



UN-Women Strategic Plan 2022-2025

The Executive Board Orientation
23 January 2023



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SUSTAINABLE DEVELOPMENT GOALS — 2030 VISION

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



IMPACT
long-term results

 **Governance & Participation in Public Life**

 **Women's Economic Empowerment**

 **Ending Violence Against Women**

 **Women, Peace & Security, Humanitarian Action, & Disaster Risk Reduction**

OUTCOMES
medium-term results


 **Global normative frameworks, and gender-responsive laws policies and institutions**

 **Financing for gender equality**

 **Positive social norms including by engaging men & boys**

 **Women's equitable access to services, goods & resources**

 **Women's voice, leadership & agency**

 **Production, analysis and use of gender statistics and sex-disaggregated data**

 **UN System Coordination for Gender Equality**

ORGANIZATIONAL EFFECTIVENESS AND EFFICIENCY OUTPUTS

 **Principled Performance**

 **Advancing Partnerships and Resourcing**

 **Business Transformation**

 **Empowered People**

 **Products, Services and Processes**

Our Common Agenda: UN-Women's Strategic Plan 2022-2025 as vehicle to implement the 2030 Agenda

5 GENDER EQUALITY

47 COMPLEMENTARY INDICATORS

25 COMMON INDICATORS, including 11 common QCPR-based ones

11 ACTIONS of OUR COMMON AGENDA fully aligned with UNW's Strategic Plan



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





SIGNATURE INITIATIVES: PATHWAYS TO SCALE



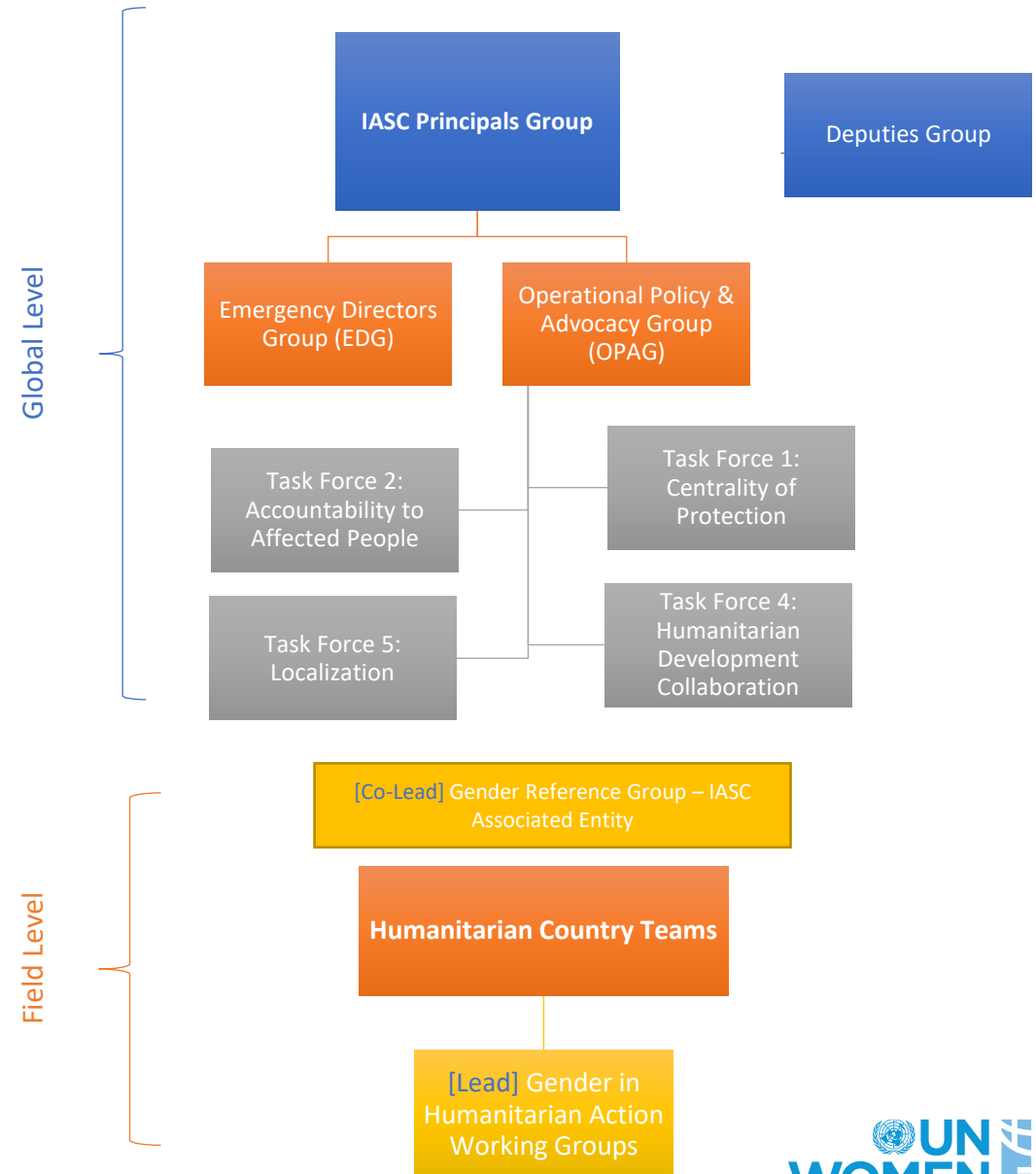
OPERATIONAL DRIVERS TO ACCELERATE RESULTS & IMPACT

	SP SYSTEMIC OUTCOMES						
	OC1	OC2	OC3	OC4	OC5	OC6	OC7
1. Women's Equal Participation in Decision Making and Institutions	✓		✓		✓	✓	
2. Gender Responsive Budgeting and Financing	✓	✓				✓	✓
3. Transforming Care Economy	✓	✓	✓	✓			
4. Decent Work and Entrepreneurship	✓	✓		✓			
5. Women's Climate Action and Green/Blue Economies	✓	✓		✓			
6. Prevention of and Response to Violence against Women and Girls	✓		✓	✓	✓	✓	✓
7. Women, Peace and Security Global Facility	✓				✓	✓	✓
8. UN Women Leadership, Empowerment, Access and Protection (LEAP) in Humanitarian Crisis			✓	✓	✓		✓
9. Women's Resilience to Disasters	✓			✓			✓
10. Women Count	✓	✓	✓			✓	✓



UN Women's Role in Humanitarian Action

- UN Women joined the **Inter-Agency Standing Committee (IASC)** as a full member in October 2022.
- UN Women has developed a new **Humanitarian Strategy** articulating its offer through a two-pronged approach:
 - **Coordination and Accountability:** integration of gender equality and the empowerment of women and girls into the coordination and implementation of humanitarian and refugee responses and strengthen accountability to gender in humanitarian action
 - Strengthen women's **leadership, protection and livelihood support** to crisis-affected women and girls.





LEVERAGING UN WOMEN'S COORDINATION MANDATE TO PLACE GENDER EQUALITY AT THE HEART OF THE SDGs

GENDER MAINSTREAMING

to accelerate results across SDGs

SUPPORT RCs TO PLACE GEWE AT THE CENTRE

of SDG implementation at country level

DRIVE INCREASED FINANCING

on GEWE across the UN System



CONTINUE

Drive collective progress on SDG5 through **JOINT FRAMEWORKS AND STANDARDS** (e.g., EVAW – Spotlight, Essential Services)

Strengthen **CCAs, UNSDCF**s and UNCT capacities to embed GEWE results. **70%** of UNSDCFs mainstream gender equality at Outcome level

INFLUENCE POOLED FUNDS: Covid-19 MTPF: GEWE allocations jumped from 5% to 64% in the second call - using gender marker and targets



EXPAND

Pivot to **PROPEL PROGRESS ON GEWE ACROSS SDGs** (e.g., DRR, climate change), joint programming and common data and knowledge

Increased **SYSTEM-WIDE ACCOUNTABILITY** : by end of 2022, **72%** of UNCTs undertook the UNCT score card and have now an action plan to enhance GEWE.

MANDATORY FINANCIAL TRACKING ACROSS UNDS: Gender equality marker now part of the UN-CEB minimum data set for reporting to IATI and OECD



SNAPSHOT

By 2021, **31%** of UNW's expenditures came from joint programmes, from 13% in 2018

70% of UNSDCFs developed in 2021 featured gender equality results at outcome level

As of 2021, **28** entities, **80** UNCTs, and **75** pooled funds have implemented the GEM.

DRIVING ORGANIZATIONAL EFFECTIVENESS AND EFFICIENCY (OEE)

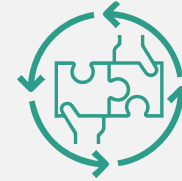
The **OEE framework** is designed to be a management tool that aligns the organization and establishes oversight, management accountability, and leadership capacity at all levels of the organization.

Effectiveness is driven through the **Business Review Committee (BRC)** and regular **Quarterly Business Review (QBR)** to guide focus, support alignment and achieve 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



| ACCOUNTABILITY and IMPLEMENTATION

Strategic Plan operationalized through Organizational Excellence Initiatives:

Pivot to the Field: Using the same Performance Indicators for field & HQ, drive application of Presence Typologies, increase DOA, shift Resources to the field

Strengthened systems, processes and internal governance: Aligning Strategic Notes at Country, Regional and HQ levels with clear accountability framework; risk and audit-informed management

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

Integrity & Transparency: dedicated ethics function; IATI commitments operationalized through the Transparency Portal

**THANK
YOU**

