

Public report
Non-government Organization
«Association of Women of Ukraine
«DIYA/ACTION»
For 2019



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№1 About NGO

1.1 Message from the board

Here is another year of work passed of our all-Ukrainian women's organization "Association of women of Ukraine Diya (action)". In addition, we will be 4 years. In such a short time many interesting and useful things, projects and undertakings have been done. However, in such a real short time, it is already clear to us that the effectiveness of a NGO depends on the effectiveness of its advocacy campaign. Advocacy was, is, and always will be one of the priorities of civil society organizations, even if they have never heard of the term. Its core essence is to work with authorities at all levels and with a wide range of stakeholders to represent and promote the interests of certain social (usually dependable, vulnerable, inactive, desorganized, etc.) groups. The very word "advocacy" can be interpreted as a "call to action". There are several approaches to defining advocacy. They can be reduced to just three levels, depending on the results (consequences) of advocacy:

1. Improvement of policies. Advocacy may require some changes in current law. It should be remembered that the process of analyzing legislation within advocacy is continuous and cyclical. Some CSOs (civil society organizations) believe that the main purpose of the advocacy campaign is to amend the current legislation (adopt new rules or, conversely, updates existing ones). In fact, this is not always the case. A thorough analysis of the legislation may show that there is no need for legislative changes: there are regulations, but they are not implemented yet. In this case, the campaign should be directed to enforce the law, not to amend it. For the same reason, we must not forget about monitoring the decisions made - they must be implemented! Just like monitoring the changes that have taken place in real life. There are examples of advocacy campaigns that have been successful in terms of achieving the goals and objectives of the campaign, but have actually made the situation worse. In addition, an advocacy campaign can be targeted at (re) allocating budgets to the interests of specific target audiences

2. System changes. An advocacy campaign can also be focused on making changes to the decision-making system. Advocacy can increase the transparency of decision-making by authorities; improved accountability of decision-makers to citizens and society; increased involvement of citizens and CSOs in decision-making and even more.

3. Democratic change. Through advocacy, ordinary people (especially those in vulnerable groups) become aware of their own rights and the power they have and subsequently use them to be involved in decision-making. It promotes civic awareness and responsibility. That is why it is important to involve representatives of the target groups whose interests are planning advocacy activities in their preparation and holding. Advocacy implies that people should be active participants in the process, not just passive consumers of the results achieved by viewing apart.

Advocacy is about influencing decision-makers. There are two main approaches to identifying advocates, that is, the people affected. We have been trying to use these two main approaches in our activities since 2016. In a more narrow sense, the objects of advocacy are only direct decision-makers, that is, representatives of the legislative, executive, judicial, and local governments. More broadly, advocacy is also referred to as persons who have or may have influence over decision-making. This is a wide range of

members of the community: businesspersons, religious and public figures, journalists and others. One of the advocacy tools is lobbying. It is necessary to distinguish lobbying in advocacy from the so-called commercial lobbying, when promoting the business interests of individuals, companies or private interests. The difference between lobbying in advocacy (also called "civic lobbying") is that, first, it is not the commercial interests of individual companies that are promoted, but decisions that are important to ordinary citizens, the community, and society. Second, advocacy always represents the interests of those individuals and social groups who do not have direct access to decision-making. In addition, commercial lobbying is often associated with the personal financial interest of decision makers and lobbyists. The advocacy approach is oriented towards the public interest and completely excludes any material remuneration for the decision. In many cases, the key to success of advocacy is the broad involvement and support of stakeholders, that is, the formation of a coalition. Particular attention should be paid to this aspect of the activity. Alone, people and organizations can be weak in cooperating with the government, uniting their resources provides them with significant benefits and opportunities to gain from power is what they want. Advocacy is a multifaceted activity that has its own approaches, principles and tools (especially at the planning stage). At the same time, advocacy uses a variety of approaches and tools from other activities, such as public relations, fundraising, marketing and more. The more knowledgeable and professional the advocacy team is - the more diverse tactics and tools it can apply, the more likely it is to achieve a positive result. Usually, advocacy is in the form of information campaigns. A campaign should be understood as a set of interrelated and time-framed actions to influence specific target groups in order to encourage them to adopt new behaviors (not to do what they did before, do something new, or do something different). CSOs run different types of campaigns. Advocacy campaigns need to be distinguished from others. The main criterion is a well-defined and properly formulated goal of the campaign. In other words, the main goal depends on what campaign the CSO is conducting.

The advocacy campaign uses the approaches and tools of the other activities mentioned above. If we need to do market research, we will use marketing methods. If we need to inform the authorities and the public, we will hold information events and more. However, it should be remembered that these activities must be subordinate to the main advocacy goal. This means that these tools are used as part of an advocacy campaign. Otherwise, we will deal with individual (fundraising, information, etc.) events or campaigns, but not advocacy. Similarly, some advocacy approaches and tools can be used in information, PR and other promotions and campaigns. Advocacy always involves representing the interests of individual citizens, social groups, etc. Based on this criterion, we can distinguish 3 types of advocacy that we have been using in our work since 2016:

- **Self-advocacy** - when a person acts on his own behalf, represents his own interests, or defends his own rights.
- **Case advocacy** means speaking on behalf of, representing, and defending the rights of another person or a specific group of people who cannot presently represent and defend themselves.

- **Public advocacy** means speaking on behalf of, representing interests and protecting the rights of a broad category of people, the entire community or society. If case advocacy focuses on one particular situation, on one person or group of people, public advocacy focuses on representing interests and protecting the rights of the general public

Based on our experience, it can be said that the success of an advocacy campaign depends largely on its planning. Campaign planning involves a series of sequential steps. Advocacy usually begins when a person or a group of people is dissatisfied with a certain state of affairs. This means that there is a problem that may become a topic for advocacy, but it must first be formulated correctly. Each person (target person and stakeholder) we deal with during the advocacy campaign needs an individual approach. This means that in each case, the motivation that causes a person to act or, conversely, not to act, will be different. The effectiveness of advocacy efforts to change women's rights and engaged policies and practices depends to a large extent on the ability of organizations (coalitions) to objectively analyze the political situation and work out viable policy alternatives. I can say that our organization is very fortunate with its resources, or rather with human capital. It turned out that around the ideas and initiatives of our NGO "Association of women of Ukraine Diya (Action)" always gathering throughout the Ukraine the most active, initiative and strong women who understand our goals and maximize the advocacy and PR campaigns and programs conducted by our organization. We are very familiar with social networks, we are invited all time to regional and national TV channels, we constantly visit radio stations, our opinion is constantly asked by journalists and media. We hope that the same pace and efficiency await us in 2020 as well.

***Head of the Board of the NGO "Association of Women of Ukraine "Dyia (action)"
Natalya Deliyeva***



1.2 Main achievements and problems of gender equality and empowerment of women from 1995 to 2019 in Ukraine. Summing up

Following the adoption of the Beijing Declaration and the Platform for Action, Ukraine has made some progress in promoting gender equality and women's empowerment. In particular, the main components of the institutional mechanism for ensuring gender equality were formulated, and the legislative framework was brought into line with international standards. A powerful sector of non-governmental organizations, whose activities are aimed at empowering and protecting women's rights and ensuring gender equality, has developed. One of the major achievements is the creation of a legal framework on gender equality, in particular, the adoption of the Law of Ukraine “On Equal Rights and Opportunities for Women and Men” (2005). After that, the development of national legislation on equal rights and opportunities for women and men begins, changes are made to other laws in order to bring them into compliance with the adopted law, other normative legal acts aimed at developing the national mechanism for ensuring equal rights and opportunities as well. To implement the law, state programs for gender equality are being developed and implemented. Government programs are the result of the Government's cooperation with public and international organizations. They have been developed on the basis of the Final Recommendations of the UN Committee on the Elimination of Discrimination against Women, the Millennium Development Goals, the results of state and public monitoring of the previous State Programs, the evaluation of the implementation of the Millennium Development Goals commitments and international best practices. Since 2010, gender equality programs have also been implemented at the regional level, with activities funded from local budgets. The developing a national mechanism for ensuring equal rights and opportunities for women and men, which consists of the legislative, central executive bodies, local government bodies, the Institute of Gender Advisers and Ombudsman provides for cooperation with public organizations. The composition and main functions of the national mechanism were defined in the Law of Ukraine “On Equal Rights and Opportunities for Women and Men” and in the Presidential Decree “On Improving the Work of Central and Local Executive Bodies on Ensuring Equal Rights and Opportunities for Women and Men”.

Gender working groups and coordination councils have been set up in central executive bodies and regional state administrations; and an Interagency Council on Family, Gender Equality, Demographic Development, Prevention of Domestic Violence and Combating Human Trafficking has been established under the Cabinet as well. Coordination between the constituents of the national mechanism is increasing, and the international exchange of experience on the development of national mechanisms is taking place. Since 2011, the collection of gender-sensitive statistics has been established, and now it is collected based on 113 indicators and every two years the statistical collection “Women and Men in Ukraine” is published. The development of a national mechanism is one of the priorities of state programs for gender equality. Numerous measures are being taken to improve the skills of civil servants at all levels in the development, implementation and monitoring of gender policy, gender statistics, gender budgeting, gender awareness and sensitivity, and so on. In total, over the course of 2006–2019, more than 30,000 civil servants and deputies

were involved in such activities. But at the end of 2010, this activity is being curtailed due to Yanukovich's administrative reform. The renewal of the national mechanism of equal rights and opportunities, which began at the end of 2014, is still ongoing. The sector of NGO dealing with gender equality and women's empowerment is strengthening as well as increasing the gender sensitivity of the non-governmental sector as a whole. There is an increasing number of NGOs' initiatives aimed both directly at empowering women and men and at incorporating gender approaches into their other initiatives and projects. It was in cooperation with governmental structures and public organizations that the Constitution of Ukraine on ensuring equality of women and men was updated, the Law of Ukraine "On Equal Rights and Opportunities for Women and Men" was adopted, the national mechanism for ensuring equal rights and opportunities was restored, and the State Equal Rights Program was approved for women and men for the period up to 2018. It should be noted that the potential of NGOs should be used more actively, in particular, to involve them in dialogue between the Government and international agencies to develop and implement programs on gender equality and the empowerment of women. A particular achievement is the development of gender education. With the support of the EU and UNDP, the methodology and expertise of curricula, materials and manuals were developed, gender equality training courses were developed for senior high school and university students, and more than 20 gender education centers were established. Large-scale measures have been implemented to raise gender sensitivity and awareness for more than 25,000 educators. Gender equality lessons and other activities aimed at building a gender culture are periodically held in schools. The result at the level of behavior change has been an increase in the number of bottom-up initiatives to integrate gender approaches into the education system: launching regular scientific and practical conferences on gender issues, organizing and conducting competitions, festivals, workshops and other interactive activities on equality. The Government, NGOs and international organizations are continuing their efforts to address this issue. During 1995–2019, a system for preventing and combating gender-based violence was established in Ukraine. In 2001, the Law of Ukraine "On Prevention of Domestic Violence" was adopted, in 2011 - the Law of Ukraine "On Combating Trafficking in Human Beings". Ukraine has joined the Council of Europe's conventions on preventing violence against women and combating human trafficking. Criminal liability for trafficking and administrative liability for domestic violence have been established. A national mechanism for cooperation to assist victims of trafficking has been put in place. Work programs for survivors and correctional programs for offenders have been developed. More than 9,000 law enforcement agents and judges have been trained to combat domestic violence, and relevant issues have been included in law enforcement training programs. A system for collecting information on the number of complaints about domestic violence and the number of persons covered by social services, including correctional programs, has been established. Government, public and international organizations are promoting information campaigns to prevent domestic violence, discrimination and trafficking. NGOs support hotlines to combat gender-based violence, to prevent trafficking and to protect the rights of children. The success of these measures is thanks to the increasing number of law enforcement complaints about domestic

violence and hotline calls. Thus, in recent years, the number of reported acts of domestic violence by law enforcement agencies has increased by more than 17,000, indicating a positive tendency for women to understand their rights, their willingness to defend it with the help of law, human rights and women's organizations. Further action in this area will help to shape a culture of intolerance to violence in society and improve the work of law enforcement and social services in preventing and combating gender-based violence and human trafficking.

In spite of these achievements, the main challenges in the area of gender equality and the empowerment of women remain persistent. Despite the adherence to international agreements and the adoption of national legislation on equal rights and opportunities for women, there is a lack of political will to implement gender transformation at the level of heads of legislative and executive bodies and at the level of local authorities. At the same time, it should be noted that women are practically not considered a target group in socio-economic development programs, including struggle with poverty. Vulnerable and inclusive women do not receive attention in Government programs and activities. To address this, the Government, NGOs and international organizations are taking numerous steps to train employees, prepare and disseminate educational materials, involve Ukraine in international networks on gender equality and conduct advocacy work. But the regular rotation of decision-makers and the inability to reach the top officials of the state with training activities diminishes the effectiveness of these efforts. The level of representation of women in public and political life is very low. Consequently, women have limited ability to influence decision-making regarding their needs, the lives of their communities and the whole country. In addition, society has very little positive experience that could be used to promote gender equality and women's rights. The Government, public and international organizations have focused on finding ways to resolve this issue since joining the Beijing Declaration and Platform for Action, but the measures taken are not yet effective. A relevant task has been included in state programs for gender equality. A major problem is the persistence of stereotypes regarding the distribution of gender roles in society and the family. These stereotypes are spread through two of the most powerful channels - the education system and the media. The destructive activities of individual anti-gender movements, which disseminate false information on gender issues and deliberately instill patriarchal stereotypes, should also be acknowledged. The problem of the prevalence of gender stereotypes is a major one, since it is because of it that the public demand for gender policy is not formed in our society yet. There is a low level of understanding of the liaison between gender equality priorities and economic development. Measures to ensure gender equality and women's empowerment in various fields are met with rejection at the level of those who are to fulfill them and at the level of society. This problem has long been recognized as decisive; its resolution has become a challenge for government programs since 2006. Efforts are being made to integrate gender approaches into the education system so that it creates an awareness of the need to create an equal opportunity society, and also to eradicate media stereotypes and engage the media in promoting culture gender equality. But it is the resilience of gender stereotypes that reduces the effectiveness of such efforts. It is important to maintain a high level of gender segregation in the labor market.

In addition to segregation itself, this problem is also caused by the discriminatory attitude of employers towards women's employment, the determination of wages and their career prospects. This determines how wage gap and unequal access to economic resources, as well as differences in the quality of employment and social status of women and men. Measures are being taken to address the stereotypes of the "women's" and "men's" professions, adopt acts, develop recommendations and train employees of employment centers, labor inspectorates, employers' organizations and trade unions to combat discrimination in employment, and measures are being developed and taken to promote family responsibilities.

An important problem is the lack of legal awareness of citizens on gender discrimination. Often, they cannot diagnose gender discrimination in family life, at work and in society. In some places, women themselves are undervalued and are not prepared to counteract discrimination against them. This is due to the lack of efforts to enhance the legal culture of women and men, including the dissemination of information on international instruments and national legislation establishing equal rights and opportunities for men and women, and the lack of protection against violence and discrimination. Relevant legislation is being improved to address this problem, the functions of the Ombudsman are being expanded, anti-discrimination bodies are being created, and information work is being done to clarify women's rights and opportunities. Unfortunately, efforts are insufficient and the accessibility of the anti-discrimination mechanism to the general public remains low due to the lack of awareness and lack of access to treatment procedures. It is hoped that the implementation of the State Policy on Ensuring Equal Rights and Opportunities for Women and Men from 2019 (under Goncharuk's new cabinet) will accelerate gender transformation and promote women and men's empowerment.



1.3 Information about us

Registration number - 40985898

Flat tax registration number - 10000000772029

Legal type – Private and public law body (Non – government organization)

Legal form - 815 (Civic organization)

Activity according to NACE 2010 - 94.99 (activities of other non-governmental organizations)

Institutional sector of the economy is a non-profit organization-serving household

Non-Profit Indicator - 0032 (Public Associations)

The date of registration is November 28, 2016

Place of registration - 1 556 102 0000 060616

Also registered in the Main Department of Statistics of the Odessa region, and in the State Tax Inspectorate of the Primorsky District of Odessa

Legal address - 65029, Odessa region, Odessa, Koblevskaya 13

The actual address is 65026, Odessa region, Odessa, Pushkinskaya 11, office 27

The head of a civic organization (in accordance with the charter) is Delieva Natalia Viktorovna

Abbreviated name - NGO "Association of Women of Ukraine "DIYA"

The organization is non-profit, non-governmental and non-commercial; carries out activities according to the statute of a legal entity as a non-profit partnership whose main purpose is not profit making (non-profit organization)

According to the charter, the main goal of the organization is to protect women's, social, economic, spiritual, political and other rights and interests of women and their families, promote gender equality, protect the rights of children and young people, promote women's self-realization, support women's entrepreneurial initiative, resolve the problems of education and culture.

According to the charter, the main priorities of the organization:

- Raising the role of women in socio-political, economic and cultural life through strengthening its influence on the development of society
- Women's self-realization - disclosure of women's professional and business qualities, support for her entrepreneurial initiative
- Strengthening the role of women's non-governmental organizations in the development of small and medium-sized businesses
- Protecting the rights of women in the family, at work, in politics, in society
- Cooperation in the implementation of state programs and other measures aimed at supporting women, children, youth and people with disabilities
- Cooperation with international non-governmental organizations

1.4 Objective, tasks and principles. Target group

The main objective of the activity is to promote the implementation of the key priorities and decisions of the 23rd special session of the UN General Assembly entitled "Women in 2000: Gender Equality, Development, and the World in the 21st Century", known more than "BEIJING + 5".

Tasks of activity:

- Promoting the concept of parity democracy in Ukraine in all spheres of socio-political and socio-economic development of the state
- Promoting women's legal literacy
- Extending the leadership potential and influence of women in the political and public life of Ukraine
- Work on solving the problem of women's equity in employment and entrepreneurship free initiative
- Provision of assistance to the needy and vulnerable women, families and orphans, in the conditions of the difficult demographic and economic situation in Ukraine
- Elimination of all forms of discrimination - sexual, gender, racial, religious, national, age, work to protect against violence and eliminate social and economic injustice in relation to vulnerable groups of society.
- Support for self-realization through art, natural resource protection, creative education promotion and work for worldwide peace
- Facilitating the fight against all manifestations of modern slavery, from sexual to labour
- Promoting women at all levels of decision-making in the social and economic spheres, extending their rights and opportunities.
- Promoting the implementation of the policy of protecting the rights of children and juvenile justice
- Promoting the main principles of the European Charter for Equality of Women and Men in local life (2009)
- Promoting the basic principles of the UN Declaration on Gender Identity 2008
- Promotion of implementation in the national legislation of Ukraine of the basic principles of the EU Directive 97/80, 2000/43, 2000/78, 2004/113, 2006/54
- To assist the state in the development and implementation of mechanisms for advancing women in the sphere of decision-making
- To promote the dissemination of information on gender equality in the media, on projects of public associations aimed at achieving gender equality and transformation of gender stereotypes
- Provide psychological support to women in solving the problems of mobilizing their own capabilities and internal resources to overcome difficult life situations

Principles of activity:

- Respect for national legislation, international target agreements, international institutions, local government bodies and central government
- Activities are based only on the principles of voluntariness, equality, self-government and the rule of law
- We are free to define our internal structure, goals, forms and methods of activity
- Our organization works in terms of free of speech, transparency and accessibility
- Purposeful and systematic work of the organization in order to implement the principle of changing this social system and the conditions of the existence of a woman in Ukrainian society.
- Our activities are aimed only at implementing the principle of stabilization and sustainable development of Ukrainian society
- We are widely using the principle of adaptation of international best practice in the implementation of the foundation of the organization's goal
- We are widely using the principle of integrative action in the realization of our goals and objectives
- In our work, we adhere to the principles of transformation and alternatives, as we are confronted with radical changes in society in relation to the position of women and do not shy away from the achievement of partial individual changes

Target groups and beneficiaries of the organization:

- Women who live not only in Odessa but also in other regions of the country
- Women with an active life position and ready to develop and realize their potential in the field of socio-economic relations
- Women - activists and feminists who showed interest in expanding the representative interests of our NGOs in regions of Ukraine
- Women who need psychological, legal assistance and who are ready to realize and improve their skills and knowledge. Aged 18 and up
- Civil activists and leaders of public opinion. Representatives of OTG, business, culture, mass media, activists of student and academic environment
- Women's non-governmental organizations and public associations whose activities are aimed at helping and supporting vulnerable sectors of society seeking partnership
- Regional state administrations, central state authorities, regional authorities, local government bodies, donor organizations and foundations, trade unions and employers' organizations, regional development agencies and business support agencies

1.5 Map of projects, events and interests (reporting period)

Of course, we, as an all-Ukrainian organization, are very young, but this is not influenced our activities and priorities. Having a large number of our branches in Ukraine, we are able to show the most effective consolidation of results and feedback with the necessary regions. Our charter gives us the opportunity to focus not only on women's issues, but to pay attention to charity, children, orphans, the disabled and the most vulnerable in society population. Because we do accept that if there is a problem or a difficult situation, we do think about how we can minimize the negative impact on the problem or situation. Therefore, what were our actions in 2019:

- From January 2 to January 8, 2019, we hosted 5 Christmas events for orphans, disabled people, solar children, children from needy families
- On January 22, 2019, we marked the centenary of Ukraine's unification; we held a flash mob "We connect the bands of unity in the One Great Charm of Ukraine". We are doing this action to draw the attention of Ukrainians to the great problem of our country - the inability to unite. The action was picked up and conducted by the branches of our NGO in Kyiv, Uzhgorod, Kropyvnytskyi, Ternopil, Rivne, Nova Kakhovka
- On January 31, a new branch of our NGO was opened in Vinnitsa
- On February 19, 2019, we supported the annual Action of Memory to commemorate the shooting of Heavenly Hundred Heroes on February 18-20, 2014. The action was supported by our offices in Odessa, Kyiv, Kropyvnytskyi, Ternopil, Uzhgorod, Rivne, Vyzhnytsya (Chernivtsi region)
- On March 1, the activists of our NGO participated in the conference "Odessa Debates. Unification of Ukraine, Black Sea region and transatlantic partners"
- On March 1, 2019 NGO "Association of Women of Ukraine "Action" was admitted to the EU Civil Society Platform of Ukraine (<http://eu-ua-csp.org.ua>)

The Ukrainian side of the EU-Ukraine Civil Society Platform (CBCG) is part of the Ukraine-EU Civil Society Platform established under Art. 469-470 Association Agreement between Ukraine and the EU

- On March 5, 3 participants of our NGO got prizes as "100 successful women of Odessa region"
- On March 7, we held an action "Welcome single women and girls" in all branches of the organization around the Ukraine
- On March 9, within the project "Women's Action in the History of Ukraine" held an event in the village of Marynivka, Odessa region "Promoting Ukrainian traditions"
- On March 12, an article about our NGO was published in "Business woman magazine"
- On March 14, our branch of NGO in Kropyvnytskyi conducted a flash mob in support of captive sailors by Kremlin
- On March 19, the Association of Women of Ukraine "Action" in the city of Chernomorsk (Odessa region) organized an interactive seminar "Women in Business: Supportive instruments".

- On March 21, activists from our NGO participated in the seminar “Strengthening local democracy” through the Institute for Political Education
- On March 22, Natalia Delieva, Chairwoman of our NGO was awarded the nomination “Beauty and Pride of Ukraine”
- March 25 in Kyiv we participated in the Second All-Ukrainian Business Women Forum
- On March 27, 2019, we were included in the National Platform of the Eastern Partnership Civil Society Forum. Our NGO were admitted to Working Group 1 "Democracy, Human Rights, Good Governance and Stability". <http://eap-csf.org.ua/organizatsiyi-uchasnitzi-national>
- On April 9, we participated in the European Congress of Local Governments in Krakow (Poland)
- On April 11 - 12 NGO we in partnership with CEASC, Concordia Business Club (Poland) held in Poland in the city of Krakow the III International Women's Action Forum "The role of women in the development of the economies of the states", and also received training in Business Week Lady-2019 topic "Successful Business Strategies and Opportunities to Start Your Own Business in the EU: Ideas, Business and Partnership" (Poland, Krakow)
- On April 17, our activists took part in the event “Women's Business Forum” in Vinnytsia, where a memorandum of cooperation was signed between our NGO and NGO “Ukrainian Platform “Women in Business”
- On April 18, a memorandum was signed in Kyiv between our NGO and Espresso TV on cooperation regarding the realization of the book prize "Espresso. Readers' Choice» 2019
- From April 20 to 24, Natalia Delieva, Head of our organisation participated in the "Responsible Leadership" seminar at Aspen Institute Kiev
- May 12, we held the event "Active Mother"
- May 16, we participated in the Women's Forum in Cherkasy. Have signed a memorandum of cooperation with some public organizations
- On May 30, the launch of our new project (an inclusive beauty project) "Beauty from the Inside". The project involves girls with Down syndrome, autism, SAS (hereditary angioneurotic edema), Gaucher disease
- On May 31, the participants of our NGO took part in the Women's Partnership Forum, wher we signed a memorandum of cooperation with women's NGOs
- On June 1, on the day of protection of children, we donated clothes to the orphanage for disabled girls the amount of 20,000 UAH
- On June 5, Chairman of our NGO were awarded the Order “Bereginya of Ukraine” by the Leonid Kravchuk (first President of Ukraine)
- From June 15 to June 19, members of our NGO organized Active Camp in the village of Lazurne, Kherson region, for all branches of the organization. We conducted a strategic session, worked out further activities

- On August 25, the chairman of our NGO were the speaker of the Festival of Ideas with the theme "Theater from concept to realization"
- On September 2, in Lviv, our Chairman participated and was the speaker of the "UKRAINE IN THE WORLD: Professionalism. Activism. Tradition"
- On September 13-14, the 4th International Gender Forum was held entitled "The Role of Women in Decision Making: Business, Community, State". There were women from Krakow, Kiev, Kropyvnytskyi, Vinnytsia, Rivne, Kherson, Ternopil, Cherkasy, Kramatorsk, Uzhgorod, Dnipro, Zhytomyr, Nova Kakhovka, Mykolayiv, Konotop, Chernivtsi, Dobroslav, Kirovograd, Zaporozhye
- On September 29 at the Verkhovna Rada of Ukraine in the finals of the national competition "Best Women's Initiatives for Democratic Development of Local Communities" our Association was awarded in two categories as the best project "The Role of a Woman in the History of Ukraine" and in the Partner Projects category for the Annual Women's Gender Forum in Odessa
- On September 30, the office #17 of our NGO in Irpin were opened
- On October 2 in Ternopil we co-organized and participated in the Women's Business Forum
- On October 11, we organized the Regional Women's Forum in the Dobrovichivsky district of the Kirovograd region, and opened here office #18
- On October 14, we held a campaign "Thanksgiving to Defenders of Ukraine" by visiting the wounded in hospitals
- On October 24, we took part in a focus group within the framework of the project "Women of Ukraine: Involved, Able, and Unbroken" with the support of the Canadian Embassy
- November 1, we congratulated the staff of the Odessa Children's Boarding School for girls with disabilities with a professional holiday in Day of social workers. We presented paintings, made a photo exhibition, helped to arrange a stand for professional orientation.
- On November 10, within the framework of the project "Women's Action in the History of Ukraine", we made the live theatrical tour "Women of Odessa"
- On November 13, we held an action "Day of mercy" through all our branches. 17 charity events were held.
- On November 17, we took part at a regional women's forum in Nikolaev and opened at once two representative offices: in Nikolaev and in Bashtanka, Mykolaiv region.
- November 18, our branch in Ternopil opened the Center for Women's Support
- On November 19, on the International Women's Entrepreneurship Day we held a round table "Women's Entrepreneurship and Leadership as a Driver of Community Economic Development ". The event took place in our offices in Odessa, Vinnytsia, Rivne, Uzhgorod, Nova Kakhovka, Kropyvnytskyi, Ternopil, Kiev
- On November 25, on the day of the All-Ukrainian Action "16 Days Against Violence" on the channel Espresso TV we made the premiere of our social clip "Don't be indifferent, call"

- On November 26, we participated in the opening of an exhibition dedicated to the Global Action "16 Days Against Gender-Based Violence" in the Cabinet of Ministers of Ukraine
- On November 27, a memorandum was signed in Kyiv between our NGO and the Lviv Chamber of Commerce
- On November 28, all the branches of our NGO held an action "Day of Effective Women of Ukraine" and 15 charity events were made
- On December 5, we took part in the Civil Society Development Forum "Point of No Return"
- On December 17, we opened the 21 office in the city of Kherson
- On December 20, participants of our NGO invited children from the Rozdilny shelter "Warm House" (Odessa region) to the premiere of the Ukrainian children's film "Only a miracle" or "Who comes to Saint Nicholas"
- On December 25, we made an action "Holiday for everyone" for disabled girls
- Few articles about our NGO were published in the magazine "Business Woman", "Foil", magazine "Persona"
- We made 27 interviews on television during 2019
- In Odessa, during last year we made 20 effective networking meetings
- The total amount of targeted charitable aid provided was up to 80,000 UAH, more than 200 persons received help and support from us
- Thanks to our activity and a number of projects, in 2019, we were able to bring together around 1500 women, across our organization and our initiatives, across Ukraine and far abroad



1.6 Our most active affiliates. Examples of projects & initiatives for the 2019 period

Our branch in Uzhgorod

- Charity monthly actions in Uzhgorod city territorial center of social service. The permanent residence of elderly and socially unprotected residents: were maden concerts, and birthday greetings (sweets, candy, souvenirs, cosmetics, clothing, etc). Communication, recording of memories, photo shoots.
- We started to collect materials and restoration of the city's outstanding women's figures; Irina Petryk - Voloshina (wife of Augustine Voloshyn who kept an orphanage at her own expense), and the writer Nevitskaya Irina. Women of the last century created the Union of Women, held congresses of women of the region, organized free dinners for the poor people
- “The Path to a Dream” project has been launched to support women’s creativity. The first book of poetry by Natalia Yastrezemskaya was published
- We also support the city women's events; concerts, creative reports, exhibitions, presentations, performances. We support and cooperate with other public organizations of Transcarpathia "Happy Children" and "Teresvyanska Bereginya".
- The organization works with the City Central Library to help create a community space. Our activities; "Action coffee", presentations, round tables, literary evenings. We also support the Ukrainian Book Project, which aims to replenish the library's book stock
- Participated in all-Ukrainian actions organized by the Association of Women of Ukraine "Action":
 - a) To the 100th Anniversary of the Unification of Ukraine in the action "Bring the Charm to Ukraine"
 - b) The action "Memory Angels", to commemorate the day of the dead on the Maidan 2014
 - c) “Thanks to the defenders” - the day of the Armed Forces of Ukraine.
 - d) Roundtables on World Women's Day
 - e) The campaign "Effective Woman"
 - f) “Help Your Neighbor” is a permanent city action



Our branch in Kiev

Charity events:

- 1) The Kievan pension for labor veterans
 - Purchased and delivered 60 kg of bananas for veterans by March 8;
 - gave 11 new sweaters to girls with disabilities;
 - planted 40 trees, shrubs and flowers in the boarding house for Mother's Day;
- 2) Social and rehabilitation center for minors (KYIV REGION OF PERIASLAV-KHMELNYTSYA REGION)
 - Purchased and donated 40 kg of bananas and tangerines, clothing and footwear, toys and board games for small residents of the center for World Happiness Day
 - By the day of protection of children, 40 packages of gifts were bought and delivered for every child living in the Center
 - Conducted a nail care workshop for teenage girls;
 - Made for teenage boys a master class in designing and collecting aircraft and drones;
 - Conducted games and quizzes with young children.
- 3) Kievan military hospital
 - By the Day of Defender of Ukraine - 20 kg of apples and bananas, cookies and candies, tea and coffee were bought and delivered to the patients
- 4) SVYATOSHINSKA HOUSE-INTERNET
 - Purchased products for cooking classes in pizza, sausage dough, cakes and biscuits
 - For St. Nicholas Day, 190 pairs of socks with New Year's symbols have been purchased, presented and given to every boy
- 5) Formation of the circle of support and trust of the members
 - Strategic Session of the DIA in Kiev (November 16)
 - New Year's Corporate Membership Party in Kyiv (December 25)
- 6) Participated in common actions of our mother organization



Our branch in Vinnitza

The opening of the Association of Women of Ukraine "ACTION" in Vinnitza took place on January 31, 2019. During this year, the following was done and carried out:

- Provided financial assistance to the Crisis Center "Mother House" whose main purpose is prevention of orphanage
- An insulin pump was presented to a boy with diabetes
- Been an active partner in the All-Ukrainian Campaign for the Right to “Decent Childbirth” in order to ensure the improvement of conditions for the birth of children of Vinnytsia region and to provide comprehensive support for parents
- Provided financial assistance and participated in the National Cancer Survivors Picnic for Cancer and their families and friends
- We supplied the necessary materials for creativity to children with diabetes for conducting a thematic master class
- A charity auction was held as part of an art exhibition to donate the needs of children with diabetes
- Organized and planted a variety of tulips and plants for World Kindness Day
- Organized and conducted a city tour to open a project to restore ethnic traditions and to promote the contribution of prominent women to the history of our region
- With the assistance from the Vinnytsia City Council and the Vinnytsia Regional State Administration, a round table was held "Women's Entrepreneurship and Leadership as a Driver of Economic Development", which resulted in the adoption of a resolution that was sent to the President, Rada and other governmental and specialized institutions regulating and promoting development of women's entrepreneurship in Ukraine
- Participated in the charity event "Women for Diabetes"
- Joined a flashmob dedicated to World Ukrainian Day of Handkerchief
- Gift cards for Xmas were presented to families with children with diabetes
- Conducted a master class for children in painting gingerbread cookies under the slogan "Christmas Taste"
- Joined the Vinnytsia Charity Days project and organized a holiday for the children of the Pribuzh boarding school with a delicious lunch and gift
- Throughout the year, we gathered for “Action coffee” to discuss goals, ideas, and activities, identify priority areas, and attract partners. Thanks to our efforts:
 - ✓ Children with diabetes received insulin pumps and non-contact glucose monitoring, which helps them safely and conveniently (for daily use) obtain blood sugar levels, thereby reducing the stress level of repeated stress;
 - ✓ on the slope of the embankment along Voloshkova Street, we planted a field of tulips to flourish
 - ✓ our brave Defenders at the front line felt the pulse of the New Year holidays, received a special cookies, things and useful gifts made for them, and also sincerely welcomed the festive surprises of children with disabilities of cerebral palsy in Mariupol;

- ✓ Vinnytsia residents have the opportunity to receive profile assistance and support, as well as join us in the good works and development of our city.



Our branch in Rivne

November 18, 2018 - The first Action coffee networking gave the start for the foundation of the branch. In total, 19 Coffee Meetings (networkings) were held in 2019 to plan and implement the activities.

- On November 28, 2018, we visited the Yasenyntsi Training and Rehabilitation Center with a show program. Attracted animators and sponsors for the holiday
- On December 28, 2019, the same institution we visited with the children who live permanently in the center because they have no parents. We brought toys, finger paints, kits for creativity and just talked and played
- On January 5, 2019, we held a culinary master class on healthy lifestyles for members of the organization
- On January 12, we visited the boy Kostya in the village of Prydorozhne. Because emotions are the most valuable gift. In addition, we bought him gifts
- On November 28, 18 and January 4, 19, we visited Nastya Kovaleva. The child has a musculoskeletal disorder, and rarely interacts with kids and does not attend school. Teachers and school psychologists began to support the girl and lure her to school holidays, as well as to support her through the communication and purchase of the necessary things for the child
- On March 31, we conducted training for Girls on the promotion of products and services on Instagram. Because we are engaged not only in charity, but also in constant self-development and support of each other
- On April 25, a performance of the Rivne Regional Puppet Theater "Kolobok" for children with special educational needs was organized at the Yasenyntsi Training and Rehabilitation Center
- On May 5, we held a round table "The Effective Mom" about how not to lose yourself as a person in the modern world, where a woman performs many roles: mother, wife, professional
- On July 7, on Family Day, we visited Yaseninichi again, collecting toys and sweets for them. And most importantly – we gave the joy of communication
- October was devoted to the planning of the Charity Marathon, which was implemented on November 28. On that day, four institutions of the region been visited, as orphans, children with disabilities, as well as single elderly people
- Clevan Special School #2, Alexandria Regional Center for Social and Psychological Rehabilitation, Mezhiritsk Special School, and Zdolbuniv Boarding School for the Elderly opened their doors on this day for us
- 11 cars, 30+ members of the organization and volunteers with clothing, shoes, food, stationery and toys. About this marathon in local mass media been written - «Rivne region covered by a wave of good»!
- On December 30, with the support of philanthropists, a color printer was purchased and delivered to the Alexandria Regional Center for Social and Psychological Rehabilitation so that children could print coloring books, photos, and more

- Funds were also raised over the course of 2 months to purchase Ivani Voloshin's hearing aid tools. In cooperation with other charities, the goal has been achieved - now the girl can hear!

Also, in 2019, as a branch we joined All-Ukrainian actions:

- ✓ January 22 - Worship of Ukraine and February 19, 2019 - the Memory Angels day
- ✓ In 2019, we managed to attract up to 30 activists in our town to our branch. And together we joined 2 All-Ukrainian actions, implemented 11 of our own charitable initiatives!



Our branch in Irpin

A list of the initiatives that our branch in Irpen spent in a couple of months:

- Days of dignity and freedom
- Donor Day to save sick children.
- Cultural and Patriotic Evening with People's Artist of Ukraine Lesia Horova on All-Ukrainian Day of the Action Woman
- held two networkings (effective active coffees meetings)
- Started Children's Social Project "Dreamers"
- Helped to organize M18 Children's Democracy Forum on a volunteer basis
- Conducted the Folklore Festival - the contest of rituals and songs of the winter calendar period "Kalita"
- Creative Evening of Romeo & Juliet Theater and Cinema Studio
- participated in the Business Forum on preparation and participation in the development of investment projects implemented by international financial institutions and donors
- Visiting the Glass Theater at RsDj Studio
- Visit to the house of creativity "DIVOSVIT" where children with special needs are engaged with art
- Celebration for special children with the Blue Elephant Charitable Foundation
- Attended the round table initiated by CF ‘Convictus’ on the topic - "The Current State of the Problem of Drug Addiction and Assistance to Drug Addicts in Irpin"
- On a volunteer basis, helped organize the "IRPEN KIDS CHRISTMAS CUP-2019" Football Festival for Children.
- Launched Santa Mail Charity Project
- Attended the Angels Factory Exhibition project



Our branch in Bashtanka

Projects implemented:

- Winners of the First Regional Competition "Charitable Mykolaiv Region" within the framework of the national competition "Charitable Ukraine"
- NGO "Tenth of April" implemented a program of support for joint projects of displaced persons and locals in Odessa and Mykolaiv regions. Applied for a grant program to support IDPs. Purchased computer equipment, Parus apparatus, mattresses, linens for internally displaced persons in the Bashtansky region;
- Acquired pediatric pulse oximeter for children from 2 years of age Biolight BLT M70A and CMS60CNeo 1.8 pulse oximeter for newborns
- Started the Gender Ideas Workshop project
- Art project "They were the first" to create an exhibition that will tell about women who became the first in the history of mankind in different spheres of society, in different cultures and countries.
- Parents University - new forms of working with parents to engage them in collaboration, dialogue, mutual assistance
- Participation in community projects: "Living with one family" (ACMH), "Family leisure playground"

Help implemented:

- held charity concerts to raise funds for ATO participants
- assisted in holding a meeting of the club "Youth with a soul", which is held once a month Bashtansky District House of Culture
- held in Bashtanka in cooperation with the United Nations Refugee Agency in Ukraine (UNHCR) "Clowns without Borders" (Spain)
- The Center for Social Rehabilitation for Children and the City Inclusive Resource Center



Our branch in Kropivnitskiy

Projects implemented:

1. Annual project - Advocacy for the creation of a shelter for victims of domestic violence (Shelter) at the Kropivnitskiy Center:
2. Annual project "Children born with a heart": disseminating information about children in poor families. Promoting family forms of parenting, overcoming fears and stereotypes around adoption. The video is here: https://www.youtube.com/watch?v=E0AIoo_4lSc&fbclid=IwAR3VvVCBqhMkGYtByVxYFji59CSGmm0l-AnQm5y6IUKvcWl86_CmibInocg
 - December 2019 holiday greetings for children from foster and family-type homes
 - December 2019 master classes for the pupils of the orphanage "Our home"
 - In September 2019, 25 sets of school supplies were handed over to children from poor and needy families
 - August 2019 - School action - collection of school supplies, concert
 - July 2019 - presentation for the media of the project "Children born with a heart"
 - March Round table "A foster child came to your institution". For educators, psychologists, in the premises of the city council of Kropivnitskiy
3. Annual project Care for the residents of the Nursing Home
4. Annual project Support for volunteer movement and assistance to the military:
 - All 2019 - Participation in the creation and promotion of the first KropHub volunteer space in the city
 - March 2019 action in support of seamen: "Our ACTION for your freedom"
5. Permanent project "Promoting the role of women in the history of the city and country": Educational Meetings "Why is Zankovetska a Power?"
6. Cooperation with the Kirovograd Regional Center for Mother and Child
7. Action Cycle "Effective Survival Course": Human and Family Security. Lectures and practical courses on household and psychological safety for girls and locals

Thematic events and holidays:

- February 2019 "Memory Angels" - an action to honor the Heavenly Hundred
- Flash mob to Commemoration Day, January 22
- November 2019 - the anniversary of the creation of ACTION in Kropyvnytskyi with the participation of friends and partners of the organization
- October 2019 - Congratulations on the Defender of Ukraine Day, Cossack Island,

Participation in all-Ukrainian actions:

- December 2019 - Ukrainian Women's Congress
- November, May 2019 Organization in Kropyvnytskyi "Year without Katy". Update on the investigation into the murder of Catherine Gandziuk
- September 2019 - participation in the event "Best Initiatives for Democratic Development of Communities of Ukraine - 2019", Kyiv, Verkhovna Rada



Our branch in Dobrovelichkivka

Thematic events and projects:

- Establishment of the branch on the 11.10.2019
- Implemented 2 networkings (Effective Coffee)
- Visited a local retirement home on World Kindness Day
- Motivational training "Goddess in every woman"
- Congratulated local women entrepreneurs on Women's Entrepreneurship Day
- Participated in Thanksgiving Day celebrations
- Day of the Effective Woman, held an action against violence against women, visited a home for the elderly, held a celebratory networking
- Joined the charity fair "WHO'S NOT YOU!"
- Conducted a roundtable "Against domestic violence"
- On the eve of St. Nicholas Day, met with the mothers of the fallen soldiers and held an action "Give Joy to St. Nicholas Day", visited large families where children with disabilities are brought up and, together with the kindergartens, an old people's home and clinics
- New clothes, medicines, tires, and fuel were sent to the area of the conflict zone on Donbass area
- Celebrated together with children's creative teams New Year's holiday



1.7 Tasks for the future (future projects) 2020 year

Of course, without goals and objectives, and most importantly, without the vision of yourself and your organization for the long term, there will be no organization itself, and most importantly, we will lose the same unifying incentive and impulse that consolidates our activists around the organization and its priorities. We divide our vision and goals into what we should realize in 2020 and those that are planned for the future with a number of factors, such as good circumstances, unexpected opportunities and contacts, luck. Therefore, our top short-term goals for 2020 are:

- Our organization aims to achieve and obtain statutory financing of our activities for the period from 2020 to 2023 for 6 million UAH from the PACT Ukraine program. For these purposes, we have already submitted documents and applications under the PACT Ukraine Program No.Z4867/MY/1 WOMEN OF UKRAINE: INVOLVED, AUXILIARY, UNCLASSIFIED "
- Our organization aims to achieve partial funding for our statutory activities for 2020 in order to receive a targeted grant for the implementation of the PACT Ukraine Annual Gender Forum under PROGRAM No.Z4867/ FR / APS / 1 WOMEN OF UKRAINE: INVOLVED, AUXILIARY, UNCLASSIFIED "

The aim of the project of possible cooperation with PACT Ukraine is to increase the level of realization of human rights for women and girls and to promote gender equality in Ukraine. The goal will be achieved by:

- ✓ Improvement of governance and resilience systems of local organizations working in the field of women's rights in Ukraine, above all organizations representing the interests of vulnerable and marginalized women and girls
- ✓ Improving the productivity of organizations in the field of program implementation and advocacy, with a view to promoting gender equality in Ukraine
- ✓ Enhancing the effectiveness of national and regional platforms, networks and alliances to formulate and implement gender sensitive policies in Ukraine

If statutory funding not be obtained, we will continue to scrutinize large grant contests for 2020, although their number is limited by participation and budget. We will also continue to fundraise for our smaller project initiatives, as we will write below. A separate problem would be the lack of funds and programs in Ukraine that work on gender priorities with women's NGOs. Despite the large relationships and advertising campaigns, with the seemingly large number of open grants, the budgets allocated to these programs are minimal and the requirements for applicants are sometimes often overstated as a banking structure. All this results in the overall make the impression of the commitment of the conducted competitions in the selection of NGOs - contractors of programs and projects. It is often felt that competitions are held for one purpose only - to gather ideas, create visibility of selection, and ultimately - grants and ideas reach third parties involved in donor structures. Now few proposals fro the 2020 future initiatives:

- In 2020, we want to continue the ongoing media project on gender mainstreaming, notably through cultural perceptions of gender, coverage of discrimination against women in the workplace and in business, and other emerging issues. For these purposes, media content as a project is already included as an integral part of our

project applications for funding statutory activities in various competitions and in various donor programs as well. An example of a project to create a series of social commercials is our latest example, "Don't be indifferent" (https://www.youtube.com/watch?v=La_jpCEYnio). For 2020, we plan to create a series of several such commercials with their promotion in regional and national TV in case of statutory funding or to implement it in a separate project format. At least for 2020, we plan to make another social video with this issue at our own expense.

- Throughout 2020, we have set for us the goal of developing a project for women's cultural tendency - the Women's Ukrainian Song Competition "Necklace - Fest". The purpose of the competition is to develop and promote Ukrainian music culture and Ukrainian song in the South of Ukraine; countries among women; attracting women's attention to creative self-realization through the Ukrainian song; enhancing the performing skills of amateur artists and promoting their creativity; mobilizing patriotic and cultural interest in living South of Ukraine to the beauty of Ukrainian song, raising the professional and pedagogical level of the leaders of amateur vocal groups and circles, generalization and dissemination of the best experience. And art, creating a starting platform for discovering women's talents in the field of songwriting and promoting their creative activities and careers
- In 2020, we will continue to develop our project of the International Women's Forum, which has already become our business card and a mark of quality. This project has already been recognized with a number of awards and diplomas and has proven its social need and effectiveness, so we see the sense of developing it further for our target audience.
- In addition to the forum, we will continue to work on the project "Synergy of Women's Initiative in Ukraine" dedicated to the development and strengthening of a network of branches of our organization in Ukraine, conducting thematic network meetings and meetings with a local women's asset. From 2016 to 2019 without any financial or donor's help, we alone have been able to create more than 20 branches across Ukraine and Europe
- We cannot overcome the issue of violence against women in the family and at workplace, as we given the large number of cases from our activists across Ukraine, we have come to the conclusion that the issues of gender discrimination in the workplace, in business are very relevant and painful. That is why we have developed the concept of thematic seminars and trainings, which we started to implement in our branches in 2019. This information and educational support for women's awareness of thier rights will continue in 2020, despite the lack of funding from donor organizations.
- We cannot abandon our mission - Search for historical justice for the Ukrainian woman. The project "Woman in the History of Ukraine" continues to work on regional cases in the process

In terms of long-term perspective, we see the following project initiatives and concepts of organizational activity in which there is a public need for implementation:

- Promoting women's self- realization through the arts, creativity and inclusion of women's potential in the development of the creative industry.
- And of course, our dream is to implement the Women's Hub Project - a resource center as a place where women, vulnerable to certain problems and conditions, can receive specialized help and advice from professionals, where they can spend not only their leisure time talking and gaining additional skills, but also if needed, will be able to spend the night



№2 Management structure

The increase in the efficiency of work is mainly determined by the organization of the management system, which depends on the clear and pure structure and activity of all its elements in the direction of the chosen goals and tasks. Organizations create a structure to ensure the coordination and control of their units and employees. We, as a public organization, are no exception.

2.1 General meeting

On January 30, 2019, we made the general meeting where we reselected the Board, revision Commission, accepted the Ethic Code of Conduct, and updated the rules and instructions. The exclusive competence of the General meeting or collegial governing body extends to the following issues:

- Identify key community issues and activities
- Approval of statutory documentation
- Formation of other management bodies of a legal entity
- Presentation and approval of the order of admission to the organization
- Study and approval of public reports on the activities of the organization
- Making a decision on the transformation or liquidation of a legal entity
- Formation of other legal entities, decision making on participation in the formation of other legal entities
- Formation of branches and other NGO's filials
- Creating a revision commission

2.2 Board

The main purpose of the work of this body (Management Board) is to perform current managerial functions, such as determining the organization's policy, its strategy, monitoring the implementation of the strategic goals and objectives of the organization, determined by the General meeting. Also, monitoring the organization in the conditions of the variability of the social environment, responsibility for the organization's activities before the General meeting, other members, possible donors, law enforcement agencies. The members of the Board are the head of NGO - Natalya Delieva, the secretary – Isaenko Lidiya, Deputy Liseenko Elena, Olena Palashek and Godis Elena

2.3 Revision Commission

The main task is to regulate and control the target program use of funds and intangible assets of our civic organization, control over the statutory activities, control over the financial and economic activities of the organization, familiarization with the minutes of the General meetings of the governing bodies of the organization, verification of the financial documentation of the organization. The instant members of the revision commission are Sidorchuk O., Filkina T., and Isaenko L.

2.4 Inside policies and standards

Based on the fact that the realization of public interests is in the field of general concern and responsibility of the authorities, businesses and associations of citizens; Given that attention to the activities of the NGOs is increasing, the understanding of the principles of their activities is clearly not enough. In response to the growing need for self-determination, self-management and consolidation of the non-profit sector, and increased

transparency, we, the NGO "Association of Women of Ukraine "DIYA", declare our commitment to such basic principles of activity based on international experience:

- The principle of public benefit

The mission is to realize public interests, including the interests of the participants (members) of the organization, attracting the attention of the authorities, mass media and citizens to problems and circumstances of social significance.

- Principle of freedom of action

The activity is based on self-management. We are free to choose the content of the activities and methods of their implementation, can openly express our own point of view on any public problem and defend our position as well.

- Principle of cooperation

We are open to dialogue and engagement with stakeholders. By showing solidarity with other NGOs, if necessary, we are prepared to provide them with support irrespective of our sphere of activity.

- Principle of the rule of law

Activities do not contradict the statute. The NGO takes the necessary measures to comply with the requirements of the legislation and, in accordance with its capabilities, contributes to its improvement.

- Principle of democratic governance

Management is based on democratic procedures and mutual respect. Employees, activists (members) and other persons involved in the activities of the NGOs, are informed about the mission, tasks, legal conditions of the organization, sources of funding, their rights and responsibilities, have the opportunity to openly and freely discuss in the organization the issue of its activities and measures.

- The principle of self-control

The NGO provides internal control over its activities and regularly evaluates its effectiveness and quality, responds accurately to the selection of sources of funding its activities, tries to avoid a situation in which the decision-making is due to the personal benefit of decision makers.

- Principle of openness

The NGO takes steps to ensure that all stakeholders: know about its activities and have contact information; could receive, upon request, brief relevant information about its mission, objectives, tasks, cost structure and revenue and core activities; had an opportunity to get acquainted with its regular (annual) public report.

- Principle of responsibility

The NGO is primarily responsible for society and its target audience, taking into account the possible consequences of its activities for citizens, organizations, society as a whole and the environment.

- Principle of equality

The NGO does not use its advantages in order to discriminate against other NGOs, does not speak on their behalf without proper authorization. A non-profit organization independently represents its point of view or voluntarily delegates this right.

№3 Portfolios of active projects

3.1 Project №1 – Organization of the annual women's international gender forum in Odesa (2019)

The objective and goals of the project - The socio - political and socio - economic potential of the women's movement is the main purpose of this forum. Exposure to women's cohesion, commitment and effectiveness in addressing gender issues and projects. This forum, serves as a consortium of women's non-governmental organizations that, over a number of years, will, within the framework of the project, create, modernize, change the material and spiritual values of society in order to adopt the concept of equal status for women in Ukrainian society. One of the most important goals is the educational function or gender education of the society. The goals of the forum are to discuss with the participants current trends in gender issues in Ukraine and Europe, to discuss gender issues in times of armed conflict, as well as the issues of participation of women and men in managerial and public decision making at the level and with respect. Gender diversity has been on the business agenda around the world for many years. According to research, women and men in the business environment have different assessments of the qualities of good leadership, and understanding how these qualities should be put into practice leads to different leadership styles.

The target group of the project - Primary Auditory (target group) - is Women who live not only in the city of Odessa and in the Odessa region, but also from all over Ukraine. They have an active life position and are ready to develop and realize their potential in the field of politics and social activity, in the sphere of social and economic relations. Women who need psychological, legal assistance and help, and who are ready to implement and improve their skills and knowledges. They are deputies of all levels, civil activists and leaders of public opinion. They are representatives of business, culture, the media, activists of the student and academic environment. Undoubtedly, the forum is open to women with disabilities and women – temporarily displaced people who have an active civic stamina. Secondary auditory (target group) will be female and male visitors and guests of the forum, as well as their families and friends, plus a wide range of stakeholders (from authorities to business representatives). Also, an expanded range of beneficiaries in the form of members of organizations and volunteers, women suffered from trafficking and sex and labour slavery, students, men and women officials, religious communities, men and women of different ages, homosexual couples, LGBT, pensioners, representatives of various youth subcultures, media and their audience as well.

Results - One of the key areas for ensuring democratic progress of Ukraine on the principles of European integration values is the introduction of gender equality in all spheres of public life. The urgency of gender transformation in Ukraine is due both to the international obligations of the state and its internal needs. Our forum is a small step, but a very important tool for the future and fruitful resolution of the gender imbalance in all areas of our life. Our forum is primarily intended for public and open discussion of gender issues, therefore we believe that it will be the same bridge that will unite the society around the Ukrainian woman and will make a small contribution to changing the situation around so far negative attitude in society to the core issue. Illuminating various gender issues (from

domestic violence to equal opportunities for women in politics) – is also the aim. All the participants and guests of the forum took an active part in panel discussions, networkings, thematic round tables and drafting of the final resolution calling the legislative authorities of Ukraine to speed up the implementation of gender EU directives into the national legislation of Ukraine. Therefore, in our opinion, all the above actions within the framework of the forum aimed at our target groups have helped to create in the future the preconditions and opportunities for the promotion of women's rights and fundamental freedoms through the strengthening of women's NGOs, whose delegates visited the forum and represented different regions, districts and cities throughout Ukraine. The main future changes that our delegates will bring to their places will be the practical knowledge and study of the experience of attracting resources to support civil society through the promotion of the development and consolidation of the women's movement. Movement as an integral part of civil society on the example of practical cases forum speakers and demonstration of international experience.

The Gender Forum 2019 hosted an extended meeting of the Coordination Council on Family, Women, Maternity and Childhood. The participants - representatives of executive bodies, social services, public organizations, discussed the Odessa experience of interaction between the community and the authorities. Also present at the event were women - academics, educators, teachers of higher education institutions, doctors, lawyers, heads of public organizations, charitable foundations, civil servants, students, numerous representatives of other structures. The Forum has been held traditionally since 2016 with the aim of creating conditions for comprehensive consideration and discussion of gender issues, promoting the unification and coordination of efforts of the public, government agencies, educators and media representatives, who are responsible for ensuring equal rights and opportunities for women and men in the region, gender culture in youth. 2019 speakers:

- Myroslava Gongadze (USA, Washington) - journalist, TV presenter, editor-in-chief and head of the Ukrainian Voice of America;
- Kira Rudyk (Ukraine, Kiev) - Member of Parliament of the IXth convocation, COO of RingUkraine - a Ukrainian unit of 480 employees of the international IT company, is among the 100 most successful women in Ukraine
- Kateryna Levchenko (Ukraine, Kyiv) - Govt. Commissioner for Gender Policy, Member of Parliament of the 5th Convocation. Doctor of Laws
- Maxim Golubenko (Ukraine, Odessa) - Doctor of Medical Sciences, Professor, Chief Doctor of Maternity Hospital.
- Timur Nishianidze (Georgia, Tbilisi) Consul General of Georgia in Ukraine 2010-2013, Chairman of the Board of Charitable Foundation "For the benefit of Odessa".
- Mykola Smolinsky (Ukraine, Rivne) - President of the CEASC, Business Coach, Specialist in European Integration
- Alexander Nikishev (Ukraine, Kyiv) - Director of Economics at Whirl Ukraine
- Kosyuga Yuri (Ukraine, Odessa) - public figure, master of public administration
- Oksana Prodan (Ukraine, Chernivtsi) - Member of Parliament of the 13th convocation, Chairman of the All-Ukrainian Association of SME ‘Fortress’

- Marina Bardina (Ukraine, Kyiv) - Member of Parliament of the Verkhovna Rada. Co-founder of NGO "Time of Equality"
- Anna Canter (France, Paris) - co-founder of the Cultural Center Anne of Kiev in Sanlis (France), author of the unique project-exhibition "Shields of Dignity"
- Marta Kebalo (USA, New York) - Chair of the UNFCCC Representation at the United Nations Economic and Social Council, Doctor of Anthropology, Expert on Women's Leadership and Civic Activism

Indicators - Based on the results of the forum in 2018, we can show the following statistics:

- The total number of registered participants of the forum - more than 100 people
- The total number of forum visitors is more than 150 people
- More than 20 speakers
- Representatives of partner organizations (more than 10)
- Deputies of city, regional and district councils, representatives of the OTG from all over Ukraine and deputies of the Verkhovna Rada
- Representatives of the regional and national press

Sources of funding:

- 1) own funds (membership fees);
- 2) sponsorship of active members of the organization;

Further Steps and Plans - We are targeting to continue to develop the gender forum project, as the list of issues worth paying attention for discussion on the forum's public platform. These issues and problems of gender asymmetry in the political and socio-economic life of society are the promotion of international and European standards of gender policy and parity democracy, the promotion of gender mainstream, the impact of gender policy on women's rights in Ukraine, the formation of gender rights, the impact of gender policy on the development of NGOs. Also promotion of the Beijing Platform, fight against violence against women and domestic violence, children's rights and promotion of juvenile justice, codification of the family code of Ukraine, labour legislation, promotion and implementation of gender - legal expertise, LGBT rights and so on. Within the framework and under the auspices of the main topics of the forum, we are always in the course of next year ready conducting thematic networkings, round tables, and visit the regions of Ukraine to campaign women in the regions more actively participate in solving their problems and in joining and expanding our network of affiliates throughout Ukraine.



3.2 Project №2 – Networking as an instrument for strengthening newly created women's NGOs and expanding their target group in 2019

The objective and goals of the project - Increasing the capacity and promotion activity, expanding the structure of the active women's all-Ukrainian NGO "Association of Women of Ukraine "DIYA" through the promotion of the creation of new filials of the organization in the cities and regions of the country on the initiative of local feminists and vulnerable groups of women using the tool of networking and strategic sessions in 2018.

The activity of women's associations and organizations in Ukraine causes some difficulties in organizing and generates broad discussions and reflections on the nature of the women's social group, its activity, and ways and means of defending its interests. Under the modern women's movement in Ukraine, we see a set of women's community initiatives and platforms aimed at advancing the interests of various segments of women (including vulnerable groups of women, such as Temporary displaced persons, women with disabilities, single mothers, LGTs and so on) and overcoming gender asymmetry in politics, in social and economic life. At the heart of the women's movement lies the principle of considering any social problem from the point of view, the position of the woman himself. To this conclusion, we came solely based on our practice of work and expansion of the branch network of our NGO "Association of Women of Ukraine "Dyia ". We consider one of the effective tools of self-identification of women's NGOs to be a non-working tool (our "effective coffee"), which has a number of significant advantages over round tables and official organizational gatherings and meetings.

Networking does capture the freedom of expression and initiation of ideas, which in fact at official events is a rarity. To identify this system, to determine qualitative and quantitative components of subcultural self-identification of women's movement on the ground and in the regions is possible when referring to the existing regional statistics, monitoring work of research study groups and the use of non-construction. The tool of strategic sessions and brainstorming, which will be included participants and brought them information about women's and gender issues, discriminatory trends typical for the region networking. It is in the non-building format that we can take advantage of the flexibility and mobility of contacts, a high level of women's adaptation for the consolidation of the women's movement under the basics of our NGO in the regions of Ukraine, which are the priority for the statutory activities of our organization.

Target group of the project - Women living in cities and regions of the country, with an active life position and ready to develop and realize their potential in the field of politics and social activity, in the sphere of social and economic relations. Women who visited our International Women's Forums in Odessa in 2017 and 2018 and expressed an interest in expanding the representative interests of our organization in their regions. Women who need psychological, legal assistance, and who are ready to implement and improve their skills and knowledges. Aged 18 and up. They are deputies of district, city and regional councils. They are civil activists and leaders of public opinion. They are representatives of OTG, business, culture, mass media, activists of the student and academic environment. The filial establishment is also open to women with disabilities and women – temporarily displaced persons, women with active public position. Work with the target audience was

based on the principle of equal opportunity, without giving priority to not just one political party or movement. Beneficiaries of this project of networking and implementation of representative functions through the opening of the filials were female participants and visitors of the event, as well as their families and friends. The main target groups, journalists (TV and press), district state administrations, representatives of mass media (management), other NGOs, regional authorities, local governments, regional development agencies, business support agencies, were interested in non-governmental organizations and in the activity of our NGO branch.

Results:

- Signed memorandums of cooperation and partnership with 3 public women's organizations or organizations headed by a woman in Ukraine
- Opened an additional 7 filials of the our NGO "Association of women of Ukraine "DIYA" in Vinnitsya, Chornomorsk, Irpen, Nikolaev, Bashtanka, Kherson, Dobrovelichkivsk
- Increased the capacity of existing women's NGOs to take into account the interests and needs of vulnerable groups of women and expanded their target groups
- Strengthened solidarity and cooperation between active women's organizations and newly created non-governmental organizations

Indicators:

- In 2019, we were able to conduct more than 21 such networkings in the style of "Active coffee time" throughout Ukraine, and more than 600 active women were involved in these events and meetings
- Improve advocacy skills among activists and non-governmental organizations and increase the activities of partner organizations and non-governmental organizations in the field of advocacy and promotion of gender policy.
- Prepared a draft strategic plan for branch development in the medium term, defining goals and objectives for the short-term perspective and tasks

Sources of funding:

- 1) Own funds (membership fees);
- 2) sponsorship of active members of the organization;

Further Steps and Plans - In 2020, work continued on expanding and strengthening our representational interests of the organization in cities, and regions of Ukraine. Also, work will be continued on finding a donor organization able to support our work with women's actives in the regions of Ukraine through a grant program.



3.3 Project №3 – " In sisterhood we are effective ". Permanent charity work and assistance to the needy in 2019.

The objective and the goals of the project - performing charitable activities to support and develop such social areas, initiated by social needs, such as creating decent living conditions and socialization of orphans, overcoming social orphans, spreading healthy lifestyles, helping needy families and the elderly. One of the main activities of our ongoing charitable project, as a permanent activity, is to help orphans and children left without care by parents living in orphanages and children with disabilities studying in specialized care schools. The main direction of assistance is to promote social and work adaptation of children, to improve the quality of their education and vocational orientation. Our organization develops programs and organizes activities aimed at comprehensive development of family placement of children left behind by their parents. The activities also include the development of programs and activities to promote healthy lifestyles and family values, assisting families and citizens in difficult situations. Charity in the modern world is a complex and multifaceted social phenomenon that affects the development of the social sphere of society. Also, within the framework of our charity policy, we devote a great deal of time to the cultural and emotional development of our target groups in the category of particular attention. Because we treat charity not only as a distribution of bread and clothing, but above all, it is a concern for the emotional state of our wards from problem target groups.

The target group of the project - philanthropists and businessmen, beneficiaries, performers of charitable actions, volunteers and indirect participants as trustees of organizations, mass media, controlling bodies of state and local self-government, representatives of culture and creative intelligentsia

Results:

- economic: ensuring the decent existence of those citizens who, due to objective characteristics and life situations, are unable to take care of themselves;
- social: relieving social tensions by equalizing the standard of living, supporting the most deprived segments of the population who, due to objective circumstances, cannot adapt to new conditions;
- public: filling in the distortions of social relations that lead to the withdrawal of individual categories of the population from the accepted standards of life, which limits their ability to consume public goods and self-fulfillment; influence on public opinion;
- marketing: meeting the needs of philanthropists, providing donors with charitable projects, and at the same time cultivating altruistic and philanthropic sentiments in society
- Psychologically - Emotional: We take action to combat psychological discomfort and emotional burnout through a variety of creative and creative tools, helping our target group and mentees to feel happy, find creativity and get a boost of stamina

Indicators: We, as a charity, draw people's attention to a social problem, design information about our projects, bring this information to the target audience in an accessible way, provide feedback, and respond accordingly. In order to accomplish all this

process, it is necessary to involve the audience in a particular cause and in charitable activity in general and on a case-by-case basis. Over the course of 2019, the total amount of targeted charitable assistance amounted to 80,000 UAH, more than 200 people have received assistance and support to one degree or another. More than 200 children received targeted help and support.

Sources of funding:

- 1) Own funds (membership fees);
- 2) Sponsorship of active members of the organization;

Further steps and plans - we will continue to develop ideas of spirituality through charity and social investment. Our goals and objectives for 2019:

- Creation and implementation of socially significant projects
- Development of new trends for the implementation of charitable programs
- To study and apply the best achievements of European education and experience in the social field
- Improving the quality of life of vulnerable populations
- Assistance in social adaptation and rehabilitation of the needy, unemployed, orphans, persons with disabilities and other persons in need
- Promoting maternity and childhood protection
- Strengthening positive public opinion in the field of charity and social investment



№4 Feedback

4.1 Map of stakeholders

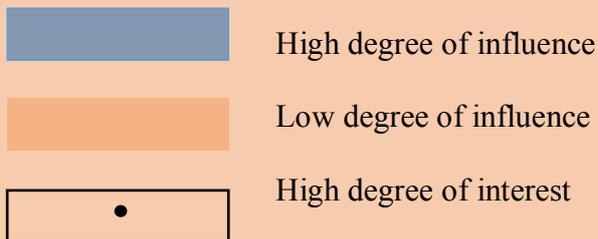


Stakeholders - any individuals, groups or organizations that have a significant influence on the decisions taken by our organization or are affected by these solutions (employees, clients, target groups, contractors, public organizations, the state, etc). Identifying and working with stakeholders is one of the tools to enhance the business and social reputation of civic activities, to establish effective and balanced relationships with all stakeholders. The stakeholder's map and stakeholder's interests table are the instruments that allows the most appropriate identification of stakeholders to systematize and visualize information about the environment of the NGO, for an adequate strategy for working with each of the stakeholders. The structure of the stakeholder's cards is divided into three layers; the first layer is located by our own NGO, and further, depending on the possibilities of the stakeholders' influence on the activity. There are: on the second layer - the partner NGOs and the branches of our NGO, the local community, staff, clients, trade unions and employers, government and foreign partners; On the third layer there are state bodies, suppliers, competitors, media, donors, sponsors and philanthropists.

Stakeholders located on the second layer have a direct impact on the activities of our organization, on the third layer indicated stakeholders holding an indirect influence on the activity of our organization. On the stakeholder's map there are three concentric areas of influence of our organization on one or another stakeholder:

- 1) **Area of authority/responsibility.** Interested persons in direct subordination are identified in this area (***)
- 2) **Area of direct influence.** In this area, there are stakeholders who directly influence the organization (**)
- 3) **Area of indirect influence.** This area is made up of stakeholders, on which our organization provides indirect influence (*)

Stake holders	Area of interests						
	Strategy development	Finance & donor grants	Service quality	Project implementation	Legislation	Operational activity	Reputation & goodwill
NGO Board	•	•	•	•	•	•	•
NGO partners				•	•		
NGO filials	•	•	•	•		•	•
Local communities							
Staff & volunteers	•	•	•	•		•	•
Target groups		•	•				
trade unions & employers' organizations					•		
Foreign partners		•		•		•	•
Philanthropists		•		•	•		
State							
Sponsors		•	•				
Donors	•	•	•	•	•	•	•
Competitors							•
service & goods providers		•					•
Media							•



4.2 Channels of communication with stakeholders

The success of any organization mostly depends on the positive attitude of others around it, and therefore well-organized activities in the field of communications become a strategic resource of not only commercial but also non-profit organizations. In our opinion, non-profit organizations need to solve not only periodically emerging problems, but also work on the overall instant "image" in the public consciousness, on the greater and deeply aware of people about the goals and results of their activities. We believe that communication tools should be widely used by us for the following reasons:

- The need to communicate to the public in order to popularize the mission of the organization and the formation of its positive image in the eyes of the public;
- The need to create and maintain conditions for attracting funds (fundraising) in such volumes that allow organizations to achieve their goals;
- The need to form channels of communication with potential users and clients of services provided by the organization;
- The need to disseminate ideas relevant to the organization's mission in public policy;
- The need for effective motivation of people involved in the mission of the organization

Therefore, when organizing and conducting communication campaigns, we draw large attention to such factors as relations with the media, with volunteers and activists of our organization. We understand that high-performing communication campaigns are high costs that are not yet available to our young organization, so we use the following available resources to the best of our ability:

- ✓ We are always open to media representatives, both regional and national, we are always ready to give interviews, comments, opinions, always use opportunities and contacts, always go to interviews, publish articles, comments and blogs.
- ✓ We are always in direct contact with our partners to participate in their events, round tables and seminars; we are always using this tool as an opportunity to make statements about our projects and ourselves.
- ✓ We develop our site, profile page on facebook and facebook group; we always support our affiliates and our partners in social networks
- ✓ We always have a communications plan, which we are trying to follow
- ✓ We build relationships with stakeholders using the following interoperability models:
 - as a model for informing (disseminating honest verified information)
 - model of mutual understanding (emphasis on feedback)
 - a model of social partnership (emphasis on building a corporate relationship and working together)

4.3 Media milestones 2019

https://www.youtube.com/watch?time_continue=3&v=Bg0m4fC-si0&feature=emb_logo
<https://folga.com.ua/interview/natalya-delieva-kto-navedet-poryadok-v-obshchestve-luchshe-zhenshchiny>
<https://od-news.com/2019/01/21/odessa-prisoedinitnya-ko-vseukrainskomu-fleshmobu-zv-yazhi-oberig-ukrayini/>
<https://dumskaya.net/news/v-den-sobornosti-voze-pamyatnika-ivanu-franko-p-094667/>
<https://usionline.com/2020/01/22/tsvety-k-pamyatniku-kobzaryu-molity-i-pozhelaniya-ukraine-kak-v-odesse-otmetili-den-sobornosti-fotoreportazh-video/>
<https://odessamedia.net/news/v-Ministerium-nagradili-samih-uspeshnih-jenschin-odesskogo-regiona-fotoreportaj/>
<https://www.youtube.com/watch?v=Y3d0UO9KaxM>
<http://www.golos.com.ua/rus/article/319239>
<http://krug.com.ua/news/34020>
https://timer-odessa.net/neformat/vihodnie_v_odesse_frantsuzskiy_zavtrak_mayyanskiy_goroskop_br_azilskaya_tetushka_i_glamurniy_biznes_534.html
<https://kr.oblast.online/news/v-kropivnitskom-proveli-fleshmob-dlya-podderzhki-ukrainskih-voennoplennyh-foto/>
<https://vinnytsianews.com/vinnitskie-deputaty-vlasyuk-i-stanislaenko-vysadili-tysyachu-tyulpanov-voze-ozera-na-maslozhire-foto/>
<https://www.youtube.com/watch?v=lo2JkvTxMu0>
<https://od-news.com/tag/natalya-delieva/>
<https://pivdenukraine.com.ua/2019/08/19/v-odesi-vidbudetsya-forum-zhinok/>
http://volynpressclub.org.ua/index.php?option=com_content&view=category&layout=blog&id=10&Itemid=21&limitstart=20
<https://www.gazeta-misto.te.ua/olga-shahin-mizhnarodnyj-diyevyj-forum-chudovyj-instrument-dlya-podolannya-stereotypiv/>
<http://ccwea.org.ua/book-2019.pdf>
<http://1tv.od.ua/releases/18063>
https://www.youtube.com/watch?v=La_jpCEYnio
<http://www.infoport.live/news/v-odesse-sostoyalas-frantsuzskaya-vecherinka-foto/>

<http://www.diya-ua.org>
<https://www.facebook.com/diya.association/>
<https://www.facebook.com/groups/diyaua.org/?ref=bookmarks>



№5 Budget

Legal information – Organization founded in Odessa (Odessa region, Ukraine), Legal type – Private and public law body, Legal form – Civic organization, Category – Other non state actors, Public organisations, Non – profit organisations.

Registration number - 40985898, DUNS – 498427069, NCAGE – SFGV0

Flat tax registration number – 10000000772029

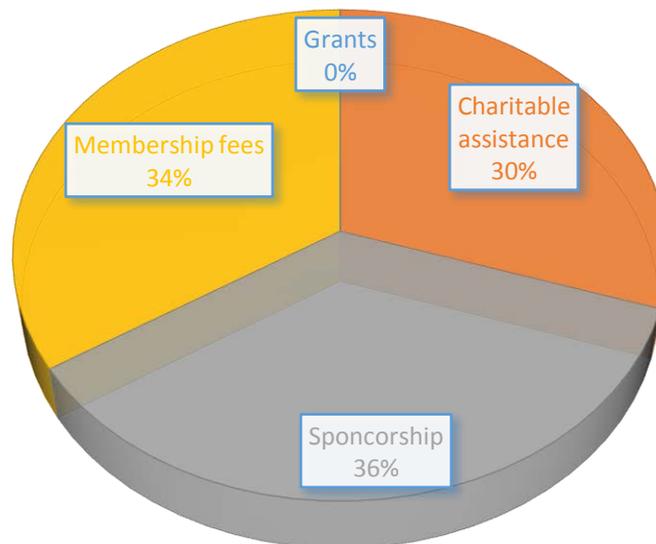
5.1 Revenues, local currency (UAH)

Gratuitous financial assistance	180 000,00
Passive income (the balance from the 2017, uah)	0,00
Total	180 000,00

The sources of gratuitous financial assistance:

Donor's grants	0,00
Sponsorship assistance	65 000,00
Charitable assistance	55 000,00
Membership fees	60 000,00
Total	180 000,00

THE SOURCES OF GRATUITOUS FINANCIAL ASSISTANCE



5.2 Spendings

Total **180 000,00**

Component costs:

Wages Staff & board 0,00

Office expenses: **1 000,00**

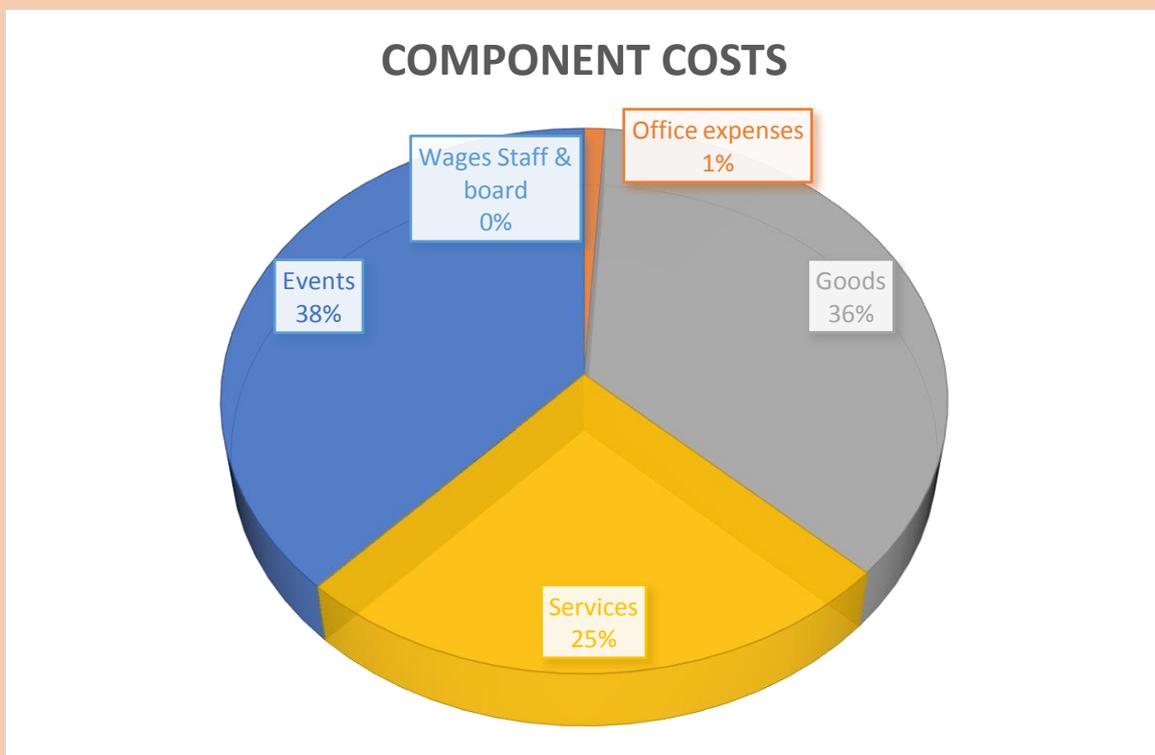
Office rent 0,00

Chancellery 1 000,00

Goods 64 000,00

Services 45 000,00

Events 70 000, 00



Costs for goods, services and activities/events are related to charitable actions and expenses for active projects

Balance (in cash, local currency, uah)

Account balance on 1.01.2019 5 000,00

Revenues in 2019 180 000,00

Spendings in 2019 180 000,00

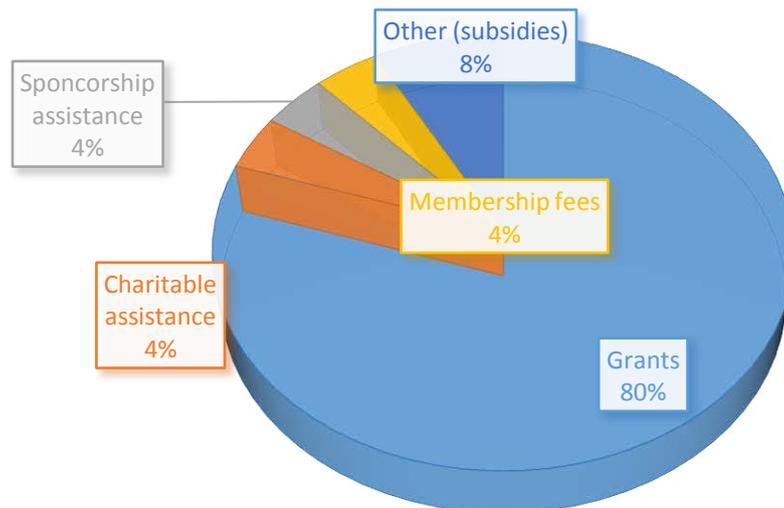
Account balance on 31.12.2019 0,00

5.3 Draft budget for the next year (2020)

Revenues, in local currency (UAH)

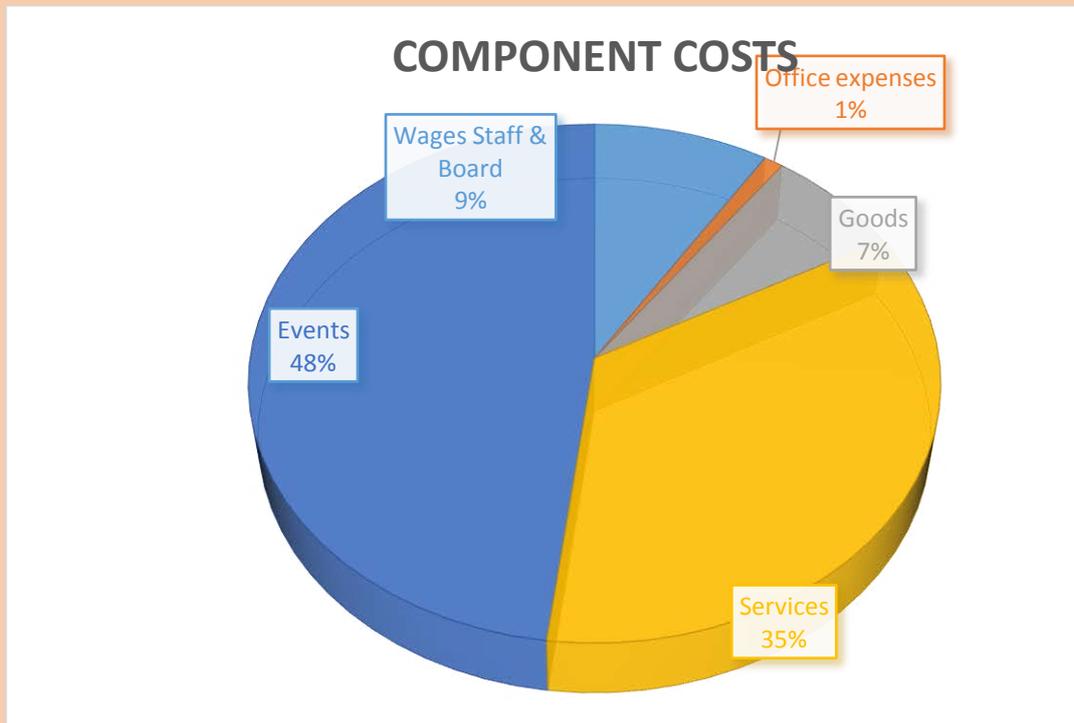
Gratuitous financial assistance	1 415 000,00
Passive income (the balance from the 2018, uah)	0,00
Total	1 415 000,00
The sources of gratuitous financial assistance:	
Donor's grants	1 135 000,00
Sponsorship assistance	60 000,00
Charitable assistance	60 000,00
Membership fees	60 000,00
Other (subsidies)	100 000,00
Total	1 415 000,00

THE SOURCES OF GRATUITOUS FINANCIAL ASSISTANCE:



Spending

Total	1 415 000,00
Component costs:	
Wages Staff & board	130 000,00
Office expenses:	1 000,00
Office rent	0,00
Chance llery	1 000,00
Equipment	0,00
Goods	100 000,00
Services	500 000,00
Events	684 000, 00



Costs for goods, services and activities/events related to charitable actions and costs for active projects, in the case of grant financing

Balance (in cash, local currency, uah)

Account balance on 1.01.2020	0,00
Revenues in 2020	1 415 000,00
Spending in 2020	1 415 000,00
Account balance on 31.12.2020	0,00

Budget allocation by projects (2020 forecast)

Project name	estimated project budget (UAH)	% of the total budget (forecast for 2020)
Necklace fest	900 000,00	63
V International Gender Forum 2020	280 000,00	20
social videos (promotion of women's rights)	55 000,00	4
Networking as a tool for enhancing newly created women's NGOs in 2020	80 000,00	6
Continuing charity work and assistance to those in need in 2020	100 000,00	7
TOTAL	1 415 000,00	100

Resumes

In Ukraine today there are dozens of real active and useful public associations, defending, supporting, and realizing the interests of their members. Their importance to society is difficult to overestimate. However, this is not all clear: today, public organizations are an institution that is unfortunately not trustworthy: according to a poll conducted by the Razumkov Center in 2019, only 5% of Ukrainians fully trust public organizations. The number of those who do not trust at all - almost four times more, is 21%. Distrust arises from nowhere. In one case, its causes go to a more or less deep past, in another – connected in the present. The direct observation of everything that seems to be "public" raises much more questions, doubts and even suspicions than given answers and understanding, and therefore negates the desire to support or join any public association. Nevertheless, it is also worth acknowledging that the distrust of women's NGOs is not so great, on the contrary, many respondents even emphasize their positive emotions and consent to their activities. Women prove their effectiveness and balanced approach in solving socio - economic problems.

In modern Ukraine, gender policy remains at the periphery of the state. There may be structures in charge of this, but they are not effective at solving problems. Civic initiatives are not born in a vacuum; they develop and progress under the influence of the political and cultural context, the specifics of gender relations in Ukrainian society. With the passivity of the state, it is the responsibility of women's NGOs to take responsibility for women's rights and to effectively monitor the implementation of the EU and UN key gender directives. In fact, we play the role of a social agent. The term "agent" implies people who are able to change their environment and recreate it. The agent's activities are directly related to systems and institutions. In addition, these are complicated and difficult relations with the state and stereotypes of public opinion. Our goal is not to become another women's or feminist organization, our goal is to influence the outside world and gradually work to change the status of women in Ukrainian society.

In view of the above points, we in our statutory activities try to avoid these mistakes first. Our goal is not to alienate women and men who are clearly not interested in gender issues and women's movement, but to learn to understand their interests and learn to solve their problems. Social initiatives of women's organizations are, primarily, a human resource of social development, which in essence is not subject to either capital or power, because it depends on the intelligence, will of creativity and intrinsic motivation of people.

Despite the difficulties, we are looking forward to 2020! Even without the help of the state, but by our own means and methods of solving problems. May we be happy at least!

