



**Roadmap to
next Strategic Plan
2022-2025**

Agenda

1. SDG 5: 2020 Snapshot
 2. Context Overview
 3. Key lessons from MTR
 4. Objectives and Scope
 5. Linking Results and Resources
 6. Key Principles
 7. Phases and Timeline
 8. Update on COVID-19 adjustments to IRRF
-

SDG 5: Are we on track to achieve a gender equal world?

Over the past

25 YEARS,



progress has been made towards gender equality through the adoption of new legislation and the reform of existing laws.

STILL, GAPS REMAIN.

Source: Progress on the Sustainable Development Goals: The gender snapshot 2019

RECENT DATA FROM

106 countries show that

18%

of women and girls aged 15 to 49 who have ever been married or in a union

EXPERIENCED PHYSICAL AND/OR SEXUAL PARTNER VIOLENCE

in the previous

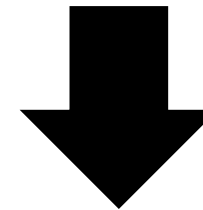
12 MONTHS.



Women devote roughly

3X AS MANY HOURS A DAY

TO UNPAID CARE AND DOMESTIC WORK AS MEN.



This limits the time they have available for paid work, education and leisure and further reinforces gender-based social and economic disadvantages.



AT HOME, AT WORK AND IN POLITICAL LIFE, WOMEN ARE TOO OFTEN DENIED DECISION-MAKING POWER.

While women represent

39%

of the global workforce only



27%

of managerial positions

worldwide were occupied by women in 2018, up marginally from 26% in 2015.



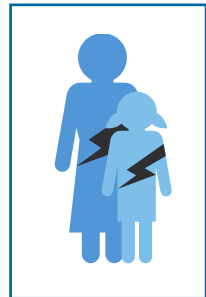
UN Women SP 2022-25: Responding to changes in global context



Global GDP to shrink by 5-8% as a result of **COVID-19** and push **70-100 million people** into **extreme poverty**; women most affected



Informality and lack of access to social protection – influencing **fiscal/socio-economic stimulus** packages key to **COVID-19** response



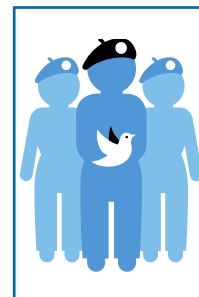
Risk of reversals of progress on **women's and girls' rights** (VAW, girls' education, child marriage); work on discriminatory norms essential



Role of the state critical in translating **political will into concrete action** (budgeting/coordination/public service delivery)

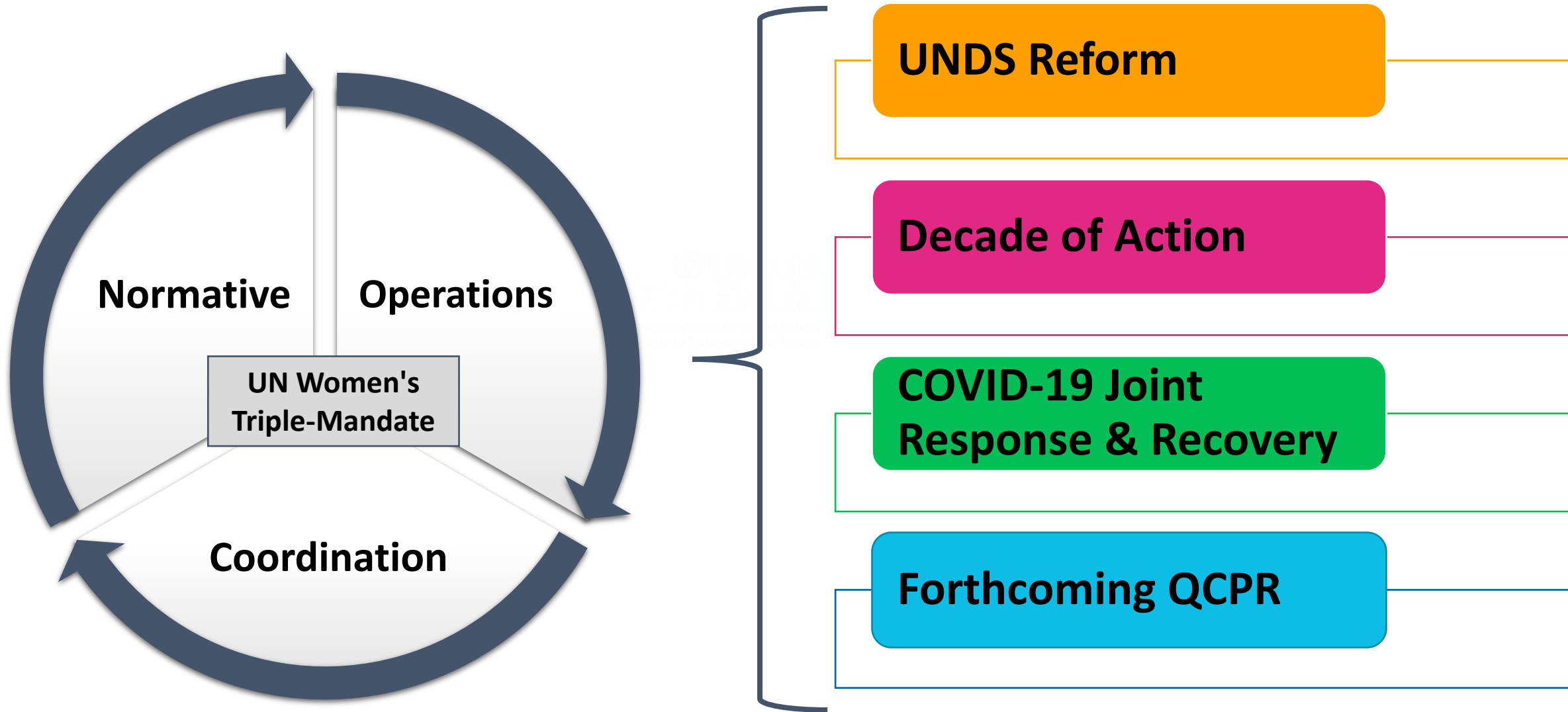


Shrinking civic space and growing authoritarianism vs. **social justice movements**



Compounding impact of **fragility, conflict and climate change**: importance of prevention, building resilience, peace & security, 'nexus' programming

UN Women SP 2022-25: Responding to shifts in the UN's operating context



UN Women SP 2022-25: Findings and lessons learned from the Mid-term Review

- Strategic Plan remains **relevant** in the context of Beijing+25 and Decade of Action to deliver SDGs
- Opportunities associated with **UNDS reforms** to affect system-wide results, incl. through **pooled funding**
- Enhance **programmatic focus** through more systematic approaches and better measurement
- Transform UN Women to achieve greater impact through **optimized structure, presence & processes**
- Enhance **regular resources** and **diversify** funding





UN Women SP 2022-25: Objectives and scope

- **WHAT** – strategic recalibration of programmatic focus by revisiting Theories of Change and developing Theories of Action
- **WHERE** – consider areas of great needs and of great change, place additional emphasis on fragile and conflict-affected states, finetune model in countries where UN Women is a non-resident agency
- **HOW** – deliver results in the optimal way in a UN reform context as well as invest in ability to influence other actors for maximum impact
- **WHY** – validate organization’s vision and role in effecting transformative changes to the lives of women and girls



Enhancing Programmatic Focus

Areas of focus

1

Trend Analysis

How do we proactively shape our strategy cognizant of the changing global trends in the next 5-10 years?

2

Theories of Action

How do we hone our programmatic focus in existing areas of comparative advantage?

3

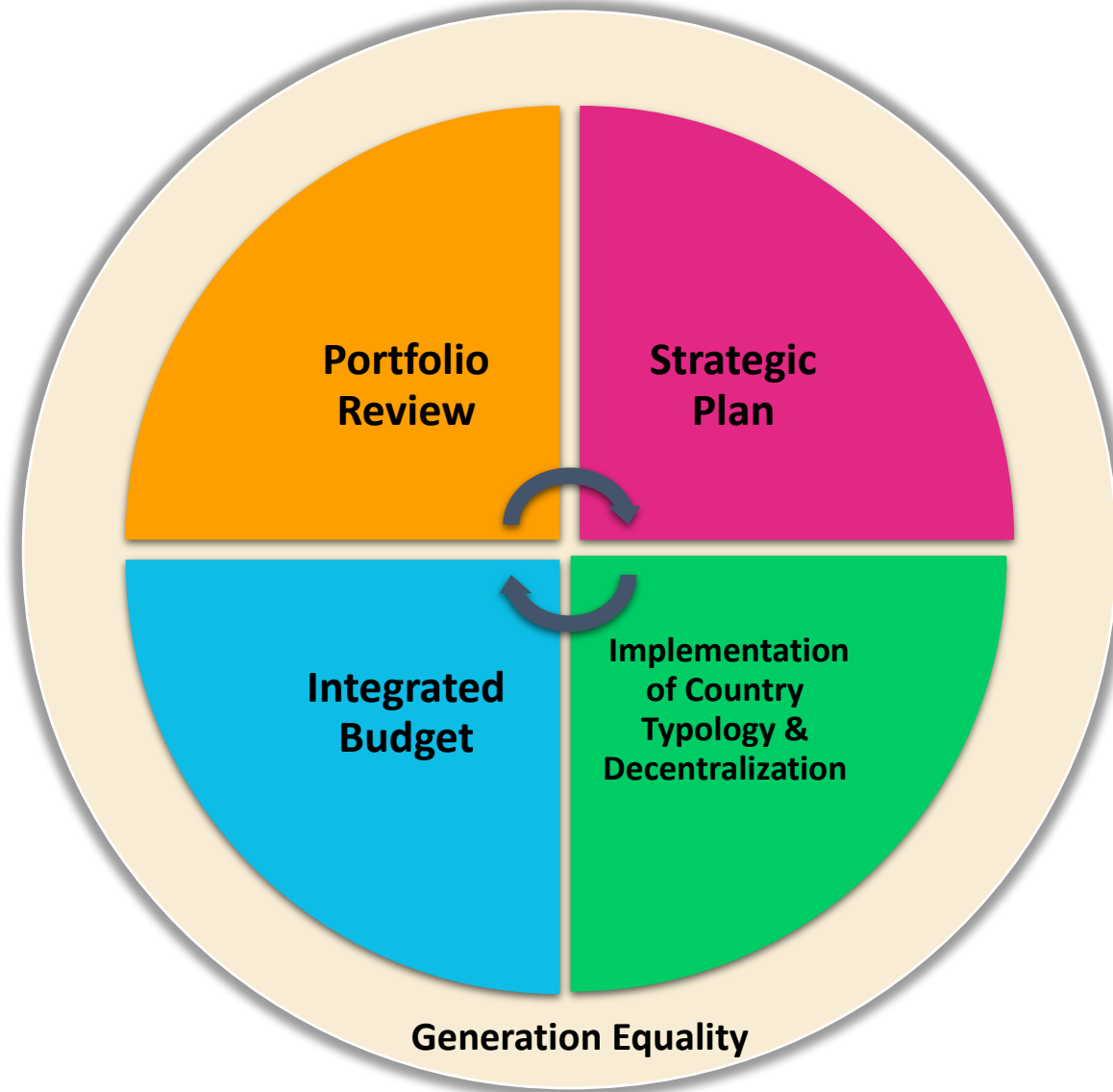
New potential areas of work

Are there emerging priorities we should consider and, if so, what trade-off decisions will we make?

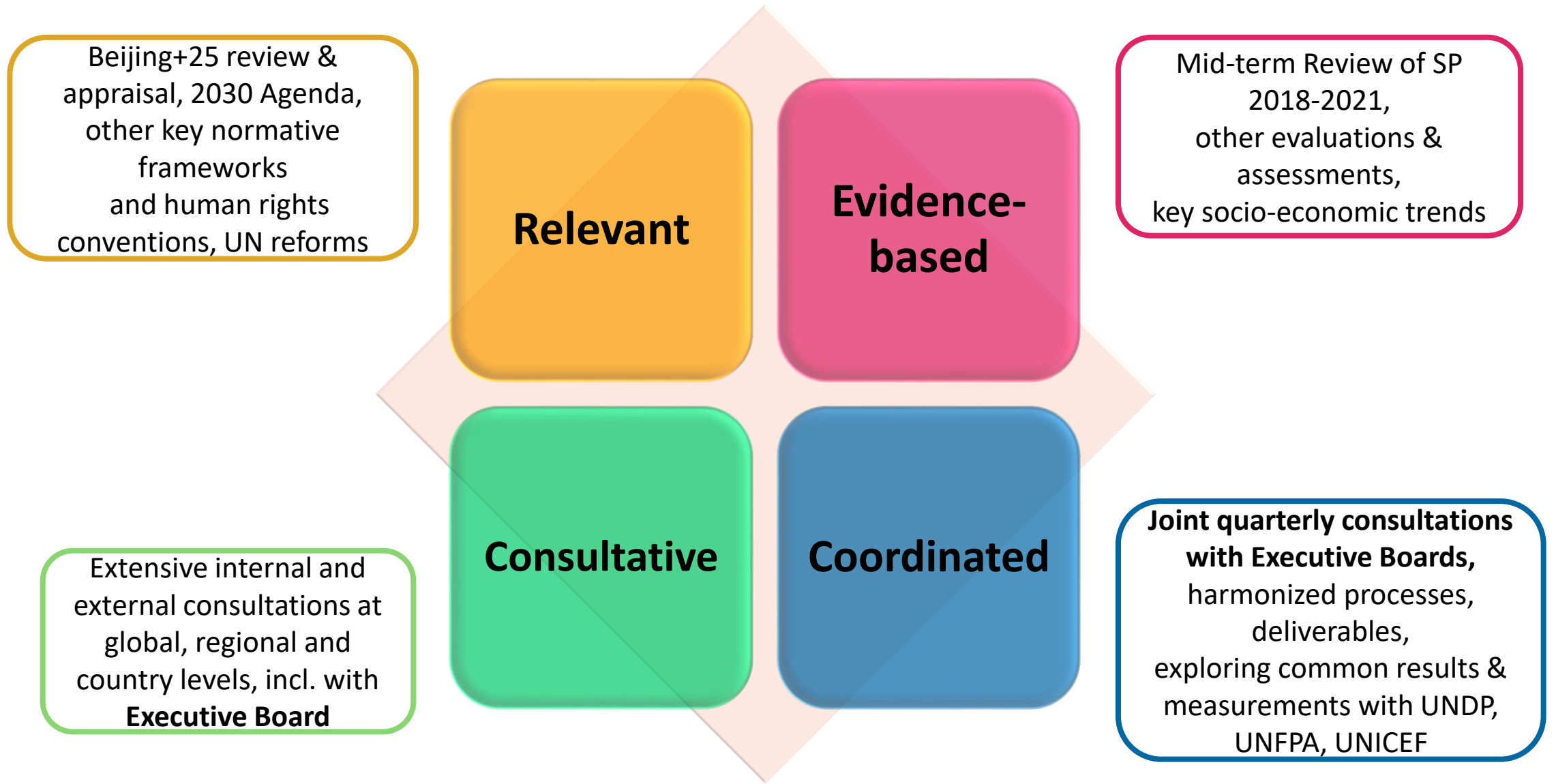
SP linkages with other strategic initiatives

The Strategic Plan process integrates important ongoing initiatives in order to build **UN Women 2.0** as a **networked** and **matrixed knowledge organization** with:

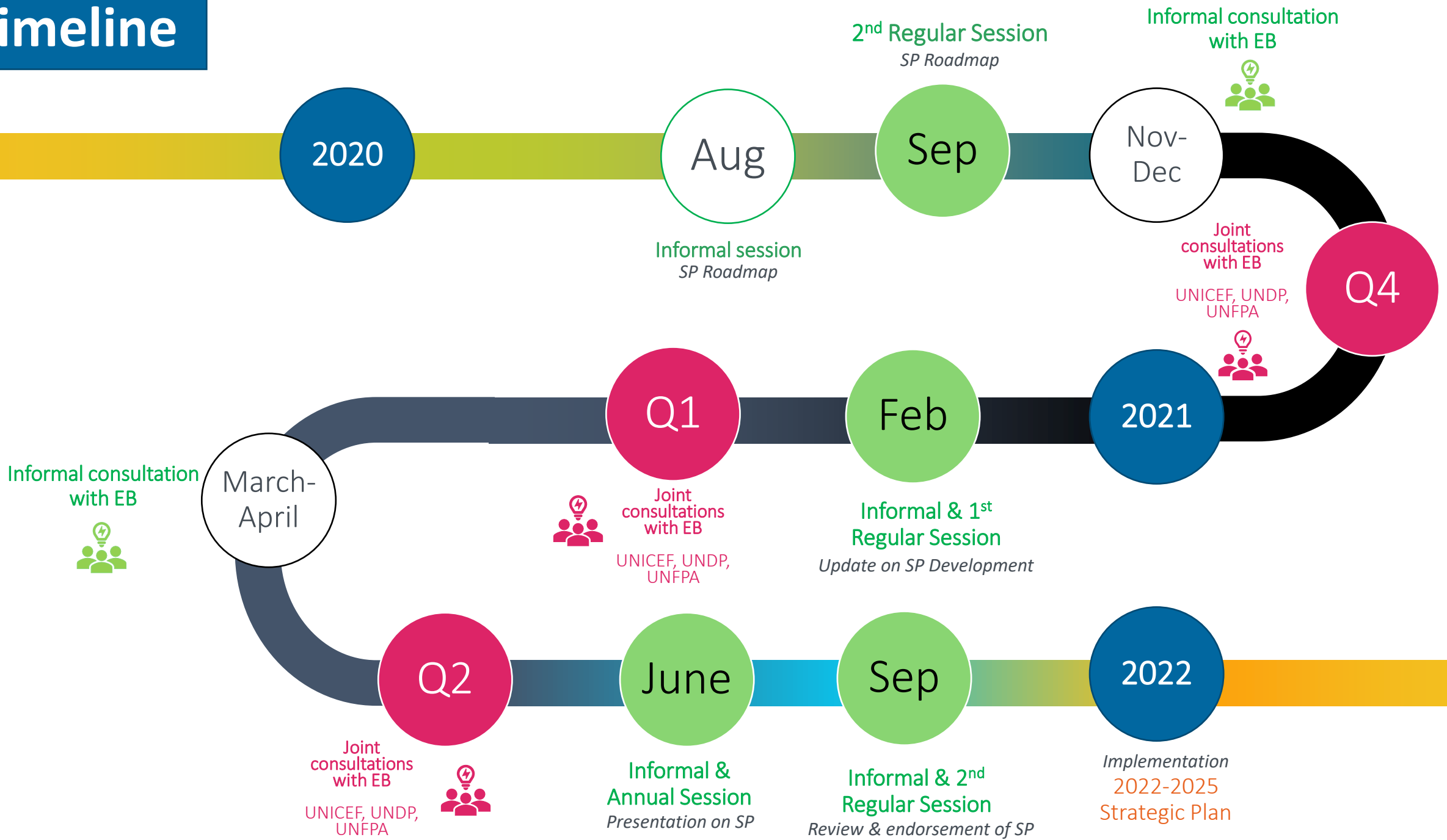
- a stronger field
- a nimble and effective HQ
- more efficient processes and better governance



UN Women SP 2022-25: Key principles guiding development



Timeline





United Nations Entity for Gender Equality
and the Empowerment of Women

Update on the Integrated Results and Resources Framework adjustments due to COVID-19

COVID-19 and Integrated Results and Resources Framework of Strategic Plan 2018-2021



**COVID-19
RESPONSE**

**20
indicators**

The **2021 targets of 19 indicators** are adjusted downward (12 indicators across Development Results Outcome areas and 7 in Organizational Effectiveness and Efficiency) and the target of **one indicator** in Economic Empowerment is adjusted upward

**5 new
indicators**

New indicators reflect UN Women's co/custodianship in the UN Framework for the Immediate Socio-Economic Response to COVID-19



Thank you!