



# GENDER EQUALITY ACCELERATORS

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Photo: UN Women/Rash Caritativo

# INTRODUCTION

## Gender Equality Accelerators

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### What are Gender Equality Accelerators

Gender equality accelerators drive focused, collective action to speed and scale up results for women and girls. They address the most pressing challenges in realizing the human rights of women and girls and achieving gender equality across the Sustainable Development Goals (SDGs).

To develop the accelerators, UN Women conducted a comprehensive analysis of gender issues, including drivers of persistent inequalities, and the broader landscape and trends. It reviewed empirical evidence such as academic research and evaluations of its own work and that of others to identify root causes of problems as well as solution levers leading to gender equality and women's empowerment.

The result was a selection of 10 Gender Equality Accelerators built on theories of change and action to address specific gender equality issues and their root causes. The accelerators are fully aligned with [UN Women's Strategic Plan 2022-2025](#), a contribution to the efforts of the United Nations system to accelerate implementation of the SDGs. The plan demonstrates UN Women's commitment to place gender equality at the heart of the United Nations.

The Gender Equality Accelerators are programmatic frameworks that translate international normative guidance on gender equality into local initiatives that support gender-responsive policy and institutional reforms, capacity-strengthening, financing and improvements in access to goods and services, all of which lead to lasting changes for women and girls. The accelerators offer replicable approaches that have been tested and can be adapted to local contexts. With a strong knowledge management component, they make bespoke policy guidance, tools and training materials available to support effective application.

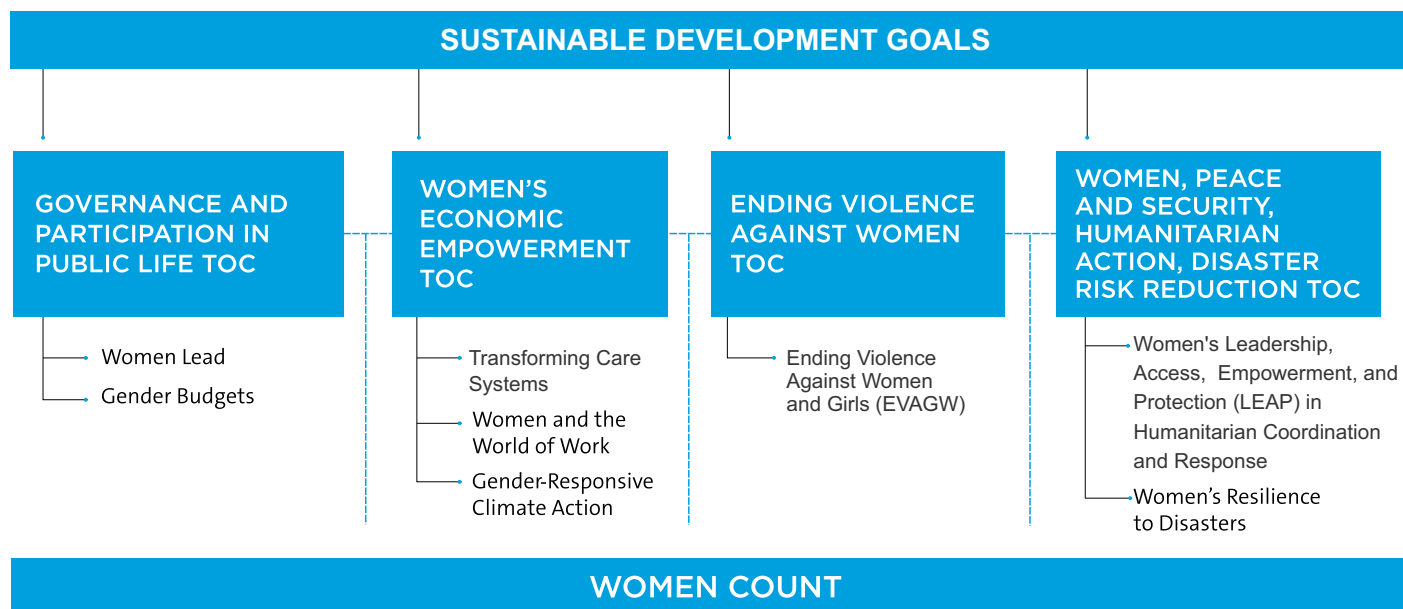
Partnerships and close collaboration are key to accelerate progress and achieve gender transformational results at scale. The accelerators build on UN Women's extensive joint programming experience and UN partnerships. They will leverage existing and new partnerships with UN organizations as well as national governments; civil society, including local women's rights organizations; the private sector; and other actors for national ownership and sustainability.

## Theories of change and action

UN Women has developed **theories of change** for women's political participation, women's economic empowerment, ending violence against women and girls (VAWG), and women, peace and security and humanitarian action, based on a comprehensive analysis of key challenges and pressing needs among women and girls. These theories leverage UN Women's vast expertise and

close consultation with partners. They outline clear directions for transformational changes requiring collective work by UN Member States, the UN system, the international community and civil society. UN Women has also identified **theories of action** outlining areas where it has a specific role to play, based on its mandate and expertise.

## THEMATIC THEORIES OF CHANGE AND THEIR ALIGNMENT WITH THE 10 GENDER EQUALITY ACCELERATORS



## UN Women's triple mandate

The Gender Equality Accelerators address deeply rooted gender inequality challenges by leveraging UN Women's triple mandate of normative support, UN system coordination and operational activities, in an integrated and mutually reinforcing manner.

**1. Normative support** is critical in all Gender Equality Accelerators, which are anchored in overarching frameworks including the 2030 Agenda for Sustainable Development and the SDGs, the Beijing Platform for Action, global human rights instruments such as the Universal Declaration of Human Rights and the Convention on the Elimination of All Forms of Discrimination against Women (CEDAW), and gender-equality focused intergovernmental agreements such as the Agreed Conclusions of the Commission on the Status of Women and Security Council resolutions on women, peace and security. The gender commitments in the Sendai Framework for Disaster Risk Reduction, the United Nations Framework Convention on Climate Change agreements and others are also foundational. The Beijing+25 follow-up report recognized that one of the key challenges holding back progress on global commitments is the implementation gap.

The accelerators aim to support governments to translate promises made into changes in national legal frameworks, policies and plans, resource allocations and other actions.

- 2. Operational activities** such as capacity-building; research and evidence; the development of systems, standards and guidelines; policy dialogues; community engagement; network-building and women's organizing are all critical to the accelerators and essential in transforming normative agreements into real changes in the lives of women and girls. As programmatic frameworks, the accelerators can be integrated into United Nations Sustainable Development Cooperation Frameworks as integral to meeting key development challenges. They can be implemented through joint programmes or UN Women projects, depending on specific circumstances and needs.
- 3. Coordination and partnerships** are the only way to accelerate progress on gender equality and women's empowerment and achieve transformational results at scale. UN Women already spends a third of its programme funding through joint programmes to leverage the technical expertise





## Gender Equality Accelerators Aligned to Transitions Approach

The SDG Summit in 2023 concluded that the SDGs are significantly off track. At the closing of the Summit, UN Secretary-General made an urgent call to action and asked world leaders to step up their efforts. Business as usual is not an option at this stage. In response, researchers on the SDGs have converged on the need for a systemic change approach, which is seen as crucial for catalyzing significant progress and exerting a substantial impact on their achievement. The Gender Equality Accelerators are developed with the same approach in mind. There is a recognition of the need for urgent, coordinated, resourced and scaled-up action to effect the needed transformative change. The Secretary-General has recognized six specific transitions as being particularly catalytic. These include: (1) food systems; (2) energy access and affordability; (3) digital connectivity; (4) education; (5) jobs and social protection; and (6) climate change, biodiversity loss and pollution. Gender Equality and human rights are

recognized to be cross-cutting elements that will ensure just and equitable transitions. Given the shared objective of SDG acceleration, there are synergies that can be built between the Gender Equality Accelerators and the six transitions, given that they are very complementary.

Embarking on this systemic change approach is particularly timely when UN Country Teams are starting new planning cycles. The Gender Equality Accelerators provide several analytical tools and can be used for the UN Common Country Analysis, and the Theory of Change and Theory of Action of the Accelerators present possible solutions for the UNSDCF. Bringing these processes together will help the UNCTs to undertake a robust context and SDG analysis and propose a programmatic response that will contribute to SDG acceleration at the country level.

# GOVERNANCE AND PARTICIPATION IN PUBLIC LIFE

While women's participation in politics and access to rights have increased, equality is still several lifetimes away. At the current rate of change, it will require 286 years to close gaps in legal protection and remove discriminatory laws, 140 years for women to be represented equally in positions of power and leadership in the workplace, and at least 40 years to achieve equal representation in national parliaments. Despite progress in gender-responsive budgeting globally, only 26 per cent of countries have a comprehensive system to track budget allocations to gender equality.<sup>1</sup>

As ongoing crises unfold around the globe, progress on SDG 5, on gender equality, will remain out of reach unless long-term structural barriers to gender equality, including discriminatory norms, laws and practices, are dismantled. Bold, measurable and concrete commitments are needed, underpinned by predictable, robust and sustainable public resources for gender equality. Women and women-led organizations should play equal roles as decision-makers in response to the current polycrisis and in strengthening democratic governance, but too many countries are witnessing a pushback against gender equality. This is contributing to increased violence against women in public life and restrictions on civic and political space.

A lack of women's equal access and meaningful participation in decision-making institutions responsible for the design and implementation of laws, policies, budgets and services is rooted in:

- Historical and structural unequal power relations, negative gender norms, stereotypes, patriarchy, discrimination and violence
- Discriminatory legislative and policy frameworks and practices, and insufficient implementation of laws and policies that protect and promote women's rights
- Discriminatory practices against women in public institutions, organizations, structures and processes (including political and electoral) at all levels and in all sectors, undermining their trust in decision-making processes and participation

- Inadequate financing mobilized, allocated and spent on gender-responsive laws, policies, programmes and services
- Unequal access to affordable, available, acceptable and high-quality public goods and services (including legal, health, education, etc.) that meet the needs and priorities of women and girls in all their diversity

UN Women is committed to strengthening governance through gender-responsive institutions, laws, policies and budgets, and ensuring that women and girls in all their diversity have agency, voice and choice to exercise and enjoy their human rights. UN Women will promote integrated and comprehensive approaches to support women's participation in public life and increase their access to rights, including by addressing structural inequalities, promoting positive social norms, strengthening legal and policy frameworks, bolstering the alignment of financing for gender equality, and supporting capacity-building for women in political and public life.

UN Women will carry out this work by ensuring that:

- Member States and other stakeholders have high-quality and timely policy support for the advancement of normative frameworks in all thematic areas of governance and participation in public life, including financing for development
- Collecting and analysing quality and comparable data on SDG indicators 5.1.1, 5.5.1 and 5.c.1
- Ensuring increased access to global cutting-edge knowledge, sex-disaggregated data and evidence-based research to advance gender-responsive governance, and women's equal and effective participation in public life

Two Gender Equality Accelerators, Women's Equal Political Participation in Decision-Making and Institutions, and Gender-Responsive Planning and Budgeting, will help achieve these objectives.



Photo: UN Photo / Ilyas Ahmed

## THEORY OF CHANGE - IMPACT AREA 1: GOVERNANCE AND PARTICIPATION IN PUBLIC LIFE

### PROBLEM STATEMENT:

*Women are currently unable to fully and equally participate in leadership and decision-making, and women and girls do not fully benefit from gender-responsive governance, including through institutions, laws, policies, budgets and services.*

### ROOT CAUSES

#### **Persistence of historical and structural unequal power relations,**

negative gender norms, discrimination, stereotypes, patriarchy and violence

### SOLUTION SPACE

Awareness-raising of multiple forms of discrimination and inequality, and their negative effects on diverse groups left behind

Visibility and recognition of women leaders in all their diversity as role models in decision-making

Sustainable, transparent, collaborative mechanisms, procedures and obligations for formal and meaningful consultation in decision-making between governments and women and girls in all their diversity, and the organizations they lead

Capacity-building through education, skills development, leadership and mentorship, among other programmes, and engagement of women from groups left behind, young women, and men and boys as champions of gender equality and women's empowerment

Awareness among women and girls, especially from groups left behind, of their right to express their voice, agency and priorities in public life without fear of violence or retribution, and of the roles of women's organizations in assuring duty-bearers' accountability for commitments to gender equality and women's empowerment

#### **Discriminatory public institutions,**

organizations and processes at all levels and in all sectors that undermine women's trust in governance and participation in public life

Temporary special measures to increase the election and appointment of women (especially from groups left behind) in decision-making institutions and processes at all levels

Established and resourced specialized institutions and support structures for gender equality/women in legislative bodies, public administrations and organizations in public life (e.g., women's machineries, parliamentary women's caucuses, women's wings in political parties)

Measures to prevent, mitigate and respond to violence against women in politics for duty-bearers and rights-holders, especially for groups left behind

Collection, use and dissemination of sex- and age-disaggregated data and gender analysis across all SDGs and sectors

Knowledge and awareness of global norms and standards on gender-responsive laws and policies, and State commitments to them

## ROOT CAUSES

## SOLUTION SPACE

**Discriminatory laws, policies** and practices, and insufficient implementation of laws and policies that protect and promote women's rights

Increased awareness of the negative effects of discriminatory legislation and policies in all sectors and at all levels, including ways to monitor, reform and repeal them

Knowledge and technical expertise on gender-responsive policies and laws in all sectors and at all levels, and capacities to draft, amend and implement gender-responsive laws and policies, in consultation with women-led organizations

Implementation and reporting by Member States, in cooperation with women-led organizations, on global norms and commitments to advance gender equality and women's empowerment across multiple SDGs, and follow-up on recommendations made by human rights treaty bodies

**Inadequate financing** mobilized, allocated and spent for gender-responsive laws, policies, programmes and services, and for women's organizing

Enhanced knowledge, technical expertise and capacities across governments to integrate gender equality into fiscal laws and policies, and all stages of national and local planning and budgeting

Strengthened public financial management systems and institutions to analyse, monitor and evaluate gender-responsive budget allocations and expenditures, and make analysis publicly available

Inclusion of gender equality, including via specific targets, in national financing frameworks to strengthen the alignment of all sources of financing with gender objectives

Enhanced transparency and accountability through strengthening the capacities of civil society, parliaments and audit institutions to monitor and evaluate budget decisions in terms of service delivery to women

Unequal access to affordable, available, acceptable and **high-quality public goods and services** (legal, health, education, etc.) that meet the needs and priorities of women and girls in all their diversity

Increased gender expertise and capacities of institutions to design, implement and monitor accessible, affordable, high-quality services free from discrimination and violence, including legal, health, sexual and reproductive health and rights, and HIV services

Removal of gender-related barriers that impact women's and girls' ability to access public goods and services, such as violence, economic dependence, stigma, lack of civil registration and unpaid care work responsibilities

# WOMEN'S ECONOMIC EMPOWERMENT

Women's economic empowerment centres on realizing social and economic rights, achieving an adequate standard of living, and exercising agency over economic resources, opportunities and outcomes. The root causes of persistent systemic and structural inequalities include an unequal gender division of labour; discriminatory laws, norms and practices; exclusionary and gender-blind macroeconomic, labour market and social policies; constrained bodily integrity; and climate change and environmental destruction. These translate into women's disproportionate share of unpaid care work and undervalued paid work, inheritance and property laws that keep women from equally participating in the economy and benefiting from equal outcomes, and systemic challenges in attaining sustainable and resilient livelihoods. For example, women spend about three times as many hours on unpaid care and domestic work as men, a figure that has risen since the COVID-19 pandemic began.<sup>1</sup> Seventy-six economies still limit women's property rights, and 101 do not have laws that prohibit gender-based discrimination in access to credit.<sup>2</sup>

Against this backdrop, ensuring women's economic autonomy and income security remains a challenge in many countries. The persistence of gender inequalities in labour markets as well as broader societal inequalities and disparities, including the gendered division of unpaid domestic work, contribute to women's lower labour force participation, their higher representation in vulnerable employment, widening gender pay gaps and lower lifelong earnings. For these reasons, women in many countries are less likely than men to access social protection or contribute to or receive pensions. At the global level, 38.7 per cent of working-age men are covered under a pension scheme compared to only 26.3 per cent of women.<sup>3</sup> These trends underscore the need to focus on building gender-responsive universal social protection systems, including floors, to not only broaden coverage but also to promote inclusiveness and gender equality. Equally, this requires the transformation of economic systems to recognize, accommodate and value all forms of paid and unpaid labour, as well as to protect the planet and its resources for present and future generations.

The impact that UN Women envisions is that women and girls in all their diversity have income security, decent work, and economic rights and autonomy throughout the life course. This will be measured by the proportion of women's time spent on unpaid care and domestic work, women's proportion of informal employment and the proportion of the population covered by social protection floors and systems, as well as women's access to land as a proxy for their access to productive resources. The solutions levers will emphasize UN Women's comparative advantages.

The solutions include comprehensive policies to implement the to recognize, reduce, redistribute, represent [5Rs strategy](#) and reward paid and unpaid care and domestic work. This requires a strong public sector role in investing in social care infrastructure, which would generate millions of decent jobs for women. Further, women's participation in economic activities should include high-paying male-dominated sectors of the economy. An enabling macroeconomic framework with gender-responsive fiscal, monetary, trade and investment policies should put gender equality and access to decent employment for women at the forefront, in particular, through policies that support livelihoods in food systems and the informal economy. The solution levers also focus on promoting legal and policy reforms such as for equal pay for work of equal value, support for women's employment and business development and gender-responsive procurement, gender-responsive and adaptive social protection, and training and mentorship programmes. Additionally, gender-responsive [just transitions](#) to green/blue economies will be fostered through upholding women's and girls' economic rights as central to climate and environmental actions.

To bring about change, the Gender Equality Accelerators prioritize areas laid out in UN Women's Strategic Plan 2022-2025: the care economy, decent work and entrepreneurship, and gender-responsive just transitions to green and blue economies. They contain elements of ensuring women's equal access to goods, services and resources (Strategic Plan

Outcome 4); institutional, legal and policy reform (Strategic Plan Outcome 1); financing gender-responsive policies and practices (Strategic Plan Outcome 2); and ensuring that national and global statistics and measures of economic progress account for women's unpaid and informal labour (Strategic Plan Outcome 6). All outcomes entail capacity-building, leadership and evidence, transformation of discriminatory social norms, partnerships and institutional-building to drive women's equal economic opportunities and outcomes, and economic rights and justice for all women and girls.

The Gender Equality Accelerators are premised on women's substantive participation and leadership in the economy and cover both the public and private sectors, urban and rural areas, and formal and informal economies and workers, including migrant women, LGBTIQ+ (lesbian, gay, bisexual, transgender, intersex, queer plus) people and women with disabilities, among other groups left behind. They require effective engagement with women's civil society organizations (CSOs) and feminist movements, private sector organizations and trade unions to tackle discriminatory social norms and practices. Incorporating the production, use and dissemination of sex-disaggregated data and gender statistics on economic empowerment and resilience through UN Women's Women Count programme and other initiatives will be critical for successful implementation.

Coordination and collaboration on gender-responsive macroeconomic policies, social protection and the care economy will be key, including with the International

Labour Organization (ILO), Office of the United Nations High Commissioner for Human Rights (OHCHR), United Nations Development Programme (UNDP), United Nations Population Fund (UNFPA), United Nations Children's Fund (UNICEF), regional economic commissions, regional development banks, research institutions, think tanks and the international financial institutions. Partnerships on entrepreneurship, financing and public investment, and gender-responsive procurement will also be important, including with the ILO, International Trade Centre (ITC), United Nations Conference on Trade and Development (UNCTAD), United Nations Research Institute for Social Development (UNRISD), UNDP, United Nations Global Compact and United Nations Industrial Development Organization (UNIDO). UN Women will broker links with the ILO and OHCHR on business and human rights, with the ILO, International Organization for Migration (IOM) and OHCHR on gender-responsive migration policies and practices, with the United Nations Environment Programme (UNEP) and UNIDO on green and blue economies, and with UNEP, the Food and Agriculture Organization (FAO), the International Fund for Agricultural Development (IFAD) and the World Food Programme (WFP), among others, on climate, environment and agriculture. Laws and policies to protect domestic workers and to eliminate sexual harassment and violence in the world of work are critical. Progress requires working in close partnership with the ILO to support increased ratification of ILO Convention No. 189, the Domestic Workers Convention, and ILO Convention No. 190, the Violence and Harassment Convention.



Photo: UN Women/Ryan Brown

## THEORY OF CHANGE - IMPACT AREA 2: WOMEN'S ECONOMIC EMPOWERMENT

### PROBLEM STATEMENT:

*Current economic and financial models and systems do not meaningfully recognize women's contributions to economies and society, and do not meaningfully engage and deliver benefits for women and girls. This leads to women's lack of income security, decent work and economic autonomy.*

### ROOT CAUSES

### SOLUTION SPACE

<p><b>Unequal gender division of labour, paid and unpaid</b></p>	<p>Comprehensive policies for the 5Rs – recognize, reduce, redistribute, represent, reward – of paid and unpaid care and domestic work enacted and implemented</p> <p>Laws, policies and practices for equal opportunities in recruitment, retention and promotion across sectors</p> <p>Legal and policy reforms for equal pay for work of equal value</p> <p>Women's livelihoods in the informal economy supported and the transition to formal employment and businesses enabled</p>
<p><b>Discriminatory laws, norms and practices</b></p>	<p>Gender-responsive procurement reforms</p> <p>Codes of conduct on gender equality and human rights for the private and public sectors</p> <p>Gender-responsive education, training and mentorship programmes</p> <p>Gender-responsive digital and financial inclusion strategies</p> <p>Gender-responsive laws that guarantee equal access to, control and rights over productive resources</p>
<p><b>Exclusionary, gender-blind macroeconomic, labour market and social policies</b></p>	<p>Ministries of finance, planning, development, etc. and international financial institutions understand and adopt gender-responsive macroeconomic policies</p> <p>Progressive gender-responsive tax reforms</p> <p>Gender-responsive public investment and financing frameworks</p> <p>International labour standards adopted and implemented at the national level</p> <p>Universal gender-responsive social protection systems, including floors</p> <p>Women's participation and leadership across all sectors and levels facilitated</p>
<p><b>Constrained bodily integrity/control over own body</b></p>	<p>Laws and policies to eliminate sexual harassment and violence in the world of work</p> <p>Domestic violence recognized and addressed as a world-of-work issue</p>



**ROOT CAUSES**

Climate change  
and environmental  
degradation

**SOLUTION SPACE**

Gender-responsive green and blue economy strategies and initiatives

Gender-responsive climate change mitigation and adaptation policies and programmes

Increased financing to women-led initiatives and women's environmental rights organizations

Women's rights to natural resources, including land, inheritance and property, promoted and protected in law, policy and practice

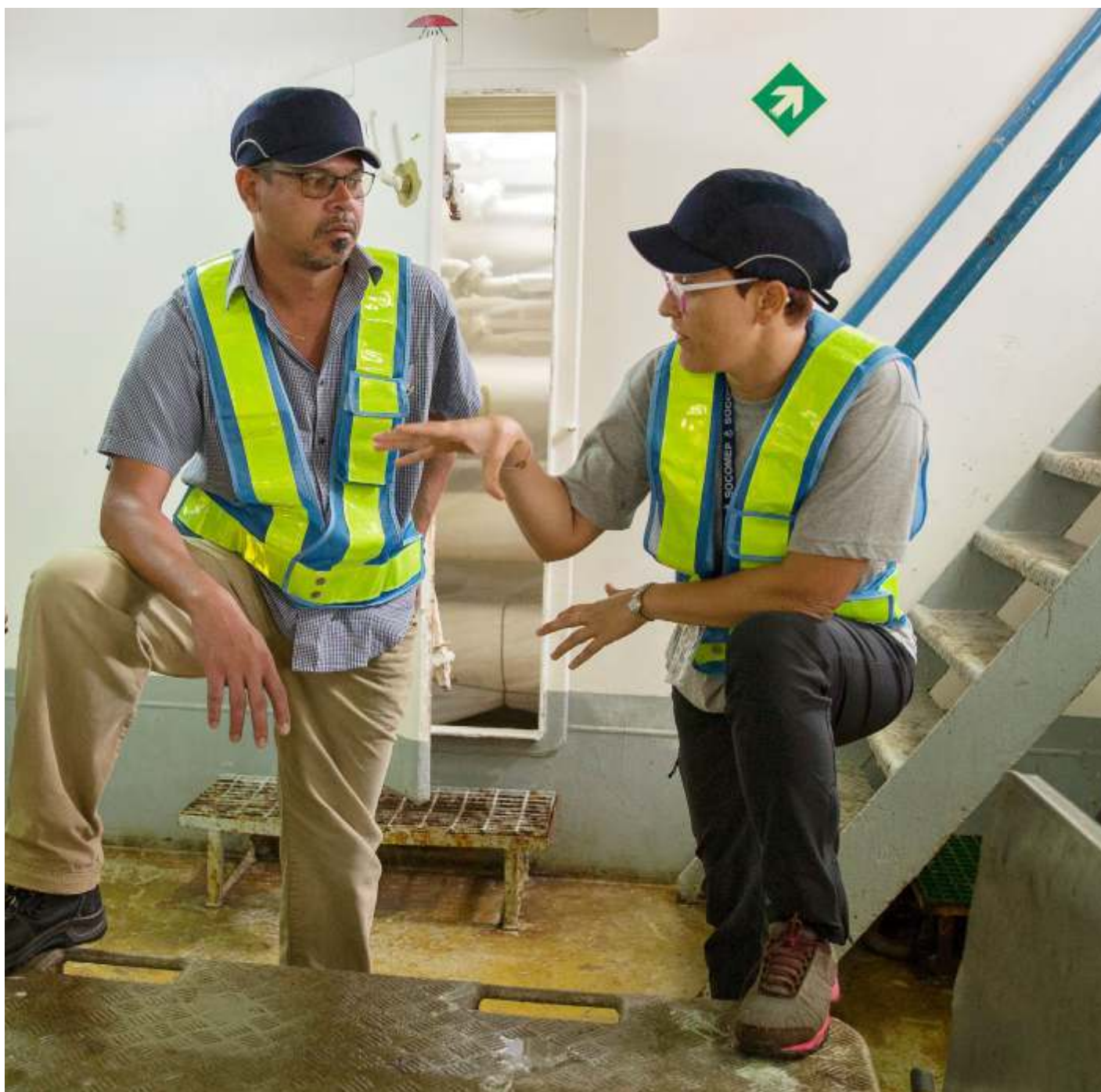


Photo: UN Women/Ryan Brown

## ENDING VIOLENCE AGAINST WOMEN AND GIRLS (EVAWG)

Violence against women and girls remains one of the most prevalent and pervasive human rights violations in the world. Despite many countries passing laws to combat it, weak enforcement and discriminatory social norms remain significant problems. Around [245 million women](#) and girls aged 15 and older (10 per cent of the total) have experienced sexual or physical violence by an intimate partner in the past year alone. Globally, an estimated [736 million women](#) — almost one in three — have been subjected to physical and/or sexual intimate partner violence, non-partner sexual violence or both at least once in their life. This figure does not include sexual harassment. Other forms of violence, including femicide, harmful practices, sexual harassment in public spaces, online violence such as cyberbullying and cyberstalking, and violence against women in politics and women's human rights defenders, prevent women from enjoying their full human rights. Women and girls from marginalized groups are at a higher risk of experiencing violence, as they face multiple and intersecting forms of discrimination.

The COVID-19 pandemic and conflicts have intensified VAWG across public, private and online spaces. They have exacerbated existing challenges and generated new and emerging threats. Disasters, including those linked to climate change and environmental degradation, have also exacerbated the risks of VAWG due to displacement, resource scarcity, food insecurity and disrupted service provision. Economic insecurity, lost livelihoods and limited social protection mechanisms continue to increase women and girls' vulnerability to violence. Moreover, the COVID-19 pandemic exposed the lack of preparedness of societies to respond to and deal with already alarmingly high levels of VAWG. It highlighted the need for a robust response and greater levels of investment in prevention.

VAWG is rooted in (1) structural inequalities and systematic oppressions; (2) institutionalized patriarchal norms and gender stereotypes at all levels, particularly affecting marginalized

groups of women and girls; (3) inadequate legal and policy frameworks (without an intersectional approach) addressing VAWG and gender discrimination, and lack of implementation; (4) limited access to and availability of quality multisectoral services for survivors; and (5) limited opportunities for women to exercise their agency through meaningful participation and leadership in public and private life. The COVID-19 pandemic exposed the persistence of gender inequality, structural inequality, patriarchal values and inadequate government responses in perpetuating VAWG.

UN Women commits itself to the vision that all women and girls must live a life free from all forms of violence, and have agency, voice and choice to exercise and enjoy their human rights. Through leveraging its triple mandate of normative, coordination and programmatic interventions, UN Women is taking a comprehensive approach to ending VAWG that includes a specific focus on the prevention of and response to VAWG, in coordination with different actors across the UN, civil society and the private sector. As such, UN Women has proposed to streamline its efforts on ending VAWG, focusing on areas where it has the greatest comparative advantages and technical expertise, including in addressing structural inequalities, promoting positive social norms, strengthening legal and policy frameworks, ensuring essential services for survivors, and promoting the autonomous agency of women's rights organizations to end VAWG.

Key areas of focus include: (1) supporting Member States to strengthen the development, monitoring and reporting of global norms and standards on ending VAWG; (2) supporting the formulation of whole-of-government action plans on VAWG prevention, and incorporating VAWG prevention in other national and local policies that promote social norms, including by engaging men and boys and through strengthening the knowledge and evidence base on policies and practices to prevent VAWG; (3) strengthening multisectoral coordination

of essential services, with a focus on institutional change and ensuring perpetrator accountability, improving access to justice, and ensuring quality, integrated and victim/survivor-centred and trauma-informed services for all women and girls, with services addressing the needs of women and girls in different contexts and promoting a whole-of-system response that enhances coordination across development, disaster risk reduction, humanitarian action and sustaining peace efforts; (4) forging links with other thematic areas and driving synergies with other sectors to address VAWG and the safety of women; (5) expanding key partnerships, including with women's organizations, research networks and the private sector,

to ensure the continuation of essential support services and prevention programming in the context of COVID-19 and beyond; and (6) managing an inter-agency, grant-making mechanism, the UN Trust Fund to End Violence Against Women, on behalf of the UN system.

Building upon its overarching EAW Theory of Change UN Women has developed a Theory of Action within the EAW agenda in its new Strategic Plan, sharpening its focus and prioritizing areas where significant impact can be achieved. These key focus areas are reflected in the Gender Equality Accelerator on Ending Violence Against Women - and Girls (EVAWG).



## THEORY OF CHANGE - IMPACT AREA 3: ELIMINATION OF VIOLENCE AGAINST WOMEN AND GIRLS (EVAWG)

### PROBLEM STATEMENT:

*Violence against women and girls in all spheres is a preventable, pervasive and grave violation of human rights globally, especially for those experiencing multiple and intersecting forms of violence or discrimination. It hampers peace, security and development progress, and has a significant cost for individuals and societies.*

### ROOT CAUSES

#### Structural inequality

Structural inequalities and systematic oppressions exacerbated by the COVID-19 pandemic, economic challenges, climate change, conflicts, natural disasters, the digital divide, public health crises and other sociopolitical volatilities increase the risk of VAWG

#### Patriarchal norms

Deeply rooted and institutionalized patriarchal norms and gender stereotypes at all levels reinforce unequal power relations and resource distribution between men and women (based on factors such as race, ethnicity, age, income, disability, ethnicity, migration status, geography, SOGIESC [sexual orientation, gender identity or expression and/or sex characteristics], HIV status, etc.), and support the impunity of perpetrators

### SOLUTION SPACE

Support the development of policies and programmes that integrate the prevention and response to VAWG, including sexual harassment, in urban, rural and other settings (markets, transport, housing, online, etc.)

Promote and support gender-transformative economic policies and programmes to address current and post-COVID-19 recovery needs at the global and national levels

Ensure national COVID-19 responses and fiscal stimulus packages address gender disparities, adopt a woman-centred approach and include long-term measures on VAWG prevention and response

Strengthen social protection and labour market measures that improve women's economic security, targeting survivors of VAWG and those at risk

Collect, analyse and disseminate national data, statistics and evidence on the nature, extent and impact of VAWG, including the socioeconomic costs for survivors and societies, and in the humanitarian sector, to influence laws, policies and programmes

Mobilize political stakeholders at all levels to prevent and respond to VAWG

Invest in the implementation of evidence-based prevention programming and research on ending VAWG across the development-humanitarian nexus, including in contexts aggravated by the climate crisis, and on the interlinkages between VAWG prevention and other development areas (e.g., health, education, sanitation, housing, transportation, other infrastructure, nutrition and livelihoods)

Mobilize individuals, communities and institutions, including men and boys, traditional and faith-based leaders, educators, media and sports institutions, to develop positive attitudes and beliefs towards gender equality and zero tolerance for all forms of VAWG

Create and strengthen policies promoting gender equality and aimed at preventing and responding to VAWG in private and public sector workplaces

## ROOT CAUSES

### Lack of legal and policy frameworks

Inadequate legal and policy frameworks (without an intersectional approach) addressing VAWG and gender discrimination, and a lack of implementation

## SOLUTION SPACE

Reform and review discriminatory laws and policies on women's access to inheritance, economic resources, custody and divorce, among other issues

Strengthen the capacity and multisectoral coordination of national institutions to effectively implement laws and policies to end VAWG, including in humanitarian and development contexts and amid the climate crisis

Ensure grass-roots women's organizations participate in the development and monitoring of the implementation of laws and policies to end VAWG (investing in expertise from the Global South)

Advance gender-responsive budgeting and resource allocation at the national and local levels to ensure laws and policies on preventing and responding to VAWG are implemented, inclusive of an intersectional approach

Invest (financial and human resources) in national and local women's machinery (government and civil society) to advocate, coordinate and monitor the implementation of laws, policies and programmes addressing VAWG

### Lack of quality, accessible, coordinated and multisectoral services

Limited access to, and availability of quality multisectoral services for women and girls who have experienced or are at risk of violence, due to a lack of resources and skilled service providers as well as social acceptance of and impunity for VAWG

Ensure a women and survivor-centred approach to addressing VAWG is adopted by the police and justice, health and social services sectors

Increase awareness of survivors and women and girls at risk on their rights, access to and availability of support services (police, justice, health and social services)

Resource and finance essential services provision

Improve the capacity of different sectors, including in terms of coordination within and among civil society service providers (civil society, health, justice and policing, and social services) in accordance with standards established in an integrated service delivery pack-

Increase women's participation in law enforcement and promotion to higher ranks

Lobby and advocate for law enforcement to strengthen internal oversight and accountability capacities and mechanisms to prevent and respond to VAWG while promoting positive masculinities and zero tolerance for VAWG

### Gender inequality impeding women's full participation and leadership in public and private life

Gender inequality and limited opportunities restrict the agency and meaningful participation of survivors and autonomous women's rights organizations, including from marginalized groups

Remove restrictions and administrative burdens on women's organization and CSOs regarding fast-track, flexible, core and long-term funding, including in humanitarian contexts

Invest in feminist partnerships and strong intersectional alliances aimed at full inclusion, participation and leadership

Institutionalize the roles of women's organizations and adopt a long-term engagement strategy in the area of ending VAWG

Address the digital divide gap through resources, training, engagement with private sector, telecommunications, government, and women's rights organizations to ensure more equitable participation

Protect and empower women's full participation and leadership in public and online spaces through the enactment of laws and policies that criminalize VAWG in political and public life and affirmative action such as gender quotas

Increase awareness and capacity of duty bearers to develop, implement and monitor mechanisms that protect women from political violence and ensure their full participation and leadership in public and online spaces

# WOMEN PEACE AND SECURITY, HUMANITARIAN ACTION, DISASTER RISK REDUCTION

Crisis, conflicts and disasters exacerbate inequality, including gender inequality, and violence, holding back progress for women and girls, preventing them from fully enjoying their human rights and hindering their contributions to sustainable peace and resilience.

In 2020, the United Nations Secretary-General set five goals for the decade ahead on women, peace and security, yet progress is faltering or reversing on all of them. Military spending is up, reaching an all-time high of USD 2.1 trillion in 2021 after seven consecutive years of growth. Funding for women's organizations in conflict-affected countries fell to USD 150 million (0.3 per cent of bilateral aid) in 2020, compared with USD 181 million in 2019. The percentage of women in peace negotiations is down to 19 per cent in United Nations-led processes in 2021 compared to 23 per cent in 2020, with marked exclusion and underrepresentation in processes not led by the United Nations. The proliferation of laws and strategies in response to the threat posed by terrorism has had a negative impact on civic and political space and directly impacts progress in achieving gender equality and women's empowerment.

Violence against women human rights defenders is on the rise, and the response to civil society and individual activists and human rights defenders in these situations, including by the United Nations, is often wanting. For example, UN Women surveyed women civil society representatives who briefed the Security Council between January 2021 and May 2022, and 9 out of 32 respondents experienced reprisals. Finally, women face significant barriers to their meaningful participation and leadership in disaster prevention, mitigation, preparedness and recovery planning and implementation, which increases their exposure and vulnerability to disasters. According to the

UNDP and UN Women COVID-19 Global Gender Response Tracker, women made up less than one quarter of all national COVID-19 committees, despite comprising 70 per cent of front-line health and social workers.

The women, peace and security agenda is not just an answer to historic wrongs and marginalization but an opportunity to do things differently. Inclusion and participation are giant steps forward in conflict prevention, peacebuilding and disaster risk reduction.

As the lead United Nations entity on gender equality, women, peace and security, and gender-responsive crisis response and risk-informed development, UN Women has a key role to play at the normative, operational and coordination levels. It is unique in the United Nations system in having a mandate to operate across the pillars of human rights, development, and peace and security, as well as at the global normative level and in responding to women's needs and priorities in crises.

Through three Gender Equality Accelerators (Women, Peace and Security; Women's Leadership, Access, Empowerment, and Protection in Humanitarian Coordination and Response; and Women's Resilience to Disasters), UN Women will support Women's meaningful participation and leadership, as well as their protection, in peace and security, and crisis response and resilience actions. It will strengthen gender inclusion and gender-responsive institutional capacity on peacebuilding, the rule of law, transitional justice, security sector reform, the prevention of violent extremism and counter-terrorism, and disaster risk reduction. It will bolster multistakeholder coordination and monitoring and accountability frameworks to advance implementation of the women, peace and security agenda.



Photo: UN Photo

## THEORY OF CHANGE - IMPACT AREA 4: WOMEN, PEACE AND SECURITY, HUMANITARIAN ACTION, DISASTER RISK REDUCTION

### PROBLEM STATEMENT:

*Lack of implementation of UN and Member State commitments to women, peace and security, gender equality, and the leadership of women in conflict and crisis prevention, preparedness, humanitarian response, recovery, reconstruction and peacebuilding, and the development of resilient communities.*

### ROOT CAUSES

**Risks, barriers and lack of opportunities** for women and girls to lead, participate in and benefit from conflict and crisis prevention, peacebuilding, and long-term resilience and recovery

**Lack of access to resources, information, partnerships and opportunities** for women-led organizations and women's rights organizations to contribute meaningfully to decision-making, peacemaking, peacebuilding and humanitarian action planning, implementation and accountability

**Gender inequality**, lack of legal frameworks and **weak rule of law limiting access to justice and security services**, and low institutional capacity

### SOLUTION SPACE

Comprehensive programme for the inclusive, safe and meaningful participation of women in peace processes, conflict prevention and resolution, and disaster risk reduction

Advocacy before the United Nations Security Council and with Member States for women's inclusion in peace and security processes

Strengthened accountability and monitoring of global, regional and country-level frameworks dedicated to advancing women's leadership

Gender-responsive approaches to peacebuilding and sustaining peace

Investment in women-led and women's rights organizations

Redirected funding to women's CSOs to support their institutional funding capacity and long-term programming, and scaled-up contributions to the Women's Peace and Humanitarian Fund and other mechanisms that channel resources to women's grass-roots organizations

Upstream policy support and model programmes to strengthen institutional and policy frameworks and individual capacities related to gender responsiveness, gender mainstreaming and women's human rights

Strengthened gender responsiveness and inclusiveness of rule-of-law institutions and legal systems, including for people who experience multiple, intersecting forms of discrimination, such as young women, women with disabilities, indigenous women and persons of diverse SOGIESC, among others



## ROOT CAUSES

## SOLUTION SPACE

**Commitments on women, peace and security by Member States**, the UN system, regional organizations and civil society **require further implementation, coordination and accountability**

Coordination and support to Member States and the United Nations to deliver commitments on women, peace and security, humanitarian action and disaster risk reduction, including within emerging areas of work like the UN agenda on counter-terrorism and prevention of violent extremism

Support for multistakeholder coordination and evidence-based monitoring and accountability frameworks

Advocacy for the adoption of budgets and funding mechanisms for national action plans and humanitarian response and disaster risk reduction plans

**Persistence of discriminatory attitudes and practices** within humanitarian institutions, programming and financing resulting in limited prioritization and funding for the advancement of gender equality commitments in complex emergencies and protracted crises

Promotion and support for coordination and evidence-based monitoring and accountability frameworks at the global, regional and country levels dedicated to advancing implementation of the women, peace and security agenda and gender commitments in humanitarian and refugee responses

Systematic integration of gender into the humanitarian planning cycle to ensure humanitarian response plans and appeals include the means to address gendered and intersectional needs based on leave-no-one-behind analysis and data

**Social norms reinforce gender inequality and limit women's voices, leadership, agency and protection**, hindering their access to humanitarian services, learning and livelihood opportunities

Social norms programming and community mobilization to enable the participation and leadership of women and girls, and partnerships with local leaders, men and boys to end discriminatory and exclusionary social norms

Quality partnerships with local women-led and women rights organizations to facilitate their meaningful participation in humanitarian decision-making

Scaled-up investments and partnerships around the provision of humanitarian services, learning and livelihood opportunities for displaced and crisis-affected women, including refugees and internally displaced persons

**Unequal women's participation in decision-making, governance and processes related to disaster risk reduction and resilience**

Support for the development and implementation of inclusive and gender-responsive disaster risk reduction and resilience legislation, strategies, plans, processes, institutional arrangements, budgets and tools at all levels, backed by women's participation, leadership, advocacy and capacity-building

**Lack of coordination across entities** responsible for climate change, disaster risk reduction, gender equality and social inclusion

Strengthening multistakeholder coordination, cooperation and collaboration across all levels and sectors through brokering partnerships among partners working on climate and resilience and those working on gender, and linking resilience strengthening initiatives to ongoing work addressing gender inequality and women's leadership Supporting centralized coordination for targeted action across all levels, with a focus on localization, the role of local actors and "bottom-up" approaches that create spaces for women to build their leadership and elevate their voices beyond the community level

**Women lack access to mechanisms, assets, services and products** that strengthen disaster and climate resilience

Comprehensive targeted actions to strengthen the climate and disaster resilience of high-risk groups, particularly women and girls



## GENDER EQUALITY ACCELERATOR 1

# WOMEN'S EQUAL PARTICIPATION IN POLITICAL DECISION-MAKING AND INSTITUTIONS (WOMEN LEAD)

*Women lead in political decision-making and institutions.*

### The Issue

Persistent barriers to women's equal and effective participation in decision-making arise from deeply rooted and unequal power relations. These underpin discriminatory laws, policies and institutions, and feed widespread violence against women in politics. Just a quarter of national legislators worldwide are women. They make up only 36 per cent of local government members and 21 per cent of cabinet ministers.<sup>1</sup> Women heads of State or government lead a paltry 28 countries.<sup>2</sup> The structural barriers to equal participation in politics both reflect and reinforce discriminatory norms and practices, and are sustained by a lack of political will to push for change in line with international normative frameworks and regional commitments to gender equality. Reversing prevailing gender stereotypes and disparities demands stepped-up actions so that societies see women and men as equally legitimate political actors. Public institutions must change internal policies, procedures and practices, and become fully gender responsive.

### Why It Matters

Women's equal participation and leadership in decision-making is essential to achieving a sustainable future by 2030 and is the key to unlocking the transformational changes we need to ensure good governance and democratic societies. While men and women are equally responsible for achieving gender equality, a larger number of women participating in political processes improves them: More inclusive decisions are made, different voices are heard, different solutions are created, and more gender-responsive public policies and institutional practices are adopted. In summary, good governance and democracy require diverse leadership and representation.

#### SYSTEMATIC OUTCOMES:



## UN Women's Plan for Change

UN Women's Gender Equality Accelerator on Women's Equal Participation in Political Decision-Making and Institutions tackles the most significant barriers to the full and effective political participation of women, in all their diversity. It provides technical expertise to UN Member States, women in politics and women's organizations, helping them to develop practical solutions that accelerate the push for parity. In over 100 countries, UN Women has a proven track record of global leadership in advancing inclusive political processes and institutions as well as initiatives to address violence against women in politics.

The Gender Equality Accelerator will leverage UN Women's normative, operational and coordination mandates. It will generate new knowledge and innovation, and pursue evidence-based programming, policy advice and greater system-wide accountability. It will galvanize progress towards achieving SDG indicator 5.5.1, on the share of seats that women hold in national legislatures and local governments. Support for gender mainstreaming in UN system-wide policies and country-level joint programmes will accompany coordination and advocacy for UN task forces to increase the use of temporary special measures, including under the gender pillar of the Secretary-General's Call to Action for Human Rights, which is focused on implementing Our Common Agenda.

The proposed programming strategy and priority areas link to four main levers of change under UN Women's corporate theory of action on governance and participation in public life:

- i. Support States to reach a 50/50 gender balance in decision-making, including through legal and policy reforms on temporary special measures
- ii. Support the development of measures to prevent, monitor and respond to violence against women in politics
- iii. Promote social norms change recognizing women as effective political leaders and role models for young people (including through engaging media, traditional leaders, and men and boys in communities)
- iv. Support the capacity-building of aspiring women leaders, candidates, elected and appointed office holders, to continue building a cadre of women political leaders and encourage young women and groups at risk of being left behind to enter public life

Research, data and knowledge on women's political participation will be a cross-cutting component to help governments worldwide translate normative commitments into national and local laws and policies.



## UN Women Strategic Plan (2022-2025) Impact 1: Women of all ages fully participate and lead in political processes and institutions

Outcomes	<p>1. <b>A comprehensive set of legislative frameworks and electoral arrangements to strengthen gender balance in elections and decision-making bodies and ensure gender-responsive political institutions</b> Directly contributes to Strategic Plan Outcomes 1 and 7</p>	<p>2. <b>Gender statistics, sex-disaggregated data and knowledge are produced, analysed, and used to inform evidence-based policymaking, advocacy and accountability to prevent and mitigate violence against women in politics and advance women's political participation</b> Directly contributes to Strategic Plan Outcomes 1, 5, 6 and 7</p>
Outputs	<p>1.1 National stakeholders' capacities enhanced to promote, adopt and implement legal and policy frameworks and reforms to achieve gender balance in decision-making</p> <p>1.2 Coordinated country programming promotes gender-responsive political processes and electoral arrangements/ coordinated UN action through the adoption of policies and guidance on temporary special measures and electoral support for women's leadership and political participation</p>	<p>2.1 National stakeholders' capacities and awareness enhanced to monitor, prevent, and mitigate violence against women in political life</p> <p>2.2 Increased capacity of national data stakeholders to collect gender and governance statistics to measure women's participation in political and public affairs<sup>4</sup></p> <p>2.3 A global knowledge hub on women's political participation is maintained to ensure evidence-based country programming, knowledge-based policy guidance and thematic coherence</p>
Global and Regional Partnerships	<p><b>UN system:</b> Executive Office of the Secretary-General, Department of Political and Peacebuilding Affairs, UNDP, United Nations Educational, Scientific and Cultural Organization, Office of the United Nations High Commissioner for Human Rights</p>	<p><b>UN system:</b> Executive Office of the Secretary-General, Department of Political and Peacebuilding Affairs, UNDP, Praia Group</p> <p><b>Others:</b> Inter-Parliamentary Union, International IDEA</p>
Normative Frameworks	<ul style="list-style-type: none"> <li>The Convention on the Elimination of All Forms of Discrimination against Women (CEDAW articulates women's equal right to participation in political and public life through articles 7 and 8; see also CEDAW General Recommendation No. 25, on CEDAW article 4, paragraph 1, on temporary special measures</li> <li>United Nations General Assembly resolution 66/130 on women and political participation</li> <li>UN General Assembly <a href="#">resolution 73/148</a> on the intensification of efforts to prevent and eliminate all forms of violence against women and girls: sexual harassment</li> </ul>	
Standard Products	<ul style="list-style-type: none"> <li>Programming guidebooks on <a href="#">inclusive electoral processes</a> and <a href="#">Preventing Violence Against Women in Elections</a>.</li> </ul>	<ul style="list-style-type: none"> <li><a href="#">Guidance Note</a> on Preventing Violence Against Women in Politics</li> <li>Women in Local Government <a href="#">website</a></li> <li>UN Women–IPU <a href="#">Map</a> of Women in Politics</li> <li><a href="#">UN Gender Quota Portal</a></li> <li>Praia Group <a href="#">Handbook</a> on Governance Statistics</li> </ul>
Considerations to Leave No One Behind	<ul style="list-style-type: none"> <li>Ensure UN coordination and direct country support to targeted groups, including technical and financial support to indigenous and Afro-descendant women's organizations and networks nationally and locally.</li> <li>Provide technical assistance to electoral stakeholders to promote inclusive electoral processes (accessible voter education materials, voter registration and polling arrangements, etc.).</li> </ul>	<ul style="list-style-type: none"> <li>Collect and share good practices and lessons on programming to leave no one behind.</li> <li>Building on work by the Praia City Group on Governance Statistics, capture attitudes and perceptions of women's roles in political processes, including aspects related to normalizing violence against women in politics as well as groups left behind.</li> </ul>
Assumptions	<ul style="list-style-type: none"> <li>Key national stakeholders have basic technical knowledge.</li> <li>Women enter politics and lead.</li> <li>Newly elected leaders acquire skills to enhance women's political participation.</li> </ul>	<ul style="list-style-type: none"> <li>Robust and sustained data collection and engagement with partners improve data on violence against women in public life and voter turnout.</li> </ul>
Risks	<ul style="list-style-type: none"> <li>Electoral stakeholders do not support women's political participation.</li> <li>Political upheavals.</li> <li>Legislation not enforced.</li> </ul>	<ul style="list-style-type: none"> <li>National partners have limited capacities to enact reforms.</li> <li>Continued discriminatory behavior.</li> <li>A lack of sex-disaggregated electoral data hampers knowledge of gender gaps.</li> </ul>

**SDG target 5.5:** : *Ensure women’s full and effective participation and equal opportunities for leadership at all levels of decision-making in political, economic and public life*

**3. Both men and women adopt attitudes, norms and practices that advance gender equality and promote the perception of women as legitimate and effective political leaders**  
Directly contributes to Strategic Plan Outcome 3

**4. More women political leaders exercise their voice, agency, and leadership, including through an enabling environment that supports women’s and youth organizations**  
Directly contributes to Strategic Plan Outcome 5

Outcomes

- 3.1** Increased awareness and sensitization of communities, the media, opinion-makers and others about women’s effective roles in politics and decision-making
- 3.2** Enhanced capacity of the media to report positive portrayals of women leaders, free from gender stereotypes, and promote gender equality as a social goal
- 3.3** Enhanced capacities and awareness of office holders at all levels to promote women as leaders in political institutions

- 4.1** Enhanced capacity of diverse women to engage in leadership contests, including in running competitive, well-resourced and innovative campaigns
- 4.2** Leadership skills and capacities of elected women are enhanced to promote gender-responsive decision-making
- 4.3** Networks of support for diverse women political leaders created and sustained

Outputs

**UN system:** UNDP, Department of Political and Peacebuilding Affairs  
**Others:** International IDEA, Inter-Parliamentary Union, United Cities and Local Governments

**UN system:** Department of Political and Peacebuilding Affairs, UNDP  
**Others:** Inter-Parliamentary Union, United Cities and Local Governments

Global and Regional Partnerships

Same as Outcomes 1 and 2

Normative Frameworks

- UN Women Political Leadership and Candidate Training Curriculum
- [iKNOWPolitics](#)

Standard Products

- Emphasize community outreach and capacity-building for the media and key political stakeholders on changes in attitudes and perceptions of women’s roles in decision-making and of groups left behind, including youth, LGBTIQ+ and indigenous populations.

- Provide mentoring and capacity-building programmes for women leaders and aspiring candidates targeting, for example, youth, women living with disabilities, LGBTIQ+, and indigenous and Afro-descendant women.

Considerations to Leave No One Behind

- Media shape public perceptions.
- A lack of understanding of gender equality leads to discriminatory behaviour.
- Raising awareness of gender discrimination transforms attitudes.

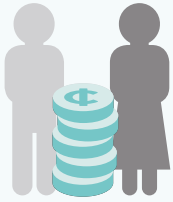
- More women enter politics and lead.
- National actors and donors support women’s networks.
- Newly elected leaders gain skills to enhance women’s political participation.
- Forums for women foster a supportive environment.

Assumptions

- Ingrained mentalities change slowly.
- Political pushback occurs.
- Combating discriminatory attitudes is insufficient without other structural changes.

- Violence discourages women from running or staying in office.
- Parties nominate women but voters do not elect them.
- Institutions are slow to reform.

Risks



## GENDER EQUALITY ACCELERATOR 2

# GENDER RESPONSIVE PLANNING AND BUDGETING

## (GENDER BUDGETS)

*Unlocking evidence, capacities and skills to embed gender equality is in the DNA of government planning and budgeting*

### The Issue

Countries are grappling with multiple crises, including the socioeconomic impact of the pandemic, skyrocketing debt levels, inflationary pressures and coinciding risks of food insecurity and climate change. These challenges have intensified fiscal burdens and severely curtailed fiscal space for recovery and sustainable development. Concurrently, fiscal policies often fail to tackle gender inequality via a comprehensive framework for gender-responsive budgetary action. This in turn constrains the effective integration of gender analysis in public finance management systems and government plans and budgets. Only 26 per cent of 105 countries and areas currently have a comprehensive system to track and make public allocations for gender equality. Inadequate oversight and capacities to monitor budget allocations and expenditures limit assessment of results and the ability of different stakeholders to hold governments accountable.

### Why It Matters

Gender-responsive budgeting has a demonstrated track record in mainstreaming gender analysis in government policy, planning, budgeting, monitoring, evaluation and audit. It provides a strategic policy approach by highlighting the distributive impacts of the budget (revenue and expenditure) on women and men. With these insights, governments can target available resources to address gender inequalities, build human capabilities and support sustainable recovery from crises. Examples of better outcomes for women and girls to which gender-responsive budgeting contributes include more accessible drinking water and livelihood opportunities and increased primary school enrolment among girls.

### UN Women's Plan for Change

UN Women's Gender Equality Accelerator on Gender Responsive Planning and Budgeting provides a comprehensive and flexible framework on Gender-Responsive Planning and Budgeting is fully aligned with Strategic Plan.

#### SYSTEMATIC OUTCOMES:



Outcome 2. This accelerator provides a comprehensive and flexible framework to mainstream gender equality into plans and budgets across all four of UN Women’s institutional impact areas. It supports the use of public resources to achieve gender targets across national SDG plans.

UN Women has pioneered gender-responsive budgeting by championing global norms, building strategic partnerships, and strengthening national government capacities to align budgets with gender equality objectives. Through the Gender Equality Accelerator, UN Women will support countries to tackle root causes of gender inequality by reforming discriminatory fiscal laws and policies, mainstreaming gender analysis in public budgets, and enhancing the mobilization and spending of resources for gender-responsive laws, policies and services.

With a “whole-of-government approach”, UN Women will strengthen the knowledge and technical skills of central and sectoral institutions to embed gender analysis in their

systems, policies and practices. In tandem, it will strengthen evidence on the status of national public finance systems (SDG indicator 5.c.1) and use data to improve national practices. It will also bolster the capacities of partners inside and outside governments to draft, amend, implement and monitor gender-responsive plans and budgets. To enhance transparency and accountability, it will work with civil society, parliaments and audit institutions to monitor and evaluate budget decisions and effective service delivery for women. Together, these interventions will strengthen the integration of gender equality in national systems and financing frameworks, and support increased and better targeted public finance for gender equality.

UN Women will deliver its comprehensive support in coordination with the UN development system, in collaboration with multilateral organizations, and in partnership with finance ministries, ministries of gender, sectoral ministries and civil society.



Photo: Nugroho Nurdikiawan Sunjoyo / World Bank

## UN Women Strategic Plan (2022-2025) Impact 1: Women fully and equally participate in leadership and decision-making, and women and girls benefit from gender-responsive governance

Outcomes	<p><b>1. Public resources allocated and spent to advance gender equality through gender responsive financing policies, strategies and instruments</b></p>	<p><b>2. Integrating commitments to gender responsive budgeting in global normative frameworks and strengthening institutional alignment of gender responsive laws and policies with public fiscal decisions and strategies</b></p>
Outputs	<p><b>1.1</b> Enhanced capacities of partners to integrate gender equality into fiscal laws and policies</p> <p><b>1.2</b> Enhanced evidence and technical skills to design and implement gender responsive budgets</p>	<p><b>2.1</b> Enhanced capacities of partners to advance gender-responsive strategies, plans and institutional reforms</p> <p><b>2.2</b> Enhanced institutional capacities to introduce strategies and reforms for gender-responsive plans and budgets</p>
Global and Regional Partnerships	<p><b>Inter-agency Task Force on Financing for Development:</b> International Monetary Fund (IMF), UNDP, World Bank, UNCTAD and the World Trade Organization with other UN partners, including UN Women</p> <p>Global Partnership for Effective Development Cooperation</p>	
Normative Frameworks	<ul style="list-style-type: none"> <li>• Beijing Platform for Action, Chapter VI, paragraphs 345 and 346</li> <li>• Addis Ababa Action Agenda</li> </ul>	
Standard Products	<ul style="list-style-type: none"> <li>• Gender-responsive budgeting training (<a href="#">basic</a> and <a href="#">intermediate</a> training courses)</li> <li>• <a href="#">Strengthening Public Finance Management Systems for Gender Equality and Women's Empowerment: SDG Indicator 5.c.1 Promising Practices &amp; Remaining Gaps</a> (UN Women)</li> <li>• <a href="#">SDG database on gender-responsive budgeting</a>, and policy and programme guidance aligned with SDG indicator 5.c.1 promising practices</li> </ul>	<ul style="list-style-type: none"> <li>• <a href="#">Action Kit: Engaging parliaments in gender-responsive budgeting</a></li> <li>• <a href="#">Technical Guidance Note: Mainstreaming Gender Equality in Integrated National Financing Frameworks</a> (UN Women and UNDP)</li> </ul>
Considerations to Leave No One Behind	<ul style="list-style-type: none"> <li>• Ensure intersectional gender analysis in planning and budgeting processes and decisions.</li> <li>• Develop policy guidance on linking gender with other dimensions of potential marginalization (e.g., gender- and disability-inclusive budgeting).</li> </ul>	<ul style="list-style-type: none"> <li>• Actively include women and women's organizations representing different constituencies.</li> <li>• Document and disseminate promising practices of institutional efforts to adopt and apply intersectional analysis in planning and budgeting.</li> </ul>
Assumptions	<ul style="list-style-type: none"> <li>• Increased evidence, technical skills and capacities to drive institutional change.</li> <li>• Political will backs allocations for gender equality and increased allocations for gender equality.</li> </ul>	<ul style="list-style-type: none"> <li>• Gender advocates have opportunities to engage in developing/ revising strategies and reform.</li> <li>• Gender analyses inform financing and sectoral strategies.</li> </ul>
Risks	<ul style="list-style-type: none"> <li>• Evidence does not inform planning and budgeting decisions.</li> <li>• Political will is insufficient.</li> </ul>	<ul style="list-style-type: none"> <li>• Oversight and monitoring are insufficient.</li> <li>• Regular gender impact assessments are not conducted or used.</li> </ul>



**SDG target 5.c:** *Adopt and strengthen sound policies and enforceable legislation for the promotion of gender equality and the empowerment of all women and girls*

**5. Strengthening accountability by ensuring women and women's organizations exercise their voice, agency and leadership in national and subnational planning and budgeting**

Outcomes

- 5.1 Opportunities created and sustained to enhance participation by gender equality advocates and civil society in planning and budgeting decisions
- 5.2 Enhanced capacities of civil society organizations, including women's organizations, to engage in and lead advocacy and monitoring for gender-responsive planning and budgeting

Outputs

*Same as Outcomes 1 and 2*

Global and Regional Partnerships

*Same as Outcomes 1 and 2*

Normative Frameworks

- Gender-responsive budgeting training course (basic and intermediate) with a focus on civil society advocacy and monitoring of gender-responsive budgeting
- Gender-responsive and disability inclusive budgeting (forthcoming)

Standard Products

- Actively include women and women's organizations representing different constituencies in planning and budgeting processes at central and local levels.

Considerations to Leave No One Behind

- CSOs, including women's organizations, will translate enhanced capacities into active engagement in planning and budgeting.
- Government institutions will actively seek to create and sustain dialogues and platforms for women's organizations to actively participate in planning and budgeting.

Assumptions

- Institutional support and the establishment of dialogue and platform spaces for civil society and women's organizations are insufficient.
- CSOs, including women's organizations do not utilize enhanced capacities to advocate for and monitor gender-responsive planning and budgeting.

Risks



Photo: UN Women



### GENDER EQUALITY ACCELERATOR 3

## TRANSFORMING THE CARE ECONOMY

### (TRANSFORMING CARE SYSTEMS)

*Comprehensive “5R” policies to recognize, reduce, redistribute, represent and reward paid and unpaid care and domestic work, with a strong role for the public sector in investing in social care infrastructure to generate millions of decent jobs for women.*

#### SYSTEMATIC OUTCOMES:



OC1



OC2



OC3



OC4

### The Issue

Care work is crucial to societies and economies. The monetary value of women’s unpaid care work globally is at least USD 10.8 trillion annually, three times the size of the world’s tech industry.<sup>8</sup> Yet care work remains unrecognized and undervalued, imbued with patriarchal gender norms that view it as a woman’s duty. Such norms underpin and are perpetuated by economic policies and national statistics that fail to recognize the contributions of women’s labour. Around the world, women – with a disproportionate share coming from low-income, migrant and racialized groups – perform more than three quarters of unpaid care work and make up two thirds of the paid care workforce.<sup>9</sup> Each day, women spend 12.5 billion hours on unpaid care work, equivalent to 1.5 billion people working eight hours a day with no remuneration.<sup>10</sup>

### Why It Matters

Unequal responsibility for care work among women and girls is a structural driver of gender inequality. It limits their time, choices and opportunities for decent paid work, education, public life and leisure. It crowds millions of women into low-paid and insecure jobs, leaving them more likely to toil in poverty without social protection across their lifetime. In low-resource settings and crises, such as the COVID-19 pandemic, women plug gaps in public services with their unpaid and underpaid care work, further entrenching time poverty and social and economic exclusion.<sup>11</sup>

## UN Women's Plan for Change

UN Women's Gender Equality Accelerator on Transforming Care Systems calls for comprehensive policies to recognize, reduce, redistribute, represent and reward paid and unpaid care and domestic work. Its "5Rs" strategy hinges on a strong public sector role through increased investment in care infrastructure. This would create millions of decent jobs for women and facilitate economic participation more broadly, including in high-paying, male-dominated sectors. Building synergies and complementarity between the care economy, women's employment and macroeconomic policies will help realize multiple SDGs.

UN Women is a global leader in research, policy advice, capacity-strengthening and advocacy on the care economy. It develops policy tools, promotes collective action and national advocacy, and supports capacities among national stakeholders. It advocates public and private co-responsibility in building comprehensive care systems that expand quality and affordable services while

limiting risks that women will be left behind and unable to realize their economic and social rights.

UN Women's expertise in costing childcare offers significant opportunities to assess coverage gaps and estimate the employment and fiscal returns of increased investment. The Gender Equality Accelerator also backs a new conceptual framework for gender-responsive social protection and advocates the systematic integration of gender to optimize equality gains and avoid reinforcing inequalities. The accelerator builds on a joint programme with the ILO14 and aligns with other accelerators, including Women Count, Women in the World of Work, and Gender-Responsive Planning and Budgeting, as well as the work of the Social Protection Inter-Agency Cooperation Board. The accelerator also builds on UN Women's work on changing discriminatory social norms and working with local organizations and women's rights organizations.



Photo: UN Women

## UN Women Strategic Plan (2022-2025) Impact 2: Women have income security, decent work and economic autonomy

Outcomes	<p>1. <b><u>A comprehensive and dynamic set of global norms and standards for the care economy is strengthened and translated into gender-responsive laws, policies and institutions</u></b> Directly contributes to Strategic Plan Outcome 1</p>	<p>2. <b><u>Public and private financing advance investments in the care infrastructure through gender-responsive, transformative and innovative financing policies, strategies and instruments</u></b> Directly contributes to Strategic Plan Outcome 2</p>
Outputs	<p>1.1 Capacity of governments and other national stakeholders to plan, develop and/or implement gender-responsive laws, policies and institutions to promote the care economy is strengthened</p> <ul style="list-style-type: none"> <li>• Develop policy tools and identify policy accelerators that promote the care economy.</li> <li>• Promote the institutionalization of gender-responsive care initiatives.</li> <li>• Develop training on the care economy.</li> </ul> <p>1.2 Capacity of governments and other national stakeholders to assess the needs of the care economy and to estimate the potential economic returns of public investments in social care and physical infrastructure, in terms of gender-equitable employment creation, poverty alleviation and reduced unpaid work time, is strengthened</p> <ul style="list-style-type: none"> <li>• Provide capacity development and technical support on care policies and services.</li> <li>• Support the Generation Equality Action Coalition on Economic Justice and Rights.</li> </ul>	<p>2.1 Capacity of governments, the private sector and relevant ministries to finance investments in care services is strengthened</p> <ul style="list-style-type: none"> <li>• Develop a financing tool to identify care investment sources.</li> <li>• Support interministerial coordination to harmonize institutional care financing policies and practices.</li> <li>• Mobilize civil society organizations to promote care investment and social norms changes.</li> </ul> <p>2.1 Research and tools to assess and track the extent to which government policies related to care are budgeted/financed are developed and implemented</p> <ul style="list-style-type: none"> <li>• Support national stakeholders to plan, measure and improve care-responsiveness.</li> <li>• Conduct fiscal space assessments to close gaps in financing care and physical infrastructure.</li> <li>• Assess how inadequate care services affect women's economic participation.</li> </ul>
Global and Regional Partnerships	<p><b>UN system:</b> UNICEF, UNDP, ILO and the United Nations Economic Commission for Africa</p>	
Normative Frameworks	<p>Independent Expert on foreign debt, other international financial obligations and human rights contained in Human Rights Council resolution 43/10</p> <p>ILO conventions and recommendations:</p> <ul style="list-style-type: none"> <li>• C100 – Equal Remuneration Convention, 1951 (No. 100)</li> <li>• C122 – Employment Policy Convention, 1964 (No. 122)</li> </ul> <p><i>(continues on the next page)</i></p>	
Standard Products	<ul style="list-style-type: none"> <li>• <a href="#">A Guide to Public Investments in the Care Economy: Policy Support Tool for Estimating Care Deficits, Investment Costs, and Economic Returns</a> (UN Women and ILO)</li> <li>• <a href="#">A Toolkit on Paid and Unpaid Care Work: From 3Rs to 5Rs</a> (UN Women)</li> </ul>	<ul style="list-style-type: none"> <li>• <a href="#">Fiscal Space for Social Protection: A Handbook for Assessing Financing Options</a> (UN Women, UNICEF and ILO)</li> <li>• Applied policy tool on financing care services (to be developed by UN Women)</li> <li>• Gender-responsive fiscal space assessment tool (to be developed by UN Women)</li> </ul>
Considerations to Leave No One Behind	<p>Access to care, whether it is childcare eldercare, disability care or mental health care, must uphold the principle of leaving no one behind. The core principle of Transforming Care Systems is access to these services as a public good, meaning women from underserved communities and groups must have equal access to these services. As such, it is crucial to factor in considerations related to sex, age, disabilities, minority status, poverty, unemployment, migration status, location, LGBTIQ+, etc.</p>	
Assumptions	<ul style="list-style-type: none"> <li>• Political will, supportive norms around unpaid care and domestic work.</li> <li>• Economic and political/social stability.</li> <li>• Strong national gender machinery and civil society.</li> </ul>	<ul style="list-style-type: none"> <li>• Finance for care infrastructure.</li> <li>• Budgets prioritize gender issues.</li> <li>• Strong NGO engagement in economic response and recovery decisions.</li> </ul>
Risks	<ul style="list-style-type: none"> <li>• Limited support for progressive macroeconomic policies.</li> <li>• High likelihood of conflicts or crises.</li> <li>• Weak engagement of labour unions and gender equality advocates in decision-making.</li> </ul>	<ul style="list-style-type: none"> <li>• Inadequate fiscal space.</li> <li>• Higher debt, fiscal deficits and inflation, possibly resulting in austerity.</li> <li>• Lack of technical capacity on gender, macroeconomics, care economy.</li> </ul>

## SDGs targets: 1, 2, 5, 6, 8 and 10

- 4. More households and women have equitable access to high-quality affordable care services, public goods, social protection and other productive resources that respond to their needs**

Directly contributes to Strategic Plan Outcome 4

- 6. Production, analysis and use of gender statistics and sex-disaggregated data and knowledge on unpaid care work and domestic work are produced, analysed and used to inform policymaking, advocacy and accountability for delivering gender equality and women's empowerment results**

Directly contributes to Strategic Plan Outcome 6

Outcomes

- 4.1** Women's access to goods and services, including for care and decent employment, is strengthened

- Roll out tools and training on the care economy at the global, regional and country levels, in partnership with UN organizations, governments and other development partners.
- Support government policies on care economy employment and training.
- Promote knowledge exchanges on gender-responsive social protection and delivery modalities.

- 4.2** Institutions are supported to deliver goods, services and resources to address unpaid care and domestic work, including gender-responsive social protection systems

- Undertake georeferencing studies of potential service demand and existing supply.
- Support advances in gender-responsive social protection.
- Provide policy options for financing and scaling up gender-responsive social protection.

- 6.1** Capacity of individuals or institutions contributing to knowledge on the care economy and the production, analysis and use of gender statistics and sex-disaggregated data on unpaid care and domestic work is strengthened

- Support partners to conduct time-use surveys, rapid gender assessments, and household care and care policy surveys.
- Support national stakeholders to estimate the value of unpaid care work and its contribution to national income.
- Strengthen knowledge management to heighten the visibility of the care economy.
- Support national and local/municipal governments to use gender statistics and sex-disaggregated data to develop integrated care systems

Outputs

**Multilateral/regional organizations:** World Bank, IMF (research and capacity development), African Development Bank, African Union and African Statistical Commission

**Other (private sector, academia, etc.):** The Levy Economics Institute, Istanbul Technical University; Oxfam

Global and Regional Partnerships

- C156 – Workers with Family Responsibilities Convention, 1981 (No. 156)
- C177 – Home Work Convention, 1996 (No. 177)
- C183 – Maternity Protection Convention, 2000 (No. 183)
- C189 – Domestic Workers Convention, 2011 (No. 189)
- [R204 – Transition from the Informal to the Formal Economy Recommendation, 2015 \(No. 204\)](#)

Normative Frameworks

- [Toolkit for Placing Gender Equality and Care in National Policies in Response to COVID-19](#) (United Nations Economic Commission for Europe)

Standard Products

Same as Outcomes 1 and 2

Considerations to Leave No One Behind

- UN Women has capacities for goods and services delivery.
- Norms do not impede women's movements and access to information.
- Basic structures and infrastructure for care.

- National mechanisms advocate for citizen-generated data to complement official statistics.
- National stakeholders have tools for gender and sex-disaggregated data.

Assumptions

- Access to goods, services and resources not prioritized in response and recovery.
- Biases keep women responsible for a disproportionate share of unpaid care work.
- Lack of women's voices, agency in decision-making.

- Lack of capacity for gender and sex-disaggregated statistics in national statistics offices.
- Lack of national strategies to produce and use such statistics.
- Inadequate capacity in UN Women's country, regional offices.

Risks



#### GENDER EQUALITY ACCELERATOR 4

## DECENT WORK AND ENTREPRENEURSHIP

### (WOMEN IN THE WORLD OF WORK)

*Leveraging social protection and gender-responsive procurement for women's entrepreneurship, decent work and income security*

#### The Issue

Women face deeply entrenched constraints to starting a business or getting a decent job. This limits the realization of their rights, exacerbates poverty and dampens economic prosperity. Globally, over 380 million women and girls live in extreme poverty. Women's employment recovery after the COVID-19 pandemic has been slow; their labour force participation in 2022 is expected to remain below the rate in 2019.<sup>16</sup>

Discriminatory laws and practices, gender biases and the unequal distribution of unpaid care work combine to prevent women's full, equal and meaningful participation and leadership in the economy.<sup>17</sup> Even women in formal employment lack equal pay, decent working conditions and policies that support empowerment. While one in five women is likely to start a business in the next year, and such enterprises represent a third of all businesses, they fail to grow as fast as firms owned by men.<sup>18</sup> Gender segregation and widespread informality often lock women entrepreneurs out of lucrative sectors; many remain in informal activities.

#### Why It Matters

[Decent work](#) and entrepreneurship are fundamental means to generate sustainable income and wealth for women and societies. When women entrepreneurs thrive, they create jobs and economic opportunities. While all workers have the right to decent work, inequalities persist. For example, in the labour force, the gender gap in participation has stagnated for 30 years. More than half of all women workers are in the informal economy, often without basic rights and protections.<sup>19</sup> Entrepreneurship and decent work, which by definition includes social protection, are thus cornerstones of economic empowerment, justice and the realization of human and economic rights, and contribute to multiple SDGs.

#### SYSTEMATIC OUTCOMES:



## UN Women's Plan for Change

Transformative solutions to advance women's employment and business development require integrated approaches. UN Women's Women in the World of Work accelerator centres on a combination of capacity development for individuals and institutions and policy support, including related to financing. It seeks to build enabling environments for women to secure decent work or start a business, generate and gain agency over income and/or wealth, and access social protection, in line with SDG targets 1.3, 4.4, 5.b, 8.b and 8.3.

Investments in public goods like social protection are fundamental for women to participate in the paid workforce and gain sustainable livelihoods. The Gender Equality Accelerator will draw on UN Women's long experience and comparative advantages in working on gender-responsive social protection to lift constraints on women's economic empowerment.

A critical determinant of the distribution of economic benefits is how governments and companies do business. Government procurement, contributing up to 20 per cent of global annual GDP,<sup>20</sup> offers many desirable livelihood opportunities for entrepreneurs but is not gender neutral.

The Gender Equality Accelerator will strategically leverage procurement that advances women's economic empowerment, justice and rights by fostering a procurement ecosystem designed to respond to their needs and interests and level the playing field.

Given harmful gender and social norms, earning income and accessing decent jobs is not a guarantee that women will benefit from or control economic resources. The accelerator will therefore put a specific focus on addressing such norms, including those that lead to gender-based harassment and violence.

UN Women will rely on strong partnerships and thought leadership to convene diverse stakeholders at different levels, generate evidence and research, provide direct technical support for business development and upskilling for women entrepreneurs and workers, and support gender-responsive policy development and implementation through technical expertise and advice. Partners will include national governments, women's organizations, unions, women's business organizations, private sector actors and international organizations.



Photo: UN Women/Christopher Herwig

## UN Women Strategic Plan (2022-2025) Impact 2: Women have income security, decent work and economic autonomy

Outcomes	<p>1. <b>More women and girls have equitable access to high-quality public goods, services and resources that enable them to secure decent work and grow their businesses</b> Directly contributes to Strategic Plan Outcome 4</p>	<p>2. <b>A comprehensive and dynamic set of global norms and standards on gender equality and the empowerment of all women and girls is strengthened and translated into gender-responsive laws, policies and institutions to create enabling conditions for decent work and entrepreneurship</b> Directly contributes to Strategic Plan Outcome 1</p>
Outputs	<p>1.1 Women are supported to build their capacity to start and grow their enterprises and secure decent work 1.2 Institutions are supported to deliver goods, services and resources to women workers and entrepreneurs. Women are supported to link to local, national and global supply chains through digital and other tools 1.3 Women are supported to link to local, national and global supply chains through digital and other tools</p>	<p>2.1 Partners' capacity strengthened to promote women's entrepreneurship and decent work through public policy, strategies and action plans 2.2 Institutions design and implement policies to support entrepreneurship and decent work, including through gender-responsive procurement and social protection 2.3 Multistakeholder processes and partnerships facilitated to advance women's entrepreneurship and decent work policies</p>
Global and Regional Partnerships	<p>ILO and the Organisation for Economic Co-operation and Development (OECD) as partners with UN Women in the Equal Pay International Coalition, UN Global Compact, ITC, UNDP, UNICEF</p>	
Normative Frameworks	<p><b>ILO Conventions</b></p> <ul style="list-style-type: none"> <li>• C100 – Equal Remuneration Convention, 1951 (No. 100)</li> <li>• C111 – Discrimination (Employment and Occupation) Convention, 1958 (No. 111)</li> <li>• C190 – Violence and Harassment Convention, 2019 (No. 190)</li> </ul> <p><b>International Instruments:</b></p> <ul style="list-style-type: none"> <li>• International Convention on the Protection of the Rights of All Migrant Workers and Members of Their Families</li> <li>• UN Guiding Principles on Business and Human Rights</li> </ul>	
Standard Products	<ul style="list-style-type: none"> <li>• Women's entrepreneurship and decent work curriculum for practitioners</li> <li>• Equal Pay International Coalition, including standards for assessment of gender pay gaps</li> </ul>	<ul style="list-style-type: none"> <li>• <a href="#">Guide for gender-responsive laws and legal frameworks</a></li> <li>• <a href="#">Guidelines for gender-responsive procurement</a></li> </ul>
Considerations to Leave No One Behind	<p>Informality and poverty are deeply linked to other vulnerabilities, such as migrant status and disability. Those facing overlapping discrimination and disadvantage on the grounds of gender, race, ethnicity, income age, disability and SOGIESC, among other factors, are often left behind when it comes to service delivery. The least "productive" women, such as those with disabilities, are typically overlooked in policies and financing. UN Women will take an intersectional approach in its policies, programmes and practices, including by targeting people subject to overlapping discrimination and disadvantage.</p>	
Assumptions	<ul style="list-style-type: none"> <li>• UN Women delivers direct support to a broad base of women.</li> <li>• Women continue entrepreneurial activities or labour force participation.</li> <li>• Capacity-building remains relevant.</li> </ul>	<ul style="list-style-type: none"> <li>• Partnerships and institutions influence laws and policies.</li> <li>• Partners from all sectors continue collaborating with UN Women.</li> <li>• Partnerships and networks achieve impacts by working together.</li> </ul>
Risks	<ul style="list-style-type: none"> <li>• Limited resources for services constrain engagement.</li> <li>• Women in underserved and rural areas are not reached.</li> <li>• Lack of wide support for women's work and entrepreneurship in families and communities.</li> </ul>	<ul style="list-style-type: none"> <li>• Duty-bearers push back against gender-responsive policies.</li> <li>• Lack of enabling environment for institutions to promote gender-responsive decent work and entrepreneurship.</li> <li>• Institutions unwilling/unable to allocate resources.</li> </ul>



SDGs targets 1, 5, and 8

- 3. Public and private financing advance gender equality through gender-responsive financing policies, strategies and instruments to create markets that encourage gender-responsive behaviour**  
 Directly contributes to Strategic Plan Outcome 2

Outcomes

- 3.1** Public and private sector partners have the capacity to integrate gender equality into investment and procurement decisions  
**3.2** Knowledge, data and tools generated to support gender-responsive investment, including in social protection  
**3.3** Public and private sector partners have laws and policies to support the entry of women in sectors where they are underrepresented and to guarantee equal pay for work of equal value

Outputs

Same as Outcomes 1 and 2

Global and Regional Partnerships

Same as Outcomes 1 and 2

Normative Frameworks

- Gender-responsive procurement standards

Standard Products

Same as Outcomes 1 and 2

Considerations to Leave No One Behind

- Gender equality financing intersects with social protection and gender-responsive procurement.
- Indicators accurately measure progress on decent work.
- Women benefit from market changes.

Assumptions

- Elite capture of investing from a gender-perspective.
- Gender-responsiveness lags shorter-term revenue incentives and/or austerity measures; “pink-washing”.
- Inadequate standards and lack of comprehensive monitoring.

Risks



Photo: UN Women/Ryan Brown



## GENDER EQUALITY ACCELERATOR 5

# GENDER-RESPONSIVE CLIMATE ACTION AND WOMEN IN THE GREEN/BLUE ECONOMIES (GENDER-RESPONSIVE CLIMATE ACTION)

*Gender-responsive just transitions to sustainable green/blue economies with gender equality and women's rights, resilience, leadership and livelihoods at the centre*

### The Issue

Gender inequalities and climate and environmental crises are among the greatest sustainable development challenges of our time. While climate change, biodiversity loss and environmental degradation affect the entire planet and all peoples, they take disproportionate tolls on those who have contributed least to the problem, among them small island developing States, least developed countries, and marginalized women and girls. Women's unequal access to land and natural resources, finance, technology, decent work, social protection and infrastructure constrains their resilience and ability to cope. Such inequalities are even more acute for indigenous women, Afro-descendent women, older women, LGBTIQ+ people, women with disabilities, migrant women and those living in rural, remote, conflict- and disaster-prone areas. Natural resource depletion and scarcity magnify the threat of sexual and gender-based violence, including against women environmental human rights defenders and indigenous women.<sup>22</sup> The climate and environment crises are threatening jobs, livelihoods and a range of human rights particularly for women and groups in vulnerable situations, including those working in informal and precarious jobs. Such crises intensify women's and girls' already unequal share of unpaid care and domestic work, which in turn impedes women's resilience and rights.

These interlinked and compounding crises are rooted in an economic system that fails to value, protect, nourish and invest in human rights to life, dignity, development and the right to a clean, healthy and sustainable environment.<sup>23</sup>

The participation and leadership of women and girls in all their diversity are critical for making climate, environmental and disaster risk reduction initiatives more effective. Women, young women and girls are mobilizing climate and environment action everywhere. But their voices, agency and participation are undersupported, underresourced, undervalued and underrecognized, reinforcing their low representation in governance and decision-making at all levels. Gender-responsive climate and environmental policies, strategies and actions are severely constrained by limited funding and the dearth of gender statistics, including little sex-disaggregation or gender analysis of most environmental data. Yet the capacity of women and girls to act and build a resilient future depends on removing structural barriers and gender gaps.

### SYSTEMATIC OUTCOMES:



## Why It Matters

Transitioning away from fossil fuel-dependent economies and towards regenerative green/blue economies requires decarbonization, the transformation of food and energy systems, and reimagining humanity's relationship to nature from one based on exploitation to one rooted in conservation, restoration justice and mutual benefits. Gender responsive just transitions put gender equality and care at the centre of policies and programmes to shape economies that advance sustainable development while upholding human rights and the principle of leaving no one behind.

With an estimated 80 per cent of new jobs created by dismantling fossil fuel dependency expected to be in sectors dominated by men, eliminating occupational segregation and gender-based discrimination in labour markets will be critical. Women must be able to participate in, lead and benefit from gender responsive just transitions, including through the creation of decent work in care services, energy, transport, agriculture, fisheries and forestry, waste and water management. Reinvented economic systems need to recognize, accommodate and value all forms of paid and unpaid work while protecting and conserving the planet's natural resources. Further, for women's climate and environment action to be sustainable, it must not increase unpaid care and domestic work but rather contribute to decreasing it.

### UN Women's Plan for Change

The accelerator aims to foster gender-responsive just transitions to sustainable green/blue economies that protect people and the planet for present and future generations, ensuring women's equal participation, leadership and benefits. It will seek to secure the co-benefits of gender equality and climate and environmental action for sustainable development and achievement of the 2030 Agenda and the SDGs, particularly SDG 1 on ending poverty, SDG 2 on ending hunger, SDG 5 on gender equality, SDG 7 on sustainable energy, SDG 8 on decent work, and the climate and environment SDGs (13, 14 and 15).

UN Women's work is firmly rooted in its triple mandate and comparative advantages as a global source of expertise on gender equality and the empowerment of women and girls. It offers extensive convening power, wide networks, and partnerships in the UN system and with governments and civil society while bringing the requisite technical and scientific knowledge to joint initiatives.

Leveraging longstanding partnerships with women's rights and environmental justice movements will be key to successful implementation of the Gender Equality Accelerator. One important contribution will be promoting and amplifying the voices of grass-roots and indigenous communities, including front-line and women environmental human rights defenders. The accelerator will support women and girls in all their diversity to equitably access climate finance, technologies and knowledge, and access to and control over natural resources for management and protection, including through securing land rights.

The accelerator synthesizes and expands UN Women's flagship programme on Women's Empowerment through Climate Resilient Agriculture. It builds on several ongoing initiatives, such as joint programmes with UNEP (Empower Women for Climate-Resilient Societies), UNIDO (Economic Empowerment of Women in Green Industry), the African Development Bank (Green Jobs for Women in Africa), and FAO, IFAD and WFP (Joint Programme on Rural Women's Economic Empowerment). The accelerator aligns with and supports the Generation Equality Forum Feminist Action for Climate Justice Action Coalition on a just transition to a green economy. It links to key areas of UN Women's work on disaster risk resilience and women's access to land and natural resources in crisis and conflict settings, and climate, peace and security.



Photo: UN Women/Qiu Bi

## UN Women Strategic Plan (2022-2025) Impact 2: Women have income security, decent work and economic autonomy

Outcomes	<p>1. <b><u>A comprehensive and dynamic set of global norms and standards on climate, environment and green/blue economies is strengthened and translated into gender-responsive laws, policies and institutions</u></b></p>	<p>2. <b><u>Public and private financing advance gender equality through gender-responsive climate and green/blue economy finance, policies, strategies and instruments</u></b></p>
Outputs	<p>1.1 Partners' capacity strengthened to promote more gender-responsive climate and green/blue economy policies</p> <p>1.2 Multistakeholder processes and partnerships facilitated to advance women's climate action and participation in green/blue economies</p>	<p>2.1 Public and private sector partners have the capacity to integrate gender equality into climate and environment finance and green/blue economy investments</p> <p>2.2 Knowledge, data and tools generated to support gender-responsive climate and environment finance and investments in green/blue economies, including in adaptive social protection</p>
Global and Regional Partnerships	<p><b>Existing formal partnerships</b> FAO, IFAD, WFP, UNDP, UNEP, United Nations Framework Convention on Climate Change Secretariat, United Nations Capital Development Fund (UNCDF), Leaders of Feminist Action for Climate Action Coalition, UNIDO</p> <p><b>For further coordination and collaboration</b> Secretariats of the Convention on Biological Diversity, United Nations Convention to Combat Desertification</p> <p><b>Other non-UN partnerships</b> International Union for Conservation of Nature (IUCN), Landesa</p>	
Normative Frameworks	<ul style="list-style-type: none"> <li>• Rio Conventions (Convention on Biological Diversity)</li> <li>• United Nations Convention to Combat Desertification, United Nations Framework Convention on Climate Change</li> <li>• Paris Agreement</li> <li>• UN Human Rights Council landmark resolution on the right to a safe, clean, healthy and sustainable environment</li> </ul>	
Standard Products	<ul style="list-style-type: none"> <li>• Gender-responsive green/blue economic policy tracker and scorecard</li> <li>• Advisory/capacity-building programme for governments, the private sector and women's organizations on gender-responsive green and blue industries</li> </ul>	<ul style="list-style-type: none"> <li>• Women's Climate Fund to galvanize gender-responsive climate action by providing a flexible and rapid funding mechanism</li> </ul>
Considerations to Leave No One Behind	<p>Age, disability status, migration status, indigenous women, women of African descent, rural women, LGBTQI+</p>	
Assumptions	<ul style="list-style-type: none"> <li>• Global norms and standards help mitigate and adapt to climate and environmental impacts.</li> <li>• Green/blue economies are sustainable and help mitigate and adapt to impacts.</li> <li>• UN Women can influence global norms and standards.</li> </ul>	<ul style="list-style-type: none"> <li>• Public and private financing advance gender-responsive climate finance and green/blue economies.</li> <li>• UN Women has the capacity to work with partners on climate and environment finance.</li> <li>• UN Women's contributions are valued.</li> </ul>
Risks	<ul style="list-style-type: none"> <li>• Increasing impacts of climate change, biodiversity loss and environmental degradation limit government investments in gender-responsive policies.</li> <li>• Transitions exclude women from green/blue economies.</li> </ul>	<ul style="list-style-type: none"> <li>• Financial products and services do not serve women's needs.</li> <li>• Increasing impacts of climate change, biodiversity loss and environmental degradation limit investments in gender-responsive financial products and services.</li> </ul>

SDGs targets 1,2 5, 6, 7, 8, 13, 14, 15

**4. More women and girls have equitable access to high-quality public goods, services and resources that strengthen women's climate action and participation in green/blue economies**

Outcomes

- 4.1** Women are supported to build their capacity to take climate action and participate in decent work in green/blue economies and climate-resilient agriculture
- 4.2** Institutions are supported to deliver goods, services and resource to women workers in green/blue economies
- 4.3** Governments and partners are supported to develop and implement policies, programmes and initiatives that increase women's land rights and tenure security

Outputs

Same as Outcomes 1 and 2

Global and Regional Partnerships

Same as Outcomes 1 and 2

Normative Frameworks

- Revised gender-responsive climate-resilient agriculture guidance and training modules, including support for organic/green certification

Standard Products

Same as Outcomes 1 and 2

Considerations to Leave No One Behind

- Women's access to goods, resources and services improves rights and resilience.
- Women's increased climate and environmental action supports just transitions.
- UN Women has the capacity to support women's access to resources.

Assumptions

- Programmatic interventions increase unpaid care work.
- Discriminatory social norms limit women's access to resources to participate in green/blue economies.

Risks



Photo: UN Women/Ryan Brown



## GENDER EQUALITY ACCELERATOR 6

# ENDING VIOLENCE AGAINST WOMEN AND GIRLS

## (EVAWG)

*UN Women takes an integrated approach to prevent and respond to all forms of violence against women and girls, in all their diversity, by addressing the multiple causes and underlying factors contributing to this violence and by strengthening the coordination and delivery of quality essential services across different sectors and settings.*

### The Issue

Violence against women and girls remains one of the most prevalent and pervasive human rights violations. Globally, an estimated [736 million women](#) – almost one in three – have been subjected to physical and/or sexual intimate partner violence, non-partner sexual violence or both, at least once in their lives. This figure does not include the magnitude of sexual harassment as a form of sexual violence. Despite many countries passing laws to address VAWG, uneven political will among different partners within and across countries, weak enforcement of laws and policies, and discriminatory social norms all hamper elimination. Crises and insecurity increase women's and girls' vulnerability to violence across public, private and online spaces, highlighting the urgent need for a robust response and greater investment in prevention. New concerns come from an intense global backlash against gender equality and women's rights and the persistent normalization of VAWG in all spaces.

### Why It Matters

In addition to being a human rights violation, VAWG has profound immediate and long-term physical, sexual, economic and psychosocial consequences for women and girls. It impacts their families and communities and prevents them from fully participating in society. VAWG also incurs significant costs, including for health care and legal expenses, and through lost productivity. It is a major obstacle to realizing the 2030 Agenda for Sustainable Development – without ending it, full human potential and sustainable development cannot be achieved. Stopping VAWG will make a crucial contribution to SDG 5 and other SDGs and their targets, including on health, education, sustainable transport and urbanization, and decent work.

#### SYSTEMATIC OUTCOMES:



## UN Women's Plan for Change

Prevention and response are critical interconnected components in efforts to eliminate VAWG. This Gender Equality Accelerator takes an integrated, comprehensive approach, in partnership with governments, the UN system, research and private sector entities, civil society and women's rights organizations, and platforms such as the Generation Equality Gender-Based Violence Action Coalition.

Leveraging its normative, operational and coordination mandates, UN Women will convene and support governments and other key actors to develop evidence-based prevention programming that addresses multiple causes of VAWG, guided by the [RESPECT Framework](#) and other tools. UN Women will also help strengthen evidence of what works to prevent VAWG to inform laws, policies and programmes related to ending it. New VAWG data collection standards and guidelines will be developed to help monitor progress on the SDGs.

In tandem, UN Women will help establish “whole-of-government” cross-sectoral approaches, at the national and local levels, such as integrated strategies on women's economic empowerment, mobility, social protection and ending VAWG. A process of consolidating work with governments and partners will seek to prevent VAWG and strengthen essential services for

survivors. It will operate across the humanitarian-development-peace nexus, as guided by the [Essential Services Package](#) and other global tools.

The proposed programming strategy links to four levers of change under UN Women's corporate **theory of action** on ending VAWG:

- i. Supporting Member States to strengthen the development, monitoring and reporting on global norms and standards on ending VAWG
- ii. Supporting the formulation of whole-of-government action plans on VAWG prevention and incorporating VAWG prevention in other national and local policies that promote positive social norms, including by engaging men and boys, and strengthening the knowledge and evidence base on policies and practices to prevent VAWG
- iii. Strengthening multisectoral coordination of essential services, focusing on institutional change, improving access to justice and ensuring perpetrator accountability, and access to other quality, integrated and victim/survivor-centred and trauma-informed services for all women and girls
- iv. Promoting the autonomous agency of women's rights organizations to end VAWG



Photo: UN Women/MINUSTAH

## UN Women Strategic Plan (2022-2025) Impact 3: All women and girls live a life free from all forms of violence

Outcomes	<p><b>1. A comprehensive set of global norms and standards on ERAW and other forms of discrimination is strengthened and translated into gender-responsive laws, policies, and institutions</b> Directly contributes to Strategic Plan Outcomes 1 and 7</p>	<p><b>2. Favourable social norms, attitudes, and behaviours, informed by data and research, are promoted at community and individual levels to prevent VAWG</b> Directly contributes to Strategic Plan Outcomes 3 and 6</p>
Outputs	<p><b>1.1</b> Women's strengthened voice and agency to advocate for development and implementation of laws and policies on ending VAWG <b>1.2</b> Laws and policies are regularly reviewed, reformed and resourced to conform with international human rights standards and evidence <b>1.3</b> Capacity of institutions to implement legislation on ending VAWG and other forms of discrimination is strengthened</p>	<p><b>2.1</b> Prevention strategies developed in line with international human rights standards and evidence-based interventions and implemented by UN and national actors in a coordinated manner <b>2.2</b> Women, girls, men and boys at the community and individual levels are mobilized and engaged in favour of respectful relationships and gender equality <b>2.3</b> Capacity of institutions to collect, analyse, use and disseminate high-quality VAW data, statistics and evidence is increased</p>
Global and Regional Partnerships	<p><b>Existing formal partnerships</b> UNFPA (VAW prevention and response), UNDP (VAWG response and prevention, women's economic empowerment, implementing agency in the Spotlight Initiative), UNICEF (VAWG response at the country level, intersections with violence against children, enhanced social protection), United Nations Statistics Division</p> <p><b>Possibility for coordination and collaboration</b> Special Rapporteur on violence against women and girls, Working Group on discrimination against women and girls e, MenEngage, IUCN</p> <p><b>Other partnerships</b> International Association of Women Police, Equality Institute, Prevention Collaborative, Raising Voices, Global Network of Women's Shelters, Global Rights for Women, Stop Street Harassment, Council of European Municipalities and Regions, Sexual Violence Research Initiative, Ladysmith, African Population and Health Research Centre, University of Ghana, American Lebanese University, What Works to Prevent Violence against Women and Girls</p>	
Normative Frameworks	<p><b>Global</b> (For all Outcomes in this table):</p> <ul style="list-style-type: none"> <li>• CEDAW, including <a href="#">General Recommendation 35</a> on gender-based violence against women, <a href="#">General Recommendation 33</a> on access to justice and <a href="#">General Recommendation 38</a> on trafficking in women and girls in the context of global migration</li> <li>• <a href="#">New Urban Agenda</a> (localization of the SDGs)</li> <li>• ILO Convention No. 190, <a href="#">Eliminating Violence and Harassment in the World of Work</a> (2019)</li> <li>• United Nations General Assembly: <a href="#">Intensification of efforts to prevent and eliminate all forms of violence against women and girls</a> (2022); <a href="#">Trafficking in women and girls</a> (2022); <a href="#">Intensifying efforts for the elimination of female genital mutilation</a> (2022) and <a href="#">International cooperation for access to justice, remedies and assistance for survivors of sexual violence</a> (2021-2022)</li> </ul>	
Standard Products	<ul style="list-style-type: none"> <li>• <a href="#">Handbook on Legislation on Violence Against Women</a></li> <li>• <a href="#">Handbook for National Action Plans on Violence Against Women</a></li> </ul>	<ul style="list-style-type: none"> <li>• <a href="#">RESPECT Implementation Package</a></li> <li>• Safe Cities and Safe Public Spaces global methodologies, e.g., scoping and baseline studies, impact evaluations</li> <li>• Regional courses on VAWG prevalence data: Arab States and East and Southern Africa</li> </ul>
Considerations to Leave No One Behind	<p>Women with disabilities; LGBTIQ+ persons; migrant women; indigenous women; rural women; older women; adolescent girls; women belonging to ethnic, racial, religious and sexual minority groups; women environmental human rights defenders; and refugee and asylum-seeking women</p>	
Assumptions	<ul style="list-style-type: none"> <li>• Political will to end VAWG.</li> <li>• Understanding of links to poverty, education, power relations, etc..</li> </ul>	<ul style="list-style-type: none"> <li>• An integrated approach to prevention changes social norms.</li> <li>• Changed beliefs result in behavioural change.</li> </ul>
Risks	<ul style="list-style-type: none"> <li>• Political instability.</li> <li>• Political commitments not translated into action.</li> <li>• Legislation not implemented.</li> <li>• Harmful social norms limit advocacy for laws.</li> </ul>	<ul style="list-style-type: none"> <li>• Lack of political will to address VAWG.</li> <li>• Limited evidence of what works for prevention.</li> <li>• Deeply entrenched and harmful social norms.</li> </ul>



**SDG Target 5.2:** Eliminate all forms of violence against women and girls in public and private spheres, including trafficking and sexual and other types of exploitation

**SDG Target 5.3:** Eliminate all harmful practices, such as child, early and forced marriage, and female genital mutilations

**3. Women and girls who experience violence can use available, accessible and quality essential services, so the impacts of violence are addressed, and perpetrators are held accountable**  
Directly contributes to Strategic Plan Outcomes 4 and 7

**4. Civil society and women's rights organizations can exercise their key role in leading the ending VAWG agenda through implementing long-term engagement and funding strategies**  
Directly contributes to Strategic Plan Outcome 5

Outcomes

- 3.1** Standards and guidelines on service provision across sectors developed and made available, including to ensure women have access to comprehensive services addressing their physical, mental and sexual and reproductive health
- 3.2** Stronger capacity of service providers to deliver quality, coordinated essential services, and hold perpetrators accountable; strengthened collection and use of data in an ethical manner
- 3.3** Women understand and can exercise their rights to quality essential services

- 4.1** Women's rights organizations and coalitions have strengthened access to resources and spaces for feminist networking, knowledge sharing, strategizing, collaboration, and coalition-building on ending VAWG
- 4.2** Strategic planning, organizational, technical and financial capacities of feminist women's rights coalitions, at the global, regional and country levels, are strengthened
- 4.3** Civil society and women's rights organizations are adequately resourced to exercise their expertise and implement ending VAWG initiatives, especially those focused on reaching the most at-risk people

Outputs

Same as Outcomes 1 and 2

Global and Regional Partnerships

**Regional** (For all Outcomes in this table):

- [Inter-American Convention on the Prevention, Punishment, and Eradication of Violence against Women](#) (1994, "Belém do Pará")
- [Latin American Model Protocol for the Investigation of Gender-Related Killings of Women](#) ("Femicide Protocol")
- [Council of Europe Convention on preventing and combating violence against women and domestic violence](#) (2011, "Istanbul Convention")
- [Protocol to the African Charter on Human and People's Rights on the Rights of Women in Africa](#) (2003, "Maputo Protocol")
- [Declaration on the Elimination of Violence Against Women in the ASEAN Region](#) (2004)
- [The Declaration on the Elimination of Violence against Women and Elimination of Violence against Children in ASEAN](#) (2013).

Normative Frameworks

- [Essential Services Package for women and girls subject to violence](#)
- [Handbook on Gender-Responsive Police Services for Women and Girls Subject to Violence](#)
- [Global Technical Guidance: Improving the Collection and Use of Administrative Data on Violence Against Women](#)

- [Safe Consultations with Survivors of Violence against Women and Girls](#)

Standard Products

Same as Outcomes 1 and 2

Considerations to Leave No One Behind

- Quality services increase confidence in seeking them.
- Sufficient commitment and resources to collect data and coordinate services.
- Political will to address impunity.

- Commitment to fund civil society and women's rights organizations.

Assumptions

- Non-existent or limited services.
- Lack of human and financial resources.
- Harmful social norms/fear preventing women and girls from seeking support.

- No recognition of civil society and women's rights organizations.
- Non-existent or limited non-governmental services.
- Chronic lack of funding.

Risks



## GENDER EQUALITY ACCELERATOR 7

# WOMEN, PEACE AND SECURITY

*Increasing global peace and security through women's leadership and inclusion in prevention, peacemaking and peacebuilding, and gender-responsive justice and protection.*

## The Issue

Conflict affects women, men, girls and boys differently due to gendered roles and the gendered distribution of resources and opportunities. These differences determine chances to avoid harm and to participate in peace and security processes, where women remain vastly underrepresented – they comprised under 20 per cent of participants in United Nations-supported peace talks in 2021. Yet local women peacebuilders are key actors in promoting social cohesion, conflict prevention and peacebuilding in their communities.<sup>27</sup> Historically, the impact of conflict on women and girls has been invisible to policymakers. In 2000, United Nations Security Council resolution 1325 marked an extraordinary recognition by the world's apex peace and security institution that women's leadership is a resource for peace, and that peacemaking and peacebuilding are more effective and inclusive when they promote empowerment and redress for gender-based injustices.

## Why It Matters

Peace agreements are more sustainable if more women participate in them. During transitions, putting women's voices and representation at the centre of reforms – particularly of justice and security institutions – paves the way to sustainable peace and development. Ten Security Council resolutions guide UN Women's work and address a range of women, peace and security issues, across the four pillars of prevention, participation, protection, and peacebuilding and recovery. In addition, UN Security Council resolutions 2395 (2017) and 2396 (2017) recognize the critical need to include gender analysis and gender approaches in UN counter-terrorism and prevention of violent extremism processes. SDG 5 and SDG 16 reflect the inextricable links between solutions to peace and security and sustainable development. Over 100 United Nations Member States and regional organizations have demonstrated their commitment by adopting national action plans on women, peace and security.

### SYSTEMATIC OUTCOMES:



## UN Women's Plan for Change

The Gender Equality Accelerator on Women, Peace and Security will leverage UN Women's triple mandate to enhance participation, protection, implementation and accountability for measures to achieve more peaceful and gender-equal societies. The ultimate goal is for women and girls to contribute to and influence sustainable peace and resilience, and to benefit equally from the prevention of conflicts and disasters, and from humanitarian action.

UN Women is uniquely situated to drive a global effort to accelerate the women, peace and security agenda, having led global efforts to address the gendered aspects of conflict prevention, post-conflict participation, protection and early recovery. It draws on a wide range of United Nations, governmental and NGO partnerships. UN Women chairs the UN Inter-Agency Standing Committee, which brings together over 22 UN partners and civil society organizations. At the country level, UN Women leads coordination on women, peace and security through gender theme groups and coordination on peacebuilding priority plans, among other elements. UN Women serves as the secretariat for every major Member State grouping and multiparter initiative on women, peace and security, including the Security Council Informal Expert Group on Women, Peace and Security, the Women, Peace and Security Focal Points Network, the Elsie Initiative Fund and the Women's Peace and Humanitarian Fund.

The Gender Equality Accelerator will galvanize progress in several priority areas. It includes a comprehensive programme on the inclusive, safe and meaningful participation of women

in peace processes, conflict prevention and resolution, and will pursue gender-responsive approaches to peacebuilding and sustaining peace. Upstream policy support and model programmes will strengthen institutional and individual capacities for gender-responsive policies, gender mainstreaming and women's human rights. Coordination and support will help Member States and the United Nations to deliver commitments on women, peace and security.



Photo: UN Women/Fahad Kaizer

## UN Women Strategic Plan (2022-2025) Impact 4: Women and girls are able to contribute and have greater influence in building sustainable peace and resilience and benefit equally from the prevention of conflicts and disasters, and from humanitarian action.

SDGs targets: 5, 16

Outcomes	<p>1. <b>A comprehensive set of global norms and standards on women, peace and security is strengthened, implemented, and translated into gender-responsive laws, policies and institutions</b> Contributes to Strategic Plan Outcomes 4 and 7</p>	<p>2. <b>More women and girls exercise their voice, agency and leadership in peacemaking and sustaining peace, including through an enabling environment that supports women's and youth organizations</b> Contributes to Strategic Plan Outcomes 5 and 7</p>
Outputs	<p>1.1 Member States are supported and the United Nations system is catalysed to implement women, peace and security commitments and accountability frameworks</p> <p>1.2 Accountability for women's human rights is strengthened and the gender-responsive rule of law, security sector reform, counter-terrorism, preventing violent extremism and transitional justice processes are supported in conflict, post-conflict and crisis situations</p>	<p>2.1 Safe, meaningful and inclusive participation and leadership of women in peace and security, crisis response and resilience are promoted and supported</p> <p>2.1 Women are enabled to contribute to and benefit from conflict and crisis prevention and response, peacebuilding and sustaining peace</p>
Global and Regional Partnerships	<p><b>Existing formal partnerships</b> Department of Political and Peacebuilding Affairs/Peacebuilding Support Office, Department of Peace Operations, Department of Operational Support, UNDP, OHCHR, United Nations Alliance of Civilizations, UNFPA, United Nations Office of Counter-Terrorism, Counter-Terrorism Committee Executive Directorate (CTED), United Nations Office on Drugs and Crime, UNICEF, UNEP</p> <p><b>Member States:</b> Women, Peace and Security Focal Points Network, Friends of 1325</p> <p><b>Other partnerships</b> Justice Rapid Response; NGO Working Group on Women, Peace and Security; Inclusive Peace; International Peace Institute; Women's International League for Peace and Freedom; Global Network of Women Peacebuilders; Femmes Africa Solidarité, International Campaign to Abolish Nuclear Weapons, International Center for Research on Women; Global Partnership for the Prevention of Armed Conflict; Gender Action for Peace and Security</p>	
Normative Frameworks	<ul style="list-style-type: none"> <li>• UN Security Council resolution 1325 (2000) and subsequent resolutions</li> <li>• Sustaining peace resolutions (A/RES/70/262 and S/RES/2282) and UN Security Council resolution 2250 on youth peace and security</li> <li>• UN Security Council resolution 2396 on women's participation in prosecution, rehabilitation and reintegration</li> <li>• UN Security Council resolution 2617 on UN Women's collaboration with CTED</li> <li>• CEDAW General Recommendation 30</li> </ul>	
Standard Products	<ul style="list-style-type: none"> <li>• Gender-responsive conflict analysis</li> <li>• High-impact 1325 national action plans</li> <li>• Elsie Initiative Fund for Uniformed Women in Peace Operations</li> <li>• Women's Peace and Humanitarian Fund</li> <li>• Rapid deployment of investigators of sexual and gender-based violence</li> <li>• <b>Peace processes tracker</b></li> <li>• <b>Women, Peace and Security Community of Practice</b></li> </ul>	
Considerations to Leave No One Behind	<p>Conflict-affected women are the main partners, beneficiaries and participants. The accelerator will pay particular attention to increasing responsiveness to intersectional challenges faced by LGBTIQ+, differently abled, young, minority and rural women.</p>	
Assumptions	<ul style="list-style-type: none"> <li>• Security conditions allow work to advance</li> <li>• Continued Member State support, including financing</li> <li>• Continued strong role of UN Women in women, peace and security</li> </ul>	
Risks	<ul style="list-style-type: none"> <li>• Insufficient funds.</li> <li>• Lack of political will in the United Nations and governments.</li> <li>• Limited capacity of women's rights organizations in post-conflict contexts.</li> </ul>	

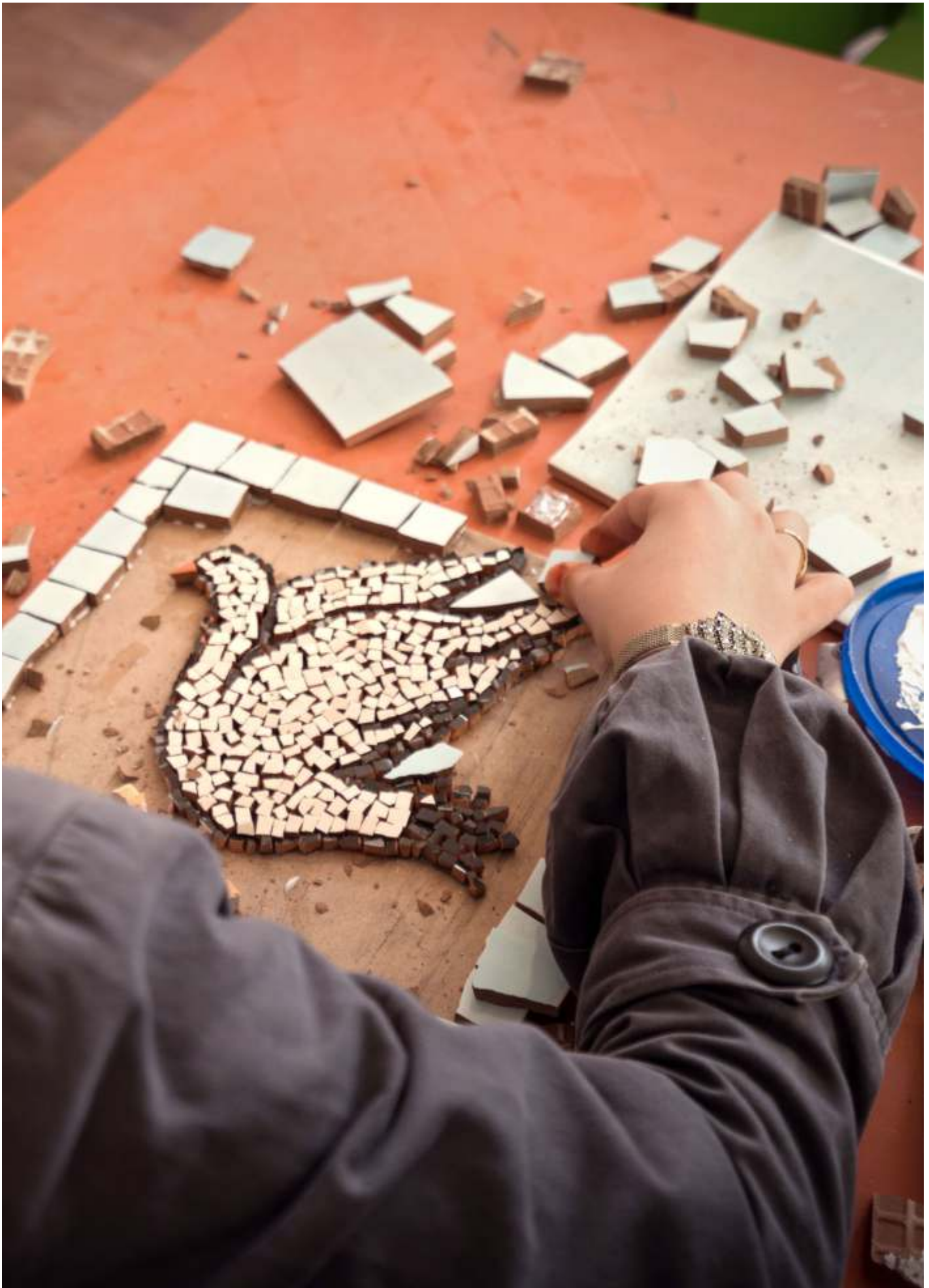
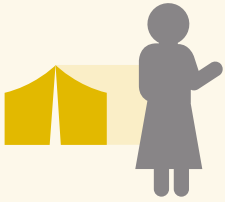


Photo: UN Women/Christopher Herwig



## GENDER EQUALITY ACCELERATOR 8

# LEADERSHIP, EMPOWERMENT, ACCESS AND PROTECTION IN HUMANITARIAN COORDINATION AND RESPONSE

## (LEAP)

*Advancing women's leadership, protection and access to learning and livelihoods in onset humanitarian emergencies and protracted crises through partnerships with local women's organizations, national governments and UN coordination mechanisms*

## The Issue

In 2022, over 300 million people needed humanitarian assistance and protection in places struck by conflict,<sup>29</sup> climate change, disasters and the COVID-19 pandemic.<sup>28</sup> For women, displacement due to a crisis often results in lost property, assets and livelihoods, and reduced access to health care, education and other services. It raises risks of violence, trafficking and sexual abuse. Yet gender-responsive humanitarian actions remain hobbled by limited funding. Country-level humanitarian coordination mechanisms typically lack capacity to adequately integrate gender analysis into response plans and actions. Even though local women-led and women's rights organizations play key leadership and other roles in humanitarian efforts in local communities, they are often left on the sidelines of humanitarian decision-making.<sup>31</sup>

## Why It Matters

The Inter-Agency Standing Committee (IASC) Policy and Accountability Framework on Gender Equality and the Empowerment of Women and Girls in Humanitarian Action emphasizes the critical importance of building resilience and safeguarding the long-term prospects of crisis-affected women and girls. Meeting the needs of crisis-affected populations and mitigating their risks and challenges requires a collective, coordinated approach. Durable solutions must be gender responsive. They should include interventions that promote and advance international commitments to realizing women's and girls' rights to self-reliance, determination, protection and agency; reducing inequality and discrimination; and building resilience among women and their families and communities

### SYSTEMATIC OUTCOMES:



## UN Women's Plan for Change

UN Women leads the United Nations system in actions to better address the specific needs of crisis-affected and displaced women and girls, as well as to hold it accountable for gender equality and protection commitments. UN Women consistently adds value through its coordination mandate, ensuring that sound gender analysis and sex- and gender-disaggregated data guide humanitarian needs overviews and humanitarian response plans.

Programmes for crisis-affected women and girls operate along the humanitarian, development and peace continuum, applying the leadership, empowerment, access and protection (LEAP) framework and programming models such as women's empowerment centres and second-chance education. Further, UN Women ensures complementary links with women, peace and security programming.

Through its IASC membership and ongoing programmes in humanitarian crises, UN Women tackles the root causes of

inequality and pushes for changes in the global humanitarian system. Under the Gender Equality Accelerator, it will:

- i. Provide long-term gender-related technical support to the global humanitarian system, including the IASC and its field representation
- ii. Scale up protection, livelihoods, learning and recovery services to crisis-affected and displaced women and population groups (refugees, internally displaced persons)
- iii. Provide institutional and programmatic support to women-led and women's rights organizations to facilitate access to humanitarian funding and participation in humanitarian planning
- iv. Advance positive social norms, including through engaging men and boys in addressing gender-based discrimination and/or by combating gender stereotypes among humanitarian service providers, community members and leaders in crisis settings



Photo: UN Women/Aurel Obreja

## UN Women Strategic Plan (2022-2025) Impact 4: Women and girls contribute to and have greater influence in building sustainable peace and resilience, and benefit equally from the preventions of conflicts and disasters and from humanitarian action

Outcomes	<p>1. <b><u>The UN system coherently and systematically contributes to progress on gender equality and the empowerment of women and girls in onset humanitarian emergencies and protracted crises</u></b> Directly contributes to Strategic Plan Outcomes 6 and 7</p>	<p>2. <b><u>More crisis affected and displaced women and girls have access to protection services, livelihoods, and employment opportunities responsive to their needs</u></b> Directly contributes to Strategic Plan Outcome 4</p>
Outputs	<p>1.1 Strengthened UN system-wide coordination and cooperation for gender-responsive refugee and humanitarian responses</p> <p>1.2 Increased production, analysis and use of gender statistics, analysis and sex-disaggregated data in humanitarian/ sudden onset emergencies and protracted crises</p> <p>1.3 Increased capacity of humanitarian actors across the cluster and subcluster system to advance commitments to gender equality and the empowerment of women and girls across the humanitarian planning cycle</p>	<p>2.1 Capacities of humanitarian actors and service providers (including civil society and government institutions) to provide gender-responsive services to crisis-affected and displaced women as well as host communities strengthened</p> <p>2.2 Increased availability of multisectoral services and information for survivors of violence and women and girls at risk</p> <p>2.3 More women benefit from increased livelihood, employment and learning opportunities</p>
Global and Regional Partnerships	<p>Partnerships and collaboration with other UN organizations are ongoing under the IASC structures. These partnerships include: the Office for the Coordination of Humanitarian Affairs, United Nations High Commissioner for Refugees (UNHCR), UNFPA, WFP and IOM.</p>	
Normative Frameworks	<ul style="list-style-type: none"> <li>IASC guidance and policies</li> <li><a href="#">IASC Gender Policy and Accountability Framework</a></li> <li><a href="#">The Grand Bargain</a> (IASC)</li> <li><a href="#">The Global Compact on Refugees</a> (UNHCR)</li> </ul>	
Standard Products	<ul style="list-style-type: none"> <li>Standardized gender in humanitarian action training modules</li> <li>Training packages on gender in humanitarian action for humanitarian actors, service providers and women-led organizations</li> <li><a href="#">IASC Gender Handbook for Humanitarian Action 2017</a></li> <li><a href="#">IASC Gender in Humanitarian Action Handbook</a></li> <li><a href="#">IASC E-learning on Gender Equality in Humanitarian Action</a></li> <li><a href="#">How to Promote Gender Equality Through Impartial and Joint Needs Assessments</a> (UN Women)</li> </ul>	<ul style="list-style-type: none"> <li>Standardized educational/training content, materials and learning platforms supporting displaced women's access to livelihood and employment opportunities</li> <li>Standardized approaches to market analysis, developed with other organizations and based on national priorities and policies</li> <li><a href="#">SCE Hub Handbook: A Safe Space to Connect, Learn and Thrive</a></li> <li><a href="#">Our Space Is Your Space: Experiences from the Pilot Phase of the Second Chance Education and Vocational Learning Programme (SCE) in Australia, Cameroon, Chile, India, Jordan and Mexico</a></li> <li><a href="#">A Second Chance for Women through Online Learning</a></li> <li><a href="#">Second Chance Education (SCE) Signature Features</a></li> <li><a href="#">How to Promote Gender Equality in Humanitarian Cash and Voucher Assistance</a> (UN Women)</li> </ul>
Considerations to Leave No One Behind	<p>Sex, age, disability, key populations (women of African descent and other ethnicities exposed to different forms of discrimination, refugees, internally displaced people, LGBTIQ+)</p>	
Assumptions	<ul style="list-style-type: none"> <li>Political will for humanitarian responses that integrate gender equality and women's empowerment.</li> </ul>	<ul style="list-style-type: none"> <li>Governments and humanitarian actors support gender equality and women's participation.</li> <li>Host governments enable displaced women to immediately access income generation schemes and social services.</li> </ul>
Risks	<ul style="list-style-type: none"> <li>Humanitarian institutions lack understanding of integrating gender in response plans.</li> <li>Recommendations from gender assessments are not adopted or prioritized by humanitarian actors/national government institutions.</li> </ul>	<ul style="list-style-type: none"> <li>Increased security threats.</li> <li>Gender-based discrimination constrains access to humanitarian services.</li> <li>Climate change and disasters diminish livelihoods and worsen food insecurity.</li> <li>Increased sexual violence, exploitation, and abuse.</li> </ul>



SDGs targets: 1, 4, 5, 10, 16

- |  |  |          |
|--|--|----------|
| <p><b>3. More women and girls exercise their voice, agency, and leadership, including through an enabling environment that supports local women-led organizations in humanitarian emergencies and protracted crises</b><br/>Directly contributes to Strategic Plan Outcome 5</p> | <p><b>4. More men and boys, and women and girls adopt attitudes, norms and practices that advance gender equality and women's empowerment in humanitarian settings</b><br/>Directly contributes to Strategic Plan Outcomes 3</p> | Outcomes |
|--|--|----------|

- |   |   |         |
|---|---|---------|
| <p><b>3.1</b> Local women-led organizations access funding, tools and resources to advance women's leadership in the development, implementation and monitoring of humanitarian, refugee response and early recovery plans</p> <p><b>3.2</b> Local women-led organizations have increased capacities to deliver and/or monitor the quality of services, resources and goods for displaced and crisis-affected women and population groups at risk</p> <p><b>3.3</b> Refugee women and women in host communities have increased capacities and skills to lead refugee camp/internally displaced person settlement management and social cohesion initiatives, and/or to participate in humanitarian planning processes</p> | <p><b>4.1</b> Humanitarian actors, government institutions and local partners, including local women-led organizations, have increased access to standardized tools and methodologies to design and implement social norms-related initiatives</p> <p><b>4.2</b> Women's organizations have increased skills, capacities and dedicated resources to lead community-based mechanisms around positive social norms</p> <p><b>4.3</b> Community members (women, men, girls and boys) have increased knowledge, access to information and understanding of key issues related to gender-based violence prevention and advancement of positive gender norms in crisis settings</p> | Outputs |
|---|---|---------|

Same as Outcomes 1 and 2

Global and Regional Partnerships

Same as Outcomes 1 and 2

Normative Frameworks

- |  |   |                   |
|--|---|-------------------|
| <ul style="list-style-type: none"> <li>Standardized approach to advancing women's leadership, voice and agency in line with localization principles</li> <li><a href="#">How to Promote a Gender-Responsive Participation Revolution In Humanitarian Settings – Guidance Note</a> (UN Women)</li> <li><a href="#">How to Promote Gender-Responsive Localization in Humanitarian Action – Guidance Note</a> (UN Women)</li> </ul> | <ul style="list-style-type: none"> <li>Standardized programmatic approach to social norms programming and measuring change in crisis settings</li> <li>Development of tools/guidance to inform UN Women's programming on social norms.</li> </ul> | Standard Products |
|--|---|-------------------|

Same as Outcomes 1 and 2

Considerations to Leave No One Behind

- |   |  |             |
|---|--|-------------|
| <ul style="list-style-type: none"> <li>Women's organizations will participate in humanitarian planning processes and/or service delivery.</li> <li>Humanitarian actors partner with women's organizations.</li> </ul>   | <ul style="list-style-type: none"> <li>Community leaders and humanitarian institutions support interventions to reduce gender discrimination, violence, and marginalization.</li> </ul>  | Assumptions |
| <ul style="list-style-type: none"> <li>Backlash/increased threats against women's organizations and women leaders/human right defenders.</li> <li>Security/safety risks negatively impacting local women's organizations' operational capacities and presence.</li> </ul> | <ul style="list-style-type: none"> <li>Men and boys unwilling to support gender equality.</li> <li>Backlash against men and boys who support gender equality.</li> <li>Persistence of discriminatory practices and norms.</li> </ul> | Risks       |

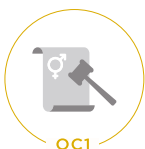


## GENDER EQUALITY ACCELERATOR 9

# WOMEN'S RESILIENCE TO DISASTERS

*Strengthening women's voice, agency and leadership in disaster and climate risk reduction and resilience by securing gender-responsive prevention, mitigation, preparedness and recovery decision-making and governance systems, and enabling targeted action for the resilience of women and girls to disasters and threats.*

### SYSTEMATIC OUTCOMES:



## The Issue

In 2022, 387 disasters struck 185 million people, causing 30,704 deaths and approximately USD 228.3 billion in economic losses.<sup>34</sup> Among these disasters, 90 to 95 per cent were estimated to be climate-related hydrometeorological hazards, such as flooding, droughts, storms and wildfires. Climate change, a significant threat multiplier, has already contributed to an increase of 3,025 more climate-related disasters between 2000 and 2019 (6,681), compared to 1980-1999 (3,656).<sup>35</sup> Women's unequal access to rights, opportunities, resources and knowledge amplifies their exposure and vulnerability to natural hazards.<sup>36</sup> They are also excluded from disaster risk reduction (DRR) decision-making, and face heavier unpaid care work burdens and strong spikes of gender-based violence during disasters. All these issues undermine women's resilience and ability to recover.

## Why It Matters

Women's exclusion from decision-making related to DRR, recovery and resilience exacerbates unequal disaster risks and impacts. This also leads to less inclusive, relevant, effective and sustainable interventions, which can further reinforce existing inequalities, making recovery more difficult or even impossible. Despite some progress, significant gender, disability and social inclusion gaps remain in DRR and resilience governance. To accelerate progress in closing these shortfalls, women in all their diversity, people with disabilities, youth, and other high-risk and marginalized groups must take part in all aspects of decision-making, coordination and related activities in DRR – as key actors, leaders and agents of change.

## UN Women's Plan for Change

The Women's Resilience to Disasters Gender Equality Accelerator builds on UN Women's triple mandate. It contributes to strengthening the resilience of women and girls to disasters and threats by advancing their leadership and meaningful participation in disaster and climate resilience policies, processes and systems. It also backs targeted actions and enabling systems to increase women's access to finance, services, resilient infrastructure, livelihoods and businesses. Recognizing the importance of country-driven, locally owned and prioritized action, the accelerator is complemented by regional and global components.

The Gender Equality Accelerator builds on UN Women’s existing collaborations and ongoing initiatives in DRR with more than 1,800 women’s organizations engaged in disaster and climate resilience. It aligns with the action areas of the Feminist Action for Climate Justice Action Coalition, and leverages strategic partnerships with DRR and climate stakeholders, including the 50 United Nations entities implementing the UN Plan of Action on Disaster Risk Reduction for Resilience. The Gender Equality Accelerator supports United Nations Member States in the gender-responsive implementation of the [Sendai Framework for Disaster Risk Reduction](#), including the commitment to establish a Gender Action Plan for the Sendai Framework.<sup>37</sup>

The main priority areas for action are:

- Increasing knowledge and access to tools and expertise on the gender dimensions of risk, including through development and management of the [WRD Knowledge Hub](#) on gender-responsive DRR
- Comprehensive technical and policy support to DRR and climate stakeholders, including Member States, UN entities and women’s organizations, to develop and implement gender-responsive DRR, and recovery and resilience policy frameworks, systems, processes and tools
- Advocacy for gender equality and women’s leadership in DRR and resilience and facilitating access to lessons learned and good practice, including through the [WRD Policy Tracker](#)
- Establishing a network and community of practice on women’s resilience to disasters
- Tailored accelerator packages to support women’s resilient livelihoods, businesses and services, including through access to finance, disaster insurance and gender-responsive early warning systems
- Tailored accelerator packages to support women’s resilient livelihoods, businesses and services, including through access to finance, disaster insurance and gender-responsive early warning systems



Photo: UN Women/Fahad Kaizer

## UN Women Strategic Plan (2022-2025) Impact 4: Women and girls contribute to, and have influence in, building sustainable peace and resilience, and benefit equally from the prevention of conflicts and disasters, and from humanitarian action

SDG targets 1.5.1, 11.5.1, 13.1.1

<b>Outcomes</b>	<p><b>1. A comprehensive set of prevention, mitigation, preparedness, and recovery norms and standards on gender equality and the empowerment of all women and girls is strengthened and translated into gender-responsive laws, policies, institutions, systems, processes and tools</b></p>	<p><b>2. More women and girls exercise their voice, agency and leadership, including through an enabling environment that supports women’s and youth organizations to withstand multiple hazards, recover from disasters and climate shocks, and increase their resilience to current and future</b> <b>Contributes to Strategic Plan Outcome 5</b></p>
<b>Outputs</b>	<p><b>1.1</b> Increased knowledge and access to tools and expertise on the gender dimensions of risk <b>1.2</b> Capacity development of DRR, resilience and gender equality institutions and stakeholders to develop gender-responsive laws, policies, strategies, plans, programmes and budgets <b>1.3</b> Establish a community of practice and strategic networking for women’s resilience <b>1.4</b> Gender-responsive coordination mechanisms and partnerships</p>	<p><b>2.1</b> Capacity development for women’s organizations to lead, advocate and participate in disaster risk reduction and resilience <b>2.2</b> Gender-responsive and inclusive preparedness and early warning systems <b>2.3</b> Access to services, infrastructure and products for women’s resilience <b>2.4</b> Partnerships for women’s resilient livelihoods and businesses <b>2.5</b> Innovative and alternative climate and disaster-resilient livelihoods for women <b>2.6</b> Capacity development for women’s disaster- and climate-resilient businesses</p>
<b>Global and Regional Partnerships</b>	<p>United Nations Office for Disaster Risk Reduction, World Meteorological Organization, UNFPA, UNDP, UNICEF, UNEP, FAO, WHO, UNCDF</p>	
<b>Normative Frameworks</b>	<ul style="list-style-type: none"> <li>Sendai Framework for Disaster Risk Reduction</li> <li>Paris Agreement on climate change</li> <li>CEDAW General Recommendation 37 on gender-related dimensions in the context of disaster risk reduction in the context of climate change</li> </ul>	
<b>Standard Products</b>	<ul style="list-style-type: none"> <li><a href="#">WRD Knowledge Hub</a></li> <li><a href="#">WRD framework to support disaster risk reduction and resilience programming</a></li> <li><a href="#">WRD Policy Tracker</a></li> <li><a href="#">WRD expert register</a></li> <li><a href="#">Beyond vulnerability to gender equality and women’s empowerment and leadership in disaster risk reduction</a></li> </ul>	<ul style="list-style-type: none"> <li><a href="#">Toolkit for assessing women’s leadership in disaster and climate resilience</a></li> <li><a href="#">WRD community of practice</a></li> <li>Locally tailored accelerator packages</li> </ul>
<b>Considerations to Leave No One Behind</b>	<p>The programme will ensure that disaster-related laws, policies, strategies, plans and actions are informed by intersectional approaches, taking into account the suite of socioeconomic characteristics that shape people’s unique vulnerabilities, including gender, age, disability, ethnicity, race and sexual orientation.</p>	
<b>Assumptions</b>	<ul style="list-style-type: none"> <li>Political will and resources to prioritize gender-responsive policies and interventions.</li> <li>Supportive social and cultural norms and practices.</li> <li>Political will to support resilience for women and girls.</li> </ul>	<ul style="list-style-type: none"> <li>Supportive social and cultural norms.</li> <li>Broader efforts to improve women’s access to services, infrastructure and resources.</li> <li>Political will to support resilience for women and girls.</li> </ul>
<b>Risks</b>	<ul style="list-style-type: none"> <li>Disruption from disasters and other crises.</li> <li>Limited political will.</li> <li>Recruitment difficulties.</li> </ul>	<ul style="list-style-type: none"> <li>Disruption from disasters and other crises.</li> <li>Harmful social norms.</li> <li>High turnover of programme staff.</li> </ul>



Photo: UN Women



## GENDER EQUALITY ACCELERATOR 10

# MAKING EVERY WOMAN AND GIRL COUNT (WOMEN COUNT)

*Through Women Count, UN Women supports countries to improve the production and use of gender data to monitor progress on the SDGs and scale up data-driven policy action for women and girls globally.*

### The Issue

Progress on national and international gender equality commitments will depend on implementing effective, evidence-based policies that respond to the needs of all women and girls. Such policies depend on collecting and using timely and reliable gender data, yet several challenges stand in the way. These include weak policy space and legal and financial environments that pose barriers to progress, such as chronic underfunding.<sup>39</sup> Further, critical data gaps limit understanding of key issues. Globally, only [56 per cent](#) of the data needed to monitor SDG 5 are available, and no country has all SDG gender data available. It will take [22 years](#) for countries to close data gaps, more than a decade past the 2030 deadline. Finally, a lack of access and limited use of gender data to inform policies lead to low demand, which in turn reduces incentives for countries to produce gender data.

### Why It Matters

Timely and finely disaggregated gender data and statistics are critical to accelerate progress in realizing women's rights and the principle of leaving no one behind. They shine a spotlight on inequality and are indispensable in devising and monitoring evidence-based gender equality policies. Comprehensive, quality and periodic statistics on the status of women, men, girls and boys, including data disaggregated by sex, socioeconomic characteristics and context, are important in setting priorities, planning interventions and assessing impacts. Without bold commitments to collecting and using gender data, abilities to measure progress towards gender equality and the commitments of the 2030 Agenda will remain impaired.

#### SYSTEMATIC OUTCOMES:



## UN Women's Plan for Change

Women Count is a multistakeholder global strategy that aims to create a radical shift in how gender statistics are used, produced and promoted to inform policy and advocacy. Actions at the country, regional and global levels fall under three broad categories: creating an enabling environment that governs the production of gender data; increasing data production in key areas to bolster SDG monitoring; and improving data accessibility and use to inform gender-responsive policymaking and advocacy. Since 2016, the [Women Count](#) programme has made UN Women a trusted source of sought-after gender data expertise for governments, multilateral organizations and civil society.

Under Phase II (2022-2025), Women Count will consolidate critical gains under Phase I. It will deepen partnerships with United Nations entities, civil society and Member States to fill data gaps and enable gender-responsive SDG monitoring. Phase II will be key in delivering UN Women's Strategic Plan objectives, specifically Outcome 6 on data and statistics, and will further position UN Women as a thought leader in this arena.



Photo: UN Women/Betsy Davis Cosme

## UN Women Strategic Plan (2022-2025) Impact 1,2,3 and 4: Increased policy use of gender statistics by creating an enabling environment for, increased production of and improved access to gender statistics for delivering gender equality and women's empowerment

All SDGs targets

Outcomes	<p><b>6. Gender statistics, sex-disaggregated data and knowledge are produced, analysed and used to inform policymaking, advocacy and accountability for delivering gender equality and women's empowerment results</b></p> <p><b>6.a.</b> A supportive policy, legal and financial environment is in place and institutional capacities are strengthened to improve the production and use of gender statistics</p> <p><b>6.b.</b> Quality, comparable, and regular gender statistics are produced to address national data gaps and meet policy and reporting commitments under the 2030 Agenda and the Beijing Declaration and Platform for Action</p>
Outputs	<p><b>6.a.1</b> Gaps in the planning, coordination, production and use of gender statistics are identified and sustainably addressed</p> <p><b>6.a.2</b> Technical capacity of governments, civil society and other key actors is strengthened to improve the production and use of gender statistics</p> <p><b>6.a.3</b> Advocacy and partnerships are strengthened at the global, regional and national levels to promote the financing, production and use of gender statistics</p> <p><b>6.b.1</b> Increased data production and analysis to monitor the SDGs and other national and international priorities</p> <p><b>6.b.2</b> Statistical business processes are increasingly modernized to improve the production of gender statistics</p>
Global and Regional Partnerships	<p><b>At the global level,</b> formal partnerships with OECD-PARIS21 (partner agreement) to strengthen statistical systems to produce high-quality gender data that are timely and aligned with national priorities and the 2030 Agenda.</p> <p><b>At the regional level,</b> fostering coordination and collaboration with regional bodies and institutions, including UN regional commissions in Europe, Africa, Asia and the Pacific and Latin America and the Caribbean</p>
Normative Frameworks	<ul style="list-style-type: none"> <li>• Convention on the Elimination of All Forms of Discrimination against Women (CEDAW)</li> <li>• 2030 Agenda for Sustainable Development</li> </ul>



**6.c.** Gender statistics are accessible to all users and can be analysed, communicated and used to inform research, advocacy, policies and programmes, and promote accountability)

Outcomes

- 6.c.1** Increased accessibility, dissemination and communication of gender data
- 6.c.2** User-producer dialogues are institutionalized to increase the quality and use of gender statistics
- 6.c.3** Increased use of gender statistics for policymaking, budgeting and reporting is promoted
- 6.c.4** Programmatic knowledge and results are systematically captured and shared to enable learning, scaling-up and replication

Outputs

*Same for all Outputs under Outcome 6*

Global and  
Regional  
Partnerships

*Same for all Outputs under Outcome 6*

Normative  
Frameworks



Photo: UN Women/Ryan Brown

## UN Women Strategic Plan (2022-2025) Impact 1,2,3 and 4: Increased policy use of gender statistics by creating an enabling environment for, increased production of and improved access to gender statistics for delivering gender equality and women's empowerment

### All SDGs targets

Standard Products	<ul style="list-style-type: none"> <li>• <a href="#">Gender module in national and regional strategies for the development of statistics guidelines.</a></li> <li>• <a href="#">Framework and Implementation Guidelines for Assessing Data and Statistical Capacity Gaps for Better Gender Statistics.</a></li> <li>• Guidance note on establishing an inter-agency coordination mechanism</li> <li>• <a href="#">Gender Statistics Training Curriculum</a></li> </ul>	<ul style="list-style-type: none"> <li>• Data collection tools, including survey <a href="#">questionnaires</a>, <a href="#">methodological guidelines</a><a href="#">rapid gender assessments</a> , etc.</li> <li>• <a href="#">Counted and Visible Toolkit</a></li> </ul>
Considerations to Leave No One Behind	<p>The programme's efforts to create an enabling environment for the production, dissemination and use of gender statistics is governed by the principles of inclusiveness, transparency and accountability. For example, the development of the <b>National Strategy for the Development of Statistics</b> ensures the consideration of the principles of leaving no one behind, including in capturing disaggregated data collection needs to cater to all groups in society. The strategy prioritizes the collection of non-traditional data to bring to light the needs of people left furthest behind.</p>	<p>The Women Count programme has created mechanisms to ensure the collection of multi-level disaggregated gender statistics and sex-disaggregated data in response to the United Nations Development Group strategy on leaving no one behind. For example, <b>the Counted and Visible Toolkit to Better Utilize Existing Data from Household Surveys to Generate Disaggregated Gender Statistics</b> provides a compilation of tools and mechanisms used by several countries to produce evidence to inform gender-responsive policies and catalyse actions to leave no one behind.</p>
Assumptions	<ul style="list-style-type: none"> <li>• The SDGs provide space for national statistical systems to improve data production, including on gender-related targets.</li> <li>• Political will backs the use of data to inform gender equality policies.</li> </ul>	<ul style="list-style-type: none"> <li>• The SDGs provide an impetus to improve gender statistics.</li> <li>• Data users demand data to inform decision-making and compel the prioritization of gender statistics.</li> </ul>
Risks	<ul style="list-style-type: none"> <li>• Lack of political will and weak institutional and governance structures.</li> <li>• Frequent rotation of personnel or insufficient human resources in national statistical offices.</li> <li>• Lack of funds to produce gender statistics</li> </ul>	<ul style="list-style-type: none"> <li>• Movement restrictions and/or health and safety risks limit data collection and use.</li> <li>• Reluctance to adapt modern technologies to better integrate data from a variety of sources.</li> </ul>

- [Monitoring Use Cases of the Rapid Gender Assessment Surveys on the Impacts of COVID-19](#)

Standard  
Products

The **Women Count Data Hub** has enabled access to multi-level disaggregated gender data and statistics through its various dashboards, tools and impact stories, becoming the go-to resource for SDG monitoring, data and analysis on COVID-19, and gathering over 1 million page views from 224 countries and territories.

Considerations to  
Leave No One Behind

- Governments share data with all stakeholders.
- Gender statistics across sectors inform policymaking and budgeting (notably gender-responsive budgeting).
- Solid evidence and data, including on gender, drive national planning.

Assumptions

- Restricted political freedoms and the absence of political dialogue and public engagement limit accountability.
- Lack of modern technologies reduces information sharing, including data availability and use.

Risks



Photo: UN Women/Pathumporn Thongking

# ENDNOTES

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- 3 ILO, 2022. *World Social Protection Report 2020-22: Social Protection at the Crossroads – In pursuit of a better future*.
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- 5 UN Women calculation as of 1 November 2022, based on information provided to Permanent Missions to the United Nations.
- 6 Outcomes are mainly illustrative since at the country level outcomes need to be aligned with UNSDCF outcomes verbatim.
- 7 United Nations. 2022. *The Sustainable Development Goals Report 2022*. Available at: <https://unstats.un.org/sdgs/report/2022/The-Sustainable-Development-Goals-Report-2022.pdf>
- 8 Melissa MacLean and Katherine Gifford. 2012. *Facilitating Gender Equitable Local Development: GELD Mozambique*. Universitas Forum. Available at: <http://www.universitasforum.org/index.php/ojs/article/view/76>. UN Women. 2014. Gender Equitable Local Development Programme Evaluation.
- 9 See Janet Stotsky and Asad Zaman. 2016. *The Influence of Gender Budgeting in Indian States on Gender Inequality and Fiscal Spending*. Available at: <https://www.imf.org/en/Publications/WP/Issues/2016/12/31/The-Influence-of-Gender-Budgeting-in-Indian-States-on-Gender-Inequality-and-Fiscal-Spending-44411>.
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- 15 UN Women. 2021. *Investing in Free Universal Childcare in Sub-Saharan Africa: Côte d’Ivoire, Nigeria, Rwanda, Senegal, and the United Republic of Tanzania*. Issue paper. Available at: [https://www.unwomen.org/sites/default/files/2021-12/Issue-paper-Investing-in-free-universal-childcare-in-sub-Saharan-Africa-en\\_0.pdf](https://www.unwomen.org/sites/default/files/2021-12/Issue-paper-Investing-in-free-universal-childcare-in-sub-Saharan-Africa-en_0.pdf)
- 16 UN Women and ILO. 2021. *A Guide to Public Investments in the Care Economy: Policy Support Tool for Estimating Care Deficits, Investment Costs, and Economic Returns*. New York and Geneva. Available at: <https://www.unwomen.org/en/digital-library/publications/2021/04/policy-tool-care-economy>
- 17 See the joint UN Women and ILO programme, Promoting Decent Employment for Women through Inclusive Growth Policies and Investments in the Care Economy. More information is available at: <https://www.ilo.org/emppolicy/projects/inclusive-growth-and-gender/lang--en/index.htm>.
- 18 Outcomes are mainly illustrative since at the country level outcomes need to be aligned with UNSDCF outcomes verbatim.
- 19 UN Women. 2022. *Progress on the Sustainable Development Goals: The Gender Snapshot*. New York. Available at: [https://www.unwomen.org/sites/default/files/2022-09/Progress-on-the-sustainable-development-goals-the-gender-snapshot-2022-en\\_0.pdf](https://www.unwomen.org/sites/default/files/2022-09/Progress-on-the-sustainable-development-goals-the-gender-snapshot-2022-en_0.pdf).
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- 24 Outcomes are mainly illustrative since at the country level outcomes need to be aligned with UNSDCF outcomes verbatim.
- 25 Front Line Defenders. 2022. *Global Analysis 2022*.
- 26 UN Women. 2021. *Beyond COVID-19: A Feminist Plan for Sustainability and Social Justice*. OHCHR, UNEP and UNDP. 2023. *"What is the Right to a Healthy Environment?"*
- 27 For more information, see the report of the Secretary-General on achieving gender equality and the empowerment of all women and girls in the context of climate change, environmental and disaster risk reduction policies and programmes (E/CN.6/2022/3).
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- 35 See the IASC Policy (and Accountability Framework) on Gender Equality and the Empowerment of Women and Girls in Humanitarian Action, 2017. Available at: <https://interagencystandingcommittee.org/iasc-reference-group-gender-and-humanitarian-action/iasc-policy-and-accountability-framework-gender-equality-and-empowerment-women-and-girls>.
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- 37 2022 Disasters in Numbers. See: <https://reliefweb.int/report/world/2022-disasters-numbers>
- 38 CRED and UNDRR, 2020. *Human Cost of Disasters: An overview of the last 20 years, 2000-2019*. See: <https://www.undrr.org/sites/default/files/inline-files/Human%20Cost%20of%20Disasters%202000-2019%20FINAL.pdf>.
- 39 UN Women. "Gender Dimensions of Disasters." Women's Resilience to Disasters Knowledge Hub. See: <https://wr.unwomen.org/practice/topics/gender-dimensions>.
- 40 See: the [Political declaration of the high-level meeting on the midterm review of the Sendai Framework for Disaster Risk Reduction 2015–2030](#), the [Agreed Conclusions of the sixty-sixth Commission on the Status of Women](#) and the 2022 [co-chair's summary from the Global Platform for Disaster Risk Reduction](#).
- 41 Outcomes are mainly illustrative since at the country level outcomes need to be aligned with UNSDCF outcomes verbatim.
- 42 The [2021 Partner Report on Support to Statistics](#) found that funding for gender statistics has remained stagnant.
- 43 Outcomes are mainly illustrative since at the country level outcomes need to be aligned with UNSDCF outcomes verbatim.



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