



ANNUAL REPORT

CENTRE «WOMEN'S PERSPECTIVES», NGO



2025





CENTRE «WOMEN'S PERSPECTIVES»

28 years
of experience



We work to ensure that women's rights are never violated.

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OUR MISSION

WOMAN HUMAN RIGHTS PROTECTION AND ENSURING EQUAL RIGHTS AND OPPORTUNITIES FOR WOMEN AND MEN IN ALL SPHERES OF PUBLIC LIFE.

THE ORGANISATION'S STRATEGIC PRIORITIES

Gender equality and women's leadership

Combating violence against women and domestic violence

Combating human trafficking

Enhancing the economic empowerment of vulnerable groups

Supporting the development of civil society organisations

THE ORGANISATION OPERATES ON THREE LEVELS:

National level

policy development; legislative amendments; networking with women's civil society organizations (CSOs); strengthening women's influence in decision-making, including efforts to combat gender-based violence.

Local level

developing programmes and local policies; working with local authorities, elected officials, and the security sector to promote women's rights.

Direct services for beneficiaries

legal, social, economic, and psychological counselling; court representation; and awareness-raising training on:

- domestic violence;
- preventing human trafficking;
- leadership;
- career development;
- starting a business; and more.

WE WORK TO:

change the law and its application, as well as cultural customs and practices that violate gender equality;

ensure that a gender perspective is integrated into the development and implementation of law, as well as into government policies, particularly at the regional level in Ukraine;

promote the recognition of women's rights as human rights;

educate and raise awareness in society about discrimination and violence against women, with particular attention to the most vulnerable groups;

empower women with knowledge of their rights and ensure those rights are protected by providing legal, psychological, and social assistance to women who are survivors of gender-based violence and discrimination, and to those in crisis situations (displacement, unemployment, and others);

improve women's representation and standing in decision-making and public spheres (entrepreneurship, politics, science, civil society, and leadership roles);

build and strengthen networks among feminist activists and non-governmental organisations (NGOs) across Ukraine.

Dear partners, colleagues and friends,

For us, 2025 was a year of development, collaboration and shared responsibility for change. We remained committed to protecting women's rights and promoting equal opportunities, staying true to our mission for the past 28 years.

This year strengthened our collaboration with local authorities across various regions of Ukraine and with government partners. Together, we implemented gender-sensitive approaches and expanded access to services for women in vulnerable groups. At the same time, we strengthened ties with women's organisations across the country, fostering a professional community and a culture of mutual support.

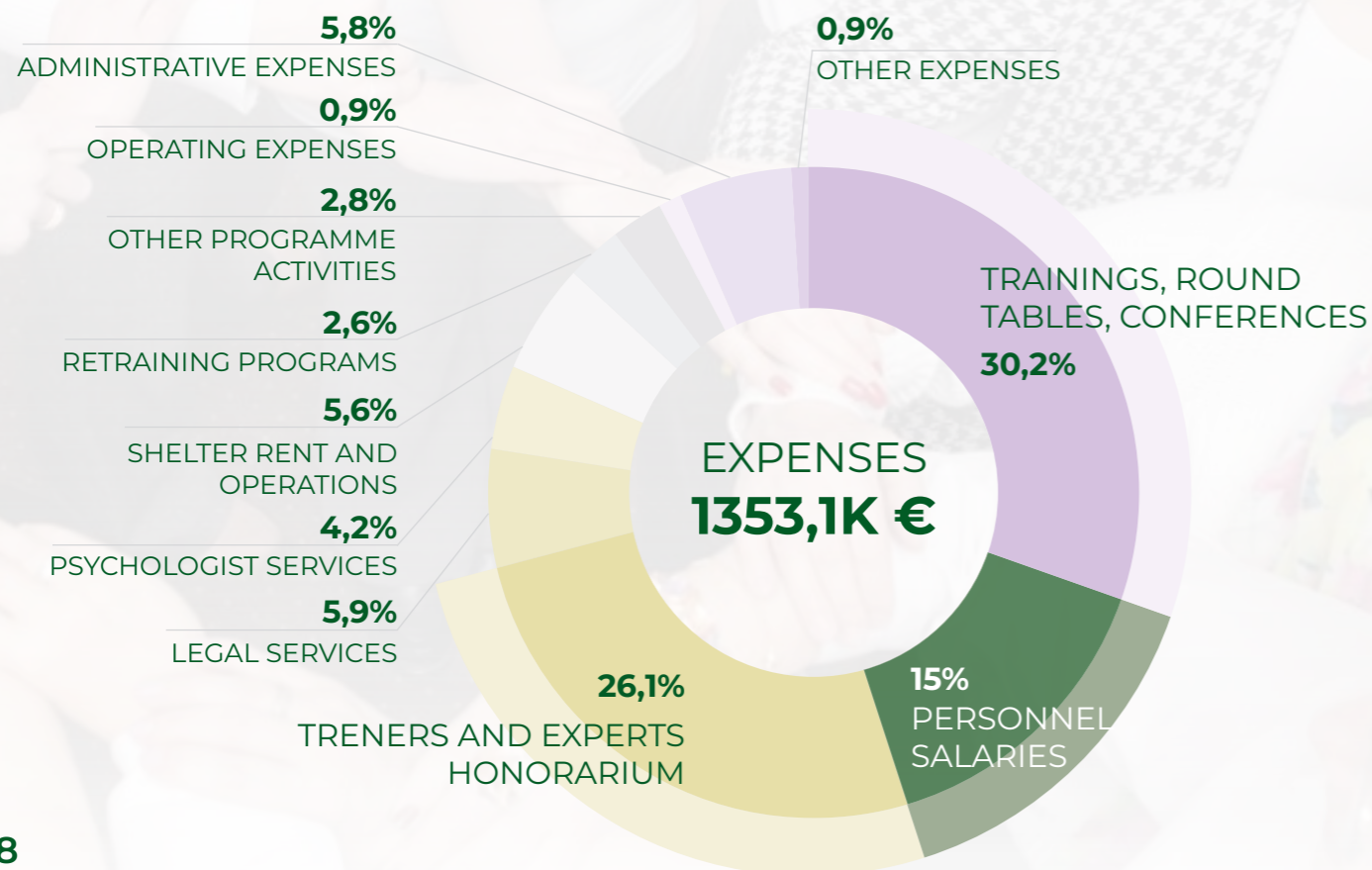
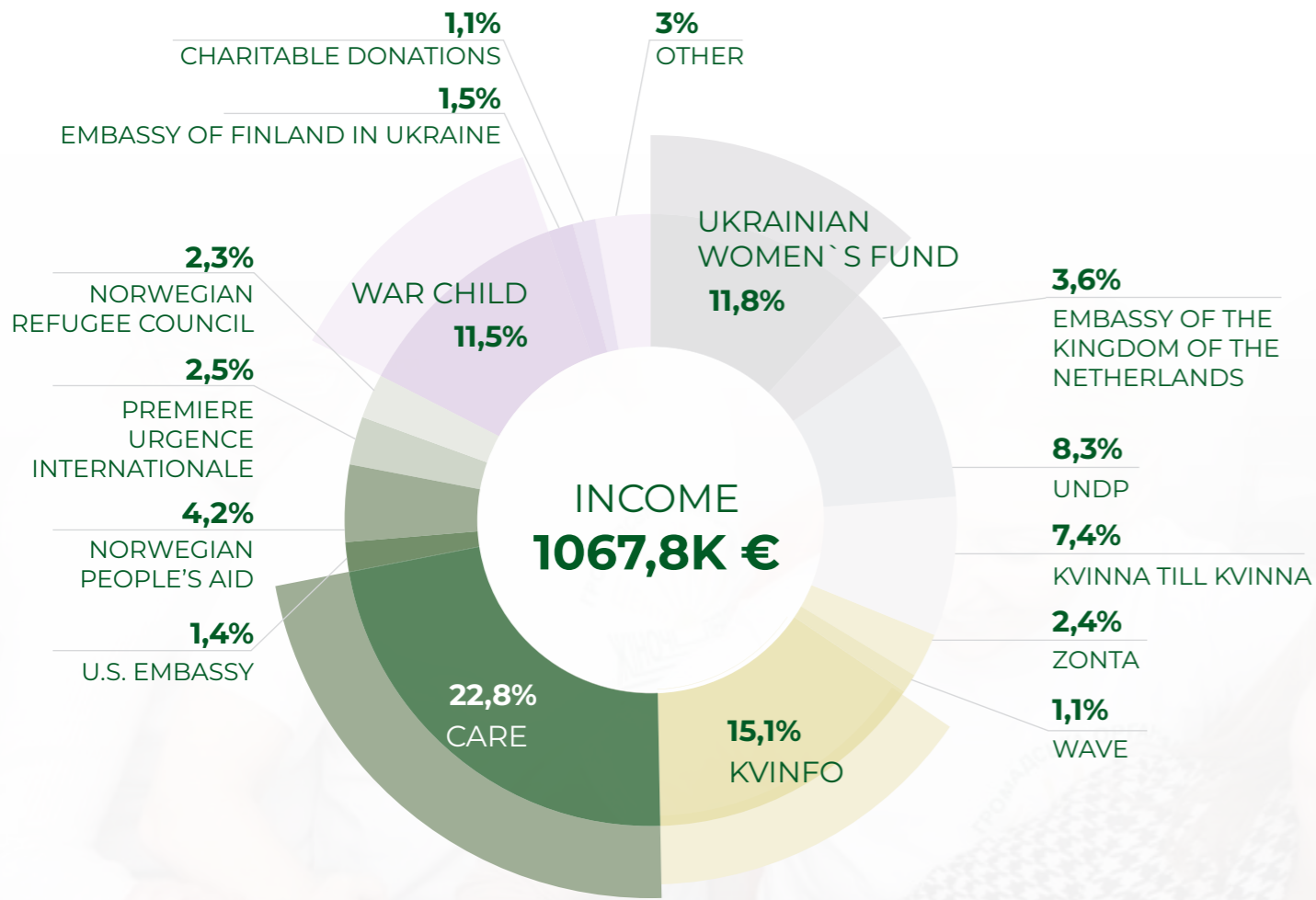
A key focus of our work was coordinating activities within the "Lviv Region 1325: Peace, Women, Security" Coalition. The Coalition brings together representatives of civil society organisations, government bodies, and the security and defence sector in the Lviv region. This cross-sectoral cooperation enables a more systematic approach to implementing the "Women, Peace and Security" agenda, strengthens the effectiveness of responses to wartime challenges, and promotes coordinated action at the regional level.

Our work focused on combating violence, developing women's leadership, providing economic support, combating human trafficking, and strengthening civil society. We also continued to advocate for gender-responsive approaches and for the implementation of the Istanbul Convention.

We would like to thank everyone who stands with us — our donors, partners and colleagues. Special thanks also go to the defenders of Ukraine, thanks to whom we are able to continue this work.

***Lyuba Maksymovych,
The Head of Centre "Women's Perspectives"***

2025 IN FIGURES



DONORS AND PARTNERS



TEAM AND PROJECTS

11 FULL TIME EMPLOYEES 

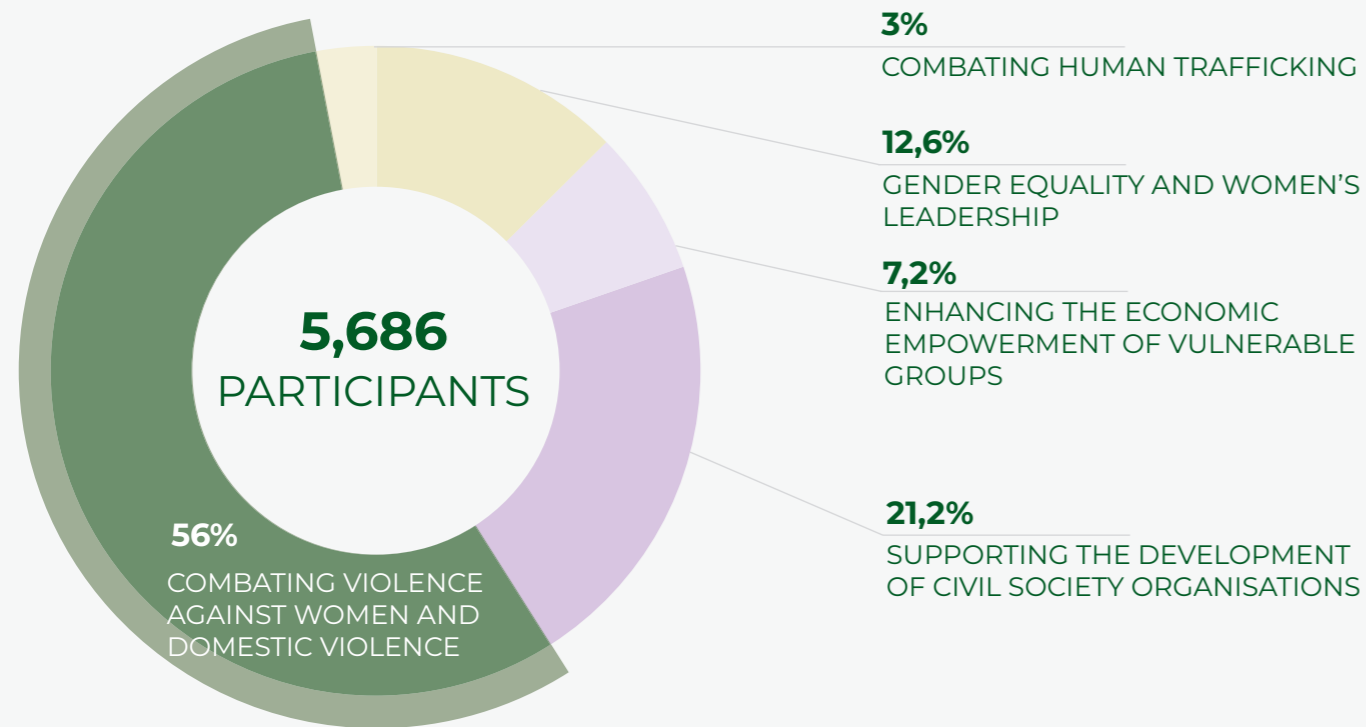
14 PART TIME EMPLOYEES 



17 PROJECTS

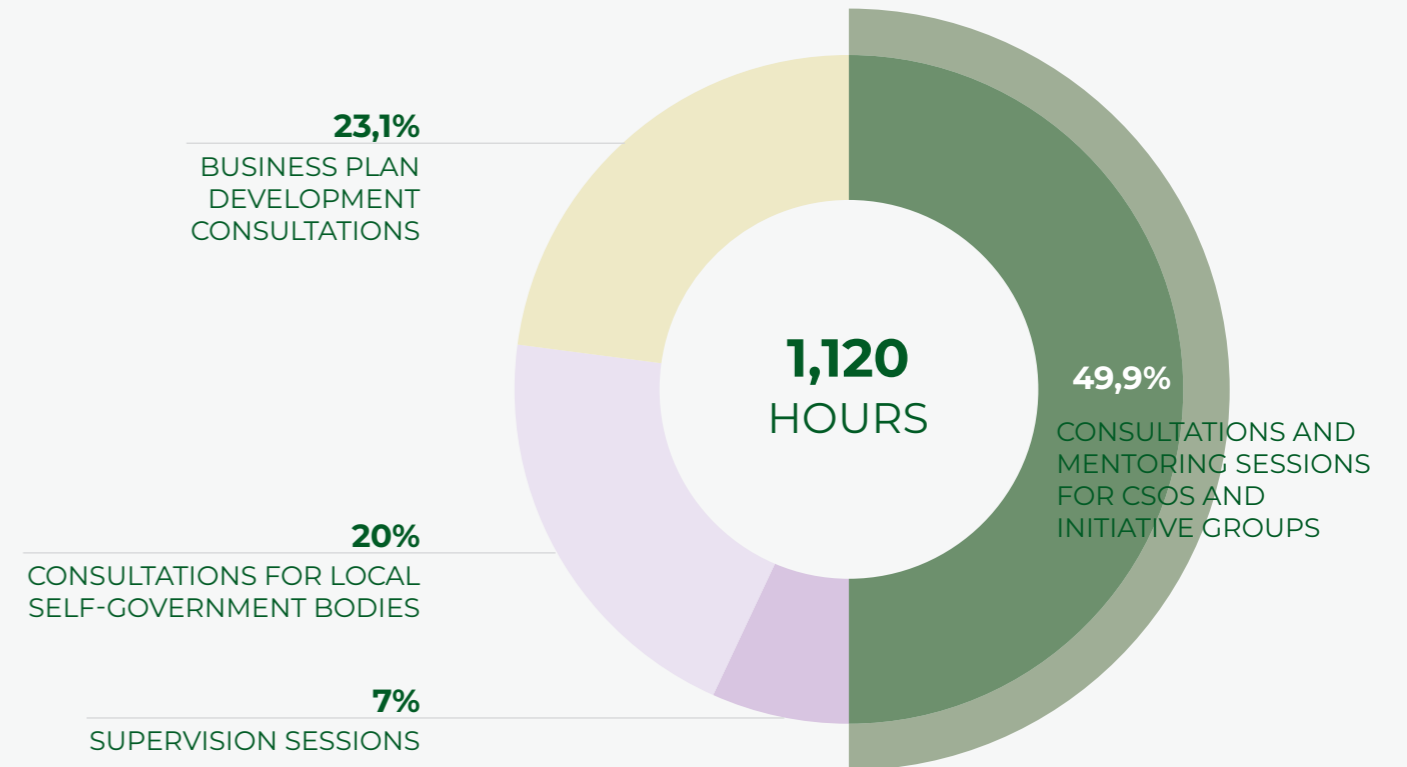
SERVICE DELIVERY AND BENEFICIARY REACH IN 2025

PARTICIPANTS IN TRAINING AND AWARENESS-RAISING GROUP ACTIVITIES BY STRATEGIC PRIORITIES (2025)



1,120 HOURS OF MENTORING SUPPORT WERE PROVIDED TO CIVIL SOCIETY ORGANISATIONS, INITIATIVE GROUPS, FEMALE EXPERTS AND REPRESENTATIVES OF LOCAL SELF-GOVERNMENT BODIES

MENTORSHIP SUPPORT (2025)



462 WOMEN RECEIVED INDIVIDUAL PSYCHOLOGICAL SUPPORT AND PSYCHOTHERAPY SESSIONS

2,650 HOURS OF PSYCHOLOGICAL AND PSYCHOTHERAPEUTIC HELP PROVIDED

427 WOMEN ENHANCED THEIR PSYCHO-EMOTIONAL RESILIENCE BY ATTENDING PEER SUPPORT GROUPS, PSS SESSIONS, AND ART THERAPY CLASSES (690 VISITS)

292 WOMEN RECEIVED INDIVIDUAL LEGAL CONSULTATIONS FOR THE FIRST TIME

1,512 HOURS OF LEGAL CONSULTATIONS WERE PROVIDED

121 WOMEN RECEIVED LEGAL PROTECTION AND COURT REPRESENTATION

THE ORGANISATION'S STRATEGIC PRIORITIES

GENDER EQUALITY AND WOMEN'S LEADERSHIP

GENDER SENSITIVITY TOOLS FOR LOCAL SELF- GOVERNMENT BODIES AND PUBLIC AUTHORITIES

The organisation has long been committed to advancing gender equality in Ukraine. For over 15 years, it has been one of the leading voices in delivering training on gender equality awareness and gender-responsive governance for civil servants and representatives of public institutions.

As part of our work to mainstream gender-sensitive approaches into the operations of local self-government bodies:

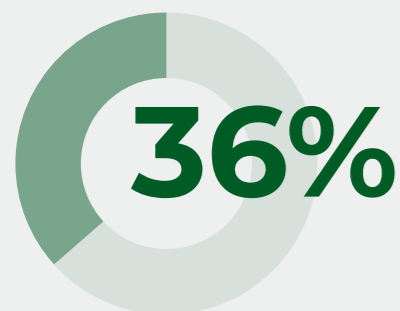
216 representatives from **74 local communities** in the Lviv, Zhytomyr and Zakarpattia regions received **224 hours of consultative guidance** to strengthen the systematic implementation of gender approaches in their work.

270 representatives of local self-government bodies in Lviv, Zakarpattia and Zhytomyr regions expanded their knowledge through training sessions on gender-responsive governance.

30 local policies and programmes aimed at ensuring gender equality and social integration were developed.



In 2025, we conducted a **study “The State of Gender Policy Implementation in the Zhytomyr, Zakarpattia and Lviv Regions”** and prepared recommendations for local authorities. In total, **213 people took part in the study, including 206 women**. Respondents included representatives of local self-government bodies and regional state administrations, gender equality officers and advisers, designated focal points, and members of advisory bodies.



The research found that **36% of local self-government representatives surveyed were unaware of the existence of an institutional mechanism** for ensuring equal rights and opportunities for women and men.

Awareness of the inclusion of specific provisions relating to gender issues in strategic documents:

52% respondents

stated that gender considerations are either **absent from their communities' strategic documents** or that they found the question **difficult to answer**;

38% reported

that their strategic documents **include some gender-related provisions**;

10% indicated

that strategic documents in their communities **contain dedicated gender sections**.



The full findings and recommendations of the research are available at the [link](#).

GENDER AUDITS CONDUCTED

Comprehensive **gender audits** were conducted in the **Sambir and Skole urban territorial communities** of Lviv region.



548 respondents were surveyed,

over **93%** of them being women.

Based on the findings of the audits conducted, conclusions and recommendations were prepared and presented to the local self-government bodies (LSGBs) of the Sambir and Skole territorial communities.

General Recommendations:

- appoint dedicated gender advisors;
- integrate a gender approach and gender analysis into local strategies, programs, and budgetary processes (gender-responsive budgeting);
- expand networks of specialized services, including the establishment of a crisis room, a mobile response unit, and others — specific proposals were developed for each LSGB.

Among the recommendations made to the **Sambir** territorial community were: to develop and adopt an action plan for implementing the provisions of the European Charter for Equality of Women and Men in Local Life; and to introduce an annual report on the state of gender equality in the community, reflecting key indicators such as women's participation in leadership, access to services, safety levels, employment, and others.

Among the recommendations made to the **Skole** territorial community were: to develop a Community Charter incorporating a gender approach; to restore the operation of extended-day programs (EDPs) in all primary schools, synchronizing this with the restoration of school cafeteria facilities — in support of working women, among other measures.

GENDER COMPETENCE CENTRE

As part of the Centre “Women’s Perspectives” (CWP’s) sustained institutional work with the border service, **Gender Competence Centre** was established at the Rava-Ruska customs checkpoint (in collaboration with the State Customs Service of Ukraine, specifically the Lviv Customs Office). This is the second such Centre to be established — the first was set up in 2024 at the Krakivets–Korchova border crossing.



The Centre has become a hub for building competency among border and customs service personnel on the application of gender-sensitive tools in shaping gender policy within the State Border Guard Service. This collaboration helps foster a more equitable and professional working environment, which in turn enhances the quality-of-service delivery and strengthens public trust in the border services.



WOMEN'S HUMAN RIGHTS

We draw public attention to significant dates in the struggle for women’s rights — among them 8 March, the International Day for Women’s Rights and International Peace.

In collaboration with Lviv City Council, a public event entitled ‘Women Change the World’ was held to mark the **International Women’s Day (8 March)**:

The **Services Fair** presented services offered by women’s rights

organisations in Lviv and the region for women and girls.

A **discussion on the role of women and their involvement in decision-making** took place at the City Council. The event served as a platform for dialogue between the authorities and the public on issues of gender equality.



11

organisations took part



82

women participated in the discussions at the Lviv City Council

4

master classes on combating domestic and sexual violence, women’s leadership, employment, and career development for 56 women were conducted.

ACCESSIBLE AWARENESS ON GENDER APPROACHES

The organisation actively raises the profile of gender equality and women's rights across various spheres, including through participation in public events and engagement with media platforms.

8 episodes of the "Gender Glasses" podcast have been published, covering gender-based approaches in:

- medicine
- urban planning
- local governance
- political participation
- the division of family responsibilities
- the fight against violence
- leadership
- education

The podcasts were recorded at the **Sebto Media studio**



Listeners had the opportunity to learn a great deal about gender approaches across various fields — for instance, that until 1991, pharmacological research was conducted exclusively on men or male mammals, meaning there was no evidence base (and



for many medicines, there still isn't) for how particular drugs affect women — including during lactation or pregnancy.

To discover more about other gender gaps, we invite you to listen to **«Gender glasses»**.

WOMEN'S POLITICAL PARTICIPATION AND LEADERSHIP

This year, we continued to strengthen women's leadership — in particular through training for girls and women, and the formation of small peer support circles among our participants, some of which grew into independent projects and personal success stories.

446 female leaders

in communities, the civil society sector, business and local government received knowledge, support and tools for active public and political participation and change in their communities.



In collaboration with UN Women Ukraine, trainings on building women's political participation and leadership were organised across 10 oblasts, engaging 200 participants.

10 training programs were organised

200 participants engaging



“*Being a leader means responsibility, honour, and sacrifice all at once. But failing to use your qualities for the good of your community means losing the chance to change the world.*”

Vira Hlushko, participant of the training «Building Women's Political Participation and Leadership,» Uzhhorod

ADVOCACY SUPPORT TO WOMEN FORCIBLY DISPLACED TO LVIV OBLAST

Over the course of two and a half years, the team of the Centre «Women's Perspectives» implemented, in partnership with communities of Lviv Oblast, a large-scale initiative providing advocacy support to women forcibly displaced to Lviv Oblast as a result of Russia's war against Ukraine.

The project was implemented across 9 communities of Lviv Oblast: Brody, Zhovkva, Zabolotsi, Novoyavorivsk, Sambir, Skole, Staryi Sambir, Strilky, and Sheptytskyi.

2,670

humanitarian packages were provided to women and their families across 9 communities.

80

dialogue meetings were organised with communities, local self-government bodies, civil society and charitable organisations.

1,079

information consultations were provided to internally displaced women.

223

women attended information sessions aimed at strengthening their economic resilience.

4

information sessions on gender-responsive governance were held for 48 women in 2025.

562

internally displaced women participated in needs assessment surveys.

319

psychological and **157** legal consultations were conducted.

2

new community organisations initiated by women were established.

8

peer support groups operated, attended by 93 women.

261

women received trainings on advocacy, safety, communication, and leadership.

SUCCESS STORY

Anna Ablyamitova is the local coordinator of the project «Advocacy Support for Internally Displaced Women in Lviv Oblast» in the Skole community, a civic activist, tour guide, and communications manager. Originally from Melitopol, she headed the radiology diagnostics department before the war.

«After the war began, my daughter and I found ourselves in Skole — without a home or work. The project became a new beginning for me: I completed training, gained qualifications in communications, registered as a sole trader, and became a co-owner of a tour agency.»

Following the training delivered by Women's Perspectives, an extraordinarily important initiative took shape in the community — the creation of a resource group for women. It became a safe space where every woman could be heard. Significantly, even after the project concluded, the group has continued its work.

Another standout initiative was the 'Health' group, which emerged from women's natural desire to be physically active. As there was no dedicated sports facility in the community, sessions were held outdoors — in scenic locations, at the stadium, and in nature.

A deeper understanding of the need for institutional development also emerged. The initiative group concluded that, in order to implement more ambitious projects, it was important to have a formally registered civil society organisation. This gave rise to the idea of establishing an organisation tentatively named 'Dyvosvit' ('World of Wonders'), which would focus on supporting women — primarily internally displaced persons.

The project became an emotional anchor for me and opened a new path — I found my place in civic life. Even with a medical background, I became a tour guide, a communications manager, an activist. This experience proved that it is never too late to reinvent yourself.»



THE ORGANISATION'S STRATEGIC PRIORITIES

COMBATING VIOLENCE AGAINST WOMEN AND DOMESTIC VIOLENCE

PLATFORMS RUN BY THE CENTRE «WOMEN'S PERSPECTIVES» TO SUPPORT AND ASSIST WOMEN



WOMEN'S RIGHTS HOUSE

- Providing comprehensive support to women who have suffered domestic violence;
- A platform for training and the exchange of expertise among professionals working with survivors;
- Advocacy for the implementation of the Istanbul Convention in Ukraine.



COMPREHENSIVE SUPPORT FOR WOMEN AND CHILDREN AFFECTED BY VIOLENCE

292
WOMEN SOUGHT LEGAL ASSISTANCE IN PROTECTION FROM VIOLENCE FOR THE FIRST TIME.

1,512
HOURS OF INDIVIDUAL LEGAL CONSULTATIONS PROVIDED TO OVER **500 WOMEN**.

121 WOMEN RECEIVED LEGAL PROTECTION AND COURT REPRESENTATION ACROSS **143 CASES** AIMED AT IMPROVING JUDICIAL PRACTICE IN MATTERS RELATED TO DOMESTIC VIOLENCE:

3,480 HOURS OF LEGAL ADVOCACY SUPPORT PROVIDED;

1,011 PROCEDURAL DOCUMENTS DRAFTED;

386 HEARINGS ATTENDED — WITH SURVIVORS REPRESENTED BY LAWYERS FROM THE WOMEN'S RIGHTS HOUSE NETWORK.

176

WOMEN SOUGHT PSYCHOLOGICAL ASSISTANCE FOR THE FIRST TIME.

1,812

HOURS OF PSYCHOLOGICAL AND PSYCHOTHERAPEUTIC SUPPORT PROVIDED TO OVER **400 WOMEN**.

69

EXPERT CONCLUSIONS WERE PREPARED BY PSYCHOTHERAPISTS AS EVIDENCE OF HARM CAUSED BY VIOLENCE, TO STRENGTHEN THE POSITION OF SURVIVOR WOMEN IN COURT PROCEEDINGS.



46

WOMEN WITH CHILDREN — INCLUDING **19 CHILDREN** — WERE SHELTERED AT THE WOMEN'S RIGHTS HOUSE REFUGES.

16

WOMEN RESIDING IN THE SHELTERS PARTICIPATED IN **10 GROUP** PSYCHOLOGICAL SUPPORT SESSIONS FOR WOMEN AFFECTED BY THE WAR.

SUPPORTING AND COORDINATING THE NETWORK OF FEMALE LAWYERS AND PSYCHOTHERAPISTS WORKING WITH WOMEN SURVIVORS

The network comprises 122 experts:

60
LAWYERS

62
PSYCHOTHERAPISTS

FROM **20**
OBLASTS OF UKRAINE

19 supervision sessions

(**38 hours** of support) were held, during which experts reviewed

57 cases

involving survivor women. In addition, the experts acquired knowledge and practical skills in implementing AI tools in their professional practice, expanding their capacity for more effective

service delivery to survivor women.

A **5-day training «A Comprehensive Approach to Supporting Survivors of Gender-Based Violence for Lawyers and Psychologists»** was delivered, with 27 participants taking part.

The annual event **«Feminist (Not) Boot Camp»** was held, with 29 participants in attendance.

SUPPORT FROM THE PSYCHOLOGISTS AT THE LVIV CITY CENTRE FOR SOCIAL SERVICES AND REHABILITATION “DZHERELO”

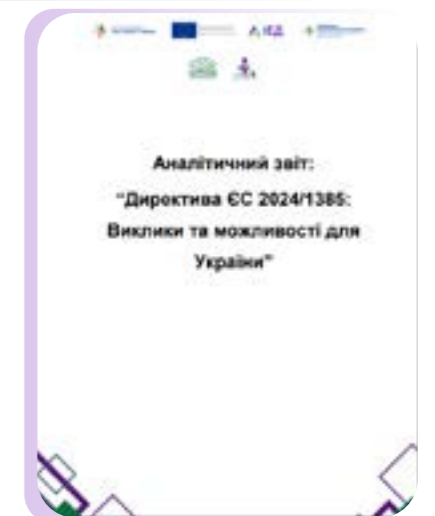
12 SPECIALISTS FROM THE CENTRE PARTICIPATED IN **15 SUPERVISION SESSIONS (30 HOURS OF SUPPORT)** AIMED AT IMPROVING THE QUALITY OF PSYCHOLOGICAL ASSISTANCE PROVIDED TO WOMEN AND CHILDREN.

TRAINING SESSIONS FOR REPRESENTATIVES OF STATE AND MUNICIPAL SERVICES

15 TRAININGS WERE DELIVERED, ATTENDED BY **275 POLICE OFFICERS, 49 PATROL POLICE OFFICERS, AND 41 SOCIAL SERVICES WORKERS** FROM LVIV OBLAST, WHO STRENGTHENED THEIR SKILLS IN RESPONDING TO CASES OF DOMESTIC VIOLENCE IN ACCORDANCE WITH THE STANDARDS OF THE ISTANBUL CONVENTION.

ADVOCACY FOR THE IMPLEMENTATION OF THE ISTANBUL CONVENTION IN UKRAINE

An **analytical report** was prepared: **«EU Directive 2024/1385: Challenges and Opportunities for Ukraine»** — an analysis of the conformity of Ukrainian legislation with the requirements of Directive 2024/1385 of the European Parliament and of the Council on combating violence against women and domestic violence.



A **conference** entitled **«Feminist Strategies for Combating Violence Against Women in Ukraine»** (September 2025) was held for the Women's Rights House network of lawyers and psychotherapists, with the participation of international experts.

SAFE SPACE FOR WOMEN AND GIRLS ‘YOUR SHORE’ IN STRYI

(opened its doors in September 2022)

KEY AREA OF WORK:

Prevention and early intervention regarding domestic and gender-based violence, as well as counselling, psychological, informational and educational support for local and internally displaced women.



60

WOMEN RECEIVED 340 HOURS OF PSYCHOLOGICAL COUNSELLING SUPPORT



49

WOMEN STRENGTHENED THEIR INNER RESOURCES THROUGH GROUP PSYCHOLOGICAL MUTUAL SUPPORT SESSIONS AND ART THERAPY SESSIONS



306

STUDENTS, WOMEN AND GIRLS RAISED THEIR AWARENESS OF PROTECTION AGAINST VIOLENCE THROUGH INFORMATION SESSIONS ON COMBATING GENDER-BASED VIOLENCE

SAFE SPACE FOR WOMEN AND GIRLS “SUNFLOWER,” MORSHYN

(opened its doors in June 2023)

KEY AREA OF WORK:

Psychological and social support for local and internally displaced women.

24

GROUP PSYCHOLOGICAL SESSIONS AND ART THERAPY ACTIVITIES

129

WOMEN RESTORED THEIR INNER RESOURCES AND STRENGTHENED THEIR ABILITY TO COPE WITH DIFFICULT LIFE CIRCUMSTANCES

SHELTERS UNDER THE CARE OF THE CENTRE “WOMEN’S PERSPECTIVES”

KEY AREA OF WORK:

Safe accommodation and psychological support services for internally displaced persons and women affected by domestic violence.



4 SHELTERS (IN LVIV AND MORSHYN)

65 WOMEN RECEIVED A SAFE SHELTER

61 INTERNALLY DISPLACED PERSONS

16 PEOPLE WITH DISABILITIES

SUPPORT FOR THE ARRANGEMENT OF SAFE SPACES.

In 2025, support was provided for the establishment of 7 spaces in communities across Lviv, Lviv and Ivano-Frankivsk regions.

These spaces provide long-term psychosocial support, skills development, legal education and protection for women and children who are facing difficult life circumstances or have suffered gender-based violence in target communities.

MOBILE TEAMS FOR THE PREVENTION AND RESPONSE TO GENDER-BASED VIOLENCE

2 mobile teams worked in **12 settlements** in four territorial communities in Lviv and Ivano-Frankivsk regions

Thanks to this service:

42

WOMEN RECEIVED INDIVIDUAL PSYCHOLOGICAL COUNSELLING SUPPORT

270

WOMEN ATTENDED GROUP PSS SESSIONS

“WOMEN4WOMEN” INITIATIVE

‘Women for Women’ - an initiative designed to help women facing life-altering crises.



IN 2025

113 WOMEN

LIVING IN EXTREMELY DIFFICULT CIRCUMSTANCES RECEIVED DIRECT FINANCIAL ASSISTANCE TOTALLING OVER **1.4 MILLION UAH.**

95 PARCELS

CONTAINING VARIOUS ITEMS OF AID, TAILORED TO THEIR REQUESTS, WERE SENT DIRECTLY TO THE WOMEN.

OVER 470 BENEFACTORS

JOINED IN TO HELP THE WOMEN, OF WHOM AROUND 100 ARE OUR REGULAR DONORS.

USE OF INNOVATIVE APPROACHES TO COMBATING GENDER-BASED VIOLENCE

We continue to develop engaging innovative approaches to raising awareness and combating violence. Through collaboration with the NGOs «Vazhlyva» and «League of Modern Women,» we **developed and refined two games** that make it easier and more accessible to communicate about identifying and responding to various forms of violence.



Through these games, and in partnership with local organisations across **13 regions** of Ukraine, we were able to engage the following in GBV awareness training:



1,427 STUDENTS AND



950 EDUCATORS, CIVIL SOCIETY ACTIVISTS, LOCAL GOVERNMENT OFFICIALS AND LAW ENFORCEMENT REPRESENTATIVES:

raising awareness through training sessions and workshops.



With this purpose in mind, we:

- DEVELOPED **TWO GAMES**
- TRAINED **41 TRAINERS** VIA TOT PROGRAMMES
- 141 TRAINING EVENTS** WERE HELD BY OUR PARTNERS ACROSS THE REGIONS OF UKRAINE
- 290 GAMES** DISTRIBUTED AMONG LOCAL WOMEN'S NGOS IN 21 COMMUNITIES.



Implementation of the project 'The right to live without violence is a value that Ukraine is fighting for' using game-based approaches to preventing GBV

STRESS MANAGEMENT SELF-HELP GUIDE FOR WOMEN DEVELOPED

To support women's mental health and equip them with stress relief techniques, there was developed a **self-help guide on managing stress: "Stop Stress: Find Your Balance"**

This guide is intended to support women through times of hardship and turbulent change. Society often compels women to fulfil many different roles simultaneously: worker, mother, carer for other family members, homemaker, and more. In doing so, they frequently lose sight of their own needs, limitations, and inner resources. While contributing to our shared victory, it is important not to forget to care for oneself. A spring can only give water when it is continuously replenished by the strength and energy of the earth. **How to nourish yourself, recognise and**



honour your own boundaries, and care for yourself so that you may also care for others — all of this can be found in this guide.

The techniques are available at the [link](#).

THE ORGANISATION'S STRATEGIC PRIORITIES

COMBATING
HUMAN
TRAFFICKING

We continued partnering with vocational and higher education institutions and law enforcement agencies in the Lviv region to prevent human trafficking risks:

- 19** **STAFF MEMBERS FROM THE PSYCHOLOGICAL SUPPORT SERVICES** OF VOCATIONAL EDUCATION INSTITUTIONS IN THE LVIV REGION ATTENDED A TWO-MODULE SEMINAR ENTITLED "SAFE EMPLOYMENT. LABOUR MIGRATION. HOW TO DISCUSS THESE ISSUES WITH YOUNG PEOPLE."
- 32** **STUDENTS FROM THE INSTITUTE OF LAW, PSYCHOLOGY AND INNOVATIVE EDUCATION** AT LVIV POLYTECHNIC NATIONAL UNIVERSITY TOOK PART IN THE INTERACTIVE SIMULATION GAME "QUEST" ON COMBATING HUMAN TRAFFICKING.
- 43** **STUDENTS FROM LVIV STATE UNIVERSITY OF INTERNAL AFFAIRS AND POLICE OFFICERS** RAISED THEIR AWARENESS OF THE PRACTICAL ASPECTS OF A COMPREHENSIVE APPROACH TO COMBATING HUMAN TRAFFICKING AND ENSURING SAFE LABOUR MIGRATION.
- 79** **REPRESENTATIVES FROM THE SOCIAL SECTOR IN THE LVIV REGION** ATTENDED THE WEBINAR "COMBATING HUMAN TRAFFICKING: NEW TRENDS IN CRIMINAL ACTIVITIES. ASSISTANCE TO SURVIVORS. RAISING PUBLIC AWARENESS."



THE ORGANISATION'S STRATEGIC PRIORITIES

ENHANCING THE ECONOMIC EMPOWERMENT OF VULNERABLE GROUPS

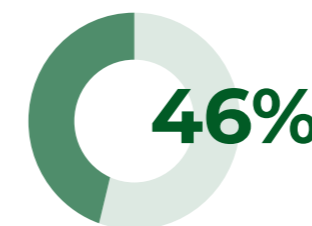
RETRAINING PROGRAMMES

Acquiring practical skills and gaining professional qualifications are essential steps towards employment. Continuing our collaboration with the State Employment Service and local support hubs for veterans' families — the NGO «Support Office for servicemen and their families» (Lviv) and the NGO «Volunteer Protection Association» (Khmelnyskyi) — we created opportunities for **women from**

military families to train in the following professions:

- administration,
- dressmaking,
- hairdressing,
- massage,
- vehicle diagnostics,
- category 'B' driving,
- UAV (drone) operation,
- confectionery,
- internet marketing,
- SMM and targeted advertising

156 **WOMEN FROM MILITARY FAMILIES** (INCLUDING 18 INTERNALLY DISPLACED PERSONS) **FROM LVIV AND KHMELNYTSKYI OBLASTS** SUCCESSFULLY COMPLETED ONE OF 13 VOCATIONAL COURSES.



PARTICIPANTS WERE EMPLOYED OR HAD STARTED THEIR OWN BUSINESS.



The courses were delivered at accredited and licensed vocational training institutions in the cities of Lviv and Khmelnytskyi.

SUCCESS STORY

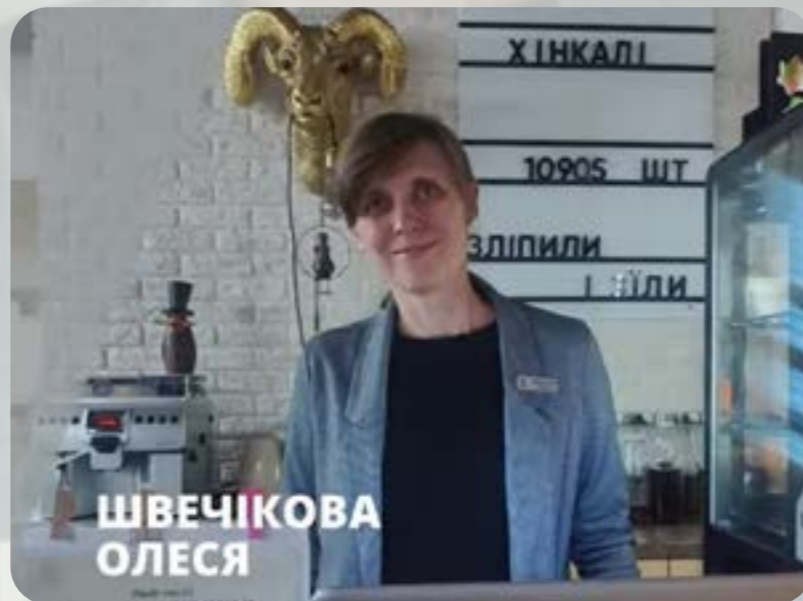
Olesya Shvechikova completed the administrators' course and is now working as an administrator at a modern hotel in Skhidnytsia.

By training, she is a practical psychologist who worked at a beloved lyceum in Luhansk. The war in 2014 forced her to relocate. After maternity leave came new experience: work as a content manager, repeated moves, and IDP status.

When the full-scale invasion began, she became a displaced person for the second time and settled in Lviv Oblast.

«The administrators' course proved immensely valuable to me, as I had the opportunity to apply the knowledge I gained directly in practice. Particularly useful were the topics related to restaurant operations: working with staff, preparing the dining room, drawing up checklists, and overseeing processes. An unexpected yet extraordinarily important element of the training was the field visits to hotels in Lviv. These allowed us not only to speak with experienced industry professionals, but also to see first-hand how hotels and restaurants are run from the inside. That kind of hands-on experience is truly invaluable and genuinely inspires you to grow within the hospitality industry.»

For me, this work is not merely a source of financial stability — it is a genuine source of fulfilment. Every day I see how my foundational background in psychology helps me in working with people, building quality service, and communicating with the team. The administrators' course gave me a powerful springboard.»

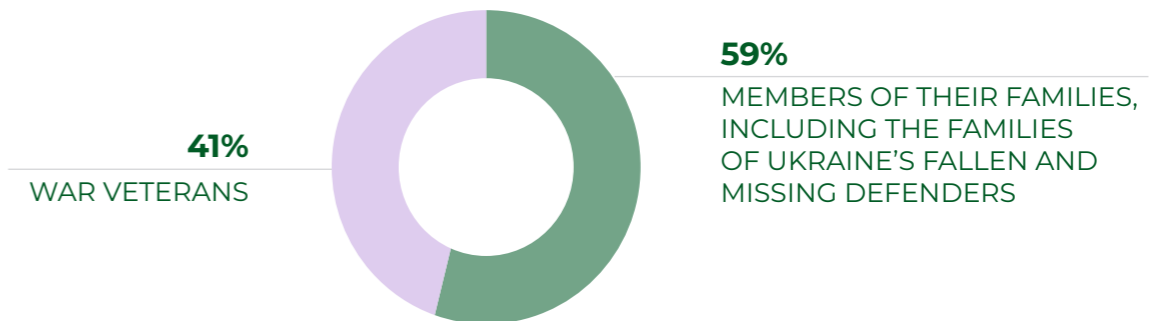


ШВЕЧИКОВА
ОЛЕСЯ



SUPPORT FOR VETERANS AND THEIR FAMILIES IN STARTING AND DEVELOPING A BUSINESS

6 BUSINESS START-UP AND MANAGEMENT COURSES WERE DELIVERED FOR VETERANS AND THEIR FAMILY MEMBERS, WITH 226 PARTICIPANTS TAKING PART FROM THE LVIV, IVANO-FRANKIVSK, VOLYN, TERNOPIIL AND KYIV REGIONS, AS WELL AS INTERNALLY DISPLACED PERSONS FROM MARIUPOL, BAKHMUT, BUCHA AND THE KHARKIV, ZAPORIZHZHIA, AND ODESA REGIONS.



Also, were provided:

200 CONSULTATIONS ON BUSINESS PLAN DEVELOPMENT

8 MENTORING SESSIONS

The business training course is being run as part of the 'Courage to Do Business: Supporting Veterans in Starting and Developing Businesses' project, which is being implemented by the 'Women's Perspectives' Centre in collaboration with the Department of Economic Development of Lviv City Council.



100 PARTICIPANTS IN THE TRAINING PROGRAMME, SELECTED ON A COMPETITIVE BASIS, RECEIVED GRANTS FROM THE PROJECT PARTNER (PEOPLE IN NEED UKRAINE) TO START OR DEVELOP THEIR OWN BUSINESS ACTIVITIES.

THE ORGANISATION'S STRATEGIC PRIORITIES

STRENGTHEN WLO CAPACITY TO COMBAT GENDER-BASED VIOLENCE

CWP is a participant in the global **CAFI project** – Call to Action: Field Implementation – and the umbrella organisation for the CAFI Network of Women-Led Organizations in Ukraine.

The organisations within the CAFI Network – which vary in size, experience and areas of activity – are united by a common goal: to amplify the voice of local women’s organisations and make their work visible, influential and effective in combating and preventing gender-based violence (GBV).

The Network brings together 280 women representing 46 NGOs from 21 regions of Ukraine.



Over two years, we supported the institutional growth of 46 organisations within the Network, for and together with whom the following was organised:



SUPPORTING THE DEVELOPMENT OF CIVIL SOCIETY ORGANISATIONS

19 WLOs GRANT-WRITING CONSULTATIONS PROVIDED (105 HOURS)

11 WLOs CONSULTATIONS ON IMPLEMENTING GENDER APPROACHES AND COUNTERING GENDER-BASED VIOLENCE (26 HOURS)

14 WLOs ASSESSMENTS OF ORGANISATIONAL CAPACITY USING THE ITOCA METHODOLOGY CARRIED OUT

10 WLOs STRATEGY SESSIONS AND DEVELOPMENT OF STRATEGIC PLANS PERFORMED

REGIONAL REPRESENTATION OF THE CAFI NETWORK IN 2025



ADVOCACY

The Network initiated and gathered signatures for an appeal addressed to the Humanitarian Coordinator, Tom Fletcher, calling for the preservation of a dedicated GBV response sector;

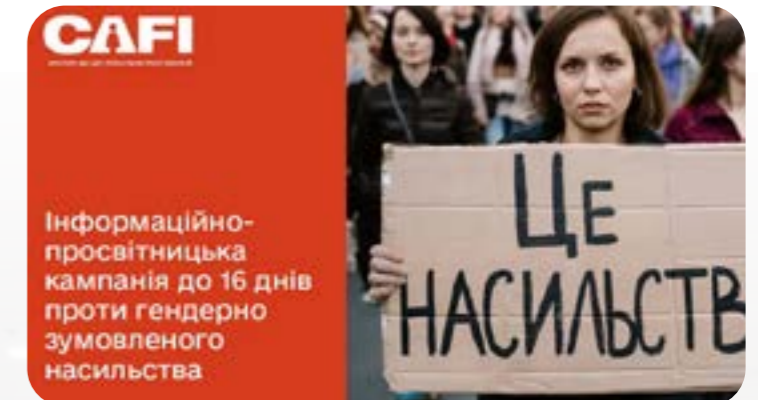
advocated for an increase in the number of women-only night train carriages;

and addressed the national public broadcaster regarding the elimination of violence and sexism in television series, among other actions.



In November–December 2025, the CAFI network ran an awareness-raising campaign on social media under the hashtag **#ЦеНАСИЛЬСТВО (#ThisIsViolence)** as part of the ‘16 Days of Activism Against Gender-Based Violence’ campaign.

OVER 750,000
PEOPLE WERE
REACHED BY THE
CAMPAIGN



SUPPORTING LOCAL FEMALE LEADERS AND STRENGTHENING LOCAL INITIATIVES

Working with initiative groups of women and girls has always been among our priorities. We see great potential in the leadership and empowerment of such women and girls, and we support them in growing stronger through the institutionalisation of their initiatives and the expanded use of civic participation tools.



This year, we succeeded in strengthening and supporting **10 initiative groups** across **10 local territorial communities in Lviv, Rivne, and Zakarpattia regions**. **59 initiatives** of various types (educational, advocacy, social and networking) have been implemented by the initiative groups within their communities.

10 MENTORS WERE TRAINED, PROVIDING **477 HOURS** OF MENTORING SUPPORT TO THE INITIATIVE GROUPS – GUIDANCE ON PLANNING, IMPLEMENTING AND EVALUATING THEIR PROJECTS. THIS ALLOWED THE ORGANISATIONS TO MOVE FROM ISOLATED ACTIVITIES TO MORE SYSTEMATIC WORK WITHIN THE COMMUNITIES

450 ACTIVE LEADERS FROM **10 COMMUNITIES** REINFORCED THEIR UNDERSTANDING OF DECISION-MAKING MECHANISMS AND WAYS TO PROMOTE WOMEN'S ACTIVE PARTICIPATION IN LOCAL PROCESSES THROUGH THEIR INVOLVEMENT IN THE SIMULATION GAME "MODELLING LOCAL DECISIONS"

168 ACTIVE COMMUNITY MEMBERS FROM ACROSS UKRAINE, INCLUDING REPRESENTATIVES FROM 101 CIVIL SOCIETY ORGANISATIONS (WOMEN'S ORGANISATIONS, WOMEN-LED ORGANISATIONS, ORGANISATIONS SUPPORTING PEOPLE WITH DISABILITIES, AND YOUTH ORGANISATIONS), IMPROVED THEIR ADVOCACY AND PROJECT MANAGEMENT SKILLS THROUGH 22 THEMATIC WEBINARS.

Communities gained practical examples of women's leadership, new formats for engaging with local authorities, and more accessible, gender-sensitive approaches to supporting vulnerable groups.

For instance, youth initiatives were implemented through the development of a strategic Programme for Youth Policy Development in the village of Sosnove, Rivne Oblast. Cultural and memorial events were introduced in the village of Mizoch, Rivne Oblast, providing young people with a tangible example of how to directly influence decision-making within their communities.



Full details of all initiatives implemented within the communities are featured on the Facebook page [Liderky. Gromady. Perspektyvy](#) (Leaders. Communities. Perspectives).



In the city of Volodymyrets, Rivne Oblast, the strengthening of women's local influence and the activation of the women's movement led to the establishment of a new civil society organisation, «RUNA.» In the city of Berehove, Zakarpattia Oblast, a Strategic Development Plan for the Women's Movement to 2030 was developed within the community.

SUCCESS STORY

Oksana Venher — from project activist to city council.

Oksana is the head of the NGO «Horlytsia Korchevska.» Together with her team, and within the framework of the project, they implemented a whole range of significant initiatives in the community:

- *training on combating gender-based violence, self-defence, and legal matters;*
- *courses in entrepreneurship and project management;*
- *the establishment of the women's club «Horlytsia» and the podcast «Pohovorymo» (Let's Talk);*
- *the building of partnerships with other communities and two relocated organisations from Mykolaiv and Luhansk regions.*

The leadership potential she demonstrated contributed to Oksana's professional development and advancement within local self-government — the community head invited Oksana to join her team as Lead Specialist of the Project Department for Investment Development and International Cooperation of the Korets City Council, Rivne region.



SUPPORTING THE DEVELOPMENT OF PARTNERSHIPS TO IMPLEMENT THE PRINCIPLES OF UN SECURITY COUNCIL RESOLUTION 1325 AT THE LOCAL LEVEL

The Lviv Region Coalition 1325 has over 100 members representing civil society organisations, state institutions and local authorities. However, we have also been networking with representatives of other coalitions, including:

230 INDIVIDUALS (REPRESENTATIVES OF CSOS, LOCAL AUTHORITIES, SECURITY, DEFENCE SECTOR) TOOK PART IN TRAINING ON ADVOCACY AND PROJECT MANAGEMENT **UNDER THE PROGRAMME TO SUPPORT THE ESTABLISHMENT OF 1325 COALITIONS IN FIVE NEW REGIONS (IVANO-FRANKIVSK, TERNOPIL, CHERKASY, POLTAVA, MYKOLAIV).**



70 REPRESENTATIVES OF LOCAL SELF-GOVERNMENT BODIES AND CSOS TOOK PART IN TRAINING ON COMMUNITY **ENGAGEMENT (14 COMMUNITIES IN 7 REGIONS OF UKRAINE: VOLYN, RIVNE, KHERSON, ODESA, DONETSK, KHARKIV, AND CHERNIHIV).**

CAPACITY BUILDING FOR REGIONAL VETERAN FAMILY SUPPORT CENTRES

26 REPRESENTATIVES OF REGIONAL CENTRES FOR VETERANS' FAMILY SUPPORT FROM CSOS IN LVIV AND KHMELNYTSKYI — THE «CENTRE FOR ASSISTANCE TO FAMILIES OF ATO PARTICIPANTS», «OFFICE FOR THE SUPPORT OF MILITARY FAMILIES» AND «ZAKHYST — ASSOCIATION OF VOLUNTEERS» — ENHANCED THEIR KNOWLEDGE AND SKILLS IN PROJECT WRITING AND FUNDRAISING.



REPRESENTATION

Centre “Women’s Perspectives” actively participates in local, national, and international partnerships and advisory bodies, and is notably a member of:

- “Women Against Violence Europe” Network.
- The “Call to Action Field Implementation”, CAFI
- The Alliance for Gender-Responsive and Inclusive Recovery in Ukraine.
- Coalition of non-governmental organisations against human trafficking;
- Union of Civil Society Hubs
- Sub-cluster on gender-based violence in Ukraine, GBV WG;
- “Lviv Region – 1325” Coalition.
- Lviv Regional Employment Partnership “Oplich.”
- Network of Regional Partnerships of the Ukrainian Women’s Fund
- Working Group at the Lviv Regional State Administration on Cooperation with Military Families
- Coordination Council on Family and Gender Policy, Prevention of Domestic Violence and Combating Human Trafficking at the Lviv Regional State Administration
- WG1 East partnership Forum

PARTICIPATION IN INTERNATIONAL AND NATIONAL LEVEL EVENTS

- The 69th session of the UN Commission on the Status of Women (New York, March 2025)
- The 4th European Humanitarian Forum (Brussels, May 2025)
- WAVE Advisory Board Spring Meeting (Vienna, May 2025)
- OSCE Conference: “Building Resilience through Inclusion and Empowerment” (Vienna, May 2025)
- “Women, Peace and Security” Conference, marking the 25th anniversary of UN Security Council Resolution 1325 (Oslo, May 2025)
- Ukraine Recovery Conference #URC2025 (Rome, June 2025)
- A conference as part of the #Walking_the_Talk programme (Madrid, October 2025)
- Final conference of the international training programme “Prevent and Respond to Gender-Based Violence - Strengthening Agents of Change”, (Vienna, October 2025)



- World Health Organisation international conference “I believe you: Building Survivor-Centred Health Systems for Women and Girls”, Madrid, November 2025
- Conference «Towards 2026–2030. Call to Action: Global Roadmap: priorities for the West and Central Africa region regarding protection against GBV” (Dakar, September 2025)
- Round table: “25 Years of Women, Peace and Security: Reflections on Achievements, Responses to Growing Challenges, and Ideas about Future Goals” (Vienna, December 2025)
- International working meeting of the global Call to Action initiative – ‘Annual Partner Meeting 2025’ (Oslo, December 2025)



ACTIVE ENGAGEMENT OF CWP EXPERTS IN DIALOGUES AND COORDINATION MEETINGS

- Side event on the margins of the 69th session of the UN Commission on the Status of Women (CSW69), New York, March 2025.
The organisation’s Deputy Chair, Iryna Trokhym, presented Ukraine’s experience of cooperation between women’s organisations and international donors in the field of humanitarian response to gender-based violence.
- Meeting with GREVIO experts and NGO representatives, Kyiv, May 2025.
The organisation’s Deputy Chair, psychotherapist Marta Chumalo presented the findings of a study on the implementation of



- the Istanbul Convention in Ukraine.
- Meeting with OSCE Secretary General Feridun Sinirlioğlu as part of preparations for the Ukraine Recovery Conference 2025, Kyiv, June 2025. Psychotherapist Marta Chumalo and lawyer Halyna Fedkovych presented

recommendations on the implementation of programmes for psychosocial support and legal protection for victims in the process of Ukraine’s recovery.

- Forum “Veterans’ Strength: Business, Community, Recovery,” Lviv, June 2025.
The organisation’s chair, Liubov Maksymovych, acted as a speaker and moderator of the panel discussion “Training. Motivation. Mentoring.” on supporting the professional development of male and female veterans.
- Workshop “Experience of the Network of Women Lawyers and Psychotherapists Against Gender-Based Violence in Ukraine” as part of the conference of the international programme “Prevent and Respond to Gender-Based Violence – Strengthening Agents of Change”, Vienna, October 2025.
Marta Chumalo and Halyna Fedkovych presented Ukraine’s experience of interdisciplinary cooperation in the field of combating gender-based violence.
- OSCE seminar on ‘Partnership between civil society and the public sector in implementing Ukraine’s State Programme to Combat Trafficking in Human Beings’, OSCE Office, Vienna, 25–27 November 2025.

The head of the organisation, Lyubov Maksymovych, took part in discussions on recommendations for strengthening cooperation between NGOs, state bodies and the police, the participation of civil society organisations in National Referral Mechanisms, and advocacy for changes to combat human trafficking.



Photo Credit : <https://www.calltoactiongbv.com/news>

CONFERENCES AND PUBLIC EVENTS HELD BY CENTRE “WOMEN’S PERSPECTIVES”

- Brunch: “NOT a Conference: ‘Women Change the World’,” in collaboration with Lviv City Council (March 2025)
- “Business Wave: Connect & Grow” Forum (March 2025)



- Conference “Feminist Strategies for Overcoming Violence against Women in Ukraine” (Women’s Rights House, September 2025)

- Round table “Specifics of Implementing Gender Policy and Its Components in Local Communities of the Lviv Region” (in collaboration with the Lviv Regional State Administration, September 2025)
- Forum of initiative groups from Rivne, Zakarpattia and Lviv regions: “Women Leaders. Communities. Prospects” (September 2025)
- Brunch to mark the 141st anniversary of the Ukrainian women’s movement for female educators (December 2025)



- Press conference: “Recognising and Responding to Gender-Based Violence” as part of the “16 Days of Activism Against Gender-Based Violence” campaign (December 2025)
- CAFI Network Conference and Round Table Discussion: ‘The Role of Women-Led Organisations in Combating Gender-Based Violence During Russia’s War Against Ukraine’ (December 2025, Kyiv)

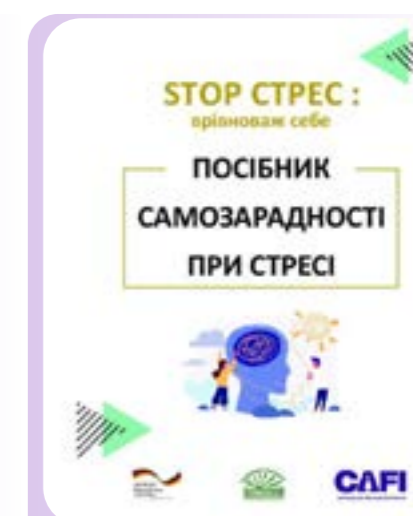
RESEARCH AND GUIDANCE RESOURCES 2025



Report on the findings of the sociological study “[State of Gender Policy Implementation in Zhytomyr, Zakarpattia, and Lviv Regions](#)”



Analytical report: “[EU Directive 2024/1385: Challenges and Opportunities for Ukraine](#)”



Self-help guide to managing stress, “[Stop Stress: Find Your Balance](#)”

ACKNOWLEDGEMENT

A distinction from the City Mayor of Lviv “For compassion and dedicated, honourable work, the fulfilment of an important social mission, the implementation of innovative approaches to social work, and a significant contribution to the development of the institution of family.”




Unless otherwise indicated, the report uses photographs from the organization’s archive, including materials from its official Facebook pages and project activities

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