



REPORT

ON THE RESULTS of studying instruments to engage additional resources for gender-sensitive and inclusive recovery of the hromadas of Ukraine

BRIEF

The study was conducted in **January-March of 2026**.

The **study toolkit** included online surveys of the representatives of the local self-government bodies (69 hromada questionnaires from 16 oblasts of Ukraine); in-depth interviews with experts, focus group studies; desk research, and others.



FULL
REPORT

This report was made possible owing to the support of the Norwegian people, provided via the Norwegian Ministry of Foreign Affairs under the project «Designing Gender-Inclusive Recovery together with the Women's movement of Ukraine» (GEN-Rebuilding), which is implemented by the Ukrainian Women's Fund in consortium with FOKUS (Norway) and NGO «La Strada – Ukraine». CSO «Bureau of Gender Strategies and Budgeting» bears responsibility for the content. Information presented in this report does not necessarily represent the views of the Ministry of Foreign Affairs of Norway, or of the Government of Norway.

Practical application of gender-based approach in the process strategic and program planning of hromadas

Based on the survey results, **83%** of hromadas have approved **Hromada Development Strategies**, **58%** of them have accessibility plans (and can show how this direction is a priority on the local level); **17%** of them have separate restoration programs or plans (hromadas may integrate the relevant issues into their strategic development documents).

The study indicated that there is a significant gap between theoretical awareness and practical **application of gender tools** in the work of the local self-government officials – only in **6%** of hromadas these tools were integrated into everyday governance processes. **24%** of hromadas need constant mentoring support, additional instructions, check lists, etc. **5%** of hromadas do not use gender approach tools at all.

The main challenge is transition to practical application of the gender-related knowledge.

The study results demonstrate a sporadic nature of **application of gender-based approach tools**.

There is a clear gap between collection of primary information and its further professional analytical processing for identifying gender gaps.

The most widespread practices in hromadas are evaluation of needs of the residents, men and women (in **67%** of hromadas), collection of sex- disaggregated data and data disaggregated based on other characteristics (**45%**). Only **26%** of hromadas are capable of producing good quality analysis based on this statistics.

Consultations with target groups as a direct dialogue with different groups of women and men is conducted only in one in every four hromadas (**23%**), and security audit is used by **17%** of hromadas.

The rarest used tool is evaluation of gender impact (**7%**), and **15%** of hromadas do not use any gender tools in their activities at all.



Recommendations for the local self-government bodies:

- **Collect and analyze** the data that are disaggregated by sex and other relevant characteristics, and **to create/update** gender profiles for using in planning and implementing of local policies;
- When establishing working groups for development of strategic and program documents, **to engage** community representatives that represents the interests of various groups of women and men, including vulnerable ones;
- **Use** the Glossary for gender-sensitive recovery (check out the QR code);
- **Participate** in trainings and **engage** expert support for effective implementation of gender-based approach into governance on local level;
- **Improve** analytical competences of the representatives of various structural subdivision of local self-government bodies to conduct gender-based analysis, gender audit, etc.;
- **Take into account** practical recommendations «10 blocks of gender-inclusive recovery» when developing strategic and planning documents (check out the QR code);
- **Include** gender-sensitive indicators into the systems of monitoring and implementations assessment for local strategies and programs.



Implementation of gender-based approach in the budgeting process

The process of taking into account the gender aspects in the budgeting process is fragmentary, not affecting change of condition of various groups of women and men. The low level of gender analysis conducted (**13%**) in hromadas is the main obstacle for real implementation of the gender-oriented approach into the budgeting process.

The respondents had hard time answering the question about practical implementation of the gender-oriented budgeting in the hromada (**41%**). Hromadas require expert support and accompaniment.

Based on the results of the survey, the hromadas identified the following **hierarchy of priorities when selecting projects for financing**:

- 62%** – social and economic expediency
- 49%** – inclusiveness and accessibility
- 45%** – strategic expediency
- 15%** – ecological sustainability
- 15%** – influence on the needs of various groups of women and men.

The most widespread practice when preparing public investment projects is inclusion of accessibility measures – **64%** respondents mentioned them. A rather small percentage of hromadas conduct gender-based analysis of the potential recovery project (**9%**) and consult various stakeholders (**10%**). At the same time, **47%** of the surveyed indicated the need of methodological support for incorporating gender-based and inclusivity approaches.

16% do not separate gender aspects, as they see projects as purely technical documentation.

The approaches to incorporating gender-based and inclusivity aspects into the projects remain inconsistent – the aspect most often mentioned and accounted for is accessibility, while gender-based analysis and evaluation of gender-related influence are applied in a limited way.

67% of hromadas engage international technical support for implementing the public investment projects, and this gives hromadas an additional motivation to implement the gender-based approach.



Recommendations for the local self-government bodies:

- **To secure** practical implementation of gender-based approach on all stages of the budgeting process;
- When establishing priorities of financing, **to take into account** the results of gender-based analysis, evaluation of gender influence, evaluation of needs to overcome gender gaps and achieving gender equality.
- When inputting information on public investment projects of the hromada:
 - **take into account** the result of gender analysis in the relevant sphere, data of the gender profile, and recommendations of gender audit when filling in the section «Problems and methods of their resolution as a result of implementation of the project»;
 - when filling in the section «Sustainability and inclusivity of the project», **to identify** potential risks of the project and possible means of overcoming them; **to analyze**, to what extent the project improves women's access to services; **to consult** with the civil society organizations which represent women and vulnerable groups for obtaining an update on their needs.

Implementation of gender sensitive services

The main obstacle to implementing gender-sensitive governance approaches and services for **64%** of hromadas is lack of specialists.

Accessibility of services: **48%** of hromadas successfully implemented mobile variants of services (administrative services centers, outpatient clinics, social services centers); **25%** focused their public services in administrative centers; **23%** partially secured accessibility of basic services only

Educational services and models of child care in hromadas

The study's findings indicate that educational services have adapted to security challenges. The most widespread services are electronic queue to register for child daycare (**44%**), program «Ye-Yasla» [*electronic queue for infant daycare – translator note*] (**29%**) and «Municipal nurse» (**26%**).

Medical services/programs in hromadas

In the majority of hromadas (**73%**), the residents can use national program «Health screening 40+», **59%** introduced various programs and services to improve mental health, **42%** created conditions for receiving the services of rehabilitation for veterans and civilians.

Social services in hromadas

Hromadas demonstrate high adaptability in the development of social services. The most common services include social support for families in difficult life circumstances (**71%**), resilience-building services (**64%**), support for orphaned children (**62%**), and support during inclusive education (**52%**).

At the same time, early intervention services (**29%**) and day care for children with disabilities (**25%**) remain limited in availability. The high level of

in the location of residence.

Security and safety services: **86%** of hromadas set up resilience points and heating stations; **64%** – installed video surveillance cameras; **61%** – installed street lighting; **58%** – secured bomb shelters in social infrastructure buildings; **30%** – secured barrier-free access to social and residential infrastructure buildings, and backup power for critical infrastructure.

In the regions with high security risks, alternative formats are being developed, focused on overcoming educational loss and socialization of children – educational hubs (**19%**), digital educational centers (**9%**) and mobile educational teams (**8%**).

We can observe a tendency of getting services closer to users and forming the practices of territorial accessibility – **32%** of hromadas practice mobile medical teams visits, **26%** have mobile pharmacies. However **12%** of the surveyed hromadas focus on standard solutions in providing medical care.

implementation of social adaptation services for veterans and their families (**44%**) demonstrates hromadas' response to the challenges of war.

The study also reveals the absence of a comprehensive support system for victims of domestic and gender-based violence: **45%** of communities have mobile assistance teams, **16%** have shelters, while **25%** have not established any specialized services at all.



Recommendations for the local self-government bodies:

- **Collect and analyze** data related to target groups for the services; needs and interests of services target groups; level of infrastructure development, in particular related to its accessibility; barriers in access to services, and others.
- **Amend and correct** (if possible) the algorithms of providing public services to secure their accessibility, safety, and based on the results of conducted need evaluation, gender analysis, gender audit, etc.
- **Evaluate** gender sensitivity of public services based on such characteristics as: availability, accessibility, eligibility, safety, adaptability.