneurs.
	Ministry of Energy	Partnering in Gender Seal Certification and advancing women’s participation in the energy sector.
	Ministry of Interior & Law Enforcement Agencies	Focus on gender-based violence (GBV) prevention, conflict-related sexual violence (CRSV) response, and law enforcement training.
	State Employment Service	Ensures women’s access to economic opportunities, re-skilling, and financial inclusion.
	Local Governments	Play a critical role in implementing gender-responsive policies and ensuring localized service delivery for women, IDPs, and other vulnerable groups.
<b>Civil Society Organizations (CSOs) &amp; Women’s Rights Groups</b>	Key CSOs	Advocate for women’s leadership, GBV prevention, and economic empowerment.
	Women’s Organizations	Essential for community-based services, social mobilization, and policy monitoring.
	Intersectional Advocacy Groups	Engagement with Roma women’s networks, disability rights organizations, and LGBTQ+ groups ensures intersectional inclusion.
<b>International &amp; Development Partners</b>	UN Women	Collaborates on gender-responsive governance, economic empowerment, and care economy reforms.

Category	Stakeholder	Role
	UNHCR, IOM	Support gender-sensitive humanitarian response and women’s participation in durable solutions.
	UNEP, UNIDO, UN-Habitat	Engage in climate action, green jobs, and STEM promotion for women.
	International Donors (EU, SIDA, GIZ, etc.)	Provide funding for gender equality interventions, particularly within Ukraine’s EU integration process.
<b>Private Sector &amp; Financial Institutions</b>	Corporate Partners	Support women’s leadership, STEM careers, and inclusive workplaces.
	Banks & Microfinance Institutions	Provide gender-sensitive financial products and services.
Category	Beneficiary	Need
<b>Primary Beneficiaries - Women and Girls</b>	Women Entrepreneurs & MSME Owners	Require tailored financial support, market access, and business development training.
	Women in STEM & Green Jobs	Need vocational training, mentorship, and targeted recruitment in energy, IT, and climate sectors.
	Women Veterans & IDPs	Face reintegration challenges; require employment, mental health support, and access to social services.
	Survivors of GBV & CRSV	Need enhanced legal, psychosocial, and economic reintegration services.
<b>Primary Beneficiaries - Men &amp; Boys</b>	Veterans & Demobilized Soldiers	Require mental health support, economic reintegration, and non-traditional employment pathways.
	Men as Allies in Gender Equality	Behavioral change initiatives targeting toxic masculinities and gender norms.
<b>Primary Beneficiaries - Groups Left Behind</b>	Roma Women, Persons with Disabilities, LGBTQ+ Communities	Need intersectional approaches in economic empowerment, access to services, and social inclusion.
	Youth & Young Women	Require career mentorship, leadership training, mental health support and digital skills development.

**V. Programmatic Priorities**



- Law enforcement, judicial, and governance systems adopt survivor-centered, gender-sensitive approaches to GBV and CRSV, recognizing the disproportionate impact on women and girls, while addressing the stigma, underreporting, and limited support services for male survivors, particularly in detention and combat-related contexts.
- Reintegration and mental health services are expanded to support male veterans and demobilized men in navigating post-war trauma, social reintegration, and shifting societal roles, while also ensuring that women veterans and IDPs receive gender-specific employment and psychosocial support.
- Climate and energy transition programs prioritize women's leadership and men's engagement in sustainable recovery, ensuring that both women and men are equipped to participate in green economy jobs and community-based environmental governance.
- Social and behavior change campaigns challenge harmful gender stereotypes, patriarchal masculinities, and promote gender-equitable norms in leadership, employment, care, and governance across sectors.
- Institutional and financial support is provided to women's rights groups, feminist movements, and community organizations working with men on mental health, positive masculinities, and violence prevention.

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**THEN:**

- Ukraine's governance, economic recovery, and environmental transformation will be more inclusive and resilient, driven by diverse leadership and gender-equitable institutions.
- Women will access leadership roles in governance, economic sectors, and environmental planning, while men will be supported in roles that challenge patriarchal masculinities and expand their opportunities beyond traditionally male-dominated fields.
- Gender-responsive budgeting and planning will guide national and local development, ensuring that public investments address gendered needs, from care infrastructure to green economy participation.
- Survivors of GBV and CRSV—regardless of gender—will receive holistic, survivor-centered support and justice, reducing stigma and increasing institutional accountability.
- Social norms will shift toward embracing shared caregiving, inclusive decision-making, and equitable labor markets, enabling both women and men to thrive in public and private life.
- Institutional transformation will be sustained through strengthened accountability systems, leadership commitment, and strategic partnerships that embed gender equality in Ukraine's long-term recovery and development agenda.

Under the **Democratic Governance and Inclusive Social Fabric** portfolio, UNDP will deepen its engagement in gender-responsive governance by supporting women's leadership in decision-making, strengthening gender lens of public administration, and integrating gender-responsive budgeting (GRB) into governance reforms together with UN Women and other sister agencies. Targeted capacity-building within government entities, such as the Ministry of Veterans and the Ministry of Interior, to institutionalize gender audits, improve gender-disaggregated data collection and perform activities targeted at women and men veterans reintegration will be strengthened e.g. supporting men in navigating post-war reintegration challenges, fostering healthier masculinities, and promoting gender-equitable access to mental health and employment services. A key priority will still be built around addressing gender-based violence (GBV), including improving law enforcement training on CRSV and supporting survivor-centered justice, aligning with the requirements of the Istanbul Convention.

Within the **Inclusive and Sustainable Economic Recovery and Growth** portfolio, UNDP will scale up efforts to promote women’s economic empowerment through entrepreneurship, re-skilling, and financial inclusion, particularly in sectors such as energy, digital transformation, and mine action. There is a critical gaps in women’s access to business support, employment opportunities, and financial literacy training. UNDP will strengthen it’s work with government agencies and CSOs to integrate gender-responsive policies into economic recovery plans, ensuring that women’s businesses receive adequate support and that workforce reintegration strategies, particularly for women and men veterans and IDPs, address gender-specific challenges. Additionally, joint efforts with UN Women aim to strengthen care economy reforms, recognizing the disproportionate burden of unpaid care work on women and the need for structural solutions to enhance work-life balance and social protection.

In the **Sustainable Environment and Energy Transformation** portfolio, UNDP will reinforce gender-responsive climate policies, expanding women’s participation in green jobs, and promoting gender-responsive energy sector reforms. UNDP’s support to the Ministry of Energy in implementing the Gender Seal for Public Institutions will open up wider opportunities to integrate gender indicators to energy sector, fostering women’s leadership, and addressing barriers to employment in energy and STEM fields. The just transition agenda will include targeted skills development programs for women in coal regions, ensuring their integration into the renewable energy workforce. Additionally, UNDP will advance inclusive environmental governance by working with local authorities and CSOs to strengthen gender-responsive disaster risk reduction, climate adaptation, and biodiversity conservation initiatives, ensuring that women play a central role in shaping Ukraine’s green recovery.

## **VI. Partnerships**

As a key UN agency, UNDP plays a central role in convening government institutions, local authorities, civil society organizations (CSOs), women’s rights and minority groups and activists and academia to ensure participatory decision-making in gender equality efforts.

Through its leadership in coordination, UNDP will work closely with UN Women, IOM, UNFPA, UNHCR and other sister agencies to implement integrated gender-responsive programming in governance, gender-responsive budgeting, economic recovery, and GBV response.

It will strengthen joint UN initiatives on gender-responsive mine action, care economy, gender-based violence under Spotlight Initiative, ensuring that partnering on gender equality remains central to UNDP Ukraine’s recovery and long-term development.

As a key UN agency, UNDP plays a pivotal role in convening government institutions, local authorities, civil society organizations (CSOs), women’s rights groups, minority groups, academia, and the private sector to ensure participatory decision-making and transformative gender equality efforts in Ukraine’s recovery. UNDP’s convening power enables multi-stakeholder collaboration to embed gender-responsive policies and initiatives across governance, economic recovery, and social inclusion efforts.

### **Strengthened UN System Coordination**

UNDP will deepen joint programming efforts with UN Women, IOM, UNFPA, UNHCR, and other UN entities to implement integrated gender-responsive programming. These collaborations will focus on:

- *Gender-responsive governance and budgeting (aligning efforts with UN Women’s work on gender-responsive budgeting at national, regional, and local levels).*
- *Women’s economic empowerment and green transition (jointly advancing women’s leadership in STEM, energy, and climate adaptation).*
- *Care economy reforms to ensure gender-sensitive recovery policies, particularly in social protection and labor market reintegration, in alignment with Ukraine’s EU integration process.*
- *GBV prevention and survivor response (leveraging partnerships within the EU Spotlight Initiative and strengthening conflict-related sexual violence (CRSV) prevention and legal frameworks).*

A key priority will be advancing the Gender Seal for Public Institutions, ensuring that government agencies integrate gender-sensitive policies into governance, public administration, and budgeting.

### **Strategic Partnerships with Government, CSOs, and Local Authorities**

UNDP will continue strengthening gender-responsive governance and institutional reform, ensuring that:

- *National and local governments integrate gender-responsive budgeting (GRB) and legal reforms into recovery planning.*
- *Capacity-building support is expanded for civil servants, justice sector actors, and law enforcement, enhancing their ability to implement gender-equitable policies.*
- *Women’s organizations and feminist movements play a formal role in decision-making bodies for recovery planning.*

CSOs will be key partners in addressing GBV, care economy reforms, and social protection gaps. UNDP will also strengthen Roma, LGBTQI+, and other marginalized communities’ inclusion in governance and recovery initiatives. Funding for women’s organizations will be prioritized, aligning with the UN System-Wide Gender Acceleration Plan's commitment to increase financial support for women’s initiatives in conflict and crisis situations.

### **Private Sector & Donor Engagement for Gender-Responsive Recovery**

Given persistent funding gaps, UNDP will lead resource mobilization efforts to ensure sustainable financing for gender equality programming. This includes:

- *Engaging international donors and IFIs to integrate gender-sensitive financing mechanisms into post-war reconstruction funds.*
- *Promoting corporate gender policies (in collaboration with the private sector to expand women’s participation in STEM, energy, and digital transformation).*
- *Supporting women-led enterprises and gender-smart investments to ensure that economic recovery is inclusive and equitable.*

By strengthening partnerships at all levels, UNDP will ensure that gender equality is not just mainstreamed but systematically embedded into Ukraine's recovery, governance, and long-term development efforts.

## **VII. Institutional transformation**

UNDP in Ukraine will aim at comprehensive approach to ensure institutional accountability, capacity-building, gender-transformative programming, and strategic partnerships—positioning gender equality at the core of UNDP Ukraine's development agenda.

### **1. Management & Accountability**

UNDP will continue aligning leadership accountability with corporate gender equality goals. Furthermore, UNDP will make sure that the expenditure targets (15 % of all resources will contribute to gender equality and women's empowerment), with a particular focus on GEN 3 projects, are mobilized. These targets will be integrated into the Country Office's (CO) planning and tracking mechanisms, strengthening transparency and impact measurement.

### **2. Strengthening Staff Capacities**

To create an organizational culture that prioritizes gender equality, UNDP will continue encourage all staff to complete gender induction training, including Gender Journey and dedicated trainings and similar interventions. Specialized training will be provided for senior leadership, program teams, and operational staff to ensure gender is embedded in programmatic decisions and fieldwork.

Resident Representative and Deputy RR will be accountable for gender-sensitive leadership, with gender equality KPIs integrated into their performance evaluations. UNDP will also ensure gender issues receive greater institutional backing and influence strategic decision-making at the highest levels such as Resident Representative and Deputy Resident Representative.

### **3. Creating an Enabling Environment**

UNDP will promote gender parity at all levels by applying a positive discrimination approach during recruitment, prioritizing qualified women candidates for leadership positions. Measures will be introduced to address barriers to women's career advancement, including mentorship, leadership pipelines, and family-friendly workplace policies. Additionally, the internal conflict and grievance resolution system is in place to ensure that it is effective, and capable of addressing workplace gender-related concerns. These measures will foster a more inclusive and equitable work environment.

### **4. Knowledge Management & Communications**

UNDP will strengthen internal and external knowledge management and communications to promote behavioral change, institutional learning, and gender-responsive messaging. This will ensure that gender equality is integrated across all communication strategies, fostering an organizational culture that prioritizes gender mainstreaming and influences public discourse on gender issues.

**5. Internal Collaboration**

To ensure gender equality is mainstreamed across all thematic areas, UNDP will enhance internal collaboration between teams, fostering a more integrated and cross-sectoral approach to gender-

responsive recovery. To further institutionalize gender mainstreaming, UNDP’s Gender Focal Point (GFP) team will play a central role in ensuring that gender considerations are effectively integrated across all programs, policy discussions, and operational planning. Additionally, a Gender Community of Practice (CoP) will be established to create a space for continuous learning, peer exchange, and innovation in gender programming.

### 5. Gender-Responsive Programmes & Projects

In line with the new CO programme ecosystem, a system for regular expert gender reviews of the programme portfolio will become mandatory through the GEWE Thematic Team and ensure that gender considerations are systematically integrated into programme and project outcomes and outputs, making interventions more impactful and sustainable.

### 6. Measuring Results & Impact

UNDP will establish an annual gender action plan, outlining measurable commitments to staff capacity-building, leadership accountability, and institutional gender integration. Progress will be monitored and reported annually to ensure continuous improvement and alignment with UNDP's global gender commitments.

To ensure a gender-transformative impact, UNDP will continue building a solid evidence base for gender equality programming by strengthening independent evaluations. Additionally, UNDP will systematically leverage public events to advocate for gender equality, amplify women’s voices, and influence national policy.

## VIII. Monitoring and evaluation of the Gender Equality Strategy

**Outcome (Aligned with CPD/UNSDCF):** Governance, economic recovery, and environmental transformation in Ukraine are inclusive and gender-responsive, ensuring leadership and participation of women and marginalized groups, and promoting equitable access to opportunities and services.

Thematic Area	Indicator	Type	CPD Output Ref.	Baseline	Target (2029)
<b>1. Governance &amp; Social Fabric</b>	Number of initiatives supporting women’s leadership and participation advanced through implementing affirmative measures, strengthening institutions and civil society, and	<b>Mandatory</b>	CPD Output 1.3	2 (2023)	87

	addressing structural barriers, to advance gender equality, including in crisis contexts				
	Number of institutions with gender-responsive resilient recovery and development strategies or plans in crisis and post-crisis settings	<b>Mandatory</b>	CPD Output 1.1	National (2024): 1; Subnational (2024): 10	Target: National (2029): 2 Subnational (2024): 30
	Number of participatory recovery consultations supported by UNDP including women’s rights groups and gender experts	<b>Optional</b>	–	-	25
<b>2. Economic Recovery &amp; Growth</b>	Number of women benefiting from jobs/livelihoods	<b>Mandatory</b>	CPD Output 2.1	TBD	180,000
	Number of professional, technical and vocational education and training institutions with improved capacity to deliver training and assessments with UNDP support, with a focus on women, young people, veterans, persons	<b>Mandatory</b>	CPD Output 2.1	142	300

	with disabilities, IDPs, returnees, minorities, the Roma community and other vulnerable groups				
	Number of measures implemented to increase women economic empowerment and access to technologies	<b>Mandatory</b>	CPD Output 2.1	3000	33000
	% reduction in gender stereotypes and discriminatory attitudes towards women's leadership, economic participation, and roles in governance, STEM, care work, and mine action	<b>Optional</b>	–	TBD	10%
<b>3. Environment &amp; Energy Transformation</b>	Policy measures in place to enable the enhancement and/or implementation of NDCs that include gender considerations.	<b>Mandatory</b>	CPD Output 3.2	2	4
	Number of entities at the national level that have developed integrated gender-responsive approaches and tools	<b>Mandatory</b>	CPD Output 3.2	0	4
	Number of women supported to reach senior leadership and	<b>Optional</b>	–	-	200

	technical roles in green industries, incl. community energy projects				
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### Institutional Transformation

Area	Indicator	Target	Frequency
Gender-responsive programming	% of projects rated GEN2 and GEN3	100% by 2029	Annual Portfolio Review
Leadership Accountability	GFT members include gender equality	Yes	Annual PMP Review
Staff Capacity	number of learning sessions held on gender topics	10	Annual HR Reporting
GFP/CoP Functionality	Gender CoP meets bi-monthly, GFPs trained	Yes	Annual monitoring

### Monitoring and Reporting Approach for Gender Equality Results

To ensure the effective implementation of the Gender Equality Strategy 2025–2029, UNDP Ukraine will adopt a unified and structured approach to tracking gender-related results across all thematic areas. This approach is grounded in the CPD Results and Resources Framework and aligned with the Theory of Change.

#### 1. Unified indicator framework

All gender-related outputs and outcomes will be tracked using a consolidated logframe that integrates:

- Mandatory CPD-aligned indicators per thematic area;
- Optional indicators that support innovation and learning;
- Disaggregated data by sex, age, disability, and displacement status, where feasible.

This framework will serve as the core reference for monitoring progress and results.

## **2. Centralized gender indicator dashboard**

A centralized gender indicator dashboard will be developed and maintained by the Gender Unit in collaboration with the M&E and Results-Based Management teams. The dashboard will:

- Collect data from project teams on relevant gender indicators quarterly or biannually;
- Link indicators to thematic portfolios (governance, economic recovery, environment);
- Tag data entries by indicator, project, geography, year, and beneficiary group;
- Support portfolio reviews, CPD reporting, and Gender Equality Seal assessments.

## **3. Data sources and methods**

Data will be gathered from a combination of internal and external sources, including:

- Project M&E systems and implementing partner reports;
- National statistics and surveys (e.g., State Statistics Service, SCORE Index, SDG data);
- Outcome harvesting and qualitative research (e.g., micro-narratives, stakeholder consultations);
- Monitoring tools designed for community-level feedback and participatory learning.

## **4. Monitoring frequency**

Progress will be tracked through:

- Quarterly thematic reviews with relevant programme teams;
- A biannual gender monitoring snapshot coordinated by the Gender Unit;
- An annual report synthesizing progress on all gender indicators for internal review and CPD-level reporting;
- A mid-term review in 2027 to refine indicators, adjust targets, and document lessons learned.

## **5. Leveraging the Gender Equality Seal Process**

The Gender Equality Seal (GES) will support the institutionalization of gender results monitoring. The Seal process will:

- Align with and validate the indicator dashboard and gender M&E systems;
- Encourage systematic documentation of good practices, lessons, and gaps;
- Guide continuous improvement through its mid-term and final assessment checkpoints.

## **IX. [Annexes: Gender Indicators and Thematic Contributions by Portfolio](#)**

