



UN Women: Vision and 100-Day Action Plan: A Summary Briefing

UN member states, recognizing the potential of gender equality to accelerate progress on development and peace, established a new entity: UN Women. As its first leader, I am determined that UN Women will be a catalyst for change, offering new energy, drawing on core ideas and values, and bringing together countries and communities in a shared endeavour. The Vision and 100-Day Action Plan sets out core principles and priorities and identifies key short-term actions to build a strong UN Women. The document anticipates the detailed Strategic Plan (2012–2013) I will present to the Executive Board in June 2011 and provides a basis for our collaboration in making UN Women a leader for promoting stronger support, greater coherence and accountability across the UN system in advancing gender equality.

UN Women's vision is one where men and women have equal opportunities and capacities, where women are empowered and the where the principles of gender equality are firmly embedded in all efforts to advance development, peace and security. Our fundamental objective is to enhance national capacity and ownership to enable national partners to formulate gender-responsive laws and policies and to scale up successful strategies to deliver on national commitments to gender equality.

To meet this objective, UN Women will centre its work around 5 core principles: 1) providing demand-driven support to national partners to enhance implementation of international agreements and standards; 2) supporting intergovernmental processes to strengthen the global normative and policy framework on gender equality; 3) advocating for gender equality and women's empowerment, championing the rights of women and girls — particularly those who are most excluded; 4) Leading and promoting coherence in UN system work on gender equality; and 5) Acting as a global broker of knowledge and experience, aligning practice with normative guidance.

UN Women will harness the full capacity and comparative advantage of each part of the UN system to improve the impact and results of the system's efforts to support countries to advance gender equality. Recognizing specific country contexts and national and UN Country Teams (UNCT) capacities on gender equality, UN Women will focus on 5 Thematic Priorities:

1) ***Expanding women's voice, leadership and participation*** working with partners to close the gaps in women's leadership and participation in all sectors and demonstrate the benefits to such leadership for society as a whole;

2) ***Ending violence against women*** by enabling states to set up mechanisms to formulate and enforce laws, policies and services that protect women and girls, promote the involvement of men and boys, and prevent violence. UN Women will work with UN partners, such as UNICEF, UNFPA and WHO, to scale up support to countries;

3) ***Strengthening implementation of women's peace and security agenda*** through women's full participation in conflict resolution and peace processes, gender-responsive early-warning, protection from sexual violence and redress for its survivors in accordance with UN Resolutions;

4) ***Enhancing women's economic empowerment*** is particularly important in the context of global economic and environmental crises. UN Women will work with governments and multilateral partners (UNDP, ILO, World Bank, regional development banks) to ensure the full realization of women's economic security and rights, including to productive assets and social protection.

5) ***Making gender equality priorities central to national, local and sectoral planning, budgeting and statistics***: Working with UNCTs and other partners, UN Women will support evidence-based planning to assist countries to formulate and cost gender equality plans, ensure gender-responsive budgeting, support CEDAW reporting and build national capacity for CEDAW implementation.

The 55th session of the Commission on the Status of Women (CSW) in February 2011 provides an opportunity to support Member States and civil society partners to see how commitments and recommendations can be translated into concrete actions, and how UN Women can effectively advance such actions. UN Women will be formally launched on 24 February in New York. We are counting on a number of influential men and women and youth from around the world to join us that day and to remain engaged with UN Women to help us challenge the misperception that gender equality is only of concern to women.

During UN Women's first 100 days, the following actions will be taken:

To see a notable difference in the UN system's delivery at country level, UN Women must have relevant and capable teams of experts where the needs are greatest. I have initiated a Field Capacity Assessment to identify gaps in UN Women capacity to assist national partners and UNCTs and will use the findings to address the most serious of these gaps in 2011 at country level. Strengthening institutional and operational support and finalizing the appointment of UN Women's Senior Management Team is a key priority.

Promoting UN System coordination

Together with the UN Development Group (UNDG), UN Women will prepare a system-wide coordination strategy on gender equality in the first half of 2011, with clear deliverables for UN Women and the UN System, to promote greater coherence in line with existing agencies' mandates and priorities. UN Women will develop a shared resource tracking system for the UN system, building on the work already being done by some UN agencies to track resources spent on gender.

Expanding women's voice, leadership and participation

UN Women will partner with academic networks around the globe to promote women's and girls' leadership and empowerment. In this context, UN Women will partner with the Global Colloquium of University Presidents starting with their annual meeting in April 2011 focused on "Empowering women to change the world — what Universities and the UN can do." Women's

political leadership and economic autonomy will be increased through a new round of grants from the Multi-Donor Fund for Gender Equality. An additional US\$16 million in grants will be awarded to government and non-governmental partners for implementation of policies to advance women's political and economic empowerment during the first half of 2011.

Ending violence against women

As the Secretariat for the Secretary-General's UNiTE campaign and manager of the UN Trust Fund to End Violence against Women, UN Women will energize system-wide efforts to end violence against women. Together with other UN leaders I will join the UNiTE campaign and encourage countries to adopt minimal response standards to violence against women by 2015, with concrete benchmarks. Progress will be tracked through the Secretary-General's database on violence against women; lessons and best practices will be shared through the Virtual Knowledge Centre on Ending Violence against Women. Together with UNICEF, UN Women will work on a joint initiative on Global Safe Cities for Women and Girls expected to create synergies aimed at enhancing capacity of local authorities, women's and youth groups, and community-based organizations, that could lead to the reduction of violence against women and girls and the creation of safer public spaces for women and girls and men and boys in urban settings.

Strengthening the women's peace and security agenda

UN Women will lead the development of a Strategic Framework for the UN system implementation of UNSCR 1325 in partnership with UN entities and support further development of indicators on implementation. It will support women in peace negotiations, increase number of senior women mediators and gender experts, and finalize guidance for mediators together with DPA; and lead the implementation of the 7-Point Action Plan on Women's Participation in Peace building with the Peace Building Support Office (PBSO). It will continue to work with the Office of the Secretary General's Special Representative on Sexual Violence in Conflict, to define and test early warning indicators for conflict-related sexual violence. In partnership with OHCHR, it will review existing practice and guidance on reparations for conflict-related sexual violence and formulate guidance on addressing this issue in reparations programmes and with the Department of Peacekeeping Operations (DPKO), it will finalize and test innovative pre-deployment training for peacekeeping troops in Nepal, Indonesia and Bangladesh.

Enhancing women's economic empowerment

Working with UNDP, ILO, and IFIs, UN Women will support development of a UN strategy to advance women's economic empowerment. It will first map complementary efforts and capacities of UN partners — from gender and trade and employment policy to support to rural women farmers. UN Women will work with the World Bank to regularly produce a global "Women's Economic Opportunity Index." On-going UN processes, including preparations for Rio +20 and the 4th Conference on Least Developed Countries in May 2011, provide opportunities to draw attention to economic empowerment for rural women. Together with Canadian CIDA, UN Women will convene a conference bringing together policy thinkers, development practitioners, private sector entrepreneurs and women from developing countries engaged in all aspects of the economy. The outcome will produce tangible actions to support women's economic empowerment.

Making gender equality priorities central to national, local and sectoral planning, budgets and statistics

Beginning in 2011, UN Women will support national partners in the preparation of high-quality and regularly updated situation analysis on the state of women and girls in all countries in which it works, providing a basis for effective budgets, policies and legislation. Together with ILO, it will launch the UN-EC Partnership on Gender Equality and Women's Empowerment, focusing on financing for Gender Equality at national level. Together with UN human rights mechanisms and OHCHR, it will provide technical expertise to link monitoring and reporting with actions to implement the CEDAW Convention and develop a technical support programme to States Parties to engage with the CEDAW reporting process, prioritizing countries with the greatest capacity constraints.

Aware that demands extend beyond the five thematic priorities and with a view to accelerating progress to achieve the MDGs, UN Women will support UN partners in areas such as HIV and AIDS, the Global Migration Group, system-wide efforts on the Rule of Law, climate change, social protection, education, maternal and child health. It will be flexible and responsive to the priority needs of Member States and other partners drawing on gender equality experts within and outside the UN system to respond to emerging issues.

Strategic and innovative partnerships

UN Women constituencies include Member States, women's organizations, and UN organizations. Building of partnerships with women in government and civil society, from parliament to community based organizations; and with groups that are most excluded, including HIV positive women, women from minority groups, women with disabilities, informal and migrant women workers and rural or urban poor women will be a key priority. UN Women's research and training agenda will be implemented through partnerships with academia, think tanks and research centres. Within the United Nations, it will continue to support inter-agency initiatives and joint programmes and partnerships with UN entities in areas of their comparative advantage.

As part of consultations for UN-Women Strategic Plan 2012-2013, I will visit all the regions in which we work during the first quarter of 2011 to hear from governments, civil society and UNCTs and meeting with women at all levels; I will also appoint an NGO Advisory Group to advise me as Executive Director, through which NGOs can share their perspectives, expertise and knowledge and provide a channel for our on-going collaboration.

Mobilizing resources for gender equality

UN Women's partnership strategy focuses on:

Encouraging sustainable and predictable funding, including multi-year pledges, relying on long-standing partnerships with UN Member States to mobilize 50% of core support by the end of 2011; expanding partnerships with the private sector, foundations and individuals; and initiating electronic giving and internet campaigns.

Continued support for gender equality multi-donor trust funds, including the Fund for Gender Equality and the UN Trust Fund to End Violence against Women. These funds have generated

extraordinary demand, have high absorptive capacity and relatively low transaction costs; they provide grants to gender equality advocates to achieve tangible solutions at local and national levels. In 2011, individuals will be invited to donate to a new Savings Account for the World's Women, the interest from which will be used to support programmes for the poorest women.

UN Women will also mobilize political and financial support for gender equality as a whole, including UN partners. Ultimately, the resources allocated to UN Women, and to support gender equality more broadly, reflect government commitment to an issue where their stated positions are unequivocal. That is why I will call upon governments to demonstrate their support to gender equality by ensuring that UN Women meets its target of US\$500 million by the end of 2011.