



# Informal briefing on **UN-Women's 2023 Executive Director's Annual Report and Mid-Term Review of Strategic Plan 2022-2025**

29 May 2024  
UN Conference Room 11



UN-Women/Pedro Pio

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# Operating context

## LIMITED PROGRESS ACROSS GOAL 5 GIVEN SHORTFALLS IN COMMITMENT TO GENDER EQUALITY

Concrete actions needed to accelerate progress by 2030:

- Addressing institutional barriers, including through removing discriminatory laws,
- Expanding women's participation in leadership and decision-making
- Making the right investments in gender equality at the national, regional and global levels



Globally, women hold **just 27%** of seats in parliament.



With the current slow pace of change, women's share of workplace management positions will reach **only 30%** by 2030.



**54% of countries** still lack key laws on gender equality, including on equal rights to enter marriage and initiate a divorce.



An additional investment of **\$360 billion per year** is needed to achieve gender equality globally by 2030.



At the current rate of progress, by 2050, women will still spend on average **2.3 more hours** per day on unpaid care and domestic work than men.

# UN-Women's global reach

In **78 countries**, **2.8 billion women and girls** now have a **more supportive legislative and policy environment for the achievement of gender equality**

In **73 countries**, **431 gender-responsive services, products, tools and initiatives** were developed and/or implemented, including innovative financing tools, multi-stakeholder initiatives and platforms for disseminating gender statistics

**82 countries** have **strengthened national mechanisms, processes and/or guidelines** for the achievement of gender equality, including gender-responsive national reviews, financing assessments and inclusive peacebuilding processes

**Over 13,600 partner organizations in 92 countries** have increased capacities to **safeguard women's rights, including delivering quality goods, services, and resources** for women in humanitarian and development settings

2.8 B

431

13,600

82



# Impact Area 1 – Governance and Participation



“We aim to identify the most needed priorities for the political party women so that they can engage effectively within their parties and reach leadership positions in the party” – Jordanian National Commission for Women Secretary-General Maha Ali

Photo: UN-Women Jordan (Facebook)

Launch of first **UN Gender Quota Portal**, featuring information on electoral gender quotas worldwide and temporary special measures and coordinated policy advice to support country-level interventions

## *Jordan*

Adoption of **amended bylaw for financing political parties** encouraging women's engagement in political parties and elections, including additional **financial incentives** when represented by women, youth members or people with disabilities



## *Pakistan*

In preparation for the 2024 elections, gender assessment conducted by the Election Commission to identify **institutional gaps in addressing violence against women in politics**, led to "gender desks" being set-up for the resolution of complaints.

## *Sierra Leone*

**Gender Equality and Women's Empowerment Act** establishing **30% quota for women's** participation in government at **all levels**

## Impact Area 2 – Women’s Economic Empowerment



“We have learned that we must share house chores, take care of the home garden, tell messages of peace through music and contribute with this seed to our territories” - Noel Díaz, a participant from the municipality of Leiva, about the project

Photo: UN-Women/Rosendo Quintos

UN General Assembly resolution establishing the **International Day of Care and Support (A/RES/77/317)**

**Human Rights Council resolution on care as a right (54/6)**



**Transforming care systems through joining the Global Accelerator on Jobs and Social Protection**

### **Latin America & the Caribbean**

Accelerated implementation of the 2022 *Buenos Aires Commitment*: 15 countries are designing and implementing comprehensive care systems; with **5 countries having already approved legislation to implement care policies and systems**

### **Senegal**

Ministry of Economy developed **interventions to address women’s unpaid care and domestic work**, as a result of the **first-ever time use survey and household satellite account**, supported by UN-Women

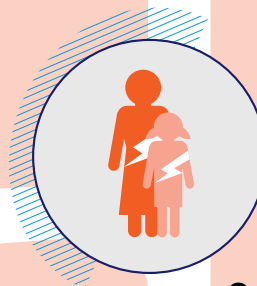
## Impact Area 3 – Ending Violence Against Women



"Prevention is challenging work. But after the training, I could see the government and our CSO partners propose a more strategic way of approaching prevention programming. They also focus more on evidence and how to monitor their programmes effectively."- Thi Lan Phuong, RESPECT training participant

Photo: UN-Women/Nguyen Duc Hieu

**47 countries** and/or other actors with comprehensive and coordinated Violence Against Women prevention strategies



### *Republic of Moldova*

Establishment of the first-ever **National Agency for the Prevention and Combating of Violence against Women and Domestic Violence**

### *Viet Nam*

**Operationalization of key legal frameworks and national programmes on gender-based violence is accelerating**, including through **advocacy campaigns and increased local capacities** of government officials, [social media influencers](#), to detect, and respond, to violence against women - drawing on the [Global RESPECT Women Prevention Framework](#)

### *UN Trust Fund to End Violence Against Women*

**\$92.1 million** grant portfolio  
Support to **191 organisations**  
**68** countries & territories

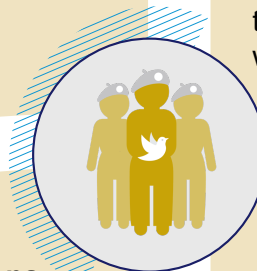
## Impact Area 4 – Women, peace and security, humanitarian action & disaster risk reduction

### Gender Action Plan to Support Implementation of the Sendai Framework for Disaster Risk Reduction 2015-2030 (Sendai GAP) -

developed with 64 member states & 500 non-state stakeholders

### *Afghanistan*

**40%** of enumerators for **post earthquake assessment** were **female**, following UN-Women advocacy with *de facto* authorities through the Gender in Humanitarian Action working group



- **61 countries**
- **1,045 women's organizations**
- **\$18.2 million**
- **39,511 practitioners** accessing knowledge and expertise through the **Women's Resilience to Disasters [Knowledge Hub](#)**

### *Mozambique*

Elaboration of the **Gender Strategy and Action Plan of the National Institute for Disaster Risk Reduction and Management** with UN-Women's support

"I am relieved, despite all the fatigue of these days, and I am happy that I could be the means for [women affected by the earthquake] to receive help" - Arefa, post-earthquake needs surveyor in Herat, Afghanistan

Photo: UN-Women/Afghanistan Country Office










UN-Women/Oscar Leiva



# Impact Area 3 across the systemic Outcomes



Ending Violence Against Women

- Outcome 1**  **Over 550 multistakeholder dialogues/processes** held to promote engagement of governments with civil society and other partners
- Outcome 2**  **46 national partners** gained capacities to apply gender-responsive budgeting tools in the budget cycle in 2023 alone
- Outcome 3**  **17 additional countries** have a process to design and implement prevention strategies or have prevention interventions based on global norms and standards.
- Outcome 4**  **Over 600 institutions across 34 countries** have strengthened capacities for the provision of essential services in 2023 – including 77 through the UN Trust Fund
- Outcome 5**  **Over 19.5 million USD disbursed in 2023** through UN-Women programmes and grant-giving, in support of CSOs, especially women's organizations
- Outcome 6**  **9 interagency coordination mechanisms** governing the production of multi-level disaggregated gender statistics and sex-disaggregated data established or strengthened  
**Over 20 gender statistics and sex-disaggregated data collection initiatives** were conducted or analyzed
- Outcome 7**  **Over 20 interagency products/services** developed and made available





UN-Women/Lella Thiam



## Impact Area 4 across the systemic Outcomes

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

Outcome 1



8 Member States supported to adopt **new National Action Plans on Women, Peace & Security** - raising the total adopted to 107, of which 89 have monitoring indicators

**Nearly 170 multistakeholder dialogues/processes** held to promote engagement of governments with civil society and other partners

Outcome 2



**47% of Peacebuilding Fund funding** focused on supporting gender equality

Outcome 4



**Over 800 institutions** have strengthened capacities for the provision of essential services, goods and/or resources for women

Outcome 5



**Over 30 advocacy initiatives** undertaken with partners to increase quality, flexible, core funding for CSOs, especially women's organisations

**Women's Peace and Humanitarian Fund** disbursed **\$37.9 million** to local women's organisations in conflict and crisis settings

Outcome 6



**16 gender statistics and sex-disaggregated data collection** initiatives were conducted or analysed

Outcome 7

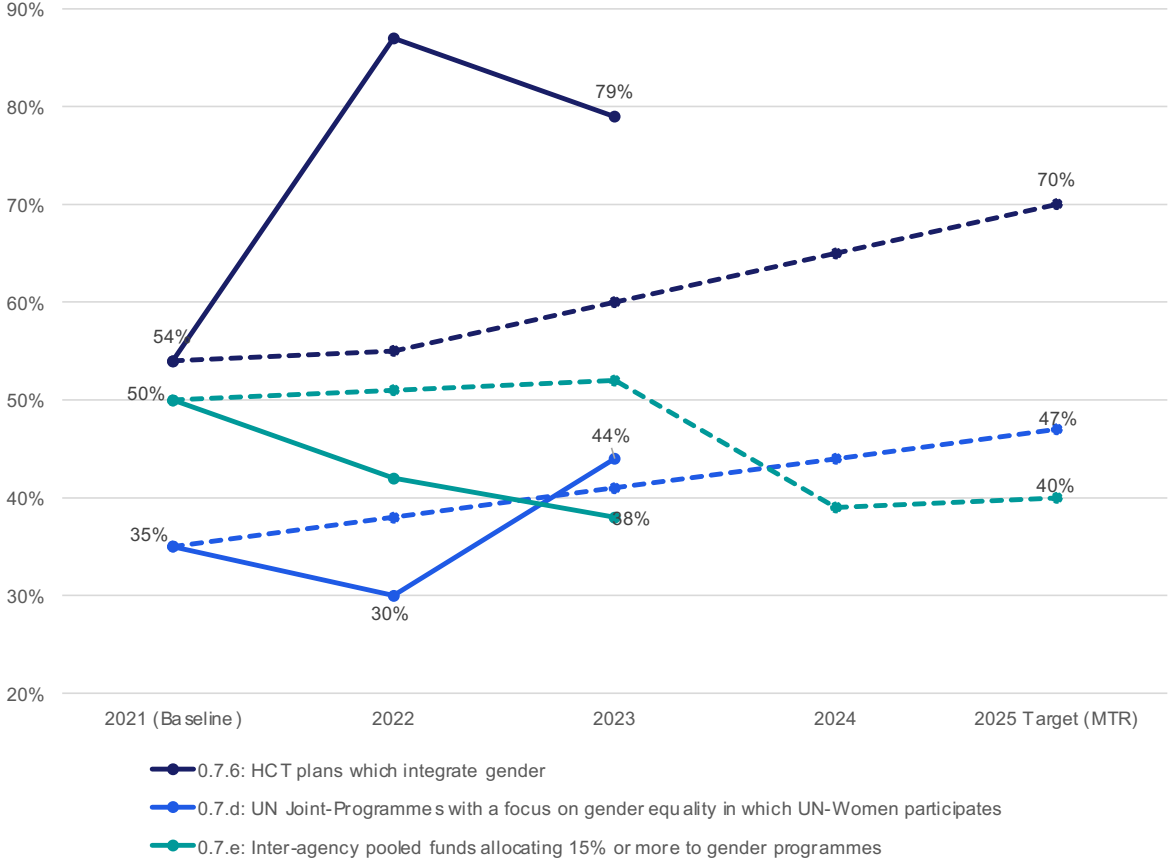


**79% of Humanitarian Country Teams' response plans and strategies** integrated gender equality

**30 UN agencies implemented risk-reduction initiatives** with a focus on gender equality and women's empowerment

**60 peacebuilding processes** inclusive of young women supported by UN Women

# Accumulated progress in 2022 & 2023: SP Outcome 7 *UN System Coordination for Gender Equality*



- Increased proportion of humanitarian response plans and strategies integrate gender equality
- Increased number of joint programmes with gender focus where UN-Women is participating - with accelerated progress in 2023
- Uncertain funding environment, with decreasing trends between 2022 and 2023 in indicator 0.7.e, with target adjusted conservatively in the Mid-Term Review of the Strategic Plan

*Dotted lines correspond baselines, milestones and targets for each indicator, as arrived at during the Mid-Term Review*



# Organizational Effectiveness and Efficiency (OEE): Performance 2022-2023



Strong implementation rates of resources, implementing **over \$1.09 billion** in 2022-2023

Notable improvements in implementing **audit and evaluation** recommendations and in **risk management**

Increased impact of communications efforts; social media reach averaging over **190 million**, and Gender Snapshot report reaching **850 million**

Strengthened private sector engagement, with 2022-2023 average of **50% more funding** than 2021

Significant performance on organizational knowledge sharing initiatives: **150%** above the 2022-2023 milestones

Need to **improve** office sustainability and typology performance – significantly below (45% to milestones) the 2022-2023 milestones set

Secretary-General's report on special measures on Preventing Sexual Exploitation & Abuse **recognizes UN-Women's initiatives as good practice**

**Recruitment times at milestones** in 2022-2023 despite sizeable increase in number of recruitments

**Evaluations ratings "good or above" reaching 100%** in 2023, as well as high engagement in joint and system-wide evaluations

Need to **strengthen** service-level reaction times, given reduction (47% to milestone) in performance in 2023

**OEE as effective and forward-looking management process**

The new OEE structure is proving to be **effective and drives collaboration**:

- The Balanced Scorecard approach is useful to drive performance holistically and is **enabling cross-divisional collaboration** – since no dimension is owned by any one Division alone
- Agile, **forward-looking, evidence-based and risk-informed** operational decision-making (QBR)
- Strengthened ties across the organization, **linking Country Offices, Regional Offices and HQ**

→ **Allows leaders to direct/focus attention based on risks, performance and compliance data**

Significant increase of Strategic Note direct funding, with approx. **40% increase** from 2022 to 2023

# OEE: Looking ahead 2024-2025



Advancing the OEE methodology

- Need to continue to evolve the **UN-Women business model** and service offering, including pivoting to regions and countries, taking into consideration and recognizing shifts in Official Development Assistance funding environment
- In line with UN 2.0, UN-Women incorporates **technology for higher effectiveness and efficiency** (e.g. Artificial Intelligence, increasing automation within corporate performance management and for faster data-driven insights, and studying new methods for integrating foresight into Strategic Planning)

Driving organizational performance

- Update and continuously improve OEE Strategic Plan and other indicators
- Building on the work of the **UN-Women Transparency Portal**, further improve **results communication** and draw out **linkages between Regular Resources and results** achieved
  - Continue strong corporate **performance management**

# Joint contribution to SDGs

UN-Women embraces the UN system's key shifts to join-up and accelerate SDG attainment



## UNSDG Output Indicator Framework indicators uptake

In 2023, UN-Women contributed to progress under 24 UNSDG Output Indicator Framework indicators, across 9 SDGs (1,3,4,5,9,10,12,16,17) and 19 countries



**Pooled funds received through the Multi-Partner Trust Fund Office constitute UN-Women's top funding source in 2023**, demonstrating growth in multi-stakeholder pooled financing



## To accelerate results under the SDGs, UN-Women is

fostering innovation to tackle gender-based challenges leveraging new technologies and creative problem-solving  
Responsibly adopting AI for greater effectiveness and efficiency and being a voice on gender bias

Deepening the application of **behavioral science** to shift norms

"UN 2.0 is about strengthening our expertise and culture in data, digital, innovation, foresight, and behavioural science – to build a UN System that can better support Member States in the years to come." - António Guterres, UN Secretary-General



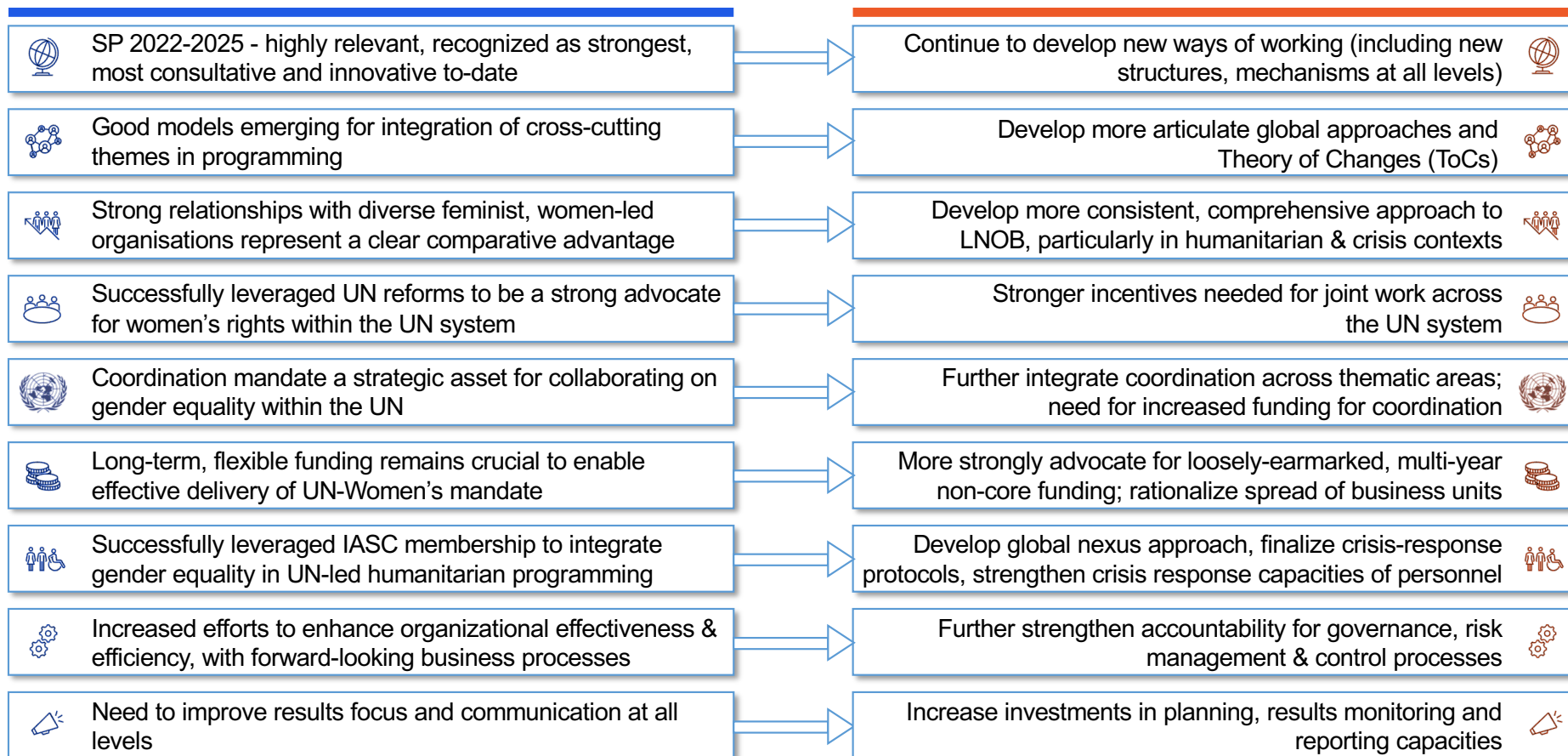
# Mid-Term Review (MTR) highlights



2022

## First half of the Strategic Plan

## Second half of the Strategic Plan



2025

# Summary of Integrated Results and Resources Framework (IRRF) adjustments



Targets of 20 indicators adjusted upward representing increased ambition; 9 downward



Improved measurement: Two new indicators for UN-Women's humanitarian and UN system coordination results



Deletion of 6 non-functional indicators

**120**

Net reduction of 4 indicators, resulting in a total of 120 indicators



No change in SDG indicators



All anticipated baselines, milestones and targets (BMTs) established/set: 8 indicators



13 indicators revised for greater clarity and/or improved measurability



List of possible disaggregations updated

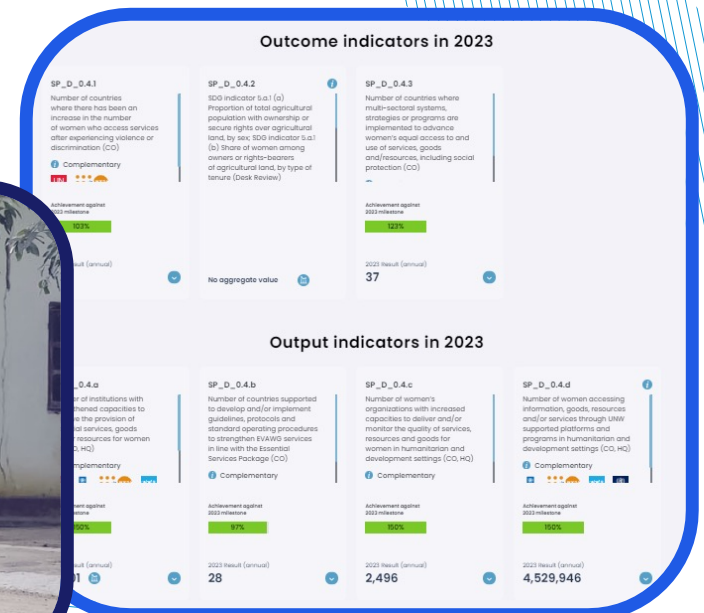
UN-Women/ Joe Saade



# Telling our result stories with data

## The UN-Women Transparency Portal

Visit <https://open.unwomen.org/> to explore UN-Women's 2023 financial and results data against the Strategic Plan IRRF, Country and Regional Programmes, and funding partners. Click [here](#) for a user guide.



**Our result highlights**

- Sri Lanka: Women's shelters
- Moldova: Specialized service
- Uganda: Mental health support
- Brazil: Training for Venezuelan women
- DRC: Services for

### Women's shelters in Sri Lanka support survivors of gender-based violence

**Sri Lanka**

"In our society, there is a belief that domestic violence should be kept behind closed doors and not discussed openly", says Anoja Makawita, a social worker and counsellor with the Sri Lankan group Women in Need (WIN).

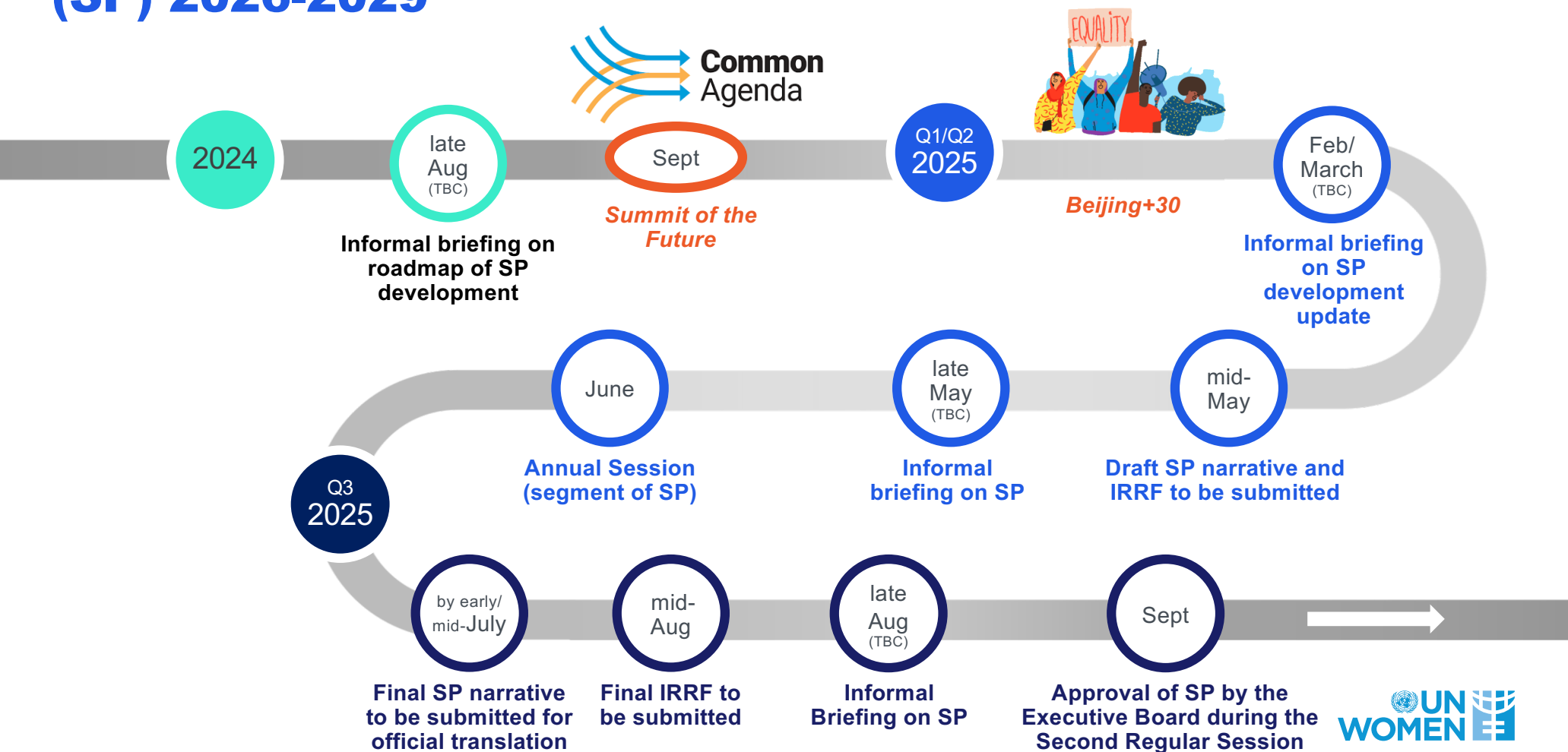
"Violence within families has far-reaching consequences, and it is women and girls who suffer the most", she said. "It is not just an issue within individual households; it has an impact on entire communities." [Read more](#)

### Women's voice, leadership and agency

<p><b>\$109.6M</b> disbursement</p> <p>across 57 countries to civil society organizations working towards the achievement of women's rights, including through the Spotlight Initiative, the UN Trust Fund to End Violence Against Women (UN Trust Fund), and the Women's Peace and Humanitarian Fund (WPHF)</p>	<p><b>&gt;12,300</b> civil society organisations</p> <p>in 29 countries were developed and implemented to prevent, monitor and mitigate violence against women in politics and public life</p>	<p><b>75</b> initiatives</p> <p>in 29 countries were developed and implemented to prevent, monitor and mitigate violence against women in politics and public life</p>
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# Overall Timeline for Development of Strategic Plan (SP) 2026-2029





**THANK YOU!**



# Annex





UN-Women/Ruhani Kaur



# Impact Area 1 across the systemic outcomes

## Governance & Participation

Outcome 1



**Over 85 multistakeholder dialogues/processes** were held in 2023 to promote engagement of governments with civil society and other partners, advancing gender equality and women's empowerment

Outcome 2



**Over 400 national partners** across 26 countries gained capacities to apply gender-responsive budgeting tools in the budget cycle in 2023 alone

Outcome 4



**Over 130 institutions across 12 countries** have strengthened capacities for the provision of essential services, goods and/or resources in 2023

Outcome 5



**Over 4 million USD disbursed in 2023** through UN-Women programmes and grant-giving, in support of civil society organisations, especially women's organisations

Outcome 6



**15 inter-agency coordination mechanisms** governing the production of multi-level disaggregated gender statistics and sex-disaggregated data in 6 countries were established/strengthened in 2023

**19 gender statistics and sex-disaggregated data collection initiatives across 13 countries** were conducted or analyzed in 2023

Outcome 7



**Over 60 interagency products/services** were developed and made available in 2023



UN-Women/Ryan Brown



## Impact Area 2 across the Systemic Outcomes

### Women's Economic Empowerment

Outcome 1



**Over 79 multistakeholder dialogues/processes** were held in 2023 to promote engagement of governments with civil society and other partners, advancing gender equality and women's empowerment

Outcome 2



**Over 130 national partners** gained capacities to apply gender-responsive budgeting tools in the budget cycle in 2023 alone

Outcome 4



**Over 930 institutions across 29 countries** have strengthened capacities for the provision of essential services, goods and/or resources in 2023

Outcome 5



**Over 1.5 million USD disbursed in 2023** through UN-Women programmes and grant-giving, in support of civil society organisations, especially women's organizations

Outcome 6



**In three countries, interagency coordination mechanisms** governing the production of multi-level disaggregated gender statistics and sex-disaggregated data were established or strengthened in 2023

**20 gender statistics and sex-disaggregated data collection initiatives across 11 countries** were conducted or analyzed in 2023

Outcome 7



**Over 31 interagency products/services** were developed and made available in 2023