

UN-WOMEN 2024 EXECUTIVE DIRECTOR'S ANNUAL REPORT AND STRATEGIC PLAN 2026-2029

Informal Briefing to the
Executive Board

28 May 2025





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2024 Executive Director's Annual Report



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UN-WOMEN'S GLOBAL REACH UNDER THE CURRENT STRATEGIC PLAN

2024 Snapshots



2.9 billion women and girls in 83 countries benefit from **laws and policies** that protect their rights

325 laws were adopted or changed to better protect the rights of women and girls, following international standards

10.3 million women and girls in Kazakhstan stand to benefit from stronger protection from gender-based and domestic violence following revisions to 16 legal instruments, including Criminal Administrative and Labor Codes.

Data and statistics helped shape **78 policies, plans, and strategies** in 22 countries to address gender differences and inequalities

37 million women engaged in care work in Brazil can exercise their rights as care recipients and providers with the adoption of the National Care Policy

8 new National Action Plans on Women Peace and Security have been adopted, bringing the total under the current Strategic Plan to 18. These are creating pathways to prevent conflict, promote peace, and mitigate the impact of violence.

UN-WOMEN'S GLOBAL REACH UNDER THE CURRENT STRATEGIC PLAN

2024 Snapshots



Over 16,600 organizations in 95 countries have improved their ability to **provide quality goods, services, and resources for women** across humanitarian, development, and peace efforts

Over 10,000 processes and mechanisms in 104 countries allowed **civil society representatives engage safely and meaningfully** in policy design and decision-making

1.1 million women-led businesses in Nigeria can benefit from the Affirmative Procurement Act – which established a mandated minimum allocation of 5% to 20% of public contracts to women-led businesses.

Kenyan counties more than doubled their gender-responsive budgets following training government officials to include gender equality and women's economic empowerment in fiscal laws and policies.

21 national and international partners in the Pacific have formed stronger coalitions to eliminate discriminatory norms, including through new safeguarding mechanisms and policies to support the participation of diverse women and girls.

Over 500 youth advocates across regions were mobilized and trained to present evidence-based recommendations - securing commitments on gender-responsive financing, digital safety, and institutional reforms across policy processes.



UN-WOMEN'S GLOBAL REACH UNDER THE CURRENT STRATEGIC PLAN

2024 Snapshots

Over 11 million women and girls accessed information, goods, resources and/or services

Over \$200 million US Dollars disbursed in support of civil society organizations

To advance gender equality and women's empowerment

Following the Parliamentary elections in **Jordan**, women's political representation **increased to a historic high of 19.5%**, surpassing the regional average – with over 5 million individuals reached through voter education efforts.

900,000 women and girls in Bolivia across 88 rural municipalities, gained access to comprehensive services for survivors of violence- where 31 Collaborative Essential Services Models were established.

2.2 million Indonesian women migrant workers now have better access to information and services through the 'Safe Travel' app, which provides a safe space for support on gender-based violence and trafficking issues.

470,000 women, girls, and their families across the Arab States Region received life-saving aid, including food, cash transfers, and legal and psychosocial support – in response to crises.

LEADING THE UN SYSTEM ON GENDER EQUALITY



Country level

Development

50%

of new UN Cooperation Frameworks have gender equality mainstreamed

88%

of UNCTs reported gender equality results

43%

allocated 70%+ of funding to gender-focused activities in their joint workplan

Humanitarian (IASC)

100%

of published humanitarian response plans include provisions for Gender based violence (GBV) mitigation and response



UN Entities

3.0

UN-SWAP 3.0 launched with 18 enhanced

58

UN entities aligned their strategic gender-related results with SDG 5

73%

of UN entities met or exceeded 75% of gender performance indicators



Funding mechanisms

77%

of multi-partner trust funds and 77% of joint programmes applied the Gender equality marker (GEM)



Thematic leadership



Inclusive programming to end violence against women - 62 projects - UN Trust Fund to End Violence against Women



Gender Action Plan for implementation of Sendai; in 30 countries Gender responsive DRR policies



Led inter-agency effort for UN System-wide policy on transforming care systems

KEY 2024 RESULTS: ORGANIZATIONAL EFFECTIVENESS AND EFFICIENCY (OEE)

An incredible amount of insights acquired, that is firmly driving continuous improvements of our future framework for managing organizational performance



Principled Performance

Organizational performance remains robust

- Resource management remains top priority; implementation rates remained strong
- Proactive management; long outstanding audit recommendations at a 3 year best
- 13th Unqualified Audit opinion



Advancing Partnerships and Resourcing

Continued diversification of partnerships

- Partnerships grew 8% with particular increase in public sector institutions (21% increase)
- Record media reach; 183 billion impressions across, with unprecedented engagement with IWD and 16 Days of Action to EVAW campaigns



Business Transformation

Positive steps in a challenging year of transition

- While a challenge in 2024, focus remains strong on strengthening the organizational footprint, for effective impact
- Good performance on knowledge sharing activities, business process improvements and distribution of personnel



Empowered People

Supporting the organization where needed

- Geographical and gender diversity milestones met; 138 nationalities and 52% of staff from programme countries
- Successful deployment of dedicated HR Business Partners in all regions
- Inter-agency efforts to strengthen harmonized reporting on PSEA and SH



Products, Services and Processes

Leveraging strong Evaluations, and increased flexible SN funding

- Increase of over 50% in flexible Direct Strategic Note funding, and achieving the milestone in 2024
- 100% of Evaluation Reports achieving top ratings ('Good' or 'Very Good')
- Increased streamlining of procedures for planning, monitoring and reporting at country level

QCPR Indicator performance: **102%**

UN-WOMEN TRANSPARENCY PORTAL:

COMMUNICATING OUR RESULTS

UN WOMEN FOR ALL WOMEN AND GIRLS Transparency Portal

UN Women Transparency Portal

In UN Women, we are committed to the lives of women and girls and reducing inequalities and exclusion around the world. Discover how, with the help of our partners, we work day-to-day to make this a reality.

Search with AI beta →

Top 25 regular resource partners in 2024

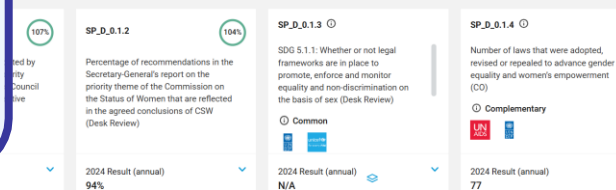


Making an impact

UN Women worked in 105 countries and territories to achieve the following results 2024



Outcome indicators in 2024



Results stories



UN Women Tajikistan Facilitates the Opening of a Reproductive Health Support Room in Vahdat
02 May 2025



Navigating war, birth, and hope in Sudan
02 May 2025



'We deserve to be safe' - With better access to gender-based violence services, women in the Solomon Islands are speaking up
02 May 2025



UN Women and the Egyptian Red Crescent deliver humanitarian aid to women and children in Gaza
05 May 2025

Visit <https://open.unwomen.org/> to explore UN-Women's 2024 financial and results data against the Strategic Plan IRRF, Country and Regional Programmes and funding partners. Click [here](#) for a user guide.

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Strategic Plan 2026-2029

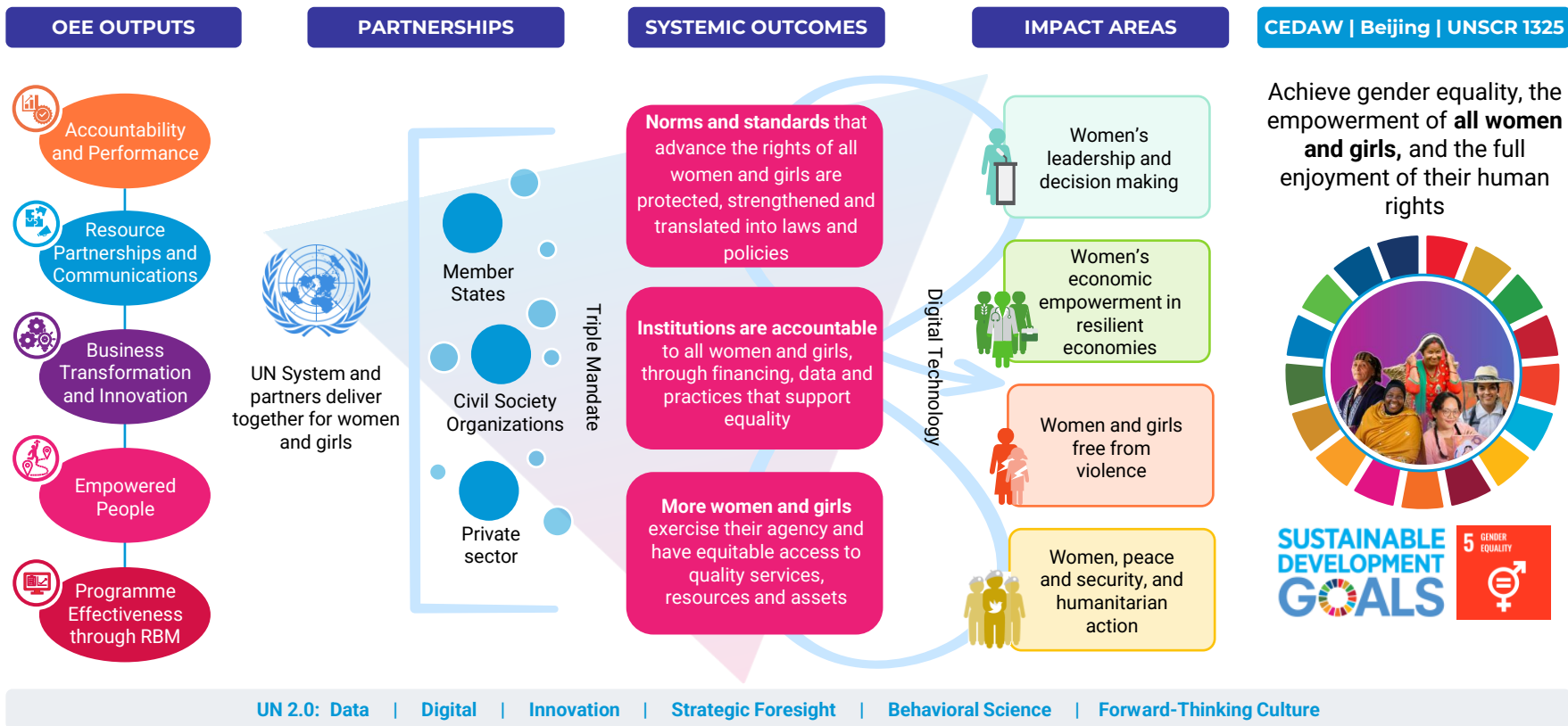


Photo | UN-Women/Ender Baykuş

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PROPOSED SP RESULTS FRAMEWORK 2026-2029 (DRAFT)



IMPACT 1 WOMEN'S LEADERSHIP AND DECISION-MAKING

Elevate women's voices, invest in their leadership, promote their participation at every level and in all walks of life.

OUR FOCUS: **WHAT** WE WILL CONTRIBUTE TO

Greater parity in decision-making through legal reforms, special measures and institutional safeguards that prevent and respond to violence against women in public life.

Strengthened institutional capacity (legislatures, women's machineries, statistical offices) to track and deliver on commitments to women's leadership.

Increased capacity, influence and visibility of women leaders, women's rights organizations and networks to hold duty-bearers accountable and drive sustained progress

HOW WE WILL DELIVER WITH THE UN SYSTEM:

Promote joint system-wide messaging, policies and high-level advocacy, convene inter-agency mechanisms, mainstream gender across joint programmes and provide integrated policy advice, incl. implementation of CEDAW General Recommendation 40.

WHO WE WILL WORK WITH:

Key Partnerships include:

- OHCHR, UNDP, UN DPPA.
- CEDAW Committee, other human rights mechanisms.
- Regional intergovernmental bodies.
- Inter-Parliamentary Union and United Cities and Local Governments; International Institute for Democracy and Electoral Assistance.
- Women's rights organizations and networks.

IMPACT 2 WOMEN'S ECONOMIC EMPOWERMENT IN RESILIENT ECONOMIES

Promote gender-responsive macroeconomic policies, strengthen women's rights and access to resources, their economic agency and autonomy.

OUR FOCUS: **WHAT** WE WILL CONTRIBUTE TO

Strengthened global norms, standards and legal frameworks for care systems, women's work in formal and informal sectors, gender-responsive climate and environmental action, and women's rights to land and productive resources.

More gender-responsive macroeconomic policies and institutional practices that address systemic inequalities and strengthened accountability on economic, social and environmental governance

Increased access to and rights of women over productive resources and increased capacity and influence of feminist, women's and grassroots organizations, and workers' federations/unions.

HOW WE WILL DELIVER WITH THE UN SYSTEM:

Through established mechanisms such as the Women's Empowerment Principles, Equal Pay International Coalition, Global Accelerator on Jobs and Social Protection or the Global Alliance on Care.

WHO WE WILL WORK WITH:

Key partnerships include:

- ILO, UNDP, UNEP
- Rome-based entities
- IFIs and Regional development banks
- Private sector
- Civil society organizations

IMPACT 3 WOMEN AND GIRLS LIVE FREE FROM VIOLENCE

End all forms of violence against women and girls through whole-of-government action plans rooted in prevention and survivor-centred responses.

OUR FOCUS: **WHAT** WE WILL CONTRIBUTE TO

Enhanced global norms and standards on preventing and responding to VAWG, and well-resourced action plans guiding implementation and monitoring at the national and regional levels.

Expanded, evidenced-based integration of prevention in national, regional and local policies and programmes addressing discriminatory and patriarchal social norms, especially by shifting institutional practices.

Access to survivor-centred justice and integrated services for survivors of VAWG crimes and strengthened leadership and institutional capacity of women's organizations with expanded participation in decision-making.

HOW WE WILL DELIVER WITH THE UN SYSTEM:

Build on its technical coordination role in the Spotlight Initiative and coordination work across the UN system to scale up prevention and response efforts with diverse stakeholders, including coordinate advocacy for sustainable financing and administration of UN Trust Fund to End Violence Against Women

WHO WE WILL WORK WITH:

Key partnerships include:

- UNODC, UNDP, UNFPA, WHO.
- High-Level Network on Gender-Responsive Policing
- Civil Society Organizations
- Private Sector

IMPACT 4 WOMEN, PEACE AND SECURITY AND HUMANITARIAN ACTION

Place women's rights and leadership at the centre of conflict and crisis prevention, mitigation, response and recovery for more effective, equitable and sustainable peace, security and humanitarian outcomes.

OUR FOCUS: **WHAT** WE WILL CONTRIBUTE TO

Commitments to women's rights and gender equality upheld in intergovernmental fora related to peace and security and humanitarian action, including the security council, and their translation into National Action Plans on WPS, Humanitarian/Refugee Response Plans, etc.

Strengthened systems and institutions for crisis preparedness and response that respond to the needs of women and girls, including through improved gender data and rapid gender analysis

Women's increased participation, influence and leadership in conflict and disaster prevention, peace efforts, humanitarian action and other key processes and expanded access to funding for women-led/women's rights organizations and women human rights defenders.

HOW WE WILL DELIVER WITH THE UN SYSTEM:

Work through humanitarian and women, peace and security coordination mechanisms that UN-Women leads or supports, as well as through the Women's Peace and Humanitarian Fund, the UN Peace-Building Fund and country-level joint-programming.

WHO WE WILL WORK WITH:

Key partnerships include:

- United Nations peace operations,
- UNDP, OHCHR, UNFPA, UNICEF, UN OCHA, UNHCR, IOM and WFP
- Civil Society Organizations

UN-WOMEN'S COORDINATION ROLE ACROSS THE TRIPLE MANDATE

UN System-Wide Gender Equality Integrator

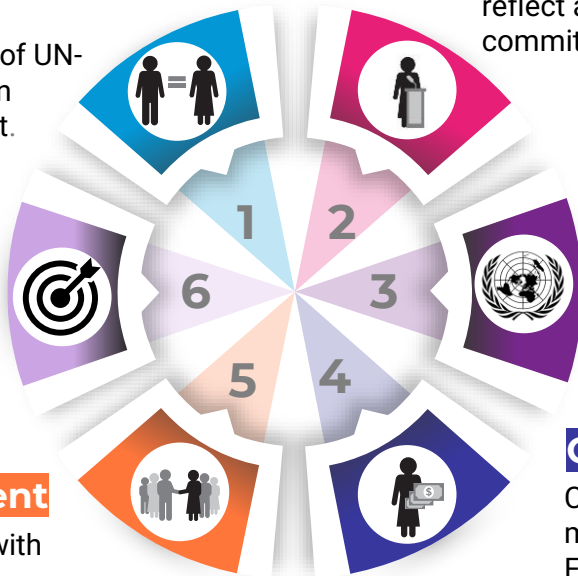
Coordination positioned as a core pillar of UN-Women's value proposition—anchored in system-wide leadership, not just support.

UN Reforms and Future Agendas

Embed gender equality structurally, in the DNA of UN reform processes, through positioning UN-Women as the gender equality institutional lens across all future-oriented UN strategies.

Multi-Stakeholder Engagement

Multi-stakeholder engagement, including with civil society and women's and girls' rights organizations institutionalized as a core coordination function, with dedicated platforms and resourcing.



Strategic Lever: Norms and Standards

Normative work elevated as a driver of systemic change, ensuring that all UN planning instruments reflect and operationalize gender equality commitments.

Institutional Accountability

UN-Women leads on institutionalizing accountability frameworks, with clear metrics and consequences, and ensures their use informs planning, resourcing, and reporting.

Catalytic funding and financing

Catalytic joint programming and financing mechanisms (e.g., SDG Fund, Peacebuilding Fund, CERF) prioritized as vehicles for delivering on gender equality outcomes.

LEVERAGING PARTNERSHIPS FOR GREATER IMPACT

- Use its convening power to ensure **meaningful participation** of civil society, especially **women- and youth-led organizations**, in normative and decision-making processes.
- Leverage its historic relationship with grassroots and women's organizations to **advocate for women human-rights defenders and safeguard civic space**.
- Scale up **support and financing** towards **movement strengthening** to drive transformative leadership, social-norms change and institutional accountability, and improve women's and girls' access to resources and service.

Civil society

- Convene **diverse actors**—governments, UN entities, civil society, the private sector, IFIs, academia, media, faith-based organizations, and men & boys— to drive collective action and accountability.
- Pool expertise, resources and networks to influence policies, institutions and social norms,
- Work with and through others to **extend reach** and propel **institutional and systemic change**.

Multi-stakeholder partnerships

- Engage companies that commit to **rights-based** business practices and **co-create inclusive solutions**, promoting **active, principled and accountable** engagement of the private sector.
- Leverage corporate finance, philanthropy and innovative funding models to **scale women-led enterprises, close resource gaps, unlock new investment**.
- Advance gender equality and women's empowerment in the **workplace, marketplace and community** through **Women's Empowerment Principles**

Private sector

- Manage the **UN Trust Fund to End Violence against Women** and the **Women's Peace and Humanitarian Fund**
- Serve as **strategic financing mechanisms** to support civil society, convene multi-stakeholder partnerships, and drive inclusive, innovative programming.
- Provide **core, flexible and long-term funding** to women's organizations, reinforcing the leadership of women's rights actors and bolstering long-term movement building.

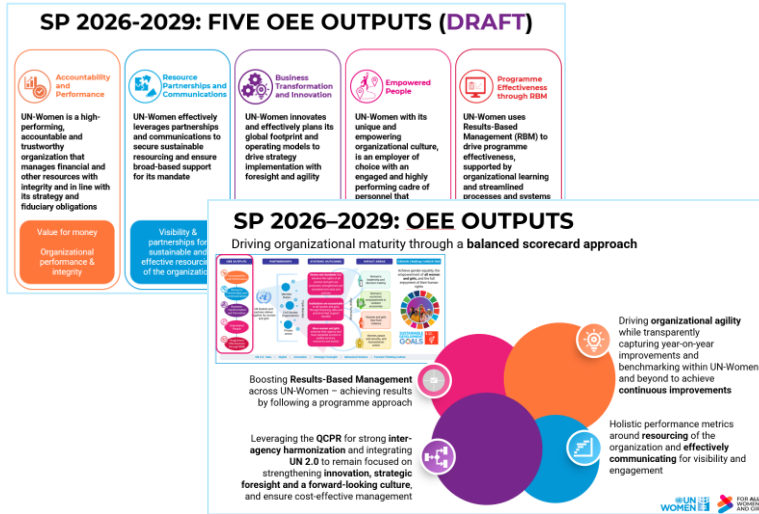
Trust Funds



ORGANIZATIONAL EFFECTIVENESS AND EFFICIENCY (OEE)

Looking ahead, UN-Women will:

- 1 Remain committed to continuous improvement and leveraging its OEE to ensure strong organizational performance
- 2 Demonstrate value for money, continue to streamline and simplify procedures, increase transparency, and pursue innovative initiatives, while effectively allocating resources
- 3 Continue to strengthen high-quality reporting, nurture its financial partnerships, and leverage communications and advocacy to enhance influence and resources. UN-Women also aims to be an employer of choice, promoting accountability and gender equality



DRAFT INTEGRATED RESULTS AND RESOURCES FRAMEWORK (IRRF): INDICATOR OVERVIEW

Breakdown of draft indicators

	Total	SDGs	QCPR*
Impact	8	7	0
Outcomes	19	4	2
Outputs	20	0	4
OEE Outputs	28	0	11
Total	75	11	17

**IRRF will be adjusted further once the new QCPR monitoring matrix is available in late May 2025.*

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Timeline and Next Steps for Strategic Plan 2026-2029

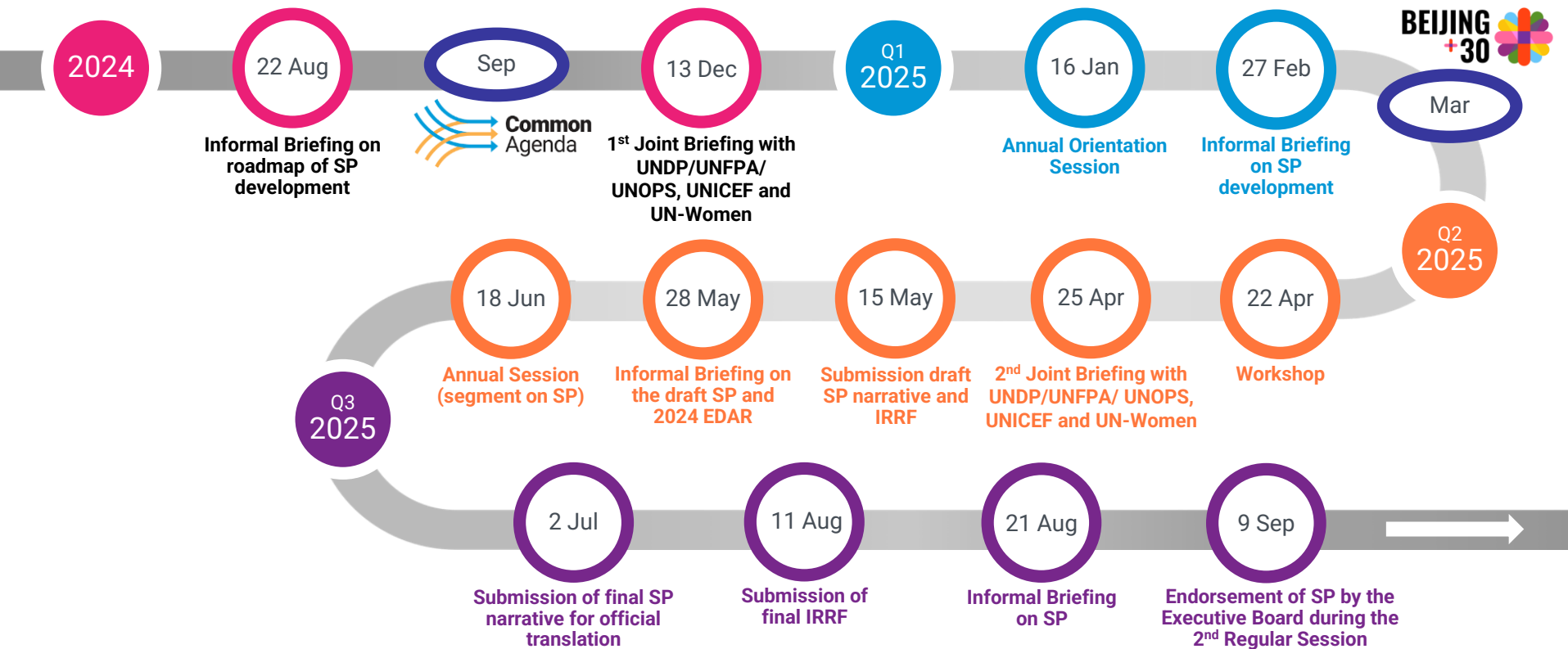


Photo | UN-Women/Suleiman Hajji

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OVERALL TIMELINE WITH THE EXECUTIVE BOARD



THANK YOU



Photo: UN-Women ROAP