

GENERATION EQUALITY ACCOUNTABILITY REPORT 2023

ACTION COALITION ON ECONOMIC JUSTICE AND RIGHTS

UN WOMEN

UN Women is the United Nations entity dedicated to gender equality and the empowerment of women. A global champion for women and girls, UN Women was established to accelerate progress on meeting their needs worldwide. UN Women supports UN Member States as they set global standards for achieving gender equality and works with governments and civil society to design laws, policies, programmes and services needed to ensure that the standards are effectively implemented and truly benefit women and girls worldwide. It works globally to make the vision of the Sustainable Development Goals a reality for women and girls and stands behind women's equal participation in all aspects of life, focusing on four strategic priorities: 1) Women lead, participate in and benefit equally from governance systems; 2) Women have income security, decent work and economic autonomy; 3) All women and girls live a life free from all forms of violence; and 4) Women and girls contribute to and have greater influence on building sustainable peace and resilience, and benefit equally from the prevention of natural disasters and conflicts and humanitarian action. UN Women also coordinates and promotes the UN system's work on advancing gender equality.

GENERATION EQUALITY

Generation Equality is a multistakeholder initiative convened by UN Women in partnership with civil society, youth, governments, the private sector and philanthropists to catalyse partners, increase investments, drive results and accelerate the full and effective implementation of the Beijing Platform for Action and the Sustainable Development Goals. Generation Equality is anchored in the UN Decade of Action. It emphasizes the achievement of Sustainable Development Goal 5 on gender equality and the delivery of the 2030 Agenda for Sustainable Development to benefit women and girls in all their diversity.

View the report at: <https://commitments.generationequality.org/accountability-report>

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FOREWORD

This year's Commission on the Status of Women comes at a difficult time for many women and girls around the world. The heavy toll of conflict, climate change and other economic shocks are erasing the little progress the world has made in recent decades on reducing gender inequalities. Less than six years from the 2030 deadline, we are still far from achieving the Sustainable Development Goals (SDGs), including Goal 5 on gender equality, and women do not enjoy equal economic rights and opportunities. Despite women's contributions to economies, structural and systemic barriers continue to impede their full and meaningful participation in the economy. Women across all regions of the world are more food insecure than men and more than half of the world's population is not covered by any social protection benefits. By 2030, if current trends continue, 8 per cent of women and girls globally will be living on less than USD \$2.15 a day.

We need collective leadership and unwavering commitment to tackle the adverse trends affecting gender equality. Generation Equality, through its whole-of-society approach, serves as a guiding light, mobilizing efforts to dismantle entrenched inequalities, harness new energy and elevate ambition, cooperation and accountability. By forging alliances that include stakeholders from all walks of life, Generation Equality is driving transformative results for women and girls.

As this report shows, in the three years since the Generation Equality Forums in Mexico City and Paris, Commitment Makers have pledged at least USD \$32 billion to women's economic justice and rights. Commitment Makers have initiated or implemented several initiatives, including 135 policies, 406 advocacy initiatives, and over 440 programmes. The Action Coalition on Economic Justice and Rights is a catalyst that brings resources and stakeholder know-how to advance the global vision of guaranteeing economic justice and rights for all women and girls.

At the same time, this report reveals that urgent action is still needed. Data on financial investments towards civil society, youth and adolescent girl-led organizations is limited, and they are beneficiaries of only a fraction of the reportedly secured budgets.

Generation Equality is a key accelerator to achieving the international development agenda. Women's economic justice and rights is a necessary enabler for achieving gender equality and attaining all of the SDGs. At this 68th Session of the Commission on the Status of Women, I call upon all sectors to redouble their efforts and commit to gender equality through women's economic empowerment.

KEY FINDINGS

1

Stakeholders have moved quickly on actions to **advance women's economic justice and rights** worldwide. Based on survey results, **12 per cent** of economic justice and rights commitments are already completed, **85 per cent** are in progress or being planned, 2 per cent are not started and, among the latter two categories, 96 per cent are on track to be completed by 2026.



2

Strong alliances have been formed to collectively advance economic justice and rights and ensure that **no one is left behind**, with 83 per cent of commitments being implemented through new or expanded partnerships and 91 per cent reportedly supporting marginalized groups and communities.



3

Economic Justice and Rights is **integral to achieving gender equality**. More than half of commitments on economic justice and rights have **thematic linkages to other areas**, led by **gender-based violence** (44 per cent) and **technology and innovation** (35 per cent).



4

Economic justice and rights are a key area for investments by Commitment Makers, representing close to **70 per cent** of all financial pledges made to Generation Equality. Close to USD **\$33 billion** has been pledged to this area, of which **\$15.5 billion** is secured and **\$7.6 billion** is spent. The private sector in particular is highly engaged, having pledged \$15 billion.



5

Commitment Makers have **generated momentum** on advancing women's economic empowerment, having initiated or implemented **135** policies, **406** advocacy initiatives and over **440** programmes.



6

Commitment Makers are turning the Generation Equality principles into action. According to survey respondents, **intersectionality** is reflected across close to **90 per cent** of all economic justice and rights commitments, more than any other Action Coalition, trailed by **75 per cent explicitly challenging power dynamics** and **52 per cent fostering feminist leadership**.



7

Youth and adolescent engagement across Generation Equality is high. However, only **3 per cent** of all **economic justice and rights Commitment Makers** are youth-led organizations, the lowest representation in comparison to other Action Coalitions.



INTRODUCTION

Launched in 2021 in Mexico City and Paris, [Generation Equality](#) signifies a powerful commitment to hasten the pace of progress towards achieving gender equality and empowering women. It does so through tangible and measurable actions, directly contributing to the 2030 Agenda. Generation Equality's six thematic Action Coalitions and the Women, Peace and Security and Humanitarian Action Compact (WPS-HA) are dynamic, multi-stakeholder alliances propelling global mobilization. They are sparking conversations across generations, fostering greater gender-responsive investments, and delivering concrete and transformative results for women and girls.

The [2023 Accountability Report](#) demonstrated that the Generation Equality stakeholder model of solidarity and collaboration is working. With a remarkable presence in 126 countries, Generation Equality stakeholders are mobilizing new funding of at least USD 47 billion and are delivering game-changing results through 849 policies, 2,306 programmes and 3,649 advocacy initiatives. New opportunities for collaboration are being fostered, reinforcing the importance of a networked multilateralism to transform gender inequality. Globally, 82 per cent of reported commitments have resulted in new or strengthened partnerships and 89 per cent support marginalized groups or communities.

Among the six Action Coalitions, the Economic Justice and Rights Action Coalition is dedicated to achieving economic justice and rights for women and girls. It unites stakeholders from diverse sectors and regions, spurring concrete advocacy, financial, programmatic and policy commitments that range from supporting women-owned and led businesses in value chains through gender-responsive procurement to fostering women's and girls' education and skills-building in traditionally male-dominated, high-growth sectors, such as in Science, Technology, Engineering and Mathematics (STEM) and energy.

Drawing on the Accountability Framework survey conducted in 2023, this report provides in-depth analysis of progress on implementing the Economic Justice and Rights Action Coalition commitments and towards the ambitious targets set out in the [Global Acceleration Plan](#).

The Economic Justice and Rights Action Coalition's vision for success

By 2026, economic justice and rights are guaranteed for women and girls, in all their diversity, including for adolescent girls and men and boys. Priority actions include creating systems and structures that are gender-responsive and provide equitable, secure access to resources, services and

decision-making; enabling participation in gender-transformative enterprise and trade; supporting the promotion of non-discriminatory labour markets, free of violence and harassment; promoting a care economy that equitably shares and values care and domestic work; and ensuring resilience to economic shocks and downturns. Moreover, accountability is strengthened through gender-responsive economic laws and policies, sex-disaggregated data and gender statistics.

The Economic Justice and Rights Action Coalition is working to strengthen and uplift the economic status of women through four concrete actions: 1) increasing women's economic empowerment by transforming the care economy; 2) expanding decent work and employment in formal and informal economies; 3) increasing women's access to and control over productive resources; and 4) promoting gender-transformative economies and economic stimulus.

Why do economic justice and rights matter?

Economic justice and rights matter as a human rights imperative that plays a central role in achieving gender equality. Equal access to economic opportunities positively impacts women's autonomy, security and overall well-being. Empowering women and girls economically also benefits economies and societies, boosting productivity, increasing economic diversification and income equality, reducing poverty and bolstering sustainable development. Despite global recognition of these rights, structural barriers persist. Discriminatory laws and institutions, limited access to decent work and productive resources, and greater domestic and care responsibilities hinder women's economic participation, and those facing multiple and intersecting forms of discrimination are particularly affected. Addressing these challenges is crucial for empowering women and ensuring sustainable progress for all, as outlined in the Sustainable Development Goals.

What needs to change?

Critical constraints to the realization of economic justice and rights for all lie in the fact that the current economic system is not working for all. To bring about change, policies and laws should ensure equal rights to economic opportunities – for women in all their diversity – and codify work and employment standards in all sectors. They need to recognize the interconnected dimensions that uphold the rights of caregivers and care-receivers, expand and guarantee decent work and equal pay for work of equal value, realize women's access to and control over productive resources, enhance their economic and social security and achieve gender-responsive economic reforms.

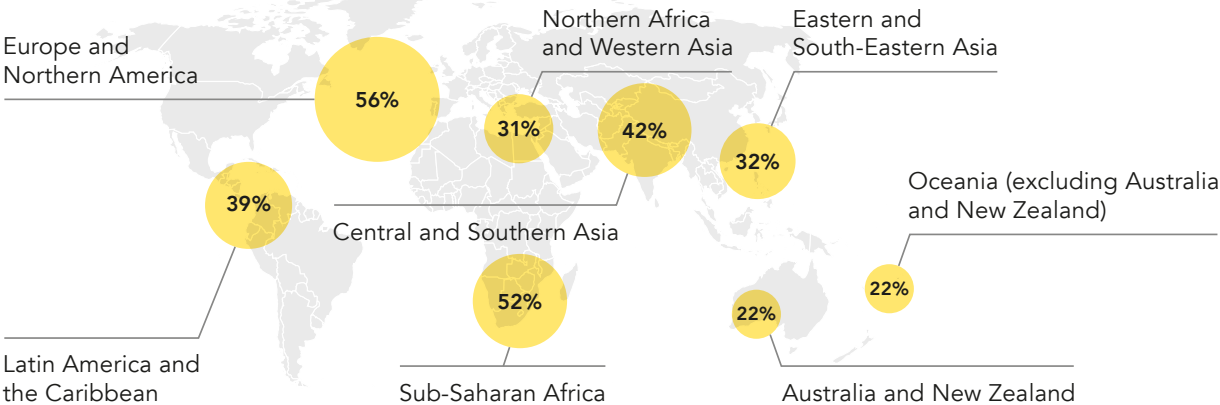
TAKING STOCK OF PROGRESS

Implementation of most commitments is on track for completion by 2026

Two years after the Generation Equality Forums in Mexico City and Paris, findings from the annual Commitments Reporting Survey indicate continued dedication to accelerate progress on achieving economic justice and rights. Among the 243 reported economic justice and rights commitments, 12 per cent have achieved their objectives, 78 per cent are in progress, 7 per cent

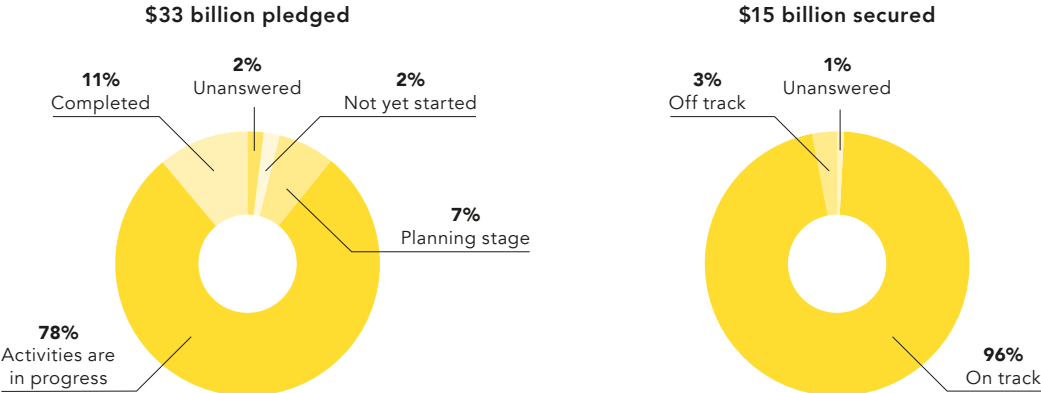
are in the planning stage and only 2 per cent have yet to start implementation – progress which is in line with the overall reported results for Generation Equality in 2023.¹ At least 96 per cent of commitments that are in progress or in the planning stage are reported to be on-track, while 3 per cent are off-track.

PERCENTAGE OF COMMITMENTS, BY IMPLEMENTATION REGION



Note: Figure derived from a multiple-choice question, where respondents could select more than one region of implementation. Country groupings above are based on geographic regions defined by the United Nations Statistics Division.³

STAGE AND PACE OF IMPLEMENTATION OF ECONOMIC JUSTICE AND RIGHTS COMMITMENTS



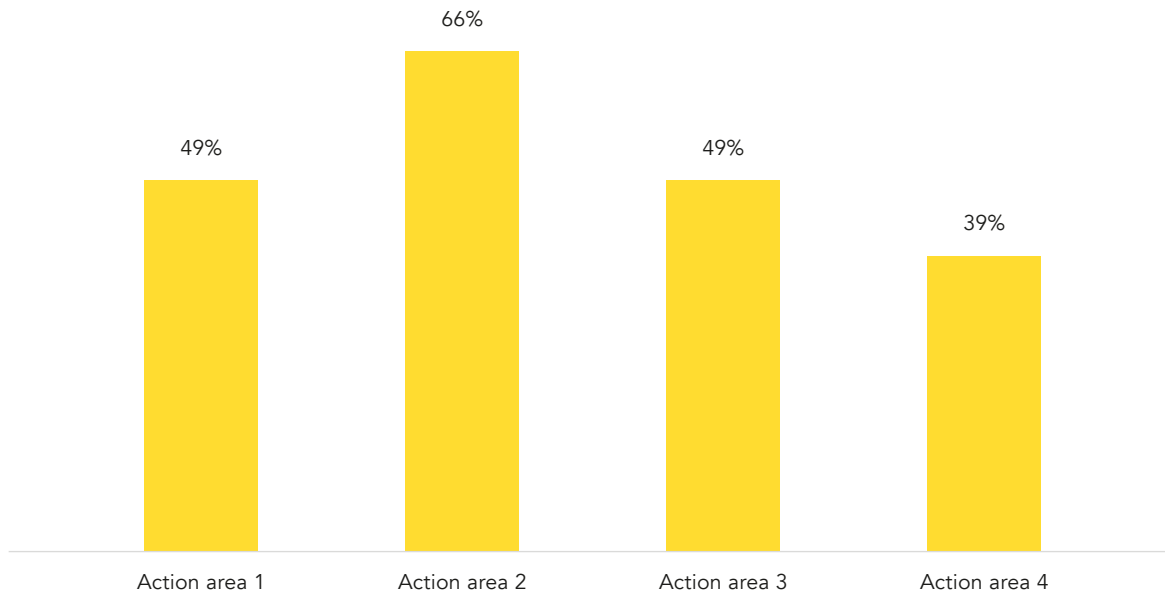
Note: Pace of implementation is calculated based on the number of commitments for which their stage of implementation is not marked as “completed.”

The Economic Justice and Rights Action Coalition has achieved notable progress in its commitment implementation, with a significant focus on local and regional results. An impressive 56 per cent of commitments are implemented locally, exceeding the average of other Action Coalitions and emphasizing the strong community-level engagement of the Action Coalition on Economic Justice and Rights. Multi-region implementation stands at 24 per cent, showcasing efforts across diverse areas. Roughly 19 per cent of commitments are implemented at the global level, demonstrating worldwide reach.²

Nearly 89 per cent of commitments within the Economic Justice and Rights Action Coalition adhere to the principle of applying an intersectional perspective, more than any other Action Coalition. In addition, 75 per cent of commitments challenge power dynamics and 52 per cent focus on building feminist leadership.

There is a notably high percentage (66 per cent) of commitments that align with Economic Justice and Rights Action Area 2, which aims to expand decent work and employment opportunities in both formal and informal economies. This contrasts with the 49 per cent of commitments for both Action Area 1 (focusing on increasing women’s economic empowerment by transforming the care economy) and Action Area 3 (aimed at increasing women’s access to and control over productive resources). The lowest alignment (39 per cent) is observed in Action Area 4, which focuses on implementing and promoting gender-transformative economies and economic stimulus measures. Action Area 4 not only has the lowest alignment but also receives the least financial pledges compared to the other economic justice and rights Action Areas, highlighting a correlation in commitment alignment and financial support.

ALIGNMENT WITH ECONOMIC JUSTICE AND RIGHTS ACTION AREA(S)



Note: EJR1: Increase women’s economic empowerment by transforming the care economy; EJR2: Expand decent work and employment in formal and informal economies; EJR3: Increase women’s access to and control over productive resources; EJR4: Promote gender-transformative economies & economic stimulus.

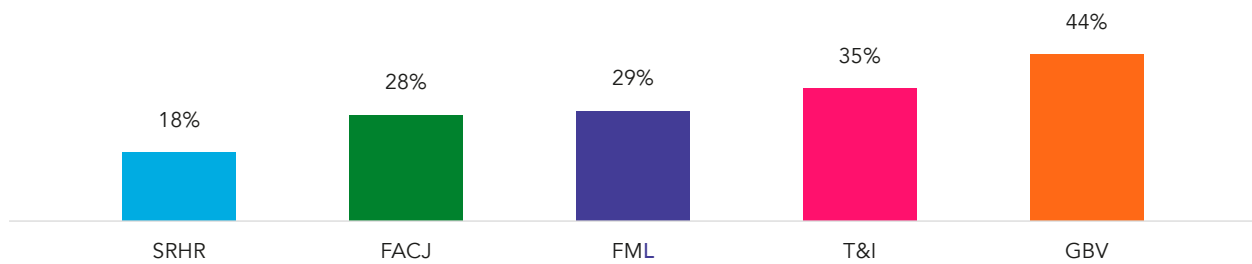
Catalytic partnerships ensure no one is left behind

Member States and civil society organizations (CSOs) encompass most of the Commitment Makers in the Economic Justice and Rights Action Coalition, accounting for 34 per cent and 36 per cent of commitments, respectively. Additionally, contributions from the private sector and multilateral organizations comprise 17 per cent of commitments. Although philanthropic and media organizations together account for only 10 per cent of commitments, they are more represented in this Action Coalition compared to others. Finally, youth-led organizations constitute a minor segment, contributing only 3 per cent of the total commitments.

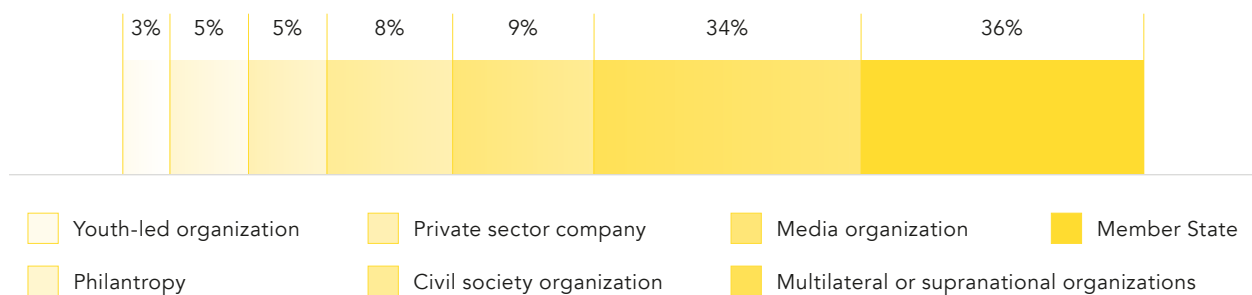
Most (84 per cent) of these commitments are reportedly being implemented through new or expanded partnerships, primarily with CSOs and Member States.

Economic justice and rights are not being addressed in silos, but commitments cut across one or more Action Coalition. In fact, **56 per cent** of commitments have thematic linkages to other Action Coalitions. Besides economic justice and rights, 44 per cent of the reported commitments also contribute to gender-based violence and 35 per cent to technology and innovation.

THEMATIC LINKAGES WITH OTHER ACTION COALITIONS



SHARE OF COMMITMENTS, BY ORGANIZATION TYPE

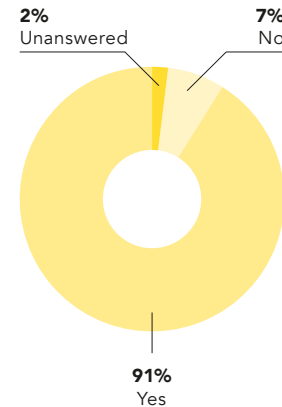


The vast majority of respondents (91 per cent), covering 221 out of 243 commitments in the Commitments reporting survey, indicated that their economic justice and rights commitments are in support of marginalized groups and communities. Only 7 per cent of respondents said their commitments did not support marginalized groups, and 2 per cent did not provide an answer.

COMMITMENTS SUPPORTING MARGINALIZED GROUPS OR COMMUNITIES

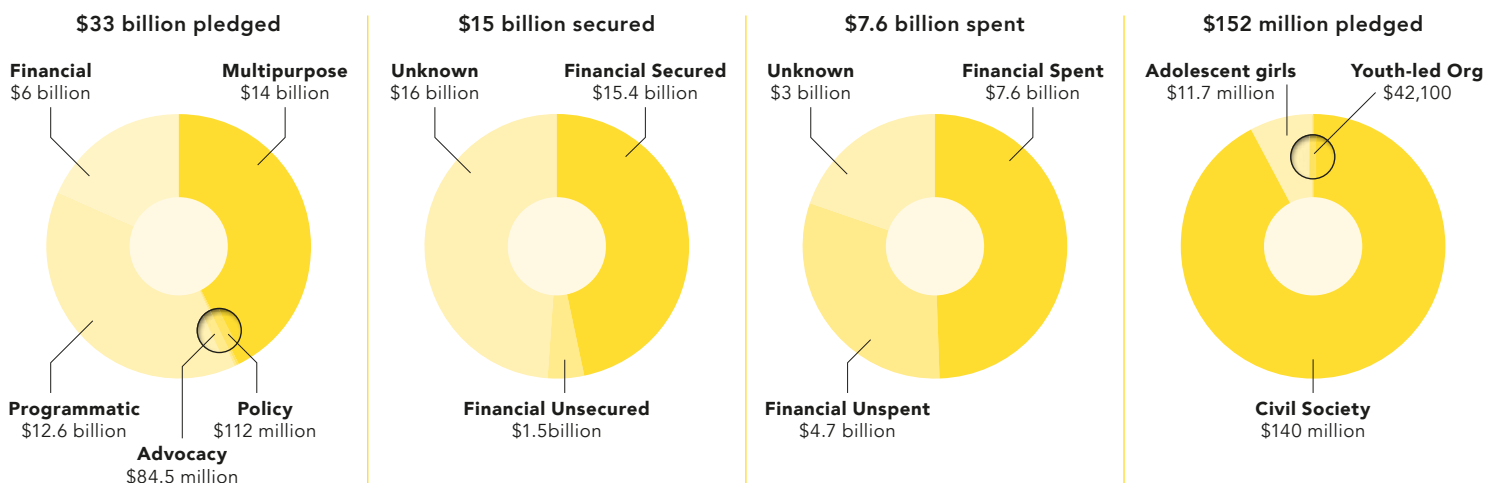
Economic justice and rights are a pivotal area of investment

Financial investments, especially larger commitments, towards economic justice and rights remain steadfast since their announcement in Paris. Commitment Makers to the Economic Justice and Rights Action Coalition have reportedly pledged close to USD 33 billion, a figure higher than that pledged to any other Action Coalition. This amount does not include significant investments by the United States Government, which is spending USD 165 billion through the American Rescue Plan for immediate relief to women and families and plans to mobilize an additional USD 12 billion to support 15 million women in emerging markets through gender equity-focused business investments. Similarly, it excludes the Government of Canada's commitment of CAD 49 billion towards early learning and childcare, alongside several other commitments to Generation Equality.



In terms of financial commitments already secured, USD 15.5 billion has been reported, with over 49 per cent of this amount (approximately USD 7.6 billion) already spent. Of the total financial commitments, USD 140 million has been allocated to CSOs, USD 11.9 million to adolescent girls, and a notably smaller amount of USD 0.42 million to youth-led organizations. These last three categories together represent only 1 per cent of the total secured funds, marking the lowest ratio of financial allocations compared to other Action Coalitions.

BREAKDOWN OF FINANCIAL DATA REPORTED



Note: Financial information is self-reported and does not include large-scale domestic commitments on care systems by the Governments of the United States and Canada (USD 177 billion and CAD 49 billion, respectively).

Of the USD 33 billion pledged towards the economic and justice rights commitments, external⁴ commitments account for approximately USD 11.5 billion, while those with both internal and external components constitute close to USD 20 billion. Meanwhile, strictly internal commitments total USD 1.2 billion.

Notably, the private sector is a cornerstone for financial investments in economic justice and rights, having reportedly committed nearly USD 15 billion – the highest pledge across all Action Coalitions. A noteworthy contribution comes from Procter & Gamble (P&G), which pledged USD 10 billion exclusively for external initiatives, focusing on investing in women-owned and led businesses through gender-responsive procurement within their global value chains. Among multilateral organizations, the World Bank Group also stands out, with a commitment that includes both internal and external components, pledging USD 10 billion to advance women’s empowerment. This commitment is expected to benefit 43,000 individuals both directly and indirectly, and includes the implementation of 50 digital skills training initiatives across 44 countries on five continents. The distribution of pledges from other sources includes USD 7 billion from governments, USD 1 billion from philanthropic organizations, and USD 32 million from civil society and youth-led organizations. This diverse array of commitments

highlights the wide-ranging support for advancing economic and justice rights across different sectors and organization types.

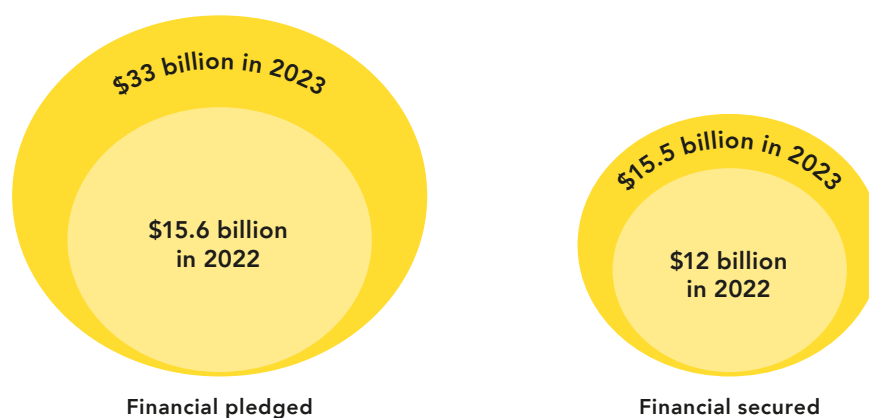
Financial contributions are also spurred as part of collective commitments, with a total of USD 5 billion reportedly pledged. Of this amount, USD 102 million has been secured and USD 53 million has already been spent. Notably, almost USD 10 million of the secured funds, representing 10 per cent of the total, has been invested towards CSOs, adolescent girls and youth-led organizations. This investment ratio is significantly higher compared to the overall economic justice and rights financial commitments (1 per cent), indicating a focused effort within collective commitments to support these specific categories.

The sub-Saharan Africa region is the leading recipient of financial commitments, almost entirely from Commitment Makers headquartered in Europe and North America. In contrast, the Northern Africa and Western Asia region receives the lowest amount of financial commitments, also predominantly from Commitment Makers based in Europe and North America. This distribution of financial pledges highlights the varying levels of investment and focus across different geographical areas within the economic justice and rights commitments.

“Continuing to gather gender-disaggregated and gender-relevant data is essential to support progress towards economic justice and rights for all women and girls. The OECD is contributing to this objective by producing evidence-based policy analysis to advance the commitments of the Economic Justice and Rights Action Coalition, including through multi-sectoral reports on Joining Forces for Gender Equality and the Social Institutions and Gender Index and through the Development Assistance Committee Guidance on Gender Equality and the Empowerment of Women and Girls in Development Co-operation.”

— Organisation for Economic Co-operation and Development

BREAKDOWN OF FINANCIAL COMMITMENTS, 2022 AND 2023



Economic Justice and Rights Commitment Makers spur progress through groundbreaking policies and programmes

Commitment Makers have reported significant progress in their initiatives, with 135 policies, 406 advocacy initiatives and over 440 programmes either being implemented or initiated. These commitments include transformative programmes focused on reshaping the care economy to ensure an equitable sharing and valuation of care and domestic work. Additionally, a substantial portion of advocacy efforts are dedicated to issues like the care economy and women’s financial inclusion.

Approximately half of the commitments (55 per cent) include programmatic aspects, while a similar proportion (54 per cent) involve advocacy efforts. Policy components are present in 45 per cent of the

commitments and 30 per cent incorporate a financial aspect. A vast majority (98 per cent) of the commitments are reported to be aligned with an Action Area of the Economic Justice and Rights Action Coalition.⁵

Regarding the nature of these commitments, half comprise both internal and external components, reflecting a comprehensive approach. Some 30 per cent are focused solely on external initiatives, while 14 per cent are internal, leaving 6 per cent with missing information. Furthermore, collective commitments represent a smaller portion, accounting for only 23 per cent of the total commitments. Among these, the Global Alliance for Care stands out as the alliance with the most commitments, highlighting its prominent role in collective action for care economy transformation.

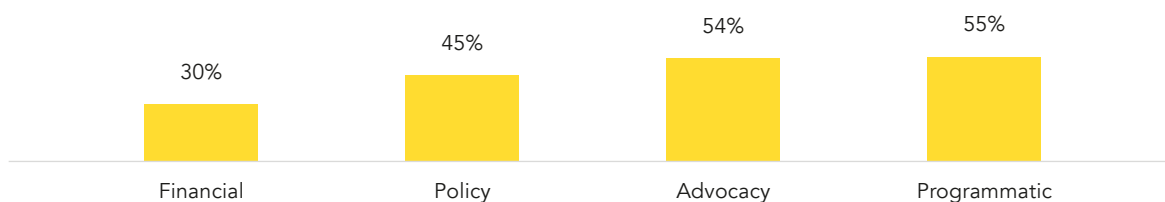
Collective commitment spurs a world of work free from violence and harassment

At least 36 countries have ratified International Labour Organization (ILO) Convention 190 (C190) since its adoption in 2019, recognizing the universal right to a world of work free from violence and harassment. The results are a testament to the growing political backing for the establishment of safe workplaces for women, and to the importance of continued advocacy for the widespread adoption of C190. A [collective commitment of the Economic Justice and Rights and Gender-based Violence Action Coalitions](#) has been spearheading thought leadership and advocacy on the ratification and implementation of C190. On the anniversary of C190 in June 2023, Leaders of both Action Coalitions, represented by the ILO, UN Women and the European Union, gathered representatives of non-governmental organizations, governments, the private sector and trade unions for a high-level dialogue highlighting [key actions to forge workplaces free from sexual harassment and violence](#). Advocacy efforts were further intensified in 2024 through regional workshops to strengthen policy discussions on safe work environments and to increase the adoption of C190.

“Leadership in the Action Coalition has enabled CARE to influence global policies for economic justice and rights. CARE has been able to foster strong partnerships with women’s rights organizations to scale the impactful savings groups model through influencing adoption by governments.”

— Sofia Sprechmann Sineiro
Secretary General, CARE International

SHARE OF COMMITMENTS, BY COMMITMENT TYPE



Note: Many commitments have more than one commitment type, so are counted multiple times (once in each relevant category). Therefore, the breakdown of “commitment type” surpasses the total number of commitments reported.

The WPS-HA Compact strives for economic security for women affected by conflict and humanitarian crises

The Women, Peace and Security and Humanitarian Action Compact is key to Generation Equality's mission to drive accountability and intergenerational action, creating a people-centred approach to peace, humanitarian and development processes. Seventy-four signatories – or 42 per cent – of those eligible for reporting have signed up for actions under the economic security thematic pillar. However, it is the second-lowest subscribed area of the Compact. Only 29 out of 74 (39 per cent) of those signatories provided reporting. This includes 7 out of 7 (100 per cent) Member States, 1 out of 3 (33 per cent) UN entities, 19 out of 58 (33 per cent) CSOs, and 2 out of 5 (40 per cent) academic and research institutions. No regional organizations signed up for actions under this pillar and private sector signatories did not report on progress. In the investment area, 48 signatories signed up for advocacy actions, 41 for programmatic actions, seven for financial actions and four for policy actions.

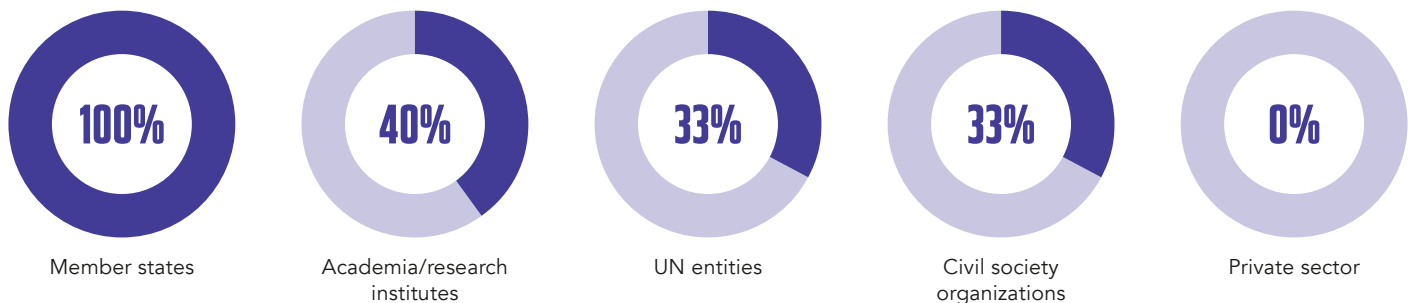
The Compact Framework includes a series of actions for Member States and United Nations entities to expand social protection systems and to reach those at risk of exclusion, including crisis- and displacement-affected women. Two signatories were able to report on these actions. In 2022, Spain transferred €5.1 million in funds in the form of cash, and €3.01 million in the form of coupons, nearly doubling its 2021 contributions. The country has also set a goal to allocate 18 per cent of humanitarian ODA to transfers in cash and vouchers, which will target vulnerable populations. In Mali, Spain has worked with an NGO to provide monetary transfers to survivors of gender-based violence to create or develop small economic initiatives, and to strengthen or create new income-generating activities for associations of women farmers.

Post-conflict economic recovery processes are led by governments, international financial institutions (IFIs) and international banks. Gender markers are important to ensure that the specific economic needs and potential of women and girls are identified and addressed. Several Member States have reported success in this area.

Political will spearheads budget allocation towards humanitarian action

The Australian Government has reinstated the gender equality performance target that 80 per cent of development investments need to effectively address gender equality in implementation and introduced a mandatory requirement that Department of Foreign Affairs and Trade ODA investments over USD \$3 million have a gender equality objective. The Spanish Agency for International Development Cooperation's Humanitarian Action Strategy (2019–2026) includes the objective to consolidate the use of gender, age and diversity markers in all financed humanitarian interventions.

REPORTING RATES OF COMPACT SIGNATORIES ON THE ECONOMIC SECURITY THEMATIC PILLAR



Examples of promising progress

The Economic Justice and Rights Action Coalition has been at the forefront of the global campaign to empower women in the economy. Promising and impactful initiatives arising from the Coalition are examples of the power inherent in collective action on shared priorities and a testament to the potential of multi-stakeholder collaboration.

Political will bolsters workers' human rights in the global supply chain

The Government of Germany championed human and economic rights through the 2021 Act on Corporate Due Diligence Obligations in Supply Chains. The Act, which came into effect in January 2023, mandates that German enterprises respect human rights in their respective supply chains. Aiding the Act's execution, the German Government implemented numerous measures, one of which pilots access for 300,000 workers, comprised of at least 60 per cent women, to effectively operationalize grievance mechanisms. Moreover, more than 1,500 compliance officers, legal mediators, representatives of workers councils, unions or NGOs were trained on grievance mechanisms. The operational grievance mechanisms, key elements of the Act, complement other existing judicial or State avenues and act as a safety net for workers to raise their complaints with a companies' non-compliance with the Act and

access remedies. Through the collaboration between government programmes and partners from the textile, garment and electronics sectors, nearly 200,000 women are now able to seek remedies for complaints, which often relate to gender-specific discrimination and violence in the workplace, such as unpaid maternity leave and sexual harassment.

Loans foster financial independence for female entrepreneurs

Fostering financial inclusion of the women most at risk of being left behind in Latin America, the BBVA Microfinance Foundation (BBVAMF) has supported more than 2 million women across Chile, Colombia, Dominican Republic, Panama and Peru in sustainably generating an income using productive activities between 2021 and 2023. Through individual loans and training on financial literacy, provided by BBVAMF, female entrepreneurs have kickstarted local businesses and strengthened the financial stability of businesses, fostering financial independence. As a result, more than 1.5 million female entrepreneurs have generated savings, captured in active savings accounts by BBVAMF. By providing appropriate financial services to historically excluded and low-income entrepreneurs, BBVAMF has been fostering development and alleviating poverty and its associated repercussions. Supporting female entrepreneurs is considered an investment in the future.

“Equal rights and opportunities for women in the world of work are essential for achieving social justice. Together with the Action Coalition on Economic Justice and Rights, we can unify and amplify our common goals.”

—Emanuela Pozzan

Senior Specialist on Gender Equality and Non-discrimination, Gender Equality, Diversity and Inclusion Branch, ILO



Photo: UN Women/Janarbek Amankulov

Grass-roots youth strengthen the income generation of peers

At the grass-roots level, Amis Cameroun transforms the daily lives of adolescent girls in their community in rural northern Cameroon by building the capacities of female entrepreneurs to use digital technologies to support income-generating activities. Across 10 villages and neighbourhoods, Amis Cameroun is building the capacities of adolescent girls, religious and traditional Leaders on the financial independence of young women by sensitizing them about the care economy and unpaid domestic work, and introducing young women to digital technologies, STEM education and career paths in the field of technology. In support of their education, Amis Cameroun has provided support kits, comprised of books, school supplies and sanitary napkins, to teenage girls enrolled in technology and science courses to break down critical barriers to quality education.

Collective action for change

As part of the collective work of the Economic Justice and Rights Action Coalition, Leaders of the Action Coalition co-developed Blueprint documents on four Action Areas: [transforming the care economy](#), [expanding decent work and employment](#), [increasing women's access to and control over productive resources](#), and [promoting gender-transformative economies and economic stimulus](#). Each Blueprint lays out a rationale, presents data and statistics, defines a powerful vision and proposes strategies grounded in collaborative action through stakeholder commitments. They are rooted in an approach that values equality, inclusion, justice, intersectionality, feminist leadership, cultural relevance, transformative action and systems change. In addition, Leaders met for their first in-person Leaders Retreat from 3–5 May 2023, hosted by the South African Government in Tshwane, to advance key workstreams, share information and engage in learning to strengthen relationships and opportunities for partnerships, collaboration and collective action – including with local Commitment Makers – and to build a shared understanding for a pathway forward for the Action Coalition on Economic Justice and Rights.

“Being a part of the Economic Justice and Rights Action Coalition creates several meaningful avenues of opportunity for LinkedIn through its robust network of committed partners. Participation allows us to apply our rich data and insights on women’s workplace experiences to aid in real-world solutions. It’s inspiring to see our insights contribute to a larger movement that’s driving meaningful change for women in the workforce worldwide.”

*—Sarah Steinberg
Head of Global Public Policy Partnerships, LinkedIn*



Photo: UN Women/Ryan Brown

Promising practices under the Economic Justice and Rights Action Coalition Blueprint Action Areas

ACTION AREA 1: Increase women's economic empowerment by transforming the care economy

The Government of Kazakhstan, following [President Tokayev's announcement](#), introduced a new Social Code, a social support mechanism to improve citizen's welfare, which reached close to 700,000 parents in 2023. The Social Code improved social protection for mother and child by extending childcare benefits by 6 months to 1.5 years to working and non-working parents. The changes will particularly benefit persons with disabilities, for whom the social benefits will increase by 14.5 per cent.

ACTION AREA 2: Expand decent work and employment in formal and informal economies

In Egypt, Schneider Electric, in cooperation with the European Institute for Cooperation and Development, increased female representation in the energy sector, an area affected by continuous labour market shortages, through the implementation of an education and entrepreneurship programme.

ACTION AREA 3: Increase women's access to and control over productive resources

In Bangladesh, CARE International in cooperation with the Central Bank of Bangladesh, helped legitimize Savings Groups (self-directed, informal financial collectives designed for unbanked or underbanked populations) in the Bangladeshi system in 2023. This catalysed the opening of more than 3,000 bank accounts by women Savings Group members.

ACTION AREA 4: Promote gender-transformative economies and economic stimulus

PayPal has implemented a 1x match for employee donations to organizations that advance SDG 5 goals and has completed back-end tagging of 200,000+ charities on the PayPal Giving Platform to create visibility for customers regarding which charities are focused on SDG 5.

GLOBAL ACCELERATION PLAN TRACKER – ECONOMIC JUSTICE AND RIGHTS

Cornerstones of the accountability efforts of the Economic Justice and Rights Action Coalition are the collectively designed Blueprint targets and indicators,⁶ as outlined in the [Global Acceleration Plan](#), and detailed briefs that were co-created by the Action Coalition leadership.⁷

Many efforts were made to ensure the availability of data by aligning the Blueprint targets to SDG indicators. However, there remains an urgent need

for data that describe the economic status of (and challenges faced by) women. Five out of nine Economic Justice and Rights Blueprint target indicators lack sufficient data or need further methodological work and for the majority of indicators (seven out of nine) sufficient data are unavailable for the Generation Equality implementation period, thus far. A baseline has only been established for one indicator.

This section presents the current state of progress across the Economic Justice and Rights Action Coalition.

Action Area 1: Increase women’s economic empowerment by transforming the care economy

Women’s access to social protection differs widely across regions. As of 2020, spending on comprehensive social protection floors (Indicator 1.1) averaged 13 per cent of Gross Domestic Product (GDP) globally, significantly above the targeted minimum of 3 per cent. However, this figure obscures massive discrepancies between countries and regions. Sub-Saharan Africa and Southern Asia, in particular, fall short of the 3 per cent target, at about 2 and 3 per cent, respectively. At the same time, Northern America spends an average of 18 per cent of GDP on comprehensive social protection floors – more than six times as much as sub-Saharan Africa or Southern Asia.⁸

Global averages are not available for total long-term care expenditure as a share of GDP (Indicator 1.2), as a result of insufficient data coverage. However, among the 35 countries with available data, the 2021 average is about 1 per cent, indicating a long road ahead to meet the 3 per cent target.⁹

Transforming care policies and investment in the care economy are critical to reduce the unpaid care work performed by women and girls and will help women and girls to realize their economic rights and opportunities.¹⁰

Action Area 2: Expand decent work and employment in formal and informal economies

The gender poverty gap persists. Today, 1 in every 10 women is living in extreme poverty. If current trends continue, by 2030, an estimated 8 per cent of the world’s female population – 342.4 million women and girls – will still be living in poverty.¹¹ Younger women aged 15–24 experience disproportionately high poverty rates (12 per cent compared to a rate of 7 per cent for all women and girls aged 15+), making them especially vulnerable at entry into the workforce.¹²

Although the poverty rate among employed females continues to decline, the rate of decline has slowed, with a decrease of less than one percentage point between 2016 and 2019.¹³ Bridging gender gaps in labour force participation can help accelerate progress. Evidence shows that partnered women experience lower levels of labour force participation than single mothers – particularly those with children under the age of 6 (Indicator 4). Conversely, for men, labour force participation is greater when living with a partner, compared to when living alone (94 versus 90 per cent, respectively).¹⁴ This was exacerbated by the pandemic, when households experienced an increased burden of unpaid care work, which was disproportionately taken on by women. In 2022, the labour force participation gender gap between partnered, working-age men and women with children under 6 years of age was over 40 percentage points, globally.¹⁵

Creating equal opportunities for and improving the quality of work for women and girls by realizing decent work is central to women’s economic empowerment and realizing women’s rights and gender equality.¹⁶

Action Area 3: Increase women’s access to and control over productive resources

Women’s access to financial services continues to grow. Globally, 74 per cent of women own an account with a financial institution or mobile-money-service-provider (about 4 percentage points lower than men’s), as of 2021. This is up from 47 per cent, with a gender gap of 8 percentage points in 2011. Regionally, the starkest gender gaps in this indicator exist in Northern Africa and Western Asia (at 16.9 percentage points) and Sub-Saharan Africa (at about 15 percentage points). However, in both regions the rate of increase in women’s account ownership is rising.¹⁷

Data on women’s access to land remains limited. Among the 10 countries with available sex-disaggregated data for the 2015–2018 period, four have a higher proportion of women (compared to the proportion of the total population) with secure tenure rights to land. However, the differences vary greatly between countries. For example, in 2016, the difference in the proportion of the general population versus only women with secure tenure rights to land in Armenia was reported as only about 1 percentage point. In Burundi, this gap was reported as almost 50 percentage points.¹⁸ These vast country-level differences indicate the urgent need for localized initiatives, as well as strengthened data-collection efforts.

Improving women’s access to land, housing, financial resources and economic opportunities is crucial for gender equality and women’s economic empowerment.¹⁹

Action Area 4: Promote gender-transformative economies and economic stimulus

Access to social protection measures remains insufficient globally. Fewer than 50 per cent of people globally were covered by at least one social protection programme (Indicator 9) in 2020.²⁰ This figure includes around 45 per cent of mothers with newborns, leaving more than half the world’s new mothers with no social protection. By comparison, for older persons, almost 78 per cent are covered globally. Once again, there are stark differences across countries and regions. For example, while Mozambique reported that only 0.3 per cent of mothers received maternity cash benefits in 2021, the rate was 34.9 per cent in Bangladesh, while coverage in Uruguay reached 100 per cent.²¹

Reforming macroeconomic structures and policies in a gender-transformative manner is essential to reclaim lost ground on gender equality, women’s rights and economic empowerment.²²

CONCLUSIONS AND RECOMMENDATIONS

Conclusions

Amid the current context of global crises and conflict, the rise in anti-rights movements and the backlash against gender equality, Generation Equality and the Action Coalitions have proven to be powerful tools for maintaining progress. This report demonstrates that the Action Coalition on Economic Justice and Rights has spearheaded a diverse range of promising practices and results across all regions and Action Areas aligned with the core principles of intersectionality, transformational change and feminist leadership.

There has been significant progress on Generation Equality commitments on economic justice and rights, with 96 per cent on track, and Commitment Makers reporting 135 new economic- and justice-related policies, 406 advocacy initiatives and over 440 programmes. The Action Coalition on Economic Justice and Rights excels especially in community-level engagement, with 56 per cent of commitments being implemented locally and in pledged financial contributions – especially in regard to collective commitments – close to USD 33 billion, which is double the rate compared to 2022. The Action Coalition on Economic Justice and Rights is also strongly demonstrating Generation Equality's

focus on collective action, with 83 per cent of all economic justice and rights commitments having resulted in new partnerships or strengthened existing ones. Between 2022 and 2023, there has been a 20 per cent increase in reporting by Economic Justice and Rights Commitment Makers, leading to more reliable data. As a result, there has been an increase in pledged and secured financial commitments related to economic justice and rights.

Nevertheless, only four of nine indicators to monitor the Action Coalition on Economic Justice and Rights' progress can be assessed at this time, due to severe data and methodological gaps. There is an urgent need for comprehensive and disaggregated data to measure progress and conduct additional methodological work. In 2024, work is underway to source data and advance methodologies for the Economic Justice and Rights Blueprint target indicators. However, propelling progress will require redoubling efforts on the Action Coalition's four key Action Areas through a set of comprehensive recommendations that have been co-created by Leaders of the Economic Justice and Rights Action Coalition for the Generation Equality Global Acceleration Plan:²³



Photo: UN Women/Adriana Borra

Recommendations

1 RECOMMENDATION

To increase the number of countries with comprehensive measures on gender-responsive public quality care services, and law and policy reforms, efforts should include:

- Reforming national laws to formally recognize the rights of caregivers and care-receivers and implement national laws and policies and workplace policies to guarantee decent work, increase pay and increase representation and participation in policymaking for care workers, including through social dialogue.
- Quantifying the contribution of care work to the economy and integrating unpaid care and domestic work in national planning frameworks and in private sector policies and infrastructure.
- Increasing national budgets towards a recommended 3–10 per cent of national income, for equitable quality public care services; increasing public investments in essential social services and social protection; and increasing private sector reforms and investments in care services, while ensuring adequate regulation.
- Promoting the progressive, egalitarian and non-transferable expansion of leave for parents and other caregivers in the household, including through mandating paid parental and family leave.

2 RECOMMENDATION

To create an inclusive and enabling legal and policy environment and engage women to expand decent work in the formal and informal economy, efforts should include:

- Eliminating gender-discriminatory legislation, introducing policies to address gender-based violence and harassment in the world of work, and scaling gender-just affirmative action to measurably increase women's access to decent work, economic livelihoods and entrepreneurship opportunities, including for those at risk of exclusion.
- Building capacities for women's groups and organizations to forge and champion the decent work agenda, enhancing their economic and social security, and validating women workers' rights to set work and employment standards and organize collectively to achieve them.
- Promoting gender-transformative norms, attitudes and practices by scaling up corporate and public practices to increase decent work for women and ensure women's voice, representation and leadership.
- Increasing financing for decent job creation and decent work infrastructure and services for women workers in the formal and informal economy, including for women at risk of exclusion.
- Scaling up investment and promoting education for all girls and young women, along with vocational training to enhance essential skills for critical future work, bearing in mind the specific needs of those in vulnerable contexts.

3 RECOMMENDATION

To expand access to and control over productive resources through increasing women's access to and control over land, gender-responsive financial products and services, and the number of firms owned by women, efforts should include:

- Eliminating gender-discriminatory laws and policies, and adopting and implementing laws, policies, strategies and investments that realize women's and girls' access to and control over productive resources and assets.
- Supporting platforms representing women's groups and scaling infrastructure that measurably expands women's equitable access to and use of productive resources, including affordable capital, financial services (including digital financial products and services), water, energy, and government services and benefits.
- Identifying and challenging harmful social norms, stereotypes and practices impeding women and girls from equitably controlling and benefiting from productive resources, and fostering positive attitudes validating women's empowerment and economic contributions.

4 RECOMMENDATION

To design and implement gender-responsive macroeconomic plans, budget reforms and stimulus packages, efforts should include:

- Promoting the reconstruction of the global economic and financial system to ensure that it is conducive to achieving gender-responsive economic reforms and solutions.
- Increasing local and international spending on gender-responsive economic development, social protection and stimulus packages addressing the lasting impacts of the COVID-19 pandemic.
- Integrating "Gender-responsive budgeting" at the centre of public policy to increase the focus of national budgets on gender equality in line with SDG 5.c.1.

ANNEX

Economic Justice and Rights Action Coalition Blueprint Target Indicators Matrix

Target No.	Target	Indicator	Tier	SDG	2024 Assessment
Action Area 1: INCREASE WOMEN'S ECONOMIC EMPOWERMENT BY TRANSFORMING THE CARE ECONOMY					
1.1	Increase national budgets towards a recommended 3–10% of national income for equitable quality public care services.	Percentage of national income spent on a comprehensive social protection floor.	II		Target met or almost met
1.2		Total long-term care expenditure as a share of GDP.	II		No Data
2	Up to 80 million decent care jobs are created by 2026.	Number of care workers employed in the formal sector (compared to baseline year 2021).	II		No Data
Action Area 2: EXPAND DECENT WORK AND EMPLOYMENT IN FORMAL AND INFORMAL ECONOMIES					
3	Reduce the number of working women living in poverty by 2026 by a recommended 17 million by 2026.	Employed female population living below the international poverty line of US\$1.90 per day, by age.	I	1.1.1.c	Baseline established
4	Decrease the gap in labour force participation between prime working-age women and men with small children by half, resulting in an additional 84 million women joining the labour force.	Prime working-age labour force participation rate of persons living in couple with children households, with children under age 6 present, by sex.	I		Very far from target
Action Area 3: INCREASE WOMEN'S ACCESS TO AND CONTROL OVER PRODUCTIVE RESOURCES					
5	Secure access to ownership and control over land and housing is increased for 7 million women by 2026.	Proportion of total adult population with secure tenure rights to land, (a) with legally recognized documentation, and (b) who perceive their rights to land as secure, by sex and type of tenure, by sex.	II	1.4.2	No Data
6	The gender gap in women's financial inclusion is reduced to 6% by increasing both formal and informal financial inclusion, including for women at risk of being excluded from formal financial services.	Account ownership at a financial institution or with a mobile-money-service-provider (% of population aged 15 and older), by sex.	I	8.10.2	Target met or almost met
8	The number of firms owned by women is increased by 25% in all contexts, including in fragile and conflict situations.	Firms with majority female ownership (%).	I		No Data
Action Area 4: PROMOTE GENDER-TRANSFORMATIVE ECONOMIES AND ECONOMIC STIMULUS					
9	Design and implement gender-responsive macroeconomic plans, budget reforms and stimulus packages so that the number of women and girls living in poverty is reduced by 85 million, including through quality public social protection floors and systems by 2026.	Percentage of the population covered by social protection floors/systems disaggregated by sex, and distinguishing children, the unemployed, elderly, people with disabilities, pregnant women/or with newborns, work injury victims, the poor and vulnerable.	I	1.3.1	Insufficient Methodology

Endnotes

1. See UN Women. 2023. [“Generation Equality Accountability Report 2023.”](#)
2. For the remaining 1 per cent, no data are available.
3. A complete list of countries included in each region and sub-region and country group is available at <https://unstats.un.org/sdgs/indicators/regional-groups>.
4. Internal commitments seek to advance gender equality within an organization’s own employees, staff, members, institutional practices and strategies. External commitments seek to advance gender equality in communities beyond an organization’s own employees, staff, members, institutional practices and strategies. Many commitments do both – with the internal and external components interrelated to one another.
5. Action Area 1: Increase women’s economic empowerment by transforming the care economy; Action Area 2: Expand decent work and employment in formal and informal economies; Action Area 3: Increase women’s access to and control over productive resources; and Action Area 4: Promote gender-transformative economies and economic stimulus.
6. There are eight listed targets in this report rather than nine (as in the 2023 Accountability Report) due to Target 7 being mistakenly listed in Blueprint targets documentation since 2021, despite the decision to remove it early on.
7. The Action Coalition Leadership structure prepared detailed briefs on each Blueprint Target between 2022 and 2023:
Target 1: [Blueprint on Care Economy_EJR Action Coalition_2022.pdf \(generationequality.org\)](#),
Target 2: [EJR AC Blueprint Decent Work.pdf \(generationequality.org\)](#),
Target 3: [EJR AC Blueprint Productive Resources.pdf \(generationequality.org\)](#),
Target 4: [EJR AC Blueprint Gender-Transformative Economies.pdf \(generationequality.org\)](#).
8. ILO. 2022. “Table A.4.3: Public health and social protection expenditure, 2020 or latest available year (percentage of GDP).” In [World Social Protection Report 2020–22](#).
9. OECD. 2020. [“Spending on long-term care”](#).
10. UN Women. 2022. [Blueprint on the Care Economy](#).
11. UN Women. 2023. [Progress on the SDGs: The Gender Snapshot 2023](#).
12. ILO, 2023. SDG 1.1.1 Data from [ILOSTAT explorer](#).
13. ILO, 2023. SDG 1.1.1 Data from [ILOSTAT explorer](#).
14. UN Women. 2020. [Spotlight Paper on Goal 8](#).
15. ILO. 2022. Modelled estimates. ILOSTAT explorer.
16. UN Women. 2023. [Blueprint on Decent Work](#).
17. UN SDG Indicators Database; SDG 8.10.2.
18. UN SDG Indicators Database; SDG 1.4.2.
19. UN Women. 2023. [Blueprint on Productive Resources](#).
20. Global-level data are not available beyond 2020.
21. UN SDG Indicators Database; SDG 1.3.1.
22. UN Women. 2023. [Blueprint on Gender-Transformative Economies](#).
23. UN Women. 2021. [Generation Equality Global Acceleration Plan](#).

