Informal briefing on
UN-Women’s 2023 Executive Director’s Annual Report and Mid-Term Review of Strategic Plan 2022-2025

29 May 2024
UN Conference Room 11
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LIMITED PROGRESS ACROSS GOAL 5 GIVEN SHORTFALLS IN COMMITMENT TO GENDER EQUALITY

Concrete actions needed to accelerate progress by 2030:
- Addressing institutional barriers, including through removing discriminatory laws,
- Expanding women’s participation in leadership and decision-making,
- Making the right investments in gender equality at the national, regional and global levels.

Operating context

Globally, women hold just 27% of seats in parliament.

With the current slow pace of change, women’s share of workplace management positions will reach only 30% by 2030.

54% of countries still lack key laws on gender equality, including on equal rights to enter marriage and initiate a divorce.

An additional investment of $360 billion per year is needed to achieve gender equality globally by 2030.

At the current rate of progress, by 2050, women will still spend on average 2.3 more hours per day on unpaid care and domestic work than men.
UN-Women’s global reach

In 78 countries, 2.8 billion women and girls now have a more supportive legislative and policy environment for the achievement of gender equality.

- In 73 countries, 431 gender-responsive services, products, tools and initiatives were developed and/or implemented, including innovative financing tools, multi-stakeholder initiatives and platforms for disseminating gender statistics.

- Over 13,600 partner organizations in 92 countries have increased capacities to safeguard women’s rights, including delivering quality goods, services, and resources for women in humanitarian and development settings.

- 82 countries have strengthened national mechanisms, processes and/or guidelines for the achievement of gender equality, including gender-responsive national reviews, financing assessments and inclusive peacebuilding processes.

Photo: Fotoperiodista documental El Salvador. Óscar Leiva;
Impact Area 1 – Governance and Participation

Launch of first UN Gender Quota Portal, featuring information on electoral gender quotas worldwide and temporary special measures and coordinated policy advice to support country-level interventions.

Jordan
Adoption of amended bylaw for financing political parties encouraging women's engagement in political parties and elections, including additional financial incentives when represented by women, youth members or people with disabilities.

Pakistan
In preparation for the 2024 elections, gender assessment conducted by the Election Commission to identify institutional gaps in addressing violence against women in politics, led to "gender desks" being set-up for the resolution of complaints.

Sierra Leone
Gender Equality and Women's Empowerment Act establishing 30% quota for women's participation in government at all levels.

“We aim to identify the most needed priorities for the political party women so that they can engage effectively within their parties and reach leadership positions in the party” – Jordanian National Commission for Women Secretary-General Maha Ali.
Impact Area 2 – Women’s Economic Empowerment

UN General Assembly resolution establishing the International Day of Care and Support (A/RES/77/317)

Human Rights Council resolution on care as a right (54/6)

Transforming care systems through joining the Global Accelerator on Jobs and Social Protection

Latin America & the Caribbean

Accelerated implementation of the 2022 Buenos Aires Commitment: 15 countries are designing and implementing comprehensive care systems; with 5 countries having already approved legislation to implement care policies and systems

Senegal

Ministry of Economy developed interventions to address women’s unpaid care and domestic work, as a result of the first-ever time use survey and household satellite account, supported by UN-Women

“We have learned that we must share house chores, take care of the home garden, tell messages of peace through music and contribute with this seed to our territories” - Noel Díaz, a participant from the municipality of Leiva, about the project

Photo: UN-Women/Rosendo Quintos
Impact Area 3 – Ending Violence Against Women

47 countries and/or other actors with comprehensive and coordinated Violence Against Women prevention strategies

Viet Nam
Operationalization of key legal frameworks and national programmes on gender-based violence is accelerating, including through advocacy campaigns and increased local capacities of government officials, social media influencers, to detect, and respond, to violence against women - drawing on the Global RESPECT Women Prevention Framework

Republic of Moldova
Establishment of the first-ever National Agency for the Prevention and Combating of Violence against Women and Domestic Violence

UN Trust Fund to End Violence Against Women
$92.1 million grant portfolio
Support to 191 organisations
68 countries & territories

"Prevention is challenging work. But after the training, I could see the government and our CSO partners propose a more strategic way of approaching prevention programming. They also focus more on evidence and how to monitor their programmes effectively." - Thi Lan Phuong, RESPECT training participant

Photo: UN-Women/Nguyen Duc Hieu
Impact Area 4 – Women, peace and security, humanitarian action & disaster risk reduction

Gender Action Plan to Support Implementation of the Sendai Framework for Disaster Risk Reduction 2015-2030 (Sendai GAP) -
devolved with 64 member states & 500 non-state stakeholders

Afghanistan

40% of enumerators for post earthquake assessment were female, following UN-Women advocacy with de facto authorities through the Gender in Humanitarian Action working group

Mozambique

Elaboration of the Gender Strategy and Action Plan of the National Institute for Disaster Risk Reduction and Management with UN-Women's support

“I am relieved, despite all the fatigue of these days, and I am happy that I could be the means for [women affected by the earthquake] to receive help” - Arefa, post-earthquake needs surveyor in Herat, Afghanistan

- 61 countries
- 1,045 women’s organizations
- $18.2 million
- 39,511 practitioners accessing knowledge and expertise through the Women's Resilience to Disasters Knowledge Hub

Photo: UN-Women/Afghanistan Country Office
Over 600 institutions across 34 countries have strengthened capacities for the provision of essential services in 2023 – including 77 through the UN Trust Fund.

Over 19.5 million USD disbursed in 2023 through UN-Women programmes and grant-giving, in support of CSOs, especially women’s organizations.

9 interagency coordination mechanisms governing the production of multi-level disaggregated gender statistics and sex-disaggregated data established or strengthened.

Over 20 gender statistics and sex-disaggregated data collection initiatives were conducted or analyzed.

Over 20 interagency products/services developed and made available.

Impact Area 3 across the systemic Outcomes

Outcome 1: Over 550 multistakeholder dialogues/processes held to promote engagement of governments with civil society and other partners.

Outcome 2: 46 national partners gained capacities to apply gender-responsive budgeting tools in the budget cycle in 2023 alone.

Outcome 3: 17 additional countries have a process to design and implement prevention strategies or have prevention interventions based on global norms and standards.

Outcome 4: Over 600 institutions across 34 countries have strengthened capacities for the provision of essential services in 2023 – including 77 through the UN Trust Fund.

Outcome 5: Over 19.5 million USD disbursed in 2023 through UN-Women programmes and grant-giving, in support of CSOs, especially women’s organizations.

Outcome 6: 9 interagency coordination mechanisms governing the production of multi-level disaggregated gender statistics and sex-disaggregated data established or strengthened.

Outcome 7: Over 20 gender statistics and sex-disaggregated data collection initiatives were conducted or analyzed.

Over 20 interagency products/services developed and made available.

Ending Violence Against Women
Over 800 institutions have strengthened capacities for the provision of essential services, goods and/or resources for women. Over 30 advocacy initiatives undertaken with partners to increase quality, flexible, core funding for CSOs, especially women’s organisations. Women’s Peace and Humanitarian Fund disbursed $37.9 million to local women’s organisations in conflict and crisis settings.

16 gender statistics and sex-disaggregated data collection initiatives were conducted or analysed.

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16 gender statistics and sex-disaggregated data collection initiatives were conducted or analysed.

79% of Humanitarian Country Teams’ response plans and strategies integrated gender equality.

30 UN agencies implemented risk-reduction initiatives with a focus on gender equality and women’s empowerment.

60 peacebuilding processes inclusive of young women supported by UN Women.
Accumulated progress in 2022 & 2023: SP Outcome 7 UN System Coordination for Gender Equality

- Increased proportion of humanitarian response plans and strategies integrate gender equality
- Increased number of joint programmes with gender focus where UN-Women is participating - with accelerated progress in 2023
- Uncertain funding environment, with decreasing trends between 2022 and 2023 in indicator 0.7.e, with target adjusted conservatively in the Mid-Term Review of the Strategic Plan

Dotted lines correspond baselines, milestones and targets for each indicator, as arrived at during the Mid-Term Review.
The new OEE structure is proving to be effective and drives collaboration:

- The Balanced Scorecard approach is useful to drive performance holistically and is enabling cross-divisional collaboration – since no dimension is owned by any one Division alone

- Agile, forward-looking, evidence-based and risk-informed operational decision-making (QBR)

- Strengthened ties across the organization, linking Country Offices, Regional Offices and HQ

→ Allows leaders to direct/focus attention based on risks, performance and compliance data
OEE: Looking ahead 2024-2025

Advancing the OEE methodology

- Need to continue to evolve the UN-Women business model and service offering, including pivoting to regions and countries, taking into consideration and recognizing shifts in Official Development Assistance funding environment.
- In line with UN 2.0, UN-Women incorporates technology for higher effectiveness and efficiency (e.g. Artificial Intelligence, increasing automation within corporate performance management and for faster data-driven insights, and studying new methods for integrating foresight into Strategic Planning).

Driving organizational performance

Update and continuously improve OEE Strategic Plan and other indicators.

- Building on the work of the UN-Women Transparency Portal, further improve results communication and draw out linkages between Regular Resources and results achieved.
- Continue strong corporate performance management.
Joint contribution to SDGs
UN-Women embraces the UN system’s key shifts to join-up and accelerate SDG attainment

UNSDG Output Indicator Framework indicators uptake
In 2023, UN-Women contributed to progress under 24 UNSDG Output Indicator Framework indicators, across 9 SDGs (1,3,4,5,9,10,12,16,17) and 19 countries

Pooled funds received through the Multi-Partner Trust Fund Office constitute UN-Women’s top funding source in 2023, demonstrating growth in multi-stakeholder pooled financing

To accelerate results under the SDGs, UN-Women is fostering innovation to tackle gender-based challenges leveraging new technologies and creative problem-solving
Responsibly adopting AI for greater effectiveness and efficiency and being a voice on gender bias
Deepening the application of behavioral science to shift norms

"UN 2.0 is about strengthening our expertise and culture in data, digital, innovation, foresight, and behavioural science – to build a UN System that can better support Member States in the years to come.” - António Guterres, UN Secretary-General
## Mid-Term Review (MTR) highlights

### First half of the Strategic Plan

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<th>2022</th>
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<tr>
<td>SP 2022-2025 - highly relevant, recognized as strongest, most consultative and innovative to-date</td>
<td>Continue to develop new ways of working (including new structures, mechanisms at all levels)</td>
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<td>Good models emerging for integration of cross-cutting themes in programming</td>
<td>Develop more articulate global approaches and Theory of Changes (ToCs)</td>
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<td>Strong relationships with diverse feminist, women-led organisations represent a clear comparative advantage</td>
<td>Develop more consistent, comprehensive approach to LNOB, particularly in humanitarian &amp; crisis contexts</td>
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<td>Successfully leveraged UN reforms to be a strong advocate for women's rights within the UN system</td>
<td>Stronger incentives needed for joint work across the UN system</td>
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<td>Coordination mandate a strategic asset for collaborating on gender equality within the UN</td>
<td>Further integrate coordination across thematic areas; need for increased funding for coordination</td>
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<td>Long-term, flexible funding remains crucial to enable effective delivery of UN-Women’s mandate</td>
<td>More strongly advocate for loosely-earmarked, multi-year non-core funding; rationalize spread of business units</td>
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<td>Successfully leveraged IASC membership to integrate gender equality in UN-led humanitarian programming</td>
<td>Develop global nexus approach, finalize crisis-response protocols, strengthen crisis response capacities of personnel</td>
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<td>Increased efforts to enhance organizational effectiveness &amp; efficiency, with forward-looking business processes</td>
<td>Further strengthen accountability for governance, risk management &amp; control processes</td>
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<td>Need to improve results focus and communication at all levels</td>
<td>Increase investments in planning, results monitoring and reporting capacities</td>
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### Second half of the Strategic Plan

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Summary of Integrated Results and Resources Framework (IRRF) adjustments

- Targets of 20 indicators adjusted upward representing increased ambition; 9 downward
- Improved measurement: Two new indicators for UN-Women’s humanitarian and UN system coordination results
- Deletion of 6 non-functional indicators
- Net reduction of 4 indicators, resulting in a total of 120 indicators
- No change in SDG indicators
- All anticipated baselines, milestones and targets (BMTs) established/set: 8 indicators
- 13 indicators revised for greater clarity and/or improved measurability
- List of possible disaggregations updated
Telling our result stories with data

The UN-Women Transparency Portal

Visit https://open.unwomen.org/ to explore UN-Women’s 2023 financial and results data against the Strategic Plan IRRF, Country and Regional Programmes, and funding partners. Click here for a user guide.
Overall Timeline for Development of Strategic Plan (SP) 2026-2029

2024
- Informal briefing on roadmap of SP development

late Aug (TBC)

Sept
- Summit of the Future

Q1/Q2 2025
- Draft SP narrative and IRRF to be submitted
- Informal briefing on SP

late May (TBC)

mid-May
- Informal briefing on SP development update

Feb/March (TBC)

Q3 2025
- Annual Session (segment of SP)

June
- Beijing+30
- Approval of SP by the Executive Board during the Second Regular Session

by early/mid-July
- Final SP narrative to be submitted for official translation
mid-Aug
- Final IRRF to be submitted
late Aug (TBC)
- Approval of SP by the Executive Board during the Second Regular Session

Sept
THANK YOU!
Over 130 institutions across 12 countries have strengthened capacities for the provision of essential services, goods and/or resources in 2023.

Over 4 million USD disbursed in 2023 through UN-Women programmes and grant-giving, in support of civil society organisations, especially women’s organisations.

Over 85 multistakeholder dialogues/processes were held in 2023 to promote engagement of governments with civil society and other partners, advancing gender equality and women’s empowerment.

Over 400 national partners across 26 countries gained capacities to apply gender-responsive budgeting tools in the budget cycle in 2023 alone.

Over 130 institutions across 12 countries have strengthened capacities for the provision of essential services, goods and/or resources in 2023.

Over 4 million USD disbursed in 2023 through UN-Women programmes and grant-giving, in support of civil society organisations, especially women’s organisations.

15 inter-agency coordination mechanisms governing the production of multi-level disaggregated gender statistics and sex-disaggregated data in 6 countries were established/strengthened in 2023.

19 gender statistics and sex-disaggregated data collection initiatives across 13 countries were conducted or analyzed in 2023.

Over 60 interagency products/services were developed and made available in 2023.
Over 930 institutions across 29 countries have strengthened capacities for the provision of essential services, goods and/or resources in 2023.

Over 1.5 million USD disbursed in 2023 through UN-Women programmes and grant-giving, in support of civil society organisations, especially women's organizations.

In three countries, interagency coordination mechanisms governing the production of multi-level disaggregated gender statistics and sex-disaggregated data were established or strengthened in 2023.

20 gender statistics and sex-disaggregated data collection initiatives across 11 countries were conducted or analyzed in 2023.

Over 79 multistakeholder dialogues/ processes were held in 2023 to promote engagement of governments with civil society and other partners, advancing gender equality and women's empowerment.

Over 130 national partners gained capacities to apply gender-responsive budgeting tools in the budget cycle in 2023 alone.

Over 130 national partners gained capacities to apply gender-responsive budgeting tools in the budget cycle in 2023 alone.

Over 31 interagency products/services were developed and made available in 2023.