

Mapping Gender Analytics Ecosystem in Ukraine

Analytical Report

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Abbreviations

ATO – Anti-Terrorist Operation

IDP – Internally Displaced Person

GBV – Gender-Based Violence

NGO – Non-Governmental Organization

EU – European Union

LGBTQ+ – Lesbian, Gay, Bisexual, Transgender, Queer people

CSOs – Civil Society Organizations

UN – United Nations

UWF – Ukrainian Women's Fund

CEDAW – UN Convention on the Elimination of All Forms of Discrimination Against Women

OSWU – Open Space Works Ukraine

UNDP – United Nations Development Programme

UNFPA – United Nations Population Fund

USAID – United States Agency for International Development

Executive Summary

The analytical report «Mapping Gender Analytical Centers,» prepared by Open Space Works Ukraine commissioned by the Ukrainian Women's Fund, documented **transformations in Ukraine's gender analytics sector during 2021–2025**. The defining factor of these changes was the full-scale invasion, which reformatted the demand for research, topics, and organizational models.

The study is based on nine expert interviews and a review of 141 analytical publications, outlining the ecosystem's development dynamics, its strengths, and key challenges.

Ecosystem: Civil society as the driver of analytics

Ukraine's gender analytics sector is largely shaped by civil society. Women's and human rights organizations, including YurFem and Fight for Right, combine service and advocacy work with analytics based on practical cases. General-profile analytical centers, such as CEDOS or the Center for Economic Strategy, integrate gender perspective into sectoral research.

After 2022, cooperative models became widespread: NGOs with thematic expertise engage sociological agencies (InfoSapiens, Fama) for data collection and conducting large-scale field research. This helps overcome the quantitative information deficit characteristic of the previous period.

Thematic focus: War as the defining context

Research priorities are almost entirely determined by wartime realities. Traditional topics, such as the labor market or security and defense sector, have expanded with new emphases, including women's entrepreneurship in the war economy, the situation of female veterans, and adaptation of defense policies.

New research areas have emerged — gender aspects of internal and external migration, as well as the concept of gender-sensitive recovery, which currently remains insufficiently specified.

At the same time, research increasingly has an intersectional character, going beyond analyzing only women's situations to encompass the experiences of various groups — the LGBTQ+ community, people with disabilities, veterans, and ethnic minorities.

Challenges and limitations: Data access becomes more difficult, while participation and validation are sometimes formal

Despite noticeable professionalization of the sector, gender analytics faces several systemic barriers. The closure of state statistics complicates the preparation of quality gender profiles. Methodological approaches, such as intersectionality and trauma-informed approaches, often remain superficial and are reduced to formal lists of vulnerabilities dictated by donors, without deep interpretation.

Principles of participation and data validation are often implemented formally, without real consideration of feedback from communities. The use of predominantly

basic tools, such as manual data processing in Excel, limits analytical depth, especially under short project implementation timeframes. This leads to even quality research concluding with overly general recommendations disconnected from collected data. An additional challenge is weak coordination within the sector.

Role of the state and funding: State bodies as advocacy targets, donors as clients and agenda setters

State institutions primarily serve as important advocacy targets and potential users of analytics in decision-making processes. However, their role in commissioning and funding research remains minimal. As a result, the sector is almost entirely dependent on international donors, which provides a resource base but simultaneously creates sustainability risks and may influence the objectivity of research conducted within technical assistance projects for government agencies.

Introduction

The study “Mapping Gender Analytics Ecosystem in Ukraine,” commissioned by the Ukrainian Women’s Fund, was conducted by **Open Space Works Ukraine (OSWU)** in July-August 2025. Its purpose is to update and deepen understanding of structural and thematic changes in the gender analytics sector in Ukraine, as well as to identify key trends, challenges and development prospects in this field.

The main results of the study are **organization mapping** [Annex 1] [link to table] and this **analytical report**, which summarizes findings on:

transformations of the gender analytics ecosystem in 2021-2025 (composition and types of organizations that produce and commission gender analytics)

- current topics and trends in gender analytics
- current practices and methodological approaches
- challenges and limitations
- role of public authorities

The study was based on a combination of qualitative and desk research methods:

- **Semi-structured expert interviews** (n = 9) with representatives of civil society organizations, academic institutions, analytical centers and international structures that commission, produce or use gender analytics. Questions were aimed at identifying structural changes in the sector, determining thematic priorities, analyzing cooperation with public authorities and other aspects of ecosystem development.
- **Desk research.** The data source was a database of analytical materials (32 provider organizations and 141 pieces of analytical materials created during 2021-2025). The sample of analytics authors included organizations that research gender-related issues and met at least one of the following criteria:
 1. the organization was mentioned in the previous UWF mapping and continued analytical or research activities in 2021-2025;
 2. the organization was identified by the key informants of the current mapping as an active provider in the field of gender research.
- **Coordination with the organizational assessment process of UWF-supported organizations.** The evaluation expert integrated questions related to the gender analytics ecosystem and cooperation with public authorities into her interviews with these organizations. This led to obtaining additional relevant data without creating additional burden on partner organizations.

Thus, the conclusions presented in this analytical report are based on responses from three types of respondents representing:

1. organizations that produce gender analytics (with UWF partner

organizations highlighted as a separate category).

2. organizations and institutions that commission or use gender analytics.

1. Structural Changes in the Ecosystem (2021-2025)

This section analyzes the changes that have occurred in the field of gender analytics in recent years. It examines the main research providers, funding sources, and criteria for selecting contractors.

1.1. Main Providers of Gender Analytics

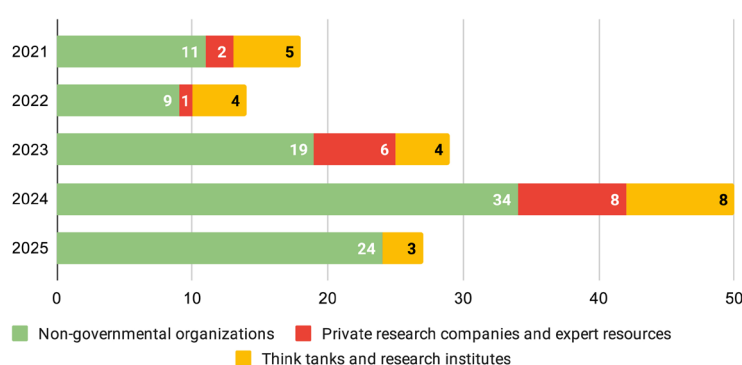
The typology we relied on in this study has been defined by the mapping of organizations producing gender research and analytics in Ukraine (Ukrainian Women's Fund, 2021), and it includes six main types of providers:

- analytical centers (think tanks)
- civil society organizations
- independent researchers
- commercial research companies
- gender training centers
- international development organizations

The current mapping confirms the relevance of this typology, with certain modifications. As before, gender analytics in Ukraine is produced by several types of organizations, each with its own characteristics and role in the ecosystem. This typology remains useful, but boundaries are blurring: women's organizations are increasingly developing analytical capacity in their thematic areas, involving research companies as needed for better access to data and professional sociological analytical tools.

This mapping did not identify any new organization that appeared after 2021. Regardless of their foundation date, numerous civil society organizations and research centers have boosted the development of their analytical sector after the start of the full-scale war in Ukraine in 2022, with the largest active output of analytical materials produced in 2023-2024 (79 of 141 analyzed works were published during these two years).

Distribution of analytical materials by type of provider | 2021-2025



1 Due to the lack of a specific organizational and legal form of registration for "think tanks," it is impossible to specify the exact number of think tanks operating in Ukraine. In addition, a significant proportion of think tanks combine analytical activities with advocacy, educational, and training activities.

Gender research is conducted by both women's organizations (e. g., NGO "Girls", Association of Women Lawyers of Ukraine "YurFem", and NGO "Women's Perspectives") and analytical centers (e. g., Vox Ukraine, Razumkov Center, and CEDOS) and other civil society organizations and associations working on specific topics (e. g., Institute of Mass Information). Some organizations have separate analytical units - for example, the YurFem analytical center and NGO "Girls".

Think tanks in Ukraine continue to represent a relatively small part of the sector but occupy a conceptually important role in gender analytics production. Similarly to the previous mapping, none of the leading analytical centers specializes exclusively in gender research, instead practicing gender mainstreaming in sectoral research.

CEDOS maintains its leadership position among think tanks in integrating gender perspective, especially in educational research, demonstrating how gender analysis can be organically integrated into sectoral expertise. The Center for Economic Strategy has developed specialization in economic gender analytics, which is particularly relevant in the context of war economic challenges.

Human rights organizations confirm their status as the main producers of gender analytics. For example, "Fight for Right" and "YurFem" combine human rights and advocacy activities with systematic analytical work. This model ensures both the political focus of the analytics and its empirical basis through access to real cases. The LGBT Center "Our World" has developed specialization in researching LGBTQ+ rights, especially in the context of war challenges.

Women's organizations (e. g., "Information and Consultation Women's Center", "La Strada-Ukraine", "Girls", and "Women's Perspectives") are expanding activities toward analytics to substantiate their program initiatives.

Civil society organizations in the media. The "Institute of Mass Information" has formed a powerful direction of gender media monitoring, which became critically important in the situation of information war. The NGO "Women in Media" has developed specialization in analyzing gender stereotypes and representations in media space.

These organizations bring media monitoring methodologies, content analysis and discourse analysis to gender analytics, expanding the methodological toolkit of the sector. Their focus on public communications and public opinion formation creates a new channel of gender analytics influence on social processes.

Private research companies maintain their role as providers of methodological expertise and technical capabilities for conducting large-scale empirical research. For example, research agencies InfoSapiens and Fama continue to be a model for collaboration with gender organizations, providing methodology development and data collection while supporting the thematic expertise of the partners.

This model solves one of the key problems identified in the previous mapping - insufficient empirical quantitative research. Commercial agencies provide technical capabilities for representative surveys, complex statistical analyses and regional studies that are often unavailable to NGOs due to resource constraints.

International organizations continue to play a dual role: as funders of local analytics and as producers of their own research. UNDP, UN Women, and UNFPA often commission research from local organizations, but also publish analytical products under their own brand, mainly involving independent researchers and field experts.

The academic sector also contributes to gender analytics production, although mostly as individual specialists or partner organizations operating on university bases. Respondents mentioned the National University “Kyiv-Mohyla Academy”, Sumy State University (particularly the university-based organization “Intellect of Sumy Region”), and Lutsk and Ivano-Frankivsk universities. It is quite common for universities to have one person or a small team responsible for the gender sector, which limits the sustainability and the scale of research. At the same time, respondents emphasize the need to step up efforts to involve academic institutions in gender analytics, develop university analytical centers and integrate gender expertise into scientific research, ensuring diversity of approaches and perspectives.

It should be noted that organizations specializing exclusively in gender research were not identified in this mapping. Instead, there is a clear trend toward **cooperative models of analytics production**, when gender research often emerges from collaboration of several subjects: a commissioning organization with gender expertise and involved experts and a sociological company/research agency responsible for data collection and processing. This collaboration model is becoming increasingly common as it allows combining thematic expertise of NGOs with methodological capabilities of research agencies. An example of this approach is the development of the Gender Equality Index, which combined state statistics data, work of independent researchers and involvement of civil society organizations. Also, the organization “YurFem”, which is a leader in interview citations as an example of a gender analytical center, openly states that it has limited experience with qualitative research and engagement of sociological companies for conducting surveys.

Gender analytics in Ukraine largely depends on **individual specialists**. Respondents often mention specific names, not always linking them to organizations or universities. Task forces of independent researchers provide flexibility but rarely have sustainable institutional affiliation, which complicates long-term capacity building. At the same time, analysis of publications showed that research often remains anonymous, which reduces transparency and visibility of experts in this field.

1.2. Funding and Commissioning Gender Analytics

International organizations dominate in funding gender research in Ukraine, determining both the topics and the format of a significant proportion of commissions. The current financial ecosystem is built mainly around two models:

- **research funding within analytics support programs** (for example, grant lines for think tanks or research institutions) and
- **integration of gender component into thematic projects** (humanitarian, recovery or sectoral).

The financial ecosystem concentrates around several key donors with their own thematic priorities. Among them, respondents most often quote the UK government (FCDO), European Union, USAID, governments of Sweden and Canada, as well as individual UN agencies (UN Women, UNFPA, and UNDP). These institutions view gender equality as a cross-cutting element of humanitarian response, development and recovery, which affects both the amount and the format of commissioned analytics.

Respondents remark that most international partners actively shape research content - determine thematic focus, timeframes and exercise control at various stages. The



It's simple: 'whoever pays the piper calls the tune'. All these topics do not emerge through agency, subjectivity of researchers or centers themselves. We just respond to what the market offers us and what vision the customer has."

Representative of an organization producing gender analytics or an independent researcher

most common form of contractor selection is tender-based, with importance placed on organizational capacity and previous experience. This approach creates additional opportunities for organizations with developed projects and financial infrastructure, but at the same time, limits access for smaller initiatives working at the local level and having limited administrative resources.

Ukrainian public institutions rarely act as direct commissioners of gender research. Their role more often comes down to participation in partnership projects, providing expert support or ensuring access to data. As respondents emphasize, cases of public funding of comprehensive research are rather exceptional and usually related to fulfilling international obligations (for example, reporting under the Beijing Platform for Action).

Another notable trend is the short-term nature of financial instruments: most grants cover annual or semi-annual cycles, which stimulates the output of quick analytical products, but limits the opportunity for comprehensive long-term research and systematic analytics. As several participants note, lack of stable multi-year funding hinders the development of specialized research teams and reduces the quality of knowledge accumulation.

1.3. Selection of Contractors and Trust Criteria for Gender Research Providers

The most common mechanism for engaging contractors is conducting tenders or competitions announced by customers - mainly international organizations and public authorities. Selection is carried out according to predetermined criteria, which may include both technical and substantive requirements.

Individual international organizations apply their own tools and data collection methods, e. g., rapid or operational gender analysis, which is conducted regularly to monitor changes and assess the current situation.



In the organization where I work, we have our own tools to collect information. For example, we have rapid gender analysis or operational gender analysis, which we try to conduct regularly to understand the current situation and track the changes."

Representative of an organization commissioning or using gender analytics

Key criteria for research contractor selection

Customers most often pay attention to:

- previous experience and availability of successfully implemented research of similar topics
- knowledge in gender equality and ability to integrate gender component into research design
- command of methodological approaches, particularly regarding sample formation and conducting sociological research
- positive feedback from colleagues and partners
- quality of previous research, including publications or at least open-access result summaries
- availability and application of feminist optics, manifested both in previous works and in communication style and gender-sensitive language
- adherence to ethical standards and availability of internal policies regulating them

For individual customers, an additional advantage is publicity and transparency of the researcher or organization, as well as a higher level of trust in national contractors compared to regional or international ones.

2. Current Topics in Gender Research

This section highlights the key thematic areas that are being researched in the field of gender analytics, with particular emphasis on topics that have gained relevance in the context of full-scale war.

According to interview results and analysis of research published in 2021 - mid-2025, the key areas identified in the previous mapping remain relevant: **political participation and leadership, education, economic participation, gender analysis of legislation, women in military service, and reintegration of veterans**. However, after 2022, individual topics have changed their focus. Thus, research on women in the labor market has outgrown the classical analysis of pay gaps and currently covers **women's entrepreneurship** in war conditions, **economic consequences for different gender groups** and **women's role in war economy**. Education foci are supplemented with new research questions about **access and equality in the context of distance learning, evacuation of institutions** and the education system's work in war conditions, which has led to new research questions about access to education and the gender aspects of educational crises.

Sustained interest in the analysis of gender-based violence remains, but respondents remark about the problem of research duplication and lack of use of previous years' developments, leading to inefficient resource spending.



I often see that everyone wants to research gender-based violence now. A new international organization comes, opens an office in Ukraine, they know nothing about Ukraine and want a big GBV study. You look at the terms of reference, and there have been many such studies already. This is a waste of resources, because analytical reports often repeat the previous ones and don't generate any new knowledge at all..."

Representative of an organization producing gender analytics or an independent researcher

At the same time, analysis of research published in 2020 - mid-2025 and interviews with experts reveals an emergence of new thematic accents. Today, the spectrum of gender research is largely determined by the context of the full-scale war. Most often, respondents prioritize **the topic of war impact on the situation of different groups of women and men** - both current and prospective for the coming years. This focus integrates into most new research, combining gender analysis with cross-sectoral

aspects - economy, participation in decision-making, access to services, security and other areas.



The most demanded format is the impact of the Russian Federation's armed aggression against Ukraine on the situation of different groups of women and men. And actually, all research is conducted in this focus."

Representative of an organization commissioning or using gender analytics

Although research on **women's participation in the area of defense** in Ukraine began with the start of hostilities and ATO deployment after 2014, Russia's full-scale invasion in 2022 gave this topic new scale and relevance. Respondents note that gender analysis in the area of security and defense today covers a wider range of issues - from **women's role in the Armed Forces** and veterans' situation to developing recommendations for **improving defense policy** considering gender aspects. Studying elements of the Swedish "**comprehensive defense**" model opens space for research on women's and men's role in the security system, including civilian specialists undergoing military or crisis training.

The full-scale war also accelerated change in social norms and traditional gender roles, particularly redistribution of responsibilities in households, labor market and public life. This stimulates a growing interest in research on **women's economic participation**, especially in the areas with traditionally low female representation, e. g., energy, IT or defense technologies. Among research priorities, respondents name **studying barriers to access resources, women's entrepreneurship development, and analysis of gender pay gaps and employment situations.**



Now we observe new trends at a broader level - how social roles, gender roles are changing... currently there's lack of data to understand what's happening in society in general, whether this is really a positive transformation toward greater gender equality or these are temporary adaptive measures."

Representative of an organization commissioning or using gender analytics



There's a great demand for topics related to employment and women's business, both in general and in specific areas, like energy and IT, where traditionally there aren't many women."

(Representative of an organization producing gender analytics or an independent researcher

War-induced migration emerges as an independent research vector. Experts emphasize the need to analyze both external and internal migration, particularly, **gender aspects of women's return from abroad and impact of family members' departure or return on economic and social situation in communities.**

« Before the full-scale war, we paid less attention to this issue because human trafficking was gradually decreasing and migration looked safer than 20-30 years ago. Now, of course, there's focused attention there. We research opinions of women who left, many questions related to returning or living and supporting connections in Ukraine. Such things are of great interest to us.”

Representative of an organization commissioning or using gender analytics

The concept of gender-sensitive recovery is one of the most often mentioned as promising, but still insufficiently specified. On one hand, this is an opportunity to integrate cross-sectorality, inclusivity and equality into recovery plans. On the other hand, there's a risk of formalization and detachment from the reality of the front-line and the war-affected territories.

« It seems to me, if you ask every second (if not every first) gender expert about the current topics, it will be the topic of gender-sensitive recovery: what it is, where should we move? Well, and here it must be understood that nobody knows exactly, nobody can give one definition of what it is.”

Representative of an organization commissioning or using gender analytics

« There's a problem around the topic of gender-sensitive recovery, both at the discussion level and at the analytics level.”

Representative of an organization producing gender analytics or an independent researcher

An analysis of the research from recent years demonstrates an expansion of gender analytics' thematic focus - from exclusively women's rights issues to covering a wider range of groups. The focus includes **people with disabilities, representatives of national minorities** (particularly Roma and Crimean Tatar communities), **veterans, and residents of the front-line territories.** The war context has increased the challenges for **LGBTQ+ people**, particularly in the areas of **anti-discrimination, access**

to services and **integration opportunities into defense structures**. Significant attention is paid to **cross-sectoral approach**, although respondents acknowledge that its implementation is accompanied by substantial methodological and practical difficulties.



For me, gender is also, for example, about LGBT people and very often there's no focus on them in research, they're invisible... I understand that in infrastructural recovery, mentioning this group of people separately might seem weird, but it seems to me that at least in the introduction or in the conclusions this emphasis should be made. Also, people with disabilities - for me this is also a very broad gender category. Because we often mention veterans separately, veterans with disabilities, how they need to be reintegrated into society, make our cities barrier-free and so on, but these are actually also gender issues... And another aspect is minorities, I see a lot of work being done with the Roma community, Roma minority and this is actually very good, I'm very happy about this, but very little [is done] with Crimean Tatar representatives."

*Representative of an organization
commissioning or using gender analytics*

European integration is defined by the respondents as one of the key research topics for the coming years. This is not just about formal fulfillment of obligations within the implementation process, but about assessing actual readiness of legislation, institutions and practices for implementing EU directives in terms of their gender dimension. This task covers both the research focus and the methodological approaches: from adaptation and implementation of Gender Equality Index indicators to monitoring policy compliance in the areas of equality and non-discrimination. An example is joint Index development with participation of the public bodies, academic institutions, civil society sector and independent experts.



We definitely need to look at the existing European Union directives and integrate them into our legislation. Not just formally, but to analyze what we already have and what really works to fulfill these directives."

*Representative of an
organization producing
gender analytics or an
independent researcher*

Decolonization in the feminist context is named by respondents as a current and prospective topic, and the de-colonization approach is referred to as an important tool for international advocacy, which, however, currently fails to receive sufficient attention. In the feminist discourse, this topic combines issues of cultural autonomy, historical justice, and global solidarity.



Very few de-colonization perspectives. It seems to me that de-colonization of Ukraine, especially in the feminist context, is a topic which we can take to approach and speak with our colleagues from the global south and the Central Asian countries; countries that have also suffered or are still suffering from Russian colonialism will support us very much, and this is actually a very feminist topic.”

Representative of an organization commissioning or using gender analytics

3. General Trends in Gender Analytics

This section describes the main trends observed in the field, such as the growing need for gender-sensitive data, strengthening organizational institutional capacity, and partnership development.

Growing awareness of the need for gender-sensitive data: After the start of the full-scale invasion, respondents note a traceable increase in stakeholder awareness about the importance of gender-disaggregated data. The concept of “data disaggregated by sex, age, and disability” is increasingly voiced in the work of international organizations, donors, civil associations and public structures, and donors make this a requirement for competitive selections.



I see very positive, very progressive changes - much more stakeholders now realize the need for gender-sensitive data. Now all clusters, all civil and international organizations know the term ‘sex, age, and disability disaggregated data’.”

Representative of an organization commissioning or using gender analytics

At the same time, the practical capacity of many organizations remains limited: there’s a lack of both technical resources and in-depth knowledge in the area of gender equality.

Strengthened institutional capacity of organizations: The war has become a catalyst for strengthening and growth of many initiatives in the area of gender analytics - from staff and partnership expansion to building sustainable processes.



During the years of the full-scale invasion, I see how many organizations, which once were small or medium-sized, how much they’ve grown and how much they’ve institutionalized. That is, they already have sustainable partnerships, they already have connections. Even 5 years ago, some civil society organization activities were often perceived as the so-called ‘hobby’, i. e., this is not a job where you can earn much, and now this is basically an area where you can build a career and have some prospects.”

Representative of an organization commissioning or using gender analytics

Analytical capacity development by humanitarian projects: Development of initiatives and new products in the area of gender analytics were largely enabled by humanitarian project funding. Women's organizations have often been the key local partners of large international humanitarian structures, providing new opportunities for conducting needs assessments and analytical research in humanitarian response projects. An additional stimulus came from the requirements for gender focus in humanitarian project competitions, particularly from Ukrainian Humanitarian Fund.



The full-scale invasion has led to the appearance of bigger money in the sector thanks to humanitarian activities, and more money means more research, more research commissions."

Representative of an organization producing gender analytics or an independent researcher

Financial instability and heavy burden on people putting analytics at risk: Despite the positive dynamics of the recent years, reduction of humanitarian funding and exit of individual donors (particularly USAID) challenge sustainability of gender-oriented analytics. Organizations working in the humanitarian sector face lack of time and resources for research, as significant part of their efforts is directed toward providing services and advocacy.



Previously we paid a bit more attention to research, but now, as we're an organization dealing with advocacy and direct services for beneficiaries, and working with various stakeholders, we take on research only when we really lack data and nobody does it. Despite the fact that we had a good experience."

Representative of an organization commissioning or using gender analytics



Previously organizations, especially local ones, used to conduct research and surveys to ensure understanding or, before preparing some project or program or while conducting it, to assess the situation, and we included research in our projects as well. And now, if we work on humanitarian aid, we don't have time or physical energy to conduct it."

Representative of an organization producing gender analytics or independent researcher

Up-scaling successful practices: Respondents remark about a growing need to scale tested approaches and products from local to national and sectoral levels. If in 2022, rapid gender analyses were conducted mainly within humanitarian projects, now they're increasingly used in recovery, economic development and sectoral reforms. Up-scaling requires institutional support of the operatives, partnership formalization and capacity building for working with large samples.

Partnership development between different data providers: In the Ukrainian gender analytics ecosystem, demand for strengthening cooperation between the public bodies, academic institutes, sociological agencies and civil society organizations is noticeably growing. Combining different competencies provides for more complete and balanced analytical products that combine in-depth academic research, civil society responsiveness and the institutional weight of public structures.

Growing attention to data validation: Presenting research results in communities and conducting validation sessions becomes an increasingly common and demanded practice. This increases trust in research, makes it closer to user needs and allows communities to own analytical products as their co-creators.

Increased visibility and a clearer role for women's organizations: Recent years has seen a clearer role of women's organizations as the leaders of rapid response to community challenges. The number of studies focused specifically on their impact has increased, and simultaneously the pool of organizations integrating gender optics into their work has expanded, going beyond "classical" women's associations.



Now, actually, the impact of women's organizations is being researched, for example. Previously we somehow didn't single out this category and not everyone called themselves 'women's organization,' there was no such category. Its emergence is encouraging."

Representative of an organization commissioning or using gender analytics

Growing demand for generalizing research: Along with applied assessments, interest in systematic reviews of the situation with gender equality, policy and discourse analysis at the macro level as the basis for strategic decisions grows - especially in the situation of war-induced transformations.

4. Research Tools and Practices in Gender Analytics

This section examines in detail the methodological approaches, data collection tools, as well as practices of ensuring quality and knowledge sharing that are applied in gender research.

4.1. Methodological Frameworks

In most cases, research in the area of gender analytics is based on generally accepted approaches from social and political sciences, adapted for gender optics. Most often applied is **gender analysis** - as a separate tool or as an integrated component of broader research and project initiatives (humanitarian, legal, and sectoral).

For assessing the institutional capacity and management processes, **gender auditing** and **community gender passports** are used (in particular, according to the methodology approved by the Resolution of the Ministry of Social Policy).

A number of studies apply a cross-sectoral **approach**, which considers gender in interaction with other characteristics and vulnerability factors (age, disability, ethnicity, veteran status, LGBTIQ+ identity, place of residence, etc.).

When working with sensitive topics, individual organizations integrate the **trauma-informed approach** as the basis for developing data collection tools, research team preparation and ethical respondent support.



And we very clearly monitor that after data collection, communication with people, and the situation of compassion and perception, the psychological condition doesn't worsen. Therefore sometimes customers suggest that, say, if during the research you learn some facts that a person needs help and you know where to refer them to, please refer. Sometimes they say no, this is only research, you must not interfere. Also, customers often say nothing."

Representative of an organization producing gender analytics or an independent researcher

Some research teams rely on **international normative frameworks**, particularly:

- **UN Convention on the Elimination of All Forms of Discrimination against**

Women (CEDAW) and CEDAW Committee recommendations

- **EU Gender Equality Index** and other indicator systems
- **UN monitoring and evaluation standards** with gender focus

4.2. Data Collection and Analytical Tools

Respondents confirm that the toolkit in area of gender analytics generally corresponds to social research standards:

- **Quantitative methods:** surveys (most often through Google Forms) and statistics analysis, including official data obtained through applications to public bodies
- **Qualitative methods:** semi-structured interviews, focus group discussions, and case studies
- **Desk research:** analysis of legal acts, strategic documents, and publications
- **Use of open data**



Recently I started using open data. Almost nobody does this. There's an open data portal, you can go there and look".

*Representative of UWF
partner organization
producing gender analytics*



No research is conducted without sending applications to the public authorities to collect current statistics. This is how we get quantitative data."

*Representative of an
organization producing
gender analytics or an
independent researcher*

Research is conducted both online and offline, depending on security conditions and access to target groups.

Use of specialized software for data analysis remains limited and episodic. Most organizations work with data arrays in **Excel**. Individual respondents mentioned **SPSS** and **OCA** applications for quantitative data processing, but more as tools they have used once or they are generally aware of, rather than as software for regular work.

For qualitative analytics, only one organization mentioned working with **MAXQDA**, noting that the application is complex and requires specialized training and the organization is just beginning to get acquainted with its features. In most cases,

qualitative research data is also processed manually in Excel. Several respondents noted experiments with ChatGPT used for text preparation and summarizing results. Manual data processing and limited practical skills with specialized software are consistently mentioned as one of the key challenges in conducting research.



I see that most of those who aren't professional sociologists, they can't do this (work with software). Maybe that's the reason why there is job specialization. But usually we work with small data arrays, Excel is enough."

Representative of an organization producing gender analytics or an independent researcher

4.3. Quality Assurance Approaches

Common basic practices include **triangulation** and data **validation**, although specific methods of their implementation are rarely formalized. Some UWF partner organizations have quality control processes integrated into their internal policies.

Typical tools include:

- **Peer review**, usually conducted at the stage when the report is finalized. Respondents remark that this format limits the reviewers' contribution, as they don't have access to the primary data and cannot influence the methodological decisions adopted at the stage of designing the research. Researchers emphasize that for a review to be effective, it is advisable to involve experts at the stage of methodology development.



Most often [the reports are] reviewed at the final text proofreading stage... And if methodological errors were embedded from the beginning, then nothing can be fixed. It's better to involve reviewers at the design stage."

Representative of an organization producing gender analytics or independent researcher

- **Validation sessions** with preliminary results presentation to customers or stakeholders.
- **Editorial control by customers**, covering both assessment of language and context correctness and verification of the collected data quality:



I usually try to review research, how the quality standard in data collection is met, how correct the language is, how well the context is described.”

Representative of an organization commissioning or using gender analytics

4.4. Networks and Knowledge Exchange

Ukraine has informal networks of female researchers and women scientists that provide mutual support and exchange advice. At the same time, there is a lack of formalized platforms for systematic exchange of research results and methodological developments.



In Ukraine there are informal networks of women scientists. We feel each other's support and if I need someone's advice, support, I always have such key figures I turn to, they work in other structures. That is, we network more inter-institutionally and informally.”

Representative of an organization producing gender analytics or an independent researcher

Respondents note that they most often learn about research and participation opportunities through electronic mail, newsletters, line organization pages on social networks, as well as websites of public institutions.

4.5. Communication Practices in Gender Analytics

Communication of research results occupies an important place in the work of organizations engaged in gender analytics. At the same time, respondents emphasize that this stage often remains a “weak link” due to the lack of time and resources: the key focus is placed on creating the product (research) itself, while its dissemination and adaptation for different audiences is often pushed to the background.

Key dissemination channels

Most often a research is published on organization's websites and distributed through social networks. The platforms mentioned by the respondents include Facebook, Instagram, LinkedIn, and Telegram channels of feminist organizations (“Gender in Details” and “Women's League”).

A separate direction is publishing results on international platforms and in professional databases. Thus, CARE and other organizations publish their products on ReliefWeb, ensuring accessibility for the humanitarian community. At the same time, experts emphasize the need to create a centralized “library” or database of gender publications

that would systematize the available analytics and provide relevant access.

Research presentations are organized in various formats - from specially arranged events to short presentations at third-party events, for example, at humanitarian cluster coordination meetings. As a positive example, the respondents mentioned validation meetings, where preliminary results are presented and feedback is collected to be considered in the final report. Such formats enable both to present the key findings and to engage the audience in a discussion.



If people don't want to attend presentations, this is usually caused not by personal likes or dislikes, but by limited time. Now there's also a good practice to validate many studies. Actually, you can learn research results during such validation."

Representative of an organization producing gender analytics or an independent researcher

To popularize their findings, organizations prepare policy briefs, summaries and infographics, most often created in Canva. These materials help visualize results and make them more accessible. At the same time, almost all respondents mentioned the lack of short and convenient formats ("one-pagers", visualizations, and interactives) that could effectively convey the main ideas to a broader audience.



We thought it would be cool to push this further - beyond our usual networks. Because usually our target audience consists of those who already read or see us. And this information would be interesting to a wider circle. And then, perhaps, fewer questions would arise: what does gender policy do? What's its essence? Because, actually, this is about every person's life."

Representative of a UWF partner organization producing gender analytics



In our era of very fast information consumption... I would like more ease in information consumption, because there's too much and it's impossible to accumulate everything. Therefore some 'one-pagers' would be more welcome, more interactivity, maybe some young organizations or organizations that can invite such expert to shoot some reels, that is, so there's more color, more forms, and the main 'extracts', because the brain gets tired and you want

to read but you're either tired, or don't have resources, or don't have time."

***Representative of an
organization commissioning
or using gender analytics***

Some organizations experiment with new approaches: they integrate comics, identity, interactive presentations in test format into research or present large academic materials as short content fragments for social networks. Interest towards short videos and reels as modern channels for attracting attention is also growing.

An example of a successful experiment is the podcast "Integrating into EU: conversations about gender equality" presented by YurFem with UWF support. Thanks to its professional host and targeted advertising, it has gathered a wide audience and opened discussion about gender policy implementation in a format interesting for different groups of listeners.

5. Challenges and Limitations in Gender Analytics Development

This section examines the main obstacles and difficulties faced by researchers, including limited access to data, problems with implementing participatory approaches, and tight project implementation deadlines.

Limited access to current data

Closure of state statistics, especially concerning demography, and **lack of regular updates** significantly complicate preparation of quality gender profiles and strategic intervention planning. Lack of accessible, detailed and gender-differentiated data at the national and regional levels is aggravated by the general absence of established culture of data collection, systematization and exchange between institutions.

The full-scale war has deepened these problems: changes in the demographic composition and mass migration make available data quickly outdated, and security risks and movement restrictions increase information collection time and make access to certain territories impossible. This especially concerns borderline and front-line regions, where lack of safety for field work leads to significant data gaps.

Additional barriers are presented by the **difficulty of engaging men** in research participation, limited access to informants possessing critically important information and to primary data arrays obtained by other research teams. For small analytical centers, this is complicated by lack of resources for building extensive information collection networks, making them dependent on partnerships and external data sources.



First of all, the statistics are now closed and we can't get gender-disaggregated statistics. We understand the demographic composition in the country has changed very much, and we don't have it. In smaller communities they might be counted more or less by children, families, etc. But if we take it to the national level, the regional level, we don't have these demographic statistics and can't request them."

Representative of an organization commissioning or using gender analytics



Small analytical centers lack capacity in terms of networks, access to interviewers - all these complex data collection systems, but they have obvious advantage in collecting qualitative data, they know well how to communicate with target groups, vulnerable groups of women and men, they know how to ask questions correctly, how not to traumatize respondents when asking complex sensitive questions. In this I see their benefit."

Representative of an organization commissioning or using gender analytics

Participation and data validation fail to work properly

Despite the increased promotion of the principles of participation and validation, their implementation remains complex. Validation meetings are often formal, without deep participant engagement and research teams' readiness to consider feedback. At the same time, positive examples of repeated community consultations, where data were collected, show that this approach can improve research quality, strengthen community connection and trust in the results.



Participation and validation - everyone has learned these words... But in practice it's extremely difficult to implement all this, and I say this from experience of both mine and colleagues, because ideally we design participatory research, and this means we involve people we study at the research design stage, and communicate results to them. But in practice, it goes poorly and all validation meetings I participated in were absolutely 'stillborn'. That is, there was the impression that this needs to be done because there's such a requirement dictated by the donor and it needs to be done..."

Representative of an organization producing gender analytics or an independent researcher

Formal implementation of cross-sectoral principle in research

Despite being frequently cited, in practice, implementation of "cross-sectorality" in research projects often comes down to using standard vulnerability lists compiled by donors. Complex combinations of social factors are rarely considered - such as the place of residence, socio-economic status or access to resources. This leads to simplified conclusions and limits the analytical depth of the research.

« Everyone has learned this word well, everyone writes that research is cross-sectoral, I do the same. But there's big trouble with this. Donors have come up with a standard vulnerability list and we follow it, but this isn't enough, it's not enough to say this person is an IDP, they're vulnerable. One criterion is only a lead that this might be a risk group for vulnerability. And one indicator tells us little... And what's insufficient in my opinion is the class criterion, the word class, everyone fears it, no one likes it. And this class parameter rarely appears in these cross-sectoral explorations. It seems to me we need to think in this direction too.”

Representative of an organization producing gender analytics or an independent researcher

Researchers formulate generic or unrealistic recommendations:

Even a quality research can often end with recommendations, which are too general, context-detached or unsubstantiated. Often such recommendations are not organized into strategic and tactical, and ignore factors like martial law or budget constraints. Customers sometimes interfere at the final stage, demanding recommendations that go beyond the research design, forcing its authors to seek justification outside the collected data. This reduces the practical value of the research and undermines trust in its recommendations.

« Very often the research itself is good, but recommendations are not. The main task of the research is to identify the problem, highlight this problem and ideally do gender analysis and see what specific changes, what specific legal acts need amendments to change the situation.”

Representative of an organization commissioning or using gender analytics

« In my own and my colleagues' work, the most difficult thing is working with recommendations. I can't remember any exemplary research, nor mine, where I'd be satisfied with recommendations. Everyone wants recommendations. By and large, donor-customers care little about the content, give us recommendations.”

Representative of an organization producing gender analytics or an independent researcher

Limited data analysis and visualization tools:

Most research relies on basic tools like Excel or Google Sheets, which slows the process and increases the risk of committing an error. The use of specialized software for in-depth analytics - particularly in legal analysis, court practice monitoring or indicator tracking - remains isolated, limiting possibilities for systematization and comprehensive analysis.

An additional challenge is visualizing qualitative research results. Most gender research is based on qualitative methods, but converting their results into clear visual formats is a complex task. Narratives require deeper interpretation, and graphs, infographics and storytelling are used only episodically and without any system. This reduces research reach and impact, especially among audiences that value concisely structured and visually expressive information.

Short deadlines reduce the quality of research and communication:

Short research execution deadlines force teams to focus on data collection and analysis, pushing **result communication** to the background. As a result, full reports often remain the only deliverable product, unsupported with short briefs, infographics or other formats, which could engage a broader audience and strengthen the impact.

Most common tools include short policy briefs, PowerPoint or Canva presentations, basic infographics, offline and online Zoom presentations. Only a few organizations experiment with more **interactive formats** such as interactive maps, short videos or personal storytelling through personal narratives. Customers often underestimate the amount of time needed for quality presentation and result dissemination, limiting their practical use.

« When we prepare a large analytical product, sometimes we try to make a short brief, but often we have no time or energy to make it. We have problems with this: check-check-check and carry on running. It seems to me we can strengthen this communication part.»

*Representative of a UWF
partner organization
producing gender analytics*

« Usually less time is allocated for research than really needed.»

*Representative of an
organization producing
gender analytics or an
independent researcher*

Researchers lack gender and trauma-informed expertise:

Some people and organizations working in gender analytics lack basic knowledge and skills for working with vulnerable groups. Specifically, this concerns mastering

a trauma-informed approach, understanding the “do no harm” principle and ethical interaction standards. This becomes a constraint for an in-depth research and can lead to reduced quality of collected data and risks for the respondents.

Lack of stable funding undermines research sustainability:

Reduced international and humanitarian funding intensifies competition for resources between organizations. Also, to analyze changes over time, research needs to be periodically repeated using the same methodology. However, lack of stable funding and long-term planning leads to irregular data collection and loss of opportunity for comparative analysis

Weak coordination of research initiatives

Experts emphasize the need to strengthen coordination of research initiatives in the area of gender analytics. Absence of coordinated approaches and sustainable communication channels between organizations leads to topic duplication and excessive focus on individual directions. This situation limits effective resource use and reduces potential impact of research on policy and program formation. As a possible effective solution, respondents consider creating and developing a sustainable network of research organizations capable of combining efforts, exchanging data and experience, and systematically integrating gender component into their projects.

At the time of research, such a network has already been functioning as part of the UWF initiative and it unites 8 partner organizations supported within the project “Network of Gender Analytical Centers: capacity strengthening for developing advanced policies, impact assessment, strategic advocacy and focused policy communications”. At the same time, respondents emphasize the need for further network development, expanding participation and attracting new members from different sectors.

6. Role of Public Authorities in Gender Research²

This section analyzes the interaction of researchers with government institutions, their role in providing data, using analytics, and implementing recommendations.

According to interview results with UWF partner organizations, respondents unanimously emphasize that the central public authorities are the key stakeholders in the gender analytics sphere. Their role is viewed as multifaceted and covering the full cycle - from providing data to implementing changes.

Respondents mention that one of the main government tasks is to **collect and provide gender-disaggregated data** and perform the function of a reliable information source. This concerns open access to statistics, timely responses to requests, systematic collection of its own data, as well as readiness of governmental representatives to participate in research and explain the context and policy details. They view access to official data as a critically important premise for a high-quality research.

Another important governmental function mentioned by the respondents is **articulation of their own needs and priorities**. Identifying challenges, which require study, enables analytical teams to direct resources most efficiently and create products capable of effectively responding to the administrative challenges.

Also emphasized is the role of public authorities in **using and disseminating analytics**. Public structures should recognize research value, integrate their findings into policies and programs, and promote publication and distribution of the research products among the target audiences. Cooperation experience shows that involving the public authorities at the product creation stage increases readiness for its promotion.

Respondents emphasize that the public authorities is the main **addressee of advocacy efforts**. A significant part of gender analytics is aimed specifically at influencing the state policy, so it is important for the public authorities to be open to dialogue and ready to consider proposals, even if they criticize current approaches. In this context, it is important for the public authorities to **implement recommendations and provide feedback**: include proposed measures in their plans or clearly communicate reasons for their inability to implement the recommendations. Such two-way communication improves the quality of subsequent research and enables to adapt them to the real management context.

² This section is based primarily on interviews with UWF partner organizations conducted by Tetiana Daniliv as part of an assessment of organizational development.

« Until analytics is implemented in practice - it's just a story, a description. If there are recommendations - and ideally, they should always be there, and as specific as possible - they should be somehow fulfilled, implemented. And if they remain unfulfilled, and you are just told 'great analytics' - it actually has no benefit. Therefore the role of the public authorities is very important. First of all, it is to hear these recommendations or to consider them. If from the point of view of the public authorities, it is impossible to do this - they should also come out and somehow communicate this, provide arguments - and there was no such communication in my experience at all.»

*Representative of a UWF
partner organization
producing gender analytics*

At the same time, respondents point to the significant **challenges of involving the public authorities at all stages of the research process**. As shown by many studies, due to lack of time and limited resources, even public authorities representatives designated to work with gender issues are often not ready for substantive interviews, and it can be difficult to get them in closer collaboration. Other mentioned obstacles include difficulties in obtaining the information, limited data access and lack of examples of quality collaboration between the public authorities and independent analytical teams.

However, respondents note that **joint task formulation, methodology clarification, data collection tool coordination and subsequent discussion of the results** significantly increase the probability of recommendation implementation. This approach transforms the public authorities from passive users to analytics co-creators.

« The public authorities should be involved at every stage - from task formulation, problem clarification, tool clarification, to result presentation and crash-testing. And further, too, - to take, copy recommendations and insert them into their decisions. I really want the public authorities to understand the value of analytical products for making administrative decisions.»

*Representative of a UWF
partner organization
producing gender analytics*

At the same time, respondents warn about the **risks of excessive dependence on public commissions**, which can affect research objectivity. A number of organizations, especially with the watchdog mandate, seek to maintain critical distance and independence in assessing policies and governmental action.

« For us it's a big question - how closely we should collaborate with the public authorities. Because when organizations participate in the technical support of a project, they often research what the public authority needs – and from the point of view that the public authority needs. And then objectivity is lost.”

*Representative of a UWF
partner organization
producing gender analytics*

Annexes

Annex 1. Mapping organizations that produce gender analytics

1. Non-governmental organizations

Nº	Organization Name	Organization Focus	Role of Gender Research in Overall Portfolio	Established, year	Website Link
1	Human Rights LGBT Center «Our World»	Human rights; LGBTQ+ community development	A key activity	1999	https://gay.org.ua/pro-tsentr-nash-svit/
2	NGO “Gender Stream”	Human rights; LGBTQ+ community development; promoting gender equality	A key activity	2016	https://genderstream.org/
3	Association of Women Lawyers of Ukraine «JurFem»	Professional association of women	A key activity	2017	https://jurfem.com.ua/
4	NGO «Girls»	Feminist movement, supporting girls and women, sexual education	A key activity	2016	https://divchata.org/mission-and-history
5	NGO «Legal Hundred»	Human rights for military personnel	A key activity	2014	https://legal100.org.ua/
6	NGO «Fight for Rights»	Human rights for people with disabilities	A key activity	2017	https://ffr.org.ua/
7	NGO «Women in Media»	Association to combat discrimination and sexism in media	A key activity	2019	https://wim.org.ua/about-us/
8	Women's Energy Club	Professional association of women	A key activity	2018	https://www.wecu.com.ua/
9	Information and Consultative Women's Center	Gender education	One of the activities	1995	https://wicc.net.ua/

10	Institute of Gender Programs	Gender equality; social adaptation of female veterans and promotion of women's rights in the military service	One of the activities	2016	https://invisiblebattalion.org/about/
11	NGO Women's Perspectives	Human rights; gender equality	One of the activities	1998	http://www.women.lviv.ua/
12	Bureau of Gender Strategy and Budgeting	Development of expert community on gender issues	One of the activities	2013	https://genderburo.info/about/
13	La Strada - Ukraine	Правозахист	One of the activities	1997	https://la-strada.org.ua/en/
14	Center for Gender Culture	Human rights	One of the activities	2008	https://www.genderculturecentre.org/
15	Ukrainian Women's Fund	Gender education	One of the activities	2000	https://uwf.org.ua/
16	NGO «Center for Public Initiatives 'Intellect of Sumy Region'»	Правозахист	One of the activities	2007	https://intellect.sumdu.edu.ua/
17	Institute of Mass Information	Media monitoring, combating disinformation	One of the activities	2014	https://imi.org.ua/about

2. Private research companies and expert resources

Nº	Organization Name	Organization Focus	Role of Gender Research in Overall Portfolio	Established, year	Website Link
1	InfoSapiens	Public opinion research, behavioral measurements and secondary data analysis	One of research areas	2018	https://www.sapiens.com.ua/
2	Kyiv International Institute of Sociology	Socio-economic, marketing, political research, health research, audit	Secondary role - not among research areas, but several studies are conducted	1992	https://www.kiis.com.ua/
3	Open Space Works Ukraine	Supporting development of humanitarian and public initiatives	One of research areas	2016	https://openspace.works/

4	Gradus Research Company	Commercial research company	Secondary role - not among research areas, but several studies are conducted	?	https://gradus.app/en/
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3. Think tanks and research institutes

Nº	Organization Name	Organization Focus	Role of Gender Research in Overall Portfolio	Established, year	Website Link
1	CEDOS	Social and spatial development issues	Gender issues are considered in sectoral research	2010	https://cedos.org.ua/
2	Institute of Sociology of the National Academy of Sciences of Ukraine	Sociological theory of society, history of sociology; methodology and methods of sociological research, sociology of science	Secondary role - not among research areas, but several studies are conducted	1990	https://isnasu.org.ua/
3	National Institute for Strategic Studies	Scientific substantiation, analysis and assessment of problems and prospects of sustainable development of Ukraine	Secondary role - not among research areas, but several studies are conducted	2002	https://niss.gov.ua/
4	Center for Urban History	Urban history research, digital humanities and archiving, public history	Secondary role - not among research areas, but several studies are conducted	2004	https://www.lvivcenter.org/
5	Center for Economic Strategy	State policy in macro-stability, productivity, human capital	Secondary role - not among research areas, but several studies are conducted	2015	https://ces.org.ua/
6	Ilko Kucheriv Democratic Initiatives Foundation	Public opinion research; policy analysis and key socio-political processes	Secondary role - not among research areas, but several studies are conducted	1992	https://dif.org.ua/

7	Razumkov Centre	Domestic policy; public administration; economic policy; energy; land relations; foreign policy; social policy; national security and defense	Secondary role - not among research areas, but several studies are conducted	1994	https://razumkov.org.ua/pro-nas/istoriia-tsentru
8	Ukrainian Centre for European Policy	Preparation and dissemination of expert-analytical materials to promote European integration reforms in Ukraine	Secondary role - not among research areas, but several studies are conducted	2015	https://ucep.org.ua/
9	VoxUkraine	Economics, public administration, social processes and reforms	Secondary role - not among research areas, but several studies are conducted	2015	https://voxukraine.org/
10	Civil Network OPORA	Political participation, democratic processes	Secondary role - not among research areas, but several studies are conducted	2006	https://www.oporaua.org/
11	Gender in Detail	Gender education	One of the activities	2016	https://genderindetail.org.ua/

*The database of gender analytical materials from desk research (2021-2025) is available via the [link](#) or QR-code.



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