Ministry of Foreign Affairs

Activity: Support to Ukrainian Women's Fund (25-0001760)

Id	25-0001760
Date	24-12-2025
SAP application number	

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Key data

Activity basics

Type	Standard
Short name	Support to Ukrainian Women's Fund
Contract party	Ukrainian Women's Fund - ICF (30030343)
ODA	Yes
Amount EUR	2500000
Start date	01-11-2025
End date	31-12-2029
Full name	Building Inclusive Security: Localizing NAP 1325 Across Ukraine
Summary	Due to the war, Ukrainian women face loss, displacement, sexual and gender-based violence (SGBV), environmental risks and mental health issues, among other challenges. Many do not have access to the necessary services and support, and face barriers to participate in decision-making and recovery efforts. Ukraine's new National Action Plan on UNSC Resolution 1325 (NAP 1325) on Women, Peace and Security (2026-2030) aims to advance women’s participation in the security and defense sectors and in recovery processes, and to protect them from sexual and gender-based violence. This 30-month project will help translate Ukraine’s NAP 1325 from policy into practice at the local level: in regions and communities. The project will support regional 1325 coalitions and 2-3 pilot communities per region to run gender-sensitive safety audits, adopt local 1325 action plans, and implement inclusive recovery measures. The project takes a holistic and ecological approach to community safety, addressing social cohesion, protection from violence, and environmental risks caused by the war. In the security and defence sector, the project will develop practical methods, train gender advisers, and fund joint projects between civil society organizations and institutions to make 1325 part of daily practice. Concrete priorities will be determined by local stakeholders based on the needs. The results will include: - Active involvement of women, youth and vulnerable groups in recovery processes, planning and dialogue. - Lasting local ownership and implementation of the NAP 1325. - More inclusive security and defense sectors. - More visibility for the importance of women's rights and gender equality in the context of Ukraine.

Activity details

Date of receipt of proposal	03-09-2025
Proposal’s reference number	
Budget holder	DSO (8141DSO)
Limit access	No
Related activity	4000005461

Accounting data

SAP application number	
Funds center	DSO Women's rights central grant (1703U02020001)

Policy data

Cooperation modality	Other program-based aid
Technical assistance	0% of the activity budget
CRS code	15170 Women's equality organisations and institutions
Policy Keywords	
Refugees & host communities	Yes
Team Europe Initiative	No
Policy Markers	
__Trade & The Economy	Not targeted
_Security & Stability	Significant
Biodiversity	Not targeted
Climate change: adaptation	Significant
Climate change: mitigation	Not targeted
Desertification	Not targeted
Equality between men & women	Principal
Migration	Not targeted
Explain your choices	Rio markers are based on the climate change analysis in proposal (p. 6). Adaption was marked significant because climate change and consideration for environmental/ecological risks are mainstreamed throughout the project. It is part of the work in the field of inclusive recovery and peacebuilding. E.g., community safety audits will include ecological risks and communication campaigns will present environmental protection as part of responsible citizenship and holistic security. 'Equality between men & women' scored principal because this is the main motivation for the activity. The proposal includes a gender analysis, which informs the design of the intervention, which aims to improve the participation of women in local security and recovery processes. 'Security & stability' scored significant because the activity focuses on improving holistic security (through training) and safety (through community audits and grants), but it is not the main motivation for undertaking the activity.

Beneficiary location

Beneficiary location	Country
Country	Ukraine
Location type	
Specific location	

Policy Appraisal

Policy relevance

- **What policy objectives, as set out in the annual plan, policy notes etc., will this activity contribute to?**

Women, Peace and Security is one of the priority focus areas of the Dutch support in the field of women's rights and gender equality. Goals for women's rights and gender equality in NL foreign policy, have been outlined in the letter from the Minister of Foreign Affairs, Caspar Veldkamp, to the House of Representatives concerning the termination of the Feminist Foreign Policy and the implementation of EU GAP III (8 July 2025):

- The government will keep the importance and necessity of women's participation and leadership in the security domain on the agenda. The Netherlands will also continue its efforts with regard to the protection of victims of conflict-related sexual violence and accountability for this serious form of violence.
  The support to Ukrainian Women's Fund is specifically mentioned in this letter to parliament.

DSO annual plan 2026 goals:

- Additional gender resources based on the Hirsch et al. amendment are fully programmed.
- Special attention is given to (health) programs in Ukraine.

Policy Note on International Development (20 February 2025):

- In line with the government programme, the Netherlands will continue to provide undiminished political, military, financial and moral support to Ukraine.
- A focus on women, girls and vulnerable groups is an important factor in making a programme effective.

National Action Plan 1325-IV of the Netherlands goals:

- Equal and meaningful participation of women and girls in decision-making on peace and security is the norm.
- Sustainable peace and development opportunities are achievable for all.
- Conflict-related violence against women, men, girls and boys has stopped.

Goals of the *Alliance for Gender Responsive and Inclusive Recovery in Ukraine*, of which NL is a member. See also answers of Minister Klever to questions of Boswijk (CDA) about the Ukraine Recovery Conference and the Ukrainian State Emergency Services, shared with parliament on August 30, 2024.

- This multi-stakeholder alliance aims to stimulate the recovery and reconstruction of the Ukrainian economy and society, optimally addressing the needs of women and girls and utilizing their potential.

KYI annual plan goal:

- The Embassy extends financing to a project in the field of women, peace, and security in 2026.

Rationale

- **What issue/problem will be addressed by the activity?**

Due to the war, Ukrainian women face loss, displacement, sexual and gender-based violence (SGBV), environmental risks and mental health issues, among other challenges. Many do not have access to the necessary services and support, and face barriers to participate in decision-making and recovery efforts. The needs of women, families of military personnel, and veterans are often overlooked in official planning.

Ukraine's new National Action Plan on UNSC Resolution 1325 (NAP 1325) on Women, Peace and Security (2026-2030) aims to advance women's participation in the security and defense sectors and in recovery processes, and to protect them from sexual and gender-based violence. UWF indicates that the WPS agenda remains poorly understood at the community level. The next step therefore is the translation of this official document into local needs and realities, by local communities and authorities themselves. The project will support regions and communities in realizing this translation from policy into practice at the local level, to ensure local ownership and practical implementation of the NAP 1325.

Why does the activity help to address the issue/problem?

For ODA activities over EUR 250.000, please explain the Theory of Change

The activity will help address the challenges faced by Ukrainian women and support recovery at local and regional level in six target regions, by a combination of grant provision, capacity building and accompaniment of NAP development, implementation and monitoring. In these regions, UWF will facilitate trainings on gender-sensitive safety audits in communities, on holistic security, on social cohesion and on project management.

Consequently, UWF will provide small grants (a total of 69) for the implementation of activities outlined in the local action plans, of actions identified as priorities in the local safety audits or other (cohesion building) initiatives, and to local organizations that provide services based on local needs.

Year 2 is also dedicated to the monitoring of regional 1325 action plans, trainings for gender advisors in the security and defense sector at regional and local level, and grants for joint projects of civil society and the security and defense sector.

Throughout the project duration, UWF will work to increase visibility for the importance of women's rights and gender equality in the context of Ukraine.

More specifically:

1. **Advance localization of NAP 1325**: regional coalitions (composed of local civil society and women's rights organizations and local authorities) and pilot communities are supported to develop, monitor, and promote regional and local action plans. This includes training on holistic security, provision of grants for coalition initiatives, community safety audits, and regular monitoring of regional plans. The holistic/human security approach takes into account *all* aspects that contribute to security, including ecological, economic and social aspects. Community safety audits will examine aspects such as public lighting, transport routes, service access points, reporting mechanisms, and referral pathways for GBV, applying do-no-harm standards.

Based on the activities under objective 1, UWF will work to:

2. **Build inclusive local responses** that apply a holistic security approach, strengthen social cohesion, and ensure that women, families of military personnel, and other vulnerable groups are supported and engaged in recovery and dialogue. This includes grants to support concrete activities outlined in the local action plans and actions that will be identified as priorities as a result of local safety audits. Trainings on social cohesion will also be organized, offering participants practical tools to build cohesion, reduce tensions and strengthen trust within communities affected by war and/or displacement. Initiatives to strengthen cohesion may include community dialogues, cultural or educational events, or joint projects between different groups. Grantees will also be trained on project management.
3. **Support sectoral localization** of NAP 1325 in the security and defense sector at the regional and local level through the development of methodological guidelines, strategic consultations, training for gender advisers, and grants for joint projects between civil society and security institutions.
4. **Increase visibility and advocacy** for the WPS agenda nationally and internationally through youth-targeted communication campaigns, maintenance and expansion of the Ukraine 1325 website, international study visits and exchanges, and joint advocacy with WO=MEN and partners from Lithuania (and potentially Moldova).

Theory of change

If regional coalitions and pilot communities are supported with resources, training, and tools to implement NAP 1325;
and **if** local responses apply a holistic view of security that addresses military, social, ecological, and gender dimensions of safety;
and **if** youth, families of military personnel, and women veterans are actively engaged in local planning and recovery;
and **if** public awareness and international advocacy are strengthened through campaigns, exchanges, and joint platforms;
and **if** security and defence institutions are guided and equipped to integrate WPS commitments into their own sectoral plans;
Then the Women, Peace and Security agenda will be effectively localized, better understood, and sustained in Ukraine, contributing to a more just, inclusive, and resilient peace.

Because:

- Coalitions will gain the skills and resources to lead inclusive localization and monitoring.
- Communities will have practical tools (safety audits, cohesion activities, local action plans) that make security tangible.
- New and often overlooked groups (youth, military families, women veterans) will be included in decision-making.
- Communication and advocacy will connect WPS to everyday realities and strengthen Ukraine's voice internationally.
- Security and defense actors will adopt concrete sectoral measures, making implementation of 1325 more systemic and sustainable.

Contextual analysis

- **Who is/are the target group(s) and why?**

The project is designed to reach both direct and indirect audiences at community, regional, national, and international levels.

Direct target audiences

· **Regional 1325 coalitions in six regions.** These coalitions bring together **women's rights organizations, local authorities, and community representatives**. The project will provide training, grants, and networking opportunities to strengthen their role as drivers of NAP localization and monitoring.

· **Community representatives, women's rights activists and 1325 coalition members from pilot communities (2–3 per region).** In these communities, gender-sensitive safety audits will be carried out. Local representatives will be trained and supported to develop and adopt community-level 1325 action plans. Participation in audits and action planning will directly involve community members, including youth.

· **Security and defense sector institutions.** Gender advisers and officials will receive methodological guidance, consultations, and opportunities for joint projects with CSOs, strengthening sectoral localization of 1325.

· **Youth.** Young people will be engaged primarily through communication campaigns and digital tools, as well as through participation in safety audits and community initiatives.

Indirect target audiences

· **Local authorities** at community and oblast levels, who will be exposed to new approaches to holistic security and inclusive planning.

· **Civil society organizations** beyond coalition members, who may apply for grants or join advocacy activities.

· **General public** in target regions, especially young audiences, through communication campaigns that present WPS as relevant to daily safety and recovery.

· **International partners** in the Netherlands, Lithuania, and Moldova, who will participate in exchanges and joint advocacy.

- **Who are the other main stakeholders?**

Dutch partners: UWF will work with WO=MEN Dutch Gender Platform, which co-coordinates the Netherlands' NAP 1325 with the Ministry of Foreign Affairs and three other ministries. UWF will utilize the network of WO=MEN, including in Eastern Europe, and its membership of the NATO Civil Society Advisory Panel and EU connections to facilitate learning exchanges and highlight WPS priorities for Ukraine and the work of the UWF.
UN Women Ukraine: UN Women leads support to the Ukrainian government on the WPS agenda and facilitates consultations for the new NAP 1325 (2026–2030). UWF will coordinate evidence from their regional coalitions and community safety audits with this process and draw on UN Women's guidance for localization of UNSCR 1325 to keep the tools consistent with national standards.
European Union actors: The EU Advisory Mission (EUAM) Ukraine supports gender mainstreaming and reforms across the civilian security sector and cooperates actively with services such as the State Border Guard Service. Under Objective 4 (sectoral localization), UWF will map trainings and consultations against EUAM's work to avoid overlap and, where useful, co-host sessions with EUAM counterparts.
United Nations Development Programme (UNDP): UNDP engages women (including young women) in community security and leadership initiatives along front-line and neighboring oblasts. UWF will coordinate outreach in overlapping regions and share community good practices through the UWF's website and coalitions to avoid parallel efforts.
The government of Canada: Global Affairs Canada supported the project "Women, Peace and Security: Generating Local Solutions Together" (2021–2024), implemented by the Ukrainian Women's Fund, to establish and strengthen regional 1325 coalitions and support local action plans. A follow-up project started in 2025. The project will build on these results, maintain continuity where coalitions exist, and ensure complementary coverage in any newly selected regions.
The government of the United Kingdom: UWF's program "Women, Peace, and Security: Acting Together", financed by FCDO, grants support to the implementation of regional WPS action plans in multiple oblasts. The grants and monitoring will align with these efforts and, where FCDO continues support, will coordinate to reinforce—rather than duplicate—regional coalition work.
Regional partners (Lithuania and Moldova): Lithuania's WPS implementation involves the Ministry of Foreign Affairs together with the Ministry of the Interior and other institutions, offering relevant sectoral localization experience. UWF will structure exchanges so that Ukraine shares its regional localization practice while learning from Lithuania's sectoral approaches. Moldova may join as an observer or ally in joint advocacy, in line with its current WPS program cycle.

- **To what extent have stakeholders been involved in formulating the proposal?**

The proposal was shaped through consultations with the target groups: regional 1325 coalitions, pilot communities, youth, civil society, as well as national and local authorities.
The consultations included meetings with secretariats of regional 1325 coalitions; visits to communities and stakeholders in the oblasts (regions) Lviv, Zakarpattya, Vinnytsya, and Zhytomyr that already completed gender security audit pilots; discussions with young activists (graduates of UWF's *First Step to Success* program); two strategic sessions on the development of the new NAP 1325 (with more than 100 participants each); and meetings with the Office of the Ukrainian Government Commissioner on Gender Equality Policy.

- **Is the intervention aimed at a specific geographical location, and if so, why?**

The project will operate in six regions (oblasts) of Ukraine, to be selected during the inception phase. Selection criteria will ensure diversity and complementarity with other initiatives, particularly those supported by the UK (FCDO) and Canada.
Within each selected oblast, the project will identify 2–3 pilot communities. Within those communities UWF will fund and accompany projects aimed at conducting and following up on safety audits, developing and implementing local action plans and identifying and implementing inclusive approaches to recovery and social cohesion. These activities will be implemented by local WROs (grantees). Project participants also receive training on holistic security, social cohesion, safety audits and project management. Community representatives will be invited to join regional coalitions, creating a direct link between local action and regional advocacy.
Selection criteria for regions and communities include:

- Existing coalitions and experience in WPS localization, to ensure continuity and apply lessons learned.
- Conflict impact, including frontline, de-occupied, and hosting regions with large numbers of displaced people.
- Readiness and interest of local partners, including civil society and authorities, to cooperate on 1325.
- Geographical balance, ensuring representation from different parts of Ukraine.
- Opportunities for synergy with other donors, to avoid duplication and ensure efficient use of resources.

This model ensures that the project will build on existing capacities, sustain established coalitions, and at the same time expand the reach of the Women, Peace and Security agenda by engaging new regions.

Added value

- **What is the added value of the Dutch government being involved in relation to other donors, the EU, NGOs and local authorities?**

The Netherlands has a long track record of financially and diplomatically supporting both Ukraine and the Women, Peace and Security agenda. The activity aligns clearly with the foreign policy goals of the Netherlands (see question 1). This specifically

includes the goals as outlined in the 4th NAP 1325 of the Netherlands, which is coordinated by the MFA in close collaboration with WO=MEN Dutch Gender Platform and other ministries.
The MFA and the Embassy in Kyiv have a strong network in Ukraine. The Netherlands has supported the UWF's work before (activity number 4000005461 / 100001882, 2022-2025) and the embassy and DSH have assessed the collaboration and the organization's work and results as very positive.

- **Are the recipients making an own contribution or co-participating in the activity, and if so, to what extent?**

UWF implements the activity. They don't make an own contribution. As part of the activity, UWF provides grants to local women's rights organizations (representing 36% of the total budget). Collaboration with WO=MEN represents 3% of the total budget.

Lessons learned

- **What lessons learned (from previous or comparable activities, published evaluations, relevant publications) will be addressed by the activity?**

Experience from two NAP cycles and UWF's previous projects on WPS localization highlights several practical lessons:
1. **Localization must go beyond formality.** Many regional action plans were adopted but simply copied the national NAP without local adaptation. This limited their relevance for frontline and de-occupied areas, where women's needs differ sharply from safer regions. Coalitions supported by UWF demonstrated that when local CSOs and authorities co-design plans, measures are more realistic and community engagement is stronger.
This lesson is addressed through the whole project design and intervention logic – UWF will work with regional 1325 coalitions to localize NAP 1325 and design regional plans that are based on local context.
2. **Vulnerable groups need focused attention.** The current NAP (2021-2025) gave insufficient priority to women in de-occupied territories, displaced women, women with disabilities, and families of military personnel. Without specific measures, their needs were often overlooked in planning and service delivery.
This lesson will inform the project priorities in terms of grantmaking. In addition, UWF will ensure that representatives of vulnerable groups join regional 1325 coalitions and engage in their work.
3. **Civil society** drives implementation but **is under-resourced.** Women's organizations have played a central role in monitoring, service delivery, and advocacy. Yet, their capacity is undermined by short-term funding, heavy reporting requirements, burnout, and targeted disinformation campaigns. Support must combine grants with care, networking, and institutional strengthening.
During the inception phase, UWF will develop policies and procedures for the grants program. UWF will use the "10% rule" – the policy that was developed in 2024 to support the resilience of grantees. The policy envisages that 10% of the budget of each grant must be used by the grantee to cover organizational/staff resilience costs. This might include retreats, capacity building, insurance for staff, etc. It is up to the grantee how to use this funding. This policy will be part of the inception report (deliverable).
4. **Coordination remains inconsistent.** National mechanisms exist but are weak, and regional authorities often lack qualified staff and resources. This has led to fragmented implementation and poor data collection. More systematic training, monitoring tools, and digital solutions are needed.
The project will coordinate with the Ministry of Social Policy on developing the joint monitoring tools and digital solutions for monitoring. This work is taking place now with the support of UN Women.
5. **Practical tools drive progress.** Sectoral ministries such as the Ministry of Internal Affairs and the National Guard, which adopted their own 1325 action plans and integrated gender advisers, achieved measurable change. This demonstrates the value of simple, practical instruments such as safety audits, gender-disaggregated data, and leadership training. These instruments will be used in the project.
6. **Youth and ecology remain neglected.** Young people have not been meaningfully engaged in WPS processes, and environmental security has not been linked to gender equality in past plans. These gaps weaken long-term sustainability and the relevance of the agenda.
The project proposal has taken these lessons into account and among others focuses especially on youth,targeting them through a communication campaign, engagement in regional 1325 coalitions, and other activities. It also takes as a starting point the lesson that the next phase of work must prioritize meaningful community-level engagement, inclusion of overlooked groups, stronger and more sustainable women's rights organizations (WROs), and the integration of youth and ecological security into the WPS framework.
The MFA and KYI's lessons learned:
- Ensure involvement in the selection of grant recipients, because it is an important tool to ensure that the subgrants contribute to the MFA's goals. To implement this lesson, a colleague from the Embassy in Kyiv will be involved in the Grant Selection Committee.

Durability

- **How will the results of the activity be sustained after its end date? What is the exit-strategy?**

Durability is built into the project from the start. Examples include:

Institutional and programmatic durability: Pilot communities will adopt official audits and action plans, which will be integrated into existing community programs. When these documents are anchored into existing structures, they are more likely to be used in the long term and beyond program implementation. In the security and defense sector, UWF will co-develop SOPs/checklists for gender advisers and human resources training and planning unit, and include them in annual plans so they continue to remain in daily use.
The selection of regions and timing of grants will be aligned with UN Women processes and with UK/Canada footprints to maintain continuity. In the final year, UWF will co-present each coalition's next-step plan at regional and national events to secure bridge support. Coalitions will also learn to combine municipal micro-funding, in-kind support (venues, interpretation, transport), and small private sponsorships for recurring actions.
Human capacity durability: A training-of-trainers (15 people) will create a cadre able to deliver holistic security and safety-audit trainings after the project.
Digital and knowledge durability (systems and open tools): The Ukraine 1325 website will remain the public repository for tools, monitoring briefs, success stories, and sectoral guidance. UWF will pre-pay hosting and basic maintenance for 12 months beyond project end. Core templates (safety audit tool, local 1325 plan template, monitoring checklist, SOPs for advisers, simple indicators) will be published for free reuse.
A phased exit with graduation criteria for 1325 coalitions and communities: UWF will track grantee's progress based on indicators that determine durability. A coalition/community will be considered to have "graduated" when they pass certain conditions. These include for example the implementation of at least 30% of Year 1 actions, a minimum amount of active local trainers, and participation of a youth focal point in meetings.

Gender

- **Does the proposal include a gender analysis? If yes, what are the main outcomes? If no, why not?**

Yes, p. 5 in the proposal includes a comprehensive gender analysis. Gender inequalities significantly shape who can access security, services, and decision-making at the local level in Ukraine. The gender analysis presents the following gaps:

- Time poverty and unpaid care limit women's participation in meetings, training, and consultations, especially in households affected by mobilization or displacement.
- Safety and mobility constraints—such as harassment in public spaces, unsafe transport, curfews, and checkpoints—reduce women's ability to take part in community processes.
- Women are under-represented in local decision-making bodies and sectoral dialogues, often leaving their needs absent from budgets, recovery plans, and early-warning systems. These gaps are reinforced by weak sex- and age-disaggregated data and by the lack of systematic tracking for newly vulnerable groups, including women with disabilities, displaced women, and conflict-affected caregivers.

War conditions intensify these barriers. Fragmented services make it harder to obtain documentation, psychosocial support, or legal aid. Exposure to violence and the risk of retaliation discourage reporting. Ecological damage increases care burdens—such as water, energy, and waste management—further limiting time for civic participation. Women veterans and families of military personnel also face stigma and complex service navigation, which often excludes them from local planning and monitoring processes.
It also includes an analysis of the inclusion of **youth**:
Youth remain almost invisible in Ukraine's WPS agenda. The current NAP 1325 (2021–2025) does not identify them as a target audience, and includes no specific measures to involve them in implementation or monitoring. As a result, young people are not part of regional coalitions, do not participate in community consultations, and are largely absent from WPS communication efforts.
This omission contrasts with the broader demographic and social role of youth. Young people make up a large share of the population and have been heavily affected by the war through displacement, interrupted education, and limited employment opportunities. At the same time, they are active as volunteers, community organizers, and leaders in digital spaces. Their potential to contribute to peace and recovery processes is high, but remains untapped in formal WPS mechanisms.

- **Does the proposal justify the target group's gender-specific interests and needs (and why)? Please explain.**

Yes, see above.

- **Have women and young people been included in the stakeholder analysis? Please explain.**

The project's main focus is on women most affected by the war.
Target groups also include youth. They will be engaged through communication campaigns and digital tools to shift public perceptions and reduce stereotypes. Youth will also be invited to contribute ideas on ecological safety and climate-related recovery as part of the broader holistic security approach.
The proposal was shaped through consultations with women and youth and other stakeholders. In March-May 2025, UWF held discussions with coalitions in eight regions and with the Ministry of Social Policy during preparation of the new NAP. Communities highlighted the need for practical tools, small grants, stronger youth involvement, and greater attention to ecological risks. Families of military personnel and women veterans emphasized gaps in support services and the need for advocacy at both local and national levels.

Climate change

- **Does the proposal include an analysis of the possible effects of climate change on the activity or its results?**

Yes, it includes a climate change analysis that underscores how climate change and environmental degradation are increasingly shaping the security context in Ukraine. The war has caused massive ecological damage, including polluted water systems, deforestation, soil contamination, and the destruction of industrial and energy infrastructure. This directly affects the health, safety, and livelihoods of communities. Women, especially those responsible for family care and community support, often bear the heaviest burden of coping with these challenges.

The proposal points to the importance of treating climate and environmental risks as integral to community safety. Secure access to water, food, health services, and energy cannot be guaranteed without addressing climate impacts. For many communities, environmental damage is already one of the main threats to daily life, alongside displacement, violence, and poverty. If left unaddressed, these risks will deepen inequalities, increase tensions, and slow recovery.

- **Does the proposal include any interventions to combat these effects (adaptation/mitigation)?**

Yes. The project will address climate change as part of inclusive recovery and peacebuilding. Community safety audits will include ecological risks. Communication campaigns, particularly those targeting youth, will present environmental protection as part of responsible citizenship and holistic security. At the advocacy level, cooperation with partners in the Netherlands, Lithuania, and Moldova will bring Ukraine into broader debates on climate justice.

By embedding climate change analysis into WPS programming, the project will ensure that recovery efforts do more than rebuild physical infrastructure: they will also strengthen ecological resilience and justice. This goal of this approach is make communities safer, fairer, and more sustainable.

The Ukrainian women's movement and its partners have already begun linking WPS with themes such as climate security and environmental justice. This aligns with broader European and international trends, where climate change is increasingly recognized as a security issue. Integrating this dimension into local 1325 action plans and safety audits will help communities connect gender, security, and ecological sustainability.

Cooperation, harmonisation and alignment

- **Does the activity involve cooperation with Dutch organisations, the EU or other donors (including delegated cooperation), local organisations or other parties?**

Yes, it involves cooperation with Dutch organization WO=MEN, UN Women Ukraine, the EU Advisory Mission Ukraine, UNDP, and regional partners Lithuania and Moldova. The entire project is based on support of and collaboration with Ukrainian authorities at different levels, regional 1325 coalitions, sectoral partners (the UKR Ministry of Social Policy, security and defense institutions and gender advisors) and local women's rights organizations, which will be selected at a later stage.

- **How does the activity contribute to harmonisation and/or multi-donor financing?**

The project contributes to harmonization and multi-donor alignment with the following measures:

Joint region selection and donor mapping: Final section of regions will be agreed with the Netherlands to align with current UN Women/NAP processes, EUAM footprints, and UK/Canada-supported coalitions, ensuring complementary coverage and continuity where prior investments exist.

Shared standards and tools: Community work (safety audits, local 1325 action plans) will use UN Women's localization guidance, and sectoral work will be coordinated with EUAM's ongoing gender-mainstreaming support to law-enforcement bodies. This keeps methodologies compatible and reduces duplication in training.

Open knowledge platforms: Results and materials will be disseminated through the Ukraine 1325 website and through Dutch partner channels (WO=MEN), enabling other donors and programs to access and reuse outputs for their regions and institutions.

Evidence into policy cycles: Monitoring of oblast NAP 1325 plans and mid-term evidence will be shared with UN Women and government counterparts, feeding into the 2026–2030 NAP process, as well as with EU/NATO-relevant forums in coordination with Dutch partners —to synchronize advocacy messages and timing.

This cooperation framework anchors the project in existing WPS ecosystems in Ukraine and the EU, channels resources where they add the most value, and provides a clear pathway for Dutch support to leverage—rather than duplicate—other donor investments.

- **What is the degree of (policy and financial) alignment?**

See above.

Digitalisation

- **Have proposed digital technologies been developed or chosen in collaboration with end-users?**

The project will coordinate with the Ukrainian Ministry of Social Policy on developing the joint monitoring tools and digital solutions for monitoring.

Campaigns will use youth-friendly digital tools and channels where youth are most active.

- **Does the proposal include an analysis of the local digital ecosystem?**

Digital technologies will play a central role in ensuring transparency, accountability, and outreach in this project. The proposal does not include an analysis of the local digital ecosystem, but UWF already has experience using digital solutions for grant management, communication, and knowledge-sharing:

Grants management through Salesforce: All project grants will be administered through UWF's Salesforce-based grants management system. This platform allows applicants to submit proposals online and ensures that the review process is automated and transparent. The system also provides a clear audit trail, which is critical for donor reporting.
Ukraine 1325 website: The website, developed earlier with Dutch support, will remain the central online platform for WPS in Ukraine. It will be regularly updated with information from regional coalitions, pilot communities, and international advocacy activities.
Communication campaigns and youth outreach: Regional communication campaigns will rely on digital channels, especially social media, to engage young people. Digital tools will be used to create interactive content, share success stories, and connect youth with coalitions and local initiatives. This ensures that WPS messages are delivered in formats that are accessible and appealing to younger audiences.

- **Is data security guaranteed?**

All digital tools, including Salesforce and the website, will comply with international standards of data protection. Sensitive information will be stored securely, with access restricted to authorized staff. Special attention will be paid to protecting the personal data of grantees, coalition members, and vulnerable groups engaged in community activities.

- **Are digital solutions locally sustainable/relevant?**

As indicated in the section on sustainability, grants will be managed in Salesforce throughout the project and UWF will export and hand over structured datasets (anonymized where required) with a simple data-use guide. The Ukraine 1325 website will remain the public repository for tools, monitoring briefs, success stories and sectoral guidance. UWF will pre-pay hosting and basic maintenance for 12 months beyond project end, with a light editorial plan agreed with UWF communications and WO=MEN. Core templates (safety-audit tool, local 1325 plan template, monitoring checklist, SOPs for advisers, simple indicators) will be published for free reuse.
UWF's plans for the maintenance of the website beyond project implementation, specifically the editorial plan, will be discussed during the kick off meeting to better understand what this would entail. UWF will be asked to provide more information on this aspect as part of the inception report.

- **Is duplication avoided?**

Yes, the project will build on existing digital platforms rather than create new, parallel systems. By investing in the Salesforce grants management system and the Ukraine 1325 website and linking to WO=MEN's platforms for international advocacy, the project ensures efficiency and avoids fragmentation of digital resources.

Additional remarks (if applicable)

Results

Women's Rights and Gender Equality

Women Peace and Security

SDG target(s): 5 and 16 Short description: The enabling environment is strengthened to promote women's meaningful and equal participation and leadership in conflict prevention, peace- and state-building and protect women's and girls' rights in crisis and (post-) conflict situations at all levels.

Indicators
Description how the activity contributes to the result area, Women Peace and Security
Measurements:

4.1. # of laws, policies and strategies blocked, adopted or improved to promote women's meaningful and equal participation and leadership in conflict prevention, peace- and state-building and protect women's and girls' rights in crisis and (post-)conflict situations. (link SCS2)
Measurements:

4.2. # of times that CSOs (disaggregated by women-led, youth-led or other and formal/informal) succeed in creating space for CSO demands and positions on promote women's meaningful and equal participation and leadership in conflict prevention and peace- and state-building and protecting women's and girls' rights in crisis and (post-)conflict situations, through agenda setting, influencing the debate and/or movement building (link SCS3)
Measurements:

4.3. # of individuals (disaggregated by type, age and gender) with improved attitudes and practises on promoting women's meaningful and equal participation and leadership in conflict prevention, peace- and state-building and protecting women's and girls' rights in crisis and (post-) conflict situations
Measurements:

WRG041. # of individuals (female) with improved attitudes and practices on promoting women's meaningful and equal participation and leadership in conflict prevention, peace- and state-building and protecting women's and girls' rights in crisis and (post-) conflict situations
Measurements:

WRG042. # of individuals (male) with improved attitudes and practices on promoting women's meaningful and equal participation and leadership in conflict prevention, peace- and state-building and protecting women's and girls' rights in crisis and (post-) conflict situations
Measurements:

WRG043. # of individuals (other) with improved attitudes and practices on promoting women's meaningful and equal participation and leadership in conflict prevention, peace- and state-building and protecting women's and girls' rights in crisis and (post-) conflict situations
Measurements:

WRG044. # of individuals (gender non-specified) with improved attitudes and practices on promoting women's meaningful and equal participation and leadership in conflict prevention, peace- and state-building and protecting women's and girls' rights in crisis and (post-) conflict situations
Measurements:

Climate

Climate Change Adaptation (SDG 13.1)

Indicators
What has been achieved by this activity on Climate change adaptation (SDG 13.1)?
Measurements:

Basket indicator Adaptation: Number of beneficiaries reached with measures to increase their resilience and/or reduce their exposure to climate change.
Measurements:

Migration

1.1. Protection

People on the move in vulnerable situations are identified and provided with protection and quality (emergency) assistance.

Indicators
1.1.a. Number of people on the move provided with protection services (disaggregated by gender and types of services (family tracing, best interest assessment, refugee status determination procedures, safe accommodation, legal assistance, MHPSS, birth registration, legal identity)
Measurements:

Strengthened Civil Society

Capacity strengthening local organisations (focus)

Indicators
Number of local organisations reached with capacity strengthening
Measurements:

Locally led Development

Indicators
EUR of MFA financing going directly (or maximum through one intermediary) to local actors
Measurements:

Monitoring and evaluation

Monitoring

- **Specify what reporting information is required for this activity, based on the activity analysis decision tree (see Help).**

Include the following elements:

- **Planning versus realisation: tracking progress against predetermined objectives as laid out in the project proposal.**
- **Performance and quality: checking relevance and appropriateness of the implementing organisation's performance based on key assumptions in the proposal and the outcomes of the risk analysis.**

Pay attention to the method and frequency of monitoring and describe the roles and responsibilities. For further information, see Help.

The policy officer at the Embassy in Kyiv will be involved in the grants selection meetings and participate in the Program Steering Committee, where progress of the program is discussed. It has been agreed with the Embassy Kyiv that regular (quarterly) meetings will be held with the DSO policy officer and sr. financial officer.
DSO will plan quarterly calls with UWF to discuss progress.
The colleague at the Embassy Kyiv will attend events organized by UWF wherever possible, at least once a year, and report to DSO. A monitoring visit by a colleague from DSO will be determined during the program, based on the security situation.
There will be a strategic policy dialogue organized to discuss results, progress and challenges with DSO, the embassy and the UWF halfway during implementation (around February 2027).
10 days after the end of the inception phase, UWF will share an inception report. The length of the inception phase (1 month) has been discussed with UWF. Based on previous experience, UWF believes this is sufficient to complete the inception phase.
Formal required reporting to the MFA

- Inception report, including the following information:
  - The selection of the regions (6) and pilot communities (2-3 per region)
  - Policies and procedures on grants selection
  - The plan for coordination with the donors of UWF supporting the WPS agenda, as well as with other stakeholders
  - The plan for the maintenance of the website beyond project implementation, specifically the editorial plan
  - A plan on PSEAH (see areas of concern in 'Implementing organisation(s)')
  - Explanation of the mitigating measures for the 'local political will/capacity gap' risk, including UWF's strategy when it turns out that political will is too weak to properly implement the activity in a certain community (see the risks section)
  - Explanation of the mitigating measures for the 'limited uptake beyond project regions' risk (see the risks section)
  - The plan for training on IATI, to ensure that UWF is able to properly report its results
- Combined narrative and financial report over 1/11/2025-31/12/2026
- Audit report over the annual accounts covering the years 2025, 2026, 2027 and 2028
- Combined narrative and financial report over 1/1/2027-31/12/2027
- Final reports (combined narrative and financial covering 1/11/2025-30/4/2028

This includes annual publication of results in IATI.
During the kickoff meeting, MFA and UWF will discuss the support from the MFA that is available to UWF to learn to use IATI. We will continue to discuss and evaluate this, and determine whether extra support is needed.

Evaluation

Describe whether a final evaluation and/or a mid-term review has been planned. If yes, state:

- **who will commission the final evaluation and/or mid-term review (for options, see Help);**
- **whether the procedure and practical arrangements have been agreed on with the implementing organisation (for details, see Help).**

A mid-term review of the project will not be done, considering the short implementing period. A final evaluation is part of the budget and will be commissioned by UWF.

Finance

Budget breakdown

After several versions of the budget, a final version was received on 16 October 2025 (see Sophia record MINBUZA-2025.2573675)

The budget is arithmetically correct and rates are acceptable. There was a rather long discussion on the collaboration with and added value of WO=MEN within this activity, as they are already contracted by DSO for other activities. These discussions have led to a significant reduction of the originally proposed budget for WO=MEN's collaboration. Total costs of WO=MEN for 2,5 years is EUR 75.000 (3% of total budget), which also includes organizing a study visit to the Netherlands and co-organizing a regional exchange visit on NAP 1325 sectoral localization in Lithuania.

Overhead (6,6%) covers costs for office rent, consumables, IT and other services related to the general functioning of their office.

	Unit	Base Unit Cost	No. of units	TOTAL
A. PROJECT MANAGEMENT COSTS				
Project Director (40%)	Per mounth	2.350,00 €	30,00	70.500,00 €
Project Coordinator (90%)	Per mounth	2.100,00 €	30,00	63.000,00 €
Advocacy Specialist (40%)	Per mounth	1.550,00 €	30,00	46.500,00 €
Financial Manager (25%)	Per mounth	800,00 €	30,00	24.000,00 €
Accountant (50%)	Per mounth	850,00 €	30,00	25.500,00 €
Project Assistant (60%)	Per mounth	900,00 €	30,00	27.000,00 €
M&E specialist (40%)	Per mounth	800,00 €	30,00	24.000,00 €
Grants Manager (40%)	Per mounth	850,00 €	30,00	25.500,00 €
Grants Auditor (45%)	Per mounth	675,00 €	30,00	20.250,00 €
Communications Specialist (35%)	Per mounth	750,00 €	30,00	22.500,00 €
Procurement Specialist (30%)		510,00 €	30,00	15.300,00 €
Staff travel (including transportation, per diem, accommodation, etc.)	Per mounth	600,00 €	30,00	18.000,00 €
Banking fees	Per mounth	80,00 €	30,00	2.400,00 €
Mail and courier costs	Per mounth	20,00 €	30,00	600,00 €
TOTAL PROJECT MANAGEMENT COSTS:				**385.050,00 €**
A	B	C	D	E
B. OTHER DIRECT COSTS				
Objective 1. Advance the localization of NAP 1325 in six target regions				
1.1. Regional exchange program on NAP 1325 sectoral localization in Lithuania	Per trip	25.600,00 €	1,00	25.600,00 €
1.2. Development of a holistic security training module and training-of-trainers	Per event	14.800,00 €	1,00	14.800,00 €
1.3. Trainings on holistic security for regional coalitions	Per event	8.590,00 €	6,00	51.540,00 €
1.4. Trainings on gender-sensitive safety audits in communities	Per event	12.270,00 €	6,00	73.620,00 €
1.5. Monitoring of regional 1325 action plans	Per contract	14.450,00 €	2,00	28.900,00 €
1.6. Coalition meetings and networking events	Per event	680,00 €	60,00	40.800,00 €
1.7. Secretariat of regional 1325 coalitions	Per mounth	400,00 €	180,00	72.000,00 €
1.8. Consultants for development of analytical materials on regional localization	Per day	250,00 €	100,00	25.000,00 €
1.9. Collaboration with WO=MEN	Per contract	20.015,00 €	1,00	16.870,00 €
TOTAL OBJECTIVE 1				349.130,00 €
ensure that women, families of military personnel, and other vulnerable groups are supported and engaged in recovery and dialogue processes				
2.1. Grants to support the implementation of regional 1325 action plans	Per grant	15.000,00 €	24,00	360.000,00 €
2.2. Grants to communities for implementation of safety audits	Per grant	6.300,00 €	15,00	94.500,00 €
2.3. Trainings on social cohesion	Per event	9.720,00 €	6,00	58.320,00 €
2.4. Grants to support initiatives on cohesion building	Per grant	15.000,00 €	18,00	270.000,00 €
2.5. Trainings on projects' management for grantees	Per event	5.720,00 €	3,00	17.160,00 €
2.6. Grants Selection Committee meetings	Per day	250,00 €	24,00	6.000,00 €
TOTAL OBJECTIVE 2				**805.980,00 €**
methodological guidelines, strategic consultations, training for gender advisers, and grants for joint projects between civil society and security institutions				
3.1. Development of methodological recommendations on sectoral localization	Per contract	1.250,00 €	5,00	6.250,00 €
3.2. Strategic consultations on sectoral plans	Per event	10.360,00 €	3,00	31.080,00 €
3.3. Trainings for gender advisers in the security and defense sector	Per event	12.270,00 €	5,00	61.350,00 €
3.4. Grants for joint projects between civil society and security institutions	Per grant	15.000,00 €	12,00	180.000,00 €
3.5. Training on projects' management for grantees	Per event	5.720,00 €	1,00	5.720,00 €
3.6. Consultants for development of analytical materials on sectoral localization	Per day	250,00 €	60,00	15.000,00 €
3.7. Grants Selection Committee meeting	Per day	250,00 €	8,00	2.000,00 €
TOTAL OBJECTIVE 3				**301.400,00 €**

TOTAL OBJECTIVE 3				**301.400,00 €**
Objective 4. Increase visibility and advocacy for the WPS agenda, both nationally and internationally, through communication campaigns, digital tools, and cooperation with international partners and platforms				
4.1. Regional exchange on localization for eastern border countries	Per trip	41.359,00 €	1,00	41.359,00 €
4.2. Maintenance and development of the Ukraine 1325 website	Per mounth	850,00 €	30,00	25.500,00 €
4.3. Regional communication campaigns targeting youth	Per region	25.000,00 €	6,00	150.000,00 €
4.4. Organization of advocacy events at international platforms	Lump sum	51.700,00 €	1,00	51.700,00 €
4.5. Annual events to present monitoring results of oblast plans	Per year	14.100,00 €	2,00	28.200,00 €
4.6. Mid-term evaluation of the NAP 1325	Lump sum	43.600,00 €	1,00	43.600,00 €
4.7. National-level dissemination of results	Lump sum	24.650,00 €	1,00	24.650,00 €
4.8. Preparing and distributing success stories and analytical materials	Lump sum	29.250,00 €	1,00	29.250,00 €
4.9.Collaboration with WO=MEN	Per contract	79.235,00 €	1,00	58.130,00 €
TOTAL OBJECTIVE 4				**452.389,00 €**
Other costs connected with project implementation				
5.1. Promotional materials	Lump sum	8.000,00 €	1,00	8.000,00 €
5.2. Translation of documents	Lump sum	14.000,00 €	1,00	14.000,00 €
5.3. Final external evaluation of the project	Per contract	7.000,00 €	1,00	7.000,00 €
5.4. Project audit	Per contract	4.500,00 €	3,00	13.500,00 €
				= = = = = = = = = =
TOTAL OTHER DIRECT COSTS:				1.951.399,00 €
				= = = = = = = = = =
Overhead Compensation (6,6%)				163.551,00 €
TOTAL BUDGET				2.500.000,00 €

Earmarking

- **Is the Dutch contribution to the programme earmarked (i.e. reserved for a specific purpose)? If so, specify the reasons why.**

Yes, this contribution is earmarked, as during the inception period six regions in Ukraine will be selected where NAP 1325 activities will be implemented/grants provided with Dutch funding only. Other regions in Ukraine will be funded by other donors (amongst others FCDO).
DSO has received a specific budget for this Dutch contribution.

Prepayments

Payments are registered as prepayments, as we expect annual narrative and financial reports as well as audit reports, based on which these prepayments can be considered justified. Maximum prepayments can be made until 95% of the total subsidy amount. Prepayments will be done on a 6-monthly basis, as UWF is a new organization for DSO. Furthermore, grantees in this project will receive funds from UWF on a quarterly basis and as such we avoid too high prepayments at the level of UWF.
Booking-off of prepayments will be done after approval of final reports.

Available resources

	Foreign currency	**EUR**
Implementing organisation's own contribution		
Firm commitments by other donors (for each donor)*)		
Dutch contribution		2.500.000
Total available resources		
Budget needed		2.500.000
Still to be financed		
Soft commitments by other donors (for each donor)		
Uncovered balance		0

*) This is not a multidonor activity. However, UWF is receiving funds from other donors. See an overview below:

Donor name	Amount	Contract period
Global Affairs Canada (Grant P014983)	$2 000 000	17.10.2024- 30.09.2026
Global Affairs Canada (Grant P014297)	$7 000 000	28.02.2025- 30.11.2029
International Labour Organization (Grant Agreement No. 40527256)	$294 325	15.08.2025-31.03.2026
New Venture Fund	$75 000	2026
Filia Women's Fund	€90 000	June 2025 – July 2027
The Government of the United Kingdom of Great Britain and Northern Ireland (Grant # PEA ISD UKV 0513010)	£3 500 000	01.06.2024- 31.03.2026
Sigrid Rausing Trust	£ 900 000	2023 - 2026
FOKUS	NOK 37 455 843	01.05.2025 – 31.12.2027
Equality Fund	$ 400 000	Contract pending for 2025-2026
OAK Foundation	€100 000	Contract pending for 2026
European Union	€1 678 000	Contract pending for 2025-2026
Chanel Corporate Foundation	€1 200 000	01.01.2024- 31.12.2026
COWATER	$ 1 125 237	Contract pending for 2025-2027
Global Fund for Women	$ 70 000	24.10.2024-30.09.2026
Urgent Action Fund	$ 500 000	28.03.2024-28.02.2025
PROSPERA International Network	$ 50 000	projected

Grant with a repayment obligation, loans, equity investment or guarantee N/A

- **Does the Dutch contribution take the form of a grant with a repayment obligation, a loan, an equity investment or a guarantee (either in whole or in part)? If yes, briefly set out the consequences for accounting and how correct processing in the financial records will be ensured.**
- **Are there revolving funds? If yes, please explain what will happen to any residual funds, how closure will take place and which agreements should be made.**

Audit opinions

An audit opinion on the financial statements is not mandatory, as the activity is < 5 mln EUR.

In line with the audit decision tree, an audit opinion on UWF's annual accounts, with our activity clearly included, will be needed:

