



Regular Resources Report 2021

INVESTING IN RESULTS

UN Women is the UN organization dedicated to gender equality and the empowerment of women. A global champion for women and girls, UN Women was established to accelerate progress on meeting their needs worldwide.

UN Women supports UN Member States as they set global standards for achieving gender equality, and works with governments and civil society to design laws, policies, programmes and services needed to ensure that the standards are effectively implemented and truly benefit women and girls worldwide. It works globally to make the vision of the Sustainable Development Goals a reality for women and girls and stands behind women's equal participation in all aspects of life, focusing on four strategic priorities: Women lead, participate in and benefit equally from governance systems; Women have income security, decent work and economic autonomy; All women and girls live a life free from all forms of violence; Women and girls contribute to and have greater influence in building sustainable peace and resilience, and benefit equally from the prevention of natural disasters and conflicts and humanitarian action. UN Women also coordinates and promotes the UN system's work in advancing gender equality.

Illustrations are from UN Women's video "Introducing UN Women's Strategic Plan 2022-2025".

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This report was published in June 2022.

**Numbers in charts and tables in this report may not add up due to rounding.*

Produced by: the Strategic Partnerships Division / Public Partnerships Section, in collaboration with Regional and Country Offices; Policy, Programme and Intergovernmental Division; UN System Coordination Division; Strategy, Planning, Resources and Effectiveness Division; and Management and Administration Division.

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FOREWORD BY UN WOMEN EXECUTIVE DIRECTOR

2021 marked UN Women's tenth year of operation. This first decade saw programmatic results on the ground, advances in normative standards and coordination, and leadership in mobilizing the UN system to deliver for women and girls. These are driving real change in people's lives and allowing us to deliver on our mandate. At the same time, we are acutely aware of how much remains to be done. This report reflects some of our achievements as well as our approaches to accelerate change through our new Strategic Plan (2022-2025). It shows how regular resources have been the bedrock of our organization, enabling and sustaining our reach and impact, and reaffirming UN Women's role as the global champion of gender equality. Continued access to these regular resources will be more crucial than ever in today's challenging global climate.

We live at a time of multiple crises, notably those driven by conflict, climate change and the COVID-19 pandemic. These have created new challenges and compounded old ones, including intensified violence against women and girls, the impacts of humanitarian disasters on women and girls, the ongoing feminization of poverty and the gendered impacts of climate change. We are also facing growing resistance to gender equality in some quarters that demands a strong, agile and flexible response from UN Women and our partners. That flexibility is in part why regular resources are so important; they help us be more prepared, better equipped to work across development systems and issues, and they create greater accountability for results.

It was regular resources that enabled UN Women's rapid response to the COVID-19 pandemic, including drawing attention to the shadow pandemic of gender-based violence while leading global thinking and advocacy around reducing the burden of women's unpaid care work. Regular resources also allowed us to coordinate humanitarian teams, such as in Haiti, to follow a gender-differentiated response, as well as children and people with disability. The year 2022 and the war in Ukraine further emphasized the importance of UN Women's role in putting women and girls at the heart of crisis response.

Regular resources have enabled many high-impact and innovative programmes around the world, from driving a shift in social norms around gender-based violence in the Pacific, to ensuring

that globally more women can realize their rights, through reporting under the Convention on the Elimination of All Forms of Discrimination against Women (CEDAW).

In 2021, UN Women also drew on regular resources to plan and deliver the groundbreaking Generation Equality Forum in Mexico City and Paris. This brought together some 50,000 people and led to 1,000 commitments to gender equality goals with over \$40 billion pledged by governments, donors and corporates.

With just eight years to go until the 2030 Agenda deadline, the need to accelerate progress could not be more urgent. How well we do on gender equality will determine the attainment of other goals, such as addressing hunger, slowing climate change, negotiating durable peace and steering economies that are inclusive and just. Yet, SDG 5 is "close to target" on only one of its 18 indicators. For UN Women, there is no better investment in gender equality than an investment in regular resources. They enable us as a global champion, thought leader and source of diverse expertise on gender equality, from gender statistics to legal reform to gender-responsive supply chains.

We now have a new Strategic Plan for 2022-2025, for which financial support will be crucial if we are to successfully implement the integrated approaches envisaged. This report shows the results we achieve when we receive the necessary investment. It evidences our careful stewardship of resources, underlined by our tenth consecutive unqualified audit opinion. We believe it presents a clear picture of our value and compelling reasons for continued and increased support and investment.

We are grateful to our partners for their continued commitment to our regular resources, and for their willingness to ensure that UN Women can realize its critical mandate, now and into the future.

Sima Bahous

United Nations Under-Secretary-General and
Executive Director, UN Women

BENEFITS OF INVESTMENT IN REGULAR RESOURCES



Public demonstration of the priority given to gender equality and women's empowerment, and embody a commitment to upholding women's rights



Ensure a timely and focused response to crises and emerging needs



Enable business processes, corporate systems, risk management practices and personnel capacity, leveraging partnerships within the United Nations system for better efficiency and effectiveness



Serve as the bedrock for UN Women to fulfil its unique mandate and make a difference in the lives of women and men around the world, enabling a global footprint and underwriting all areas of work



Leverage additional resources for greater results



Strengthen accountability and results aligned with the Strategic Plan

WHY ARE REGULAR RESOURCES SO IMPORTANT?

To mobilize additional resources

Regular resources impact well beyond the initial investment by demonstrating what works to achieve gender equality. This “demonstration effect” then leverages additional funds. For example, initial work on a five-year programme to stop gender-based violence in the Pacific region began with regular resources from UN Women. UN Women’s work and results leveraged strategic partnerships and other resources to the programme. The European Union and the Governments of Australia and New Zealand have generously contributed to the programme, building partnerships with intergovernmental organizations, governments and civil society organizations, and expanding its reach and scope. The region has long had some of the highest rates of gender-based violence in the world, so steering change has required time and patience, including to initiate shifts in long-held negative social norms. In [Fiji](#), activists are using a faith-based approach to engage women and men in local communities. For many, recognizing that gender-based violence is a harmful practice, not a “normal” event, is a huge first step. It builds an openness to learning about legal and social protections for survivors and even more importantly, using these protections if needed.

To respond to crises

Growth in regular resources in 2021 allowed UN Women to continue ensuring that a gender lens is applied to recovery efforts, generating ground-breaking data and assessments to track responses and drawing attention to specific forms of pandemic fallout on women and girls. Regular resources also jumpstarted timely action during sudden-onset crises such as in [Haiti](#), where the prolonged impact of the pandemic collided with political unrest and devastating natural disasters. UN Women deployed capacity on the ground to assess humanitarian needs differentiated by gender as well as other sources of vulnerability such as disability. It then coordinated partners in the UN system, civil society and government to take targeted actions. In 2021, UN Women also responded to crises in the Tigray region of [Ethiopia](#), [Afghanistan](#) and [Myanmar](#). While appeals for funding generated some support, all initial responses to immediate and short-term needs drew on regular resources.



To amplify results in all thematic areas

In 2021, the importance of regular resources was apparent across UN Women’s work. It supported convening a global intergenerational initiative known as [Generation Equality](#) to accelerate gender equality. The Generation Equality Forum held in Mexico City and Paris galvanized global attention, involving over 50,000 participants and 1,000 commitments. Action coalitions link partners who will now carry these promises forward.

UN Women also applies regular resources in sustaining the critical work of ensuring gender equality and women’s empowerment are front and centre in all major decision making discussions. For example, in 2021 UN Women supported 100 per cent of UN Country Teams reporting to the CEDAW Committee, an essential element in bolstering implementation of the Convention on the Elimination of All Forms of Discrimination Against Women. As another example, UN Women is leading a global drive to enhance the quality and availability of gender statistics and sex-disaggregated data, helping governments strengthen national data systems to include gender-sensitive SDG indicators.

Regular resources also enabled support for 1) over 68,000 formal and informal justice sector actors to develop their capacities; 2) over 500 governments, companies and international organizations to develop and/or implement gender-responsive procurement

policies; 3) 16 cities in the Safe Cities and Safe Public Spaces Global Initiative to generate data on sexual harassment in public spaces; and 4) over 560,000 crisis-affected women and girls, including refugees, internally displaced persons and returnees, to access humanitarian services.

To strengthen accountability and results in the implementation of the Strategic Plan

Regular resources ensure that UN Women can measure, track and transparently report on its corporate results. They also make it possible for UN Women to strengthen accountabilities across the UN system, contributing to improved governance and oversight mechanisms. In 2021, with UN Women’s support and stewardship, 71 United Nations entities and 61 United Nations Country Teams reported against UN-SWAP 2.0 and UNCT-SWAP, UN Women-led accountability frameworks for the UN as a whole. With regular resources, UN Women has continued strengthening staff capacities for results-based management, with 83 per cent of programme staff taking online courses to develop their skills. Evaluation key performance indicators show consistent progress; 98 per cent of 2021 evaluations were assessed as “good” or “very good”. Importantly, UN Women received a score of 87 from the International Aid Transparency Initiative.





SHOWCASING PARTNER RECOGNITION

UN Women is grateful to the 74 UN Member States who provided regular resources in 2021

UN Women’s Strategic Plan 2018–2021 was its third plan since the entity was established over a decade ago. In 2019, for the first time, UN Women achieved its target budget of USD 500 million. However, the majority of this growth was in earmarked other resources, leading to a growing gap between regular and other resources. This remains a cause for concern.

As the organization embarks on its ambitious Strategic Plan 2022–2025, the current funding trend poses questions around whether regular resources will be sufficient to achieve it, to maintain UN Women’s neutrality and independence, to invest in the greatest needs and to drive well-coordinated and powerful UN contributions to gender equality and women’s empowerment.

UN Women relies on its partners to maintain a predictable, multi-year pipeline of regular resources. These are imperative for the organization to remain flexible and to effectively meet numerous demands for support as the global champion for gender equality. This is why UN Women values its regular resources funding partners so highly.

As a part of intensified efforts to mobilize total resources, UN Women recognizes the importance of providing positive, consistent, and effective recognition for the support and work made possible by its partners, including donors.

In 2021, UN Women launched a social media campaign, unified around the hashtag #FundingGenderEquality to acknowledge and celebrate concrete results achieved by UN Women and its funding partners. The 2021 edition of this campaign focused on UN Women’s 15 top donors. As a result of the positive engagement, the 2022 edition of this initiative has almost doubled its target, featuring the top 26 funding partners.

Join us [#FundingGenderEquality!](#)

ENGAGEMENT RESULTS SNAPSHOT



93+

Ministries and Developmental Agencies



200+

Embassies



95+

UN missions



470+

Civil society organization/activist accounts



All top 15 donors engaged with the campaign

10 YEARS OF REGULAR RESOURCES

UN Women’s achievements in its first decade are only possible with the steadfast commitment of its partners. Fig. 1a below shows the key funding partners that prioritized regular resources and enabled the organization to establish itself as a global thought leader on gender equality and women’s empowerment, convener of catalytic partnerships and champion of women and girls. Thanks to all partners prioritizing this critical funding, over the last 10 years, UN Women has directly contributed to the results illustrated in Fig. 1b on pages 10 and 11.

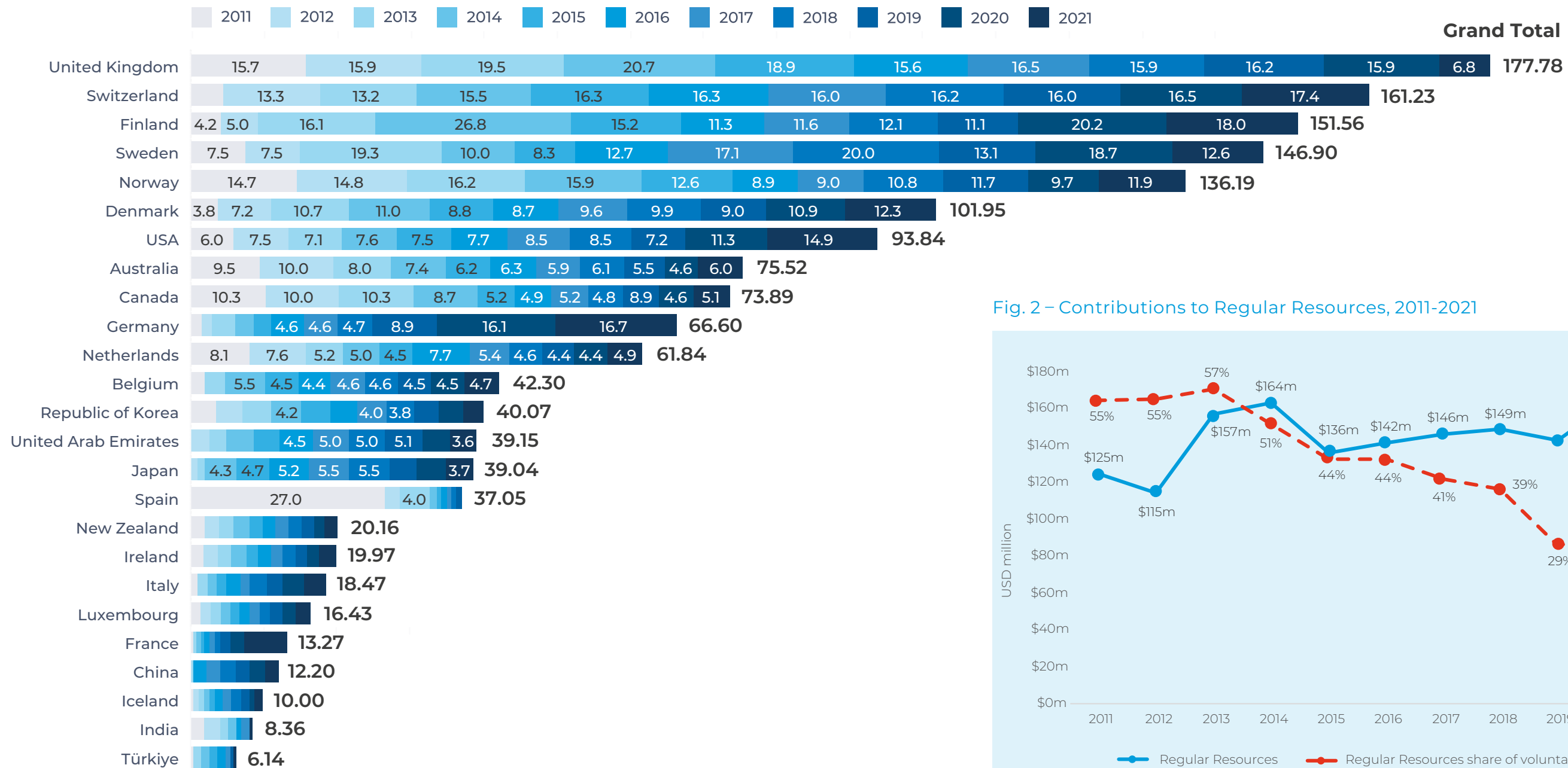


Fig. 1a – Top 25 Regular Resources Partners, 2011-2021 (in USD millions)

*revenue recognition per Management Accounts Reporting (as per Revenue Management Policy)

Fig.2 shows the trend of regular resource contributions and regular resources contributions as a proportion of total voluntary contributions. The organization’s ability to deliver high quality support depends on a healthy balance between regular and other resources and aspires to maintain or exceed the funding compact threshold of 30 per cent.

Fig. 2 – Contributions to Regular Resources, 2011-2021

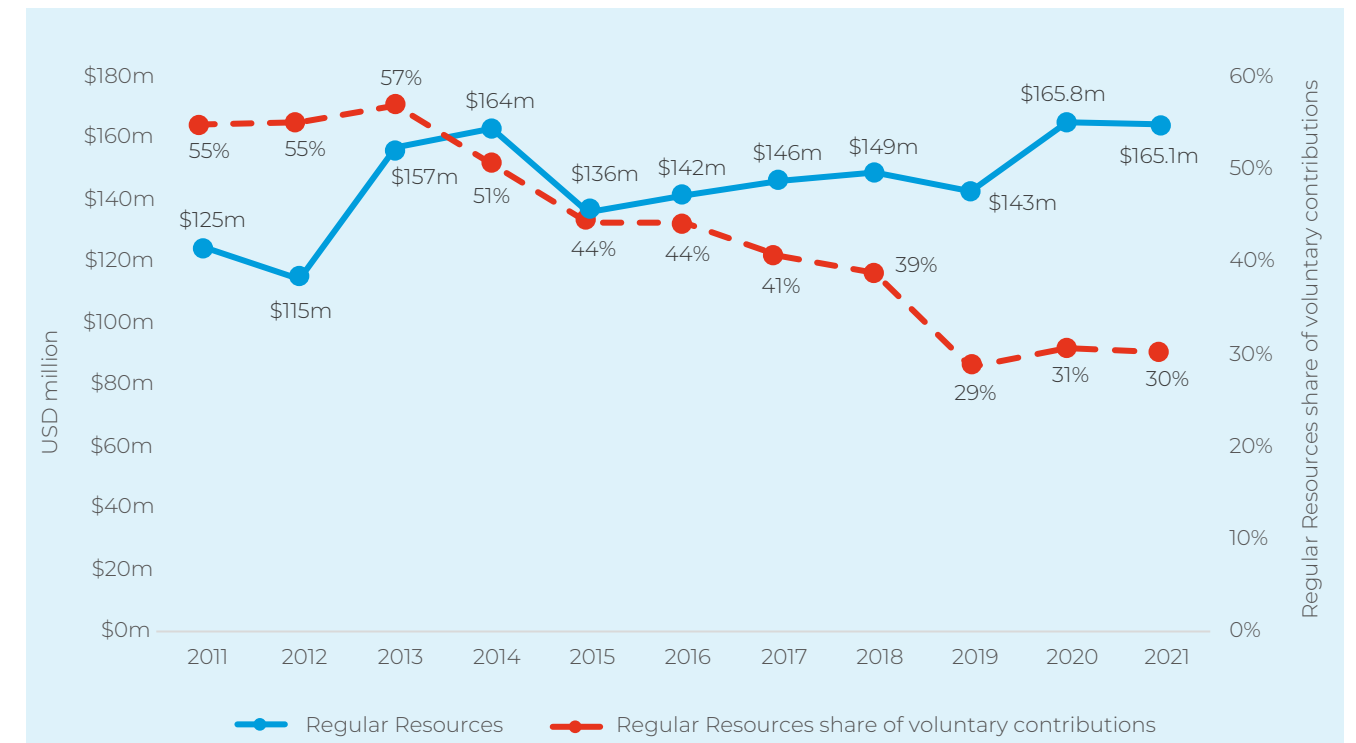
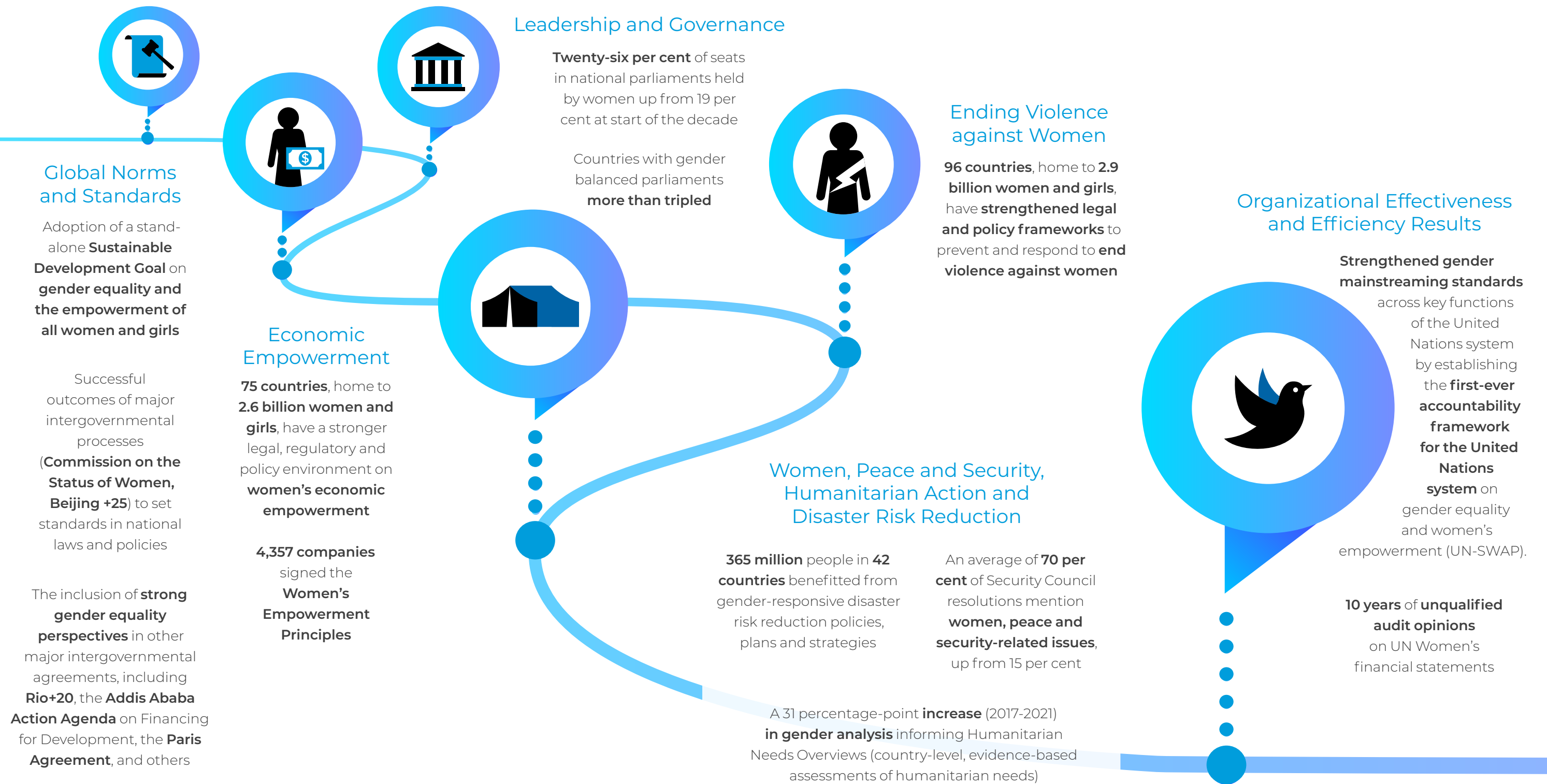
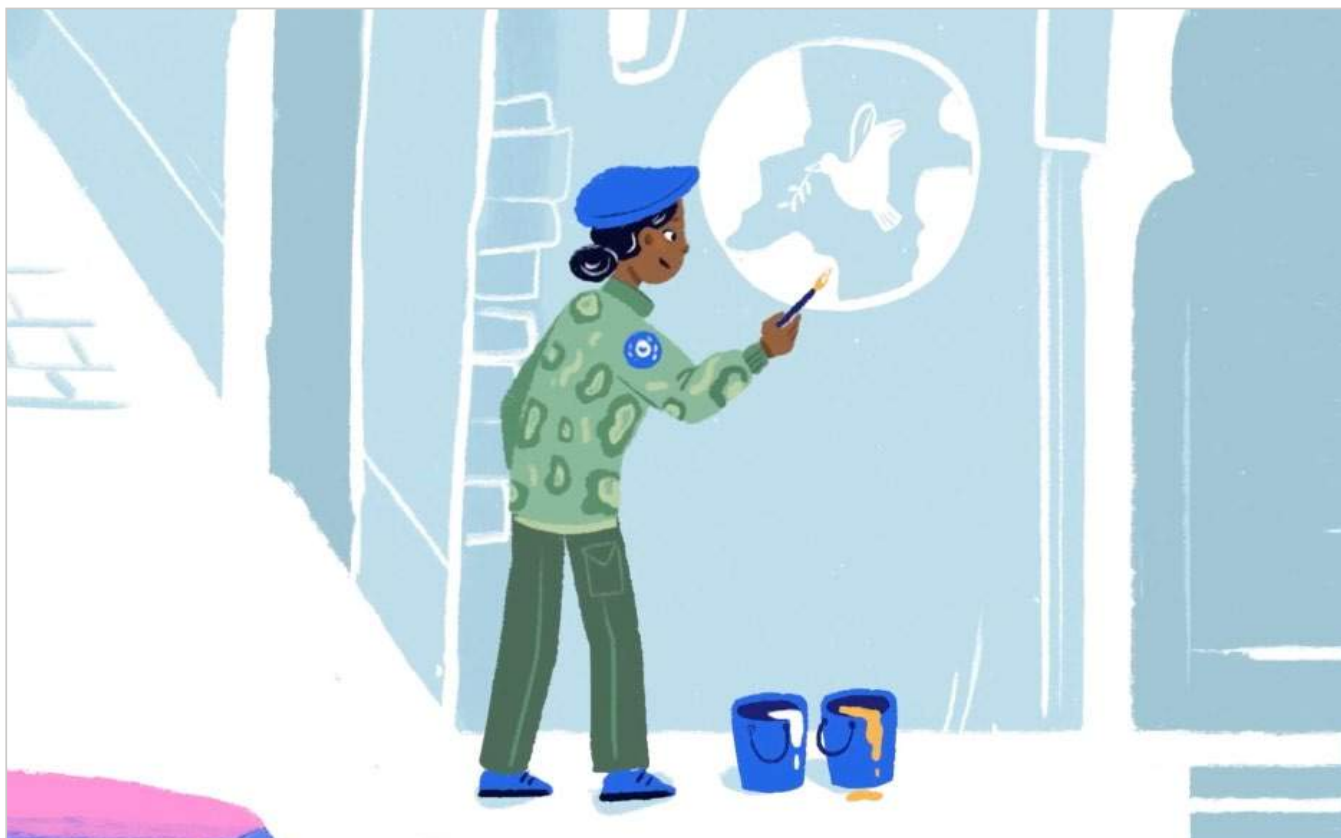


Fig. 1b – Selected Results Achieved by UN Women, 2011-2021

10 YEARS OF REGULAR RESOURCES



2021 GLOBAL IMPACTS



ADVANCING GENDER EQUALITY EVEN AMID CRISES

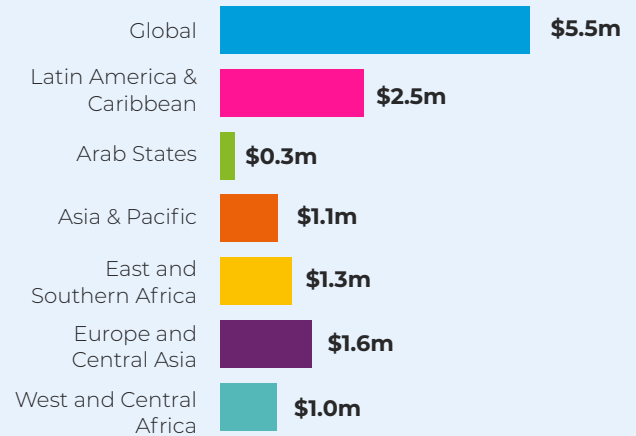
With regular resources, UN Women is able to rapidly respond to challenges as they arise. Often these challenges offer opportunities that advance gender equality. In 2021, UN Women supported women and girls affected by conflict, natural disasters, COVID-19 and the related “shadow pandemic” to raise their voices, agency and influence to sustain rights and build resilience.

COVID-19

In 2021, UN Women spent an estimated USD 13.2 million in regular resources to support the response and recovery from COVID-19. It marshalled its technical expertise, research and extensive partnerships to help countries around the world drive a gender-responsive recovery. Using the [COVID-19 Global Gender Response Tracker](#), co-developed with UNDP, and rapid gender assessments, UN Women supported governments to close gaps in COVID-19 recovery efforts by advocating for gender-specific and inclusive socioeconomic measures. These included fair and equal wages, improved access to education and family planning, and expanded social protection services. As a result, **Mozambique** and **Nepal** provided cash transfers for poor women. In over 60 countries, governments tracked how national budgets respond to gender priorities.

As the “shadow” pandemic of gender-based violence erupted in **Senegal**, UN Women worked with civil society partners to provide shelter and services to survivors. Regular resources funded guidance for survivors and provided them with accommodation and comprehensive, integrated, high-quality essential services, such as immediate and long-term health care, psychological support, security responses and justice. In **Cameroon**, a brief video and audio public service announcements on COVID-19 prevention from a gender perspective reached audiences of all ages as well as vulnerable individuals such as the elderly and disabled. UN Women used the announcements, which ran in multiple languages, to highlight socioeconomic fallout on women and girls and advocate for the prevention of gender-based violence.

Fig. 3 – 2021 Expenditures on COVID-19 from Regular Resources in USD



Note: Data is based on tagging of COVID-19 activities by the offices in RMS and expenditure data from ATLAS.





Regular resources have helped navigate a confluence of crises in some countries, such as in **Dominica**, where women smallholder farmers are on the front lines of the battle against climate change and natural disasters. Nutrition and food security rely upon their work. In September 2017, Hurricane Maria affected almost the entire population of the island nation, destroying crops and disrupting power and water supplies. Support for recovery and resilience included establishing seed banks and contingency plans but the pandemic threatened these efforts and generated new needs.

UN Women drew on regular resources to provide timely, direct technical assistance to four community farmers' groups so they could sustain supplies of fresh produce. Young female agricultural entrepreneurs started the online social media platform [AgriVer-tise](#) to enable local farmers' groups to secure new markets online. Skills development on quality standards ensured that produce could meet the high bar required for commercial markets. The work laid the ground for a new three-year joint programme on food security in the Caribbean region involving UN Women, FAO and the ILO.

Regular resources also lead global thinking and advocacy for reducing the burden of unpaid care work. The pandemic highlighted the centrality of care in the functioning of economies

and societies. As a result of the economic crisis created by lockdowns, women experienced increased burdens of unpaid domestic and care work, in combination with a massive exit from the labour market. In the **Latin American and Caribbean** region, UN Women and ECLAC jointly developed guidelines to support policymakers in the design of Integrated Care Systems ("[Towards the Construction of Comprehensive Care Systems in Latin America and the Caribbean: Elements for their Implementation](#)"), and provided technical support for design and implementation of National Care Systems in 11 countries. Furthermore, regular resources allowed advocacy work that resulted in the selection of Care Policies and the "Society of Care" as the main thematic focus of the next Regional Conference on Women which will take place in Argentina in November 2022. UN Women's regional office was key in building the foundations of the [Global Alliance for Care](#), launched in the framework of the Generation Equality Forum. The Alliance currently has 52 members from governments, civil society organizations, philanthropic institutions and the private sector.

Recognizing the important roles of women and girls in recovery, UN Women advocated for gender-responsive programmes in the Second Call of the United Nations [COVID-19 Response and Recovery Fund](#) through the combined implementation of the gender equality marker and the establishment of a specific financial target to support countries in recovery and prevent setbacks

to progress towards the SDGs. The fund is an UN inter-agency mechanism established by the UN Secretary-General to help support low- and middle-income programme countries overcome the health and development crisis caused by the COVID-19 pandemic and support those most vulnerable to economic hardship and social disruption. The Second Call targeted a Gender Equality Marker Score of 3, where gender equality is a principal objective, for at least 30 per cent of its investments. The Fund greatly exceeded this objective with 73 per cent of Second Call programmes scoring 3 on the marker and none falling below a score of 2, where gender equality is a significant aim. These programmes supported women in accessing health care, gaining protection from violence and pursuing economic empowerment.

In the **State of Palestine**, the grant supported women to formalize businesses and manage export, registration and procurement procedures. This drove a sharp rise in registrations for women-led businesses, from 110 in 2020 to 255 in 2021. In **Türkiye**, the Fund allowed six mobile health units to provide uninterrupted, quality access to sexual and reproductive health and reproductive rights and counselling on gender-based violence, benefiting nearly 32,000 people.

CLIMATE AND DISASTER RISKS

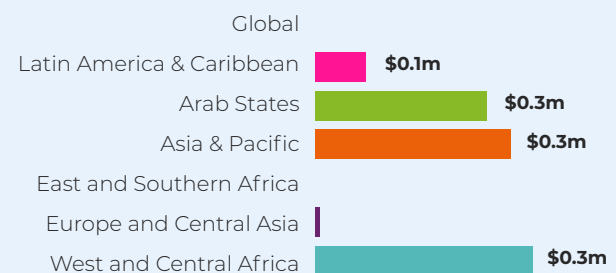
With the climate emergency continuing to escalate, impacts on women and girls are profound. Many are more vulnerable to intensifying natural disasters, displacement and loss of income. At the same time, they offer solutions to slow climate change and adapt to its impacts, particularly in communities where food security and livelihoods are linked to the environment. UN Women has worked with 245 women’s organizations and disaster-resilience stakeholders in 47 countries to increase women’s access to gender-responsive early warning systems, finance, services, resilient infrastructure, livelihoods and businesses.

UN Women also steers supplies to women and girls and promotes gender-responsive humanitarian responses when they are needed most. In **Saint Vincent and the Grenadines**, the COVID-19 pandemic and an outbreak of dengue fever coincided with the eruption of the La Soufrière Volcano, displacing 21 per cent of the population. UN Women responded to the immediate and short-term needs of women and families in public shelters. It used regular resources to provide 454 protection kits, 250 food and medical hampers and 250 personal protective equipment items benefitting 650 families. Partnership with the Gender Affairs Division of the Ministry of National Mobilisation, Social Development, The Family, Gender and Youth Affairs supported institutional strengthening to deliver psychosocial support for victims of gender-based violence, including through new protocols and training for staff at emergency hotline services.

In 2021, approximately USD 1 million of regular resources funded gender-responsive climate change and disaster risk reduction activities. Work in this area is growing but requires predictable regular resources to move beyond a crisis-response mode.



Fig. 4 – 2021 Expenditures on Climate Change from Regular Resources in USD



FRAGILE AND CONFLICT SETTINGS

Conflict and political instability threaten women's rights and their very safety and well-being, which requires a quick and flexible response. In August 2021, after the Taliban took control of **Afghanistan**, two-thirds of the population sought humanitarian assistance to survive a collapsing economy. Afghan women were disproportionately affected by the combined humanitarian and women's rights crisis. Regular resources enabled UN Women's influence and coordination of gender-responsive humanitarian action by the United Nations. As the situation quickly evolved, sustained policy advice and strategic advocacy, production of evidence generation such as the rapid assessments and gender-responsive conflict analyses, regular consultations with women human rights defenders and women's civil society organizations, ensured that women's needs and priorities remained at the forefront. Further, UN Women strengthened its programming to respond to the emerging needs of Afghan women through implementing dedicated 'women only' spaces to provide women with safe and effective access to humanitarian aid and lifesaving protection services and livelihoods opportunities. UN Women developed a unique policy advisory approach in Afghanistan by establishing an Afghan Women Advisory Group to the United Nations Humanitarian Country Team (UN-HCT).

The group provides the Country Team with strategic and operational guidance to elevate women's voices and meet their needs across the spectrum of the UN humanitarian response.

An increase in regular resources would allow UN Women to scale up these efforts, including by regularly monitoring women's rights and needs, expanding the regional coverage and reach of humanitarian services, further developing referrals with other humanitarian services in Afghanistan, and strengthening financial and programmatic support to women's civil society organizations.

In **Myanmar**, the political crisis following the military takeover in February 2021 hit hard the many young rural women searching for jobs in peri-urban industrial zones, compounding fallout from the pandemic. Many lost livelihoods and faced increased exposure to violence and exploitation in townships under martial law. Using regular resources, UN Women partnered with ONOW, a Myanmar-based business incubator, to develop a pilot leveraging innovative digital tools for flexible learning, business coaching and peer exchanges. In just four months, 958 young migrant women acquired basic digital and financial literacy and entry-level business training and tested an onward service referral system for organizations specializing in mother and child health, agricultural extension and psychosocial support.



STANDING WITH THE NEXT GENERATION TO ACCELERATE CHANGE

Regular resources enable UN Women's close and longstanding partnerships with intersectional and intergenerational civil society groups. In working with young people, UN Women has created spaces to exchange knowledge, build and strengthen skills, preparing a new generation of feminist leaders and advocates. Five hundred young people took part in training in 2021-2022 followed by opportunities to practice what they learned at the sixty-sixth session of the Commission on the Status of Women. Regular resources also funded UN Women's documentation of the experiences of young activists in supporting their communities and saving lives during the pandemic. Beautifully illustrated case studies highlighting their leadership and innovation circulated widely on social media.

In the lead-up to the Generation Equality Forum in Mexico City and Paris, the Generation Equality Youth Task Force mobilized young people in all their diversity and across intersectional identities. Members galvanized global activism to complete the Beijing Declaration and Platform for Action and act on issues from sexual and reproductive health and reproductive rights to feminist action for climate justice. [Watch the journey of youth on the way to the Forum.](#)

At the Forum, the Generation Equality Film Festival presented new narratives by youth artists (art+activist) aimed at shifting social norms and fighting stereotypes. A high-level jury with eminent film industry personalities, including an Academy Award-winning director, selected four winners from 1,500 films submitted by young women, men and non-binary people around the world. An awards ceremony included a strong call for the film and television industries to do their part in achieving gender equality.

*From the series "Persisting in the pandemic: Youth activism during COVID-19".
UN Women/Ipsita Divedi*





A FOUNDATION FOR ACHIEVING ALL PILLARS OF THE STRATEGIC PLAN

All of UN Women’s achievements, even those achieved with other resources, depend on regular resources. In 2021, regular resources fueled strategic support for 98 countries and territories, funding essentials such as staff and operational capacities and helping achieve all five outcomes of UN Women’s Strategic Plan.

Regular resources underpin strategic investments in new policy frameworks, such as UN Women’s support for the African Continental Free Trade Agreement Secretariat to develop the Women in Trade Protocol. Based on national consultations and continental surveys of women entrepreneurs, the protocol when passed will create a legal environment that could jumpstart progress and empowerment for women traders across **Africa**.

Work on legislation is ushering in a new era for women on multiple fronts in **Sierra Leone**. UN Women applied regular resources in backing the Ministry of Gender and Children’s Affairs to develop and popularize the Gender Equality and Women’s Empowerment

Bill. Approved by the Cabinet and pending enactment, the bill will mandate mainstreaming gender into all development and political processes, including by reserving 30 per cent of parliamentary and cabinet seats for women. It will boost women’s access to finance and link government spending to commitments to achieve gender equality.

Another catalyst for progress came on the International Day for the Elimination of Violence Against Women in 2021, when the President of **Ecuador** signed [Executive Decree 268](#). This declared the promotion and defence of gender equality as a national priority and a means to eradicate all forms of violence and discrimination against women. UN Women advised on the drafting of the decree and supports implementation.

UN Women routinely applies regular resources to developing much needed and demanded tools that generate evidence to define gender priorities and how to act on them.

NEXT FRONTIERS: MAKING ALL SOURCES OF FINANCE WORK FOR GENDER EQUALITY

UN Women has a long history of influencing government public finance decisions through gender-responsive budgeting. Today it is building on this expertise to engage private finance, aiming for gender-lens investing and sustainable financing practices that unlock the major investments gender equality demands. To align different streams of private finance with gender equality objectives, UN Women follows a three-pillar approach that entails setting standards, convening partners and providing knowledge and evidence. Investment of regular resources has enabled UN Women to achieve significant progress in all three areas.

UN Women has worked with the Government of **Colombia**, for example, to develop a gender component of a social bond slated for launch in 2022. Similar steps in **Mexico** have built on partnerships with financial institutions such as FIRA and Banobras. They are using new guidelines on [bonds to bridge the gender gap issued by UN Women](#), the International Finance Corporation and the International Capital Market Association. Success in this effort helped UN Women mobilize other resources to develop a broader case for gender lens investing across Latin America and the Caribbean.



As a thought leader and source of expertise, UN Women is also using regular resources to steer a new global course for development bank finance that works for gender equality, including as co-chair of the Finance in Common Summit's Coalition on Gender Equality and Women's Empowerment in Development Banks. Regular interaction with banks and other coalition members is broadening their understanding of how to track gender investments and increase and/or reorient funding in line with gender equality goals. At the 2021 Finance in Common Summit, UN Women and Agence Française de Développement launched the [Public Development Banks Driving Gender Equality report](#), highlighting concrete examples of how leading banks are already delivering on gender equality. These serve as models for many others to follow.

SETTING NEW STANDARDS FOR COORDINATING JOINT ACTION ON GENDER EQUALITY

The 2020 Quadrennial Comprehensive Policy Review called for accelerating gender mainstreaming across the United Nations. At the country level, inter-agency gender theme groups provide a key mechanism for coordinating such efforts. Yet consultations led by UN Women in 2020 with over 100 United Nations country staff, including resident coordinators and gender focal points, showed that these groups were struggling with a lack of clear purpose and responsibilities as well as limited funding. They had demonstrated a mixed ability to promote gender equality and women's empowerment and to advise on gender issues across United Nations Sustainable Development Cooperation Frameworks.

With the consultations also highlighting a strong call to clarify how the groups should operate, UN Women spearheaded new [standards and procedures](#) for the groups. Regular resources

provided expertise to lead the development of the guidance and ensured UN Women could provide coordination support, including through convening a working group with UNICEF under the UNSDG Gender Equality Task Team.

In 2022, UN Women will pilot and roll out the standards with UNDP and UNICEF. The process will entail capacity development for gender theme groups to understand and apply the guidance. Validation will involve collecting feedback on good practices, including in countries in exceptional circumstances. UN Women's regional offices will lead this process in collaboration with UN entities.

ENHANCED COORDINATION, COHERENCE AND ACCOUNTABILITY

UN Women developed, jointly with UNDP, the first ever [UN System-wide Dashboard on Gender Parity](#) in 2021, in support of the Secretary-General's System-wide Strategy on Gender Parity. The Dashboard provides the latest available data on the representation of women and men with participation from all 38 UN entities across the UN system by grade, staff category, duty station and age group. It also shows the Gender Parity Index which is the absolute number of women or men needed to reach parity. The dashboard enhances accountability and transparency by consolidating, monitoring and tracking gender parity progress system-wide on a quarterly basis.

In support of the Secretary-General's Parity Strategy, UN Women also launched the [Field-specific Enabling Environment Guidelines](#) in 2021, building on the success of the [Enabling Environment Guidelines](#) published in 2019. The Field-specific Guidelines

provides best practices and recommendations related to organizational culture, and is being implemented through the system-wide Network of Gender Focal Points and UN entities.



COLLABORATION AND COORDINATION BUILDS ENGAGEMENT ON DISABILITY

It is imperative for the COVID-19 response to incorporate the specific priorities and needs of persons with disabilities. Coordinated by UN Women, nine UN organizations took part in a joint programme to work with organizations of people with disabilities to advocate and build knowledge of their concerns. UN Women used regular resources to provide staff time and management expertise to get the initiative off the ground and to leverage an additional USD 2 million in other resources.

The programme issued over 160 knowledge products and services, generating a wealth of public know-how on issues such as intersections between disability and health care, sexual and reproductive health and reproductive rights, gender-based violence, gender equality, education, socioeconomic responses, social protection, humanitarian action, human rights and data. UN Women emphasized technical advice on gender mainstreaming and ensured inclusive consultations with women-led organizations and women with disabilities.

This has catalysed long-term institutional change, for example, ILO has retained a staff focal point on disability inclusion to continue the work. The IDA has taken a next step in generating evidence through a comprehensive survey of people with disabilities in 70 countries.



Additional funding could rectify data shortages and develop the mainstreaming of disability in development programmes. More investment is needed in recurring issues around digital accessibility, and reproductive health and reproductive rights and gender-based violence. A dedicated knowledge platform could provide a curated repository for knowledge products.

OVERVIEW OF REVENUE, 2021


















In 2021, UN Women received a total of USD 556.3 million in contribution revenue, regular resources represented 30 per cent of this revenue, in the total amount of USD 165.1 million. The top 20 regular resources partners shown in Fig. 5 contributed a total of USD 156.9 million or 95 per cent of these resources.



Fig. 5 – Top 20 Regular Resources Partners, 2021 (in USD millions)

Fig. 6 – Regular Resources Multi-Year Commitments, 2021

The number of multi-year commitments in 2021 reduced from 24 in 2020 to 17 in 2021.

Donor Country Name	Period	USD	Local Currency
 Angola	2020-2023	20,000	
 Australia	2017-2022	33,696,354	AUD 23.4 million
 Bangladesh	2019-2021	49,500	
 Belgium	2021-2024	18,115,408	EUR 16 million
 Bhutan	2020-2023	1,500	
 Canada	2018-2021	19,410,285	CAD 26 million
 Cote D'Ivoire	2021-2024	27,034	
 Denmark	2020-2023	44,618,424	DKK 300 million
 Ethiopia	2019-2022	20,000	
 Fiji	2020-2021	9,358	
 Malta	2020-2023	3,000	
 Mauritius	2019-2022	6,000	
 Montenegro	2021-2022	8,000	
 New Zealand	2019-2021	4,955,750	NZD 7.5 million
 Paraguay	2021-2024	20,000	
 Republic of Moldova (the)	2020-2021	6,000	
 Sweden	2018-2021	64,392,618	SEK 536 million

*revenue recognition per Management Accounts Reporting (as per Revenue Management Policy)

**Agreements with a lifetime of two years or more are defined as multi-year agreements.

Fig. 7 – Partners that Increased their Contribution to Regular Resources, 2021

 Andorra	 Luxembourg	Australia National Committee
 Czech Republic (the)	 Monaco	Austria National Committee
 Estonia	 Montenegro	Germany National Committee
 Fiji	 Norway	Iceland National Committee
 France	 Philippines (the)	Netherlands National Committee
 Ireland	 Switzerland	New Zealand National Committee
 Israel	 Trinidad and Tobago	Sweden National Committee
 Italy	 United States of America	UK National Committee
 Kazakhstan	 Viet Nam	Miscellaneous Donors*

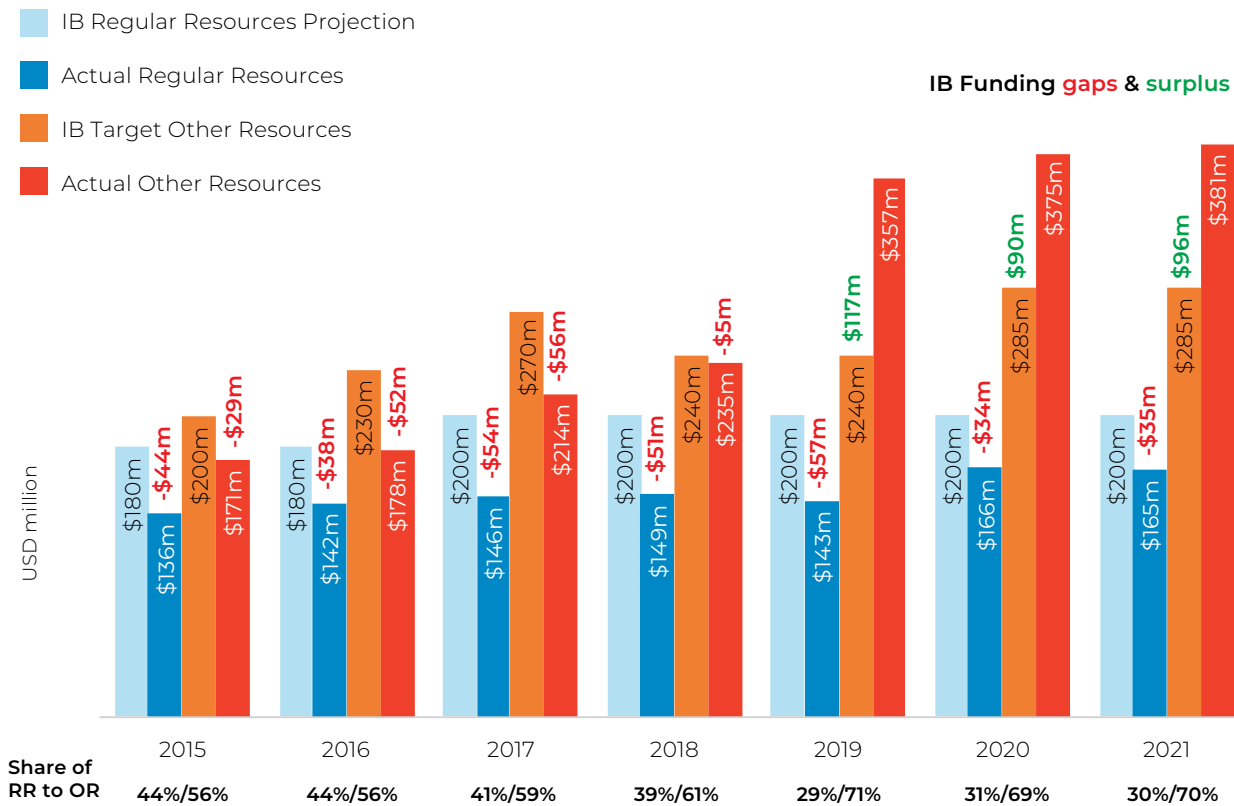
*Miscellaneous Donors include online and individual giving donations.

Fig. 8 – Returning Regular Resources Partners, 2021



*revenue recognition per Management Accounts Reporting (as per Revenue Management Policy)

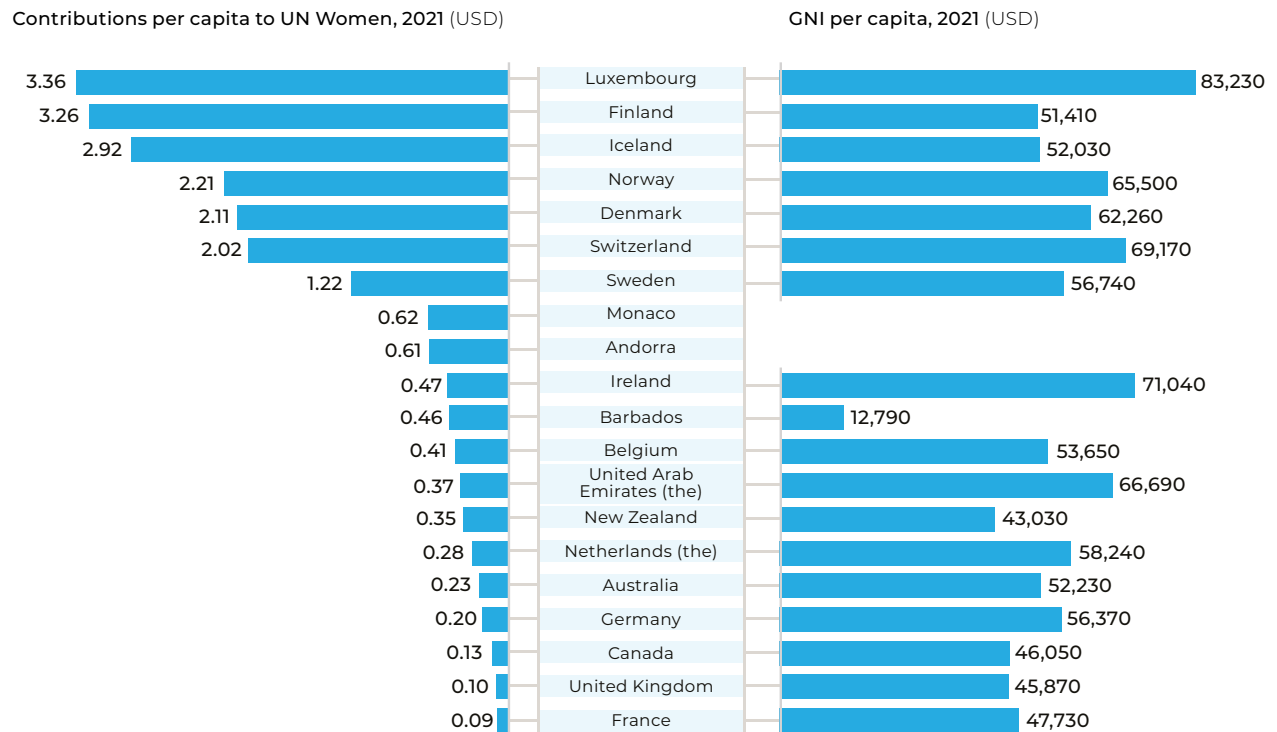
Fig. 9 – Regular Resources Integrated Budget Projections vs Actual Contributions, 2015–2021 (in USD millions)



*revenue recognition per Management Accounts Reporting (as per Revenue Management Policy)

Fig. 10 – Top 20 Regular Resources Partners and Gross National Income Per Capita, 2021

This chart ranks partner countries' contribution to UN Women's regular resources per capita. In 2021, considering the country's population size, Luxembourg ranked first with a \$3.36 per capita contribution, followed by Finland at \$3.26 per capita contribution and Iceland ranking third at \$2.92 per capita contribution.



OVERVIEW OF EXPENDITURE, 2021

In 2021, UN Women spent a total of **USD 152.6 million** in regular resources, representing a **5.6 per cent increase** from 2020 (\$144.5 million).

Regular resources supported UN Women’s essential institutional functions, **enabling the organization’s work** across 61 country offices, 6 regional offices, 6 liaison offices, at the global level and in 46 additional countries through UN Reform presences (including Non-Resident forms of programme delivery and coordination for gender equality and women’s empowerment).

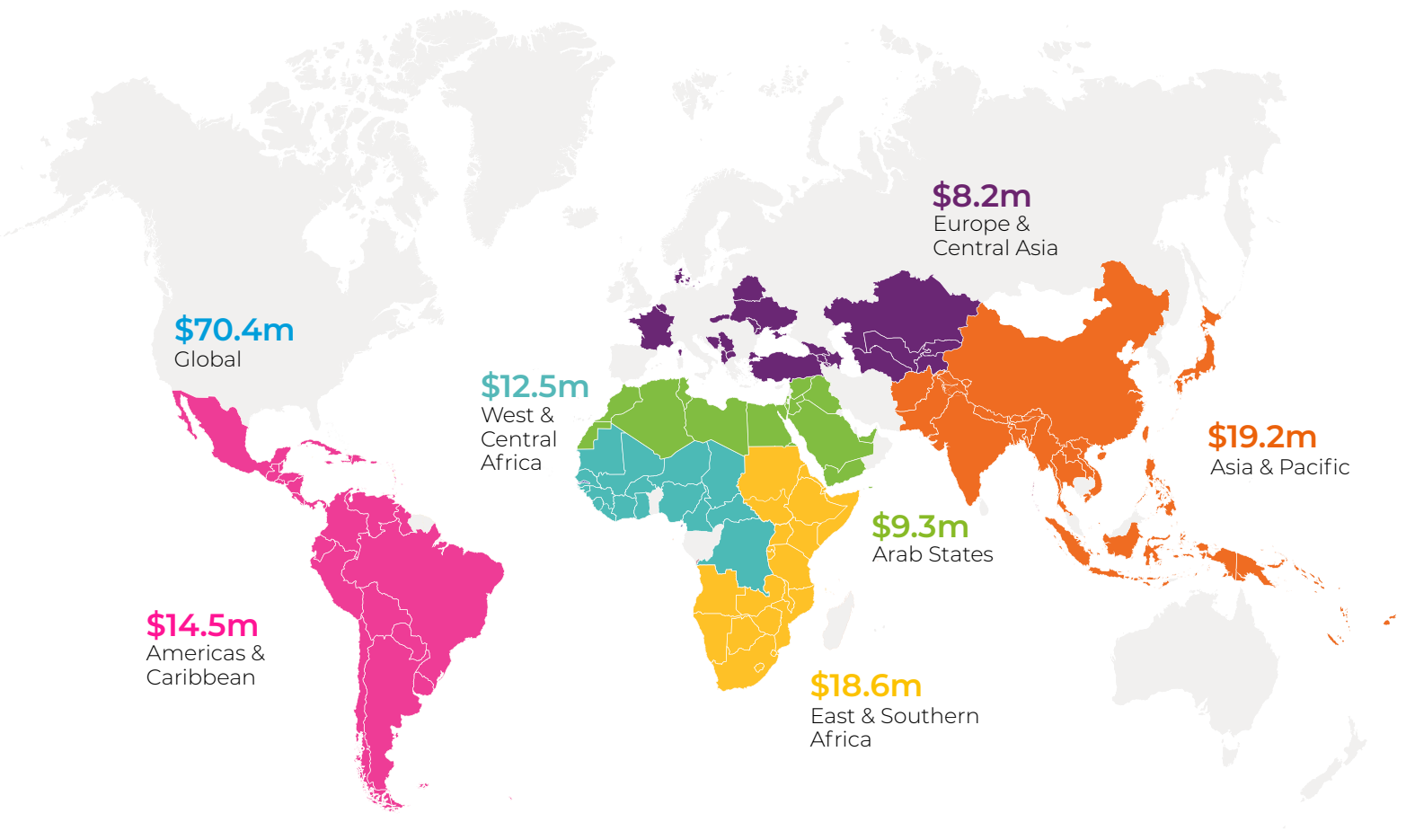


Fig. 11 – Total Regional Distribution of Expenses by Outcome Area, 2021

The map on Fig. 11 represents the seven UN Women regions and shows regular resource expenditure per region. Fig. 12 on Regular Resources Expenditure by Category, shows a general overview of expenditure.

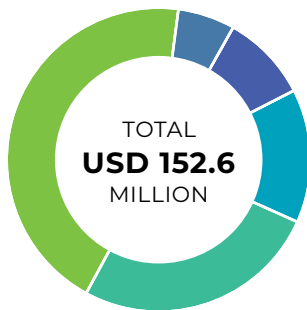


Fig. 12 – Regular Resources Expenditure by Category

Spending was greatest on programme implementation, technical support, and stewardship, at 48 per cent of the total, followed by leadership on coordination and normative work and organizational management, at 26 per cent. A smaller share went to partnership, communication, and resource mobilization activities at 14 per cent; United Nations, intergovernmental and civil society coordination policy, knowledge, and results management each stood at 6 per cent.

Programme Implementation, Technical Support and Stewardship - 48%

- Supporting thematic expert staff at global level and across 6 regional offices, 6 liaison offices, 61 country offices and 46 additional countries through UN Reform presences, to provide technical guidance, knowledge and oversight management in programme development and implementation.
- Providing seed funding for programme activities in emerging areas of work, particularly in cases of underfunded and emergency needs, making it difficult to reach the most marginalized and those left furthest behind.
- Funding surge capacity to implement humanitarian interventions.

Leadership on Coordination and Normative Work and Organizational Management - 26%

Leadership for the implementation of the triple mandate globally including executive direction, representation- promoting the identity, direction, and well-being of an organization.

Policy, Knowledge, and Result Management - 6%

Technical experts researching and providing evidence to produce high quality programmes and for advocacy to change policies and public opinion.

Technical guidance, knowledge management, training, and capacity development to guide policy development and results management.

Partnerships, Communications and Resource Mobilization - 14%

Building global partnerships with Governments, Multilateral Entities including UN agencies and International Financial Institutions (IFIs), private sector companies and foundations. In 2021 UN Women received funding from 81 Governments, 21 UN entities, 3 IFIs, 38 Corporations, 8 Foundations, 12 National Committees, 17 other donors, consisting of NGOs, research institutions amongst others.

Managing corporate communication and advocacy in collaboration with 109 media partners, reaching out to 12.5 million social media followers and 11.6 million unique visitors on the global website in 2021.

UN, Intergovernmental and Civil Society Coordination - 6%

- Promoting international norms and standards.
- Driving inter-agency collaboration and coordination, through inter-agency task forces, working groups and joint programmes.
- Providing technical advisory support to country programmes and intergovernmental global and regional processes and thousands of civil society organizations.

These charts present information on UN Women’s expenditure in development results and organizational effectiveness and efficiency results areas in 2021. Under each region are three charts. On the extreme left is a pie chart showing the share of funding spent in the two areas, in the middle, a bar chart showing the breakdown of expenses by development result area and on the right, expenses by organizational effectiveness and efficiency result area.

In 2021, regular resources facilitated the implementation of UN Women’s five strategic priorities:

Economic empowerment (EE): Women have income security, decent work and economic autonomy.

Ending violence against women and girls (EVAW): All women and girls live a life free from all forms of violence.

Global norms and standards (GN): A comprehensive and dynamic set of global norms, policies and standards on gender equality and the empowerment of all women and girls is strengthened and implemented.

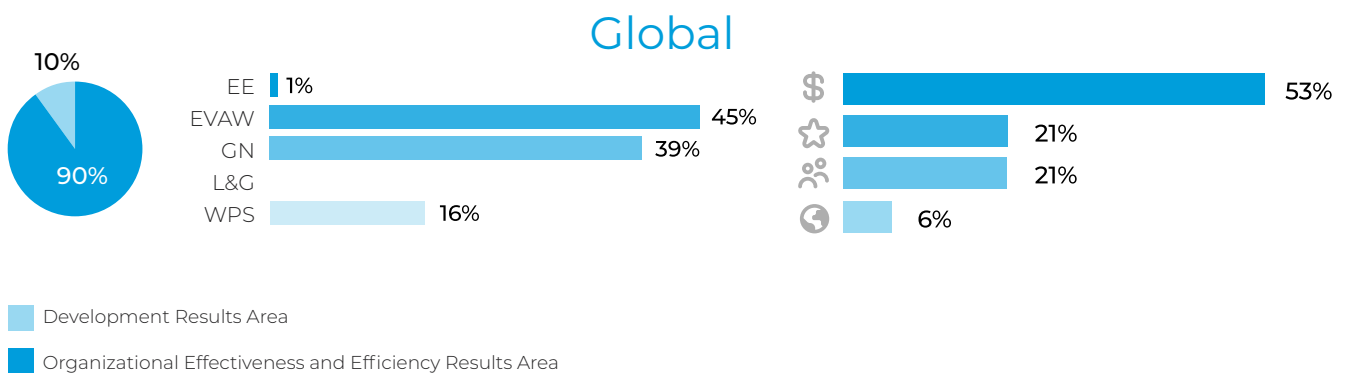
Leadership and governance (L&G): Women lead, participate in and benefit equally from governance systems.

Women, peace and security, humanitarian action and disaster risk reduction (WPS): Women and girls contribute and have greater influence in building sustainable peace and resilience and benefit equally from the prevention of natural disasters and conflicts and from humanitarian action.

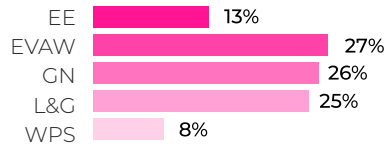
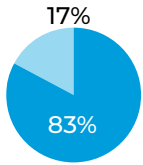
These resources provide the foundation for the achievement of the outcome areas by strengthening the organization’s effectiveness and efficiency, underwriting:

-  Improved **management of financial and human resources**.
-  Technical experts researching and providing evidence to produce **high quality programmes**, as well as supporting knowledge and results management.
-  **Building partnerships** and managing corporate communication and advocacy in support of results for women and girls.
-  **UN system coordination** to enhance accountability, gender mainstreaming and collective results for gender equality and women’s empowerment.

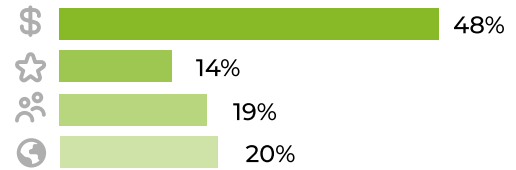
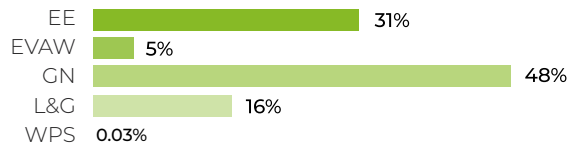
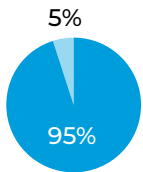
Fig. 13 – Regional Distribution of Expenses, 2021



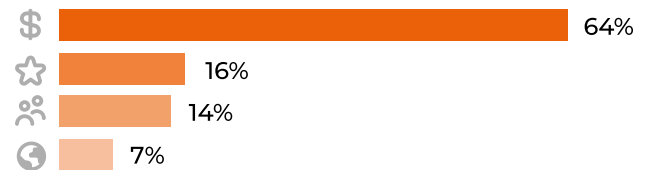
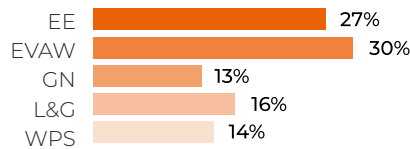
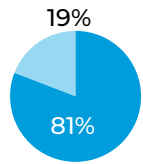
Americas & Caribbean



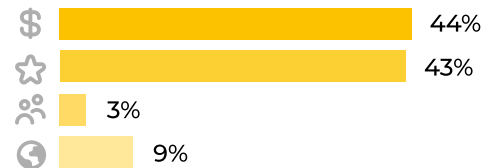
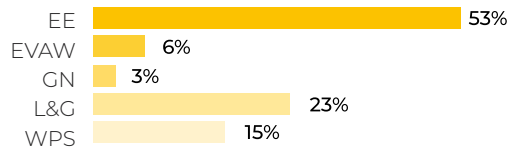
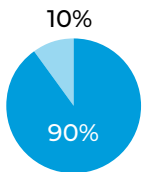
Arab States



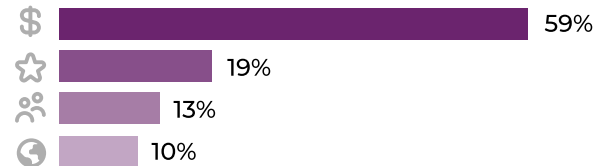
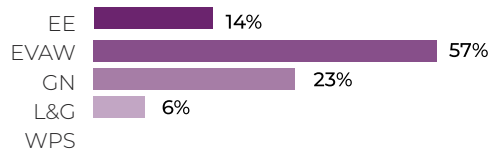
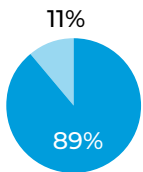
Asia Pacific



East and Southern Africa



Europe and Central Asia



West and Central Africa

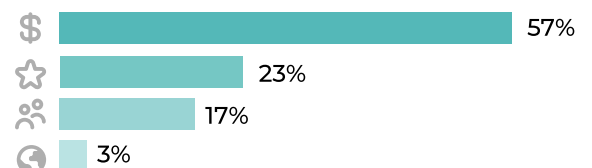
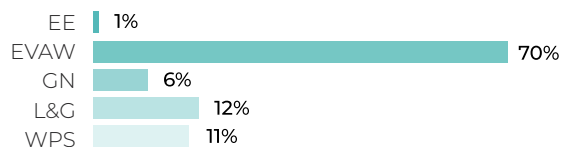
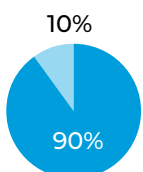
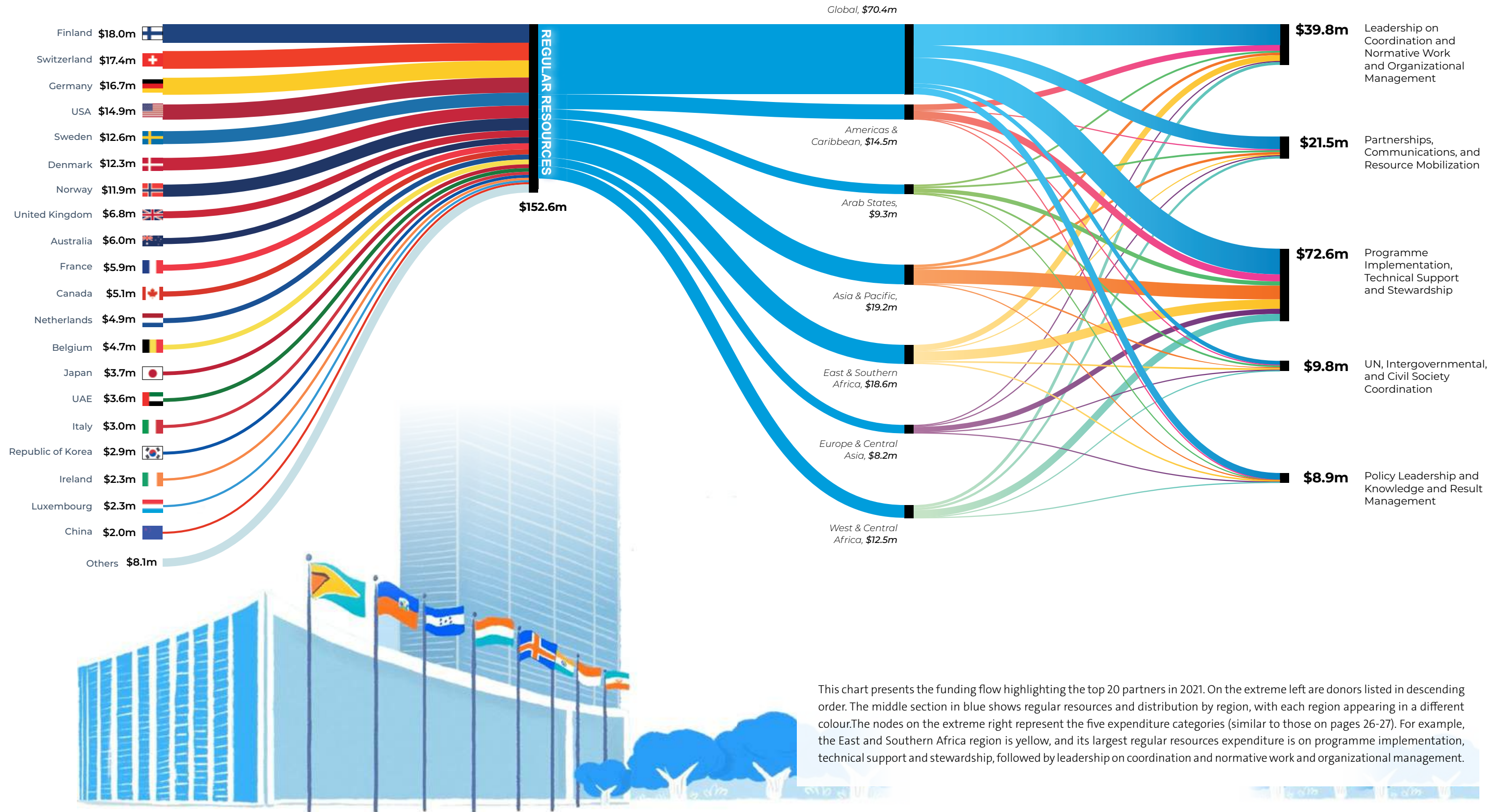


Fig. 14 – Regular Resources Spending by Region and Programmatic Category, 2021 (in USD millions)



This chart presents the funding flow highlighting the top 20 partners in 2021. On the extreme left are donors listed in descending order. The middle section in blue shows regular resources and distribution by region, with each region appearing in a different colour. The nodes on the extreme right represent the five expenditure categories (similar to those on pages 26-27). For example, the East and Southern Africa region is yellow, and its largest regular resources expenditure is on programme implementation, technical support and stewardship, followed by leadership on coordination and normative work and organizational management.

UN WOMEN

REGULAR RESOURCE PARTNERS

Fig. 15 – Contributions to Regular Resources, 2021

Partner	Regular Resources (Core)	Partner	Regular Resources (Core)
GOVERNMENTS		Japan	3,666,193
Andorra	47,342	Kazakhstan	56,962
Angola	5,000	Latvia	11,261
Argentina	144,360	Lithuania	11,261
Armenia	5,000	Luxembourg	2,126,188
Australia	6,023,298	Malaysia	50,000
Austria	298,686	Malta	1,126
Bangladesh	16,500	Mauritius	1,250
Barbados	131,178	Mexico	20,131
Belgium	4,722,550	Micronesia (Federated States of)	1,000
Bhutan	500	Monaco	24,272
Bulgaria	15,000	Mongolia	7,000
Canada	5,088,624	Montenegro	4,000
China	2,000,000	Nepal	2,000
Costa Rica	10,000	Netherlands (the)	4,854,369
Côte d'Ivoire	12,297	New Zealand	1,789,750
Cyprus	12,400	Nicaragua	5,000
Czech Republic	18,332	Nigeria	30,439
Denmark	12,292,104	Norway	11,865,610
Estonia	94,007	Pakistan	10,000
Ethiopia	5,000	Panama	9,990
Fiji	4,820	Paraguay	500
Finland	18,018,018	Philippines (the)	10,000
France	5,936,047	Poland	50,399
Germany	16,719,275	Republic of Korea (the)	2,871,567
Guyana	406	Republic of Moldova (the)	3,000
Iceland	1,070,886	Senegal	586,208
India	300,000	Serbia	29,421
Indonesia	147,000	Singapore	50,000
Ireland	2,344,666	Slovak Republic (the)	45,045
Israel	20,000	South Africa	40,484
Italy	2,983,294	Sri Lanka	2,790

Partner	Regular Resources (Core)
Sweden	12,609,003
Switzerland	17,410,229
Thailand	20,000
Timor L'Este	64,800
Trinidad and Tobago	9,410
Tunisia	4,980
Türkiye	121,221
United Arab Emirates (the)	3,636,129
United Kingdom	6,835,621
United States of America	14,940,000
Viet Nam	86,519
Total Government Contributions	162,461,719

NATIONAL COMMITTEES

Australia	488,041
Austria	11,210
Finland	301,360
France	55,804
Germany	224,891
Iceland	1,018,183
Japan	38,817
Netherlands	33,029
New Zealand	7,385
Sweden	66,467
United Kingdom	166,200
United States of America	150,000
Total National Committee Contributions	2,561,387

OTHER

Miscellaneous Donors ¹	42,228
Total Other Contributions	42,228
Total 2021 Voluntary Contributions	165,065,334

Notes:

- Miscellaneous Donors includes online and individual giving donations.
- In-kind services provided to UN Women in 2021 amounted to USD 1.9 million.
- For the complete list of contributions received by UN Women in 2021, please refer to the "Statement of Financial Performance 2021"

* revenue recognition per Management Accounts Reporting (as per Revenue Management Policy)

ACRONYMS

- CEDAW** Convention on the Elimination of All Forms of Discrimination Against Women
- ECLAC** Economic Commission for Latin America and the Caribbean
- FAO** Food and Agriculture Organization of the United Nations
- FIRA** Fideicomisos Instituidos en Relación con la Agricultura
- IDA** International Development Association
- ILO** International Labour Organization
- NGO** Non-governmental organization
- ONOW** Entrepreneurship development system in Myanmar
- OR** Other Resources
- RR** Regular Resources
- SDG** Sustainable Development Goals
- UN-SWAP** UN system-wide Action Plan
- UNCT** United Nations Country Teams
- UNDP** United Nations Development Programme
- UNESCO** United Nations Educational, Scientific and Cultural Organization
- UNFPA** United Nations Population Fund
- UNICEF** United Nations Children's Fund



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