UN-Women Strategic Plan
2022-2025

The Executive Board Orientation
23 January 2023
Contents

1. SP overview
2. How UN-Women leverages its triple mandate
3. Accountability and Implementation
SUSTAINABLE DEVELOPMENT GOALS — 2030 VISION

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

**IMPACT**

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

**OUTCOMES**

*medium-term results*
- 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
Our Common Agenda: UN-Women’s Strategic Plan 2022–2025 as vehicle to implement the 2030 Agenda

14 SDG indicators included in SP IRRF

10 out of 11 impact indicators are SDG indicators

10 indicators pertain to SDG 5

47 COMPLEMENTARY INDICATORS

25 COMMON INDICATORS, including 11 common QCPR-based ones

11 ACTIONS of OUR COMMON AGENDA fully aligned with UNW’s Strategic Plan

IDENTIFYING PATHWAYS TO SCALE

PLACING GENDER EQUALITY AT THE HEART OF THE SDGs

INFLUENCING OTHERS AND DRIVING FINANCING FOR SDG 5
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
**Signature Initiatives: Pathways to Scale**

**Operational Drivers to Accelerate Results & Impact**

### SP Systemic Outcomes

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<th>SP Systemic Outcomes</th>
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<td>1. Women’s Equal Participation in Decision Making and Institutions</td>
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<td>2. Gender Responsive Budgeting and Financing</td>
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<td>5. Women’s Climate Action and Green/Blue Economies</td>
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<td>7. Women, Peace and Security Global Facility</td>
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<td>8. UN Women Leadership, Empowerment, Access and Protection (LEAP) in Humanitarian Crisis</td>
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<td>9. Women’s Resilience to Disasters</td>
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<td>10. Women Count</td>
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UN Women’s Role in Humanitarian Action

• UN Women joined the Inter-Agency Standing Committee (IASC) as a full member in October 2022.

• UN Women has developed a new Humanitarian Strategy articulating its offer through a two-pronged approach:

  ➢ **Coordination and Accountability:** integration of gender equality and the empowerment of women and girls into the coordination and implementation of humanitarian and refugee responses and strengthen accountability to gender in humanitarian action

  ➢ Strengthen women’s **leadership, protection and livelihood support** to crisis-affected women and girls.
LEVERAGING UN WOMEN’S COORDINATION MANDATE TO PLACE GENDER EQUALITY AT THE HEART OF THE SDGs

**Gender Mainstreaming**

- Drive collective progress on SDG5 through **Joint Frameworks and Standards** (e.g., EVAW – Spotlight, Essential Services)
- Pivot to **Propel Progress on GEWE Across SDGs** (e.g., DRR, climate change), joint programming and common data and knowledge
- By 2021, **31%** of UNW’s expenditures came from joint programmes, from **13%** in 2018

**Support RCs to Place GEWE at the Centre of SDG Implementation at Country Level**

- Strengthen **CCAs, UNSDCF**s and UNCT capacities to embed GEWE results. **70%** of UNSDCF**s mainstream gender equality at Outcome level
- **Increased System-Wide Accountability**: by end of 2022, **72%** of UNCTs undertook the UNCT score card and have now an action plan to enhance GEWE
- **70%** of UNSDCF**s developed in 2021 featured gender equality results at outcome level

**Drive Increased Financing on GEWE Across the UN System**

- **Influence Pooled Funds**: Covid-19 MTPF: GEWE allocations jumped from 5% to 64% in the second call - using gender marker and targets
- **Mandatory Financial Tracking Across UNDS**: Gender equality marker now part of the UN-CEB minimum data set for reporting to IATI and OECD
- As of 2021, **28** entities, **80** UNCTs, and **75** pooled funds have implemented the GEM
DRIVING ORGANIZATIONAL EFFECTIVENESS AND EFFICIENCY (OEE)

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

Effectiveness is driven through the Business Review Committee (BRC) and regular Quarterly Business Review (QBR) to guide focus, support alignment and achieve 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
ACCOUNTABILITY and IMPLEMENTATION

**Pivot to the Field:** Using the same Performance Indicators for field & HQ, drive application of Presence Typologies, increase DOA, shift Resources to the field

**Strengthened systems, processes and internal governance:** Aligning Strategic Notes at Country, Regional and HQ levels with clear accountability framework; risk and audit-informed management

**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

**Integrity & Transparency:** dedicated ethics function; IATI commitments operationalized through the Transparency Portal

**Strategic Plan operationalized through Organizational Excellence Initiatives:**
THANK YOU