Update on the implementation of General Assembly Resolution 72/279

Presentation to the Executive Board
28th January 2020
UN Women’s vision for reform

- Reform that truly leaves no-one behind - gender equality and empowerment of all women and girls at the center of joint frameworks, structures and processes

- Reform that supports a strong normative agenda and promotes inclusive participation in policy making

- Reform that enables smaller UN entities, such as UN-Women, to make an impact in a cost-effective manner, benefitting from harmonization and streamlining of business processes
Changing the way that we operate

Management Accountability Framework and support to the new UN Resident Coordinator System

- Revised job descriptions of Country Representatives with dual reporting line to the RC
- Implementation of 1% Levy
- Supporting the RC pool by nominating UN Women staff members

Results and financial tracking

- Improving reporting and transparency on financial data through the Funding Compact and financial data cube

Aligning planning and reporting

- Guidance issued on Country Strategic Notes for alignment with UNSDCF

Harmonizing business operations

- Piloting of Business Operations Strategy and of Common Back Office
Advancing system-wide results on SDG 5 and gender equality commitments in the SDGs

- Fully engaged in key **coordination bodies**, including UNSDG Core Group, SG’s EC and other interagency coordination mechanisms
- Contributing to **key working groups on UNDSCF** - key inputs on gender to UNSDG Operational Guide on LNOB
- Development of **Country Gender Equality Profiles** as key input to CCAs and UNSDCFs
- Improving **production and use of gender data** for SDG monitoring and implementation, encouraging the prioritization of gender-disaggregated data in IAEG-SDGs
- Spearheading the **High-level Task Force on Financing for Gender Equality** and support to **UNCT Gender Equality Marker**
- Facilitating improvements in **UNDS performance on gender mainstreaming** through UN-SWAP 2.0 and support to UNCT-SWAP GE Scorecard
Capacity development

UN Women:
❖ UNSDCF training and learning for staff
❖ UNSDCF Support Facility and Community of Practice

UNDS:
❖ Integration of GEWE in regional DCO-led TOTs for UNSDCF roll-out countries
❖ UNCT-SWAP GE Scorecard regional trainings for UNCTs
❖ Country level trainings and capacity development initiatives
Goal:
To position UN Women 2.0 as the world’s leading partner in driving GEWE.

Change Management in support of UN Reform

Optimize Field Presence

Optimize HQ Structure

Enhance Processes & Internal Governance

Organizational culture and workplace relations
Impacts of Change Management for UN Reform

- Optimize Field Presence
  - Needs-driven capacity and access to expertise in each location
  - Impact beyond UN Women resources through coordination & sharing of resources with other UN entities
  - Effectiveness through globally matrixed/networked organization policy & knowledge networks

- Optimize HQ Structure
  - Improve decision making accountability & internal governance
  - Results driven project performance
  - Support 72-279 UN Strategic Cooperation Framework
  - Improved systems and tools

- Enhance Processes & Internal Governance
  - People, function, and activities are in the right place
  - Improved coordination, collaboration and information sharing
  - Greater clarity around roles and responsibilities
  - Evidence-based prioritization of areas of expertise and comparative advantage

Organizational culture and workplace relations
Inclusive workplace plan:

- Personnel feel *valued, empowered, respected and productive*
Optimize Field Presence

- Clear UN Women country presence criteria
- Decentralization of capacity to the field
- Leveraging UNDS Reform as resident and non-resident agency
- Regional thematic knowledge hubs and issue based coalitions
Optimizing UN Women’s field presence

- UN Women has completed a review of its field footprint, prioritizing support in regions/countries with the greatest needs and using the opportunities created by UNDS Reform at country level.

- As part of this, UN Women is prioritizing full fledged country offices with full capacity to deliver on the triple mandate of the Entity.

- Capacity will be increased in 19 offices, bringing UN-Women’s field presence to a total of 84 offices, including Regional Offices. 16 programmes and 3 country offices UN-Women will gradually be rationalizing their physical presence while ensuring that all existing programme commitments are met.

- UN Women is reaping the benefits of UN Reform to advance our mandate as a resident and non-resident agency. We are taking full advantage of UNCTs where we are not present and several modalities are being piloted to this end:
  - Support to the UNCT from UN-Women’s Regional Office, in particular to input to the CCA/UNSDCF;
  - Provision of dedicated support/capacity to the Resident Coordinator’s office;
  - Implementation through another UN agency, while supporting with knowledge and expertise from UN-Women;
  - Direct and ad-hoc support to national partners, upon request.
**Increased Regional and sub-regional support**

- UN Women is **decentralizing capacity** from HQ to the field, particularly **Regional Offices**
- **Strengthening policy architecture and knowledge networks**
- Creating **Regional thematic knowledge hubs** which will provide gender expertise to UN Women regional and country level offices and UN partner agencies on GEWE
- As part of the **Global Review Team**, we have been working towards the establishment of **Regional Cooperation Platforms** and **Issue Based Coalitions**
- UN Women has supported the development of **country implementation plan templates**, the main planning vehicle for countries under MCOs

Optimizing UN Women’s field presence to deliver in a repositioned UNDS (2/2)
Internal Governance

- Align Field Presences
- Optimize HQ Structure

Enhance Processes & Internal Governance

- Introduce comprehensive system of portfolio management
- Stronger internal governance and communications structure
Optimized HQ Structure

- Integrated Executive Office
- Transformation of PPID
- Establishment of SPRED
- Creation of Multi-stakeholder partnerships section

Optimize HQ Structure

Align Field Presences

Enhance Processes & Internal Governance
Continuous engagement in UN reform processes (global, regional, country level)

Promotion of gender equality and empowerment of women and girls in UN reform and UNSDCF processes, mobilizing partners

Capitalizing on Mid-Term Review of Strategic Plan, further advancement of UN reform agenda

Right sizing of country presence and decentralization of capacity

Setting up regional thematic knowledge hubs

Business process re-engineering and operationalization of new decision-making structures