



UN-Women Strategic Plan 2022-2025

The Executive Board Orientation & Annual Update
21 January 2022



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AN UNPRECEDENTED CONSULTATIVE PROCESS

External consultations

- 6 Regional High-Level Consultations with Member States (50+ governments)
- 11 Executive Board Formal Sessions, Informal Briefings and Workshops
- 2 Joint Executive Board briefings with UNDP, UNFPA, UNICEF and UNOPS
- 5 Regional Consultations with Civil Society (200+ attendees)
- 1 Consultation with 12 UN-Women National Committees

Internal consultations

- 1 Global survey with key internal and external stakeholders (1,097 respondents, 495 or 45% of which are external to UN-Women)
- 3 Workshops with UN-Women Senior Management on Systems Thinking & IRRF
- 1 Full-day session at Global Management Meeting UN-Women Senior Management, including Country Office Heads
- 3 Cross-regional consultations with Regional Offices and Country Offices

“The work of UN-Women has never been more urgent, necessary and relevant. [...]. We believe that the Strategic Plan sets a clear and ambitious vision for the future. It serves as a global framework that will enable UN-Women, as the owner of the Strategic Plan, to best fulfill its triple mandate and support countries in delivering on their national development needs and priorities.”

Joint-statement on behalf of 38 MSs

“want to congratulate not only UN-Women but all of us on this great achievement. This is a much-needed political signal by all of us showing the world our strong support of gender equality, the empowerment of all women and girls, and the full enjoyment of their human rights.[...] This plan will help the organization to evolve into the UN-Women 2.0 that we need at this critical juncture and we are looking forward to working closely with UN-Women on implementing the plan under the new Executive Director.”

MEMBER STATES FEEDBACK ON SP

LEVERAGING OUR TRIPLE MANDATE

UN SYSTEM COORDINATION

Expanding partnerships and coordination across sectors and levels to place gender equality at the heart of a repositioned UN System in support of Our Common Agenda to achieve the SDGs



NORMATIVE & INTERGOVERNMENTAL SUPPORT

Advancing global norms and standards for gender equality and women's human rights

OPERATIONAL

Translating commitments into evidence-based policies and programming to achieve impact at scale



LESSONS
LEARNED
IN FIRST
DECADE

AN INFORMED STRATEGIC PLAN: LESSONS LEARNED



UN-Women's triple mandate is an opportunity for further impact



UN-Women is a **global thought and practice leader**



Sharpened programmatic focus helps scale impact



Expanded partnerships provide a key comparative advantage – incl. IFIs, men & boys, private sector...



Flexible and predictable funding is key to assure optimal delivery (incl. pooled funding)



UN system-wide results for gender equality and women's empowerment are essential



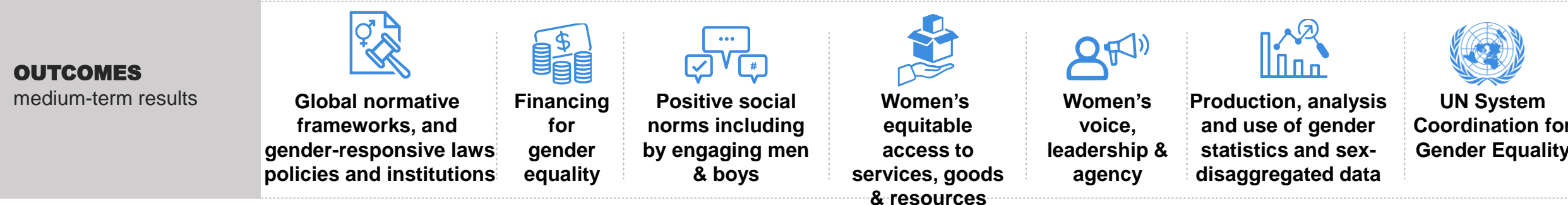
A **high-growth business model** is fundamental to bring impact at scale



Business transformation and agility are key to success

SUSTAINABLE DEVELOPMENT GOALS — 2030 VISION

Achieve gender equality, the empowerment of all women and girls and the fulfillment of their human rights.



7 SYSTEMIC OUTCOMES TO ACHIEVE IMPACT AT SCALE



LEVERAGING OUR MANDATE AND UN REFORMS

ADVANCING GENDER EQUALITY WITH & THROUGH THE UN SYSTEM



Measuring UN System progress

UN-Women contributes to & is accountable for through dedicated Outcome on UN Coordination & 17 indicators



Identification of at least 47 **complementary** indicators with key UN partners



Identification of 24 **common** indicators

Including 11 common **QCPR-based indicators** shared with UNDP, UNFPA, UNICEF

SP IRRF includes **16 SDG** indicators, including **10** pertaining to **SDG 5**

UN-Women BRINGS THE UN SYSTEM TOGETHER

ADVANCING GENDER EQUALITY WITH & THROUGH THE UN SYSTEM

Leadership and advocacy



Coordination mechanisms at the HQ level, such as IANWGE

Coordination mechanisms at the regional and country team level, such as the GTGs

Gender mainstreaming products and services



Guidance and tools to build system-wide capacity on GEEW

Advanced interagency production of **gender data and analysis** and **results measurement**

Programmatic UN coordination



Joint Programmes implementing **commonly agreed standards** to support monitoring of progress and results in thematic areas of interagency participation

Accountability for gender mainstreaming



UN-SWAP
UNCT-SWAP

Accountability mechanisms for thematic/programmatic coordination

DRIVING ORGANIZATIONAL EFFECTIVENESS AND EFFICIENCY (OEE)

The **OEE framework** is designed to be a management tool that aligns the organization and establishes management accountability and leadership capacity at all levels of the organization.

It uses the **Business Review Committee (BRC)** and a **Quarterly Business Review (QBR)** to guide focus, support alignment and drive organizational performance



Principled Performance

Accountable and ethical delivery of results while addressing risks



Advancing Partnerships and Resourcing

Effectively influencing other actors and increasing financing of GEWE



Business Transformation

Balancing organizational aspirations with agility and driving a culture of excellence



Empowered People

With its unique, inclusive and diverse culture, UN-Women is an employer of choice for its highly performing personnel



Products, Services and Processes

UN-Women efficiently and effectively discharges business processes for integrated delivery of its mandate

TOWARDS SP IMPLEMENTATION

Strategic Plan operationalized through:

Optimizing field & HQ presences: Expanding office typologies and using the same Performance Indicators for Field & HQ

Enhanced processes and alignment of internal governance: Aligning Strategic Notes at Country, Regional and HQ levels with clear accountability framework; monitoring through the Quarterly Business Review (QBR)

Integrated programme approach to achieve impact at scale: attracting more flexible non-core funding and more focus on joint programming

Broadened and deepened partnerships and resourcing for gender equality, including through strategic partnerships with the private sector and IFIs

Organizational excellence initiatives with inclusive, ethical and shared leadership principles, including a focus on youth and diverse talent management

**THANK
YOU**

