



RAPID GENDER ANALYSIS OF UKRAINE

4 MAY 2022



© 2022 UN Women and CARE International

All rights reserved.

The views expressed in this publication are those of the author(s) and do not necessarily represent the views of UN Women, CARE International, the Governments of Canada, Denmark and Norway, the United Nations or any of its affiliated organizations.

Cover Photo: Moldova - People fleeing the military offensive in Ukraine. UN Women/Aurel Obreja

ACKNOWLEDGEMENTS

The Rapid Gender Analysis of Ukraine (4 May 2022) was produced by UN Women and CARE International.

UN Women and CARE International acknowledge with appreciation the contributions of those who had the primary responsibility of developing and finalizing this publication: Merit Hietanen (Lead Consultant), Oksana Potapova (Consultant), Christina Haneef (CARE International), Ganna Kvit (UN Women) and Felicia Dahlquist (UN Women).

Much gratitude goes to the 179 women and men who participated in interviews during the data collection process and generously shared their experiences and perspectives on how the war has impacted their lives. A big thank you also goes to the 36 enumerators involved in conducting interviews and analysing the data under very challenging circumstances. Their bravery, strength and dedication has allowed for the many rich and powerful accounts from women and men across Ukraine to be included in this report.

Particular thanks go to the UN Women team—in Ukraine, at the Europe and Central Asia Regional Office and at Headquarters—as well as the CARE International team for their significant contributions. A special thanks goes to Erika Kvapilova, Nicolas Burniat, Isadora Quay and Siobhán Foran for their strategic guidance throughout the development process. Thanks also go to Vitória Silva, Leah McLaren and the team at Here I Am Studio for their technical guidance throughout the digital data collection process.

The development of this report was supported by funding from the Governments of Canada, Denmark and Norway, as well as from CARE Germany. UN Women and CARE International express sincere gratitude to all stakeholders who generously contributed their expertise and resources towards this exercise.

TABLE OF CONTENTS

ACKNOWLEDGEMENTS	3	5. SAFETY AND PROTECTION	37
ACRONYMS AND ABBREVIATIONS	5	5.1 Gender-based violence	37
EXECUTIVE SUMMARY	6	5.2 Physical safety	39
1. INTRODUCTION	10	5.3 Child protection	41
2. METHODOLOGY	12	5.4 Mental health and psychosocial support	42
2.1 Data-collection methods	12	6. PARTICIPATION, DECISION-MAKING AND LEADERSHIP	44
2.2 Limitations	12	6.1 Participation at all levels of decision-making processes	44
2.3 Ethical and safeguarding considerations	13	6.2 Decision-making about relocation	48
3. GENDER ROLES, RESPONSIBILITIES AND RELATIONS	14	7. POSITIVE AND NEGATIVE COPING MECHANISMS	50
3.1 Paid work	14	7.1 Coping with (in)security	50
3.2 Unpaid work	18	7.2 Response to financial difficulties	51
3.3 Women's and men's role within volunteer efforts	20	7.3 Mental health and overall well-being	52
4. ACCESS TO SERVICES AND RESOURCES	21	7.4 Volunteering as a coping mechanism	54
4.1 Safe and accessible shelter	24	8. RECOMMENDATIONS TO ALL DONORS, HUMANITARIAN LEADERSHIP AND ACTORS	55
4.2 Cash, financial and social support	26		
4.3 Food security and nutrition	28		
4.4 Health, including sexual and reproductive health services	30		
4.5 Education	33		
4.6 Civil status documentation	35		
4.7 Access to information and communication with communities	35		

ACRONYMS AND ABBREVIATIONS

AFU	Armed Forces of Ukraine	PSEAH	Protection from sexual exploitation, abuse and harassment
CSO	Civil society organization	RGA	Rapid Gender Analysis
ECD	Early childhood development	RUAF	Russian Armed Forces
GBV	Gender-based violence	SADDD	Sex-, age- and disability-disaggregated data
GEWE	Gender equality and women's empowerment	SEAH	Sexual exploitation, abuse and harassment
HEI	Higher education institutions	SRH	Sexual and reproductive health
IDPs	Internally displaced people	UAH	Ukrainian hryvnia
IOM	International Organization for Migration	UN Women	United Nations Entity for Gender Equality and the Empowerment of Women
LGBTQIA+	Lesbian, gay, bisexual, transgender, queer, intersex and asexual	UNFPA	United Nations Population Fund
MAT	Medication-assisted treatment	UNHCR	United Nations High Commissioner for Refugees
MHPSS	Mental health and psychosocial support	UNICEF	United Nations Children's Fund
MNCH	Maternal, newborn and child health	WASH	Water, sanitation and hygiene
MPs	Members of Parliament	WHO	World Health Organization
NFI	Non-food items		
OCHA	United Nations Office for the Coordination of Humanitarian Affairs		

EXECUTIVE SUMMARY

The lives of people across Ukraine have been profoundly impacted by the humanitarian crisis brought on by the invasion on 24 February 2022. As of 29 April, 5.5 million refugees have already fled Ukraine,¹ and the number of internally displaced people (IDPs) has reached 7.7 million.² Of those who have fled the country, it is estimated that 90 per cent are women and children, while most men aged 18–60 are required to stay behind under martial law.³ Based on current data from the International Organization for Migration, 60 per cent of the adult internally displaced population are female, while 40 per cent are male.⁴ As the crisis quickly evolves, so do the needs and priorities of women and men across Ukraine.

This Rapid Gender Analysis (RGA), carried out by UN Women and CARE International, seeks to draw attention to the gender dynamics in the humanitarian crisis resulting from the war in Ukraine. The RGA also proposes recommendations for humanitarian leadership, actors and donors to ensure consideration of the gendered dimensions of risk, vulnerability and capabilities in response to this crisis.

The RGA is a progressive publication based on both primary and secondary data sources that compares pre-crisis data with up-to-date information as the situation evolves. This RGA builds upon the RGA Ukraine Brief⁵ developed by CARE International during the first week of the war and on the UN Women and CARE RGA published 29 March⁶ based on an analysis of secondary data. For this report, the RGA team reviewed English, Ukrainian and Russian sources and interviewed 179 women and men from local communities across Ukraine, as well as representatives from civil society organizations (CSOs), UN agencies and government bodies. Particular effort was made to ensure that the voices of women and men in vulnerable situations and from different marginalized groups were included.

1 UNHCR (8 April 2022). Ukraine Refugee Situation. Available at: [link](#).

2 IOM (17 April 2022). Ukraine Internal Displacement Report Round 3. Available at: [link](#).

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

4 IOM (17 April 2022). Ukraine Internal Displacement Report Round 3. Available at: [link](#).

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

6 UN Women and CARE International (29 March 2022). Rapid Gender Analysis of Ukraine: Secondary Data Review. Available at: [link](#).

Key Findings

1) Women are playing a key role in the humanitarian response but are not fully involved in decision-making.

The RGA reveals that women are performing vital roles in the immediate humanitarian response in local communities. Women’s CSOs and women volunteers are mobilizing quickly to ensure that their communities and IDPs receive the support they need to access critical services and humanitarian aid. Women’s **leadership** and their role in **decision-making** has increased at the family level and partially at the community level, with women reporting that they participate on equal terms in family decisions in response to the crisis.

“When it comes to the humanitarian needs of IDPs, locals and households, women do most of the work—they drive, they provide hospitals and locals with medication and food, [and] they care for their disabled relatives and children.”
(Woman community member)

However, at the formal decision-making level, the centralization of power and increased role of the military has made it more difficult for women to exert influence in formal political and administrative decision-making processes, thus decreasing women’s overall participation. Issues of social development and gender equality tend to be sidelined, and the voices of women are not included meaningfully in planning and decision-making around the humanitarian response or wider peace processes. Decisions are often made quickly and do not adequately reflect the needs and priorities of different groups of women and men, including those most vulnerable and marginalized.

“The decision-making process has changed. Leading positions are held exclusively by men, as a requirement of wartime, and [the process] here is not very democratic. Instead, many issues are resolved via directives.” (Representative of a women’s CSO)



A family seeking shelter in Kyiv underground. Photo: Oleksandr Ratushniak / UNDP Ukraine

2) The crisis is largely exacerbating pre-existing gender and intersectional inequalities and discrimination.

In recent years, there has been notable progress towards gender equality and women's empowerment (GEWE) in Ukraine, but women still face numerous barriers to their full, equal and meaningful participation in society. The COVID-19 pandemic intensified many inequities between women and men, including the gender wage gap, the difference in formal labour participation, and concerning reports of domestic violence.⁷ The ongoing crisis is revealing further **exacerbation of gender inequities**, particularly among women facing multiple forms of discrimination.

Women's **care burden** has increased significantly, with the lack of access to education facilities due to security risks, women's engagement in volunteer activities and men's absence due to engagement in the armed forces. The war will increasingly impact unemployment rates among all categories of the population and will likely

continue to push women into the unprotected **informal sectors** of the economy. Poverty and dependency on social payments, especially among female-headed households, will be expected to increase.

“I was forced to give up my job because I have to constantly take care of my son, who has a disability and whose condition has deteriorated due to stress.” (Caregiver, single mother)

The crisis is quickly revealing the different needs of women and men, girls and boys. The data confirm that the impact of the war is particularly disproportionate for marginalized groups, such as female-headed households, IDPs, Roma people, LGBTQIA+ and people with disabilities. Women facing multiple forms of discrimination, such as women from minority groups, face particular challenges in accessing humanitarian support and have increased protection needs. The impacts on mental health are a key area of concern. Expectations on traditional gender roles are likely to

⁷ UN Women (May 2020). Rapid Gender Assessment of the situation and the needs of women in the context of COVID-19 in Ukraine. Available at: [link](#).



Chernihiv. Photo: Oleksandr Ratushniak / UNDP Ukraine

have compounding impacts, with women more likely to take on additional emotional care responsibilities within the family and men less likely to seek support for mental health concerns.

3) Women are disproportionately affected by the multi-sectoral and compounded impact of the crisis.

While men's lives are deeply impacted by the conscription requirement, the multisectoral impact of the crisis is affecting women disproportionately. Women constitute the majority of those displaced within and outside of the country, and they face significantly increased **safety and protection risks**. Incidents of **gender-based violence (GBV)**, particularly **domestic violence and conflict-related sexual violence**, are

“For women, this situation is very tense, and [it is worsened by] the fact that the lights are turned off in the city, or women in their homes in the communities are left alone, without communication. [...] How can a person get to another safer place? How long may a person be in that place?”
(Representative of a women's CSO)

Certain sectors require specific attention to the gender-differentiated needs within the crisis. These include addressing issues related to:

- Limited access to and availability of safe and sex- and family-segregated shelter

预览已结束，完整报告链接和二维码如下：

https://www.yunbaogao.cn/report/index/report?reportId=5_31082

