



БЮРО

ГЕНДЕРНИХ СТРАТЕГІЙ
І БЮДЖЕТУВАННЯ

2024

ANNUAL
REPORT
OF NGO

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The past year has been a period of challenges and opportunities for the Bureau of Gender Strategy and Budgeting (Gender Bureau). Challenges related to martial law, humanitarian crises and social changes required quick, flexible and professional solutions. We are proud to say that our team has demonstrated high efficiency in implementing projects aimed at improving the lives of Ukrainian women and men.

In this annual report, we have collected the key achievements we have worked on throughout the year. From the results of our advocacy activities to the successful trainings and educational events, each section demonstrates our contribution to the formation of a gender-sensitive society.

This report is not only an overview of our work, but also a proof of the importance of partnership, determination and belief in changes. It shows that even in difficult times, our work together can make a difference.

We are grateful to everyone who supports us, inspires us to new achievements and helps us build a fair and equal society!

*Sincerely yours,
Tatiana Ivanina,
Board Chairwoman of
the Bureau of Gender Strategy
and Budgeting*

BUREAU OF GENDER STRATEGY AND BUDGETING (GENDER BUREAU) – is an NGO in Ukraine founded in 2013.

The organisation's activities are aimed at women leaders and men who support the ideas of gender equality, as well as at decision-makers in national and local authorities and the media.

We promote the integration of gender equality into all spheres of public life, contributing to the formation of a fair and equal society.

BUREAU OF GENDER STRATEGY AND BUDGETING is **expert** community on gender issues.

WE:

- **support** the implementation of gender approaches in politics, budgeting and humanitarian initiatives;
- **develop** plans and programmes aimed at improving the status of women and men in Ukraine;
- **promote** women's leadership development and feminist values;
- **strengthen** the skills of gender experts.

MISSION

**WE STRIVE FOR
A FAIR WORLD
FREE OF VIOLENCE,
DISCRIMINATION
AND PREJUDICE**

VALUES AND PRINCIPLES OF OUR WORK

In its activities, the Gender Bureau is guided by **feminist** and **humanitarian** principles that define our mission and approach to work.

OUR VALUES

- Gender equality and justice
- Inclusion and respect for diversity
- Professionalism and responsibility
- Solidarity and fair partnership
- Readiness for change



FEMINIST PRINCIPLES guide our activities to ensure gender equality, combat discrimination and violence, and support the rights and opportunities of women and men. We recognise the interconnectedness of different forms of inequality and work to create an inclusive and fair society where the needs and experiences of each individual are taken into account.



We **OPPOSE** all forms of discrimination and violence, including gender-based violence, believing that changes are only possible when society recognises and respects the diversity of experiences of women and men.



HUMANITARIAN PRINCIPLES of our work are based on neutrality, independence, impartiality and humanity. We provide assistance without discrimination on political, social or other grounds, and do not support any of the parties to the conflict. Our activities are focused on real humanitarian needs with respect for human dignity and the desire to reduce the suffering of the affected population.

GENDER-SENSITIVE SOLUTIONS

We **specialise** in gender-oriented planning and budgeting, gender analysis, development of educational materials, training and other educational activities, and **conduct** research projects to better understand gender issues and develop gender-sensitive solutions.

OUR EXPERTISE

We also **provide** expert support in the development and implementation of humanitarian programmes, with a particular focus on gender aspects of recovery.

We **unite** gender experts who have in-depth knowledge and many years of practical experience and specialise in developing gender-sensitive programmes in various fields.

OUR TEAM

Our team is **skilled** in modern adult education methods and is able to adapt its approaches to different contexts and audience needs. This allows us to effectively conduct trainings, provide consultations, and develop training materials.

Our experts are **involved** in international projects, research, and initiatives. They work on implementing gender-sensitive approaches in various fields, such as economics, politics, ecology, and humanitarian aid.

We **support** the open exchange of knowledge and experience and believe that by working together we can make a significant contribution to creating sustainable and long-term changes.

2024 IN NUMBERS

2024 IN EVENTS

- 15** projects of different directions
 - about 2500** persons covered by educational activities for children and adults
 - over 2000** persons received humanitarian aid
 - 10** medical centres received medical kits in Poltava and Sumy regions
 - over 500** persons improved their condition in psycho-emotional recovery programmes
 - about 1000** children attended safe spaces (camps)
 - over 600** IDPs received consultations in different aspects
 - 200** women participated in business trainings for women
 - over 200** IDPs found housing in 4 shelters for mothers with children
 - 2** online courses was developed and implemented to increase the capacity of women's CSOs
- 'The Tool for Quick Assessment of Gender Mainstreaming in Documents' was developed**

In times of war, the issues of **gender equality** and integration of a **gender perspective** into all aspects of public life are of particular importance. Therefore, the Gender Bureau sets itself ambitious goals aimed at ensuring equal opportunities for women and men, increasing the role of women in peace and recovery processes, and providing gender-sensitive humanitarian assistance..

GENDER BUREAU PARTICIPATED IN:

- in the activities of humanitarian clusters at the national and local levels (Protection Cluster, Child Protection Cluster, GBV Cluster);
- in the annual event of UN Women in Ukraine 'UN Women Connect';
- in the international event Open Day for Regional Women, Peace and Security Dialogue-2024 in Chisinau;
- in the activities of the Regional Working Group 'Gender in Humanitarian Action' (GiHA) with the support of UN Women in Ukraine, where the Gender Bureau served as its Co-Chair;
- in the formation and activities of the Coalition 1325 Poltava region, which is also coordinated by a member of the Gender Bureau.

AND ALSO:

- In partnership with the Centre of Gender Culture (Kharkiv), The Memorandum of Cooperation and Partnership was initiated to celebrate the 140th anniversary of the Ukrainian women's movement, which was signed by more than 100 organisations.
- Representatives of the Gender Bureau joined three working groups to prepare Ukraine's negotiating positions on the relevant sections of the EU negotiating framework.

HUMANITARIAN WORK

The Gender Bureau has a proven track record of work with the **displaced population** and issues of recovery, peace and security since 2015. From February 2022, humanitarian assistance has become an integral part of our activities, allowing us to provide comprehensive support to the affected population, in particular in Poltava, Sumy and other regions.

Our experience allows us to effectively implement gender-sensitive approaches in **humanitarian activities**, making them more accessible and focused on the needs of women, children and vulnerable groups. We apply proven knowledge and skills in delivering aid that includes a gender perspective in crisis situations. This ensures that gender needs are integrated into humanitarian programmes, making them more effective and accessible.

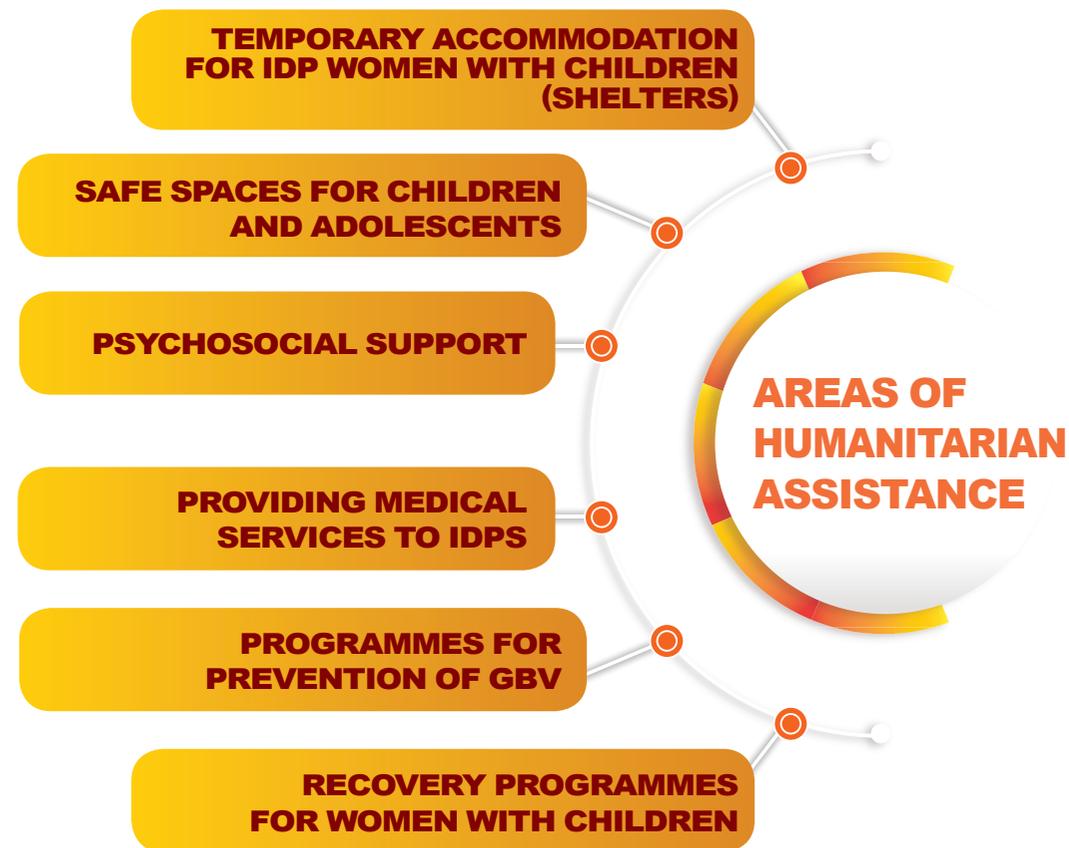
PARTNERS

-  Spanish organisation Farmamundi with the support of Spanish municipalities Principado de Asturias, Generalitat Valenciana, Xunta de Galicia;
-  European Union;
-  Humanitarian organisation of Slovak Republic 'People in Peril'.

KEY PROJECTS

-  Multisectoral assistance for IDPs in Poltava and Sumy regions - 3 projects;
-  Support for women and girls affected by war in Ukraine;
-  Mobile Guard On-Duty to prevent GBV.

HUMANITARIAN WORK



You can learn more about the activities of the humanitarian sector on our Facebook page [HUMANITARIAN INITIATIVE](#)



CAPACITY BUILDING AND WOMEN'S LEADERSHIP

Women's leadership development is an important element in achieving gender equality and social changes. Women leaders play a key role in promoting gender equality, economic, social and political progress. The Gender Bureau actively supports the development of leadership skills of women and girls, creating opportunities for their professional and personal growth, which contributes to the development of society as a whole.

One of the main priorities is continuous **professional development**, which allows us to implement the best international practices and ensure high efficiency in the implementation of our projects and initiatives.

A **key** event for women's organisations in 2024 was the celebration of the 140th anniversary of the Ukrainian women's movement. This anniversary celebration was initiated by the Gender Bureau in partnership with the Centre of Gender Culture (Kharkiv) and was an significant step in recognising the importance of the women's movement for Ukraine's development.

PARTNERS

-  Ukrainian Women's Fund;
-  Women's Peace & Humanitarian Fund (WPHF);
-  UN Women;
-  Farmamundi through an agreement with the Generalitat Valenciana.

KEY PROJECTS

-  Women's voice and leadership - Ukraine;
-  Woman-to-Woman: supporting IDPs' leadership and strengthening impact on decision-making;
-  Business training for IDP women 'Start your own business'.

CAPACITY BUILDING AND WOMEN'S LEADERSHIP

We not only train others, but also actively **develop** the potential of our female and male experts. During the year, they completed a number of training courses and received certificates, including

-  the educational programme of the She Media School of Leadership and Communication;
-  training on the Community Resilience Model from the Trauma Resource Institute (USA);
-  training on Prevention of Violence in the Humanitarian Context, organised by the Coordination Group for Child Protection in Ukraine;
-  training on First Aid for Children Affected by the Humanitarian Crisis in Ukraine (IFRC in cooperation with the Geneva Learning Foundation (TGLF));
-  etc.

Thanks to training and consultations from experts from the Center Partnership for Development) (CPD, Republic of Moldova), the Centre for Equality Advancement (CEA, Lithuania) and Ukrainian specialists, the analytical centre's expertise in monitoring, evaluation and sociological research was also **strengthened**.

In 2024, the Gender Bureau paid special attention to **updating** organisational policies - documents that define the principles and procedures of activities, ensure structuredness, compliance with legislation and risk management.

You can learn more
on our Facebook page
GENDER BUREAU



EDUCATIONAL AND ANALYTICAL ACTIVITIES

The Gender Bureau **focuses** its initiatives on raising awareness of gender equality, developing skills and building competencies necessary for implementing a gender approach in various sectors.

TASKS

- Integrating a gender perspective into development programmes, budgets and strategies.
- Adaptation of international experience to the Ukrainian context.
- Integration of gender perspectives into Ukraine's recovery processes, humanitarian activities and local governance.
- Supporting women's organisations in strengthening their capacity and management skills.
- Developing recommendations for government policies and programmes.

The Gender Bureau **unites** expert analysis, practical solutions and innovations to achieve sustainable change and equality in society.

PARTNERS

-  OXFAM International;
-  The Council of Europe;
-  Ukrainian Women's Fund;
-  United Nations Children's Fund, UNICEF.

KEY PROJECTS

-  Capacity building programmes for women-led organisations (WLOs) and women's rights organisations (WROs);
-  Promoting Gender Equality in Ukraine (PRO-GE);
-  Network of gender analytical centres: strengthening capacities for leading-edge policy development, impact assessment, strategic advocacy and focused policy communications.

EDUCATIONAL AND ANALYTICAL ACTIVITIES

The Gender Bureau's Analytical Centre is a member of the **all-Ukrainian** network of analytical centres and focuses on the development of gender-sensitive documents and tools necessary for the process of European integration and harmonisation of Ukrainian legislation with the EU.

As a women's training and analytical centre, the Gender Bureau focuses on developing innovative approaches and practical tools for integrating a gender perspective into all aspects of public life.

We develop programmes and analytical studies that:

- promote gender equality in recovery and development processes;;
- research the gender aspects of humanitarian action;
- promote tools for gender monitoring and evaluation
- etc.

Among the **main** achievements during the year was the development and implementation of 'The Tool for Quick Assessment of Gender Mainstreaming in Strategic and Programme Documents in the Recovery Sector'.

Successful testing of this tool on the example of the Volyn Oblast Development Strategy confirmed its **effectiveness** in practical application.

You can learn more about the activities of the The Gender Bureau's Analytical Centre on our Facebook page [GENDER BUREAU. ANALYTICAL CENTRE](#)





Our representatives at the UN Women Connect event



Gender Bureau at the event dedicated to the 140th anniversary of the Ukrainian Women's Movement



Presentation of 'The Tool for Quick Assessment of Gender Mainstreaming in Strategic and Programme Documents in the Recovery Sector'



Meeting with K. Levchenko and N. Karbowska



T. Ivanina at Open Day for Regional Women, Peace And Security Dialogue-2024



Participants of the forum-dialogue 'Gender Aspects in Humanitarian Action'



Project teams of the Gender Bureau at work



Participants of the final conference of the project 'Woman-to-Woman: supporting IDPs' leadership and strengthening impact on decision-making'

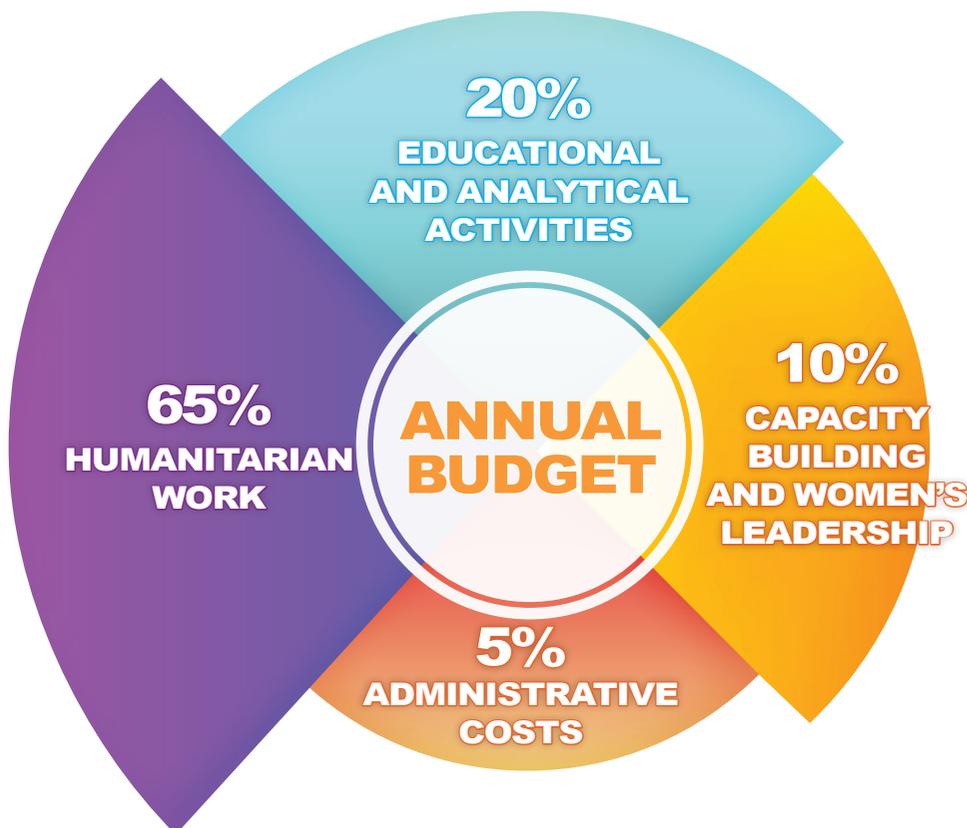


The Gender Bureau team at the organization's 11th anniversary celebration

FINANCES

The Gender Bureau's **budget** is formed on the basis of grants and partnership funds. The amount of funds raised for programmes and projects in 2024 was about 25 million hryvnias. At the beginning of 2024, the Gender Bureau continued to implement 10 projects, and during 2024, it started implementing 5 new projects with the support of international institutions.

Thanks to the strict fulfilment of its obligations to donors, the Gender Bureau is financially **stable**. Over the past year, all projects have been implemented with strict adherence to planned budgets and deadlines, as evidenced by the results of audits.



COOPERATION AND PARTNERSHIP

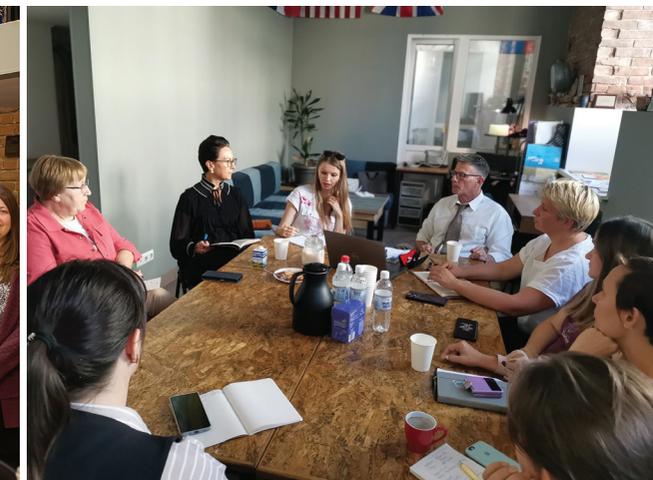
We support **networking** and develop national and international **partnerships**. In particular, a number of important events were organised and held in 2024, including:

- a meeting with representatives of the UK Foreign, Commonwealth and Development Office (FCDO);
- a meeting of NGOs - members of the Coalition 1325 Poltava region with the Government Commissioner for Gender Policy Kateryna Levchenko and the co-founder and the head of the Board of Ukrainian Women's Fund Natalia Karbowska;
- a meeting of UN Women Ukraine representatives with representatives of NGOs in the region.

The Gender Bureau is a **member** of the Women's Consortium of Ukraine network and a member of the Ukrainian National Platform of the Eastern Partnership Civil Society Forum.



A meeting with representatives of the UK Foreign, Commonwealth and Development Office (FCDO)



UN Women Programme Manager in Ukraine Cornelius Nolen meets with NGO representatives

OUR PARTNERS



MADRID

