

EU4 Gender Equality Reform Helpdesk



THE EU4 GENDER EQUALITY REFORM HELPPDESK'S SUPPORT (2021–2024) FOR UKRAINE

UPDATED JANUARY 2024

1. TECHNICAL EXPERTISE AND ADVISORY ASSISTANCE



Support for gender mainstreaming in government documents and draft laws:

- Reading as a Life Strategy 2021–2025
- Concept of the State Programme on National Cinema Production 2021–2025
- Concept of the State Target National & Cultural Programme on the Development of Folk Arts and Crafts 2021–2025
- Concept of the State Target Economic Programme on Tourism, "Travel over Ukraine", 2022–2026
- Concept of the Ethnic Policy of Ukraine
- Public Finance Management Reform Strategy 2021–2025 (adopted by the Cabinet of Ministries on 29 December 2021)
- Gender Equality Strategy of the Ministry of Development of Communities and Territories of Ukraine 2021–2023
- Action Plan for 2022–2023 on the implementation of the Gender Equality Strategy of the Ministry of Development of Communities and Territories of Ukraine 2021–2023
- Procedure for providing pre-medical and medical care, conducting and documenting medical examinations of victims of sexual violence related to the armed conflict
- State Strategy on Ensuring Equal Rights and Opportunities for Women and Men until 2030
- Ukraine Recovery Plan until 2032
- Roadmap on "Ukraine's movement towards EU gender equality standards"
- State Social Programme, "Youth of Ukraine" 2021–2025 of the Ministry of Youth and Sports of Ukraine
- Gender analysis of the Order of Approval of the Procedure for submitting creative reports on the implementation of programmes for the Ministry of Youth and Sports
- Gender Action Plan of the Ministry of Youth and Sports of Ukraine
- Budget programme, "General leadership and management in the field of energy", of the Ministry of Energy of Ukraine
- Collective agreement of the Ministry of Energy of Ukraine
- Energy Security Strategy until 2025 of the Ministry of Energy of Ukraine
- Action Plan for the Implementation of the Energy Security Strategy for 2022–2025 of the Ministry of Energy of Ukraine
- Budget Programme of Ukraine, "Emergency response at coal mining enterprises"
- Budget Programme of Ukraine, "General management and administration in the energy sector"
- Budget Programme of Ukraine, "Abandonment of unproductive coal mining facilities"
- Gender Action Plan of the Ministry of Energy of Ukraine
- Procedure for attracting, using and monitoring international technical assistance, of the National Agency for the Prevention of Corruption of Ukraine
- Gender Action Plan of the National Agency for the Prevention of Corruption of Ukraine
- Analysis from a gender perspective – in line with the EU acquis – of the Ukraine Screening Report (Chapter 23, "Judiciary and fundamental rights", in the spheres of "attitude towards socially vulnerable persons,

persons with disabilities and the principle non-discrimination” and “gender equality and women’s rights”)

- Four curricula developed at the request of the National Agency of Ukraine for Civil Service on (1) “modern tools for the development of human resources in the civil service”, (2) “gender-sensitive response to humanitarian crisis”, (3) “gender-oriented needs assessment” and (4) “gender-responsive local governance”

Support for gender mainstreaming in EU Delegation documents:

- Ukraine Country Level Implementation Plan (2021)
- Ukraine Country Level Implementation Plan (2024)
- Multi-annual Indicative Programme for Ukraine 2021–2027
- Ukraine Country Risk Profile

2. CAPACITY BUILDING ACTIVITIES



Trainings/workshops/seminars that increased the gender mainstreaming capacities and skills of public servants, both women and men:

- Seminar on the “Meaning and Values of the New Civil Service: Equality of Opportunities” in partnership with the National Agency of Ukraine on Civil Service, Kyiv, 23 September 2021 (100+ participants)
- 10 training sessions for gender focal points in executive bodies on conducting gender analysis of emergency and recovery policies and programmes, February–October 2022 (68 civil servant participants – 59 women and 9 men)
- 2 workshops for public institutions on gender audits (117 participants from ministries and public institutions – 98 women and 19 men)
- Webinar on “gender equality and women’s rights in the health care sector” for staff of the National Health Service of Ukraine (NHSU), 13 March 2023 (51 participants – 42 women and 9 men)
- 2 trainings for the development of civil servants’ gender competences, 14–15 March 2023 (42 participants – 33 women and 9 men)
- 4 webinars on “gender equality in security sector”, May–June 2023 (21 participants – 13 women and 8 men)
- 8 webinars on “gender equality in security sector” for the State Service of Ukraine for Emergency Situations, July–August 2023 (57 participants – 31 women and 26 men)
- 2 online trainings on “gender-sensitive response to humanitarian crisis” for civil servants, 1–4 August 2023 (100 participants – 71 women and 29 men)
- 2 online trainings on “gender mainstreaming in local policies, planning and budgeting”, 7–10 August 2023 (83 participants – 78 women and 5 men)
- 2 online trainings on “gender-oriented needs assessment and gender-sensitive communication” for civil servants, 25–26 September 2023 (58 participants – 46 women and 12 men)

Assistance for organising public participation and consultation working groups:

- 2 consultations with civil society and the Government to discuss the Country Level Implementation Plan’s priorities, June 2021
- Support for the establishment of the Gender Mainstreaming in Ukraine Recovery Plan Group, consisting of more than 40 experts who worked to integrate a gender approach in 24 sectoral working groups (on infrastructure, finance management, administration reform, and the economy, among others)
- 2 consultations with civil society and the Government to discuss new challenges and priorities to update the Country Level Implementation Plan, 25 July and 8 September 2023

3. EVIDENCE BASE ON THE IMPACT OF REFORMS ON WOMEN AND MEN IN EASTERN PARTNERSHIP COUNTRIES



Knowledge products and studies on Ukraine developed by the EU4Gender Equality Reform Helpdesk:

- Ukraine Country Gender Profile (2021)
- Ukraine Country Gender Profile (2024)
- Report on gender equality and non-discrimination in executive bodies (2022)
- Report on gender audits in executive bodies (2022)
- Practical manual for trainers on gender mainstreaming (2024)
- Country flyer on the EU4GenderEquality Reform Helpdesk project’s support for Ukraine (in English and Ukrainian) (2022 and 2024)
- Brief on gender mainstreaming (in Ukrainian) (2023)
- Brief on gender analysis (in Ukrainian) (2023)
- Brief on gender-responsive budgeting (in Ukrainian) (2023)

Areas covered by publications on Ukraine included in the Reform Helpdesk’s Gender Equality Library:

- Gender analysis of the impact of the war in Ukraine
- Study on gender norms and stereotypes in Eastern Partnership countries
- Women and men in leadership positions
- Gender-responsive budgeting
- Gender-based violence
- The well-being and safety of women
- The impact of COVID-19 on women’s rights



4. REGIONAL ACTIVITIES ORGANISED BY THE HELPDESK



- Civil Society Online Forum: Promoting gender equality in the Eastern Neighbourhood region, December 2021
- Online forum on CSOs' role and opportunities for cooperation on gender equality and women's empowerment in Eastern Partner countries, 9–10 February 2022
- CSO Academy on Gender Mainstreaming and Gender Analysis: Online capacity building programme for gender experts and trainers from civil society organisations in Eastern Partnership countries, November 2022–April 2023
- Study visit of government delegations from Georgia, Moldova and Ukraine to EU institutions in Brussels, 5–9 December 2022, to increase their knowledge of EU gender equality acquis and raise awareness of the EU Gender Equality Strategy 2020–2025 (10 Ukrainian government officials participated – 7 women and 3 men)
- Study visit on gender-responsive budgeting to Vienna, Austria, for representatives of the Governments of Armenia, Azerbaijan, Georgia, Moldova and Ukraine, 20–22 June 2023 (3 participants from the Ministry of Finance of Ukraine – 1 woman and 2 men)
- Brief on gender mainstreaming (2023)
- Brief on gender analysis (2023)
- Brief on gender-responsive budgeting (2023)
- Policy brief, “Mapping care-related policies, services and practices in Eastern Partnership countries” (2024)
- Policy brief, “Women's economic empowerment: Good practices in Eastern Neighbourhood countries” (2024)

IN THE WORDS OF OUR BENEFICIARIES

“I am pleased to underline the strategic importance of mutually beneficial cooperation between the National Agency of Ukraine on Civil Service and the EU4Gender Equality Reform Helpdesk. We appreciate [the Reform Helpdesk's] strong commitment, high professional expertise, sharing of best practices and [facilitation of] advanced experience exchange on the regular basis.”

– Nataliia Aliushyna, Head of the National Agency of Ukraine for Civil Service

USEFUL LINKS

- [EU4Gender Equality Reform Helpdesk project page](#)
- [Gender Equality Library](#)
- [EU Neighbours East: Ukraine \(in English\)](#)
- [EU Neighbours East: Ukraine \(in Ukrainian\)](#)



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EQUALITY LIBRARY**