



Gendered socio-economic challenges in Ukraine

Analysis of gendered disparities and
insecurities among men and women
using data from reSCORE Ukraine 2024

May 2025



Gendered socio-economic challenges in Ukraine

Analysis of gendered disparities and insecurities
among men and women using data from reSCORE
Ukraine 2024

May 2025

Acknowledgements

Authors: Dr. Bertrand Baldet, Dr. Ilke Dagli-Hustings, Sonia Dassé, Marian Machlouzarides

Reviewed by Ana Lukatela and Myroslava Mosiiuk

Contributors: Nadiia Novosolova

Design: Olga Pugina

The views, conclusions, and recommendations presented in this document do not necessarily reflect the position of UNDP, or their partners.

For more data from the reSCORE in Ukraine, visit app.scoreforpeace.org.

Contents

| | |
|--|----|
| KEY FINDINGS | 4 |
| INTRODUCTION | 6 |
| METHODOLOGY | 8 |
| HOW TO READ SCORES | 9 |
| SECTION 1.TRENDS AND GENDER DISPARITIES BETWEEN MEN AND WOMEN | 10 |
| 1.1. Economic factors | 10 |
| 1.2. Access to services and basic necessities | 13 |
| 1.3. Wellbeing and security | 16 |
| SECTION 2. DEMOGRAPHIC FACTORS AND INTERSECTIONAL VULNERABILITIES | 19 |
| 2.1. Income | 19 |
| 2.2. Economic security | 20 |
| 2.3. Employment | 22 |
| 2.4. Public services | 24 |
| 2.5. Basic needs and support services | 25 |
| 2.6. Mental health | 26 |
| 2.7. Personal security | 27 |
| ABOUT RESCORE UKRAINE | 29 |
| ABOUT SEED AND PARTNERS | 30 |
| BIBLIOGRAPHY | 31 |

Key Findings

The reSCORE Ukraine 2024 findings summarised below suggest that women face persistent economic and social disadvantages compared to men, with lower income, limited employment opportunities, and more severe psychological distress, despite comparable access to public services. Women, particularly internally displaced women, women with disabilities, rural women, and survivors of violence—experience, face intersecting disadvantages.

1. Women face economic and labour market disadvantages, especially displaced women and women with disabilities.

- In 2024, 38% of women reported not having enough money for food or clothing, compared to 31% of men. Women were also more likely to fall into the lowest income bracket (<3,000 UAH/month), with 9% compared to 7% of men.
- Women rated their access to employment at 4.0 out of 10, lower than men's 4.4. While both men and women cite job scarcity as the main barrier, women face additional constraints, especially household and caregiving responsibilities and weaker professional and social networks.
- Gender disparities become more pronounced when examining the Economic security indicator, which encompasses more than income, also including the ability to cover essential expenses, access to financial safety nets, and the stability of one's employment. Women scored lower than men on the Economic security indicator (3.9 vs. 4.3). Women with disabilities (3.2) and displaced women (3.2) face particularly low levels of Economic security, highlighting how adversity deepens gendered economic vulnerability.
- Kherson, Kirovohrad, and Ternopil oblasts consistently emerge as the least economically secure for women, with limited job opportunities and low income levels.

2. The trend from 2021 to 2024 reveals that anxiety and depression are rising, particularly among rural and displaced women.

- On a scale of 0 to 10, women report higher levels of anxiety (5.2) and depression (3.9) than men (4.2 and 3.4, respectively). This consistent with global patterns in underreporting and stigma among men, which often leads to underdiagnosis and undertreatment¹.
- Mental health outcomes are closely tied to economic hardship, poor health and concerns about personal security, particularly among those who are displaced, living with disabilities, or in rural areas.
- While only 1 in 3 (both women and men) report sufficient access to psychological

1 McManus S, Bebbington P, Jenkins R, Brugha T. (eds.) (2016) Mental health and wellbeing in England: Adult Psychiatric Morbidity Survey 2014. Leeds: NHS Digital ; Wagner AJM, Reifegerste D. Real men don't talk? Relationships among depressiveness, loneliness, conformity to masculine norms, and male non-disclosure of mental distress. *SSM - Mental Health*. 2024;5:100296 ; Martin LA, Neighbors HW, Griffith DM. The experience of symptoms of depression in men vs women: analysis of the national comorbidity survey replication. *JAMA Psychiatry*. 2013;70(10):1100.

counselling and support, this figure drops to just 1 in 5 among rural women, highlighting a critical service gap for women in more remote communities.

3. Public service access does not differ significantly by gender, but disparities exist across regions and demographic groups.

- Gender differences in access and satisfaction with public services such as education, healthcare, education, social welfare and public transport are minimal at 6.4 out of 10 for women and 6.3 out of 10 for men.
- However, women who lived under occupation and rural women report the lowest scores (5.8 for both groups) compared to other groups and national averages. Women in Kherson (5.2) and Sumy (5.5) oblasts also report significantly lower access followed by those in Chernihiv, Odesa and Ternopil oblasts (all three oblasts at 5.7).

Based on these findings, the following actions are recommended to strengthen gender-responsive and inclusive recovery:

1. Integrate intersectionality meaningfully and flexibly into programme and policy design, recognizing that rural, displaced, and women with disabilities face compounding challenges when it comes to economic security, mental wellbeing, labour market participation and access to services.
2. Strengthen income stability and inclusive financial tools (e.g. job/wage protection, accessible savings and credit mechanisms, support for women entrepreneurs) to bolster economic resilience on the household level and to bolster future recovery and resilience efforts.
3. Minimise structural barriers to employment, particularly for rural women and women with disabilities, by investing in upskilling, accessible transport, flexible work models, and inclusive hiring practices.
4. Address occupational segregation that may become pronounced during recovery and reconstruction efforts that require skills and occupations traditionally held by men such as construction, transportation and energy sectors. Challenging traditional gender norms and professional social stigmas, and support women in STEM (science, technology, engineering and medicine) and vocational pathways.
5. Invest in scalable psychosocial support programmes and healing mechanisms, for enhancing family resilience such as multi-family healing spaces, resilience oriented therapy and socio-therapy. Target those in rural areas, those from low-income households and those with war related traumas via scalable mobile or tele-counselling and community-based approaches.

Introduction

Since 24 February 2022, Ukrainian civilians have endured the profound consequences of full-scale invasion by Russia. Over 63% of the population have lost a friend or relative, and more than 1 in 5 have experienced the death of a close loved one². The destruction of homes, infrastructure, and livelihoods has affected millions, with assessments showing that approximately 13% of the country's entire housing stock has been damaged or destroyed, impacting over 2.5 million households³. More than a third of Ukrainians have experienced displacement, and 14.6 million people were projected to require humanitarian assistance in 2024⁴.

The full-scale invasion inevitably and severely has affected nearly every aspect of life in Ukraine, displacing families, destroying homes and livelihoods, and inflicting widespread trauma. It reshaped the distribution of resources, disrupted daily life, limited access to employment, health services, and safety. However, war and conflict do not affect all groups equally. Gendered insecurities become more pronounced, particularly among women who are already in vulnerable circumstances. These include women who are rural, displaced, low-income, have disabilities, or are survivors of violence. Such intersecting vulnerabilities threaten women's economic, social, and political participation, and undermine equity between women and men.

The Social Cohesion and Reconciliation (SCORE) Index provides an evidence base to examine these disparities. Drawing on SCORE 2021, reSCORE 2023, and reSCORE 2024 datasets, this report offers a situational analysis of gendered socio-economic wellbeing in Ukraine. It focuses on key dimensions of the Social Cohesion and Reconciliation (SCORE) Index, particularly those linked to economic participation, health, wellbeing, and access to services. By highlighting the structural and contextual factors that undermine women's socio-economic resilience, the analysis aims to

2 Kyiv International Institute of Sociology (KIIS) – National survey (2023) on war impacts: <https://www.pravda.com.ua/news/2023/06/29/7409061>; Rating Group / ZMINA – National survey (2025) on war losses and justice <https://slovoproslavo.info/en/survey-21-of-ukrainians-have-experienced-the-death-of-a-loved-one-due-to-war/>

3 World Bank Needs Assessment (2025) <https://www.worldbank.org/en/news/press-release/2025/02/25/updated-ukraine-recovery-and-reconstruction-needs-assessment-released#:~:text=reached%20%24176%20billion%20,Donetska%2C%20Kharkivska>

4 NHCR / UN OCHA – Refugee and IDP statistics (2022–2025): <https://www.unrefugees.org/emergencies/ukraine/#:~:text=UNHCR%20www>; UN Women (2024): <https://eca.unwomen.org/en/stories/in-focus/2024/02/women-and-girls-after-two-years-of-war-in-ukraine>

inform more inclusive and gender-responsive policies and programmes for Ukraine's recovery and reconstruction.

Earlier waves of SCORE Ukraine data already pointed to persistent inequalities: despite equal educational attainment, women reported lower employment rates and greater economic insecurity. Those most affected tended to be older and rural, experiencing worse health outcomes and limited access to services. ReSCORE 2023 further revealed that personal security was lowest among women who were survivors of domestic violence, internally displaced, low-income, or disabled. Rural women were disproportionately excluded from services, and many relied on welfare (58%) or humanitarian aid (40%). Anxiety, depression, and poor physical health were also prevalent, with 16% of women frequently struggling to stop worrying, and 10% often feeling depressed or very sad.

Importantly, the gap between women in vulnerable conditions and those in more stable ones is consistently wider than the equivalent gap among men. This demonstrates that women are not only more exposed to adversity, but also more severely impacted by it. To better understand these dynamics in 2024, the report focuses on five key categories of vulnerability: women with disabilities, women who lived under occupation, survivors of domestic violence, internally displaced women, and women living in rural areas. The analysis is guided by three research questions:

1. Have there been any changes in the levels of socio-economic gender disparities between men and women indicators in Ukraine from 2021 to 2024? ([section 1](#))
2. Which are the demographic factors and experiences can undermine women's socio-economic resilience and how did these evolve from 2021 to 2024? ([section 2](#))

Methodology

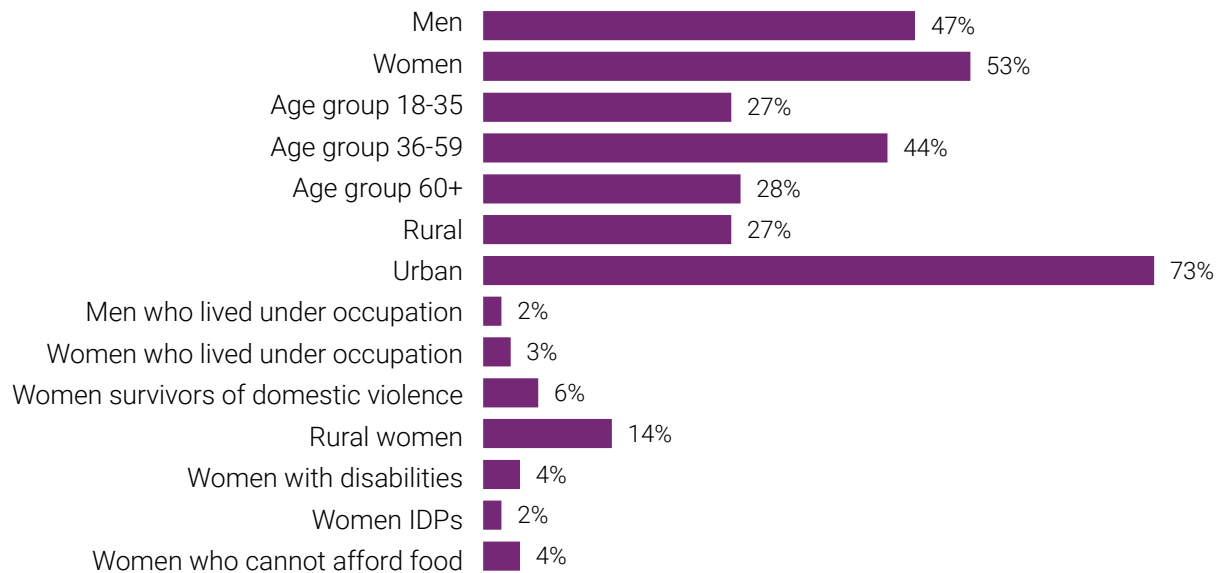
Data from the Ukraine reSCORE in 2024 relies on face-to-face, structured and quantitative interviews with citizens in Ukraine, collected between May 2024 and September 2024. The data, collected from 7,758 respondents (Men: 3669 and Women: 4089), is representative of all territories controlled by the Government of Ukraine at the time of surveying, and excludes Luhansk oblast, Donetsk oblast and the Autonomous Republic of Crimea. In 2024, the sample sizes of Kharkiv, Kherson and Zaporizhzhia oblasts, referred to specifically in this report, were 498, 100 and 501, respectively.

In the 2024 reSCORE study oblasts are grouped into four macroregions: West – 2,088; North – 1,450; Centre – 1,275; South-East – 2,945 (Unweighted sample sizes).

| Region | Oblast |
|------------|------------------------|
| Centre | Vinnitsia oblast |
| | Kirovohrad oblast |
| | Poltava oblast |
| | Cherkasy oblast |
| North | Zhytomyr oblast |
| | Sumy oblast |
| | Chernihiv oblast |
| | Kyiv oblast |
| | Kyiv city |
| South-East | Odesa oblast |
| | Mykolaiv oblast |
| | Kherson oblast |
| | Zaporizhzhia oblast |
| | Kharkiv oblast |
| | Dnipropetrovsk oblast |
| West | Volyn oblast |
| | Khmelnyskyi oblast |
| | Ivano-Frankivsk oblast |
| | Zakarpattia oblast |
| | Chernivtsi oblast |
| | Lviv oblast |
| | Rivne oblast |
| | Ternopil oblast |

Data from the Ukraine reSCORE in 2023 relied on face-to-face, structured and quantitative interviews with citizens in Ukraine, collected between March 26, 2023, and June 12, 2023. The data, collected from 5,914 respondents, is representative all territories controlled by the Government of Ukraine at the time of surveying, and excluded Luhansk oblast, Donetsk oblast and the Autonomous Republic of Crimea. In 2023, the sample sizes of Kharkiv, Kherson and Zaporizhzhia oblasts, referred to specifically in this report, were 180, 101 and 180, respectively.

SCORE Ukraine in 2021 relied on data from face-to-face, structured and quantitative interviews with citizens in Ukraine, collected between January 2021 and May 2021. The data, obtained from 12,482 respondents, is representative of all territories controlled by the Government of Ukraine at the time of surveying, and excluded Luhansk oblast, Donetsk oblast and the Autonomous Republic of Crimea. In 2021, the sample sizes of Kharkiv, Kherson and Zaporizhzhia oblasts, referred to specifically in this report, were 559, 639 and 801, respectively.

Sample distribution in 2024 (% , Unweighted)

How to read scores

reSCORE quantifies the levels of societal phenomena using indicators based on questions from the reSCORE survey. Using several questions to create one indicator allows us to reliably measure particular phenomenon from different perspectives. Scores for each indicator are given a value from 0 to 10, where 0 corresponds to the total absence of a phenomenon in an individual, location or in society, and 10 corresponds to its strong presence. Heatmaps, such as the one shown here, give the score achieved by each oblast in our sample in that indicator.

For example, the indicator Personal security used in this report, is measured using three questions, on a scale from 0 ("Not at all") to 3 ("Yes, very much").

- Q1.** Feel safe from violence in your daily life.
- Q2.** Feel confident that the police can protect you from violence.
- Q3.** Feel safe walking alone in the street at night in your locality.

The responses to these questions are then summed and rescaled from 0 to 10 to give the scores based on the equation:

$$(Q1 + Q2 + Q3) * \frac{10}{9}$$

Section 1

Trends and Gender Disparities Between Men and Women

1.1. Economic factors

This section presents gender disparities among men and women related to income level, economic security and obstacles to employment across three time points.

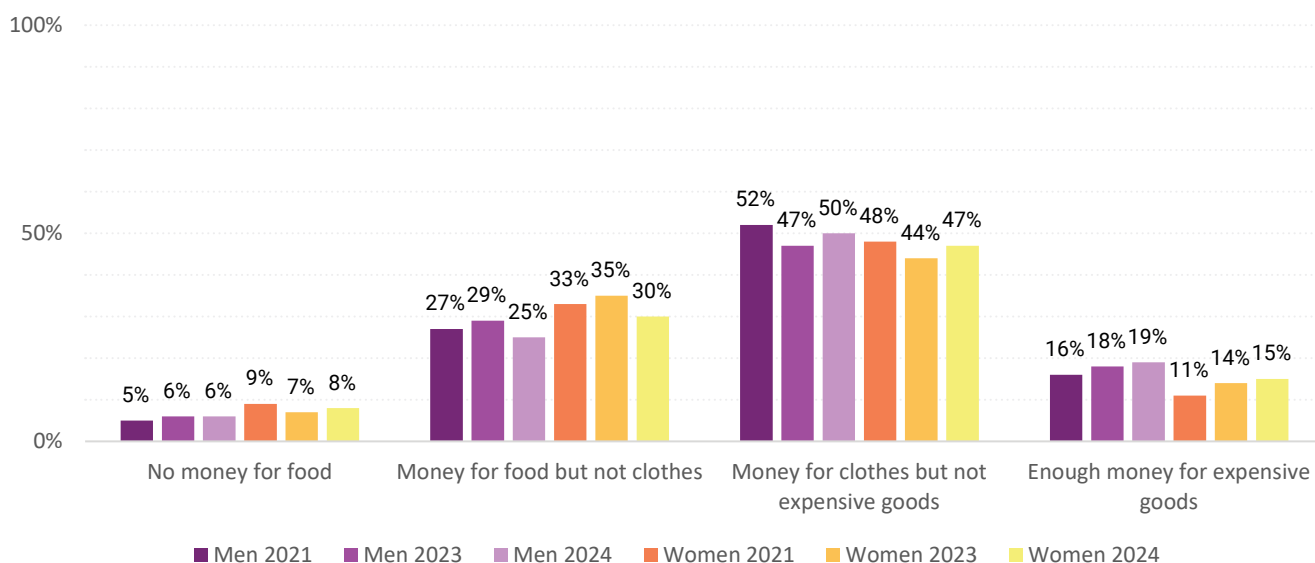


Income

In 2024, 8% of women reported lacking money for food, and 30% of women could afford food but not clothing.

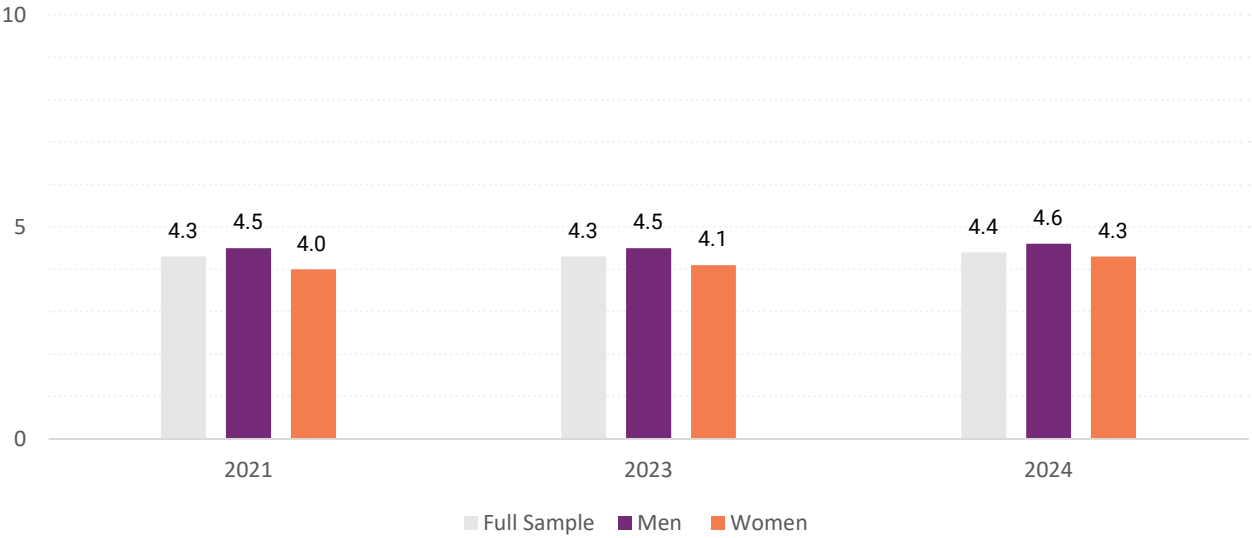
Figure 1: Frequency of responses for income level estimation. Based on national representative sample, in 2021 N = 12,482, in 2023 N = 5,914 and in 2024 N = 7,758.

How would you estimate the amount of your income?



Despite stable overall trends since 2021, Figure 1 shows a small upward shift in women’s purchasing power: 5% fewer women fall into the second income category (able to afford food but not clothes) compared to 2023. Of these, 1% moved into the lowest category (unable to afford food), while 4% transitioned into higher income levels. However, the results from ANOVA analyses confirm statistically significant differences in mean scores for: (i) Income in UAH⁵ of men (4.5) and women (3.8); and (ii) subjective poverty⁶ of men (4.6) and women (4.3).

Figure 2: Mean scores for income level indicator. Based on national representative sample, in 2021 N = 12,482, in 2023 N = 5,914 and in in 2024 N = 7,758.



When we look at the income level indicator score from 0 to 10 across three time points, we note a slight improvement in women’s financial position, rising from 4.0 in 2021 to 4.3 in 2024. Although the overall purchasing power of women shows modest improvement, gender disparities persist in average income levels, indicating progress, but not parity.



Economic security remains low for both men and women in Ukraine, with only 8% of men and 7% of women reporting a stable source of income. Across all key items except for social payments, women consistently report lower, underscoring a persistent gender gap in financial resilience. (Table 1).

5 ANOVA, $p < 0.01$, $F = 211.98$, Cohen’s d effect size = 0.33.
6 ANOVA, $p < 0.01$, $F = 38.3$, Cohen’s d effect size = 0.14.

Table 1: Gender disparities between Men and Women for frequency of responses to the survey questions related to Economic security in 2024.

| To what extent do you... | Full Sample | Men | Women |
|--|-------------|-----|-------|
| Feel that you have a stable source of income | 7% | 8% | 7% |
| Feel able to meet your own as well as your dependents' nutritional needs | 11% | 13% | 9% |
| Feel that you can rely on social payments if you ever needed them | 7% | 7% | 7% |
| Feel that you have enough money to cover your bills or loans over the next month | 9% | 11% | 7% |
| Feel confident that you will remain/become employed in the next 12 months | 13% | 14% | 12% |
| Feel that you have enough savings to fall back on for 2-3 months if something unforeseen happens | 6% | 7% | 5% |
| Feel able to financially afford leisure activities that you enjoy | 6% | 8% | 4% |

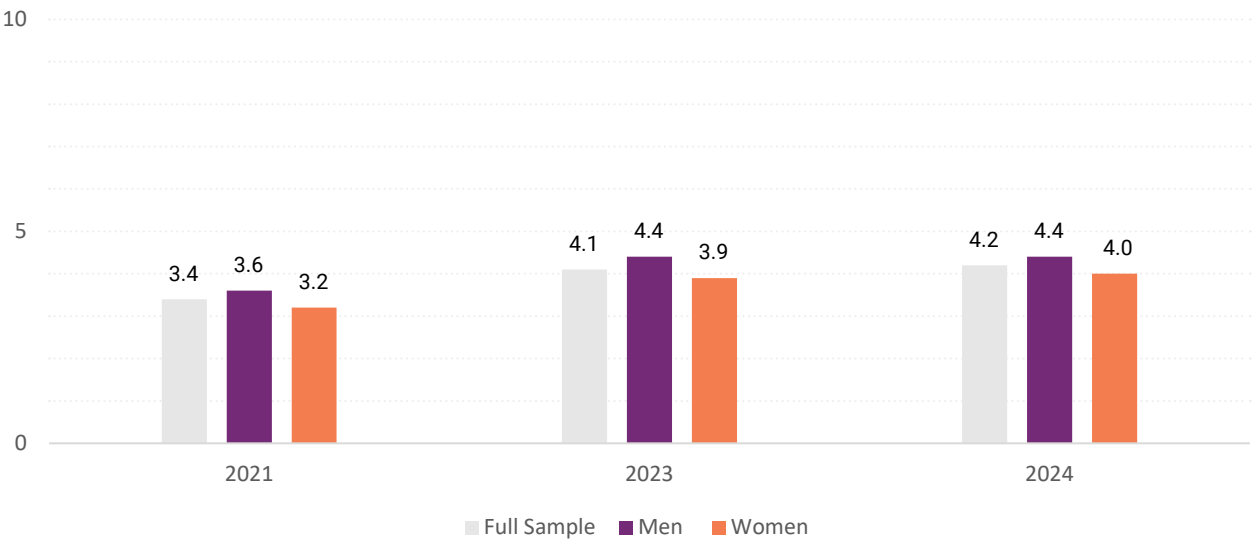
* Percent "Yes, very much"

One noteworthy indicator of gender disparity in daily life is the ability to access recreational opportunities. As seen in Table 1 above, just 4% of women report that they can financially afford leisure activities they enjoy, compared to 8% of men. This highlights that men are twice as likely as women to have the financial means for leisure. Despite some disparities in specific items of the Economic security, the overall Economic security score shows a narrow gap between men (4.3) and women (3.9).



Although men consistently assess the Employment opportunities⁷ more positively than women, a gradual improvement in women's assessment is observed since 2021.

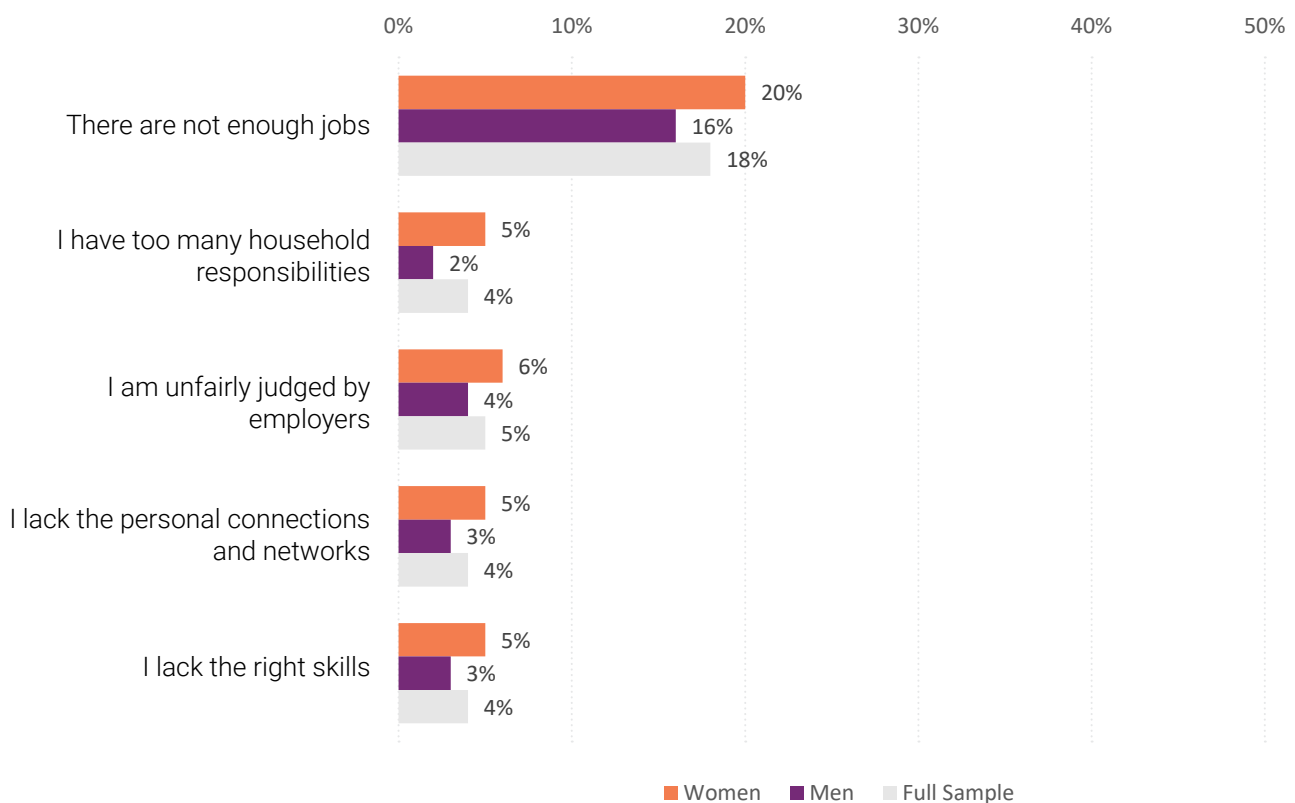
Figure 3: Mean scores for the Employment opportunities indicator. Based on national representative sample, in 2021 N = 12,482, in 2023 N = 5,914 and in 2024 N = 7,758.



7 ANOVA, p < 0.01, F = 41.56, Cohen's d effect size = 0.15.

For approximately 1 in 5 women (20%), the lack of available jobs represents an extreme barrier to employment. Additionally, 5% of women report that the absence of appropriate skills and personal connections significantly hinders their ability to find work, compared to 3% of men. As such, the Barriers to employment is notably higher for women⁸, emphasising the disproportionate challenges they face in accessing and securing employment.

Figure 4: Frequency of responses for Barriers to employment estimation. Based on national representative sample, in 2024 N = 7,758, Percent “Extreme obstacle”.



1.2. Access to services and basic necessities

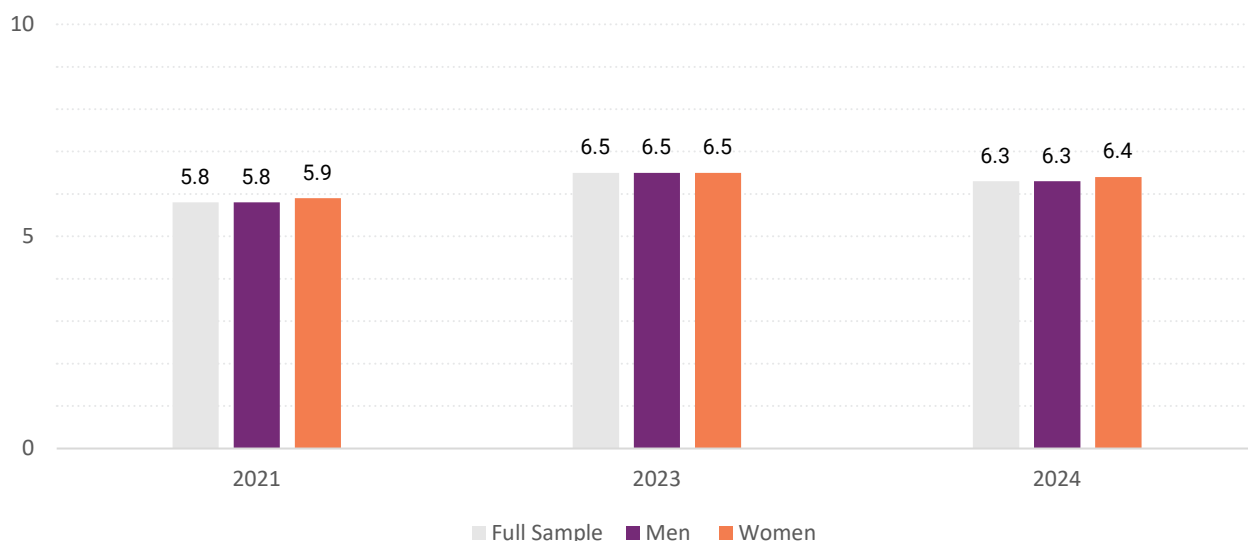
Access to services

The overall assessment of access to public services⁹ increased between 2021 and 2023, after the onset of the full-scale invasion as citizens recalibrated their service provision expectations from institutions under war conditions but then stabilized at roughly the same level since 2023.

⁸ ANOVA, $p < 0.01$, $F = 73.15$, Cohen's d effect size = 0.19.

⁹ Provision of public services concerns the provision of basic schooling, higher education, health care, justice services, administrative services and welfare payments for those in need. Provision of infrastructure concerns the quality of roads, of public transportation, and the provision of basic utilities.

Figure 5: Mean scores for the composite *Provision of public services* indicator. Based on national representative sample, in 2021 N = 12,482, in 2023 N = 5,914 and in 2024 N = 7,758.



Only a few and very small disparities exist between men and women when it comes to provision of various services. In other words, gender is not a factor that influences one's satisfaction with the efficiency of services in Ukraine. Yet, beyond road networks which were significantly damaged since the full-scale invasion of Russia, around 1 in 2 people consider justice services inefficient or not provided at all in their locality. This is 1 in 3 for healthcare provision.

Table 2: Mean scores for various public service and infrastructure provision. Based on national representative sample, in 2024 N = 7,758.

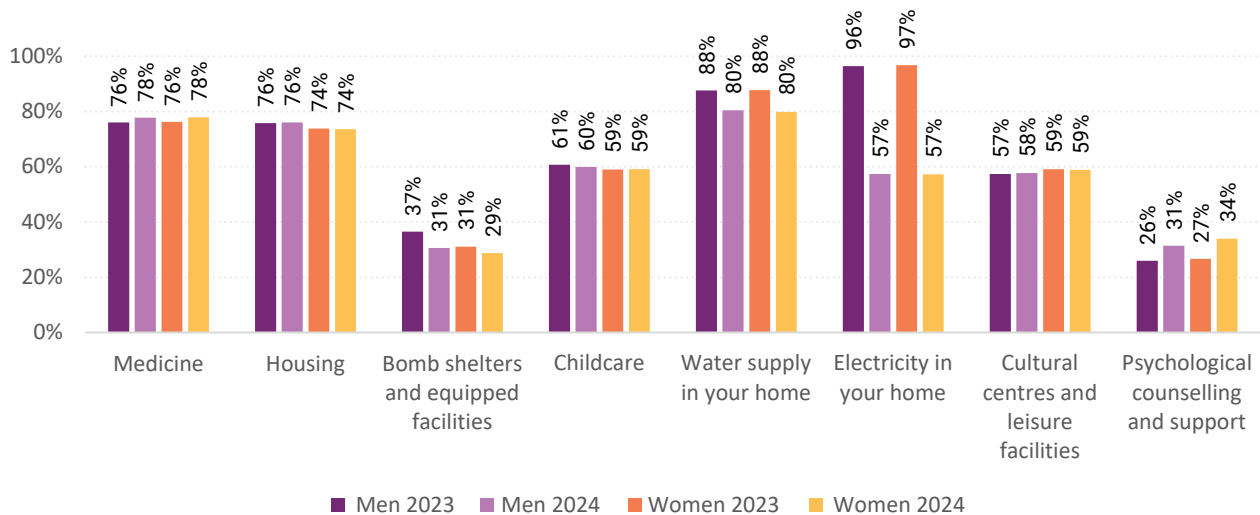
| | Full Sample | Men | Women |
|--------------------------------|-------------|-----|-------|
| Emergency services | 8.1 | 8.1 | 8.0 |
| Provision of basic utilities | 7.0 | 7.0 | 7.0 |
| Basic schooling | 7.0 | 7.0 | 7.0 |
| Public transport | 7.0 | 7.0 | 7.0 |
| Welfare payments those in need | 7.3 | 7.2 | 7.4 |
| Administrative services | 7.1 | 7.0 | 7.1 |
| Health care | 6.8 | 6.8 | 6.8 |
| Quality of roads | 5.5 | 5.6 | 5.5 |
| Justice services | 5.4 | 5.4 | 5.4 |

Percent "Provided, but not very efficiently"

Access to basic needs and support services

The decline in electricity access: between 2023 and 2024, access to a sufficient electricity supply experienced a sharp decline, dropping by nearly 40 percentage points for both men (from 96% to 57%) and women (from 97% to 57%). This dramatic change is related to consistent attacks of Russian army on Ukraine's energy infrastructure. Particularly, it is linked to the accumulated damage and loss of nearly half of available production capacity of the Ukrainian power system¹⁰ as well as the destruction of the Trypil'ska Thermal Power Plant in April 2024¹¹. Similarly, but less drastically, access to water supply at home also decreased by 8 percentage points during this period, affecting men and women equally.

Figure 6: Frequency of responses for Access to basic needs and support services. Based on national representative sample, in 2023 N = 5,914 and in 2024 N = 7,758, Percent "Sufficient".



The national average score for Access to basic needs and support services overall across all individual items is around 8 out of 10 with no notable differences between men and women. It is lower in Kherson Oblast (6.8), Ternopil Oblast (6.9) and Vinnytsia Oblast (6.9).

While there is scope to improve service delivery in areas such as justice, healthcare, bomb shelters, and psychological counselling, the data shows no significant gender disparities in either the efficiency of service provision or access to basic services. This suggests that observed economic inequalities between men and women in Ukraine are not primarily driven by unequal access to essential public services, but rather by broader structural and socio-economic factors.

¹⁰ https://ukraine.ohchr.org/sites/default/files/2024-12/ENG_Attacks_on_Ukraine%E2%80%99s_Energy_Infrastructure_Harm_to_the_Civilian.pdf

¹¹ <https://edition.cnn.com/2024/04/14/europe/russia-tactics-ukraine-energy-power-strikes-intl/index.html>

1.3. Wellbeing and security



Mental wellbeing

Mental wellbeing in SCORE is measured by the lack of anxiety and depression. Women consistently report higher levels of anxiety and depression compared to men, as reflected in the mean scores

Table 3: Mean scores for Anxiety and Depression indicators. Based on national representative sample, in 2024 N = 7,758.

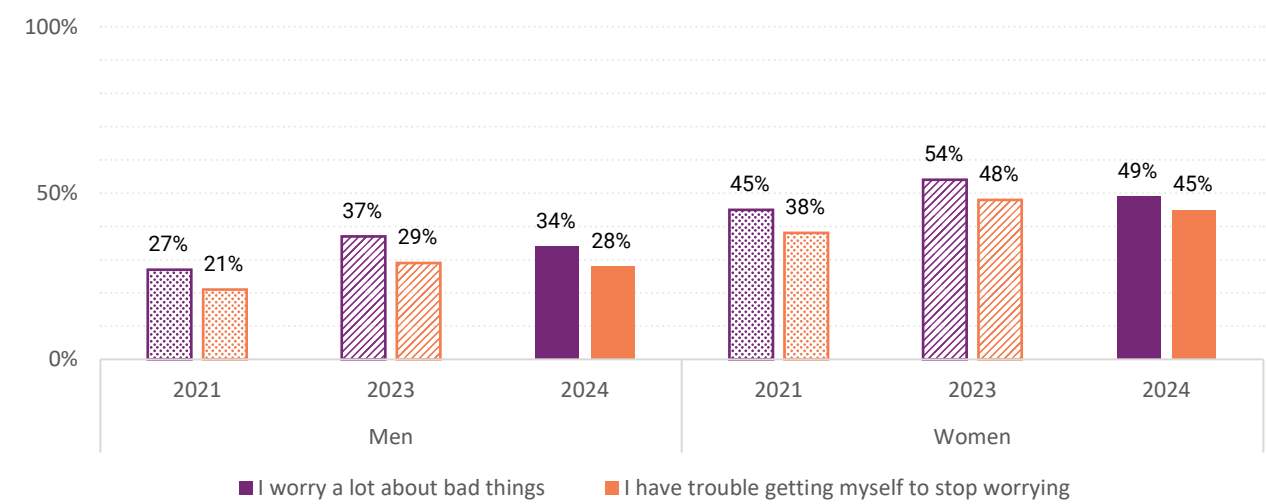
| | 2024 | | 2023 | | 2021 | |
|--------------------------|------|-------|------|-------|------|-------|
| | Men | Women | Men | Women | Men | Women |
| Anxiety ¹² | 4.2 | 5.2 | 4.3 | 5.5 | 3.4 | 4.7 |
| Depression ¹³ | 3.4 | 3.9 | 3.5 | 3.9 | 2.8 | 3.3 |

* Significant statistical differences between and women, ANOVA

Mental wellbeing has deteriorated for both men and women in Ukraine since the full-scale invasion by Russia, with sharp declines evident when comparing scores from 2021 to 2024. While there was little change between 2023 and 2024, gendered mental health gaps remain stark. In 2024, nearly 1 in 3 women (33%) reported experiencing depression or deep sadness, while close to half reported frequent worrying (49%) and difficulty controlling those worries (45%). Men reported similar patterns, but at lower levels, 34% for frequent worrying and 28% for difficulty stopping worry. These findings reinforce that women are more likely to experience and/or report lower mental wellbeing. This gender disparity is echoed in global evidence, which suggests that men are more likely to underrecognize or underreport symptoms of psychological distress, are less likely to seek support, and are more prone to the underdiagnosis and undertreatment of mental health conditions.¹⁴

12 ANOVA, $p < 0.01$, $F=346.92$, Cohen's d effect size = 0.42.
13 ANOVA, $p < 0.01$, $F= 114.81$, Cohen's d effect size = 0.24.
14 McManus S, Bebbington P, Jenkins R, Brugha T. (eds.) (2016) Mental health and wellbeing in England: Adult Psychiatric Morbidity Survey 2014. Leeds: NHS Digital ; Wagner AJM, Reifegerste D. Real men don't talk? Relationships among depressiveness, loneliness, conformity to masculine norms, and male non-disclosure of mental distress . *SSM - Mental Health*. 2024;5:100296 ; Martin LA, Neighbors HW, Griffith DM. The experience of symptoms of depression in men vs women: analysis of the national comorbidity survey replication . *JAMA Psychiatry*. 2013;70(10):1100.

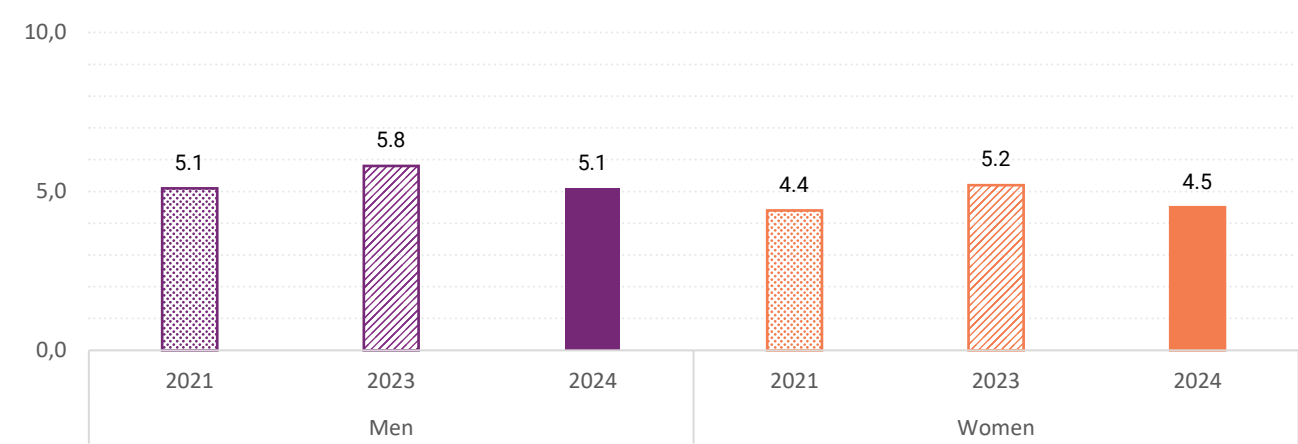
Figure 7: Frequency of responses for the Anxiety indicator. Based on national representative sample, in 2021 N = 12,482, in 2023 N = 5,914 and in 2024 N = 7,758, Percent “Often & Very often”.



Personal security

Perceptions of personal security have declined for both men and women between 2023 and 2024, returning to 2021 scores. Over the three timepoints the gender gap in personal security remained persistent with women consistently reporting significantly¹⁵ lower levels of safety.

Figure 8: Mean scores for the Personal security indicator. Based on national representative sample, in 2021 N = 12,482, in 2023 N = 5,914 and in 2024 N = 7,758.



15 ANOVA, $p < 0.01$, $F = 140.62$, Cohen's d effect size = 0.27.

The personal security indicator captures the extent to which individuals feel protected from violence in daily life, feel safe walking alone at night in their locality, and trust that the police can ensure their safety. In 2024, just 11% of women reported feeling very safe from violence in their daily lives, and only 9% felt very safe walking alone at night in their area. These figures stand in contrast to men, of whom 16% and 18%, respectively, reported high levels of perceived safety — almost double the levels reported by women. This sustained gender disparity highlights the need for targeted interventions to improve safety and trust in law enforcement, particularly for women.

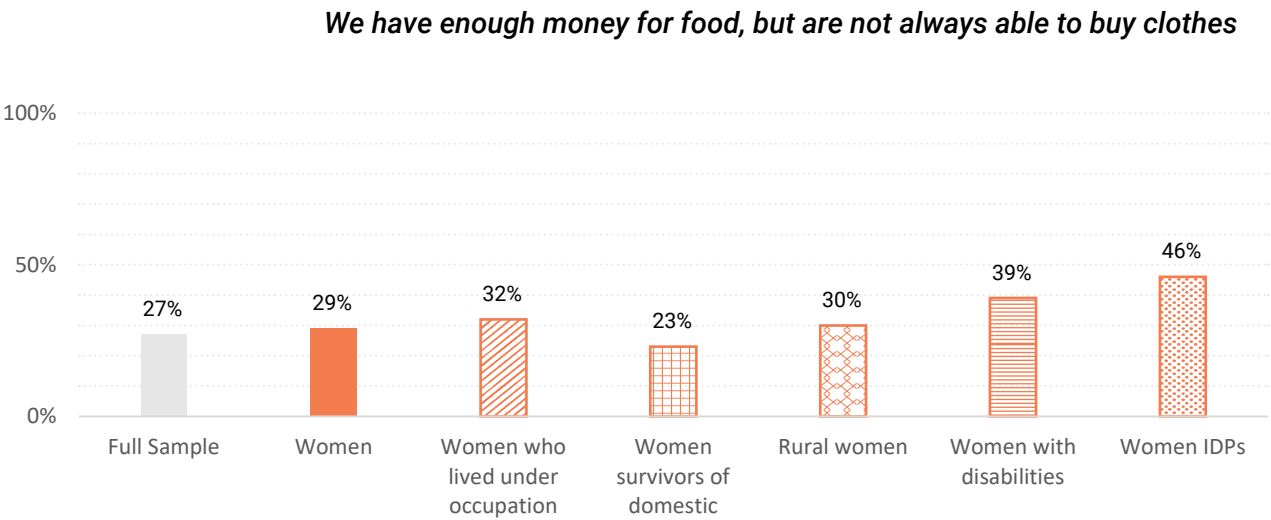
Section 2

Demographic Factors and Intersectional Vulnerabilities

2.1. Income

Nationally, nearly 1 in 3 women (29%) report having enough money for food but not always for clothes, slightly above the full sample average of 27% (Figure 9 below) and men’s average of 25% (Figure 1 above). This economic vulnerability becomes significantly more pronounced for displaced women and women with disabilities. In 2024, nearly half of internally displaced women (46%) reported struggling to afford clothing despite being able to cover food expenses while 39% of women with disabilities reported the same hardship.

Figure 9: Frequencies disaggregated for women respondents who “have enough money for food, but are not always able to buy clothes”, in 2024.



Income data further underscores these disparities. Overall, women are more likely than men to fall into lower income brackets: 45% of women earning less than or at most 8,000 UAH, compared to 36% of men. However, the situation is significantly more severe for women with disabilities, as 70% of them fall into this low-income category.

Other groups also show elevated levels of income insecurity. About half of rural (50%) and internally displaced (47%) women earn no more than 8,000 UAH monthly. These disparities highlight the urgency of tailored support for displaced women, rural women, and women with disabilities, who face the highest risk of poverty.

Table 4: Frequencies of Personal income in UAH (Monthly income) disaggregated for women respondents, in 2024.

| | Full Sample | Women | Women who lived under occupation | Women survivors of domestic violence | Rural women | Women with disabilities | Women IDPs |
|--|-------------|-------|----------------------------------|--------------------------------------|-------------|-------------------------|------------|
| Personal income less than 3,000 UAH | 8% | 9% | 9% | 10% | 12% | 19% | 13% |
| Personal income 3,000 to 6,000 UAH | 18% | 23% | 24% | 21% | 25% | 37% | 20% |
| Personal income 6,001 to 8,000 UAH | 10% | 13% | 13% | 12% | 13% | 14% | 14% |
| Personal income 8,001 to 10,000 UAH | 12% | 13% | 16% | 15% | 12% | 7% | 12% |
| Personal income 10,001 UAH to 15,000 UAH | 15% | 14% | 14% | 11% | 12% | 9% | 6% |
| Personal income 15,001 UAH to 20,000 UAH | 9% | 7% | 6% | 8% | 4% | 3% | 8% |
| Personal income 20,001 UAH to 30,000 UAH | 5% | 3% | 6% | 6% | 2% | 2% | 3% |
| Personal income 30,000 UAH to 50,000 UAH | 2% | 1% | 2% | 1% | 1% | 0% | 0% |
| Personal income more than 50,000 UAH | 1% | 0% | 0% | 0% | 0% | 0% | 1% |

2.2. Economic security

Looking beyond income levels, women in Ukraine continue to face significant challenges related to Economic security. In 2024, the average score on the Economic security indicator stood at 3.9 out of 10 for women, and 4.3 for men¹⁶. However, this figure masks stark regional and demographic disparities among women in different oblasts. Regionally, while Economic security score for women in Ternopil and Kirovohrad is at 2.9, in Kherson oblast, women's Economic security drops sharply to just 2.1. Taking other demographic factors into account, we observe that, internally displaced women (3.2), women survivors of domestic violence (3.6), women living in rural areas (3.7) and women with disabilities (3.2) face greater economical insecurities.

16 ANOVA, $p < 0.01$, $F = 57.38$, Cohen's d effect size = 0.17.

Unpacking the Economic security indicator items in more detail, we observe that just 9% of women report being fully able to meet both their own and their dependents' nutritional needs, only 7% of women feel they have a stable source of income, just 5% of women have sufficient savings to sustain themselves for 2–3 months in the event of an unforeseen emergency and a mere 4% say they can afford leisure activities.

Table 5: Frequency of responses for women to the survey questions for the Economic security indicator, in 2024.

| To what extent do you... | Full Sample | Women | Women who lived under occupation | Women survivors of domestic violence | Rural women | Women with disabilities | Women IDPs |
|--|-------------|-------|----------------------------------|--------------------------------------|-------------|-------------------------|------------|
| Feel that you have a stable source of income | 7% | 7% | 5% | 6% | 6% | 5% | 6% |
| Feel able to meet your own as well as your dependents' nutritional needs | 11% | 9% | 15% | 11% | 10% | 4% | 12% |
| Feel that you can rely on social payments if you ever needed them | 7% | 7% | 7% | 6% | 6% | 10% | 9% |
| Feel that you have enough money to cover your bills or loans over the next month | 9% | 7% | 9% | 8% | 7% | 3% | 9% |
| Feel confident that you will remain/become employed in the next 12 months | 13% | 12% | 8% | 14% | 11% | 6% | 8% |
| Feel that you have enough savings to fall back on for 2-3 months if something unforeseen happens | 6% | 5% | 6% | 6% | 3% | 2% | 6% |
| Feel able to financially afford leisure activities that you enjoy | 6% | 4% | 3% | 5% | 3% | 2% | 1% |

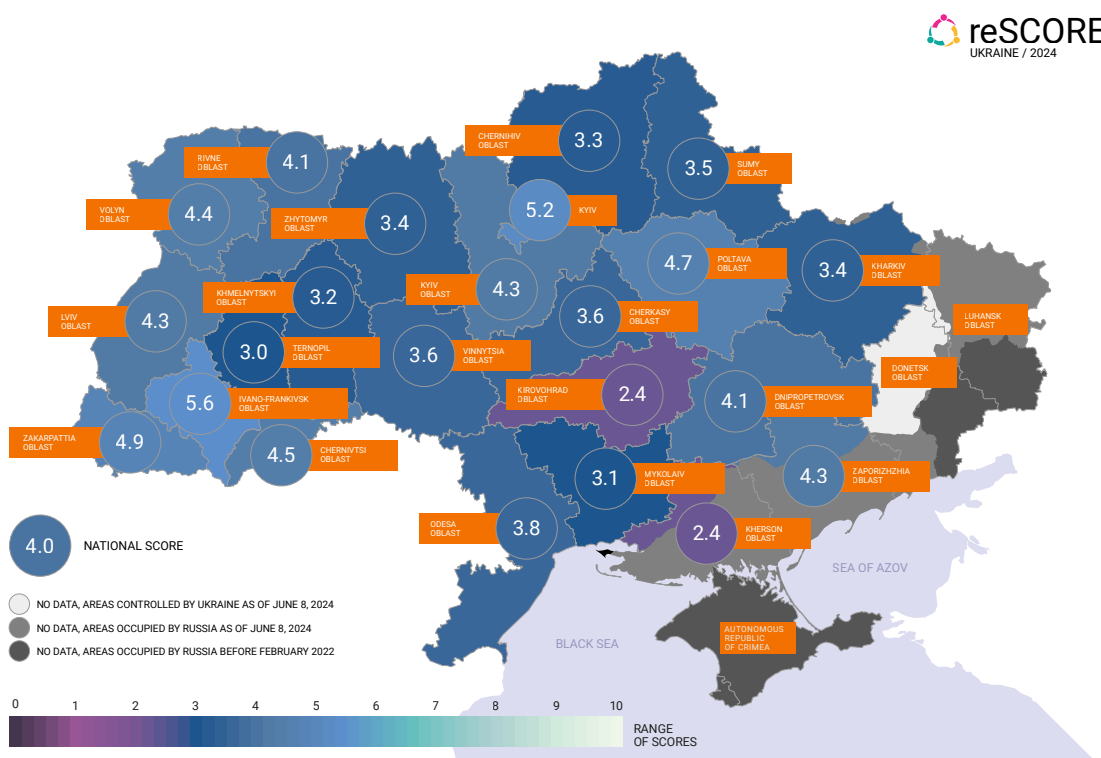
* Percent "Yes, very much"

The extent of Economic insecurity becomes starker for women with disabilities, who emerge as particularly vulnerable across all items, followed by rural women and internally displaced women. Only 2% of women with disabilities report having sufficient savings to sustain themselves for 2-3 months, just 3% say they have enough money to cover their bills or loans for the next month and merely 4% are able to meet the nutritional needs of their households. Rural women also report significant Economic insecurity, especially in terms of savings and disposable income, leaving them with limited financial resilience to cope with unexpected challenges.

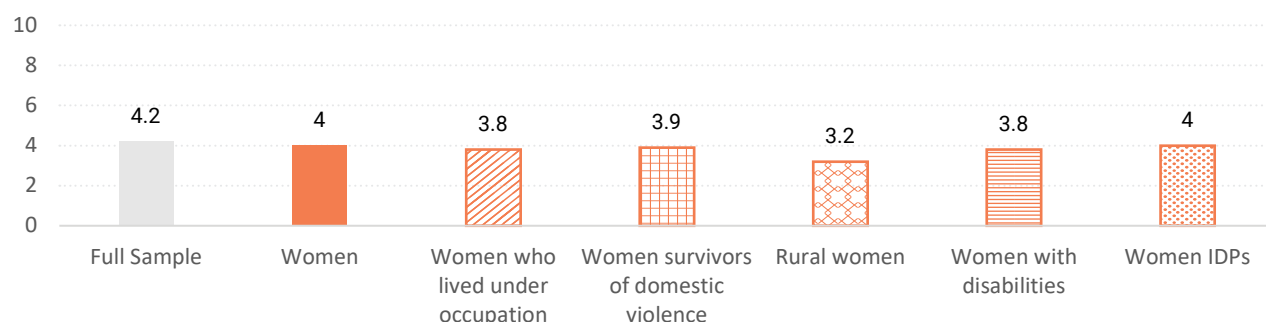
2.3. Employment

Findings reveal that women in Ukraine face limitations with the job market, with a mean score of 4.0 out of 10 in 2024 for the Employment opportunities indicator which measures the likelihood of finding a job that satisfies you. This already modest score masks even deeper disparities across oblasts. In oblasts such as Kirovohrad and Kherson, the average score for women drops to 2.4, while women in Ternopil report a similarly low score of 3.0. These figures highlight urgent geographic gaps that require targeted interventions aimed at improving women's access to decent work.

Figure 10: Means scores for the Employment opportunities indicator for women respondents, in 2024.



Consistent with the broader gender disparities identified in Section 1, women across the country face greater barriers to employment than men. These barriers are particularly acute for rural women, whose average score on Employment opportunities is among the lowest of all demographic groups.

Figure 11: Means scores of Employment opportunities indicator disaggregated for women respondents, in 2024.

Individual and structural obstacles impede women's participation in the job market. According to disaggregated data, job scarcity remains the most significant obstacle for all women. However, the type and intensity of additional barriers vary depending on women's backgrounds and experiences. For instance, women who lived under occupation rate availability of job opportunities more negatively, and household responsibilities disproportionately affect women in rural areas, suggesting that unpaid care work continues to limit women's availability for paid employment in rural areas. Lack of networks and employer discrimination are common constraints across all subgroups, indicating that both social capital and systemic bias continue to hinder women's participation in the job market.

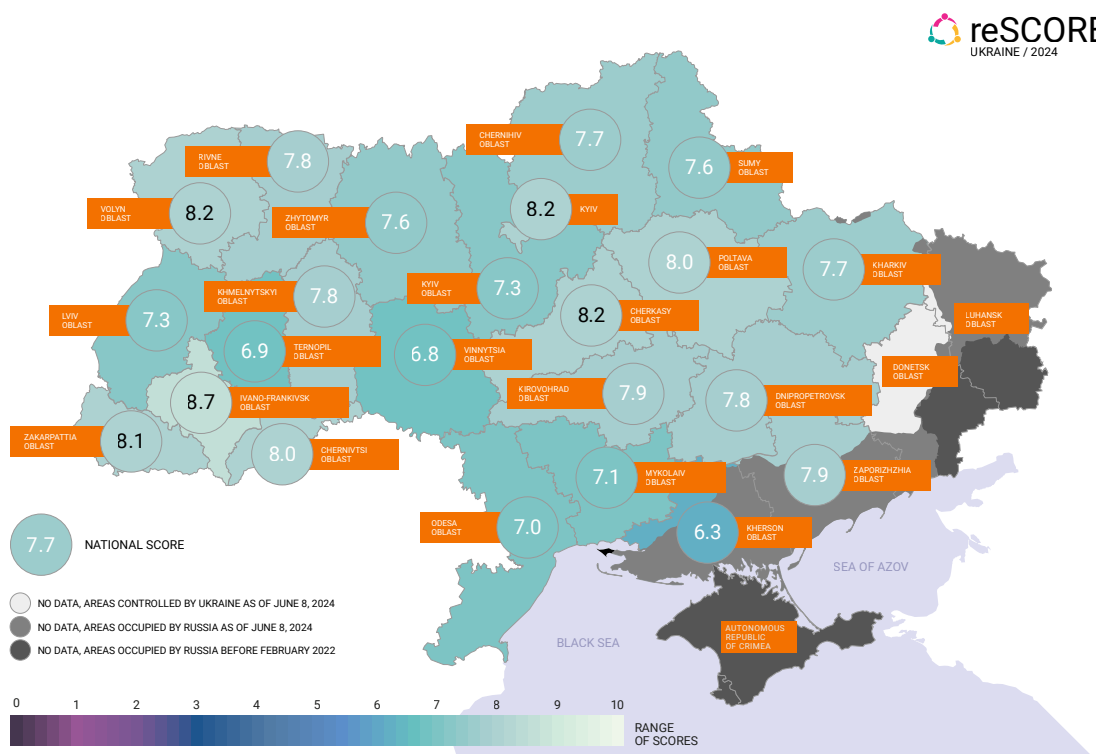
Table 6: Means scores of Barriers to employment disaggregated for women in 2024.

| | Full Sample | Women who lived under occupation | Women survivors of domestic violence | Rural women | Women with disabilities | Women IDPs |
|--|-------------|----------------------------------|--------------------------------------|-------------|-------------------------|------------|
| Overall barriers to employment | 3.7 | 3.7 | 3.7 | 4.0 | 3.8 | 3.6 |
| I lack the right skills | 3.3 | 2.8 | 3.3 | 3.5 | 3.4 | 2.8 |
| I lack the personal connections and networks | 3.5 | 3.4 | 3.4 | 3.5 | 3.5 | 3.4 |
| I am unfairly judged by employers | 3.3 | 3.3 | 3.3 | 3.3 | 3.4 | 3.1 |
| I have too many household responsibilities | 2.7 | 2.6 | 2.9 | 3.3 | 3.0 | 2.6 |
| There are not enough jobs | 5.6 | 6.4 | 5.6 | 6.3 | 5.6 | 5.8 |

2.5. Basic needs and support services

Access and availability of basic needs and support services remain uneven across Ukraine. Several oblasts fall below the national average score of 7.7¹⁸, with the lowest scores reported in Kherson oblast (6.3), followed by Vinnytsia (6.8), Ternopil (6.9) and Odesa oblasts (7.0).

Figure 13: Heatmap for Access to basic needs and support services for women respondents, in 2024.



Disaggregation reveals that specific groups of women face disproportionate challenges. Rural women, internally displaced women, and survivors of domestic violence face reduced access to essential services, though the nature and extent of their challenges vary. Rural women report the lowest access to medicine, with only 54% report sufficient access compared to 76% of women with disabilities and 79% of internally displaced women. Similarly, access to psychological counselling and support is particularly limited for rural women, with just 20% finding these services adequately available. Women IDPs experience mixed outcomes. While 79% report adequate access to medicine and

¹⁸ The Access to basic needs and support services indicator reflects the availability of essential services in the locality. These services include access to medicine, housing, bomb shelters, and equipped facilities; childcare services; reliable water supply and electricity in homes; cultural centres and leisure facilities; as well as psychological counselling and support.

76% to water supply in their homes, only 26% feel bomb shelters and equipped safety facilities are sufficiently available, reflecting gaps in emergency preparedness. These disparities underscore how geographic isolation, displacement, and trauma exposure distinctly shape access to services.

Table 8: Frequency of responses for women to the survey questions for the indicator of Basic needs and support services in 2024.

| | Full Sample | Women | Women who lived under occupation | Women survivors of domestic violence | Rural women | Women with disabilities | Women IDPs |
|---|-------------|-------|----------------------------------|--------------------------------------|-------------|-------------------------|------------|
| Medicine | 78% | 78% | 83% | 71% | 54% | 76% | 79% |
| Housing | 75% | 74% | 76% | 69% | 69% | 79% | 71% |
| Bomb shelters and equipped facilities | 30% | 29% | 36% | 23% | 27% | 28% | 26% |
| Childcare | 59% | 59% | 54% | 54% | 55% | 64% | 54% |
| Water supply in your home | 80% | 80% | 83% | 76% | 73% | 79% | 76% |
| Electricity in your home | 57% | 57% | 67% | 57% | 57% | 58% | 63% |
| Cultural centres and leisure facilities | 58% | 59% | 50% | 50% | 39% | 58% | 64% |
| Psychological counselling and support | 33% | 34% | 37% | 28% | 20% | 33% | 34% |

* Percent "Sufficient"

2.6. Mental health

Demographic disaggregation reveals heightened mental health challenges and needs for support among different groups. The mental health of women with disabilities and displaced women is particularly concerning, as they exhibit high levels of anxiety and low levels of wellbeing. Anxiety is also notably prevalent among survivors of domestic violence. These findings call for scalable mental health support, such as multi-family healing spaces, community-based socio-therapy and psychosocial care tailored to the needs of women in high-risk and underserved environments.

Table 9: Frequency of responses for women to the survey questions for the indicator of Mental wellbeing in 2024.

| To what extent do the following statements describe you... | Full Sample | Women | Women who lived under occupation | Women survivors of domestic violence | Rural women | Women with disabilities | Women IDPs |
|--|-------------|-------|----------------------------------|--------------------------------------|-------------|-------------------------|------------|
| I worry a lot about bad things | 42% | 49% | 44% | 55% | 48% | 56% | 54% |
| I have trouble getting myself to stop worrying | 37% | 45% | 49% | 50% | 47% | 56% | 55% |
| I feel depressed or very sad | 27% | 33% | 32% | 38% | 36% | 44% | 42% |
| I don't feel like doing anything | 24% | 28% | 27% | 36% | 28% | 32% | 27% |
| I feel bad about things that I have done | 16% | 16% | 19% | 19% | 17% | 22% | 18% |

* Percent "Often + Very often"

2.7. Personal security

Personal security is a combined indicator that measures how safe one feels from violence in their daily lives, their confidence in police protection, and their sense of safety when walking alone at night in their locality. Nationally, approximately 1 in 4 women (27%) report feeling completely unsafe walking alone at night but perceptions of personal security vary sharply across oblasts. Sense of insecurity is particularly acute in Kherson (54%) and in Mykolaiv (50%) oblasts, where 1 in 2 feels unsafe. Other oblasts with heightened insecurity include Odesa (40%), Dnipropetrovsk (39%), Zhytomyr (39%), Kharkiv (36%), Sumy (36%), Zakarpattia (35%). These findings indicate an urgent need for investments in community policing, street lighting, and other safety infrastructure—particularly in frontline and high-risk regions.

About reSCORE Ukraine

The reSCORE Ukraine is a joint initiative, funded by UNDP and implemented by SeeD. The reSCORE Ukraine serves as an annual assessment tool of societal resilience and recovery that informs the policies and programming of national, regional, and international partners. Like its predecessor, the Ukraine SCORE 2018 to 2021, it aims to identify pathways and respond to complex needs, geared at strengthening individual and collective coping mechanisms, and fostering a democratic, just, inclusive, and cohesive Ukraine. The reSCORE/SCORE in Ukraine has been implemented eight times since 2016.

About SeeD and partners

The **Centre for Sustainable Peace and Democratic Development (SeeD)** works with international development organisations, governments, and civil society leaders to design and implement evidence-based, people-centred strategies for the development of peaceful, inclusive, and sustainable societies. Working globally, SeeD provides policy advice for social transformation that is based on citizen engagement strategies and empirical understanding of the behaviour of individuals, groups, and communities.

The **United Nations Development Programme (UNDP)** supports strategic capacity development initiatives to promote inclusive growth and sustainable human development. Through partnerships with national, regional, and local governments, civil society, and the private sector, UNDP strives to support Ukraine in its efforts to eliminate poverty, develop the population's capacity, achieve equitable results, sustain the environment, and advance democratic governance.

Bibliography

FIU Metropolitan Center (2018). In Focus: Economic and Social Vulnerabilities for Women. https://metropolitan.fiu.edu/research/periodic-publications/miami-dade-county-gender-equity-report/in-focus_womenvulnerabilities.pdf

Machlouzarides, M, Novosolova, N and Uretici S. 2023. Ukraine gender snapshot. https://api.scoreforpeace.org/storage/pdfs/Gender-report_01-36_3_web.pdf

Machlouzarides, M, Novosolova N, Dagli-Hustings I and Scheerder A. 2021. Gender Equality and Women's Empowerment in Ukraine. Identifying the pathways to economic, civic and social equality using data from the SCORE Ukraine 2021. https://api.scoreforpeace.org/storage/pdfs/DOC_DGEUkr21_Gender_v11.pdf

McManus, S., Bebbington, P., Jenkins, R., & Brugha, T. (Eds.). (2016). *Mental Health and Wellbeing in England: Adult Psychiatric Morbidity Survey 2014*. Leeds: NHS Digital.

Martin, L. A., Neighbors, H. W., & Griffith, D. M. (2013). The experience of symptoms of depression in men vs. women: Analysis of the National Comorbidity Survey Replication. *JAMA Psychiatry*, 70(10), 1100–1106.

UNHCR (2009). Foundation module 7-Psychosocial support. ARC resource pack, Study Material. <https://www.unhcr.org/sites/default/files/legacy-pdf/4c98a5169.pdf>

UN Women (2023), Progress on the Sustainable Development Goals: The gender snapshot 2023. <https://www.unwomen.org/sites/default/files/2023-09/progress-on-the-sustainable-development-goals-the-gender-snapshot-2023-en.pdf>

UN Women (2022). Challenges encountered by young women affected by the war in Ukraine.

UN Women Ukraine. 2020. "Advancing Gender Equality and Women's Empowerment in Ukraine Through Effective Development Co-Operation and Finance."

Wagner, A. J. M., & Reifegerste, D. (2024). Real men don't talk? Relationships among depressiveness, loneliness, conformity to masculine norms, and male non-disclosure of mental distress. *SSM – Mental Health*, 5, 100296.

