



Strategic Plan 2018-2021

UN Women's Strategic Plan, 2018-2021

- Outlines UN Women's strategic direction, objectives and approaches to support efforts to achieve gender equality and women's empowerment
- Explains how UN Women's mandate is translated into results in support of Member States
- A management tool to plan, track and report on results, including to the Executive Board

Key challenges in status of women and girls

Leadership and participation

- Global average of women's parliamentary participation at 23.3%(2016) still below 30 percent target.
- Only 18.3% of women Ministers

Economic Participation

- 155 countries have at least one law impeding women's economic opportunities
- Women mostly in insecure informal jobs,
- 23 percent gender pay gap
- Women perform 2.5 times as much unpaid care and domestic work as men.

Violence against women

- 1 in 3 women have experienced violence in their lifetime
- New forms of violence emerging, such as cyber-bullying.
- Increase in targeted killings of women's human rights defenders.

Peace and security and humanitarian action

- Women massively underrepresented in UN peace operations and sexual exploitation and abuse remains a challenge.
- Only 44% of humanitarian needs overview include gender analysis

No country has achieved gender equality

Normative frameworks

- UN Women founding resolution by the GA 64/289
- The Strategic Plan supports the full, effective and accelerated implementation of the Beijing Platform for Action
- Also guided by CEDAW, ICPD PoA, UN Security Council resolutions and other applicable UN instruments and resolutions on gender equality and women's empowerment



A vision towards 2030

- For the first time, an expiry date for gender equality has been set
- The Strategic Plan supports the gender-responsive implementation of the 2030 Agenda for Sustainable Development
- Achieving SDG 5 and ensuring that the entire Agenda delivers for women and girls
- Integration of SDG indicators in results framework



Each Strategic Plan outcome supports the achievement of several SDGs in a synergistic manner

5 priorities

A comprehensive set of global norms and standards on gender equality and women's empowerment is strengthened and implemented

Women lead, participate and benefit equally from governance systems

Women have income security, decent work and economic autonomy

All women and girls live a life free from all forms of violence

Women and girls contribute to and have greater influence in building sustainable peace and resilience and benefit equally from the prevention of natural disasters and conflicts and from humanitarian action

Cross-cutting guiding principles

- Comprehensive approach to gender equality
 - Areas are interlinked and progress in one area leverages achievements in another
- Leveraging mutual benefits between gender equality and women's empowerment and sustainable development
- Human rights based approach and leaving no one behind
 - Reaching the furthest behind first by addressing inequalities and discrimination and meaningfully involving beneficiaries
- National ownership and leadership and focus on capacity development
- Universality
 - Providing support to all Member States upon request
- Leveraging composite nature of UN Women

UN Women's added value

Comparative advantages:

- Ability to link global and national policy development
- Largest pool of expertise in gender equality and women's empowerment in the UN
- Longstanding relationship with women's organizations
- Comprehensive and integrated contribution around the three pillars of the UN

Unique capacity to:

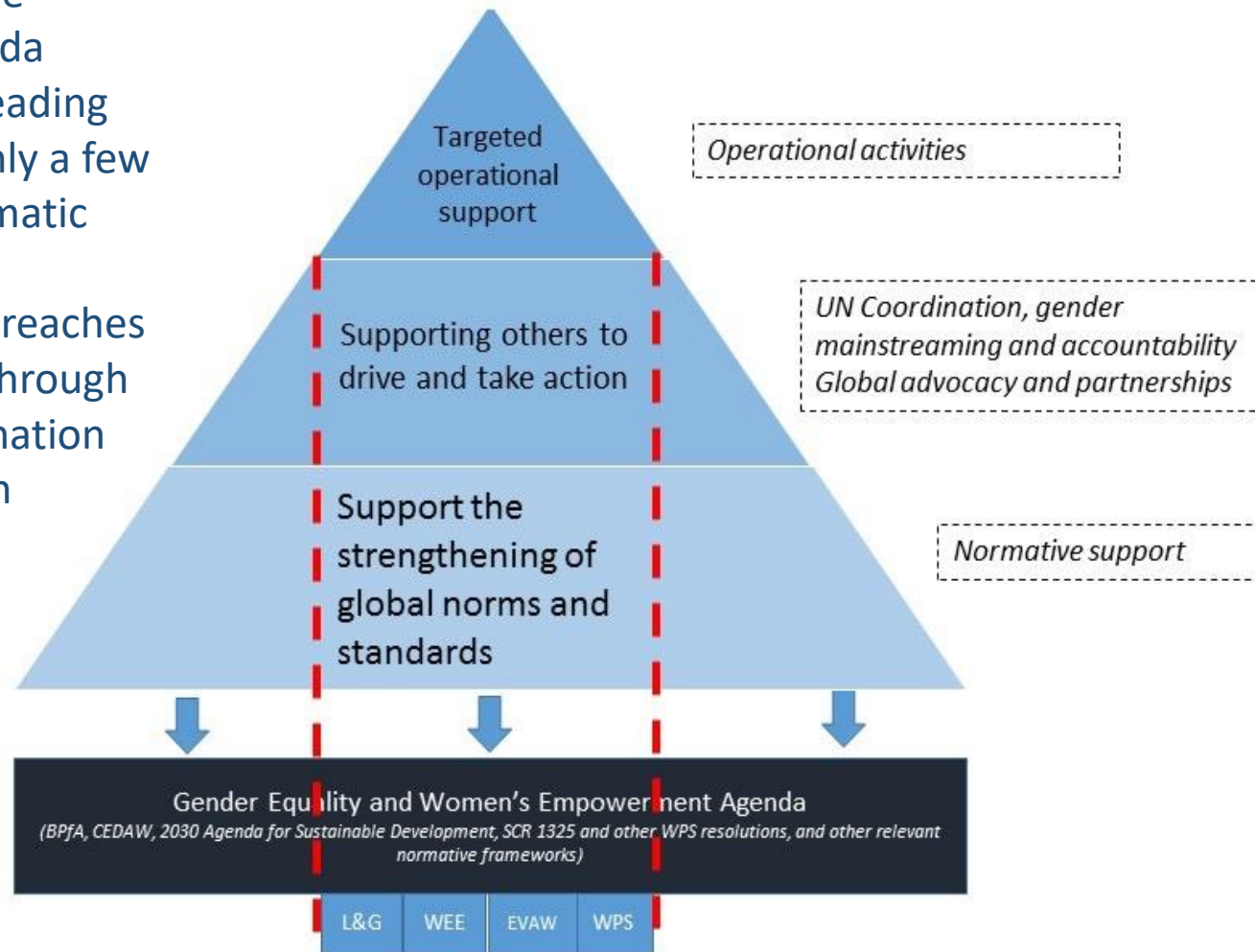
- Support the strengthening of norms and standards (normative support)
- Promote more effective coordination, coherence and gender mainstreaming (UN Coordination)
- Support for translation of global norms and standards into results for women and girls (operational activities)

Collaborative advantage:

- Achieving UN Women's mandate through partnerships which leverage the strengths and mandates of partners
- Playing a catalytic role
- Fosters results in UN Women's priority areas but also partners' results

UN Women's triple mandate

- UN-Women's normative support functions cover the entire spectrum of the gender equality agenda
- UN-Women plays a leading operational role in only a few targeted priority thematic areas,
- UN-Women's impact reaches beyond these areas through its UN system coordination mandate and through partnerships.



Drivers of change and institutional enablers

- UN coordination
 - Accountability (UN-SWAP, Gender Scorecard)
 - Gender mainstreaming in UNDAFs
 - Gender parity
- Increased engagement of partners
 - Traditional and new partners
- High quality programmes
 - Innovation and technology
 - South-South cooperation
- Improved management of resources in pursuit of results

Results Framework

Impact: Achieve gender equality and empower all women and girls, including women's full enjoyment of their human rights

Development results

Outcome 1: A comprehensive and dynamic set of global norms, policies and standards on gender equality and the empowerment of all women and girls is strengthened and implemented

Output 1: The capacity of governments and stakeholders is strengthened to assess progress in implementation of the Beijing Platform for Action, and other global normative and policy frameworks;

Output 2: Evidence-based dialogue is facilitated amongst government and with civil society and other relevant actors in the context of intergovernmental processes;

Output 3: Knowledge on gender perspectives is expanded through provision of substantive inputs and dialogues to global intergovernmental processes

Indicative multi-year budget for Outcome 1: \$29.2 million USD¹

Outcome 2: Women lead, participate in and benefit equally from governance systems

Outcome 3: Women have income security, decent work and economic autonomy

Outcome 4: All women and girls live a life free of violence

Outcome 5: Women and girls contribute to and have greater influence in building sustainable peace and resilience, and benefit equally from the prevention of natural disasters and conflicts and from humanitarian action

Output 4: More women of all ages fully participate, lead and engage in political institutions and processes

Output 8: More policies promote decent work and social protection for women

Output 11: More countries and stakeholders are better able to prevent violence against women and girls and deliver essential services to victims and survivors

Output 13: More commitments on women, peace and security are implemented by Member States and the UN system, and more gender equality advocates influence peace and security processes

Output 5: More national and local plans and budgets are gender-responsive

Output 9: More women own, launch and/or better manage small and medium and large enterprises

Output 12: More cities have safe and empowering public spaces for women and girls

Output 14: More women play a greater role and are better served by humanitarian response and recovery efforts

Output 6: More and better quality data and statistics are available to promote and track progress on gender equality and women's empowerment

Output 10: More rural women secure access to productive resources and engage in sustainable agriculture

Output 15: More women play a greater role in and are better served by disaster risk reduction and recovery processes

Output 7: More justice institutions are accessible to and deliver for women and girls

Indicative multi-year budget for Outcome 2: \$249 million USD

Indicative multi-year budget for Outcome 3: \$292.8 million USD

Indicative multi-year budget for Outcome 4: \$424.6 million USD

Indicative multi-year budget for Outcome 5: \$468.6 million USD

Organizational effectiveness and efficiency results

Output 1: Enhanced coordination, coherence and accountability of the UN system for commitments to gender equality and women's empowerment

Indicative multi-year budget: \$27.2 million USD

Output 2: Increased engagement of partners in support of UN-Women's mandate

Indicative multi-year budget: \$19.6 million USD

Output 3: High quality of programmes through knowledge, innovation, results-based management and evaluation

Indicative multi-year budget: \$84.6 million USD

Output 4: Improved management of financial and human resources in pursuit of results

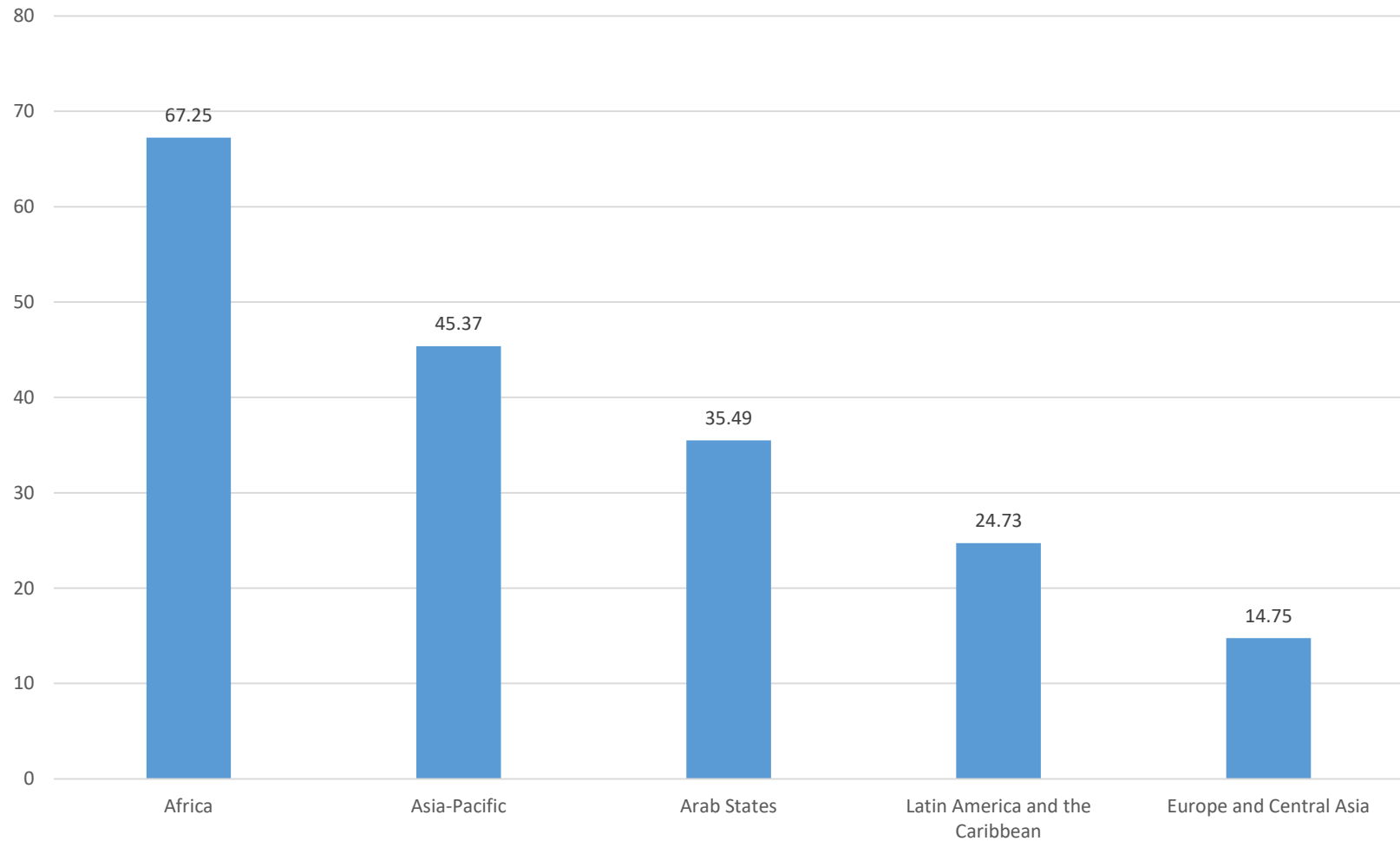
Indicative multi-year budget: \$72.3 million USD

¹ This budget refers to voluntary contributions only and does not include assessed contributions

Regional and country strategies



Distribution of programme expenses



Regional distribution of programme expenses (2016), in USD millions



Thank you!