



KEY STAKEHOLDERS' PERSPECTIVES FOR UN WOMEN'S NEXT STRATEGIC PLAN

Findings from UN Women Survey on the Development
of the Next Strategic Plan 2022-2025

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CSO - Civil Society Organisation

GDP - Gross Domestic Product

GEWE - Gender Equality and Women's Empowerment

LNOB - Leave No One Behind

NGO - Non-governmental Organisation

SDGs - Sustainable Development Goals

UNCT - United Nations Country Team

UNCT-SWAP - United Nations Country Team System-Wide Action Plan

UNSG - United Nations Secretary-General

UN-SWAP - United Nations System-Wide Action Plan

UN Women - United Nations Entity for Gender Equality and the Empowerment of Women



**Introduction and
background**

Methodology

Key findings

**Strategies to address
the deep
under-resourcing of
the gender equality
agenda**

**Strategies to adopt
in the
upcoming Strategic
Plan to best
incorporate citizen
mobilization and
engagement**

**Annex: Findings
by survey
question**



Twenty-five years since the adoption of the [Beijing Declaration and Platform for Action](#), 75 years since the founding of the United Nations, 20 years since the landmark UN Security Council resolution on Women, Peace and Security (S/RES/1325), 10 years since the creation of the United Nations Entity for Gender Equality and the Empowerment of Women (UN Women) and in the first year of the Sustainable Development Goals' (SDGs) Decade of Action, UN Women is embarking on the development of its next Strategic Plan (2022-2025).

As groundwork to a robust new Strategic Plan, UN Women has been convening an intensive and inclusive listening phase, undertaken through a series of global, regional and country consultations, including an external and internal partner survey. This document presents the results that emerged from the survey.

The survey was conducted in all six UN official languages – Arabic, Chinese (Mandarin), English, French, Russian and Spanish, with broad dissemination to key and specialized stakeholders over a 3-week period in November 2020.

The survey included 26 questions feeding into four sections:

1. New and Persistent Challenges to Gender Equality and Women's Empowerment.
2. UN Women's Strategies and Impact Areas.
3. The Importance of Partnerships.
4. UN Women's Role in the Context of the UN Reforms.

Through these questions, including allowing for open-ended responses where respondents could provide further comments, UN Women collected perspectives on its strengths and weaknesses over the first decade since its creation, opportunities and challenges the entity should focus on in these crucial coming years, as well as what strategies UN Women is best positioned to deploy, especially in responding to the devastation COVID-19 continues to inflict on women and girls. Key findings are presented below and data analysis tables per question are included in the Annex.

The survey secured insights from 1,097 respondents (495 or 45 per cent of which are external to UN Women), representing key stakeholders at global, regional and country levels, including government partners, civil society and UN Women colleagues across the entity.

International/
Global **291**

Europe and
Central Asia **291**

Arab States **117**

Americas and
Caribbean **144**

West and
Central Africa **95**

Asia and the
Pacific **182**

Eastern and
Southern Africa **146**

The survey attracted insights from
1,097 respondents:

Civil Society	232
Government	93
UN partners	94
Other	70
UN Women	608

Please see notes at base of Annex Table 1
for more information on respondent
groupings.

The survey was developed by UN Women in September-October of 2020 and translated into Arabic, Chinese (Mandarin), English, French, Russian and Spanish. The survey was entered into a multilingual survey platform for hosting, dissemination and primary analytics. A small, diverse group of stakeholders provided valuable feedback and testing.

The final survey was disseminated broadly to all UN Women's strategic partners at global, regional and country levels.

The survey collected responses from 1,103 respondents over a 3-week period in November 2020. Six partial responses, not amenable to analysis, were excluded, leaving 1,097 responses analysed.

Results were analysed through the survey platform with further analysis in-house, in order to examine perspectives expressed among different respondent groups: civil society, government, UN partners, other and UN Women (please see footnote to Table 1 in the Annex for more details).

“

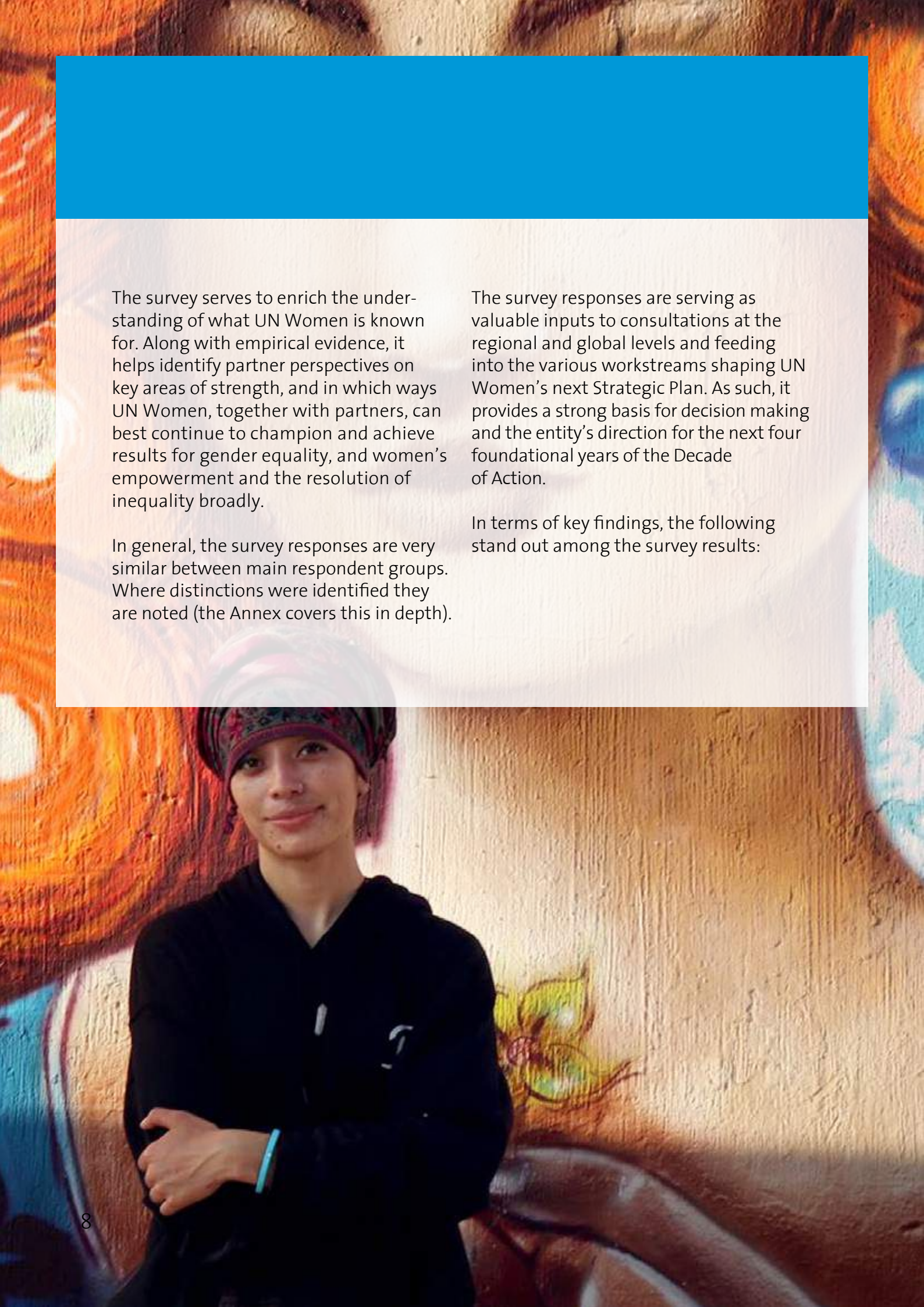
Very strong messages are needed, backed up with real numbers on how much (GDP) countries lose if they don't invest in advancing gender equality, decision makers need to be bombarded with these messages, at fora such as the World Economic Forum and others [...]”

- A respondent working in a non-governmental organization (NGO) in the Arab States, when asked what strategies the new Strategic Plan should adopt to address the deep under-resourcing of the gender equality agenda

“

I highly appreciate UN Women's normative and coordinative mandate on women's rights and gender equality from local to global level. However, for these mandates to have necessary influence this should be coupled with or be part of a strong UNSG and UNCT leadership, including its engagement with governments. UN Women should continue to be a main supporter of inclusion of a strong women's movement with women- and human rights organisations from local to global level.”

- A representative working at the international/global level in a bilateral donor/agency, when asked if they wanted to add any additional comments at the close of the survey



The survey serves to enrich the understanding of what UN Women is known for. Along with empirical evidence, it helps identify partner perspectives on key areas of strength, and in which ways UN Women, together with partners, can best continue to champion and achieve results for gender equality, and women's empowerment and the resolution of inequality broadly.

In general, the survey responses are very similar between main respondent groups. Where distinctions were identified they are noted (the Annex covers this in depth).

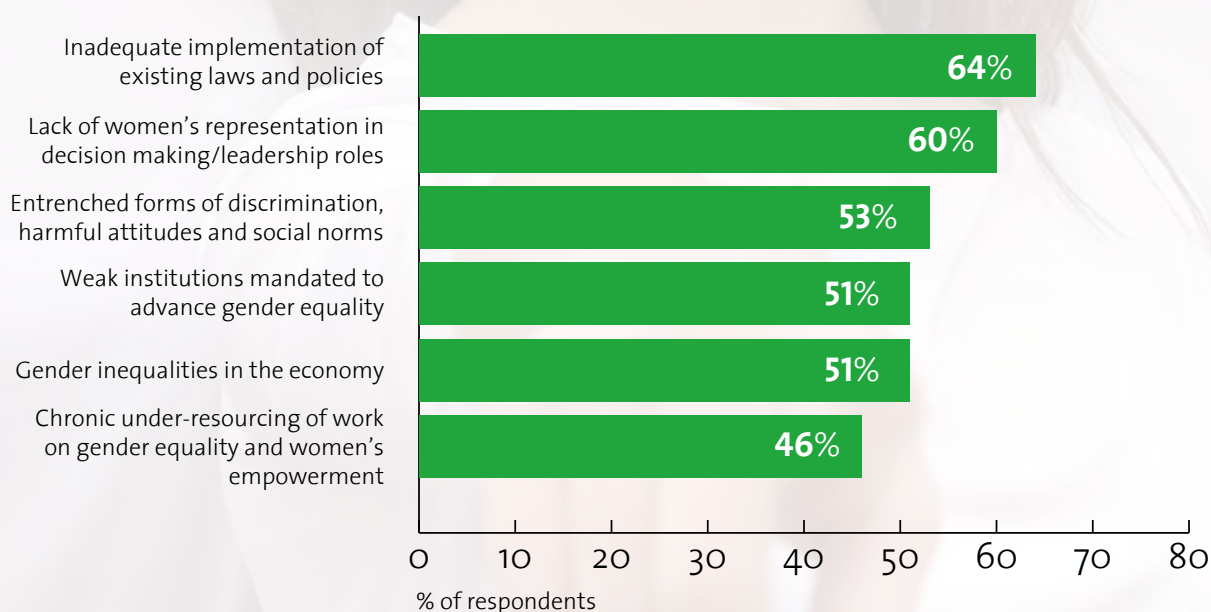
The survey responses are serving as valuable inputs to consultations at the regional and global levels and feeding into the various workstreams shaping UN Women's next Strategic Plan. As such, it provides a strong basis for decision making and the entity's direction for the next four foundational years of the Decade of Action.

In terms of key findings, the following stand out among the survey results:

Key Finding No.1

Inadequate implementation of existing laws and policies; lack of women's representation in decision making/leadership roles; and entrenched forms of discrimination, harmful attitudes and social norms are seen as the most important gender equality challenges in the current global context. More than half of the respondents also identified insufficient capacity in gender equality institutions and gender inequalities in the economy as key challenges.

What are the greatest gender equality challenges?*



*Top 6 ranked responses. Please see Annex Table 1 for more details

Key Finding

No.2

All the six thematic clusters of action from the 25-year review and appraisal of the implementation of the Beijing Declaration and Platform for Action are viewed as important for UN Women to maintain focus on, particularly **freedom from violence, stigma and stereotypes; poverty eradication, social protection and social services; participation, gender-responsive institutions and accountability; inclusive development, decent work and well-being; and peaceful and inclusive societies.**

“UN Women has effectively advocated with Governments to consider gender equality and women’s empowerment in their strategic plans.”

- A respondent in East and Southern Africa working in government, when asked to identify UN Women’s biggest achievement to-date.

Key Finding

No.3

Reaching the most marginalized groups of women and girls and ensuring that no one is left behind; **transforming social norms** to create cultures of non-violence, respect, and equality; **accelerating the growth in women’s participation** in all aspects of decision-making; **creating enabling environments for women’s rights organisations**; and **providing adequate funding to meet gender equality commitments** are considered particularly important by survey respondents, among the cross-cutting priority areas of action identified by the 25-year review and appraisal of the implementation of the Beijing Declaration and Platform for Action report.

Key Finding

No.4

All results areas in UN Women's current Strategic Plan 2018-2021

remain important for its next Strategic Plan, particularly those focused on prevention and essential services for ending violence against women (Output 11); gender-responsive planning and budgeting (Output 5); availability of data and statistics (Output 6); decent work and social protection (Output 8); women's leadership and political engagement (Output 4); access to justice (Output 7); and women, peace and security (Output 13). For each current Output area, at least two thirds of respondents considered their continuation "very" or "extremely" important.

“

[...] in the area of gender data and statistics, UN Women has now significantly positioned itself in the global, regional, and national statistical communities working directly with partners and national statistical systems.”

- A respondent working in UN Women Headquarters/Liaison Offices, when asked to identify UN Women's biggest achievement to-date

Key Finding

No.5

Strengthening global norms, standards, and accountability; building capacities of partners to respond to the needs of women and girls; and support to strengthening national legal and policy frameworks aligned to global norms and standards are seen by partners as the top strategies that UN Women is best positioned to undertake in support of gender equality and women's empowerment.

Strengthening UN joint action and system-wide accountability on gender equality and women's empowerment; and improving gender data, statistics, evidence and knowledge were also identified as priority strategies by more than half of the respondents.

Please select the strategies you believe UN Women is best positioned to undertake in support of gender equality and women's empowerment results*



*Top 6 ranked responses. Please see Annex Table 6 for more details



Key Finding

No.6

Partnerships with civil society organizations/women's rights groups, the UN and other multilateral mechanisms, and governments are seen to have the highest potential for driving results, followed by partnerships with **youth networks and movements**, and **international financial institutions and regional development banks**.

“ **More engagement with the youth as a means of empowering them for leadership and being in the forefront for the change that the world desires at this time.** ”

- A respondent working in West and Central Africa in a grassroots women's rights group/faith-based group, when asked what strategies the upcoming Strategic Plan should adopt to draw from the strong citizen mobilization and engagement of the last few years.

Key Finding

No.7

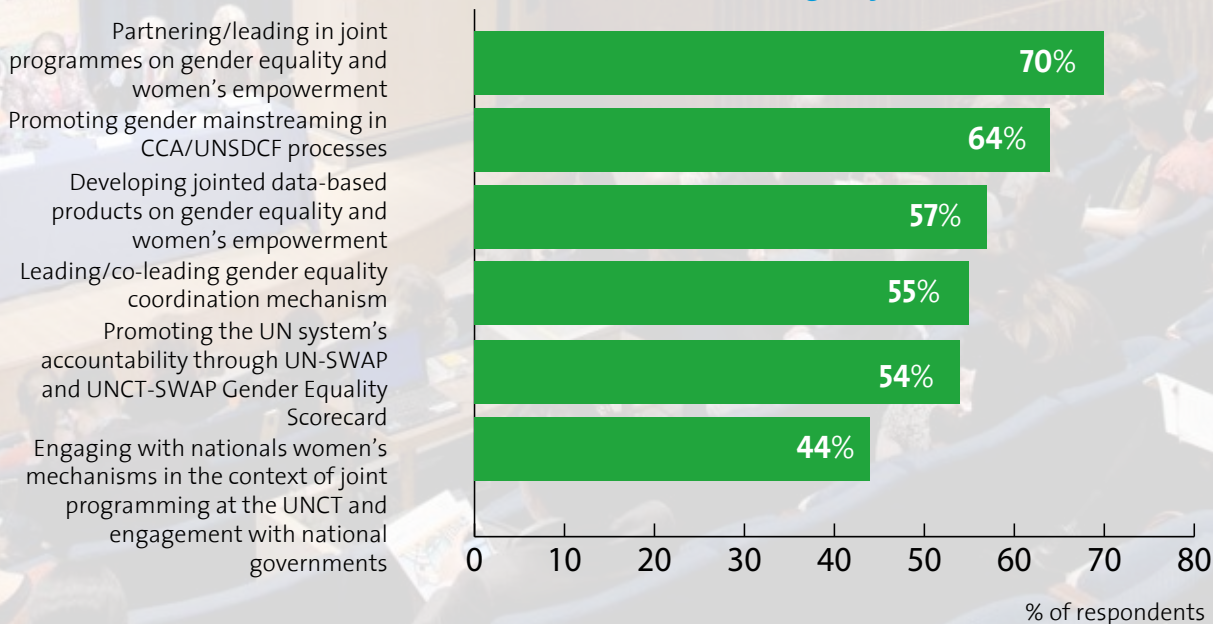
Strengthening engagement with civil society; strengthening gender data, evidence, and knowledge work; and providing technical support and advisory services to partners to implement commitments, conduct assessments or establish tracking and accountability mechanisms, are seen to be the most effective partnerships strategies for UN Women to achieve greater scale and impact.

Key Finding

No.8

Partnering/leading in joint programmes; promoting gender mainstreaming in the processes of the Common Country Assessments and the United Nations Sustainable Development Cooperation Frameworks; and **developing joint data products** are seen as the most important roles for UN Women in a UN inter-agency context.

Which of the following roles are most important in a UN inter-agency context?*



*Top 6 ranked responses. Please see Annex Table 10 for more details

Key Finding

No.9

Leading and mobilizing the UN system to develop joint political statements, joint advocacy and joint positioning of the UN system around emerging gender equality and women's empowerment issues; **strengthening accountability mechanisms for system-wide delivery on gender equality and women's empowerment**; and **producing knowledge-based products on gender equality and women's empowerment** in areas where gender mainstreaming has not been traditionally implemented are seen to be the best strategies by which UN Women can enhance accountability across the UN system.

Key Finding

No.10

Insufficient core resources, including for delivering on UN Women's coordination mandate; continued competition for work on gender equality and women's empowerment; and **capacity to respond to requests from UN Country Teams where UN Women is a Non-Resident Agency** are identified as key challenges to UN Women in the context of the UN reforms (this question was only asked of UN Women colleagues).

“

Put emphasis on costing and tracking gaps in relation to funding gender equality including in humanitarian and post-conflict settings. Convene multi-stakeholder dialogue both within the UN system and member states on financing for gender equality, linking this discussion to SDG and follow up on the World Humanitarian Summit. Developing innovative and joint funding mechanisms for GEWE is key as well as UN Women increasing engagement with other organisation to include GEWE in their approach and programme.”

- A respondent in Latin-America/Caribbean working in academia, when asked what strategies the new Strategic Plan should adopt to address the deep under-resourcing of the gender equality agenda

The survey provided many ideas on how to address the deep under-resourcing of the gender equality agenda, centering on 4 themes:

1

Avoid working in silos by improving collaboration within UN Women and UN partners

2

Widen and deepen partnerships

3

Enhance accountability to gender equality and women's empowerment and secure sustainable funding

4

Enhance engagement with the private sector

Each of these key themes was raised by between 70 and 147 survey respondents, when asked the following (optional) question: What strategies should the new Strategic Plan adopt to address the deep under-resourcing of the gender equality agenda?

“

Stronger UN collaboration to deliver results and using it as incentive for donors to provide funding, i.e. fund joint initiatives and programmes.”

- A respondent in Asia-Pacific working for a UN partner, when asked what strategies the new Strategic Plan should adopt to address the deep under-resourcing of the gender equality agenda



“

Learn from the experiences of the marginalized groups during, after, and pre-crisis. ”

- A respondent working in Europe/Central Asia in a disability rights NGO, when asked what strategies the upcoming Strategic Plan should adopt to draw from the strong citizen mobilization and engagement of the last few years.

Survey respondents shared great ideas on how the upcoming Strategic Plan can best build on citizen mobilization and engagement, centering on 4 themes:

1

Achieve greater flexibility around and strengthen engagement with youth and grassroots movements

2

Galvanize technology and innovation, including social media outreach, as levers of change

3

Coordinate and sustain a strong, gender-responsive and rights-based COVID-19 response and recovery, including through advocacy and participation from women's organizations

4

Gather evidence on the multi-dimensional impacts of crises and communicate for the systems change needed to overcome these

Each of these key themes was raised by between 51 and 119 survey respondents, when asked what strategies the upcoming Strategic Plan should be adopting to draw from the strong citizen mobilization and engagement of the last few years, with women and young people in the forefront, on critical issues related to the gender equality agenda.



Findings by survey question

Table 1: The greatest gender equality challenges in the global context

Question: What are the greatest gender equality challenges in the global context?

		Civil Society	Government	UN External	Other	UN Women	Total
Inadequate legal/policy reforms	# (%)	70 (30.2)	34 (36.6)	28 (29.8)	24 (34.3)	184 (30.3)	340 (31.0)
Inadequate implementation of existing laws and policies	# (%)	157 (67.7)	58 (62.4)	59 (62.8)	39 (55.7)	392 (64.5)	705 (64.3)
Weak institutions mandated to advance gender equality	# (%)	124 (53.4)	41 (44.1)	48 (51.1)	39 (55.7)	309 (50.8)	561 (51.1)
Lack of transparency and accountability of democratic institutions	# (%)	61 (26.3)	19 (20.4)	14 (14.9)	14 (20.0)	186 (30.6)	294 (26.8)
Lack of gender data/evidence (on the Sustainable Development Goals, the Beijing Platform for Action, national policies, etc.)	# (%)	97 (41.8)	50 (53.8)	48 (51.1)	31 (44.3)	267 (43.9)	493 (44.9)
Chronic under-resourcing of work on gender equality and women's empowerment	# (%)	99 (42.7)	30 (32.3)	45 (47.9)	31 (44.3)	305 (50.2)	510 (46.5)
Lack of women's representation in decision making/leadership roles	# (%)	145 (62.5)	60 (64.5)	64 (68.1)	48 (68.6)	346 (56.9)	663 (60.4)
Shrinking space for civil society and/or pushback on gender equality and women's empowerment, including threats to women human rights defenders in all their diversities	# (%)	120 (51.7)	22 (23.7)	30 (31.9)	28 (40.0)	191 (31.4)	391 (35.6)
Entrenched forms of discrimination, harmful attitudes and social norms, including intersecting/multiple forms of discrimination and violence	# (%)	119 (51.3)	49 (52.7)	57 (60.6)	34 (48.6)	323 (53.1)	582 (53.1)
Socio-political unrest	# (%)	41 (17.7)	10 (10.8)	6 (6.4)	15 (21.4)	96 (15.8)	168 (15.3)
Environmental degradation, disasters and climate change	# (%)	41 (17.7)	9 (9.7)	16 (17.0)	15 (21.4)	156 (25.7)	237 (21.6)
Humanitarian crises	# (%)	34 (14.7)	10 (10.8)	16 (17.0)	9 (12.9)	144 (23.7)	213 (19.4)

Table 1: (continued)

		Civil Society	Government	UN External	Other	UN Women	Total
Negative impacts of new technologies, e.g. digital divide, online bullying, lack of global data governance, etc.	# (%)	29 (12.5)	13 (14.0)	13 (13.8)	18 (25.7)	75 (12.3)	148 (13.5)
Impact of COVID-19	# (%)	104 (44.8)	46 (49.5)	30 (31.9)	29 (41.4)	223 (36.1)	432 (39.4)
Growing and intersecting inequalities (e.g. race, class, gender) between and within countries and groups	# (%)	58 (25.0)	16 (17.2)	43 (45.7)	21 (30.0)	221 (36.3)	359 (32.7)
Gender inequalities in the economy (e.g. gender pay gap and unpaid care burden, occupational segregation)	# (%)	109 (47.0)	41 (44.1)	47 (50.0)	33 (47.1)	328 (53.9)	558 (50.9)
Threats to multilateralism	# (%)	17 (7.3)	15 (16.1)	8 (8.5)	2 (2.9)	50 (8.2)	92 (8.4)
Conflict and its impact on women	# (%)	84 (36.2)	26 (28.0)	19 (20.2)	24 (34.3)	183 (30.1)	336 (30.6)
Total # of respondents in respondent group*		232	93	94	70	608	1097
(Total % of respondent group who chose that response)		(100.0)	(100.0)	(100.0)	(100.0)	(100.0)	(100.0)
(Total % of respondents in each respondent group)		(21.2)	(8.5)	(8.6)	(6.4)	(55.4)	(100.0)

Notes:

"Civil Society" includes respondents working in e.g. women's rights groups, disability rights groups, grassroots women's groups, indigenous rights groups; "Government" includes e.g. representatives of bilateral donor agencies, national women's mechanism's employees, UN Mission delegates, Members of UN Women's Executive Board; "UN external" includes respondents from e.g. United Nations Agencies/Funds/Programmes, the Committee on the Elimination of all Forms of Discrimination Against Women; "Other" includes respondents among other external partners e.g. media, academia, private sector; "UN Women" includes e.g. staff, consultants, volunteers, interns globally. In terms of geographic scope of work, respondents range from grassroots, to country, to regional and global levels. Respondents were asked to select up to 6 response options. The strongest ranking/rating answer for each respondent category is in bold. The 6 strongest ranking/rating answers (overall) are shaded in gray.

Table 2: The most important thematic clusters of action

Question: The 25-year review and appraisal of the implementation of the Beijing Declaration and Platform for Action Report identified six thematic clusters of action and eight cross-cutting priority areas of action to accelerate progress to achieve gender equality, the empowerment of women and the realisation of the human rights of women and girls (<https://undocs.org/E/CN.6/2020/3>).

Part a. How important are the following thematic clusters of action for UN Women to focus on for its next Strategic Plan 2022-2025?

		Civil Society	Government	UN External	Other	UN Women	Total
Inclusive development, decent work and well being	# (%)	191 (82.3)	80 (86.0)	84 (89.4)	63 (90.0)	547 (90.0)	965 (88.0)
Poverty eradication, social protection and social services	# (%)	219 (94.4)	82 (88.2)	80 (85.1)	66 (94.3)	564 (92.8)	1011 (92.2)
Freedom from violence, stigma and stereotypes	# (%)	220 (94.8)	83 (89.2)	85 (90.4)	66 (94.3)	579 (95.2)	1033 (94.2)
Participation, gender-responsive institutions and accountability	# (%)	214 (92.2)	79 (84.9)	90 (95.7)	61 (87.1)	551 (90.6)	995 (90.7)
Peaceful and inclusive societies	# (%)	206 (88.8)	73 (78.5)	77 (81.9)	58 (82.9)	543 (89.3)	957 (87.2)
Environmental conservation, protection and rehabilitation	# (%)	179 (77.2)	65 (69.9)	65 (69.1)	57 (81.4)	464 (76.3)	830 (75.7)
Total # of respondents in respondent group*		232	93	94	70	608	1097
(Total % of respondent group who chose that response)		(100.0)	(100.0)	(100.0)	(100.0)	(100.0)	(100.0)
(Total % of respondents in each respondent group)		(21.2)	(8.5)	(8.6)	(6.4)	(55.4)	(100.0)

Notes:

Please see Notes under Table 1 for more information on respondent groupings "Civil Society", "Government", "UN external", "Other", "UN Women".

Respondents were asked to select between "Not important" and "Extremely important" or "Don't know" for each row.

The two strongest categories were grouped for the purpose of this analysis: "Very important" and "Extremely important".

The strongest ranking/rating answer for each respondent category is in bold.

The 3 strongest ranking/rating answers (overall) are shaded in gray.

Table 3: The most important cross-cutting priority areas of action

Part b. How important are the following cross-cutting priority areas of action for UN Women to focus on for its next Strategic Plan 2022-2025?

		Civil Society	Government	UN External	Other	UN Women	Total
Removing all discriminatory laws and prioritizing gender-responsive implementation and institutional frameworks	# (%)	206 (88.8)	79 (84.9)	90 (95.7)	65 (92.9)	548 (90.1)	988 (90.1)
Breaking silos and building integrated approaches to implementation based on human rights standards and principles	# (%)	193 (83.2)	67 (72.0)	78 (83.0)	60 (85.7)	493 (81.1)	891 (81.2)
Reaching the most marginalized groups of women and girls and ensuring that no one is left behind	# (%)	217 (93.5)	82 (88.2)	91 (96.8)	66 (94.3)	564 (92.8)	1020 (93.0)
Providing adequate funding to meet gender equality commitments	# (%)	215 (92.7)	75 (80.6)	80 (85.1)	65 (92.9)	562 (92.4)	997 (90.9)
Accelerating the growth in women's participation in all aspects of decision-making and creating enabling environments for women's rights organisations	# (%)	223 (96.1)	83 (89.2)	85 (90.4)	65 (92.9)	548 (90.1)	1004 (91.5)
Transforming social norms to create cultures of non-violence, respect and equality	# (%)	214 (92.2)	82 (88.2)	82 (87.2)	65 (92.9)	566 (93.1)	1009 (92.0)
Harnessing technology for gender equality	# (%)	166 (71.6)	65 (69.9)	69 (73.4)	58 (82.9)	477 (78.5)	835 (76.1)
Closing data and evidence gaps to effectively monitor progress	# (%)	189 (81.5)	72 (77.4)	81 (86.2)	60 (85.7)	523 (86.0)	925 (84.3)
Total # of respondents in respondent group*		232	93	94	70	608	1097
(Total % of respondent group who chose that response)		(100.0)	(100.0)	(100.0)	(100.0)	(100.0)	(100.0)
(Total % of respondents in each respondent group)		(21.2)	(8.5)	(8.6)	(6.4)	(55.4)	(100.0)

Notes:

Please see Notes under Table 1 for more information on respondent groupings "Civil Society", "Government", "UN external", "Other", "UN Women".

Respondents were asked to select between "Not important" and "Extremely important" or "Don't know" for each row.

The two strongest categories were grouped for the purpose of this analysis: "Extremely important" and "Very Important".

The strongest ranking/rating answer for each respondent category is in bold.

The 3 strongest ranking/rating answers (overall) are shaded in gray.

Table 4: The highest priorities among the Action Coalitions and the Women Peace and Security/Humanitarian Action Compact

Question: The main outcome of the Generation Equality Forum being convened by UN Women, Mexico, France, and civil society in 2021 is the six Action Coalitions and the Women Peace and Security/Humanitarian Action Compact. Based on your knowledge of UN Women's comparative advantages, please rate them in terms of prioritization for UN Women's next Strategic Plan 2022-2025:

		Civil Society	Government	UN External	Other	UN Women	Total
	#	212	79	76	64	549	980
Action Coalition on Gender-based violence	(%)	(91.4)	(84.9)	(80.9)	(91.4)	(90.3)	(89.3)
Action Coalition on Economic justice and rights	#	199	77	73	62	526	937
	(%)	(85.8)	(82.8)	(77.7)	(88.6)	(86.5)	(85.4)
Action Coalition on Bodily autonomy and sexual and reproductive health and rights	#	192	58	68	54	422	794
	(%)	(82.8)	(62.4)	(72.3)	(77.1)	(69.4)	(72.4)
Action Coalition on Feminist action for climate justice	#	144	47	54	49	382	676
	(%)	(62.1)	(50.5)	(57.4)	(70.0)	(62.8)	(61.6)
Action Coalition on Technology and innovation for gender equality	#	146	61	47	52	419	725
	(%)	(62.9)	(65.6)	(50.0)	(74.3)	(68.9)	(66.1)
Action Coalition on Feminist movements and leadership	#	183	58	68	53	444	806
	(%)	(78.9)	(62.4)	(72.3)	(75.7)	(73.0)	(73.5)
Women Peace and Security/Humanitarian Action Compact	#	195	67	70	61	512	905
	(%)	(84.1)	(72.0)	(74.5)	(87.1)	(84.2)	(82.5)
Total # of respondents in respondent group*		232	93	94	70	608	1097
(Total % of respondent group who chose that response)		(100.0)	(100.0)	(100.0)	(100.0)	(100.0)	(100.0)
(Total % of respondents in each respondent group)		(21.2)	(8.5)	(8.6)	(6.4)	(55.4)	(100.0)

Notes:

Please see Notes under Table 1 for more information on respondent groupings "Civil Society", "Government", "UN external", "Other", "UN Women".

Respondents were asked to select between "Not a priority" and "Extremely high priority" or "Don't know" for each row.

The two strongest categories were grouped for the purpose of this analysis: "High priority" and "Extremely high priority".

The strongest ranking/rating answer for each respondent category is in bold.

The 3 strongest ranking/rating answers (overall) shaded in gray.

Table 5: The current areas of UN Women's work with the most importance for the new Strategic Plan

Question: For its next Strategic Plan 2022-2025, to what extent should UN Women continue to place importance on its current result areas listed below?

		Civil Society	Government	UN External	Other	UN Women	Total
Output 1: The capacity of governments and stakeholders is strengthened to assess progress in implementation of the Beijing Platform for Action, and other global normative and policy framework	# (%)	190 (81.9)	77 (82.8)	69 (73.4)	59 (84.3)	468 (77.0)	863 (78.7)
Output 2: Evidence-based dialogue is facilitated amongst governments and with civil society and other relevant actors in the context of intergovernmental processes	# (%)	184 (79.3)	72 (77.4)	70 (74.5)	57 (81.4)	474 (78.0)	846 (78.1)
Output 3: Knowledge on gender perspectives is expanded through provision of substantive inputs and dialogues to global intergovernmental processes	# (%)	186 (80.2)	74 (79.6)	78 (83.0)	59 (84.3)	449 (73.8)	846 (77.1)
Output 4: More women of all ages fully participate, lead and engage in political institutions and processes	# (%)	213 (91.8)	81 (87.1)	85 (90.4)	63 (90.0)	537 (88.3)	979 (89.2)
Output 5: More national and local plans and budgets are gender-responsive	# (%)	207 (89.2)	80 (86.0)	85 (90.4)	65 (92.9)	560 (92.1)	997 (90.9)
Output 6: More and better-quality data and statistics are available to promote and track progress of gender equality and women's empowerment	# (%)	200 (86.2)	84 (90.3)	86 (91.5)	68 (97.1)	550 (90.5)	988 (90.1)
Output 7: More justice institutions are accessible to and deliver for women and girls	# (%)	206 (88.8)	81 (87.1)	84 (89.4)	66 (94.3)	541 (89.0)	978 (89.2)
Output 8: More policies promote decent work and social protection for women	# (%)	207 (89.2)	81 (87.1)	83 (88.3)	65 (92.9)	546 (89.8)	982 (89.5)
Output 9: More women own, launch and/or better manage small and medium and large enterprises	# (%)	179 (77.2)	71 (76.3)	72 (76.6)	58 (82.9)	497 (81.7)	877 (79.9)
Output 10: More rural women secure access to productive resources and engage in sustainable agriculture	# (%)	197 (84.9)	70 (75.3)	77 (81.9)	64 (91.4)	524 (86.2)	932 (85.0)
Output 11: More countries and stakeholders are better able to prevent violence against women and girls and deliver essential services to victims and survivors	# (%)	214 (92.2)	86 (92.5)	87 (92.6)	67 (95.7)	570 (93.8)	1024 (93.3)
Output 12: More cities and other settings have safe and empowering public spaces for women and girls	# (%)	199 (85.8)	63 (67.7)	72 (76.6)	65 (92.9)	515 (84.7)	914 (83.3)

Table 5: (continued)

		Civil Society	Government	UN External	Other	UN Women	Total
Output 13: More commitments on women, peace and security are implemented by Member States and the UN system, and more gender equality advocates influence peace and security processes	#	203	70	78	65	520	936
	(%)	(87.5)	(75.3)	(83.0)	(92.9)	(85.5)	(85.3)
Output 14: More women play a greater role and are better served by humanitarian response and recovery efforts	#	191	66	76	62	497	892
	(%)	(82.3)	(71.0)	(80.9)	(88.6)	(81.7)	(81.3)
Output 15: More women play a greater role in and are better served by disaster risk reduction and recovery processes	#	187	67	74	58	484	870
	(%)	(80.6)	(72.0)	(78.7)	(82.9)	(79.6)	(79.3)
Total # of respondents in respondent group*		232	93	94	70	608	1097
(Total % of respondent group who chose that response)		(100.0)	(100.0)	(100.0)	(100.0)	(100.0)	(100.0)
(Total % of respondents in each respondent group)		(21.2)	(8.5)	(8.6)	(6.4)	(55.4)	(100.0)

Notes:

Please see Notes under Table 1 for more information on respondent groupings "Civil Society", "Government", "UN external", "Other", "UN Women".

Respondents were asked to select between "Not important" and "Extremely important" or "Don't know" for each row.

The two strongest categories were grouped for the purpose of this analysis: "Very important" and "Extremely important".

The strongest ranking/rating answer for each respondent category is in bold.

The 3 strongest ranking/rating answers (overall) are shaded in gray.

Table 6: The strategies UN Women is best positioned to undertake

Question: Please select the strategies you believe UN Women is best positioned to undertake in support of gender equality and women's empowerment results:

		Civil Society	Government	UN External	Other	UN Women	Total
Support to strengthening global norms, standards and accountability on gender equality and women's empowerment (UN Women's normative mandate)	# (%)	142 (61.2)	68 (73.1)	78 (83.0)	40 (57.1)	438 (72.0)	766 (69.8)
Support to strengthening national legal and policy frameworks (aligned to global norms and standards)	# (%)	125 (53.9)	57 (61.3)	52 (55.3)	46 (65.7)	359 (59.0)	639 (58.2)
Improving production, availability and use of quality gender data and statistics, evidence and knowledge (DEK) on effective practices	# (%)	101 (43.5)	47 (50.5)	50 (53.2)	33 (47.1)	342 (56.3)	573 (52.2)
Providing direct support and services to target populations	# (%)	89 (38.4)	27 (29.0)	9 (9.6)	24 (34.3)	172 (28.3)	321 (29.3)
Strengthening UN joint action and system-wide accountability on gender equality and women's empowerment (UN Women's coordination mandate)	# (%)	104 (44.8)	55 (59.1)	62 (66.0)	35 (50.0)	350 (57.6)	606 (55.2)
Advancing gender equality internally within the UN system, including gender parity	# (%)	80 (34.5)	42 (45.2)	45 (47.9)	29 (41.4)	245 (40.3)	441 (40.2)
Convening and creating space for engaging diverse stakeholders at national and local levels	# (%)	86 (37.1)	28 (30.1)	31 (33.0)	20 (28.6)	220 (36.2)	385 (35.1)
Developing, resourcing and promoting intergenerational multi-stakeholder partnerships	# (%)	68 (29.3)	21 (22.6)	15 (16.0)	23 (32.9)	131 (21.5)	258 (23.5)
Overcoming thematic silos and promoting cross-sectoral, integrated approaches for gender equality and women's empowerment	# (%)	65 (28.0)	23 (24.7)	43 (45.7)	16 (22.9)	192 (31.6)	339 (30.9)
Support to feminist movement building/organizing/networking, including through funding civil society and women's organisations	# (%)	148 (63.8)	22 (23.7)	35 (37.2)	27 (38.6)	280 (46.1)	512 (46.7)
Building capacities of partners (government, civil society, private sector) to respond to the needs of women and girls, using evidence-based approaches and tools for gender equality and women's empowerment	# (%)	141 (63.8)	60 (64.5)	52 (55.3)	35 (50.0)	397 (65.3)	685 (62.4)
Developing and implementing awareness-raising campaigns	# (%)	76 (32.8)	29 (31.2)	30 (31.9)	22 (31.4)	183 (30.1)	340 (31.0)

Table 6: (continued)

		Civil Society	Government	UN External	Other	UN Women	Total
Developing a strategic and systematic approach to social norm change	# (%)	81 (34.9)	31 (33.3)	34 (36.2)	19 (27.1)	238 (39.1)	403 (36.7)
Addressing intersectional inequalities (race, class, gender, disability, etc.)	# (%)	77 (33.2)	19 (20.4)	26 (27.7)	20 (28.6)	188 (30.9)	330 (30.1)
Developing innovative financing mechanisms for gender equality and women's empowerment	# (%)	111 (47.8)	36 (38.7)	22 (23.4)	31 (44.3)	229 (37.7)	429 (39.1)
Total # of respondents in respondent group*		232	93	94	70	608	1097
(Total % of respondent group who chose that response)		(100.0)	(100.0)	(100.0)	(100.0)	(100.0)	(100.0)
(Total % of respondents in each respondent group)		(21.2)	(8.5)	(8.6)	(6.4)	(55.4)	(100.0)

Notes:

Please see Notes under Table 1 for more information on respondent groupings "Civil Society", "Government", "UN external", "Other", "UN Women".

Respondents were asked to select up to 6 response categories.

The strongest ranking/rating answer for each respondent category is in bold.

The 6 strongest ranking/rating answers (overall) are shaded in gray.

Table 7: The partnerships with greatest potential

Question: Which of the following partnerships holds the greatest potential for UN Women to drive results on gender equality and women's empowerment, given this moment of transformation and building back differently and better from COVID-19?

		Civil Society	Government	UN External	Other	UN Women	Total
Government	# (%)	161 (69.4)	81 (87.1)	76 (80.9)	49 (70.0)	533 (87.7)	900 (82.0)
UN Agencies, Funds and Programmes/Organisations/ Committee on the Elimination of all forms of Discrimination Against Women/other human rights treaty bodies, special procedures and other multilateral mechanisms	# (%)	190 (81.9)	83 (89.2)	75 (79.8)	55 (78.6)	516 (84.9)	919 (83.8)
Civil society organisations/women's rights groups including grassroots organisations, LGBTIQ+ groups, indigenous rights groups, disability rights groups, trade unions etc.	# (%)	206 (88.8)	70 (75.3)	84 (89.4)	50 (71.4)	522 (85.9)	932 (85.0)
Youth networks/movements	# (%)	177 (76.3)	66 (71.0)	76 (80.9)	53 (75.7)	469 (77.1)	841 (76.7)
Progressive faith-based organisations	# (%)	101 (43.5)	53 (57.0)	53 (56.4)	29 (41.4)	304 (50.0)	540 (49.2)
Men and boys' groups advocating for gender equality	# (%)	140 (60.3)	63 (67.7)	66 (70.2)	41 (58.6)	435 (71.5)	745 (67.9)
Philanthropic organisations	# (%)	115 (49.6)	37 (39.8)	53 (56.4)	31 (44.3)	345 (56.7)	581 (53.0)
High Net Worth Individuals/Philanthropists	# (%)	95 (40.9)	28 (30.1)	46 (48.9)	34 (48.6)	320 (52.6)	523 (47.7)
International Financial Institutions, regional development banks/Development Financial Institutions	# (%)	139 (59.9)	70 (75.3)	62 (66.0)	52 (74.3)	464 (76.3)	787 (71.7)
Academics/researchers	# (%)	127 (54.7)	54 (58.1)	57 (60.6)	48 (68.6)	412 (67.8)	698 (63.6)
Professional and business associations	# (%)	91 (39.2)	52 (55.9)	54 (57.4)	36 (51.4)	343 (56.4)	576 (52.5)
Private (corporate) sector (including Women's Empowerment Principles signatories)	# (%)	120 (51.7)	57 (61.3)	65 (69.1)	44 (62.9)	456 (75.0)	742 (67.6)

Table 7: (continued)

		Civil Society	Government	UN External	Other	UN Women	Total
Advertising and media companies/organisations	# (%)	136 (58.6)	60 (64.5)	61 (64.9)	42 (60.0)	449 (73.8)	748 (68.2)
Technology companies	# (%)	121 (52.2)	58 (62.4)	55 (58.5)	47 (67.1)	413 (67.9)	694 (63.3)
Sports entities	# (%)	96 (41.4)	40 (43.0)	43 (45.7)	32 (45.7)	306 (50.3)	517 (47.1)
Financial institutions (private)	# (%)	104 (44.8)	46 (49.5)	44 (46.8)	39 (55.7)	363 (59.7)	596 (54.3)
Other	# (%)	41 (17.7)	18 (19.4)	8 (8.5)	12 (17.1)	93 (15.3)	172 (15.7)
Total # of respondents in respondent group*		232	93	94	70	608	1097
(Total % of respondent group who chose that response)		(100.0)	(100.0)	(100.0)	(100.0)	(100.0)	(100.0)
(Total % of respondents in each respondent group)		(21.2)	(8.5)	(8.6)	(6.4)	(55.4)	(100.0)

Notes:

Please see Notes under Table 1 for more information on respondent groupings "Civil Society", "Government", "UN external", "Other", "UN Women".

Respondents were asked to select between "No potential" and "Very strong potential" or "Don't know" for each row

The two strongest categories were grouped for the purpose of this analysis: "Good potential" and "Very strong potential".

The strongest ranking/rating answer for each respondent category is in bold.

The 3 strongest ranking/rating answers (overall) are shaded in gray.

Table 8: The most effective partnership strategies for greater scale and impact

Question: Please rate the effectiveness of the partnership strategies listed below for UN Women to achieve greater scale and impact in its work on gender equality and women's empowerment in its next Strategic Plan 2022-2025:

		Civil Society	Government	UN External	Other	UN Women	Total
Promote greater UN coherence on gender equality and women's empowerment	# (%)	167 (72.0)	72 (77.4)	67 (71.3)	45 (64.3)	433 (71.2)	784 (71.5)
Strengthen engagement and visibility with civil society, including on joint advocacy	# (%)	186 (80.2)	64 (68.8)	76 (80.9)	52 (74.3)	478 (78.6)	856 (78.0)
Support intergenerational and multi-stakeholder partnerships with civil society (including roundtables, convenings etc)	# (%)	162 (69.8)	56 (60.2)	63 (67.0)	42 (60.0)	391 (64.3)	714 (65.1)
Engage with International Financial Institutions	# (%)	127 (54.7)	59 (63.4)	49 (52.1)	42 (60.0)	369 (60.7)	646 (58.9)
Outreach to parliamentarians, and regional, state and local government bodies	# (%)	149 (64.2)	68 (73.1)	75 (79.8)	44 (62.9)	463 (76.2)	799 (72.8)
Increase engagement of advocates and influencers, including Goodwill Ambassadors, and government or private sector champions or UN Women	# (%)	129 (55.6)	47 (50.5)	57 (60.6)	42 (60.0)	366 (60.2)	641 (58.4)
Mobilize increased resources through individual and public giving channels & platforms	# (%)	128 (55.2)	52 (55.9)	52 (55.3)	44 (62.9)	373 (61.3)	649 (59.2)
Develop resources for private sector partners to mobilize employees/clients around gender equality and women's empowerment	# (%)	126 (54.3)	45 (48.4)	50 (53.2)	40 (57.1)	376 (61.8)	637 (58.1)
Strengthen gender data, evidence and knowledge (DEK)	# (%)	166 (71.6)	66 (71.0)	74 (78.7)	48 (68.6)	490 (80.6)	844 (76.9)

Table 8: (continued)

		Civil Society	Government	UN External	Other	UN Women	Total
Provide technical support and advisory services to implement commitments, conduct assessments or establish mechanisms (e.g. Women's Empowerment Principles, sexual harassment, gender pay gap)	# (%)	167 (72.0)	71 (76.3)	67 (71.3)	49 (70.0)	478 (78.6)	832 (75.8)
Other	# (%)	37 (15.9)	14 (15.1)	6 (6.4)	8 (11.4)	78 (12.8)	143 (13.0)
Total # of respondents in respondent group*		232	93	94	70	608	1097
(Total % of respondent group who chose that response)		(100.0)	(100.0)	(100.0)	(100.0)	(100.0)	(100.0)
(Total % of respondents in each respondent group)		(21.2)	(8.5)	(8.6)	(6.4)	(55.4)	(100.0)

Notes:

Please see Notes under Table 1 for more information on respondent groupings "Civil Society", "Government", "UN external", "Other", "UN Women".

Respondents were asked to select between "Not effective" and "Extremely effective" or "Don't know" for each row.

The two strongest categories were grouped for the purpose of this analysis: "Very effective" and "Extremely effective".

The strongest ranking/rating answer for each respondent category is in bold.

The 3 strongest ranking/rating answers (overall) are shaded in gray.

Table 9: The best options for UN Women to measure its contributions through its partnerships

Question: Please select up to five options that would help UN Women best measure its contributions to gender equality and women's empowerment through its partnerships:

		Civil Society	UN External	Other	UN Women	Total
Support to collective, intersectional and intergenerational action amongst different types of civil society groups, including through Civil Society Advisory Groups	# (%)	181 (78.0)	54 (57.4)	38 (63.3)	349 (57.4)	622 (62.6)
Leadership of multi-stakeholder engagement around concrete thematic issues and towards specific results	# (%)	140 (60.3)	59 (62.8)	40 (66.7)	407 (66.9)	646 (65.0)
Monetary value of services provided to partners	# (%)	73 (31.5)	13 (13.8)	17 (28.3)	184 (30.3)	287 (28.9)
Communications/public advocacy-based partnerships through joint-visibility efforts	# (%)	147 (63.4)	55 (58.5)	30 (50.0)	369 (60.7)	601 (60.5)
Use of the Gender Equality Marker, including to track financing for gender equality and women's empowerment	# (%)	131 (56.5)	56 (59.6)	38 (63.3)	410 (67.4)	635 (63.9)
Scale-up and replication by partners of standardized approaches to common gender equality issues tested through UN Women programmes	# (%)	119 (51.3)	50 (53.2)	29 (48.3)	386 (63.5)	584 (58.8)
Support to the uptake and tailoring of Sustainable Development Goal indicators to national contexts	# (%)	142 (61.2)	56 (59.6)	39 (65.0)	342 (56.3)	579 (58.2)
Progress on the Women's Empowerment Principles with its signatories	# (%)	115 (49.6)	33 (35.1)	31 (51.7)	250 (41.1)	429 (43.2)
Total # of respondents in respondent group*		232	94	60	608	994
(Total % of respondent group who chose that response)		(100.0)	(100.0)	(100.0)	(100.0)	(100.0)
(Total % of respondents in each respondent group)		(23.3)	(9.5)	(6.0)	(61.2)	(100.0)

Notes:

Please see Notes under Table 1 for more information on respondent groupings "Civil Society", "UN external", "Other", "UN Women".

In order to reduce respondent burden, this question was not asked to respondents from government or multilateral institutions.

Respondents were asked to make up to 5 selections.

The strongest ranking/rating answer for each respondent category is in bold.

The 5 strongest ranking/rating answers (overall) are shaded in gray.

Table 10: The most important roles for UN Women in a UN inter-agency context

Question: Which of the following roles are most important for UN Women in a UN inter-agency context?

		Civil Society	Government	UN External	Other	UN Women	Total
Promoting the UN system's accountability through UN System-Wide Action Plan (UN-SWAP) and UN Country Team SWAP (UNCT-SWAP) Gender Equality Scorecard	# (%)	100 (43.1)	54 (58.1)	72 (76.6)	36 (51.4)	333 (54.8)	595 (54.2)
Partnering/leading in joint programmes on gender equality and women's empowerment	# (%)	155 (66.8)	63 (67.7)	59 (62.8)	42 (60.0)	450 (74.0)	769 (70.1)
Promoting gender mainstreaming in Common Country Analysis/UN Sustainable Development Cooperation Framework processes	# (%)	130 (56.0)	59 (63.4)	66 (70.2)	43 (61.4)	399 (65.6)	697 (63.5)
Developing joint data-based products (e.g. COVID-19 and Gender Data Monitor, Country Gender Equality Profiles) on gender equality and women's empowerment	# (%)	124 (53.4)	49 (52.7)	49 (52.1)	35 (50.0)	365 (60.0)	622 (56.7)
Leading/co-leading gender equality coordination mechanisms (e.g. Gender Theme Groups and Results Groups, gender equality focused Issue-Based Coalitions, gender equality and disability inclusion coordination mechanisms, etc.)	# (%)	119 (51.3)	51 (54.8)	42 (44.7)	36 (51.4)	353 (58.1)	601 (54.8)
Supporting UN system's engagement with human rights treaty bodies (e.g. the Committee on the Elimination of All Forms of Discrimination Against Women)	# (%)	117 (50.4)	39 (41.9)	33 (35.1)	41 (58.6)	212 (34.9)	442 (40.3)
Engaging with national women's mechanisms in the context of joint programming at the UNCT and engagement with national governments	# (%)	95 (40.9)	44 (47.3)	47 (50.0)	30 (42.9)	271 (44.6)	487 (44.4)
Serving as a bridge-builder/interlocutor with civil society and women's grassroots groups in the context of UNCT engagement with civil society	# (%)	124 (53.4)	25 (26.9)	37 (39.4)	30 (42.9)	256 (42.1)	472 (43.0)
Leading high-level positioning of gender equality issues in coordination bodies within specific areas and initiatives (e.g. membership in the Inter-Agency Standing Committee humanitarian coordination forum) and the Inter-Agency and Expert Group on Sustainable Development Goal Indicators)	# (%)	71 (30.6)	34 (36.6)	39 (41.5)	22 (31.4)	259 (42.6)	425 (38.7)

Table 10: (continued)

		Civil Society	Government	UN External	Other	UN Women	Total
Managing inter-agency grant-giving mechanisms, specifically the UN Trust Fund to End Violence against Women	# (%)	108 (46.6)	26 (28.0)	19 (20.2)	26 (37.1)	163 (26.8)	342 (31.2)
Mainstreaming gender considerations in multi-partner trust fund design and calls for proposals	# (%)	92 (39.7)	38 (40.9)	32 (34.0)	25 (35.7)	244 (40.1)	431 (39.3)
Convening multi-lateral engagement on the gender equality and women's empowerment agenda with regional inter-governmental bodies	# (%)	100 (43.1)	39 (41.9)	21 (22.3)	30 (42.9)	214 (35.2)	404 (36.8)
Total # of respondents in respondent group*		232	93	94	70	608	1097
(Total % of respondent group who chose that response)		(100.0)	(100.0)	(100.0)	(100.0)	(100.0)	(100.0)
(Total % of respondents in each respondent group)		(21.2)	(8.5)	(8.6)	(6.4)	(55.4)	(100.0)

Notes:

Please see Notes under Table 1 for more information on respondent groupings "Civil Society", "Government", "UN external", "Other", "UN Women".

Respondents were asked to make up to 6 selections.

The strongest ranking/rating answer for each respondent category is in bold.

The 6 strongest ranking/rating answers (overall) are shaded in gray.

Table 11: The most important ways UN Women delivers on its mandate in countries where it is not a resident agency

Question: Which of the following areas of support listed below are most important in order for UN Women to deliver on its universal mandate in countries where it is not present (i.e. not a resident agency)?

		Civil Society	UN External	Other	UN Women	Total
Normative support functions on gender equality and women's empowerment, the human rights of women and girls, and gender mainstreaming	# (%)	189 (81.5)	79 (84.0)	52 (86.7)	510 (83.9)	830 (83.5)
On-demand in person support/targeted missions to Resident Coordinators Offices	# (%)	119 (51.3)	63 (67.0)	30 (50.0)	376 (61.8)	588 (59.2)
Contribute remotely to the design and implementation of NSDCFs through Results Groups and joint programmes	# (%)	128 (55.2)	61 (64.9)	40 (66.7)	408 (67.1)	637 (64.1)
Lead on gender data, evidence and knowledge (DEK) in the context of the Sustainable Development Goals from a gender equality and women's empowerment/intersectionality perspective	# (%)	180 (77.6)	73 (77.7)	49 (81.7)	490 (80.6)	792 (79.7)
Global grant-making mechanisms managed by UN Women that provide support to civil society organisations in all eligible countries (even where UN Women is not present) - specifically the UN Trust Fund to End Violence against Women	# (%)	201 (86.6)	58 (61.7)	53 (88.3)	448 (73.7)	760 (76.5)
Partner with other UN agencies for submission of joint proposals to pooled funding mechanisms	# (%)	183 (78.9)	68 (72.3)	50 (83.3)	496 (81.6)	797 (80.2)
Develop strategic partnerships with national, regional, local government and women's rights organizations to support the implementation of global frameworks and promote the sharing of good practices on gender equality and women's empowerment in the Global North.	# (%)	202 (87.1)	75 (79.8)	55 (91.7)	508 (83.6)	840 (84.5)
Other	# (%)	27 (11.6)	7 (7.4)	9 (15.0)	81 (13.3)	124 (12.5)
Total # of respondents in respondent group*		232	94	60	608	994
(Total % of respondent group who chose that response)		(100.0)	(100.0)	(100.0)	(100.0)	(100.0)
(Total % of respondents in each respondent group)		(23.3)	(9.5)	(6.0)	(61.2)	(100.0)

Notes:

Please see Notes under Table 1 for more information on respondent groupings "Civil Society", "UN external", "Other", "UN Women".

In order to reduce respondent burden, this question was not asked to respondents from government or multilateral institutions.

Respondents were asked to select between "Not important" and "Extremely important" or "Don't know" for each row.

The two strongest categories were grouped for the purpose of this analysis: "Very important" and "Extremely important".

The strongest ranking/rating answer for each respondent category is in bold.

The 3 strongest ranking/rating answers (overall) are shaded in gray.

Table 12: The most effective strategies for enhancing UN system accountability for gender equality and women's empowerment

Question: Please rate the effectiveness of the following UN Women strategies for enhancing UN system accountability for gender equality and women's empowerment:

		Civil Society	Government	UN External	Other	UN Women	Total
Investing in setting standards in key gender equality and women's empowerment areas through joint programming in a critical mass of countries (e.g. Essential Services for victims of Violence Against Women, Women Count – closing the data gap on gender equality)	# (%)	166 (71.6)	58 (62.4)	58 (61.7)	52 (74.3)	455 (74.8)	789 (71.9)
Providing trainings and technical support on gender equality and women's empowerment to UN Country Teams	# (%)	154 (66.4)	62 (66.7)	67 (71.3)	47 (67.1)	394 (64.8)	724 (66.0)
Producing knowledge-based products on gender equality and women's empowerment in areas where gender mainstreaming has not been traditionally implemented	# (%)	156 (67.2)	63 (67.7)	74 (78.7)	51 (72.9)	470 (77.3)	814 (74.2)
Leading the UN System-Wide Action Plan (UN-SWAP) and UN Country Team-SWAP gender scorecard (UNCT-SWAP) exercises and following up on the findings	# (%)	131 (56.5)	57 (61.3)	74 (78.7)	46 (65.7)	417 (68.6)	725 (66.1)
Strengthening accountability mechanisms for system-wide delivery on gender equality and women's empowerment	# (%)	169 (72.8)	66 (71.0)	71 (75.5)	50 (71.4)	464 (76.3)	820 (74.7)
Increasing available human and financial resources for UN Women's UN coordination work	# (%)	142 (61.2)	62 (66.7)	62 (66.0)	45 (64.3)	440 (72.4)	751 (68.5)
Establishing financial tracking mechanisms (gender equality markers) and joint benchmarks for investments in gender equality and women's empowerment at the UN Country Team level	# (%)	151 (65.1)	44 (47.3)	63 (67.0)	52 (74.3)	441 (72.5)	751 (68.5)
Setting standards for a minimum optimal gender-responsive human resources architecture (gender units, gender coordination mechanisms, access to expertise) across the UN system	# (%)	135 (58.2)	56 (60.2)	62 (66.0)	51 (71.9)	417 (68.6)	721 (65.7)

Table 12: (continued)

		Civil Society	Government	UN External	Other	UN Women	Total
Leading and mobilizing the UN system to develop joint political statements, joint advocacy and joint positioning of the UN system around emerging gender equality and women's empowerment issues	# (%)	175 (75.4)	58 (62.4)	78 (83.0)	51 (72.9)	464 (76.3)	826 (75.3)
Other	# (%)	26 (11.2)	13 (14.0)	7 (7.4)	11 (15.7)	75 (12.3)	132 (12.0)
Total # of respondents in respondent group*		232	93	94	70	608	1097
(Total % of respondent group who chose that response)		(100.0)	(100.0)	(100.0)	(100.0)	(100.0)	(100.0)
(Total % of respondents in each respondent group)		(21.2)	(8.5)	(8.6)	(6.4)	(55.4)	(100.0)

Notes:

Please see Notes under Table 1 for more information on respondent groupings "Civil Society", "Government", "UN external", "Other", "UN Women".

Respondents were asked to select between "Not effective" and "Extremely effective" or "Don't know" for each row.

The two strongest categories were grouped for the purpose of this analysis: "Very effective" and "Extremely effective".

The strongest ranking/rating answer for each respondent category is in bold.

The 3 strongest ranking/rating answers (overall) are shaded in gray.

Table 13: The best ways UN Women can measure results achieved through its UN system coordination mandate

Question: Please select up to five options that would help UN Women best measure its contributions to gender equality and women's empowerment through its UN system coordination mandate:

		Civil Society	UN External	Other	UN Women	Total
Implementing a periodic survey of UN partners on the usefulness of UN Women's menu of products and services to coordinate and advance the gender equality and women's empowerment agenda at all levels	# (%)	152 (65.5)	44 (46.8)	49 (81.7)	313 (51.5)	558 (56.1)
Tracking the number of UN entities and/or Member States that UN Women supported in integrating gender considerations in their thematic issues/sector	# (%)	109 (47.0)	39 (41.5)	28 (46.7)	272 (44.7)	448 (45.1)
Tracking a set of common indicators on gender equality and women's empowerment across agencies and UN Country Teams	# (%)	176 (75.9)	64 (68.1)	40 (66.7)	444 (73.0)	724 (72.8)
Assessing the improvement of system-wide results on gender mainstreaming, captured by reporting from accountability frameworks (e.g. the UN System-wide Action Plans and UN Country Team System-wide Action Plans)	# (%)	128 (55.2)	58 (61.7)	38 (63.3)	347 (57.1)	571 (57.4)
Tracking the number of UN Sustainable Development Cooperation Frameworks (UNSDCF) that pursue a twin-track approach to gender equality and women's empowerment (standalone Outcome and gender mainstreaming across all Outcomes)	# (%)	99 (42.7)	38 (40.4)	28 (46.7)	315 (51.8)	480 (48.3)
Tracking the aggregate results across countries of joint programmes on gender equality and women's empowerment led or co-led by UN Women that are implementing a standard-setting approach (e.g. number of countries implementing Essential Services for victims of violence against women (VAW))	# (%)	128 (55.2)	35 (37.2)	34 (56.7)	318 (52.3)	515 (51.8)
Tracking the per cent of resources allocated to gender equality and women's empowerment in UN Country Teams where UN Women has provided instrumental support through the implementation of gender markers	# (%)	141 (60.8)	42 (44.7)	34 (56.7)	396 (65.1)	613 (61.7)
Tracking the number of agencies or UN Country Teams that are on track to achieve the high-level (e.g. Outcome level) gender equality and women's empowerment development results in their strategic documents (I.e. Strategic Plans, UNSDCFs) and to which UN Women provided instrumental support	# (%)	109 (47.0)	49 (52.1)	34 (56.7)	312 (51.3)	504 (50.7)
Total # of respondents in respondent group*		232	94	60	608	994
(Total % of respondent group who chose that response)		(100.0)	(100.0)	(100.0)	(100.0)	(100.0)
(Total % of respondents in each respondent group)		(23.3)	(9.5)	(6.0)	(61.2)	(100.0)

Notes:

Please see Notes under Table 1 for more information on respondent groupings "Civil Society", "Government", "UN external", "Other", "UN Women".

In order to reduce respondent burden, this question was not asked to respondents from government or multilateral institutions.

Respondents were asked to make up to 5 selections.

The strongest ranking/rating answer for each respondent category is in bold.

The 5 strongest ranking/rating answers (overall) are shaded in gray.

Table 14: The most important challenges to UN Women in the context of UN reform

Question: Please rate the following challenges to UN Women in the context of UN reform:

		UN Women
Perception of UN Women as a normative agency (rather than operational)	# 321 (%) (52.8)	
Capacity to respond to requests from UN Country Teams where UN Women is a Non-Resident Agency	# 367 (%) (60.4)	
Low prioritization of gender equality and women's empowerment by UN Resident Coordinators	# 336 (%) (55.3)	
Limited capacity to engage on joint processes on gender equality in UN Country Teams	# 348 (%) (57.2)	
Insufficient core resources, including for delivering on its coordination mandate	# 495 (%) (81.4)	
Weak influence of Gender Theme Groups and coordination mechanisms for gender equality and women's empowerment in UN Country Teams and regional collaborative platforms	# 346 (%) (56.9)	
Continued competition between UN agencies for work on gender equality and women's empowerment	# 448 (%) (73.7)	
Other	# 91 (%) (15.0)	
Total # of respondents in respondent group*		608
(Total % of respondent group who chose that response)		(100.0)
(Total % of respondents in each respondent group)		(100.0)

Notes:

Please see Notes under Table 1 for more information on respondent groupings "Civil Society", "Government", "UN external", "Other", "UN Women".

This question was asked only to respondents working for UN Women

Respondents were asked to please select between "Not challenging" through to "Extremely challenging" or "Don't know" for each row

The two strongest categories were grouped for the purpose of this analysis: "Very challenging" and "Extremely challenging".

The strongest ranking/rating answer for each respondent category is in bold.

The 3 strongest ranking/rating answers (overall) are shaded in gray.

“

Positioning itself globally, having visibility gives impetus to any action the entity represents. This means its work is given value and importance by governments and civil society, thus facilitating sociocultural transformation. ”

- A respondent working at the international/global level in the private sector, when asked to identify UN Women's biggest achievement to-date

The survey provided many insights on which of UN Women's achievements are considered most important by partners.

Among the 525 individuals who fed in their perspectives on this question, 5 key themes were identified:

1 *Achieving changes related to gender equality and women's empowerment agenda broadly.*
For example, 81 respondents focused on how UN Women has raised visibility/prioritization of the gender equality and women's empowerment globally; 63 highlighted UN Women's work on developing norms, laws and policies and standards on gender equality and women's empowerment.

3 *Resultus on specific thematic areas of UN Women's work.*
For example, 71 respondents focused on noting UN Women's achievements towards ending violence against women; and 32 highlighted women, peace and security.

5 *Advancing the leave no one behind (LNOB) principle.*
For example, 14 respondents focused on successes in raising attention to LNOB principles/intersectionality/women furthest behind.

2 *UN Women's increasing influence/presence.*
For example, 19 respondents focused on UN Women's global reach and country presence.

4 *Support to/ engagement with key partners.*
For example, 72 respondents focused on UN Women's role, e.g. of coordination, in the UN system.

These themes were raised by survey respondents when asked the following (Optional) question: Over the past ten years since its creation, what has been UN Women's biggest achievement?

Over 200 respondents took the opportunity to provide additional input.

The themes, raised by at least 10 respondents, range from comments on UN Women's business model, through partnerships; recommendations for the next Strategic Plan; expressions of thanks; and the expansion of work in other thematic areas. Among these comments, some distinctions can be discerned between respondent groups.

1 *Civil society organisations:* In addition to expressing appreciation for the work of UN Women, some CSOs called for:

1. Increased civil society engagement including at the grassroots level, on economic issues, on social behavior change, and broadened outlook regarding gender diversity and intersectionality.
2. A simplification of processes around engagement
3. Improvement on the communication of results and recognition of the role of CSOs.
4. Strengthened efforts to coordinate dialogue with governments and other stakeholders, including to strengthen the accountability of duty bearers

2 *Government partners:* Recognized the role of UN Women across its triple mandate, and highlighted their appreciation of UN Women's coordination role as well as in knowledge and policy advocacy support. Recommendations for raising effectiveness across various areas of UN Women's mandate include:

1. Continue to strengthen transparency through evaluation and reporting, and consult even more with Member States
2. To take a clearer, or conversely a less prominent position, on gender diversity (member states' advice differed from that of other partners)
3. To streamline its activities and be more selective until requisite resources become available

3 *UN partners:* Expressed appreciation for UN Women's support to the UN system, through its coordination mandate, and its advisory and knowledge services. Some UN partners noted challenges at country level when roles overlap, or are perceived to, including in terms of competition for resources among agencies. Recommendations included for:

1. A stronger UN Women country presence
2. UN Women to take a stronger focus on diversity, intersectionality and LNOB
3. Respondents varied in terms of changes they would recommend in the balance of implementing UN Women's triple mandate: some recommended a greater shift into its advisory role within the UNCT, while others focused on the need to balance this though furthering its operational role

These themes were raised by survey respondents when asked the following (Optional) question: If you wish to share any information that has not been sufficiently captured above, please enter it here.



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