

#TIMESUP

#QUELLAVOLTACHE

#НЕМОЛЧИ

#CUÉNTALO

#أنا\_كمان

#WETO

#WITHYOU

#YOTAMBIÉN

#SENDEANLAT

#BALANCETONPORC

#METOO

#NIUNAMENOS

#TIMEISNOW



**#BRINGBACKOURGIRL**

**#WOMENSHOULD**

**#ENDFGM**

**#СЕГАКАЖУБАМ**

**#EVERYDAYSEXISM**

**#DONTTELLMEHOWTO**

**UN WOMEN** is the UN organization 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 implement these standards. It stands behind women's equal participation in all aspects of life, focusing on five priority areas: increasing women's leadership and participation; ending violence against women; engaging women in all aspects of peace and security processes; enhancing women's economic empowerment; and making gender equality central to national development planning and budgeting. UN Women also coordinates and promotes the UN system's work in advancing gender equality.

**#HEFORSHE**

**#RICEBUNNY**

**#YESALLWOMEN**

**#THISGIRLCAN**

# UN WOMEN ANNUAL REPORT 2017-2018

Foreword by the Executive Director: The Time is Now	2
Activists Changing Women's Lives: #timeisnow	4
Supporting Gender Equality Standards	6
<b>Key Results and Programmes by Thematic Area</b>	
<i>Leading the Way to Change</i>	10
<i>Claiming Economic Empowerment</i>	14
<i>Ending Violence against Women and Girls</i>	18
<i>Rallying Behind Peace and Recovery from Crisis</i>	22
<i>Mobilizing for Better Budgets</i>	28
<b>Trust Funds</b>	
<i>UN Trust Fund to End Violence against Women</i>	30
<i>Fund for Gender Equality</i>	32
Coordinating UN System Action on Gender Equality	34
Forging Alliances and Partnerships	36
Campaigning for Change	40
Partners for Change	44
2017 Financial Statements	45
UN Women in the World	48
Contact us	49

# THE TIME IS NOW

## FOREWORD BY UN WOMEN EXECUTIVE DIRECTOR



*UN Women Executive Director Phumzile Mlambo-Ngcuka visited a camp for people displaced by conflict in the Democratic Republic of the Congo. Despite the terrors of war and sexual violence, women leaders are forging ahead to make new, better lives for themselves and other women in the camp.*

**IN 2017 WE SAW AN UNPRECEDENTED UPSURGE OF MOVEMENTS FOR WOMEN'S RIGHTS, EQUALITY, SAFETY AND JUSTICE.**

The tireless work of activists has been central to this global drive, and women all over the world continue to demonstrate the power of many voices speaking as one. Together, we are calling for opportunity and accountability, drawing momentum from grass-roots networks and forging coalitions that stretch right up to the leaders of governments, businesses and civic institutions.

There is a profound hunger for change in women's lives, and a growing recognition that when women band together they can achieve it—whether online through social media or offline through more traditional mobilization. They are confronting, challenging and condemning the practices that have normalized gender inequality, poverty, sexual misconduct, exclusion and discrimination across every area of life.

As our Annual Report shows, UN Women is supporting women politicians, electoral officials, voters, lawmakers, civil society activists and many others to claim their equal right to lead and be heard. The report highlights the experiences of a multitude of formidable women, from individuals like Alice Wahome, Kenyan parliamentarian, to the combined success story of the 14,000 Nepalese women who won an unprecedented 41 per cent of local government seats in 2017.

We salute these women leaders in formal positions as well as all those who have bravely spoken out against sexual harassment and violence through the #MeToo movement, and others. We commend the women who spoke out in the International Criminal Court against those who used rape as a weapon of war. We celebrate activists who campaigned for equal rights for lesbian, gay, bisexual, transgender and intersex people.

We recognize those who advocated for legal reform in countries such as Tunisia, to end a provision that allowed rapists to escape persecution if they married their victims. We acknowledge those who have taken to the streets in India to condemn the murder and rape of young children, turning protests into broader-based movements that engage entire communities. We honour the indigenous leaders who have stood up for their custodial rights to land and traditional practices, and the human rights defenders who have even lost their lives for their cause.

Through our report we celebrate individuals we have supported, whose life experiences represent hundreds of thousands of others like them, and whose achievements are accelerating progress towards gender equality. Small business owner Olga Macz of Guatemala told us about the increased income, independence and mobility that came with learning professional production and marketing skills.

Training also brought her increased understanding and assertion of her rights. In Egypt, more than 17,000 women from the poorest and most marginalized rural areas now have their first access to community-based village savings and loan associations, building not just savings and business opportunities but confidence and increased autonomy.

The time is now to end all forms of gender inequality. The culture of gender-based poverty, abuse and exploitation has to end with a new generation of equality that lasts for all women and girls, no matter where they live, or how they live. We must leave no one behind.

UN Women has a special relationship with the women's movement; we arose from that activism. Civil society has had a historically crucial role in leading global action on gender equality by promoting reform, highlighting the complexities of the challenges facing women, influencing policies, participating in monitoring, and upholding accountability. We are working to create stronger support for women's political activism and a broader space for women's civil society voices so that our efforts combine to benefit those who truly need change most.

At the same time, we also need a movement of male feminists, and young men and boys who value and respect women and girls. Today's activism needs to alter the way we listen to women and the way we look at them, recognizing the power of stereotypes to influence how we value people. Activists and leaders in the HeForShe movement in 2017 found tangible and scaleable solutions for inequalities, like the 3,500 child marriages annulled in Malawi by local chiefs, or the practical accountability actions taken in Iceland to make sure that companies put the equal pay law into practice.

At the 2018 UN Commission on the Status of Women, youth captured the urgency of the moment. They highlighted the importance of being present and participating fully in all the issues that affect their lives. They emphasized working in an intergenerational context so that they can learn from those who have been around for much longer and contribute to giving us direction for the future.

**THE TIME IS NOW TO HOLD OURSELVES AND OUR LEADERS ACCOUNTABLE FOR PROGRESS, FOR ALL WOMEN.**



**Dr. Phumzile Mlambo-Ngcuka**  
United Nations Under-Secretary-General  
and Executive Director

# ACTIVISTS CHANGING #TIMEISNOW

“I STARTED TO SPEAK OUT.  
I STARTED TO SHOUT.”

## JAHA DUKUREH

Jaha Dukureh is UN Women’s Regional Goodwill Ambassador for Africa on ending Female Genital Mutilation (FGM) and child marriage. She is an outspoken young activist, leading the movement to end the cultural practice that may include cutting and stitching parts of girls’ genitalia, with lifelong consequences for their bodies, health and relationships. In many parts of the world, it’s also a prelude to child marriage.

“My story starts when I was one week old, when I went through FGM...”

“I came to New York City on Christmas Day when I was 15 years old to marry a man whom I had never met. When you force a girl to marry, you’ve given a man a right to rape her every single day.”



Dukureh escaped the marriage, completed her education and married a man of her own choice later. “It wasn’t until I was pregnant with my daughter, that I started to speak out against FGM. I didn’t want my daughter to ever have to go through what I had...I started to speak out, I started to shout.”

When asked what her biggest accomplishment is, she says, it’s yet to come—the day when she succeeds in drastically reducing the number of girls and women experiencing FGM. “We are at a tipping point in the movement to end FGM... where women are leading the change.”



## TARCILA RIVERA ZEA

**PERU** ■ A Quechuan activist from Ayacucho, Peru, Tarcila Rivera Zea is one of the most recognized indigenous activists in Peru and the world. As a child, Rivera Zea became a domestic worker in exchange for education. She founded Chirapaq in 1986 to support the cultural reaffirmation of indigenous peoples. Rivera Zea was recently appointed to the UN Permanent Forum on Indigenous Issues and is a member of the UN Women Civil Society Global Advisory Group.

# WOMEN'S LIVES



## SHIRLEY PRYCE

**JAMAICA** ■ A dedicated human rights activist and a former domestic worker herself, Shirley Pryce is the founder and president of the Jamaica Household Workers Union. Beyond Jamaica, she is co-founder and current chairperson of the Caribbean Domestic Workers Network and executive member of the International Domestic Workers Federation. Following Jamaica's recent ratification of the ILO Convention on Domestic Workers, Pryce is advocating for a national law to protect the rights of domestic workers.

## DINA SMAILOVA

**KAZAKHSTAN** ■ Dina Smailova, a survivor of gang rape, decided to break her silence 25 years after the attack. Today, she leads the national movement against sexual violence in Kazakhstan. With UN Women's support, she initiated the NeMolchi movement, which means Don't Keep Silent. She has consulted, guided and supported 200 women survivors and was instrumental in winning seven sexual violence cases just in 2016.



## ADÃO PAÍA

**MOZAMBIQUE** ■ Adão Paía started his activism after participating in a HOPEM (Men for Change Network) project called "Men in the Kitchen", supported by UN Women, in Maputo, Mozambique. Today, he works to convince men and boys in his community to share domestic responsibility with women and reject gender-based violence.

**MALAYSIA** ■ Syar S. Alia is a young woman advocate for gender equality from Malaysia. Her journey as an advocate began with the first Young Women Making Change workshop for cis and trans women in Malaysia, supported by UN Women Fund for Gender Equality.



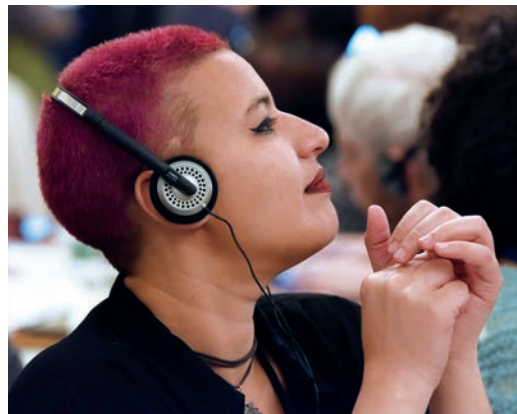
## SYAR S. ALIA



## SALMA BELHASSINE

**TUNISIA** ■ Salma Belhassine is an activist from Tunisia and part of the Youth Leadership Programme, an initiative by UNDP in partnership with UN Women which has trained more than 1,000 young people in 14 countries across the Arab States region, strengthening youth leadership and innovation skills. She is currently working on SafeNes, a mobile app to protect women from sexual harassment in public spaces.

# SUPPORTING GENDER STANDARDS



*The annual UN Commission on the Status of Women is a chance for women from around the globe to galvanize continued action to achieve gender equality. They come with diverse concerns, from equality in nationality laws to balanced gender portrayals in the media, from more equitable economies to parity in politics. But their overall goal is the same: a world where all women are empowered, and gender equality is the norm everywhere, not the exception.*



# EQUALITY

**Internationally agreed standards and goals on gender equality, the empowerment of women and girls, and the realization of their human rights establish an ambitious, shared vision for a more just and equal world. They inspire people to rally together around a common purpose. Speak out, step forward, this is where we want to go! The time is now.**

## COMMISSION ON THE STATUS OF WOMEN

They came from all around the world, a magnificent diversity of languages and dress, ideas and experiences. They were younger and older, from cities and small villages in rural areas. They spoke passionately on issues ranging from disability to LGBTI rights to the concerns of migrants and indigenous communities.

Yet their main message to the 2018 session of the **UN Commission on the Status of Women** was powerfully united. We, as women, are on the move to triumph over discrimination and inequality. We know our rights, and we will not be left behind.

“The world has changed, we have new realities today,” urged Indira Vargas, an advocate for youth and indigenous women from Ecuador. “We need policies of the state to reach our territories. We need health, equal education, and we need to generate more projects for economic development.”

Vargas was one of over 4,500 civil society advocates from 130 countries who attended the Commission. They represented over 600 organizations, from grass-roots groups to international coalitions. The Commission, the United Nations’ largest annual gathering on gender equality and women’s empowerment, was dedicated in 2018 to empowering rural women and girls.

UN Women played a central role in mobilizing activists to attend and, by working together, to add impetus to global movements for equality and justice. An event, “Leaving No One Behind for Planet 50-50 by 2030: Every rural woman and girl everywhere” provided critical space to demand accountability. A Youth Dialogue championed achieving the full rights and empowerment of all young rural women and girls.

The Commission saw UN Member States making a robust commitment to empowering and supporting rural women and girls, who constitute a large share of people still living in extreme poverty. In a consensus outcome, the Agreed

Conclusions, governments committed to comprehensive measures to eliminate discriminatory laws, and strengthen economic and social policies so that all rural women have equal access to and control over land and productive resources, achieve food security and improved nutrition, can seize opportunities for decent work and financial services, and have essential services and infrastructure for ICT, energy, water and sanitation, including to reduce the burden of unpaid care and domestic work. Governments also committed to ensuring rural women’s and girls’ leadership, agency, voice and participation. This strong outcome provides a roadmap for accelerated action by governments, civil society and women’s groups, including with UN Women’s support.

## A HIGH-LEVEL REVIEW OF THE SUSTAINABLE DEVELOPMENT GOALS

Each year, the **High-level Political Forum on Sustainable Development** convenes to review progress in implementing the 2030 Agenda for Sustainable Development, including its 17 Sustainable Development Goals. UN Women advocates with governments to address gender equality issues in their national reviews. In 2017, the review covered the fifth goal, on gender equality and women’s empowerment. UN Women co-led analyses and expert inputs in the lead-up to the meeting, providing recommendations subsequently reflected in a Ministerial Declaration. Countries agreed on addressing structural barriers to equality, such as discriminatory laws; implementing all of the global goals to deliver results for women and girls; and integrating gender equality strategies across national development plans.

## GENDER ACTION PLANS FOR CLIMATE CHANGE

Climate change poses threats to all people and the planet, with a disproportionate impact on women and girls. They not only have less of a say in decision-making to respond to it, but many are also more vulnerable to its consequences,

## Mapping and measuring the road to the Sustainable Development Goals

Efforts to achieve the global Sustainable Development Goals are rapidly gearing up towards their 2030 deadline. To keep focused attention on gender equality and women's empowerment, UN Women in 2018 issued the first global report mapping top priorities for action.

Looking across the 17 goals, *Turning promises into action: Gender equality in the 2030 Agenda for Sustainable Development* offered detailed, compelling evidence on pervasive gender discrimination in a number of areas. It found, for example, that women tend to be poorer than men, with 104 women living on less than a meagre USD 1.90 per day, compared to 100 men. Further, more than 50 per cent of urban women and girls in developing countries lack at least one of the following: clean water, improved sanitation, durable housing and sufficient living space.

The report highlighted how different dimensions of well-being and deprivation are deeply intertwined, such as when a girl in poverty who is forced to marry young may then drop out of school and suffer complications from giving birth at an early age. Going beyond national averages, the report uncovered yawning gaps in countries between women and girls based on income, race/ethnicity or where they live.

for reasons such as the lack of assets to cope with floods or droughts. At the annual Conference of the Parties of the **UN Framework Convention on Climate Change**, UN Member States agreed on a new roadmap for gender equality and women's empowerment. The gender action plan drew on technical expertise from UN Women, and set out five priorities to make sure that women have equal roles and voices in all dimensions of climate change discourse and action. One priority is to increase knowledge and capacities to integrate gender considerations in climate action. Another is to aim for the equal participation of women in delegations to climate talks, including women from activist organizations.

As part of preparing for the Conference of Parties on the **UN Convention to Combat Desertification**, UN Women organized a specialized workshop for government delegates on gender perspectives in implementation. The first of its kind, the session included discussion of national measures on links between gender equality and issues that are increasingly urgent for a number of countries, such as land degradation, desertification and drought.

### SAFEGUARDING MIGRANT RIGHTS

Throughout 2017, UN Women provided expertise on gender equality issues in migration policies and programmes, and continued backing efforts to integrate women's human rights across the proposed global compact on migration. As a member of the United Nations' inter-agency Global Migration Group, UN Women continuously elevates attention to the gendered dimensions of migration across the UN system.

A breakthrough agreement by the **Association of Southeast Asian Nations** (ASEAN), the Consensus on the Protection and Promotion of the Rights of Migrant Workers, recognized the violence and discrimination faced by women migrant workers. The new Consensus, backed by UN Women, capped a decade of negotiations to better safeguard the rights of the region's 10 million migrant workers. For the 10 member countries of the association, it enshrines commitments to addressing gender-based discrimination, and protecting women migrant workers from violence and sexual harassment. Renewed commitment to adopting the consensus stemmed in part from comprehensive analysis overseen by UN Women that assessed trends in women's labour mobility and spotlighted their major economic contributions.



## International Women's Day 2018

The call resounded around the world on 8 March 2018, International Women's Day. The theme of the day: **THE TIME IS NOW: RURAL AND URBAN ACTIVISTS TRANSFORMING WOMEN'S LIVES**. It echoed the new activism of women globally as well as discussions at the UN Commission on the Status of Women on rural women.

UN Women mobilized people through 45 countries and 150 events, ranging from marches to panel discussions, cultural events, seminars and contests. At UN Headquarters, a high-level celebration of the day included the UN Secretary-General; the UN Women Executive Director; Academy Award-winning actor and activist Reese Witherspoon; Tony-nominated playwright, actor and activist Danai Gurira; President of the National Farmworkers Women's Alliance Mónica Ramírez; and civil society representatives and leaders.

Media coverage made a splash through 5,000 articles in 90 countries. Leading outlets—The Associated Press, CNN, Al Jazeera, CBS News, PBS, PRI, CNBC and more—put a spotlight on rural women as key to achieving the 2030 Agenda. Dynamic web content drew over 200,000 unique page views, comprising an interactive timeline on women's rights, photo essays and infographics, cartoons, videos and a host of human interest stories celebrating activists. The hashtag #IWD2018 was used 1.8 million times by 900,000 people and organizations.

MORE THAN  
**150**  
IWD  
**2018**  
EVENTS  
ORGANIZED IN  
**45**  
COUNTRIES

MORE THAN  
**4,500**  
REPRESENTATIVES  
FROM MORE THAN  
**600** NGOs,  
FROM  
**130**  
COUNTRIES,  
AND MORE THAN  
**3,500**  
GOVERNMENT  
DELEGATES  
ATTENDED  
**CSW62**

# LEADING THE WAY TO CHANGE

Women everywhere have proven their merits as leaders and activists, pressing for a more fair and inclusive world. They still do not have an equal share of the positions where decisions are made, however, even where choices affect everyone, women and men. Despite many obstacles, women are not waiting for an invitation to the table. With growing skills and perseverance, and with UN Women's support, women politicians, electoral officials, voters, lawmakers, civil society activists and many others are claiming their equal right to lead and be heard. The time is now.



*Kenyan women took to the streets to celebrate a Supreme Court decision allowing elections to move forward in 2017. The vote resulted in a number of gains for women as legislators and in new leadership positions. Even in highly conservative communities, women broke longstanding norms by making successful cases for their candidacies.*

## RUNNING FOR OFFICE

Her unassuming nature belies her courage and prowess in a country where men dominate politics. This is Alice Wahome. She tried three times before she finally won a seat in **Kenya's** Parliament from the county of Murang'a, which had never before elected a woman.

Once in office for the first time in 2013, Wahome quickly set out to justify the faith her constituents had placed in her, improving infrastructure for farmers, access to electricity and water, and education. When she ran again in 2017, these successes did not deter vicious attacks linked to her gender, including on social media and in a scuffle with an election official. But she kept going straight to another victory, helped along the way by training and information provided by UN Women.

"The society says women are making noise. But I say no, women are speaking. We are having democratic conversations about the future of this country," Wahome says.

When Abdia Gole first announced her decision to stand as a candidate in the 2017 elections in rural northern Kenya, people in her conservative community ridiculed her. The Council of Elders, the influential and traditional leaders of the community, weighed in with their disapproval. It didn't matter that the 33-year-old was a recent graduate from one of Kenya's leading universities. Women are expected to stay home and care for their families. No one had ever heard of a woman competing for political office.

But that didn't stop Gole. While she did not ultimately win a seat, she used the training provided by UN Women to blaze a new trail, demonstrating that a woman's place is in elections too. Changing mindsets fuels progress, which is why UN Women also

supported outreach to the Council and other key community members, opening a dialogue about a more inclusive society and the contributions women could make.

Altogether, in the lead-up to Kenya's 2017 elections, UN Women trained more than 400 female aspiring candidates to better understand the electoral process and its rules and regulations, as well as on the contributions that a critical mass of women leaders can make to improving women's lives. After the poll, women's representation in the National Assembly edged up to 21 per cent, a slight increase from the last election in 2013. Women took 23 of the open seats that are not reserved specifically for them, up from 16. As importantly, women gained new leadership positions; three women governors and three women senators were elected in 2017. No women previously held any of these seats.

The barriers are still significant. Even though by law political parties must nominate women as at least one-third of their candidates, this does not happen in practice, an issue compounded by other deterrents such as violence against women candidates and lack of funding. But women regardless are geared up to keep on mobilizing. As Wahome tells other women candidates: "No one will move for you. Go and take it."

Women in **Nepal** are also on the move in politics. The Constitution there makes an explicit commitment to gender equality, including through election quotas. So with the first local elections in 20 years in 2017, a major step towards decentralizing the Government and bringing it closer to people in local communities, an opportunity sprang open for more women to contest for office. UN Women supported electoral officials and sponsored a landmark national conference

**27**  
**LAWS WERE**  
**AMENDED OR**  
**REFORMED IN**  
**17**  
**COUNTRIES**

**NEARLY**  
**7,000**  
**WOMEN LEADERS,**  
**ASPIRING CANDIDATES**  
**AND ELECTED**  
**PUBLIC OFFICIALS**  
**TRAINED IN**  
**32**  
**COUNTRIES**

**GENDER EQUALITY**  
**ADVOCATES**  
**INFLUENCED**  
**NATIONAL**  
**DIALOGUES AND**  
**POLICIES RELATED**  
**TO WOMEN'S**  
**POLITICAL**  
**PARTICIPATION IN**  
**58**  
**COUNTRIES**

for women leaders. It also joined activists from excluded groups, such as home-based workers and survivors of trafficking, to prepare women candidates to run. When the polls closed, 14,000 women, the highest number ever, had taken 41 per cent of local seats. Building on a groundswell of women's activism, and rallying around the principle of leaving no one behind, they are setting a new direction for inclusive and accountable local governments across the country.

### MOBILIZING FOR EQUALITY

Where women's rights are embedded in the law, women gain a critical foun-

ation for claiming their rights in all spheres of life. As **Georgia** began orchestrating a shift to a parliamentary system of governance, UN Women stood behind successful advocacy for constitutional guarantees of gender equality. The new Constitution, adopted in 2017, requires that the State play an active role in achieving gender equality, which means systematically instituting new laws, policies and programmes so that women enjoy not just equal opportunities, but equal results. This significant advance came through concerted lobbying by civil society, women's groups and development partners, spearheaded by a Task Force on Women's Political Participation.

### EMBEDDING GENDER PERSPECTIVE

In **Bolivia**, UN Women worked closely with the Electoral Tribunal to weave gender perspectives across electoral administration and management. The goal: a more representative democracy through women's increased participation as voters, candidates and electoral officials. An Observatory on Parity Democracy, established within the tribunal, will routinely monitor progress towards parity in elections and full implementation of Bolivia's unique Law on Violence against Women in Politics.



*Nakarna Kumari Dahal, 94, has her finger inked to show she has exercised her right to vote in Nepal's 2017 election. It was a watershed moment, bringing 14,000 women into local government.*

# “THEY SAID THAT A WOMAN COULDN’T RUN FOR ELECTIONS... I PROVED THEM WRONG.”



## COUMBA DIAW

*Coumba Diaw is the only female Mayor of the Sagatta Djoloff community in the region of Louga, Senegal, which is made up of 54 other municipalities, all headed by men. She grew up listening to a rhetoric that restricted women from participating in politics and public life, but that didn't stop her. Today she makes other elected officials aware of the importance of women's leadership.*

“They said that a woman couldn’t run for elections. They said that a widowed woman couldn’t be a Mayor...that a woman did not have the skills to manage a community.

I proved them all wrong.

I was born into a conservative family. Nothing [in my background] predestined me to take up politics. At the age of 14, I was forced to leave school to get married. For almost 30 years, I was a housewife, as was expected of me. But, I believed that I could change my destiny. I was inspired by the women in my country who had pioneered new careers... I joined politics in 1998.

As a woman Mayor, I know that I must inspire other women. I also know that I must not disappoint the hopes placed in me. One of my first actions [as Mayor] was to install drinking water taps in 33 out of 43 villages of the Sagatta Djoloff community. This freed up women’s time that used to be spent fetching and collecting water from distant sources. I also set up a weekly market for women to increase their income.

Recently, I received a training on women’s leadership and local governance. I will deliver the training to all the elected officials in my area so that they too see the value of women’s participation in public life and promote their leadership within institutions.”

# CLAIMING ECONOMIC EMPOWERMENT

Where women flourish, so does the broader economy, yet too many women are still paid less for the same job, work under unsafe conditions, or are unable to access assets such as land and property. Closing the gaps is essential and urgent. UN Women backs economic empowerment to help women claim their rights, and make choices about where and how to live. From the smallest villages to the busiest cities, from agriculture to high-tech industries, women are taking their rightful roles, whether as entrepreneurs or labour organizers, factory workers or cultivators of crops that feed the world. The time is now.



*Like many rural women, Olga Macz once struggled to overcome severe poverty coupled with pervasive gender discrimination. Today, she has more income, more hope and more skills to claim her rights. Through a joint UN programme, she has become one of 1,600 women who have set up successful small businesses in a marginalized region of Guatemala.*



## MAKING A BETTER LIVELIHOOD

Olga Macz can remember the days when she had almost no income. Living in Alta Verapaz, the poorest region of **Guatemala**, every day was a struggle for survival for her and her four-year-old daughter.

Now she has a thriving business producing shampoo from local plants. She is comfortable with the language of marketing, speaking about her brand and how she has diversified her production from one type of shampoo to five. She sells her products in Guatemala City, the capital, and has been to Mexico to learn from other women entrepreneurs. Her voice bubbles with enthusiasm as she talks about plans to further invest what she has earned.

Macz's move towards empowerment, overcoming entrenched poverty and marginalization, started with training and support from a UN joint programme for rural women. She and nearly 1,600 other women in Guatemala have learned to develop small businesses based on traditional practices—such as shampoo making—but applying modern production, packaging and marketing tools. The shampoo, once sold in reused cola bottles, now comes in clean, neatly labelled containers. Together, Macz and other women shampoo makers successfully lobbied the local municipal government for space in weekly markets; over time, they hope to own their own store.

“For me, personally, there have been many changes,” Macz says, ticking off a list that goes far beyond more income and the motorcycle she bought with her savings. “I learned about my rights. I learned that women shouldn't allow men to give (them) orders. My husband agrees with me

now because he knows I know more than him!”

Rural women around the world face some of the toughest barriers to equality and empowerment, held back by a mixture of limited options for livelihoods and access to markets, poverty and often deeply rooted forms of gender discrimination. Progress depends on acting on all of these fronts: the mission of the joint programme. It combines the considerable expertise of UN Women, the Food and Agriculture Organization, the International Fund for Agricultural Development and the World Food Programme to empower rural women in seven countries: Ethiopia, Guatemala, Kyrgyzstan, Liberia, Nepal, Niger and Rwanda. Since the joint programme began in 2014, over 40,000 women have transformed new skills and opportunities into benefits for themselves as well as over 260,000 children and other members of their households.

Across some of the poorest and most marginalized rural areas in **Egypt**, UN Women has helped extend a financial lifeline. More than 17,000 women now have for the first time access to community-based village savings and loan associations. The associations go far beyond offering financial services that are otherwise limited in rural areas. Participation helps build women's confidence and ability to act in other areas of their lives, such as making household decisions and setting up small businesses.

Over 1,000 associations have been created since 2014. Weekly savings have tripled in many cases, demonstrating women's growing confidence in managing their own capital. The model has worked so well that the Central Bank of Egypt and the National Council for Women have

**GENDER  
EQUALITY  
ADVOCATES  
INFLUENCED  
ECONOMIC POLICIES  
AND POVERTY  
ERADICATION  
STRATEGIES IN  
41  
COUNTRIES**

**ECONOMIC  
SERVICES,  
INCLUDING SOCIAL  
ASSISTANCE AND  
EMPLOYMENT  
SERVICES,  
DELIVERED TO  
WOMEN IN  
57  
COUNTRIES**

agreed to scale it up, and the bank has included it in a major national financial inclusion advocacy campaign.

For years, women in Korhogo, in northern **Côte d'Ivoire**, struggled to make a living through traditional methods of producing shea butter. Many barely scraped by, although the country is the fifth largest producer of the butter, which is widely used for cosmetics around the world. Traditional methods were backbreaking and often yielded poor-quality products, a struggle increasingly compounded by the loss of shea nut trees to deforestation.

Starting in 2017, UN Women began training women's cooperatives on better manufacturing practices and helping them secure equipment for butter that meets competitive standards. Other support comes from improved financing and market access, such as through an organic certification valued by international buyers. The benefits will accrue not only to

around 1,200 women, but also to their communities. Creating sustainable livelihoods from a local resource is climate smart and provides incentives to protect forests.

### REALIZING PROPERTY RIGHTS

Without equal access to assets such as land, women's economic empowerment only goes so far. Achieving equality typically requires passing stronger laws as well as changing minds and behaviours to put them into practice. In **Albania**, women have an equal legal right to land and property. But only a tiny 8 per cent actually own land. Social norms dictate that ownership is still the province of men, including through marriage and inheritance. Compounding these discriminatory patterns is the fact that women are often unaware of their rights, or if they are aware, the process of claiming them has been complex and expensive.

Towards easing these multiple burdens, UN Women advocated regulatory changes that are simplifying property registration procedures, encouraging registration in the names of both spouses, and ensuring women know how they can gain equal access to property, including agricultural land. Information campaigns have been coupled with training for 282 officials responsible for implementing the new provisions. To concretely demonstrate how women can pursue their rights, and shift assumptions about what's possible, free legal aid has assisted 150 women and girls in property-related cases.

In **Timor-Leste**, UN Women joined the civil society organization Land Network and other women's organizations on a multi-year campaign for women's land rights. This finally paid off in 2017 with parliamentary approval of the Land and Expropriation Law. It recognizes women's equal rights in land ownership, and prohibits any discrimination in owning, acquiring or managing land.

### GAINING LABOUR PROTECTIONS

In 2017 in **Brazil**, a longstanding push for justice by the National Federation of Domestic Workers, supported by UN Women, culminated in the ratification of ILO Convention 189 on Domestic Workers. The process built on ongoing exchanges of experiences and best practices with countries across Latin America and the Caribbean, and was propelled by the leadership and commitment of domestic workers, mostly women and 7 million strong. For the first time in Brazil's history, they have a legal guarantee of a full range of their labour rights.



*Afaf Taha and more than 17,000 other women in some of Egypt's poorest rural areas, supported by UN Women, take part in village savings and loan associations that build capital—and confidence to plan their finances.*

# “WE BELIEVE IN TRADE, NOT AID.”



## SUNITA KASHYAP

*Sunita Kashyap is the secretary and founder of Mahila Umang Producers Company (Umang), an organization run by women farmers and producers in the Indian state of Uttarakhand. In 2017, Kashyap participated in the National Consultation held in New Delhi, India, organized by UN Women, the National Commission for Women and MAKAAAM (Forum for the Rights of Women Farmers).*

“Twenty years ago, during the founding of Umang, I was a high-school graduate and a home-maker. Even though I was actively involved in farming with my husband, I wasn’t seen as a “farmer”; my contribution was not considered on equal terms. Things changed when Umang became a part of my life. I completed a Bachelors and then a Master’s degree. I learned to manage the accounts and oversee customer relations.

We believe in building a sustainable life and ensuring consistent income for rural women. Umang provides us with opportunities to become entrepreneurs. The fact that women are making and selling their produce, auditing the self-help groups and keeping the books and accounts, make this a sustainable model.

Today, Umang has 3,000 women who are involved in sustainable farming, producing and selling their own goods. We are all shareholders in the company and we use the money we earn for micro-credit, as a bank would. We managed a turnover of around INR 4 crore (over USD 600,000) this year!

However, with the recent modifications in the tax system in India, we are incurring huge losses. We have to pay tax before the product is sold, irrespective of its sale. I am here at this conference to articulate the problems that we face.

At Umang, we believe in trade, not aid.”

# ENDING VIOLENCE AGAINST WOMEN AND GIRLS

Violence against women and girls remains so pervasive that ending it is everyone's concern. More and more people, from all walks of life, have recognized they must get involved. UN Women engages with legislators to pass tougher laws, business owners to make work-places safe from harassment, and statisticians to improve data so that violence is no longer an invisible crime. All of them are activists committed to a safer, more just world. Behind them are millions of women who have stood up and said enough is enough. We have a right to live free from violence. The time is now.



*Sometimes a dress speaks louder than words. Women's activists in Beirut, Lebanon strung up white wedding dresses in a striking protest against a longstanding law allowing a rapist to go free if he marries his victim. The movement quickly gained momentum, resulting in abolishment of the law.*

## DEMOLISHING DISCRIMINATORY LAWS

A new awakening swept the Arab region in 2017 as three countries enacted long-awaited laws to end violence against women and girls. **Jordan** rid itself of its infamous “rape law,” where a rapist could avoid punishment by marrying his victim. **Lebanon** quickly followed suit, abolishing a similar statute. **Tunisia** passed its first comprehensive national law to combat violence against women.

In all three countries, drawing on support from UN Women, women’s rights advocates joined forces with women leaders in government to collectively demand change—and did not back down until they got it. In Jordan, more than 200 activists and civil society representatives attended the parliamentary discussion of the law, bearing with them an online petition that in just one day collected 5,000 signatures backing the reform.

Tunisia’s new anti-violence law is designed to both prevent violence and support survivors. It recognizes physical violence, as well as a variety of other forms, whether sexual or psychological, economic or political. It provides new protection mechanisms and eliminates practices such as pardoning a perpetrator of a sexual act with a minor when he married his victim. UN Women convened influential international entities to support the drafting of the law, at the United Nations as well as the Council of Europe and the European Union. Guidance for parliamentarians on international standards helped propel the process to a successful vote.

In Lebanon, Prime Minister Saad Hariri was among the first to welcome abolishment of the “rape law,” tweeting a promise: “All these steps

are part of a journey that we will pursue along with the Lebanese woman until she gains all her rights.”

## FREEDING WOMEN FROM VIOLENCE

Legal, psycho-social and other essential services interrupt the vicious cycle of gender-based violence. In **Moldova**, many more survivors are finding these services in part through a new national helpline promoted by UN Women and other partners. Usage surged by 50 per cent from 2016 to 2017. In the district of Drochia, which has piloted a concerted effort to end violence by offering a combination of services, UN Women helped introduce an innovative approach called positive deviance. Women survivors learn to speak openly and confidently about overcoming violence, and inspire other women to do the same. One champion and survivor, Maria Scorodinschi, has become so renowned for her activism that she was recognized by BBC News as one of the 100 most inspirational and innovative women for 2017.

In many rural and remote communities, essential services are typically not available. **Fiji, Kiribati, Papua New Guinea** and **Tonga** face additional challenges from territories spread in some cases over hundreds of islands in the Pacific Ocean. UN Women has helped them to begin closing the gaps such as through toll-free hotlines, new centres offering combined services and better training for service providers. Around 20,000 people now have better resources to protect themselves.

**52**  
**COUNTRIES**  
**STRENGTHENED**  
**LEGISLATION TO**  
**ADDRESS VIOLENCE**  
**AGAINST WOMEN**  
**AND GIRLS**  
**SINCE 2014**

**OVER**  
**7.5**  
**MILLION**  
**PRACTITIONERS**  
**ACCESSED EXPERT**  
**KNOWLEDGE**  
**AT [ENDVAWNOW.ORG](https://www.endvawnow.org)**

## Putting a spotlight on violence

**Ending violence against women and girls requires a comprehensive approach—tougher laws, more prevention, higher quality services and improved data. To pull together these pieces, and to focus in particular on reaching the most marginalized women and girls, UN Women became a founding partner of the “Spotlight Initiative” of the European Union and the United Nations.**

**The initiative will channel large-scale investments to Asia, Africa, Latin America, the Pacific and the Caribbean, starting with funding of EUR 500 million. As a model fund for achieving the Sustainable Development Goals, it will catalyse an enhanced UN system response to violence, overseen by the UN Secretary-General.**

**Activities will be geared towards pursuing innovation, galvanizing high-level political commitments, building new and powerful partnerships, and raising awareness of the widespread harm caused by violence against women and girls.**

### MAKING THE CASE FOR CHANGE

Mechanisms to prevent and respond to gender-based violence are often few and far between. Among the reasons for these gaps is the lack of reliable, detailed data to develop the right policies and services. In **Ethiopia**, UN Women worked with the Ministry of Women and Children’s Affairs to introduce a violence-against-women module in the Ethiopian Demographic Health Survey, a major exercise to collect population data. The survey yielded the country’s first precise facts and figures on the prevalence of violence and has already started to shed light on longstanding misconceptions

about how it occurs, affirming high rates among married women, for instance.

Across the **Caribbean**, UN Women is partnering with the intergovernmental Caribbean Community, other UN entities and the Inter-American Development Bank to pilot an innovative model for comprehensively surveying the prevalence of all major forms of sexual and gender-based violence as well as child abuse. For the first time, five countries are conducting national prevalence surveys. In 2018, **Trinidad and Tobago** released its first comprehensive data. Among other findings: a sobering one in three women never report their

experience of violence. The report serves as an important foundation for scaling up support for survivors and ensuring it fully responds to their needs.

### MAKING CITIES SAFE

UN Women’s Global Flagship Programme Initiative, **Safe Cities and Safe Public Spaces**, spans 31 cities around the world, and aims at ending sexual harassment and other forms of sexual violence in public spaces. At the first-ever Global Meeting of Mayors on Gender Equality in 2017, 12 city governments strengthened commitments to address sexual harassment in public spaces as part of Safe Cities.

# “WE ARE TALKING THE TALK AND WALKING THE WALK.”



## ANA VASILEVA

*Ana Vasileva is a women's rights activist and a member of the feminist collective Fight Like a Woman, living and working in Skopje, the former Yugoslav Republic of Macedonia. Together with other feminist activists, Vasileva kicked off a new social movement in Macedonia against sexual harassment, under the hashtag #СераКажувам (#ISpeakUpNow).*

“In 2013, I became instantly famous—or should I say infamous—when I published a blog post about the rape culture in Macedonia. My post was inspired by a trending twitter hashtag #TheyCalledHer (**#ЈаВикале**) which was packed with sexism and misogyny under the pretext of humour. After I wrote the blog, I became a target of online abuse and threats. They even started a hashtag with my name to insult me.

I continued my activism, grounded by my belief in female solidarity and feminist practice. As part of a feminist collective, we mapped the streets named after distinguished women in the city; placed feminist books in the hands of statues in the city centre; and spotlighted antifascist women fighters in World War 2.

Then came #MeToo and #TimesUp campaigns. In Macedonia, the campaigns were met with a lot of resistance. The counter narrative denounced the movement as a “hatred of men and sexuality”.

We came up with our own hashtag—**#СераКажувам** (**#ISpeakUpNow**)—and kicked off a campaign against sexual harassment and violence against women on 16 January (2018) at noon. The idea was to share some of our personal stories or stories from our friends about sexual harassment. The hashtag spread like wild fire and by the end of the next day, the Ministry of Labour and Social Affairs, the Ministry of Education and Science and the Ministry of Interior, along with the Prime Minister, had issued official support for our campaign.

Our goal is not about punishing a few individuals, but to bring real change in people's attitudes and the system, so that there is no more social tolerance towards this violence.

# RALLYING BEHIND PEACE AND RECOVERY FROM CRISIS

Crisis causes specific forms of harm and upheaval in the lives of women and girls. While often at the forefront of restoring peace and recovering from natural disasters, they are still poorly recognized as central actors in crisis solutions. Change is coming, though. With UN Women's backing, activists have cracked open space for women and gender issues at peace tables, in humanitarian action and in national disaster management plans. Humanitarian relief providers increasingly tailor assistance to women's needs. Political leaders call for gender equality as integral to restoring justice and preventing violent extremism. The time is now.



*Rohingya refugees like Somjida (standing) have fled desperate conditions, seeking safety at a refugee camp in Bangladesh. They find solace and support by gathering at a Multi-Purpose Women's Centre. Training helps develop skills such as tailoring that can provide new sources of income, along with a sense of returning to stability and a normal life.*



## EMBRACING HOPE AND HEALING

Every day, Rohingya refugees arrive in Cox's Bazaar, **Bangladesh**, fleeing killings, torture, rape and other forms of violence in Myanmar. They carry little, their pockets empty, their minds full of traumatic memories. Just above half of an estimated 688,000 new arrivals are women and girls.

But along the crowded lanes of the camps the refugees now call home, there are few female faces. Fear and restrictive socio-cultural norms keep women and girls confined to the tents and small shelters they have been assigned, only occasionally peeking out to see who is walking by. They do not show up to collect relief items or participate in camp meetings about needs among the refugees or even to report cases of violence or abuse. They use make-shift toilets in their cramped living spaces because they are afraid to venture out to shared camp facilities, where men linger, waiting to peer inside.

In this uncertain life, crisis has compounded the gender inequalities women and girls already face.

But hope comes from a humanitarian response that deliberately counteracts exclusion and discrimination, whether in the provision of supplies or in regulations governing the camps. As the tide of refugees began to swell in August 2017, driven by escalating violence, UN Women became a vital conduit between female refugees and the array of national and international humanitarian organizations that support them. It helped coordinate the immediate distribution of kits of soap, clothes, menstrual hygiene products and flashlights for women, as well as cleaner burning fuel to reduce their

exposure to smoke from cooking fires. When women flagged concerns over a ban on midwives and doctors entering the camp at night, leaving them without medical care for childbirth, among other issues, UN Women took that issue to a humanitarian coordination meeting, resulting in a lifting of the restriction.

By early 2018, with UN Women's support, the first Multi-Purpose Women's Centre was operating in the Bhalukhali refugee camp. It provides a safe space for women and adolescent girls to move outside their temporary homes and come together, get information, find referral services for gender-based violence and obtain psycho-social counselling. They can also learn livelihood and literacy skills and use a secured bathing space inside the centre that is only accessible to them.

Similar efforts are underway at the new SADA Women-Only Centre, which caters to the most marginalized women among **Turkey's** large refugee population as well as in the communities that host them. In 2017, over 1,100 women turned to the centre's educational courses, counselling services and childcare support. Established by UN Women in Gaziantep, a city with a high concentration of people who have fled conflict in Syria, the centre is the first of its kind in Turkey. It has been nominated as a best practice by Gaziantep Municipality and endorsed by the Ministry of Family and Social Policy.

Escalating violence in Burundi, a place with a history of genocide, has forced many women into flight over the border with the **United Republic of Tanzania**. In three women's centres supported by UN Women, refugees find safe spaces to network, learn new skills and recover from the

**121,000**  
**CRISIS-AFFECTED**  
**WOMEN AND GIRLS**  
**ASSISTED IN**  
**31**  
**COUNTRIES**

**59**  
**SAFE SPACES AND**  
**67**  
**MULTI-PURPOSE**  
**CENTRES RUN**  
**IN HUMANITARIAN**  
**PROGRAMMES IN**  
**18**  
**COUNTRIES**

**UN WOMEN'S**  
**GENDER EXPERTISE**  
**DEPLOYMENT TO**  
**HUMANITARIAN**  
**CRISES INCREASED**  
**FIVE-FOLD**  
**SINCE 2014**



*Nadia John (right, wearing blue cap), a council representative in Barbuda, expresses deep appreciation for dignity kits provided to women and girls after devastation caused by Hurricane Irma.*

trauma of war and sexual violence. The centres also offer a 16-week programme for male camp residents to engage them in breaking gender stereotypes and preventing harmful cultural practices. Men once resistant to the idea that women in their families should work outside the home have come to see the benefits of greater incomes, shared workloads and a happier family life.

After Hurricane Irma swept with devastating force through **Antigua** and **Barbuda**, and even as Hurricane Jose bore down, UN Women and UNFPA quickly mobilized support to ensure that hundreds of dignity kits were immediately available. These contain items essential to the health and well-being of women and girls, but that are often overlooked in humanitarian relief. They include basics such as soap, panties, bras and sanitary napkins. “We are so thankful that they thought about us,” said Nadia John, a representative on the Barbuda Council. “These kits are so needed for all of us women and even the younger girls.”

### PREVENTING EXTREMISM VIA EMPOWERMENT

When women are empowered and take full part in decision-making in their homes and communities, societies become more cohesive and peaceful. Violent extremism finds no ground to flourish. Based on this premise, in 2017 UN Women introduced one of its largest programmes in **Asia**, on preventing violent extremism. In **Indonesia**, through a partnership with the Wahid Foundation, the programme helped 2,000 women gain micro-loans and learn about financial management.

They also learned to lobby local leaders for designating communities as “peace villages,” where conflicts are peacefully resolved, women have recognized roles in building peace, and economic empowerment initiatives are led by women. In nine recently declared peace villages, early assessments found that 45 per cent of women participants strongly agree that they now know what to do in order to prevent violent extremism in their families, compared with only

29 per cent of women outside the programme. Similar results were found in their communities, signaling women’s capacity to influence public opinion. Men and women have said women’s greater economic empowerment noticeably decreased tensions in families and communities.

Among the champions of the programme and the idea that underlies it is the President of Indonesia, also a HeForShe champion. Commemorating the International Day of Peace in 2017, he joined UN Women and an audience of 8,000 people to celebrate women’s contributions to development and peaceful coexistence. “Women are the key to sustainable peace,” he said, “From family, to country, to the world.”

### SEEKING TRUTH AND JUSTICE

There is no peace without justice, which is why **Mali** created a Truth, Justice and Reconciliation Commission to manage a daunting task: provide justice in the wake of the many human rights violations committed over the decades since the country’s independence in 1960. The Commission, in formulating its programme of work, recognized as well that peace and justice depend on gender equality. So it turned to UN Women to help establish a special committee that can bring gender dimensions into all activities.

A large share of violations in Mali have involved deliberately targeting women and girls. The Commission now uses new tools to analyse and respond to such cases, including a database to track them, and a comprehensive plan to respond to survivors. Learning sessions have brought best practices from similar exercises in other countries. These have helped victims’ associations and women’s



*At the SADA Women-Only Centre in Gaziantep, Turkey, Syrian refugees and women from local communities attend computer courses. It is a chance to learn new skills and build closer relationships.*

groups see how they can act to claim women's rights. The Commission itself has now committed to upholding these rights at every point in the long journey of healing the wounds of the past.

### SETTING NEW STANDARDS

In 2017, UN Women was responsible for developing a new *Gender Equality and Women and Girl's Empowerment in Humanitarian Action* policy for the global humanitarian coordination body, the Inter-Agency Standing Committee. The policy updates the global

humanitarian system's commitments to gender and establishes a formal accountability framework to monitor future delivery of assistance in all humanitarian settings. The new policy reflects a series of landmark international commitments to gender equality and women and girl's empowerment adopted in recent years at the World Humanitarian Summit, and under the Sendai Framework on Disaster Risk Reduction as well as the Grand Bargain on humanitarian assistance.

**23**  
**EXPERTS**  
**DEPLOYED TO**  
**SUPPORT SEXUAL**  
**AND GENDER-**  
**BASED VIOLENCE**  
**INVESTIGATIONS IN**  
**11**  
**COUNTRIES**

**OVER**  
**300**  
**FEMALE MILITARY**  
**OFFICERS**  
**COMPLETED**  
**UN WOMEN-**  
**SUPPORTED**  
**TRAINING FOR**  
**DEPLOYMENT IN**  
**PEACE OPERATIONS**



## Women champion women in peace processes

In 2017, women around the world came together in different forums that sent a clear message. Women will stand up and speak up for their right to be part of all peace processes until disparities are resolved.

The AFRICAN WOMEN LEADERS NETWORK convened during the UN General Assembly to mobilize around transforming Africa into a peaceful, stable and prosperous continent. The network was launched in 2017 at a forum organized by the African Union Commission and UN Women (see photo); 80 women leaders, in their roles as Heads of State, ministers, ambassadors and grass-roots leaders, serve as high-visibility advocates for women's leadership and full participation in governance, peace and stability.

The WOMEN, PEACE AND SECURITY NATIONAL FOCAL POINTS NETWORK met for the first time in 2017, conducting a vibrant exchange of ideas on advancing women's participation in national peace and security policies and programmes. Participants took up the greater integration of existing international commitments into domestic policies and laws, and strategies to tackle challenges in putting these into practice. The meeting, held annually with UN Women serving as a secretariat, is also an opportunity to boost coordination of related funding and assistance programmes.

# “WOMEN ARE SEEN AS SEXUAL OBJECTS; DOMESTIC AND SEXUAL VIOLENCE IS ON THE RISE.”



## CHARO MINA-ROJAS

*Charo Mina-Rojas is the National Coordinator of Advocacy and Outreach for the Black Communities' Process (Proceso de Comunidades Negras) in Colombia. Following the historic peace agreement which ended the more than 50-year conflict between the Government of Colombia and Revolutionary Armed Forces of Colombia (FARC), Mina-Rojas advocates for justice and equality for Colombia's afro-descendent women. The peace agreement includes a specific chapter on the ethnic perspective through efforts by Afro-Colombian women activists like her.*

“I grew up in an afro-descendent community in Cali, Colombia, surrounded by strong and capable women. Yet, the men in their lives dictated what was right or wrong.

Afro-descendent women like me face a double discrimination—because of our race and gender—and additional discrimination, because of poverty. At school, I would get disparaging looks by some, while others were overprotective, as if I couldn't manage anything by myself. Later in life, the discrimination continued—while working at a ministry, the assistants would rarely support me.

Many of the approximately 5 million afro-descendent people in Colombia live in violence-affected areas. Women are seen as sexual objects; domestic and sexual violence is on the rise.

The space that has been left vacant by rebel groups since the peace agreement was signed, is being seized by other armed groups. Sexual violence, kidnappings and torture are being used as political weapons, and affecting younger women and girls, more now than in the past. This violence creates a terrible stigma for women.

We are also suffering from economic, environmental and cultural violence.

Do I think that the peace agreement will be implemented? Yes, I trust that it will. But it needs to be implemented in a way that acknowledges the diversity of the Colombian people, and of women, and respect their rights.”

# MOBILIZING FOR BETTER BUDGETS

National plans and budgets define the direction of public services and investments essential to gender equality, but without rigorous scrutiny for gender dimensions, they can miss critical elements. Working with UN Women, a groundswell of gender equality advocates, national policymakers and international financial institutions are now championing gender-responsive plans and budgets that fully align with gender equality objectives. The time is now.



*In Serbia, many of Milica Stojanovic's friends have moved from their small village to nearby towns. She decided to stay and enjoy growing vegetables, a choice backed by a gender-responsive local public budget. It invests equally in services required by women and men, including those linked to agriculture.*

## CLAIMING A FAIR SHARE OF RESOURCES

In the town of Uzice, in southwestern **Serbia**, women civil society groups have long known what local women need most to improve their well-being: better livelihoods, for one thing. So with UN Women's assistance, they looked at patterns of public spending, investigating whether or not local budgets were investing equally in services required by women and men. After finding that sums spent on agricultural subsidies were mostly going towards animal husbandry, long dominated by men, they successfully argued for a shift in policy. Uzice agreed to channel more funds into subsidies for vegetable growing, where women farmers tend to cluster.

This is just one example of how gender analysis of public budgets in Serbia is changing the course of public finance as well as the programmes and services that depend on it. In 2018, 47 national and provincial government institutions included gender equality in their budget objectives, based on new requirements introduced in the 2015 Budget System Law. The law stipulates that all government institutions plan for at least one gender equality goal in their budgets and begin using sex-disaggregated data to measure all activities with potentially different impacts on the lives of women and men. Budget instructions issued by the Ministry of Finance in 2018 formally reinforced the imperative of gender-responsive budgeting and reporting.

Continuous advances on these issues are due in no small part to UN Women's ongoing support, including through convening a vocal coalition of committed government officials, parliamentarians, civil society groups and other UN agencies. Expert reviews of budget documents have provided insights and recom-

mendations, while training for nearly 800 national, provincial and local civil servants has showed them how to conduct effective gender-based budgeting that can make a substantial contribution to gender equality. Building on earlier experiences like the one in Uzice, a national review of agricultural incentives has begun identifying gaps in funding and services for women.

In a number of countries around the world, the introduction of gender-responsive budgeting has propelled consistent increases in allocations aimed at gender equality. In **Mexico**, sums have climbed by 37 per cent since 2012. A system to track allocations in the **Dominican Republic** has encouraged a consistent rise since 2015. New practices can also improve public planning as a whole. **Cabo Verde** used gender-responsive budget skills and tools acquired through UN Women's assistance to integrate gender equality across the three axes of its new National Strategic Development Plan, a roadmap for localizing the Sustainable Development Goals.

In line with UN Women's global Flagship Programme on Transformative Financing, a new partnership with the International Monetary Fund will significantly scale up the capacities of governments to implement gender-responsive budgeting.

## PUTTING GENDER EQUALITY IN PLANNING

Beyond its support for integrating gender equality in broad national development planning and budget processes, UN Women has zeroed in on plans and policies around some particularly critical concerns for women's rights and well-being, such as HIV/AIDS. In **Zimbabwe**, it helped bring organizations of women

living with HIV into the review of the National HIV and AIDS Strategic Plan 2015-2020.

The plan subsequently acknowledged high rates of new HIV infections among women and girls and emphasized the importance of addressing gender inequality and violence against women as root causes of increased HIV infections among women and girls. Women's organizations and women's rights activists also successfully advocated for the inclusion of initiatives on HIV and adolescent girls and young women in a funding request to the Global Fund to Fight AIDS, Tuberculosis and Malaria, with an approved budget of USD 8 million for behavioural change programmes, comprehensive sexuality education, and community mobilization interventions to prevent violence against women and girls.

# 43 COUNTRIES INCREASED BUDGET ALLOCATIONS FOR GENDER EQUALITY AND WOMEN'S EMPOWERMENT SINCE 2014

# UN TRUST FUND TO END VIOLENCE AGAINST WOMEN

“Before I was not going out of house. Now I can go to anywhere else. I have courage to go somewhere, talk to some people.”

“Safety is a huge part of being displaced. If you feel safe, then most things – even if you’ve seen the worst – most things feel okay.”



*The Free Yezidi Foundation Women’s Centre offers urgently needed trauma therapy to women and girls in the Kurdistan Region of Iraq, many of whom have experienced horrific violence. Participants attend for three months, taking part in a combination of therapeutic, educational and livelihood activities.*



These are just two of the many voices of women survivors of violence who have sought refuge and recovery at the women's centre of the Free Yezidi Foundation, a grantee of the UN Trust Fund to End Violence against Women (UN Trust Fund). Operating in the Kurdistan Region of **Iraq**, the centre provides access to a psychologist and a trauma healing programme. It runs music, art and language classes to reduce stress, and helps women prepare for employment through livelihood training. Benefits have a ripple effect, as women who go to the centre say they use the skills and insights gained to help their families.

Managed by UN Women on behalf of the UN system, the UN Trust Fund supports non-governmental organizations and governments around the world to improve access to services for survivors of violence, increase the implementation of laws and policies, and prevent violence. In 2017, the UN Trust Fund managed 120 projects aimed at preventing and ending violence against women and girls in 80 countries and territories. A total of 6.3 million people, including men and boys, government officials and the general public, were reached by these projects. Almost 350,000 women and girls benefited directly from empowerment activities and protection from violence, including almost 46,000 women survivors.

The UN Trust Fund has sought in particular to reach women and girls from marginalized and underserved communities, comprising at least 37,500 women and girls living with disabilities; 10,500 lesbian, bisexual and transgender women; almost 9,000 indigenous women; and 2,500 refugee and internally displaced women and girls. The cost of reaching beneficiaries in 2017 was on average USD 3 per person, illustrating how even small investments have significant potential impact.

Strategically responding to emerging global needs and challenges, in 2017, through a newly established humanitarian window, the UN Trust Fund awarded USD 2.5 million

to five organizations working to prevent and end violence against refugee and internally displaced women and girls in Iraq and Jordan. A second window opened in the 2017 Call for Proposals provides at least USD 1 million in funding for projects on ending violence against women and girls with disabilities.

In **Serbia**, the Mental Disability Rights Initiative-Serbia, a UN Trust Fund grantee, provided some of the first evidence of violations such as forced abortions and sterilization among women with mental disabilities living in custodial institutions. The initiative has trained 60 service providers on how to address violence and prevent it from occurring. Fifteen women with a history of institutionalization were included in the programme so that their perspectives remained at the forefront. Taken together, the women's greater capacities and confidence, and shifts in institutional practices and attitudes among policymakers are setting the stage for profound changes in the lives of women with mental disabilities.

The Women's Justice Initiative, another grantee, is the only organization in **Guatemala** working to prevent gender-based violence in 18 rural indigenous communities. In 2017, the project delivered a legal literacy course for 813 women and girls. A survey after the course showed significant changes in attitudes, such as a 71 per cent decrease in the number of women who agreed that it is justified for a husband to beat his wife. Women participants have sought legal assistance and taken steps to assert their rights at home, such as through a fairer division of household chores.

In **Mali**, the UN Trust Fund is supporting AMSOPT to change social norms around female genital mutilation/cutting (FGM/C), and provide medical and psychosocial services for survivors. Two villages in the Kayes region, which has the highest rates of FGM/C in the country, have publicly renounced these harmful traditional practices as well as child marriage. Six other villages are in the process of doing the same.

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**120**  
PROJECTS

**80**  
COUNTRIES  
AND  
TERRITORIES

**6.3**  
MILLION  
INDIRECT  
BENEFICIARIES

# FUND FOR GENDER EQUALITY

**“All of a sudden, I found myself surrounded by a group of women who called me ‘colleague’. They shared their stories. I learned about my rights. I had no idea that I actually had rights!”**



*At a meeting in Mexico City, members of the Mexican National Union of Domestic Workers put the gloves on to gear up for claiming their rights. They have driven a new national agenda to fully protect the rights of 2.4 million domestic workers, including through a collective labour contract.*

Norma Palacios used to find it hard to talk about her life as a domestic worker in **Mexico City**. But after years of enduring arduous days and diminishing comments from her boss, she decided to speak up and become involved with an association for domestic workers. Palacio went on to become one of the founding leaders of the national union of domestic workers, SINACTRAHO, where she has worked to shape a new national agenda for 2.4 million domestic workers, drawing on support from the Instituto de Liderazgo Simone de Beauvoir, which is funded by UN Women's Fund for Gender Equality. In 2017, for the first time, government, civil society, trade unions and employers came together around ratifying ILO Convention 189, on the rights of domestic workers. They developed a legislative proposal backed by 18 senators to align the Federal Labour Law with the Convention in order to reduce poor work conditions and discrimination.

Further progress came through joint advocacy by the Institute and SINACTRAHO, which led to the adoption of a collective labour contract for domestic workers, a significant advance in a mostly unregulated area of work. Yet there is more to achieve. Palacio would like to see formal legal recognition of the basic rights of domestic workers, including a minimum salary, paid leave, and access to basic social security services for them and their families. She is hopeful their struggle will bring changes. "We are not going to disappear any time soon because our work is important," she says. "Sooner or later they'll have to recognize our rights."

In 2017, the Fund for Gender Equality managed a portfolio of USD 8.1 million with 26 projects designed to benefit half a million people by 2019. By the end of the year, active projects reached 49,000 direct beneficiaries, most of whom are women from the world's most marginalized and underserved communities and groups. Women have learned new vocational, entrepreneurial, communications and advocacy skills; started new businesses; claimed property or labour rights; and advocated to influence public policies.

In the **United Republic of Tanzania**, the Pastoral Women's Council has helped 4,400 Maasai pastoralist women improve their livelihoods and economic status through greater control over water, land and livestock. Access to clean water has given women more time to attend community meetings and literacy classes. The strengthening of 56 village community banks has opened access to credit and loans, and members of savings groups are now better able to purchase food, and pay school and medical fees. This reduces dependency on their husbands and improves their status in the household.

An initiative by Atikha linking migrant domestic workers to business opportunities at home in the **Philippines** has allowed 345 workers to save and invest USD 690,000. Fifty women have set up or expanded businesses such as small shops, Internet cafés and enterprises marketing agricultural products.

Nearly 500 women from the poorest, most remote municipalities in the Bordj Bou Arreridj region of **Algeria** are producing cheese, honey and wool with assistance from El Ghaith. Greater incomes have empowered them as active community members. Impressed by the results, the Ministry of National Solidarity plans to replicate the initiative in other areas.

In 2017 the Fund commissioned its first independent evaluation to assess USD 84 million invested in 121 grants to civil society organizations across 80 countries since its creation in 2009. The evaluation indicated that the Fund has increased the visibility of women's human rights, forged stronger civil society networks for gender equality, and established local partnerships for women's empowerment, directly reaching over a half million women and men and benefitting millions more through policy shifts. In 2018, the Fund will provide grants and specialized training to 10 grantees to upscale their projects and use social innovation approaches such as design thinking and behavioural insights.

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**26**  
ACTIVE  
PROJECTS

**49,000**  
DIRECT  
BENEFICIARIES

**USD 8.1**  
MILLION  
TOTAL VALUE  
OF ACTIVE GRANTS

# COORDINATING UN SYSTEM GENDER EQUALITY

2017 was a moment for change for women around the world—and at the United Nations. For the first time, similar numbers of men and women serve in the top echelons of senior management, including among Resident Coordinators—the highest UN officials and the chiefs of UN teams in countries. And the UN Secretary-General’s System-wide Strategy on Gender Parity, developed with extensive support by UN Women, came online as a roadmap for parity in every other level and entity in the UN system. Next up as a priority: parity amongst Special Representatives and Envoys.



# STEM ACTION ON

Eighteen years beyond an original target date for parity, it's past time for the United Nations to "walk the talk." The strategy provides recommended actions and clear targets, such as to significantly increase the number of women peacekeepers (only 4 per cent are women right now), and institute more family-friendly policies. It calls on civil society organizations to hold the United Nations to its commitments through shadow reporting supported by UN Women.

All UN entities must submit a plan mapping the road to parity. UN Women's plan, issued soon after the strategy, covers core recommendations, including to help develop guidelines on an environment at the United Nations that fully empowers women and supports gender equality. As implementation of the strategy moves forward, UN Women will be a leading advocate, marshalling people inside and outside the United Nations. At the 2018 Commission on the Status of Women, it urged both civil society and UN Member States to seize the moment and, on all fronts, ramp up actions to achieve parity.

## TRACKING GENDER EQUALITY ACROSS THE SYSTEM

Spearheaded by UN Women, the UN System-wide Action Plan or **UN-SWAP**, holds UN entities accountable for incorporating gender perspectives in all institutional functions. In 2017, a record 66 UN entities, 94 per cent of the total, reported on indicators of progress under the UN-SWAP. Since the plan was introduced in 2012, the percentage of indicators rated as meeting or exceeding requirements has more than doubled, a sign of sustained improvement on key issues related to gender mainstreaming, such as policy development, strategic planning, oversight, human and financial resources and capacity development.

Persistent areas of weaknesses remain, however, particularly related to gender parity in staffing and adequate resource allocations for achieving gender equality, among others. The next generation of the UN-SWAP, UN-SWAP 2.0, debuted in 2018. It aims at accelerated progress over the next five years. Among other advances, it will help track UN support for the gender dimensions of the Sustainable Development Goals.

## ADDRESSING SEXUAL HARASSMENT

In late 2017, the UN Secretary-General established a task force dedicated to formulating a rigorous common approach to addressing and preventing sexual harassment across the UN system. Bringing together representatives from all UN organizations, the task force is currently reviewing sexual harassment policies as well as investigation mechanisms. UN Women provides expertise on a number of core issues, including the creation of a joint assistance helpline for UN personnel.

## SPEAKING UP ON INDIGENOUS ISSUES

As a key player in advancing the UN system's agenda on indigenous issues, UN Women has helped indigenous women and girls mobilize and influence decisions at a number of international forums. In 2017, with UN Women serving as the annual rotating co-chair of the **UN Inter-Agency Support Group on Indigenous Issues**, indigenous women leaders from Bolivia, Chile, Ecuador, Guatemala and Honduras made a powerful impact on the group's annual meeting in Quito. They shared unique perspectives on the roles of indigenous women in the management of natural resources, improved access to justice, economic empowerment and protection from violence.

*Left: United Nations Secretary-General António Guterres joins women members of the Senior Management Group to celebrate gender parity among top managers at UN headquarters in New York. Group members include Deputy Secretary-General Amina Mohammed (first row, second from left) and UN Women Executive Director Phumzile Mlambo-Ngcuka (second row, second-from-right).*

# FORGING ALLIANCES AND PARTNERSHIPS

Anyone can be a partner and an activist in the global quest for gender equality, sharing ideas, resources, aspirations, innovations. Through partnerships, people inspire each other, pushing for transformative change.



## TRANSFORMING BUSINESS

Businesses shape much of daily life, and their choice to partner with UN Women is a powerful signal that change is coming. The global advertising industry, for instance, is renowned for its creativity and vast influence in shaping attitudes. But it also too often reinforces negative gender stereotypes. At the 2017 Cannes Lions Festival of Creativity, UN Women launched the **Unstereotype Alliance** and called on industry leaders to make a commitment to gender equality, and to portrayals that perpetuate progress, not discrimination.

The alliance, including founding members such as AT&T, Johnson & Johnson, IPG, P&G, WPP and Unilever, brings together a growing group of major multinationals that oversee the work of hundreds of advertising agencies around the world. Their commitment to set aside competition in favour of collaboration and to eliminate harmful stereotypes represents an unprecedented opportunity to truly transform entire industries. Initial collaboration has centred on adapting tools to measure gender equality and diversity in the workplace and business practices, and to develop a global standard to measure advertising content in efforts to create an unstereotyped world.

Media and advertising partners continue to play a pivotal role in sending UN Women's gender equality messages to every corner of the globe. As part of the United Nation's Common Ground initiative, **WPP**, the world's largest multinational advertising holding company, helped secure more than USD 1 million in pro bono ads on major platforms such as Amazon and Spotify during the 16 Days of Activism

*To end the often blatant gender stereotypes in advertising, UN Women launched the Unstereotype Alliance. It mobilizes a number of multinational firms to transform advertising around the world to bolster gender equality and diversity.*

against Gender-based Violence in 2017 and on International Women's Day in 2018. Over 23,500 news media reports featured UN Women during the course of 2017. As members of the steadily growing **Step It Up Media Compact**, more than 60 major media outlets have committed to boosting women's representation in the newsroom and in news content, including Thomson Reuters, France 24, The Huffington Post, and Deutsche Welle.

Other UN Women partnerships with businesses have focused on women in science and technology. The **Global Innovation Coalition for Change**, formed in 2017, mobilizes 25 partners from private businesses, non-profit organizations and academic institutions to tackle the barriers to women's advancement in innovation. The group is working on industry standards, as well as programmes to support women innovators and address the key challenges they face, with the aim of ensuring women and girls have equal roles in designing, shaping and benefiting from technology.

Sixty-three stock exchanges around the world joined **Ring the Bell for Gender Equality Initiative** on International Women's Day in 2018. At the nexus of companies and investors, stock exchanges are uniquely positioned to influence capital markets to do their part in supporting gender equality. Now in its fourth iteration, the initiative has grown into a partnership between UN Women, the UN Global Compact, the Sustainable Stock Exchanges Initiative, the International Finance Corporation, Women in ETFs and the World Federation of Exchanges.

In New York, the ringing of the Nasdaq Stock Market Closing Bell also marked the exchange signing on to the **Women's Empowerment Principles (WEPs)**. An initiative of UN Women and the UN Global Compact, the WEPs are a set of seven principles offering practical guidance to businesses on how to promote gender equality and empower women in the workplace, market and community. Globally, over 1,850 business leaders have signed on. Turkey has the highest number of signatories in the world with 235 companies. In Brazil,



To celebrate International Women's Day, bells rang at 63 stock exchanges around the world, reminding businesses to do their part for gender equality. UN Women Executive Director Phumzile Mlambo-Ngcuka (centre front) rang the Nasdaq Stock Market closing bell, joined by Nasdaq President and CEO Adena Friedman (centre front, right of UN Women Executive Director).



more than 40 companies signed in 2017, bringing the total to 150 for that country by the end of the year. Collectively, they employ more than 2 million people.

### MOBILIZING WITH CIVIL SOCIETY

Civil society is at the centre of UN Women's support to women's rights and feminist movements as critical drivers of change. In 2017, UN Women played a central role in mobilizing a diverse array of civil society organizations through its **Civil Society Advisory Groups** at the national, regional and global levels, as well as in partnerships with a broad set of feminist actors. This included supporting the engagement of grass-roots civil society activists in reclaiming the United Nations as a peace organization, the creation of a faith-based alliance of progressive religious groups working for gender equality, and the inclusion of the voices of women human rights defenders and LGBTI activists in conversations on shrinking civic space.

Intergenerational events brought youth activists together with more experienced feminists and UN Member States. A high-level advocacy campaign on equal pay for work of equal value encompassed the setting up and launch of the Equal Pay Champions Platform as well as the multi-stakeholder Equal Pay International Coalition with

the International Labour Organization, which has resulted in a number of UN Member States making commitments to strengthen policies around equal pay.

### RAISING FUNDS AND AWARENESS

National Committees operate in 15 countries as staunch advocates for UN Women's programmes and for achieving gender equality. In Germany in 2017, the National Committee raised awareness and funds for the UN Trust Fund to End Violence against Women through sales of the UN Women Charity bracelet, which has featured in the German edition of Vogue and other leading women's magazines.

In **Singapore**, at the HeForShe Impact Awards, the National Committee recognized individuals and businesses for promoting gender equality and diversity initiatives, such as the Women's Voices project at Bloomberg to improve the representation of female newsmakers in print, television and radio coverage. The event also served as an opportunity to discuss, including with business leaders, the gender pay gap. **Finland's** National Committee carried out a successful Face-to-Face Campaign that boosted its monthly donor base by 70 per cent.





OVER  
**1,800**  
COMPANIES SIGNED  
ONTO THE  
**WEPs**  
SINCE 2014

**60**  
MEDIA COMPANIES  
GALVANISED FOR GENDER  
EQUALITY BY THE  
STEP IT UP MEDIA COMPACT

**39**  
CIVIL SOCIETY GROUPS  
OPERATE AT THE NATIONAL,  
REGIONAL AND GLOBAL  
LEVEL, COVERING  
**60**  
COUNTRIES



*Clockwise from top left: In Mexico City, UN Women partnered with J. Walter Thompson on a campaign using Venus signs as a stark reminder of the magnitude of femicidal violence. At the United Nations, civil society activists mobilized around a townhall meeting with UN Secretary-General António Guterres. A Face to Face campaign by Finland's National Committee drummed up new donors for UN Women.*

# CAMPAIGNING FOR CH



For the 16 Days of Activism against Gender-Based Violence, the world went orange, the signature colour of the UN Secretary-General's campaign UNiTE to End Violence against Women by 2030. Clockwise from top left: The orange-illuminated presidential palace in Quito, Ecuador; a flashmob in Ukraine; a public rally to take action in the United Republic of Tanzania; an all-women football match in Turkey; slogans against violence in Morocco; luminaries from the arts and media at United Nations headquarters to launch the Days; violence survivors showing off new fashion design skills in South Africa; orange handprints signalling commitment to the cause in Bangladesh; and a painting contest for children and youth in Viet Nam.

# ANGE



Around the world, a growing chorus of voices calls for gender equality. Advocacy campaigns align their ideas and channel their passion so their messages of hope and progress are widely heard.

## UNITING TO END VIOLENCE

In **France**, the President wore an orange scarf in solidarity. **Ecuador** lit its National Presidency building in orange, while on a safe bus journey in **Indonesia**, top transport officials urged riders to be aware and take action. **Samoans** tuned in to a special tournament of rugby, a widely loved sport. **Moroccans** filled the sky with orange, eco-friendly balloons. In **Rwanda**, 2,500 people walked across the city of Kigali. Residents of 16 cities across **Ukraine** sponsored flashmobs with orange umbrellas.

These were just a few of the hundreds of events where women's activists, government officials, business leaders, police officers, local authorities and many others marked the 2017 16 Days to End Violence against Women, an annual hallmark of the UN Secretary-General's campaign **UNITE to End Violence against Women by 2030**. Managed by

UN Women, the campaign has unleashed a surge in global advocacy around stopping violence, rallying people around the colour orange as a vibrant symbol of hope and a violence-free world.

Coinciding with an unprecedented outcry against sexual harassment, the 16 Days ignited media coverage in 97 countries, while tweets and Instagram posts reached 610 million users. Creative online content tapped trending conversations through the stories and voices of people—lawyers, doctors, police officers, social workers, traditional leaders, students and transportation workers—who have broken their silence, pursued justice, supported survivors and challenged harmful practices.

Outside the 16 Days, the UNiTE campaign is a force for mobilization throughout the year, within and across countries. Monthly Orange Days keep the issue visible. Actions in individual countries in 2017 included backing a three year-advocacy surge in **Kyrgyzstan** that resulted in a new and highly forward-looking law on domestic violence. In **South Africa**, through UNiTE, the Government, UN Women and the Edcon Group, the country's largest non-food retailer, are partnering to help survivors of violence gain skills for employment and begin the journey of healing.

## CHAMPIONING HEFORSHE

Heads of State, CEOs and university presidents have all signed on. As champions of **HeForShe**, a global campaign, they are among 1.2 million men and boys who have made a firm commitment to actions to achieve gender equality. An associated initiative, **IMPACT 10x10x10**, mobilizes leaders and influencers for HeForShe, such as the Prime Minister of Canada, who in 2017 became the first HeForShe Thematic Champion for youth.

**Georgia's** HeForShe campaign, with its playful but serious take on the lack of grammatical gender in the Georgian language, won the Tokyo International Photo Awards. Designed in collaboration with the advertising agency McCann Tbilisi, it was entitled "Georgian language has no gender prejudice - why is it in your head?" Catchy and widely circulated videos and posters featured male and female athletes from different sports, united in sending a message that gender does not matter in language or in striving for victory.

The **Association for Southeast Asian Nations** (ASEAN) kicked off its HeForShe Campaign with a call for a culture of respect and recognition that men and boys benefit from gender equality. At the HeForShe Arts Week in Bangkok, thought-provoking videos, exhibits and social media postings celebrated the remarkable achievements made in Asia and the Pacific,

while stressing remaining gaps, such as in ending violence and balancing the burden of unpaid care work.

## SCORING GOALS FOR GENDER EQUALITY

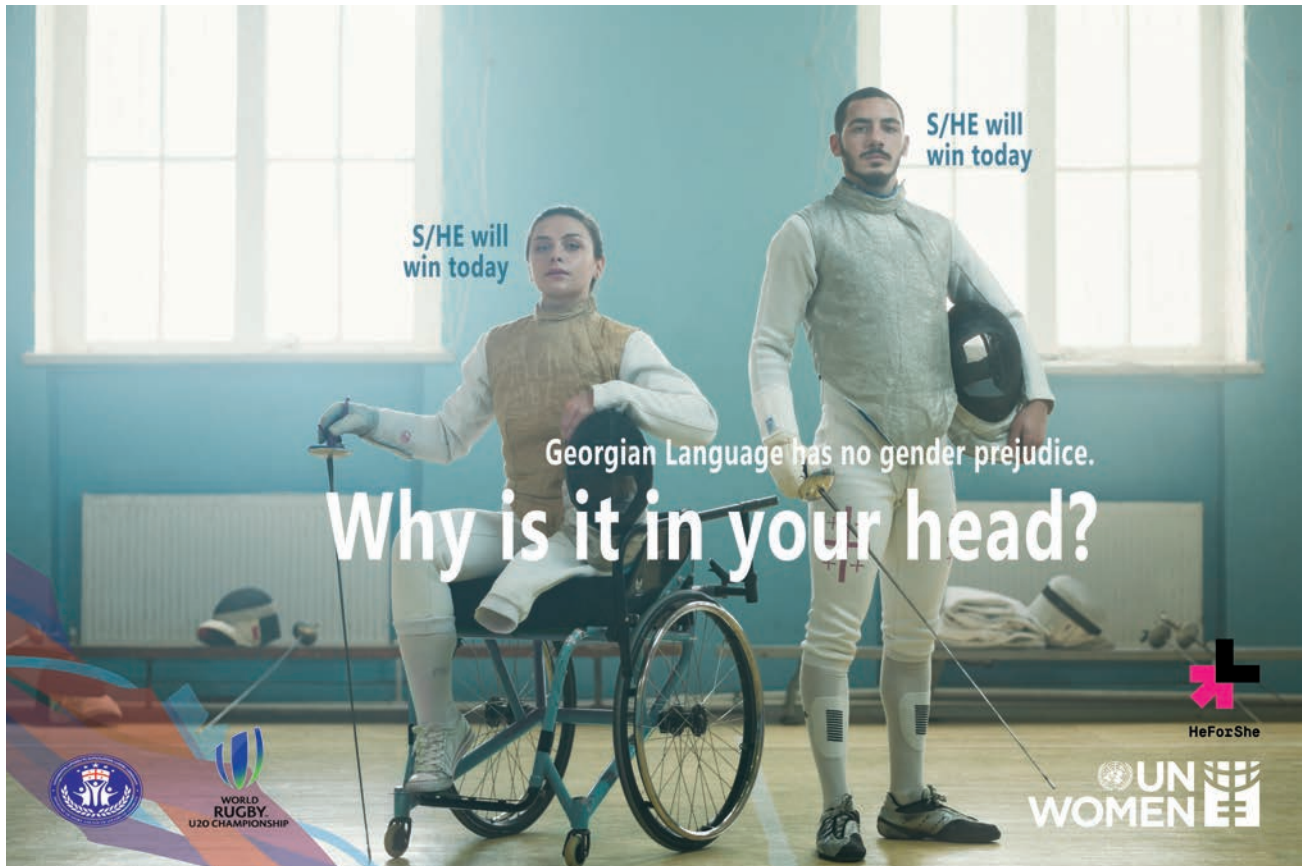
A woman in sports can be a powerful symbol of what women can achieve. In Fiji, a record number of women players took part at the **Oceania Rugby Sevens Championship**, supported by a partnership with UN Women. As a sports organization, Oceania Rugby has become a catalyst for change in the Pacific region, including through high level appointments of women board members who have championed an equal opportunity approach to recruitment. A new family-friendly emphasis includes lower ticket prices.

More goals were scored for gender equality at the **Global Goals World Cup**, an all-women football tournament orchestrated to raise awareness on the Sustainable Development Goals. Held in New York during the UN General Assembly, it drew women from around the world who played with heart, skill and stamina. The SDG5 Dream Team comprised strong gender equality activists, like Dina Smailova from Kazakhstan, who played to raise awareness on sexual violence. A survivor of gang rape, she has guided and supported 200 women survivors in Kazakhstan and was instrumental in winning seven sexual violence cases.

## SHIFTING SOCIAL NORMS

Changing people's minds goes a long way towards achieving gender equality by encouraging the abandonment of discriminatory ideas and behaviours. In 2017, UN Women reached millions of people across Egypt, Morocco, Lebanon and the State of Palestine with its "**Because I am a man**" campaign. It has engaged people online and off—including widely followed celebrities such as football superstar Mohammed Salah—in asking provocative questions such as: Does being a man mean being violent? Or does it mean standing up to violence? The question has unleashed ongoing public debate on social media, in community outreach events and even in exhibits on fatherhood.

The campaign builds on the region's first-ever multi-country study on men and masculinity, The International Men and Gender Equality Survey, IMAGES in short. Supported by UN Women, the study tapped the perspectives of 10,000 men on gender equality and perceptions of masculinity, providing some of the first data on men's attitudes. A significant share supported equality, suggesting that while unequal attitudes still dominate, that may not be the case for long.



*Clockwise from top: The HeForShe campaign in Georgia enlisted celebrity athletes like fencing champions Nina Thibilashvili and Luka Ghaghanidze to question gender prejudice, using a clever play on the Georgian language. The photo of Ghassan Namrouti playing guitar with his daughter is part of the photo exhibition “Palestinian Dads”, produced in Palestine as part of the “Because I am a man” campaign. Women athletes from around the world scored for gender equality at the Global Goals World Cup in New York.*

# PARTNERS FOR CHANGE

## VOICES FROM SELECTED KEY PARTNERS

### FINLAND

“Improving gender equality has been a determined policy for Finland throughout our independence. Enhancing women’s and girls’ status and rights is a priority in our foreign and security policy including our development policy. UN Women has a central role in advancing women’s rights worldwide and it is one of Finland’s main UN partners. This is reflected also in our funding.” ■ **ANNE-MARI VIROLAINEN, FINNISH MINISTER FOR FOREIGN TRADE AND DEVELOPMENT**

### JAPAN

“Women’s empowerment and leadership will diversify and revitalize organizations and societies. I am convinced that the cooperative relationship between Japan and UN Women will continue to develop. I will endeavor to do my best in promoting our friendly and strategic relations.”

■ **SHINZŌ ABE, PRIME MINISTER OF JAPAN**

### NORWAY

“Norway is a proud and steadfast partner and supporter of UN Women. We value the normative approach of UN Women, and believe this is key to success. To reach lasting peace, women must be part of the solution. We look forward to continue our cooperation with UN Women on this and other areas, to empower women and girls worldwide and improve their lives.” ■ **INE ERIKSEN SØREIDE, NORWEGIAN MINISTER OF FOREIGN AFFAIRS**

### SWEDEN

“Sweden values UN Women’s important work for the implementation of 2030 Agenda and women’s and girls’ full enjoyment of their human rights. UN Women is a key partner in promoting gender equality for all, leaving no one behind. Sweden fully supports UN Women’s mandate, which includes holding the UN system to account on gender equality issues, e.g. regarding sexual harassment.”

■ **ISABELLA LÖVIN, SWEDISH MINISTER FOR INTERNATIONAL DEVELOPMENT COOPERATION AND CLIMATE, AND DEPUTY PRIME MINISTER**

### UNITED KINGDOM

“The UK is a proud international leader on women and girls’ rights, working to end female genital mutilation, child marriage and preventing all violence against women and girls, including sexual exploitation and abuse. Our new Strategic Vision for Gender Equality calls on the international community to step up to achieve lasting progress on gender equality and the Global Goals. We work with UN Women to transform the lives of women and girls through their work challenging gender-based discrimination and inequality on every front.” ■ **PENNY MORDAUNT, UK INTERNATIONAL DEVELOPMENT SECRETARY AND MINISTER FOR WOMEN AND EQUALITIES**

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### BILL & MELINDA GATES FOUNDATION

“Gender data holds power to make the invisible, visible. With more complete and accurate data, we will be better equipped to identify the unique challenges facing girls and women, assess causes and consequences, and design more effective policies and programs. This is why the Bill & Melinda Gates Foundation is committed to supporting UN Women’s Flagship Program ‘Making every Woman & Girl Count’ by investing in better gender data.” ■ **SARAH HENDRIKS, BILL & MELINDA GATES FOUNDATION DIRECTOR, GENDER EQUALITY**

### PROCTER & GAMBLE

“P&G is proud to work with UN Women and support gender-responsive procurement that makes supply chains more inclusive. With training and access to opportunities that build their businesses, women entrepreneurs and their families can escape the cycle of poverty, help economies grow, and ultimately create a better world for everyone.”

■ **CAROLYN TASTAD, GROUP PRESIDENT-NORTH AMERICA & EXECUTIVE SPONSOR GENDER EQUALITY, P&G**

# 2017 FINANCIAL STATEMENTS

UN Women is grateful for the renewed and increased commitment from its family of donors towards making gender equality and women's empowerment a global priority, as well as supporting UN Women's life-changing programmes in 90 countries.

In 2017, UN Women's revenue from contributions reached USD 369 million, its highest total revenue since inception. This included USD 146.4 million in regular resources (core) and USD 214.2 million in other resources (non-core).

UN Women is encouraged by this growth trend, and is making all efforts to consolidate and maintain this momentum while devoting efforts to increase the regular resources.

## STATEMENT OF FINANCIAL PERFORMANCE

Thousands of USD

For the year ended 31 December 2017

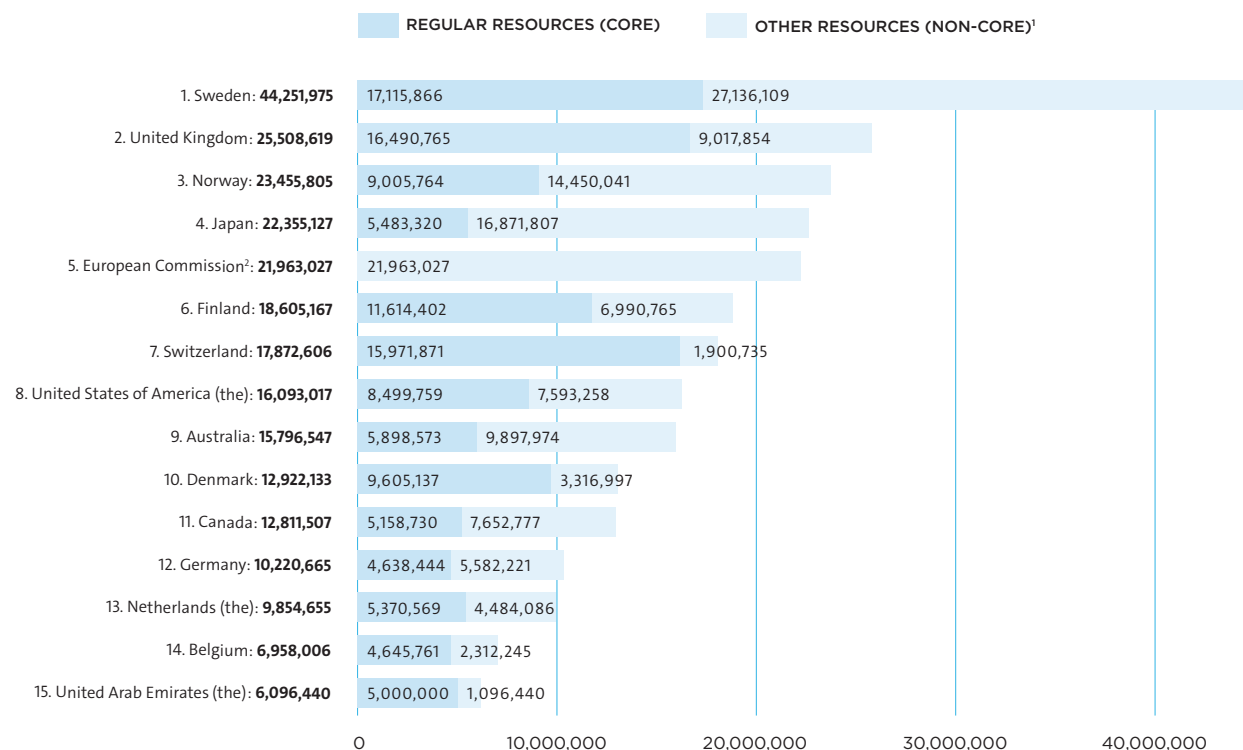
	TOTAL
<b>REVENUE</b>	
Contributions	
Regular resources	146,409
Other resources	214,241
Assessed resources	8,314
Investment income	6,655
Other revenue	2,044
Revenue: exchange transactions	587
<b>TOTAL REVENUE</b>	<b>378,250</b>
<b>TOTAL EXPENSES</b>	<b>338,615</b>
<b>SURPLUS/(DEFICIT) FOR THE YEAR</b>	<b>39,635</b>

### NOTES:

1. These statements have been prepared on an accrual basis, in accordance with International Public Sector Accounting Standards (IPSAS). Under the accrual basis of accounting, revenues and expenses are recognized in the financial statements in the period to which they relate.
2. Assessed contributions are issued as an annual allotment from the United Nations regular budget, and are assessed and approved for a two year budget period. The amount of these contributions is then apportioned between the two years.

## TOP 15 GOVERNMENT DONORS

For the year ended 31 December 2017 (expressed in USD)



1. Non-core figures include the United Nations Trust Fund to End Violence Against Women and the Fund for Gender Equality.
2. The European Commission is a Government member organization.

## VOLUNTARY CONTRIBUTIONS TO UN WOMEN 2017

From governments and other donors (expressed in USD)

CONTRIBUTORS	REGULAR RESOURCES (CORE)	OTHER RESOURCES (NON-CORE)	TOTAL 2017
<b>GOVERNMENTS AND MEMBER ORGANIZATIONS</b>			
Afghanistan	500	-	500
Andorra	44,563	-	44,563
Angola	10,000	-	10,000
Argentina	30,000	-	30,000
Armenia	2,500	-	2,500
Australia	5,898,573	9,897,974	15,796,547
Austria	266,809	818,506	1,085,315
Bahamas (the)	5,000	-	5,000
Bangladesh	13,200	-	13,200
Barbados	217,113	-	217,113
Belgium	4,645,761	2,312,245	6,958,006
Belize	1,000	-	1,000
Bhutan	500	-	500
Bolivia (Plurinational State of)	6,000	-	6,000
Brazil	-	199,293	199,293
Burundi	1,000	-	1,000
Cambodia	5,000	-	5,000
Canada	5,158,730	7,652,777	12,811,507
Central African Republic (the)	250	-	250
Chile	65,000	55,000	120,000
China	1,863,200	222,314	2,085,514
Colombia	1,000	-	1,000
Congo (Republic of the)	10,731	-	10,731
Costa Rica	10,000	-	10,000
Côte d'Ivoire	26,348	-	26,348
Cyprus	2,000	-	2,000
Czech Republic	18,257	-	18,257
Democratic People's Republic of Korea (the)	250	-	250
Denmark	9,605,137	3,316,997	12,922,133
Dominican Republic (the)	48,904	-	48,904
El Salvador	500	-	500
Estonia	84,926	-	84,926
European Commission <sup>1</sup>	-	21,963,027	21,963,027
Fiji	4,775	-	4,775
Finland	11,614,402	6,990,765	18,605,167
France	682,594	1,398,829	2,081,423
Gambia (the)	10,000	-	10,000
Germany	4,638,444	5,582,221	10,220,665
Grenada	1,000	186,933	187,933
Guatemala	2,000	-	2,000
Guinea-Bissau	-	267,448	267,448
Guyana	10,000	-	10,000
Honduras	150	-	150
Hungary	-	20,000	20,000
Iceland	1,406,630	826,497	2,233,127
India	1,000,000	-	1,000,000
Iraq	850	-	850
Ireland	1,592,357	1,555,825	3,148,182
Israel	7,000	45,000	52,000
Italy	1,180,638	3,988,892	5,169,530
Jamaica	3,603	-	3,603
Japan	5,483,320	16,871,807	22,355,127
Kazakhstan	71,132	605,363	676,495
Kuwait	50,000	-	50,000
Lao People's Democratic Republic (the)	1,000	-	1,000
Lesotho	500	-	500
Liechtenstein	72,039	10,273	82,312
Luxembourg	1,359,833	256,137	1,615,969
Malaysia	50,000	-	50,000
Malta	227	-	227
Mauritius	2,500	-	2,500
Mexico	85,014	148,526	233,539
Micronesia (Federated States of)	1,000	-	1,000
Moldova	5,000	-	5,000
Monaco	21,209	-	21,209
Mongolia	7,000	-	7,000
Montenegro	2,370	-	2,370
Morocco	20,000	239,510	259,510
Mozambique	5,000	60,000	65,000
Myanmar	5,000	-	5,000
Namibia	2,357	-	2,357
Nauru	2,064	-	2,064

CONTRIBUTORS	REGULAR RESOURCES (CORE)	OTHER RESOURCES (NON-CORE)	TOTAL 2017
Netherlands (the)	5,370,569	4,484,086	9,854,655
New Zealand	1,780,500	-	1,780,500
Nicaragua	5,000	-	5,000
Niger (the)	100	-	100
Nigeria	81,252	-	81,252
Norway	9,005,764	14,450,041	23,455,805
Pakistan	10,000	-	10,000
Palestine	15,000	-	15,000
Panama	15,000	-	15,000
Paraguay	500	-	500
Peru	5,159	-	5,159
Philippines (the)	10,000	-	10,000
Poland	-	49,364	49,364
Republic of Korea (the)	3,985,836	960,000	4,945,836
Rwanda	10,000	-	10,000
Samoa	1,000	-	1,000
Senegal	531,575	-	531,575
Serbia	13,161	-	13,161
Seychelles	1,000	-	1,000
Sierra Leone	12,500	-	12,500
Singapore	50,000	-	50,000
Slovakia	118,483	-	118,483
Slovenia	11,792	-	11,792
Solomon Islands	1,000	-	1,000
South Africa	51,453	-	51,453
Spain	533,175	1,706,558	2,239,733
Sri Lanka	5,000	-	5,000
Sweden	17,115,866	27,136,109	44,251,975
Switzerland	15,971,871	1,900,735	17,872,606
Thailand	20,000	-	20,000
Timor-Leste	64,800	-	64,800
Tonga	5,001	-	5,001
Trinidad and Tobago	5,000	5,000	10,000
Turkey	628,908	-	628,908
United Arab Emirates (the)	5,000,000	1,096,440	6,096,440
United Kingdom	16,490,765	9,017,854	25,508,619
United States of America (the)	8,499,759	7,593,258	16,093,017
Uruguay	6,000	17,000	23,000
Vanuatu	200	-	200
Viet Nam	39,778	-	39,778
<b>TOTAL GOVERNMENT CONTRIBUTIONS</b>	<b>142,916,527</b>	<b>153,908,603</b>	<b>296,825,130</b>

## UNITED NATIONS SYSTEM

MPTFO	-	25,647,530	25,647,530
UNDP	-	6,627,674	6,627,674
UNAIDS	-	1,900,000	1,900,000
UNICEF	-	1,507,322	1,507,322
Peacebuilding Fund	-	889,532	889,532
UNFPA	-	682,941	682,941
Other UN Agencies <sup>2</sup>	2,040	4,556,683	4,558,723
<b>TOTAL UNITED NATIONS SYSTEM CONTRIBUTIONS</b>	<b>2,040</b>	<b>41,811,683</b>	<b>41,813,723</b>

## NATIONAL COMMITTEES

Australia	-	626,650	626,650
Austria	-	33,654	33,654
Finland	230,962	24,287	255,249
France	120,670	1,039,654	1,160,324
Germany	19,341	95,834	115,175
Iceland	300,886	567,857	868,743
Italy	1,193	-	1,193
Japan	-	23,956	23,956
New Zealand	-	10,000	10,000
Singapore	-	141,202	141,202
Sweden	32,241	4,964	37,205
United Kingdom	14,175	1,084,575	1,098,750
United States of America	1,878,919	78,958	1,957,878
<b>TOTAL NATIONAL COMMITTEE CONTRIBUTIONS</b>	<b>2,598,388</b>	<b>3,731,591</b>	<b>6,329,979</b>

## NOTES:

1. The European Commission is a Government member organization.
2. Other UN Donors include: FAO, IFAD, ILO, IOM, MINUSTAH, MONUSCO, OCHA, UNDOCO, UNEP, UNHCR, UNESCO, UN Habitat, UNMIL, UNOCHA, UNOCI, UNOCT, UNOPS, WFP.



CONTRIBUTORS	REGULAR RESOURCES (CORE)	OTHER RESOURCES (NON-CORE)	TOTAL 2017
<b>FOUNDATIONS, PRIVATE DONORS &amp; OTHERS</b>			
Adobe Systems Incorporated	-	30,000	30,000
Alcance Servicio de Compañía	-	10,800	10,800
Asian Development Bank	-	36,000	36,000
AT&T Inc.	-	450,000	450,000
Ayuntamiento Distrito Nacional, Dominican Republic	-	20,811	20,811
Basque Agency for Development Cooperation, Spain	-	142,056	142,056
Beijing Liujiu	-	98,945	98,945
Benetton Group S.R.L.	-	200,000	200,000
Bill & Melinda Gates Foundation	-	3,000,000	3,000,000
Cannes Lions	-	30,000	30,000
Caribbean Court of Justice	-	204,740	204,740
Caribbean Development Bank	-	70,000	70,000
Corporacion Andina de Fomento	-	202,700	202,700
Electoral Tribunal, Mexico	-	139,263	139,263
Facebook Inc.	-	30,000	30,000
Fondation L'Occitane	-	117,503	117,503
Ford Foundation	-	1,185,366	1,185,366
Foundation to Promote Open Society	-	1,315,312	1,315,312
Gobierno del Estado de Puebla, Mexico	-	101,769	101,769
Institute of International Education	-	10,000	10,000
Instituto Avon	-	117,199	117,199
Instituto Estatal de Las Mujeres de Nuevo Leon, Mexico	-	761,409	761,409
Instituto Lojas Renner	-	45,249	45,249
Instituto Nacional de Estadística y Geografía, Mexico	-	337,293	337,293
Instituto Nacional para la Evaluación de la Educación, Mexico	-	26,436	26,436
International Institute for Democracy and Electoral Assistance	-	39,763	39,763
Inter-Parliamentary Union	-	135,000	135,000
Interpublic Group (IPG)	-	150,000	150,000
Itaipu Binacional	-	20,000	20,000
Itau Unibanco	-	9,009	9,009
Johnson & Johnson	-	30,000	30,000
Justice Rapid Response	-	17,617	17,617
LDNY Foundation	-	9,000	9,000
Madrid City Council, Spain	-	388,292	388,292
Mamoun Beheiry Center	-	352,427	352,427
Mars Incorporated	-	30,000	30,000
McKinsey & Co.	-	27,000	27,000
Municipality of Guadalajara, Mexico	-	157,033	157,033
NetEase Media Technology (Beijing) Co. Ltd	-	40,077	40,077
Netherlands Institute for Multiparty Democracy	-	12,500	12,500
Peace Support Fund	-	160,382	160,382
Procter & Gamble	-	1,200,000	1,200,000
Revlon Consumer Products Corporation (Elizabeth Arden)	300,000	-	300,000
SAER-EMPLOI, Mali	-	125,000	125,000
SAP China	-	136,596	136,596
SeeMee	-	3,262	3,262
Shiseido	-	268,865	268,865
Smiles Fidelidade S.A.	-	18,545	18,545
Supreme Council for Women, Kingdom of Bahrain	-	50,000	50,000
Swedish Civil Contingencies Agency	-	290,571	290,571
Thailand Institute of Justice	-	58,650	58,650
The Coca-Cola Foundation	-	335,000	335,000
The Foundation for Gender Equality	-	50,000	50,000
The Summit Charitable Foundation Inc.	-	25,000	25,000
The William and Flora Hewlett Foundation	-	200,000	200,000
Tupperware Brands Corporation	-	145,000	145,000
Unilever	-	1,070,845	1,070,845
Valencia Club de Futbol	300,000	-	300,000
Zonta International	-	500,000	500,000
Miscellaneous Donors	162,986	50,703	213,689
HeforShe (Donate Button)	128,706	-	128,706
<b>TOTAL FOUNDATIONS, PRIVATE DONORS &amp; OTHERS CONTRIBUTIONS</b>	<b>891,692</b>	<b>14,788,988</b>	<b>15,680,681</b>
<b>TOTAL 2017 VOLUNTARY CONTRIBUTIONS</b>	<b>146,408,646</b>	<b>214,240,865</b>	<b>360,649,512</b>

## VOLUNTARY CONTRIBUTIONS TO THE FUND FOR GENDER EQUALITY AND UN TRUST FUND TO END VIOLENCE AGAINST WOMEN 2017

From governments and other donors (expressed in USD)

CONTRIBUTORS	UNITED NATIONS TRUST FUND TO END VIOLENCE AGAINST WOMEN	FUND FOR GENDER EQUALITY
<b>GOVERNMENTS</b>		
Australia	1,500,588	
Austria	57,972	
Germany		795,334
Ireland	296,209	
Israel	15,000	
Liechtenstein	10,273	
Netherlands (the)	2,173,913	
Norway	728,952	
Trinidad and Tobago	5,000	
United Kingdom	5,369,128	
United States of America (the)	999,000	
<b>TOTAL GOVERNMENT CONTRIBUTIONS</b>	<b>11,156,034</b>	<b>795,334</b>

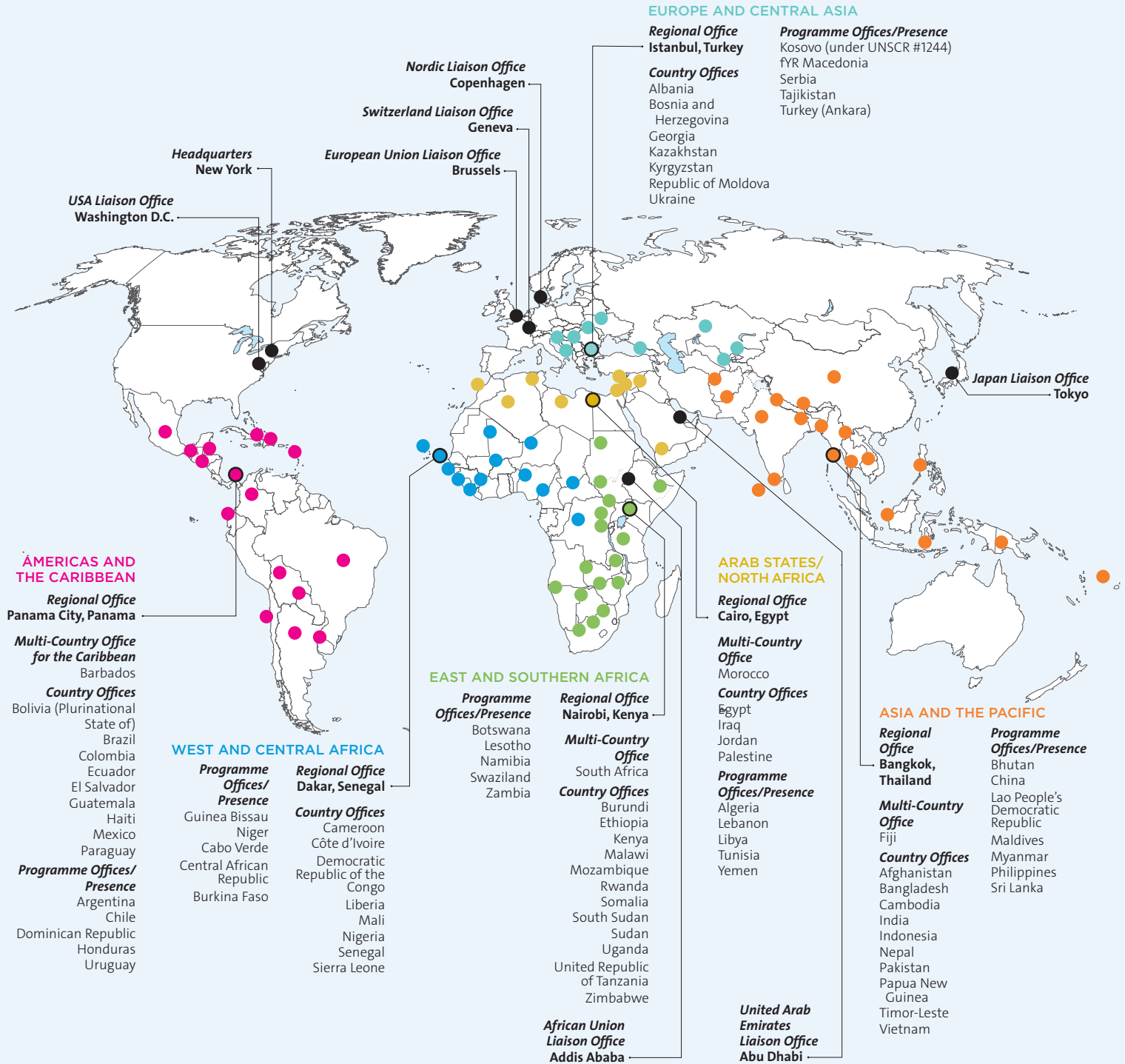
### NATIONAL COMMITTEES

Australia		43,339
Iceland	206,152	
Japan	8,916	
United Kingdom	2,536	32,216
United States of America (the)	35,495	8,817
<b>TOTAL NATIONAL COMMITTEE CONTRIBUTIONS</b>	<b>253,099</b>	<b>84,373</b>

### FOUNDATIONS, PRIVATE DONORS AND OTHERS

Fondation L'Occitane		117,503
LDNY Foundation	9,000	
SeeMee	3,262	
Tupperware Brands Corporation		90,000
Miscellaneous Donors	16,200	
<b>TOTAL FOUNDATION, PRIVATE DONORS &amp; OTHERS CONTRIBUTIONS</b>	<b>28,462</b>	<b>207,503</b>
<b>TOTAL 2017 CONTRIBUTIONS TO THE FUND FOR GENDER EQUALITY AND UN TRUST FUND TO END VIOLENCE AGAINST WOMEN</b>	<b>11,437,596</b>	<b>1,087,210</b>

# UN WOMEN IN THE WORLD



The boundaries and names shown and the designations used on this map do not imply official endorsement or acceptance by the United Nations. Dotted line represents approximately the Line of Control in Jammu and Kashmir agreed upon by India and Pakistan. The final status of Jammu and Kashmir has not yet been agreed upon by the parties. Final boundary between the Republic of Sudan and the Republic of South Sudan has not yet been determined.

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## AROUND THE WORLD

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## NATIONAL COMMITTEES

[unwomen.org/en/partnerships/national-committees](http://unwomen.org/en/partnerships/national-committees)

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COVER: *Thousands of people take to the streets to march in the demonstration "Non Una di Meno" (Not One Less) during the International Day to End Violence against Women on November 25, 2017 in Rome, Italy.*

PHOTO: *Simona Granati - Corbis/Corbis via Getty Images*

PHOTOS: P.2 UN Women/Carlos Ngeleka; P.4 UN Women/Ryan Brown; P.5 (from top) UN Women/Ryan Brown, Almat Mukhamedjanov, UN Women/Ouri Pota, UN Women/Ryan Brown, Courtesy of Syar S. Alia; P.6 UN Women/Ryan Brown and Susan Markisz; P.9 UN Women/Ryan Brown; P.10 AP Photo/Ben Curtis; P.12 IFES; P.13 UN Women/Assane Gueye; P.14 UN Women/Ryan Brown; P.16 UN Women/Arascope; P.17 UN Women/Deepak Malik; P.18 AP Photo/Hussein Malla; P.21 UN Women/Mirjana Nedeva; P.22 UN Women/Allison Joyce; P.24 Antigua and Barbuda Directorate of Gender Affairs/Nneka Nicholas; P.25 UN Women; PP. 26 and 27 UN Women/Ryan Brown; P.28 UN Women; P.30 Yesim Arikut-Treecce; P.32 Carolina Corral. Courtesy of Instituto de Liderazgo Simone de Beauvoir; P.34 UN Photo/Mark Garten; P.36 Godong/Universal Images Group via Getty Images; P.37 UN Women/Ryan Brown; P.38 UN Women/Dzilam Mendez, UN Women/Ryan Brown; P.39 Finland's National Committee for UN Women; PP.40-41 (Clockwise from top left) UN Women/Martin Jaramillo, UN Women/Andriy Krepkh, UN Women/Deepika Nath, UN Women, UN Women/Younes El Moumine, UN Women/Ryan Brown, UN Women/Derick Nyasulu, UN Women/Anahita Ahmed, UN Women/Nguyen Hoang Gia; P.43 (Clockwise from top) UN Women/Andrey Kovalev, UN Women/Ryan Brown, Zaki Qutteineh.

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