

EUROPEAN COMMISSION
DIRECTORATE-GENERAL FOR
INTERNATIONAL COOPERATION
AND DEVELOPMENT

EUROPEAN EXTERNAL ACTION
SERVICE



The Director-General



Secretary General

<p style="text-align: center;">Gender Action Plan III – 2023-2025 Country Level Implementation Plan – CLIP Ukraine</p>
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CLIP Ukraine

1. Context for EU action gender equality and women’s empowerment in the country

Ukraine faces immense war-related challenges, drastically impacting its economy, political system and social fabric. After the shock of the first year of the war the country continues to adjust to the new norm, carries on to reform its legislation and public institutions in line with the EU accession commitment. The country has gained 15 points in the Global Gender Gap Report 2023, now ranking 66th (81 in 2022). Nevertheless, Ukraine is the farthest from gender parity in the sphere of political empowerment. The number of women elected officials remains low – 33% of the seats in the city councils and 28% of the seats in oblast (regional) councils as of 2020, in the presence of a mandatory 40% gender quota for candidates.

Ukraine scores 49 in the Gender Inequality Index (2021): key challenges that lower Ukraine’s rating are gender gaps in the labour force participation rate and the share of seats in Parliament held by women.

The Government of Ukraine addresses gender inequality through a number of policy instruments: State Strategy for Ensuring Equal Rights and Opportunities of Women and Men for the period up to 2030 and approved the Action Plan for its Implementation for 2022-2024 adopted mid-2022, the NAP on implementation of UN Security Council Resolution 1325 “Women, Peace and Security” until 2025, updated in 2022, the Gender Equality Strategy in Education until 2030 and an operational plan for its implementation for 2022-2024. Certain sectorial/agency instruments are also available, such as the gender action plans of the Ministry of Internal Affairs and the National Guard of Ukraine. National policy aims to address a wide-ranging set of issues affecting women, from increasing their awareness of their legal rights and combating gender stereotypes to improving access to educational opportunities, medical services and basic infrastructure and combating poverty.

The current CLIP is based on the Gender Country Profile 2023 elaborated by the EU4Gender Helpdesk, consultations with the government gender focal points and the national ombudsperson for gender equality, civil society organisations, UN agencies and the EU Member State representatives.

2. Selected thematic areas of engagement and objectives

Overall objectives of EU action in Ukraine for gender equality and women's empowerment:

- All people, in all their diversity, participate equally in decision-making processes, in all spheres and at all levels of political and public life, including online, to take on leadership roles, to enjoy and exercise their human rights and seek redress if these rights are denied.
- All people are free from all forms of gender-based violence and discrimination in the public and private spheres, in the work place and online.
- Strengthening economic and social rights and empowering girls and women.

Selected “areas of engagement” on gender equality and women's empowerment

- Women's participation of the elaboration of recovery strategies and decision making in the framework of Ukraine's recovery at all levels (local, regional and national). Addressing gender barriers in recovery, including access to infrastructure and services.
- Gender-sensitive economic development. Women's economic empowerment, supporting women's' employment, entrepreneurship and women-led businesses in all areas of the economy; access to productive resources, access to land, technology and finance.
- Strengthening social movements and women's rights organisations, as well as civil society organisations (CSOs), volunteer movements; contributing to the development of women's' leadership and raising awareness of gender-based discrimination and its harmful effects on development, combatting gender stereotypes;
- Support women's rights organisations in their engagement into the areas of peace and security and ensure the rights of women and girls affected by conflict are protected; Creating enabling environment for women that face multiple discriminations based on SOGI, age, ethnicity and/or religious beliefs, disability.
- Preventing and responding to gender-based violence, in particular, conflict-related gender based violence, Strengthening the capacity of the Government to streamline gender equality in the reform process and European enlargement.

3. Expected EU priorities for the period in question

**Increase the resilience, sustainability and integration of the economy*

The assistance will contribute to developing inclusive recovery and growth policies that benefit all citizens and promote equal opportunities, including by creating conditions for the economic empowerment of women. EU support will seek to keep gender equality and women's participation mainstreamed into the recovery process.

**Support a resilient and inclusive society, including through response to conflict*

The thematic areas envisaged by the EU financed action in 2023-2025 is gender-based violence and women's participation in economic and political life. These issues to be addressed through the Ukrainian Women Fund implemented project aiming to provide comprehensive support at local level to the GBV survivors through re-granting to local organisations active in this thematic area. Another project by Gender Bureau provides shelter and financial assistance to vulnerable women and children coming from the occupied and de-occupied regions of Ukraine. UNFPA implemented We Act II project is expected to enable Ukrainian hromadas to provide

internally displaced women with employment opportunities, through re-training and establishment of job centres. Another action with Projector CSO will empower IDP women with necessary skills to get the IT related jobs.

UNFPA's implementation of EU4GE project (phase 2) will enable men to be equally involved in unpaid care and domestic work and prevent DV/GBV committed by men in families, including reducing risks of DV/GBV by veterans affected by the war-related trauma and stress.

The EU Gender Helpdesk provides regular support to the national gender machinery through consultations, awareness-raising and capacity building activities. The project being a constituent component of the EU4Gender action, combating gender stereotypes and promoting gender equality in the EaP countries.

Further specific actions will be elaborated in the coming years in accordance with the priority areas outlined in the MIP.

4. Engage in dialogue for gender equality and women's empowerment

Gender Equality is an important part of the EU-UA Government communication both within the framework of the Enlargement process dialogue and recovery support, as well as through implementation and through the Donor Coordination Mechanism with a dedicated Gender equality Sectoral Working Group.

The CSO Roadmap for 2022-2025 envisages regular consultations mechanism with CSOs in Ukraine. It is envisaged that the consultations will include gender equality and women's empowerment issues into their agenda at least once a year. Both women's rights CSOs and other organisations active in sectors like media, social and economic rights, LGBTQI+ rights, national minorities' issues, will participate in the consultations to reflect the cross-cutting nature of the GEWE.

5. Outreach and other communication / public diplomacy activities

At project level, public outreach will be organised in the framework of the regional EU4Gender Equality Project, projects with CSOs and international organisations facilitating women's economic empowerment and response to gender-based violence. The communication strategies of the above-mentioned actions envisage regular dialogue with civil society organisations, targeted media and social media campaigns, participation in various sectoral events, the distribution of promo items, contests etc. Another regional initiative, the EU Gender Helpdesk maintains regular communication with governmental officials, providing them with expertise and regular updates on EU gender equality actions and standards, including the translated versions of the GAPIII, Country Gender Profile and other reference tools.

The EU Delegation actively highlights international commemoration days and periods, such as International Women's Day, 16 days against gender-based violence and IDAHOT, stressing the importance of the commemorated issues in its social media posts, sharing relevant information materials, interviews of the Head of mission, other senior officials. The EU representatives together with the MS participate in events of different levels targeting gender equality and women's empowerment.

6. Technical Facility and/or financial resources allocated to support GAP III implementation

The regional EU Gender Helpdesk(2021-2024) is used to develop the National Gender Profile. The project will provide consultations and trainings to Ukrainian governmental counterparts. The second phase of the project to start in 2024 will contribute to the GEWE related aspects of the EU accession process. The EU Delegation Communication support project will also

contribute to the promotion of gender equality through the information and communication activities.

Date: 13/11/2023

Signature by Head of Delegation:

A handwritten signature in blue ink, appearing to read 'A. Theodorou', written in a cursive style.