

ROADMAP

WOMEN'S/FEMINIST MOVEMENT OF UKRAINE



This **Roadmap** was developed by activists and leaders of the women's/feminist movement of Ukraine who participated in two Feminist Forums held in Lviv in June and December 2022)

CONTENT

1. Our values and principles	3.
2. Our role	4.
3. Opportunities we can capitalise on	5.
4. Challenges that we face	7.
5. Recommendations for/possible actions of feminist organisations	9.
6. Recommendations for/possible actions of other CSOs	12.
7. Recommendations for/possible actions of the media	12.
8. Recommendations for/possible actions of business	13.
9. Recommendations for/possible actions of the authorities	13.
9.1 Recommendations for /possible actions of national authorities	13.
9.2 Recommendations for/possible actions of public authorities and local self-government bodies	14.
10. Recommendations for/possible actions of donors, international partners	15.

OUR VALUES AND PRINCIPLES

We are united by the following values and principles:

- ✿ **Human rights, non-discrimination, respect for diversity** – respect and observance of human rights for every woman and girl in all spheres of life.
- ✿ **Equality** – equality of rights, freedoms and opportunities for all women, regardless of ethnic origin, nationality, place of residence, status, sexual orientation, gender identity, religion, education, socio-economic status, language, field of employment, health, lifestyle, or other characteristic., in all spheres of society.
- ✿ **Equal rights and opportunities** for all participants **in the movement.**
- ✿ **Freedom** – freedom to be yourself, freedom of self-determination and choice, freedom of self-fulfilment, expression of will, freedom from stereotypes and pressure.
- ✿ **Security** – a safe society for all groups and individuals.
- ✿ **Nonviolence** – empathy, anti-violence, zero tolerance for violence, absence of violence/culture of violence.
- ✿ **Inclusivity, intersectionality** – overcoming stereotypes, **nothing for us without us** approach, accessibility and barrier-free environment. Consideration of the experiences and needs of different women and combating multiple discrimination.
- ✿ **Horizontality** – lack of hierarchies in communication and decision-making, dialogue, partnership, empowerment, non-authoritarian communication.
- ✿ **Respect** – respectful communication, respect for different opinions, respect for human dignity, respect for and appreciation and consideration of women's experiences.



What do we see as the role of the women's/feminist movement in Ukraine?

Our role is to amplify women's voices and increase the visibility of women's experiences and leadership.

Women and girls are not only victims and people affected by the Russia-Ukraine war, but also active agents of change who fight for victory and have the right to participate in making socially important decisions. The participation of women and girls is a necessary condition for quality solutions.

Our priorities are:

- ✿ preserving the human potential of feminist organisations and civic initiatives through supporting the life and health of activists and leaders
- ✿ developing analytical capacity and networking to influence policymakers
- ✿ formulating systemic solutions to the problem of gender-based violence
- ✿ taking a gender-sensitive response to the humanitarian crisis

We strive to be equal partners with the government and donors so that our experience is taken into account during the planning, implementation, monitoring and evaluation of policies and projects for humanitarian aid and Ukraine's recovery.



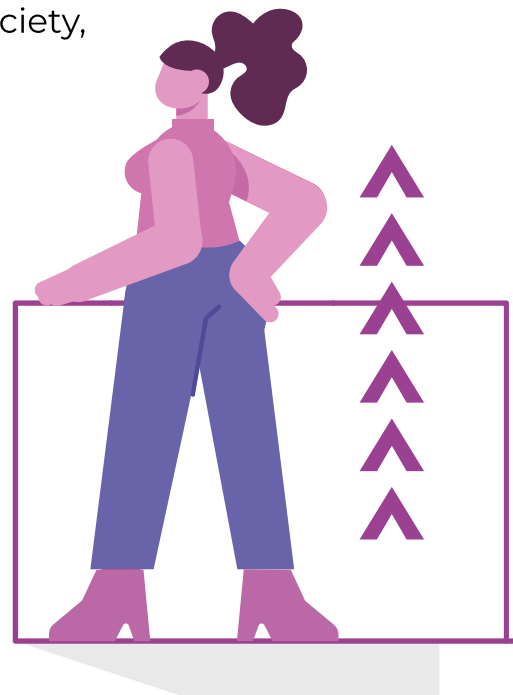
OPPORTUNITIES

we can capitalise on

We take note of the following positive trends/
windows of opportunity for realising the rights
and opportunities for women and girls in Ukraine:

In social life:

- ✿ Wider inclusion of women in public life, with an increasing number of female leaders and activists.
- ✿ Increased visibility of women in various realms of life, including due to the expanded use of gender-marked language/titles.
- ✿ Less “horizontal segregation,” with women entering previously “non-traditional” spheres.
- ✿ Increased representation and visibility of women in the field of security and defence and among military personnel, including in decision-making positions. The militarisation of society during the war has not led to an exacerbation of gender stereotypes, but this needs to be confirmed by research.
- ✿ General trend to introduce barrier-free principles in Ukrainian society.
- ✿ Reduced prevalence of gender stereotypes in society, especially among young people.
- ✿ Rising popularity of the topics of gender and feminism.
- ✿ Internal and external migration of women is creating the prerequisites for the exchange of experience among them.
- ✿ Greater representation of women in leadership positions, including in the security and defence sector, in EU countries and bodies with which the Ukrainian authorities have significantly intensified contact.



In political life:

- ✿ EU candidate status for Ukraine expands the window of opportunity for promoting Ukraine's gender/feminist agenda at the national and international levels.
- ✿ Updating of the National Action Plan for the Implementation of UN Security Council Resolution 1325 on Women, Peace, Security to reflect current challenges, as well as further updating of regional action plans.
- ✿ Adoption of the State Strategy for Ensuring Equal Rights and Opportunities for Women and Men Until 2030 (August 2022).
- ✿ Gender mainstreaming in the National Recovery Plan.
- ✿ Increasing representation of women in legislature.
- ✿ Women becoming agents of change at the local level.
- ✿ Updating the legal framework in the context of European integration and at the request of society involves the inclusion of gender.

In the women's/feminist movement:

- ✿ Experience of influencing the development of public policy/programmes (updating the National Action Plan 1325, adopting regional action plans).
- ✿ Scope for inclusion of new participants in the women's/feminist movement the potential of IDP activists for host communities in Ukraine.
- ✿ Higher agency of women (community leaders, volunteers) who gain leadership experience, active advocacy of women's interests ("women for women"), expression of women's' voice, participation in advocacy.
- ✿ Increased number of educational events/opportunities and training for women on various topics, including leadership.
- ✿ Strengthening of women's networking initiatives (first as a response to the challenges of war, then to address longer-term issues facing women).
- ✿ Increased number of pro-feminist men.
- ✿ Prerequisites for the rise of the feminist movement are being created.

CHALLENGES

that we face

We observe the following challenges for implementing the rights and opportunities of women and girls in Ukraine:

In social life:

- ✿ The entire society has been suffering a traumatic experience of war.
- ✿ Negative trends of radicalization, possible activation of anti-gender movements (needs to be checked).
- ✿ Increase in human trafficking and exploitation of women during wartime.
- ✿ Silencing the problem of gender-based violence, including domestic violence.
- ✿ Exhaustion of women.
- ✿ Economic crisis deepens the feminisation of poverty, especially in rural areas.
- ✿ Lack of equal opportunities for women in the armed forces even as women's representation increases.
- ✿ Depopulation of communities and regions, loss of expert resources in communities.
- ✿ Insufficient state support in Ukraine and abroad for the victims, basic needs are often not provided.
- ✿ Possible manipulation of women's rights to legalise weapons.

In political life:

- ✿ Formalistic approach (“ticking the box”) to implementation of gender policy, formalistic legal framework to ensure gender equality, superficial attitude of government representatives to gender, risk of deprioritizing of women's rights against the background of the challenges of a full-scale war.
- ✿ Lack of feminist agenda in political parties.
- ✿ Barriers to involving women in decision-making at the highest level; a gender-balanced government, parliament, and other aspects of the political system have not been formed.

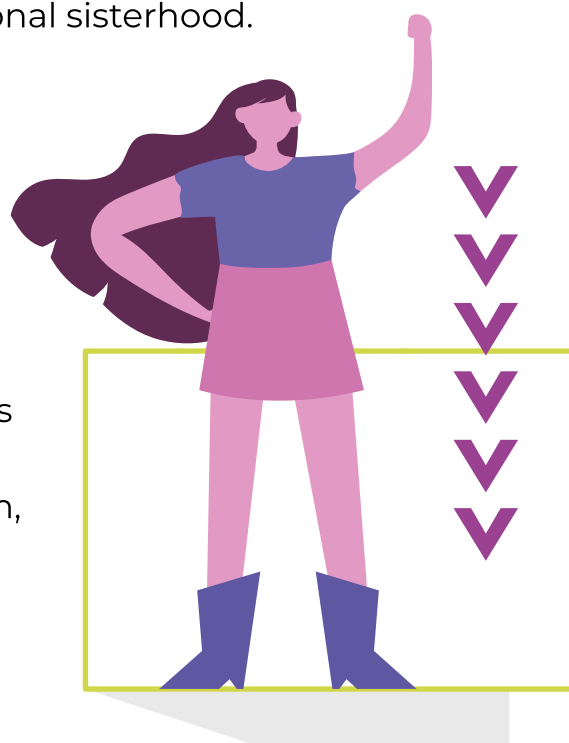


- ❁ Lack of representation of women in oblast military administrations/military civil administrations.
- ❁ Underrepresentation of women in international negotiations and delegations on Ukraine's recovery, international military, and technical and financial assistance.
- ❁ Successful women working for the authorities adopt/choose masculine models of behaviour, which prevents change in gender stereotypes and full consideration of women's needs in the political agenda.



In women's organisations and women's/feminist movement:

- ❁ Insufficient consideration of the needs and expert potential of civil society by international donors. The attitude of international organisations towards Ukrainian organisations that continue to respond to the effects of war is not always ethical.
- ❁ Financial dependence of NGOs and initiatives on donors.
- ❁ "Poverty" of the feminist movement, including the dispersion of female activists and leaders of organisations abroad. Women leaders who went abroad feel, and often are, excluded from the movement.
- ❁ Emotional exhaustion and burnout of the staff of women's organisations.
- ❁ The trend of local sisterhood instead of national sisterhood.
- ❁ Lack of coherence in the feminist movement, lack of platforms for interaction and agreement on the movement's agenda, lack of professional discussions on controversial issues.
- ❁ Feminist aspects and representation of women in thematic movements and policies (such as for the environment, digital transformation, public administration reform, and others) are not sufficiently visible.
- ❁ Lack of solidarity among women from civil society with women serving in the military.



RECOMMENDATIONS FOR WOMEN'S/FEMINIST NGOs AND INITIATIVES

What we can offer to:

1. women's/feminist civic initiatives and NGOs
2. other civil society organisations
3. media
4. business
5. public authorities and local self-government bodies
6. donors and international partners

RECOMMENDATIONS FOR/POSSIBLE ACTIONS OF FEMINIST ORGANISATIONS

Analytical work, expert potential

- ☀ Use feminist terminology more actively and boldly.
- ☀ Offer themselves as experts for authorities, businesses, international organisations and other stakeholders.
- ☀ Require international organisations implementing programmes in Ukraine or for Ukrainian women to align them with the Ukrainian context.
- ☀ Study European principles and interpret/adapt them to the Ukrainian feminist context, to bring/propose this interpretation to the international level.
- ☀ Conduct (self)education regarding international documents and experiences on gender.
- ☀ Engage in self-education and increase expertise/qualification within the framework of new/military challenges (IDPs, particularities of GBV).
- ☀ Improve their qualifications for and awareness of the public administration system in order to engage more effectively and meaningfully with the processes of development and implementation of Ukraine's post-war recovery plans.
- ☀ Create a database of gender experts, specifying the areas of expertise and regions; regularly update it and offer it as a resource for authorities, businesses, international organisations and other stakeholders.
- ☀ Develop and implement a mentoring system for representatives of women's/feminist NGOs (mentors can be experienced leaders of women's NGOs or business experts).

Training and awareness raising

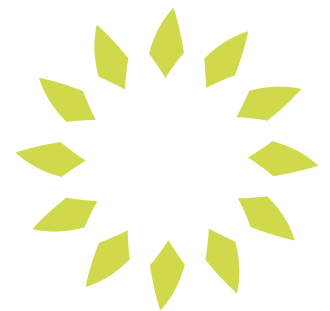
- ☀ Intensify educational/training activities regarding the Istanbul Convention and WPS agenda.
- ☀ Offer and conduct trainings on gender for the police, doctors, social services, media, and business.
- ☀ Develop, lobby and implement gender-sensitive approaches in education.
- ☀ Involve men in supporting the women's movement; update them on legal requirements and benefits of gender equality.

Influence on decision-making

- ☀ Develop and submit proposals on mainstreaming gender in all strategies, activity plans, legal frameworks regarding the recovery and reconstruction of Ukraine.
- ☀ Advocate for these proposals to be taken into account and monitor their inclusion.
- ☀ Make a complete mapping of the government's obligations regarding the realisation of women's – including vulnerable women's – rights specified in national action plans and programmes, and monitor the implementation of these obligations.
- ☀ Advocate for the inclusion of women and gender experts in policy and decision-making bodies.
- ☀ Continue analysing the impact of reforms (in particular, decentralization) on women's rights. Develop and submit proposals on gender mainstreaming in reforms, conduct advocacy and monitor their inclusion.
- ☀ Advocate for the provision of benefits/social support to victims of sexualised violence, as well as free, accessible, anonymous, and quick medical services (emergency contraception, abortions).

Increasing the visibility and role of women and girls

- ☀ Implement projects aimed at promoting the representation of women, in particular at the community level; share their personal stories of resilience, activity.
- ☀ Support women's oral story projects while respecting privacy and other standards for the dissemination of such information.
- ☀ Use and promote gender-marked language/titles.
- ☀ Maintain a feminist perspective in the context of war. Conduct consultative meetings with the Deputy Minister of Defence of Ukraine and other leadership of the Ministry of Defence and the General Staff regarding gender issues in the Armed Forces, and raise and publicly speak about the problems faced by female war veterans. Advocate for the preservation and expansion of women's representation in government bodies in wartime conditions. In all public communications about the Armed Forces, emphasize the role of women in the defence of Ukraine, in particular those who serve in the Armed Forces and other formations.
- ☀ Monitor, analyse and respond to kickback trends – advocacy campaigns/petitions/counter-projects. Monitor sources that may trigger pushback trends (prominent politicians, opinion leaders, businesses, media outlets that express sexist messages).



Cooperation with the media

- ☀ Work with the media as partners, not only as a resource (warm contacts, content).
- ☀ Respond to discriminatory content in the media: make direct appeals to the media, appeals to the Commission on Journalist Ethics and, if necessary, to the courts.
- ☀ Conduct training events for journalists, choosing topics and format in consultation with the media.
- ☀ Prepare op-eds on the topics of women's rights and offer them to the media for publication. Urge the media to invite representatives of women's NGOs and gender experts to comment on topics in which they specialise.
- ☀ Fundraise and allocate budgets for informational activities, covering the topics of women's rights and gender equality.
- ☀ Together with the media and media associations (for example, the Union of Journalists of Ukraine), hold contests of journalistic materials on gender and feminist topics.

Cooperation with business

- ☀ Offer and conduct training for businesses, prepare analytical materials on the benefits of gender equality and women's empowerment in business.
- ☀ Offer business consultations/advice on the development of a package of gender policies, including human resource policies, women's leadership support programmes, policies to prevent and address discrimination and sexual harassment in the workplace, children-family policies for employees with children, flexible working hours, regulations on children's rooms, and code of ethics, among others.
- ☀ Together with private companies and business associations, conduct advocacy campaigns regarding tax benefits/bonuses/incentives for businesses that comply with gender requirements (gender-sensitive businesses).
- ☀ Offer business consultations/advice on gender audits of the workplace; explain the benefits of such audits for business.
- ☀ Together with private companies and business associations, create a system similar to Michelin stars for restaurants, awarding gender-sensitive businesses with a mark of quality.
- ☀ Initiate and conduct social advertising to promote gender-sensitive businesses.
- ☀ Give preference to gender-sensitive businesses/contractors during tenders for the provision of goods and services.



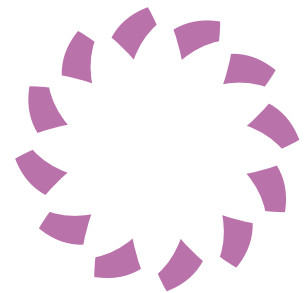
Organisational support/development and strengthening of networks

- ☀ Develop a system to counter burnout (and/or support rehabilitation) of feminist initiatives/organisations. Make it a mandatory part of internal policies, fundraise for such a system, provide staff with working conditions that enable self-care and prevention of burnout.

- ✿ Analyse international experience of women's/feminist coalitions and movements.
- ✿ Create feminist coalitions (regional and thematic).
- ✿ Create a database of women's NGOs, specifying the regions and fields of activity; regularly update the database.
- ✿ Support networking between women leaders, activists, women's/feminist initiatives and women's organisations.
- ✿ Organise regular feminist fora and dialogue platforms at the regional and national level, inviting public authorities, donors, media, business, and other stakeholders.

RECOMMENDATIONS FOR/POSSIBLE ACTIONS OF OTHER CSOs

- ✿ Actively participate in public decision-making (through advisory groups, consultations, and such). Promote a culture of influence of civil society on policy and decision-making.
- ✿ Articulate and share experiences and successful practices of rapid, flexible response.
- ✿ Implement programmes to support women's leadership within CSOs and ensure gender balance among the governing bodies of CSOs.
- ✿ Continue lobbying for participation in decision-making, including in negotiations, consultations and joint activities of Ukrainian authorities and international partners.
- ✿ Adhere to the principles of transparency and demand this from the authorities.
- ✿ Activate consultations and other ways of involving citizens that the CSOs represent (constituents) in decision-making within CSOs.
- ✿ Support networking and exchange of positive and negative experiences.



RECOMMENDATIONS FOR/POSSIBLE ACTIONS OF THE MEDIA

- ✿ Conduct contests for journalistic materials on gender and feminist topics.
- ✿ Conduct programme to support women's leadership within the media and ensure gender balance among media governing bodies.
- ✿ Increase their expertise on gender and feminist issues and contact specialized NGOs for training, consultations, clarifications when preparing materials on gender and feminist topics.
- ✿ Adhere to relevant standards (for example, [Council of Europe recommendations](#)) when covering the topics of violence against women and domestic violence.
- ✿ Use gender-marked language/titles in all materials. Prepare materials on women's rights and women's solidarity.
- ✿ Engage female professionals as experts to comment on all topics covered by the media. Maintain connections with gender experts and feminist NGOs.
- ✿ Adhere to [the Standards of non-discriminatory advertising based on sex](#).

RECOMMENDATIONS FOR/POSSIBLE ACTIONS OF BUSINESS

- ✿ Study international experience/policies of companies on the promotion of gender equality and women's empowerment and the benefits of such policies and adapt them to Ukrainian context.
- ✿ Organise training for employees about the benefits of gender equality in business and how to strive for it.
- ✿ Conduct programmes to support women's leadership within business and ensure gender balance among management bodies.
- ✿ Adhere to [the Standards of non-discriminatory advertising based on sex](#), ensure non-discrimination and gender sensitivity of marketing (including by involving women in decision-making on marketing strategies).
- ✿ Develop and implement a package of gender policies, including HR policies, programmes to support women's leadership, policies to prevent and address discrimination and sexual harassment at workplace, children-family policies for employees with children, flexible working hours, regulations on children's rooms, and code of ethics, among others.
- ✿ Conduct advocacy campaigns on tax benefits/bonuses/incentives for gender-sensitive businesses.
- ✿ Conduct gender audits of the workplace and invite gender experts to facilitate the audits.
- ✿ Create a system similar to Michelin stars for restaurants for awarding gender-sensitive businesses with a mark of quality.
- ✿ Initiate and conduct social advertising to promote gender-sensitive businesses.
- ✿ Give preference to gender-sensitive businesses/contractors during tenders for the provision of goods and services.

RECOMMENDATIONS FOR/POSSIBLE ACTIONS OF THE AUTHORITIES

1. RECOMMENDATIONS FOR /POSSIBLE ACTIONS of national authorities

- ✿ Meaningfully, systematically and transparently – rather than just “ticking the box” – involve gender experts in the development of national programmes/action plans, including recovery and reconstruction plans.
- ✿ Conduct mapping and prepare information on the needs for assistance from international organisations and women's NGOs for protecting and realising women's rights in Ukraine. Share this information with international organisations and NGOs.
- ✿ Include in the regulations for government tenders exceeding UAH 25,000 the requirement that applicants have and comply with gender policies.
- ✿ Improve the regulatory and legal framework of the mechanism for procuring social services from NGOs which promote equal opportunities for women and men.

☀ Carry out monitoring (with the involvement of women's/feminist organisations and gender experts), analysis/evaluation and public reporting on:

- analysis of women's needs and problems with an emphasis on women's groups that became vulnerable due to the full-scale invasion: women in the occupied territories, IDP women, women living in the areas of active hostilities (conducting such an analysis is provided for in the updated NAP 1325);
- implementation of the Istanbul Convention, development of the legal framework and strengthening of services and infrastructure for survivors of gender-based violence and conflict-related sexual violence;
- taking into account the needs and problems of these groups and responding to them by developing new state programmes/action plans, updating and implementing effective programmes/action plans (stipulated by the NAP 1325);
- conducting an assessment of the needs of female military personnel, initiating a review of standards (completion of service, conducting patrols, ammunition, working conditions, hygiene and medical support, combating violence), introducing changes and additions that will take into account the needs of everyone in the Armed Forces (provided for in the NAP 1325);
- support for women entrepreneurs in relocating their enterprises from the war areas and assistance in purchasing the equipment necessary to continue their business, including energy generators (partly provided for in the draft Recovery Plan);
- implementation of programmes to promote employment and protect women's labour rights, with an emphasis on women who suffer from multiple discrimination (intersectionality) (partially provided for in the draft Recovery Plan);
- development and implementation of housing construction programmes for IDP women and their children, as well as for women and children whose housing was damaged as a result of hostilities (provided in the draft Recovery Plan).

2. RECOMMENDATIONS FOR/POSSIBLE ACTIONS of public authorities and local self-government bodies

- ☀ Involve gender experts, women's/feminist organisations to the development, implementation and monitoring of local programmes and action plans that aim at addressing the needs of vulnerable populations. Include representatives of women's/feminist organisations of cities/communities and gender experts in the councils on rehabilitation and distribution of municipal property objects for resettlement.
- ☀ When planning and implementing local programmes and action plans: hold consultations with target groups, systematically and meaningfully study their needs and take them into account, use gender budgeting tools (with the involvement of women's/feminist organisations, gender experts).
- ☀ Create, update and publish registers of municipal property to raise awareness among IDP women and their children, as well as among women and children whose homes have been damaged by hostilities, about the possibility of temporary settlement in municipal property in cities and villages.

- ✿ Provide support to businesses that employ the IDPs (equipment, reduction of the cost of rent of municipal property, benefits, etc.).
- ✿ Strengthen the practice of using the mechanism of social service procurement from the NGOs.
- ✿ Purchase residential real estate and use it as social housing.
- ✿ Carry out monitoring (with the involvement of women's/feminist organisations, gender experts), analysis/evaluation and public reporting on:

- accommodation of displaced women with children in suitable municipal facilities and on the conditions of such accommodation (provided in the draft Recovery Plan);
- restoration/reconstruction of housing, social infrastructure facilities, administrative and other buildings of settlements affected by hostilities, taking into account accessibility for vulnerable people (provided in the draft Recovery Plan);
- ensuring a sufficient number of places in kindergartens (building new ones and purchasing social and educational services from legal entities, increasing the number of personnel in these institutions), ensuring safety (including the availability of shelters) and physical and transport accessibility of kindergartens, in particular for employed mothers (provided for in the draft Recovery Plan);
- planning and construction of accessible children's and adolescent after-class and leisure infrastructure (provided in the draft Recovery Plan).



RECOMMENDATIONS FOR/POSSIBLE ACTIONS OF DONORS, INTERNATIONAL PARTNERS

Equal partnership with women's/feminist NGOs

- ✿ Recognize the capacity of Ukrainian feminist organisations to represent women, their knowledge of local context and needs, and their expertise in women's rights and gender equality.
- ✿ Actively, systematically and transparently involve Ukrainian feminist organisations on a partnership basis, as well as involve experts in situation analysis, planning, implementation, and evaluation of programmes that are already implemented or planned to be implemented in Ukraine.
- ✿ Engage representatives of women's/feminist NGOs on selection panels in grant competitions of other (non-gender) topics and other decision-making mechanisms in programmes of donors/international partners.
- ✿ Seek and implement opportunities for synergy between feminist organisations/initiatives and international partners in advocating for and funding action to implement gender policies, in particular the National Action Plan 1325 and implementation of the Istanbul Convention.

- ✿ Change the approach to support from one-sided “capacity building” to “peer learning” based on mutual experience-sharing.

Donor procedures and approaches

- ✿ Adhere to the principle “nothing for women without women” in all donor activities and promote this principle among partners.
- ✿ Adapt work approaches and mechanisms to the conditions and context of Ukraine, and develop special approaches and mechanisms for Ukraine.
- ✿ Expedite grant procedures and organisational capacity assessment procedures as much as possible, and reduce requirements for organisations applying for grant competitions (ensuring compliance with the principles of efficiency and integrity).
- ✿ Ensure the maximum possible flexibility of approaches, mechanisms and tools used by donors. Regularly evaluate their relevance and effectiveness, and involve women’s/feminist NGOs in such evaluation. Be ready to change them quickly if necessary.
- ✿ Ensure the sensitivity of all employees of donor organisations (not only gender focal points/specialists) to women’s rights and gender equality, in particular, by holding regular meetings and trainings on this topic, including inviting representatives of Ukrainian feminist organisations.

Donor programmes

- ✿ Allocate budgets for studies of the situation of women and conducting gender analysis and gender impact assessment; share the findings of these studies, analysis and assessments with women’s/feminist NGOs and other stakeholders.
- ✿ Ensure that all donor programmes/projects are gender sensitive or gender transformative.
- ✿ Ensure that donor-supported projects/programmes target different regions, with an emphasis on feminist organisations and initiatives. Ensure coordination among donors in order to cover all regions of Ukraine. Conduct consultations with target groups to understand the context and needs of specific regions.

Support for women’s/feminist NGOs and initiatives

- ✿ Conduct assessments of the needs of Ukrainian feminist NGOs and take the results of assessments into account when developing their support programmes.
- ✿ Allocate budgets to counter burnout experience by the staff of women’s/feminist NGOs and share best practices for countering burnout in war/humanitarian crises.
- ✿ Provide support (grants, consultations) to strengthen organisational capacity of women’s/feminist NGOs, including trainings and development of organisational policies.
- ✿ Provide support to women’s/feminist NGOs for office rent, purchase of equipment (including generators), wages and other administrative costs. Make a specific focus on supporting the relocated NGOs.
- ✿ Provide support to women who support women facing multiple discrimination (intersectionality). Make it a separate direction/focus of grants.

- ✿ Engage with and support women who are ready to communicate about challenges and solutions outside of Ukraine.
- ✿ Allocate budgets for networking activities of women's/feminist NGOs and development of the women's/feminist movement, as well as for the interaction between Ukrainian women's/feminist NGOs and foreign and/or international women's/feminist organisations.
- ✿ Provide support, including financial, to feminist initiatives submitted by unregistered associations (ensuring compliance with the principles of efficiency and integrity).

Advocacy

- ✿ Allocate budgets for advocacy projects and activities of women's/feminist NGOs.
- ✿ Together with feminist organisations/initiatives, conduct advocacy regarding:

1. the inclusion of representatives of the feminist community in the processes of developing and implementing programmes for the provision of humanitarian aid, recovery policies and strategies of Ukraine;
2. gender mainstreaming in legislation, policies and action plans in all sectors, in particular in the area of Ukraine's recovery.



*This publication is made possible
by the support of **the Government of Canada**
through **Women's Voice and Leadership – Ukraine**
project implemented by **Ukrainian Women's Fund***

