UN-Women
Strategic Plan
2022-2025
Informal Briefing to the Executive Board
25 January 2021
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Background & Context

As it refines its strategic priorities and working model for the next SP 2022-2025, UN-Women is taking into account a complex and rapidly emerging global context.

1. First Strategic Plan since the global Beijing +25 review and appraisal process, as well as 20th anniversary of UNSCRES 1325, which highlighted many persistent and emerging challenges.

2. Global crisis triggered by pandemic threatens to exacerbate long-standing barriers and reverse progress to date.

3. Four years of the Decade of Action to accelerate the achievement of SDGs.
Proposed Strategic Approach

**Strategic Direction**
- SDGs
- CEDAW
- Beijing+25
- UNDS reform
- QCPR
- Decade of Action
- LNOB

**Financial**
- National Budgets with Gender Lens
- Influencing other institutions' resources (ex. IFIs)
- Gender Bonds

**Impact & Scale**
- Achieve Gender Equality, Women’s Empowerment & Fulfillment of their Human Rights

- Ending Violence Against Women & Girls
- Governance & Participation in Public Life
- Economic Empowerment & Resilience
- Peace, Security, Humanitarian & Disaster Risk Reduction

**Areas of Change**
1. Gender-responsive Normative & Institutional Frameworks
2. Positive Gender Social Norms

**Global Trends**
- COVID 19 Response & Recovery
- Climate & Environmental Change
- Pushback on GE & Closing of Civic Spaces
- Inequality in Social Protection & Care Economy
- Large Scale Displacement & Migration
- New Technologies & Digital Divide

**Business Model**
- Principles Performance (Governance, risk management, and compliance)
- Empowering People
- Business Transformation

**Knowledge & Data**
- Evidence-Based Programming
- Norms & Standards for Women’s Human Rights
- Partnering & Coordinating (UN & beyond)

**Delivering impact at scale – key development result areas (What we achieve)**

**Tracking the World**
(Why & what needs to change)

**UN Women’s unique contributions**
(How we work to effect the change)
UN-Women to shift behaviors, policies, practices and norms of others for maximum scale and impact towards the achievement of SDG 5
Areas of thematic focus 2022 – 2025

Sustainable Development Goals
LEAVE NO ONE BEHIND

ACHIEVE GENDER EQUALITY, WOMEN’S EMPOWERMENT & FULFILLMENT OF THEIR HUMAN RIGHTS

TRIPLE MANDATE:
NORMATIVE
COORDINATION
OPERATIONAL

Areas of thematic focus 2022 – 2025

Gender-responsive Normative & Institutional Frameworks
Positive Gender Social Norms

Governance & Participation in Public Life
Economic Empowerment & Resilience
Ending Violence Against Women
Peace, Security, Humanitarian & Disaster Risk Reduction

Key Strategies & Mechanisms
Planning for results in the next Strategic Plan

Vision

• Aspiration of achieving SDGs (through SDG 5) within Decade of Action.
• Overall objective remains the same: “Achieve gender equality, the empowerment of all women and girls and the full enjoyment of their human rights”

Guiding principles

• Leave No One Behind - recognize and address the multiple and intersecting forms of discrimination
• Triple Mandate – to inform scale and ambition
• Understanding change process – incl. different types of changes from grassroots to global level

Key lessons learned

1. Taking cross-thematic and integrated approach to articulate transformative results
2. Better defining results from the UN system coordination functions
3. More systematically measuring results at impact level
4. Identifying common results to be achieved and reported jointly with UN partners, incl. UNDP, UNFPA & UNICEF
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