



RAPID GENDER ANALYSIS OF UKRAINE: SECONDARY DATA REVIEW

29 MARCH 2022



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ACRONYMS AND ABBREVIATIONS

AAP	ACCOUNTABILITY TO AFFECTED POPULATIONS	OSCE	ORGANIZATION FOR SECURITY AND CO-OPERATION IN EUROPE
AFU	ARMED FORCES OF UKRAINE	PSHEA	PROTECTION AGAINST SEXUAL HARASSMENT, EXPLOITATION AND ABUSE
BIPOC	BLACK, INDIGENOUS AND PEOPLE OF COLOUR	RG	RAPID GENDER ANALYSIS
CRSV	CONFLICT-RELATED SEXUAL VIOLENCE	SRH	SEXUAL AND REPRODUCTIVE HEALTH
CSOS	CIVIL SOCIETY ORGANIZATIONS	UN WOMEN	UNITED NATIONS ENTITY FOR GENDER EQUALITY AND THE EMPOWERMENT OF WOMEN
FAO	FOOD AND AGRICULTURE ORGANIZATION OF THE UNITED NATIONS	UNDP	UNITED NATIONS DEVELOPMENT PROGRAMME
GBV	GENDER-BASED VIOLENCE	UNFPA	UNITED NATIONS POPULATION FUND
GIHA	GENDER IN HUMANITARIAN ACTION	UNICEF	UNITED NATIONS CHILDREN'S FUND
HNO	HUMANITARIAN NEEDS OVERVIEW	WASH	WATER, SANITATION AND HYGIENE
HRP	HUMANITARIAN RESPONSE PLAN	WFP	WORLD FOOD PROGRAMME
IOM	INTERNATIONAL ORGANIZATION FOR MIGRATION	WHO	WORLD HEALTH ORGANIZATION
LGBTQIA+	LESBIAN, GAY, BISEXUAL, TRANSGENDER, QUEER, INTERSEX AND ASEXUAL	WROS	WOMEN'S RIGHTS ORGANIZATIONS
MHPSS	MENTAL HEALTH AND PSYCHOSOCIAL SUPPORT		
NFIS	NON-FOOD ITEMS		
OCHA	UNITED NATIONS OFFICE FOR THE COORDINATION OF HUMANITARIAN AFFAIRS		
OHCHR	OFFICE OF THE UNITED NATIONS HIGH COMMISSIONER FOR HUMAN RIGHTS		

EXECUTIVE SUMMARY

Since 24 February 2022, and the invasion of the sovereign territory of Ukraine, there have been devastating effects in the country, including massive civilian displacement and casualties. As of 25 March, 3.7 million refugees have already fled Ukraine, and the number of internally displaced people has reached 10.2 million.¹ Of those who have fled the country, 90 per cent are women and children,² while men aged 18–60 are required to stay behind. Twelve million people are projected to need urgent humanitarian assistance.³

This Rapid Gender Analysis (RGA) seeks to draw attention to the gender dynamics in the war in Ukraine—both pre-existing and emerging—and draws out recommendations for humanitarian leadership, actors and donors to ensure consideration of the gendered dimensions of risk, vulnerability and capabilities in response and preparedness to this crisis. This RGA is a progressive publication based on secondary data resources—both pre-crisis information as well as information that has been released after 24 February. Resources comprise of English, Ukrainian and Russian language sources across humanitarian information sources and media as well as being informed through anecdotal discussions with UN Women partners. The secondary data review was conducted between 14 and 22 March 2022.⁴ This RGA builds upon the RGA Ukraine Brief⁵ developed by CARE International during the first week of the crisis and will be followed by another publication that will include an analysis of both primary and secondary data.

Findings at a glance

- 1) The war is impacting women and men in different ways and is exacerbating pre-existing inequalities. Women from groups in vulnerable situations are being left behind and disproportionately affected by disruptions caused by war.
- 2) Women and men are largely taking on different roles in the context of war. While women and women's organizations are playing a crucial role in the humanitarian crisis, they are largely absent from decision-making at the local and national level, as well as in the current negotiation process between the Russian Federation and Ukraine.

3) Unemployment rates among all categories of the population will likely increase and continue pushing women into the unprotected informal sectors of the economy.

4) Women and men face diverse challenges in accessing the services and resources they need, including:

- The lack of safe and accessible accommodation
- Severe shortages of food, water and energy supplies
- Barriers to accessing cash and financial and social support
- Acute disruptions to health services, including access to sexual and reproductive health (SRH), with various groups needing access to specialized medication and treatment
- Disruptions to education, impacting children, young people and their caregivers
- The lack of civil status documentation, which can limit access to humanitarian assistance
- Limited access to information, especially as the Internet and electricity have been unreliable or disrupted in the worst-affected areas

5) There are many emerging protection concerns, such as increased risks for gender-based violence (GBV), which disproportionality affect women and girls, especially those from vulnerable groups. This especially includes:

- Safety concerns relating to GBV, conflict-related sexual violence (CRSV) and trafficking
- The increased need for mental health and psychosocial support (MHPSS)

6) The displacement and refugee flow is largely gendered, with women facing many challenges at the border and some groups of people, including women, men, boys and girls with disabilities, being unable to leave the country.

7) Women activists, civil society actors, journalists and human rights defenders are facing increased risks to their safety and security, including increased risks of abductions and persecution.

¹ OCHA (25 March 2022). Ukraine: Humanitarian Impact Situation Report. Available at: [link](#).

² United Nations (24 March 2022) One month of war leaves more than half of Ukraine's children displaced. Available at: [link](#)

³ OCHA (March–May 2022). Ukraine Flash Appeal (March–May 2022). Available at: [link](#)

⁴ Some information was updated on 29 March prior to publishing this report.

⁵ CARE (March 2022) Rapid Gender Analysis Ukraine Brief. Available at: [link](#)

SUMMARY OF RECOMMENDATIONS TO DONORS AND HUMANITARIAN ACTORS

Overarching recommendations

- Ensure that data and evidence is collected from persons of all genders and at-risk groups to inform a gender-responsive and intersectional humanitarian response and are reflected in budgeting, programming and service delivery.
- In each area of intervention, and wherever possible, in collaboration with local women's organizations, conduct progressive RGAs and gender-integrated needs assessments to understand the distinct needs, priorities and capacities of women, girls, boys and men from diverse groups.
- Actively seek and include partnerships with local women's CSOs and civil society working with different minority groups. Provide direct, flexible and needs-based funding to local Ukrainian women's rights organizations to ensure a more rapid and timely response, as well as support the sustainability of local organizations.
- Ensure that the humanitarian coordination system has appointed and sustained Gender in Humanitarian Action (GiHA) capacity to make sure that commitments to standards are adhered to including the integration of gender into all stages of the humanitarian response and programme cycles.

Women's participation, decision-making and leadership

- Ensure the meaningful participation of women and girls, including those from marginalized groups, in all decision-making processes, including but not limited to humanitarian planning, coordination, implementation and monitoring, peace negotiations and recovery processes at the national, regional and community levels.
- Where safe to do and being mindful of do no harm, provide visibility of the diverse roles that men and women are taking, in humanitarian response and decision-making, including promoting the voices of marginalized groups. Highlight cases that break away from traditional gender norms as well as women's agency and leadership, instead of portraying women only as victims, recipients of assistance and those in need of help.

- Consider and address structural barriers to participation, such as the security of women's rights activists, access to childcare facilities and other supporting care infrastructure and socio-economic security, to mitigate barriers for caregivers, particularly women, to participate in community humanitarian response.

Intersectional humanitarian response and gender-responsive sectoral programming

- Ensure sex and age-appropriate protection, evacuation, support and access to information and services for populations with limited mobility, including older people and people with disabilities, as well as those at risk of abandonment in orphanages and other institutions.
- Ensure that all humanitarian programming is suitable and accessible for single-parent households, particularly female-headed households, as well as separated and unaccompanied children, recognizing the high proportion of such groups among both pre-war and current-war populations.
- Ensure that sectoral programming is underpinned by a gender analysis and needs assessment. Integrate the detailed recommendations from this RGA report relating to various sectors, including:

- Health, including MHPSS, SRH and services for at-risk groups
- Education
- Food and Livelihoods
- Shelter and non-food items (NFIs)
- Water, sanitation and hygiene (WASH)
- Cash and Voucher Assistance (CVA)
- Protection and GBV

Access to information and accountability

- Identify affected people's preferred and trusted channels of communication. Recognize that different groups depending on sex, age and other characteristics (e.g. single mothers with young children, people with disabilities, Roma communities, as well as other ethnic minority groups, separated and unaccompanied children) will have different communication and information needs and channels, languages and formats.
- Develop Accountability to Affected Population (AAP) mechanisms that are inclusive and take account of the preferred media and communication methods used by different groups in vulnerable situations. In addition, ensure avenues for two-way communication for people in need of humanitarian support, especially so they can give feedback or log complaints about services provided and receive timely responses.
- Ensure the gender, age and diversity-oriented inclusive content of briefing materials, talking points, speeches and websites.

Protection of at-risk groups, including protection against sexual harassment, exploitation and abuse (PSHEA)

- Ensure protection, evacuation and support to civil society activists and human rights defenders, including women human rights defenders and LGBTQIA+ people
- Develop programming to address the lack of civil status documents for Roma and other population groups. Ensure that people fleeing the country have access to documents even if they would be able to exit without them.
- Ensure that women and children who are internally displaced, women and children refugees and all those engaged in humanitarian assistance are aware of the risks of trafficking and are taking effective prevention and protection measures.
- Map, continually update and share GBV services and referral pathways within communities in languages and formats accessible to all groups. The continuity of GBV response services should be prioritized and categorized as essential and lifesaving, and assistance to local organizations that provide services and shelter to GBV survivors must remain a priority, with a specific focus on women and girls on the move within Ukraine as well as older women and women with disabilities, who have been identified as particularly at risk.
- Ensure the continued and expanded implementation and compliance with the existing Humanitarian Country Team Framework on Protection from Sexual Harassment, Exploitation and Abuse (PSHEA) in Ukraine. This includes

maintaining the inter-agency community-based complaints mechanism and dissemination to the affected population, including information on what PSHEA is, what their rights are and how they can access the complaints mechanism.

- Ensure that all actors in Ukraine's humanitarian response, including their staff, partners' staff, consultants and contractors, are aware of their responsibility and obligations in terms of PSHEA, including reporting cases of sexual exploitation and abuse and maintaining adherence to codes of conduct.

Protection at the border

- Collect gender, age and disability data on refugees from Ukraine fleeing violence. Include, where safe to do so, data on other aspects of intersectionality. Work with partners to ensure that the data is used to understand the gender, age and diversity dynamics of refugee flows and to inform a gender-sensitive and intersectional response in terms of programmes and service delivery.
- Monitor the risks of human trafficking and sexual exploitation and abuse of all refugees, with specific attention to women and girls, and separated and unaccompanied children, especially at border crossing points and large travel junctions. Provide information on safety and risks directly to refugee women including those identified as most at risk such as older women and men and women, men and children with disabilities.
- Ensure non-discriminatory treatment of non-Ukrainian residents, specifically black, indigenous and people of colour (BIPOC) who remain in Ukraine and those leaving.
- Ensure that all entry systems are protection sensitive, gender, age and disability responsive and open to all legitimate applicants. This intends to encourage all asylum seekers to avoid irregular means of entry, which can greatly increase their protection risks and exclude them from accessing the specific protection and humanitarian services they require to meet their immediate needs, as well as hamper their long-term prospects.

UN Women in Ukraine

UN Women, grounded in the vision of equality enshrined in the Charter of the United Nations, works for the elimination of discrimination against women and girls, the empowerment of women and the achievement of equality between women and men as partners and beneficiaries of development, human rights, humanitarian action and peace and security. Placing women's rights at the centre of all its efforts, UN Women leads and coordinates United Nations system efforts to ensure that commitments on gender equality and gender mainstreaming translate into action throughout the world.

In Ukraine, UN Women will continue to prioritize the needs of women and girls during the crisis caused by war in close cooperation with women's civil society organizations and other partners. Through several upcoming rapid gender analyses, UN Women will seek to inform the humanitarian response and will advocate for the priorities of all, including those from the most vulnerable groups. Together with CARE International, UN Women will be producing an upcoming Rapid Gender Analysis that includes primary data, raising the voices of women and men from across the country, which will be available mid-April 2022.

For more information about the progressive rapid gender assessments in the context of the war in Ukraine, and for further information about UN Women's work in Ukraine, please get in touch at unwomen.ukraine@unwomen.org.

CARE International

Founded in 1945, CARE International is a leading humanitarian organization fighting global poverty. CARE International has more than seven decades of experience helping people prepare for disasters, providing lifesaving assistance when a crisis hits, and helping communities recover after the emergency has passed. CARE International places special focus on women and children, who are often disproportionately affected by disasters. To learn more, visit www.care-international.org.

As part of the Ukraine response, CARE International is currently partnering with humanitarian organisations both inside Ukraine as well as neighbouring countries, including Romania, Slovakia and Poland. Aid distributions include relief items such as food, hygiene products and sleeping bags. CARE International also provides cash to affected populations, offers shelter and psychosocial support. We place a particular focus on working alongside women-led organizations and women in the humanitarian response.



The railway station in Lviv has become a hub for those fleeing to EU countries from the war in Ukraine. Photo: UN Women/ Serhii Korovainyi



Ukrainian refugees at a refugee reception centre, near the Moldova-Ukraine border. Photo: UNICEF/UNO609212/Modola

1. INTRODUCTION

Since 24 February 2022, and the invasion of the sovereign territory of Ukraine, there have been devastating effects in the country, including massive civilian displacement and casualties. The number displaced as of 25 March is estimated at 10.2 million.⁶ Attacks have taken place across the country, including Kyivska oblast and the capital city of Kyiv, as well as the eastern oblasts of Donetsk and Luhanska, which were already affected by conflict.⁷

Prior to the recent escalation, modest gains had been made in Ukraine in terms of the advancement of gender equality and women's rights in the country. Much of this is to the credit of an advanced women's rights civil society. Yet these gains were under pressure from deeply entrenched gender discrimination as well as eight years of conflict and displacement and the disproportional socioeconomic impact (including violence against women) caused by the COVID-19 pandemic.⁸ Pre-existing gender and intersectional inequalities worsen during a crisis, and any advances made will be further affected by the current war.

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2. HUMANITARIAN CONTEXT

At the beginning of 2022, before the invasion on 24 February, an estimated 2.9 million people in Ukraine, 54 per cent of whom are women, were already projected to need humanitarian assistance, with some 55 per cent living in the regions of Donetsk and Luhansk.¹¹ One million women and children were already internally displaced within Ukraine due to the conflict in the eastern part of the country, representing two thirds of

to the statistics from the Ministry of Social Policy, there were almost 1.5 million people displaced within Ukraine from the previous conflict, of whom almost 60 per cent were estimated to be female.¹⁶ Based on current protection monitoring data by the Protection Cluster, women are overrepresented in the internally displaced population, with women and children, people with disabilities, older people and minority groups

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