Division Level Priorities for 2020:

**Transformation** of Policy + Programme + Intergovernmental Division

**Evidence-Based Prioritization** across the Division through data-driven thematic theories of change that drive a focus on impact

**Integrated policy architecture** to better orient HQ towards serving policy needs of the field, and to embed technical expertise across the global organization

**Build Action Coalitions** as a vehicle to advance policy and programme results through targeted civil society, member state and private sector partnerships

**Strengthen management / leadership capacities** in the division towards an environment of transparency & accountability for results
Alignment with 2020 corporate priorities

2020 anniversaries

- Action Coalitions & Generation Equality Forum
- SG Report on Beijing + 25
- CSW 64: Inter-governmental dialogue
- 1325 Events on WPS

UNDS Reform and Change management

- Transformation phase of Programme + Policy + Intergovernmental into coherent division
- UNSDCF Support Facility
- Operationalize policy architecture for technical field capacity

Scale up of Results & Programmatic Focus

- Women Count & Spotlight
- Thematic Theories of Change
- Evidence-based policy prioritization
- Action Coalitions for program and policy results at scale
Programme and policy: evidence-based prioritization

1. Thematic* diagnostic analysis & prioritization

<table>
<thead>
<tr>
<th>L &amp; G</th>
<th>WEE</th>
<th>EVAW</th>
<th>WPS</th>
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<tr>
<td>Women &amp; girls’ status</td>
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2. Thematic Theory of Change (ToC)

   Conduct Impact/Feasibility assessment across Themes / Gaps

   Impact: Criticality of gender gaps

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   Feasibility: UNW Comparative Advantage

3. Thematic Theory of Action (ToA) & Operational Delivery

   Region R1

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<tr>
<th>Gender Gap A1</th>
<th>Gender Gap A2</th>
<th>Gender Gap A3</th>
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<tr>
<td>Level of priority/Impact and feasibility assessment</td>
<td>Impact approach/ benchmarks</td>
<td>Operational delivery strategy (time, partnership, governance)</td>
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   Region R2

   PAPDU (Supported by Policy Units)

   Programme, Policy and Intergovernmental Analytical Team

   PSMU and ROs

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*L&G: Leadership & Governance; WEE: Women’s Economic Empowerment; EVAW: Ending Violence Against Women; WPS: Women, Peace & Security
2020 Decisions to drive transformation of the Division

1. **Transformation**: Leverage interdependencies and functional work relationships across the Division, re-focusing the work of units towards a clear, structured set of accountabilities and synergies.

2. **Build Thematic Theories of Change** to prioritize and focus policy and program work. Define clear approach to policy hubs and roll out by close of 2020.

3. **Clarify synergies of the WPS and humanitarian team**—re-examine priorities and opportunities for joint work following the merger. Work in the humanitarian section to become more focused, strategic.

4. **Build an end-to-end strategy on women’s economic empowerment** that will define UN Women’s specific comparative advantage in driving results.

5. Build a **Digital Technology & Social Innovation** incubation hub

6. **Move Knowledge Management into the Division Directorate** and advance this as a core vehicle for learning across the division

7. **Clarify the business proposition for UN Women’s Training Center** and re-shape this towards a strategic vision that builds capacity on gender equality in line with UN system reform.

8. **Asses the performance of Flagship Program Initiatives** and re-frame these within UN Women’s sectoral areas of expertise and theories of action.

9. Determine a sustainability strategy for UN Women’s work on **gender data & statistics**.