



Workshop with the Executive Board
Development of UN-Women's Strategic Plan 2022-2025
10 December 2020, 10:00-13:00 (EST)

I: Background

2020 is a pivotal year for gender equality and the empowerment of women. As the world commemorates a number of important milestones, such as the 25th anniversary of the Beijing Declaration and Platform for Action, the 20th anniversary of UN Security Council Resolution 1325, and the 10th anniversary of UN-Women, gender equality advocates around the world are mobilizing to demand accelerated action to deliver for women and girls. Five years into the implementation of the 2030 Agenda, and at the dawn of the Decade of Action launched by the United Nations Secretary-General to accelerate action on the SDGs, 2020 is also an opportune time for reflection on how to further embed gender equality within the broader development agenda, including in the context of the ambitious UNDS reform process.

The Beijing+25 assessment and review process reiterated many persistent and emerging challenges to the realization of gender equality, with women and girls experiencing multiple and intersecting forms of discrimination particularly affected. Against this backdrop, the wide-ranging and increasing impacts of the COVID-19 pandemic threaten to exacerbate long-standing barriers to the full enjoyment of women's human rights, including loss of livelihoods and job security, further increases in the unequal burden of care, and dramatic surges in cases of gender-based violence reported in many countries as millions of women have been locked down with their abusers. In light of these and other gendered impacts of the pandemic, there is a clear and urgent need to combine public health measures to contain the virus with gender-responsive fiscal stimulus packages and plans for economic recovery and resilience that place women's and girls' rights front and centre.

In this context, at the 2020 Annual Session of UN-Women's Executive Board¹, the Board requested that "...UN-Women in accordance with its mandate, start preparations early for the next strategic plan, 2022-2025, in full consultation with the Executive Board" including the presentation at the second regular session of a roadmap for the consultative process planned in the preparation of the strategic plan.

II: Purpose and design principles for the Strategic Plan Development Process

In light of the above, UN-Women will develop a new Strategic Plan 2022-2025, which will clearly define WHAT changes in the lives of women and girls UN-Women can catalyze in the coming years, by refining its programmatic focus, revisiting Theories of Change and developing Theories of Action, and WHERE and HOW it will contribute to these changes most effectively. With regard to the WHERE, while

¹ [UN-Women Executive Board decision 2020/3](#)

considering the organization's universal mandate, it is envisioned that UN-Women will consider areas both of great needs and of great change, while placing additional emphasis on fragile and conflict-affected states. On the HOW, as part of its ongoing change management efforts, the organization will continue to scrutinize its business model, including in countries where it is not physically present, further strengthen management oversight and assurance mechanisms, as well as investing in its ability to influence other development actors for maximum impact. UN-Women will also seek to validate the WHY, particularly with regards to the organization's vision and role in effecting transformative changes to the lives of women and girls.

In developing its new Strategic Plan, UN-Women will optimize alignment with the findings of the Beijing+25 review and appraisal, the 2030 Agenda for Sustainable Development and other relevant intergovernmental normative frameworks and human rights conventions, the forthcoming Quadrennial Comprehensive Policy Review, as well as the recommendations and findings from the Mid-Term Review of UN-Women's current Strategic Plan and from complementary evaluations and assessments. It was further agreed that the development of the next Strategic Plan will be based on extensive internal and external consultations at global, regional and country levels with key stakeholders, including Member States, civil society, other UN entities, the private sector, and other actors.

III: Objectives of the Workshop

Following the SP roadmap timeline presented to and discussed during the Executive Board at the Second Regular session in September 2020, UN-Women will organize a workshop with the Executive Board on 10 December 2020, with the following key objectives:

1. Update the Executive Board on the progress made to-date in the development of the next UN-Women Strategic Plan 2022-2025;
2. Hear from Executive Board members on their practical experiences and innovative practices on accelerating progress on gender equality, which can inform the development of the next UN-Women Strategic Plan;
3. Solicit inputs to possible programmatic focus areas and key areas of collaboration with other UN partners (including UNDP, UNFPA and UNICEF), with regard to identifying forward-looking recommendations and priorities; and
4. Facilitate active engagement of the Executive Board in the Strategic Plan development process by jointly agree on the next steps and timeline for the involvement of the Executive Board in this process in 2021.

IV: Draft Agenda

- **Date and Time:** 10 December 2020, 10:00-13:00 (EST)
- **Moderator:** Anna-Karin Jatfors, Director, a.i., Strategy, Planning, Resources and Effectiveness Division, UN-Women
- **Zoom connection:** TBD
- **Participants:** UN-Women Executive Board members and observers

- 10:00-10:10:** Opening by the President of the Executive Board
- 10:10-10:20:** Introductory remarks by Anita Bhatia, UN-Women Deputy Executive Director, and Åsa Regné, UN-Women Deputy Executive Director
- 10:20-10:40:** Presentation by UN-Women on the progress made to-date in the development of the next UN-Women Strategic Plan 2022-2025: 1) key lessons and recommendations from evaluations and audits; 2) key findings from the consultations so far; 3) next steps and timeline
- 10:40-10:55:** Interactive session “So you think you know UN-Women?” – online informal quiz on UN-Women
- 10:55-12:10:** Sharing of experiences from Member States: Highlights of what worked and innovative practices on accelerating progress on gender equality
(Plenary discussion facilitated by UN Women Anna-Karin Jatfors)
Guiding Questions to the Executive Board members: *Please share concrete examples and approaches and experiences for accelerating progress on gender equality that you think would help inform UN-Women’s Strategic Plan with a focus on the following questions:*
1. *What are the areas where UN-Women is doing well, should scale up further, and/or do more jointly with key UN partners?*
 2. *In order to optimize impact with limited resources, what areas of work should be deprioritized?*
 3. *How can the Executive Board members help to make the next Strategic Plan a success?*
- 12:10-12:35:** UN-Women reflections: Emerging priorities and lessons learned from the experience-sharing and feedback from Executive Board members
- 12:40-12:50:** Reflection from Åsa Regné, UN-Women Deputy Executive Director
- 12:50-13:00:** Closing remarks by the President of the Executive Board