

## WINGS

Women Included:  
Nurturing Growth and Security

**Donor:** Global Affairs Canada (GAC)  
**Implementing Organization:** Pact  
**Project period:** March 10, 2020 –  
March 31, 2025

### CONTEXT \ RATIONALE

- » Gender inequality is still one of the leading human rights violations.
- » Social and legal discrimination against women remains a major obstacle to economic development.
- » Discrimination means limited economic opportunities, gender pay gap and gender gap in the labor market, unpaid housework and care responsibilities, limited representation, participation and leadership opportunities.
- » Existing gender roles and stereotypes are root causes of discrimination, abuse and violence.
- » Rural women in Ukraine are especially vulnerable.
- » Intersectional factors compound socio-economic challenges faced by women.
- » The impacts of COVID-19 are exacerbated for women and girls simply by virtue of their sex.

**PROJECT GOAL:** Enhanced economic prosperity for women and the most vulnerable and marginalized living in Ukraine

The goal will be achieved through:

- » Improved economic security of rural women and the most vulnerable or marginalized, especially those affected by the conflict.
- » Strengthened employment and entrepreneurship opportunities for women and the most vulnerable and marginalized.

**THEORY OF CHANGE:** IF rural and the most vulnerable women have the self-confidence and necessary knowledge and skills and are situated within a nurturing environment that promotes their employability and entrepreneurship, **THEN** women will be economically secure, **CONTRIBUTING TO** more inclusive and shared economic prosperity in Ukraine.



## ■ THE PROJECT'S THEORY OF CHANGE IS PREDICATED ON AN APPROACH THAT IS:

- » **Context driven:** Interventions that reflect contextual realities and local power dynamics.
- » **Innovative:** Achieving meaningful change for women and girls in Ukraine requires going beyond “business as usual.” The Project will foster creative approaches and locally driven innovation through the use of Human Centered Design (HCD) to elevate beneficiary voices in brainstorming, prototyping, and refining solutions to develop more effective programs.
- » **Locally led:** To achieve scale, reach, and sustainability, local CSOs must be in the driver’s seat in designing and delivering interventions. The Project partnered with 3 leading CSOs starting from the design stage through the full implementation period.
- » **Flexible and adaptive:** In Ukraine’s dynamic context, the project will constantly apply learning tools and methods to be able to timely adjust and adapt proposed interventions.

## ■ PROJECTS IMPLEMENTING PARTNERS:

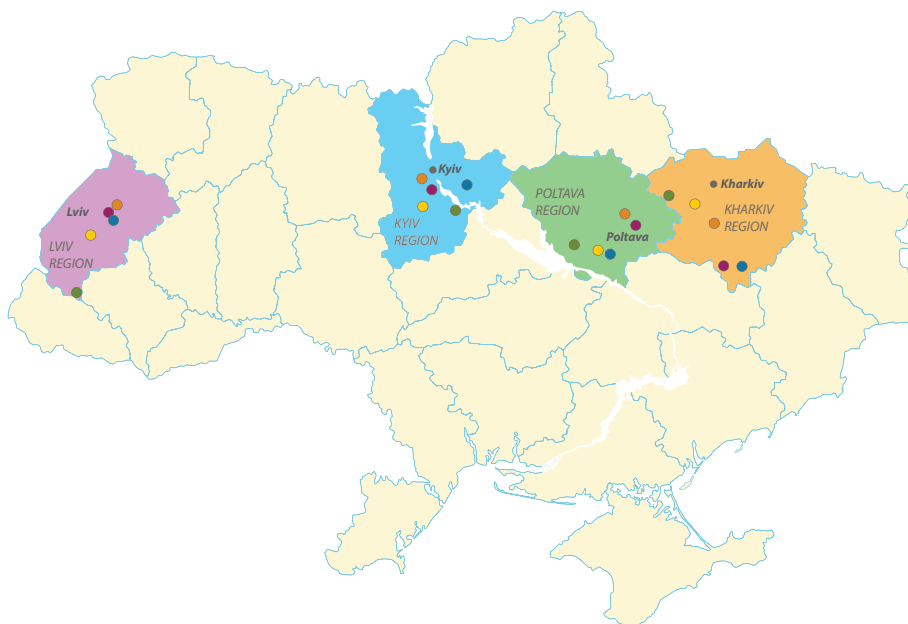
Convictus, Light of Hope, and Walnut House

## ■ PROJECT RESOURCE PARTNER:

Beetroot Academy

## ■ PROJECT REACH:

- » WINGS will focus on: rural women, Roma women, women with disabilities, and women who face multi-dimensional vulnerabilities, specifically survivors of gender-based violence (GBV), women who have served prison sentences, women living with HIV (WLHIV), and women affected by the conflict, including women with partners in the military, veterans, widows, and internally displaced persons (IDPs).
- » The Project will work in Lviv, Kharkiv, Kyiv, and Poltava regions, covering four rural amalgamated communities and the regional level city in each region (total of 20 communities)
- » 3,000 women will benefit from the Project interventions
- » Indirectly, the project will reach more women as well as men, family members, communities more broadly through information campaigns and community-based events that cover a range of topics related to gender equality and women’s economic security.



- Through various research, including the [research conducted by Pact in Ukraine](#), limited access to funding has been identified as one of the key barriers for early stage entrepreneurs and women-entrepreneurs, in particular. To address this challenge, the Project will provide seed funding on a competitive basis for women who want to start or scale up a business.

The Project will use a participatory, responsive, and systems-based approach to both project activities and coordination to build local ownership of the process, strengthen capacity at different levels and increase engagement of decisionmakers in local efforts to enhance women’s economic security.



WINGS (Women Included: Nurturing Growth and Security) project is implemented by Pact with the support of the Government of Canada

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