UN-Women Strategic Plan
2022-2025

The Executive Board Orientation & Annual Update
21 January 2022
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2. How UN-Women leverages its triple mandate
3. SP overview
4. Towards Implementation
AN UNPRECEDENTED CONSULTATIVE PROCESS

6. Regional High-Level Consultations with Member States (50+ governments)

11. Executive Board Formal Sessions, Informal Briefings and Workshops

2. Joint Executive Board briefings with UNDP, UNFPA, UNICEF and UNOPS

5. Regional Consultations with Civil Society (200+ attendees)

1. Consultation with 12 UN-Women National Committees

1. Global survey with key internal and external stakeholders (1,097 respondents, 495 or 45% of which are external to UN-Women)

3. Workshops with UN-Women Senior Management on Systems Thinking & IRRF

1. Full-day session at Global Management Meeting UN-Women Senior Management, including Country Office Heads

3. Cross-regional consultations with Regional Offices and Country Offices

External consultations

Internal consultations
“The work of UN-Women has never been more urgent, necessary and relevant. [...] We believe that the Strategic Plan sets a clear and ambitious vision for the future. It serves as a global framework that will enable UN-Women, as the owner of the Strategic Plan, to best fulfill its triple mandate and support countries in delivering on their national development needs and priorities.”

Joint-statement on behalf of 38 MSs

“want to congratulate not only UN-Women but all of us on this great achievement. This is a much-needed political signal by all of us showing the world our strong support of gender equality, the empowerment of all women and girls, and the full enjoyment of their human rights.[...] This plan will help the organization to evolve into the UN-Women 2.0 that we need at this critical juncture and we are looking forward to working closely with UN-Women on implementing the plan under the new Executive Director.”

MEMBER STATES FEEDBACK ON SP
LEVERAGING OUR TRIPLE MANDATE

UN SYSTEM COORDINATION
Expanding partnerships and coordination across sectors and levels to place gender equality at the heart of a repositioned UN System in support of Our Common Agenda to achieve the SDGs

NORMATIVE & INTERGOVERNMENTAL SUPPORT
Advancing global norms and standards for gender equality and women’s human rights

OPERATIONAL
Translating commitments into evidence-based policies and programming to achieve impact at scale
AN INFORMED STRATEGIC PLAN: LESSONS LEARNED

UN-Women’s triple mandate is an opportunity for further impact.

UN-Women is a global thought and practice leader.

Sharpened programmatic focus helps scale impact.

Expanded partnerships provide a key comparative advantage – incl. IFIs, men & boys, private sector…

Flexible and predictable funding is key to assure optimal delivery (incl. pooled funding).

UN system-wide results for gender equality and women’s empowerment are essential.

A high-growth business model is fundamental to bring impact at scale.

Business transformation and agility are key to success.

LESIONS LEARNED IN FIRST DECADE
SUSTAINABLE DEVELOPMENT GOALS — 2030 VISION

Achieve gender equality, the empowerment of all women and girls and the fulfillment of their human rights.

**IMPACT**
- Governance & Participation in Public Life
- Women’s Economic Empowerment
- Ending Violence Against Women
- Women, Peace & Security, Humanitarian Action, & Disaster Risk Reduction

**OUTCOMES**
- Global normative frameworks, and gender-responsive laws policies and institutions
- Financing for gender equality
- Positive social norms including by engaging men & boys
- Women’s equitable access to services, goods & resources
- Women’s voice, leadership & agency
- Production, analysis and use of gender statistics and sex-disaggregated data
- UN System Coordination for Gender Equality

**ORGANIZATIONAL EFFECTIVENESS AND EFFICIENCY OUTPUTS**
- Principled Performance
- Advancing Partnerships and Resourcing
- Business Transformation
- Empowered People
- Products, Services and Processes
7 SYSTEMIC OUTCOMES TO ACHIEVE IMPACT AT SCALE

- Global normative frameworks, and gender-responsive laws, policies and institutions
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- Positive social norms including by engaging men & boys
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Gender Equality and Women's Empowerment

- Governance & Participation in Public Life
- Women's Peace & Security, Humanitarian Action & Disaster Risk Reduction
- Ending Violence Against Women
LEVERAGING OUR MANDATE AND UN REFORMS
ADVANCING GENDER EQUALITY WITH & THROUGH THE UN SYSTEM

Measuring UN System progress
UN-Women contributes to & is accountable for through dedicated Outcome on UN Coordination & 17 indicators

Identification of at least 47 complementary indicators with key UN partners

Identification of 24 common indicators
Including 11 common QCPR-based indicators shared with UNDP, UNFPA, UNICEF

SP IRRF includes 16 SDG indicators, including 10 pertaining to SDG 5
UN-Women BRINGS THE UN SYSTEM TOGETHER
ADVANCING GENDER EQUALITY WITH & THROUGH THE UN SYSTEM

Leadership and advocacy
- Coordination mechanisms at the HQ level, such as IANWGE

Gender mainstreaming products and services
- Guidance and tools to build system-wide capacity on GEEW
- Advanced interagency production of gender data and analysis and results measurement

Programmatic UN coordination
- Joint Programmes implementing commonly agreed standards to support monitoring of progress and results in thematic areas of interagency participation

Accountability for gender mainstreaming
- UN-SWAP
- UNCT-SWAP
- Accountability mechanisms for thematic/programmatic coordination
DRIVING ORGANIZATIONAL EFFECTIVENESS AND EFFICIENCY (OEE)

The OEE framework is designed to be a management tool that aligns the organization and establishes management accountability and leadership capacity at all levels of the organization.

It uses the Business Review Committee (BRC) and a Quarterly Business Review (QBR) to guide focus, support alignment and drive organizational performance.

Principled Performance
Accountable and ethical delivery of results while addressing risks

Advancing Partnerships and Resourcing
Effectively influencing other actors and increasing financing of GEWE

Business Transformation
Balancing organizational aspirations with agility and driving a culture of excellence

Empowered People
With its unique, inclusive and diverse culture, UN-Women is an employer of choice for its highly performing personnel

Products, Services and Processes
UN-Women efficiently and effectively discharges business processes for integrated delivery of its mandate
TOWARDS SP IMPLEMENTATION

Optimizing field & HQ presences: Expanding office typologies and using the same Performance Indicators for Field & HQ

Enhanced processes and alignment of internal governance: Aligning Strategic Notes at Country, Regional and HQ levels with clear accountability framework; monitoring through the Quarterly Business Review (QBR)

Integrated programme approach to achieve impact at scale: attracting more flexible non-core funding and more focus on joint programming

Broadened and deepened partnerships and resourcing for gender equality, including through strategic partnerships with the private sector and IFIs

Organizational excellence initiatives with inclusive, ethical and shared leadership principles, including a focus on youth and diverse talent management
THANK YOU