

SUMMARY REPORT

25 YEARS AFTER BEIJING

A review of the UN system's support
for the implementation of the Platform
for Action, 2014-2019



IANWGE

United Nations Inter-Agency Network on
Women and Gender Equality

FOREWORD

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This report, the first of its kind, was initiated by the United Nations Inter-Agency Network on Gender Equality (IANWGE), the single largest network of gender focal points in the UN system, in order to provide an assessment of the UN system's work on gender equality and the empowerment of women. It covers the period 2014–2019 and presents the collective findings of how 51 UN entities have supported the implementation of the Beijing Platform for Action and the 2030 Agenda for Sustainable Development in that period. It demonstrates overall growth in scope and strength and the work to build an enabling environment for gender equality and the empowerment of women and girls, including in the context of UN reforms. In addition, the UN system's accountability for its work on gender equality has been harmonized and standardized to a very large extent with system-wide accountability frameworks in practice at both headquarters and country-team levels.

Today, in the midst of the COVID-19 pandemic, hard won progress on gender equality and women's rights is increasingly precarious and has even been reversed, especially for marginalized groups of women and girls who face intersecting forms of discrimination. This is a vital moment for the UN system to assess progress, identify gaps

and chart a way forward for future action. Gender equality must be set at the centre of concerted efforts to build back better in response to the COVID-19 pandemic. Across every sphere, from health to the economy, security to social protection, the impacts of COVID-19 are exacerbated for women and girls. Working together, the UN system can support governments to ensure that the response is commensurate; jointly and individually taking action that consistently prioritizes the specific needs of women and girls in the immediate response and in short- and long-term recovery efforts.

The report is therefore a critical stocktaking for the UN system on both the extent of its progress, and the areas that are not yet sufficiently addressed. Amongst its findings, the report reveals that the UN system's highest levels of engagement during the reporting period were in: elimination of violence against women and girls, transformation of discriminatory norms, the improvement of access to quality education, the expansion of women's political participation and women's entrepreneurship. Significant support has been provided by the entities of the UN system across these areas simultaneously, with successes like the doubling of engagement in measures to prevent sexual harassment, including in the workplace; and in the transformation of discriminato-

ry norms, with 71 per cent of UN entities reporting a focus on targeting and eliminating these causes of violence against women.

It also indicates gaps where focus and contributions need to be strengthened, especially in view of the current crises. Gender-responsive budgeting, financial and digital inclusion of women, gender-responsive disaster risk reduction and basic services and infrastructure, although increasingly important, are decreasingly invested in. I urge action on these insights and adequate financing, growing allocations of UN development system expenditures to gender equality and women's empowerment significantly above the reported level of two per cent.

When we apply our common strength and resources to mutual objectives, our chances of achieving a critical mass of results are far stronger. Now more than ever, urgent, sustained and coordinated action by the UN system is needed to safeguard gender equality gains and advance the rights and well-being of women and girls everywhere.

A handwritten signature in black ink, consisting of several loops and a long horizontal stroke at the end.

Phumzile Mlambo-Ngcuka

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SUMMARY REPORT

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INTRODUCTION

In September 1995, Governments participating in the Fourth World Conference on Women gathered in Beijing with the objective of advancing the goals of equality, development, and peace for all women. After substantive negotiations, they unanimously adopted the Beijing Declaration and Platform for Action (the Platform for Action) — a visionary agenda for the empowerment of women and girls. At that Conference, Governments agreed that women’s rights are human rights; that the eradication of poverty requires women’s involvement in economic and social development; that there should be equal opportunities of women and men in sustainable development; and that peace is attainable and inextricably linked to the advancement of women.¹ Although they would have the major responsibility for implementing the Platform, the UN system would also have a key role to play in this regard.

Over the past twenty-five years, the Platform for Action has retained its relevance as the most comprehensive global policy framework for gender equality and the empowerment of women and girls, and the realization of their human rights. The groundbreaking 2030 Agenda for Sustainable Development (2030 Agenda)—adopted in 2015—builds on the vision of the Platform for Action, prioritizing gender equality as a stand-alone goal as well as recognizing it as a cross-cutting issue essential to the achievement of all other goals. Since the adoption of the Platform, States have stepped up the introduction and reform of legislation, policies and programmes

to advance gender equality, but twenty-five years after the adoption of the Platform for Action, no country in the world has achieved gender equality.² Renewed pushback against women’s rights and gender equality remains equally pervasive across the world, coupled with the shrinking space available to women and gender equality movements. Moreover, at the time of the writing of this report, the spread of COVID-19 and the resulting health and socioeconomic impacts threaten to halt or reverse the gains of decades of collective effort towards human betterment, including that related to gender equality and women’s empowerment.

To mark the twenty-fifth anniversary of the adoption of the Platform for Action in 2020, the Economic and Social Council³ called upon Member States to undertake comprehensive national-level reviews of the progress and challenges encountered in the implementation of the Platform for Action as well as the outcomes of the twenty-third special session of the General Assembly.⁴ At its sixty-fourth session, the Council also called on the Commission on the Status of Women to conduct a review and appraisal of the implementation of the Platform for Action and its contribution towards the full realization of the 2030 Agenda.⁵

Because the UN system also plays a key role in the implementation of the Platform, *the UN Inter-Agency Network on Women and Gender Equality (IANWGE)*, Chaired by the Executive Director of UN Women, invited

UN entities to undertake, for the first time, a review similar to that of Member States. Consequently, UN entities reviewed and reported, through a web-based survey, on their work in support of the implementation of the Platform within their respective mandates between 2014 and 2019. The survey mirrored a *Guidance Note for Comprehensive National-Level Reviews*, which was shared with all Member States to facilitate their comprehensive national-level reviews, and which examined the Platform for Action and organized its *critical areas of concern* into six overarching clusters that highlight its interlinkages with the Sustainable Development Goals (SDGs) of the 2030 Agenda (see Box 1).

The resulting report, *25 years after Beijing: A review of the UN system’s support for the implementation of the Platform for Action from 2014-2019 (25 years after Beijing)*, provides a comprehensive analysis of responses to the survey from 46 UN entities⁶ as well as contributions from five additional entities.⁷

It showcases both the work of UN entities over period 2014-2019 in support of implementation of the Platform, as well as the gaps and challenges which remain. In addition, the report provides recommendations for UN system engagement in the way forward.

What follows is a Summary Report of *25 years after Beijing*, highlighting the report’s key findings and recommendations for the way forward.

BOX 1
Alignment of the Platform for Action critical areas of concern and Sustainable Development Goals

Cluster	Critical areas of concern	Cross-cutting critical areas of concern and themes from the 2030 Agenda relevant to each of the clusters	Sustainable Development Goal
Inclusive development, shared prosperity and decent work	F. Women and the economy	I. Human rights of women L. The girl-child Human Rights Leave No One Behind Universality	5 8 10
Poverty eradication, social protection and social services	A. Women and poverty B. Education and training of women C. Women and health		1 3 4 5
Freedom from violence, stigma and stereotypes	D. Violence against women J. Women and the media		5 11 16
Participation, accountability and gender-responsive institutions	G. Women in power and decision-making H. Institutional mechanisms for the advancement of women J. Women and the media		5 16 17
Peaceful and inclusive societies	E. Women and armed conflict		5 16
Environmental conservation, climate action and resilience-building	K. Women and the environment		2 12 13 14 15

1



PRIORITIES AND ACHIEVEMENTS

Of the 46 entities that participated in the survey, 44 reported on their key priorities related to gender equality and the empowerment of women for the period 2014-2019. Entity responses revealed that the priorities of the UN system clustered broadly around five thematic areas (see Figure 1): Eliminating violence against women, changing negative social norms, quality education, political participation, and women's entrepreneurship.

In contrast, gender-responsive budgeting, financial and digital inclusion of women, gender-responsive disaster risk reduction, and basic services and infrastructure emerged as the areas prioritized by the fewest number of UN entities during this period (see Figure 2). The reporting indicates that these areas are expected to be further deprioritized in 2020-2025, pointing to a concerning gap in system-wide programming, particularly in the context of the 2030 Agenda.

Across countries, women and girls experience multiple inequalities and intersecting forms of discrimination, including those based on their sex, age, class, ability, race, ethnicity, sexual orientation and gender identity, and migration status. Fulfilling the promise of the Platform for Action and the 2030 Agenda for all women and girls requires that the rights and needs of the most marginalized groups of women and girls be addressed and their meaningful participation in implementation be ensured.⁸ Of the 46 UN entities participating in the survey, 35 reported having undertaken specific measures in 2014-2019 to prevent discrimination and promote the rights of women and girls who experience multiple and intersecting forms of discrimination. Figure 3 showcases the groups that experience multiple and intersecting forms of discrimination that received the most support from UN entities from 2014-2019.

FIGURE 1 AREAS FOR ACCELERATING PROGRESS FOR WOMEN AND GIRLS PRIORITIZED BY THE LARGEST NUMBER OF UN ENTITIES

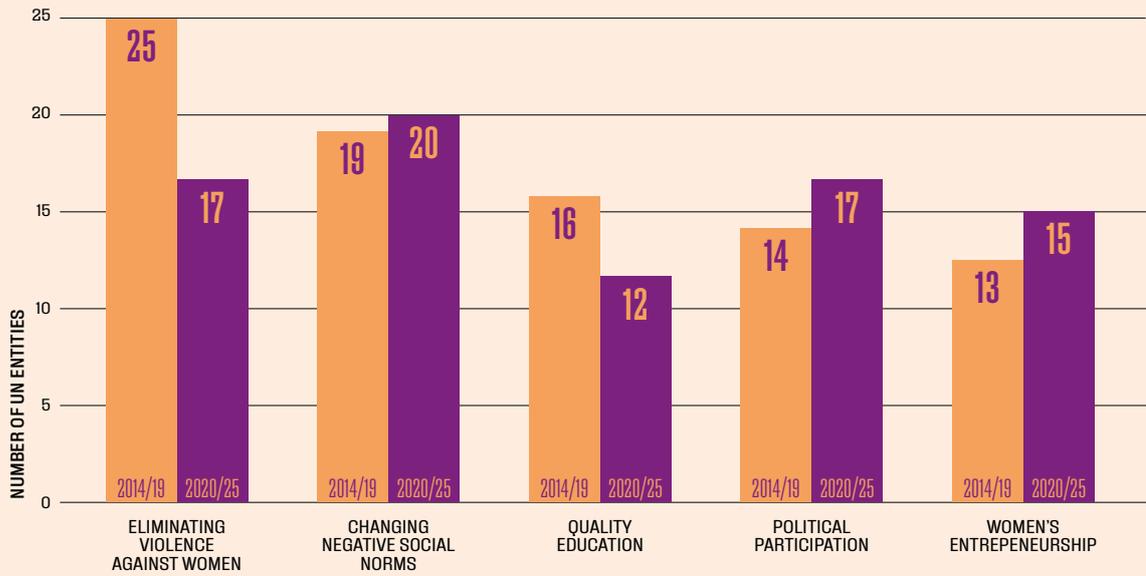


FIGURE 2 AREAS FOR ACCELERATING PROGRESS FOR WOMEN AND GIRLS PRIORITIZED BY THE FEWEST UN ENTITIES

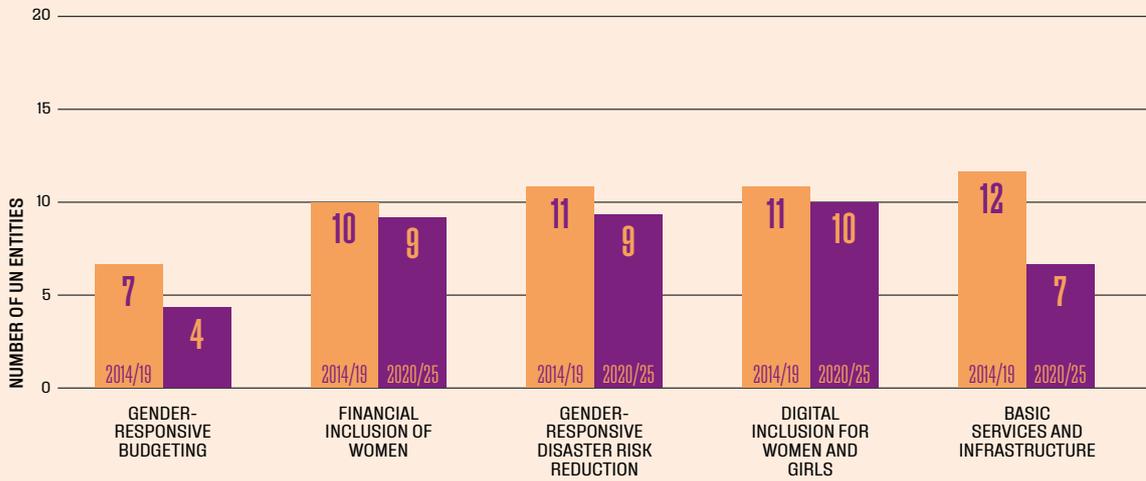
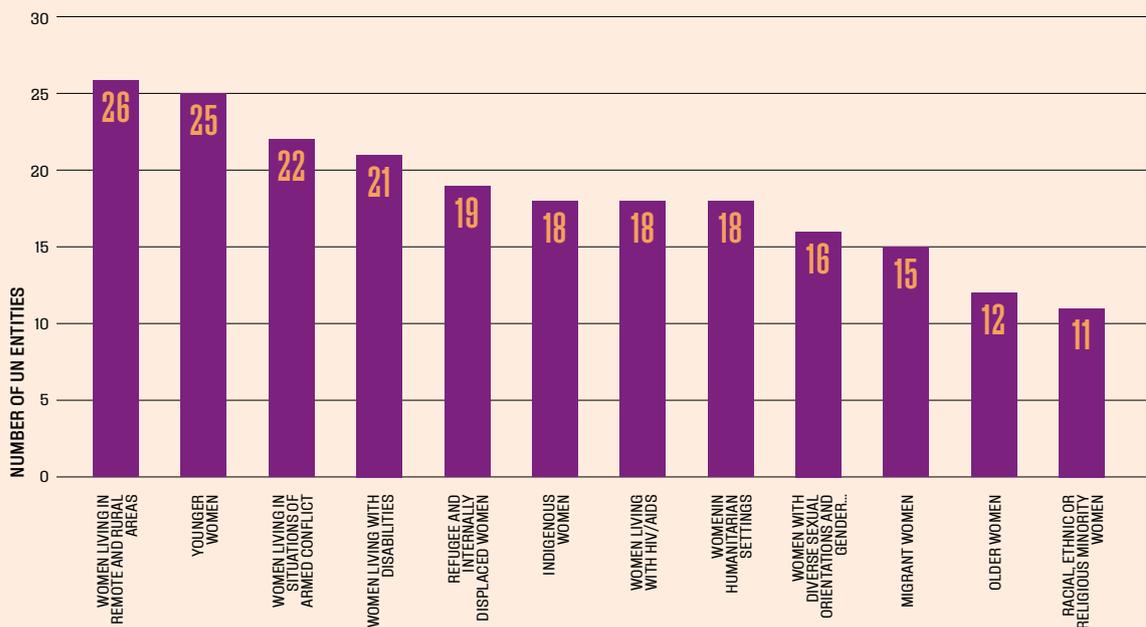


FIGURE 3 GROUPS THAT EXPERIENCE MULTIPLE AND INTERSECTING FORMS OF DISCRIMINATION SUPPORTED BY UN ENTITIES IN 2014-2019



2

UNITED NATIONS CONTRIBUTIONS

TO THE IMPLEMENTATION OF THE PLATFORM FOR ACTION



Each of the following subsections discuss actions by UN entities in support of the implementation of the Platform across the 12 critical areas of concern, clustered under six overarching themes that highlight the complementarity and mutually reinforcing linkages between the gender equality commitments of the Platform and the Sustainable Development Goals of the 2030 Agenda.

A.

INCLUSIVE DEVELOPMENT, SHARED PROSPERITY AND DECENT WORK

Investing in women's economic empowerment sets a direct path towards gender equality, poverty eradication and inclusive economic growth. Not only does women's economic empowerment boost productivity, it increases economic diversification and income equality, along with other positive development outcomes.⁹

The Platform for Action calls upon nations and public and private organizations to promote women's economic rights and independence, including

through access to work and employment under appropriate working conditions, control over resources, the elimination of discrimination and segregation in employment and occupation, and by harmonizing work and private life for women and men.¹⁰

Decent work and universal social protection and care systems are addressed throughout the 2030 Agenda, in particular through SDG 5 on gender equality, SDG 8 on decent work and economic growth and SDG 10 on ensuring inclusive development by tackling extreme inequality of income and wealth.

Since the adoption of the Platform for Action, the UN system has made concerted efforts to support women's economic empowerment. Of the 46 UN entities that participated in the survey, 33 reported engaging in activities linked to inclusive development, shared prosperity and decent work in 2014-2019.



KEY FINDINGS

- *National laws and policies that support recruiting, retaining and promoting women can help to ensure income security, professional advancement and women’s management and leadership of public and private institutions and firms.* Of the 33 UN entities working in the area of inclusive development, shared prosperity and decent work, an encouraging 70 per cent¹¹ supported efforts to strengthen such laws and policies.
- *Addressing sexual harassment is key to fostering safe, equal and inclusive working environments and to reducing barriers to women’s economic opportunities.* The number of entities undertaking measures to prevent violence and sexual harassment in the workplace more than doubled in this period, from 9 entities¹² in 2014 to 20¹³ in 2019 (see Figure 4).
- *A transition from the informal to the formal economy that includes women workers is an essential component of realizing decent work for all.* Women in the informal economy are more often in vulnerable situations than their male counterparts and are at greater risk of being left behind. Thirty-three per cent of entities¹⁴ supported the transition from informal to formal work, including through legal and policy measures that benefit women in informal employment. This area saw limited growth during 2014–2019. By continuing to prioritize such measures, UN entities can help to achieve inclusive development and realize decent work for all.
- *Family support policies that guarantee rights to paid leave and to return to equivalent work can improve work-life balance, redistribute care work, and significantly facilitate women’s participation in the labour force.* Forty-two per cent of entities¹⁵ supported the introduction or strengthening of maternity/paternity/parental leave in 2014–2019.
- *Measuring unpaid care and domestic work through regular, periodic time-use surveys contributes to recognizing and valuing this type of work.* Resulting data can be used to inform policies aimed at improving women’s economic empowerment. In support of this, 33 per cent of entities¹⁶ promoted the inclusion of unpaid care and domestic work in national statistics and accounting.

FIGURE 4 NUMBER OF UN ENTITIES THAT REPORTED SUPPORTING MEASURES TO PREVENT SEXUAL HARASSMENT, 2014–2019



BOX 1

Protecting Human Rights of Women in Vulnerable Situations: Tackling Discrimination against Lesbian, Gay, Bi, Trans and Intersex People

In partnership with the Institute for Human Rights and Business, the Office of the United Nations High Commissioner for Human Rights (OHCHR) developed and launched the “Standards of Conduct for Business: Tackling Discrimination against Lesbian, Gay, Bi, Trans and Intersex People”.¹⁷

The five standards guide companies in the revision and alignment of their existing policies and practices so as to safeguard and promote the human rights of LGBTI+ people. As of July 2020, more than 290 companies had expressed support for the standards.

BOX 2

Landmark Global Treaty on Violence and Sexual Harassment in the World of Work

The landmark global treaty adopted by ILO in June 2019; the ILO Violence and Harassment Convention (No.190) and its supplementing recommendation (No. 206), constitute the first international treaties to provide an integrated, inclusive, and gender-responsive approach for the prevention and elimination of violence and harassment in the world of work. Following the two recent ratifications by Uruguay and Fiji in 2020, the Convention will enter into force on 25 June, 2021. The Convention and its supplementing recommendation offer an important entry point for UN entities to support governments that ratify the treaty by providing guidance on developing or

enhancing laws that prohibit violence and harassment in the world of work and on preventive measures, including requiring the adoption of workplace policies. To support this work, ILO made the *Travaux Préparatoires* of the new instruments publicly available and ILO and UN Women produced the *Handbook: Addressing Violence and Harassment against Women in the World of Work* (2019). ILO is also supporting its constituents in the revision, implementation and updating of laws and practices related to violence and harassment in the world of work, including gender-based violence and harassment, and to bring them in line with relevant international standards.

B.

POVERTY ERADICATION, SOCIAL PROTECTION AND SOCIAL SERVICES

Ensuring that all women and girls live a life free of poverty and deprivation with equal access to essential services and social protections is critical to achieving substantive gender equality. While poverty affects both women and men, a number of interrelated and mutually reinforcing factors account for women's greater risk of poverty throughout the life cycle. The sexual division of labour, which

relegates care and domestic work to women, produces an inequality of opportunities that limits women's access to productive assets and decent work, as well as the achievement of economic autonomy.¹⁸ Women face restricted access to health, education and training opportunities, as well as opportunities to engage in public, political, social and cultural spaces. Violence and harassment against women can also trap them in a cycle of poverty. The spread of the 2020 COVID-19 pandemic threatens to push millions more into extreme poverty and, in particular, worsen women's poverty.¹⁹ The Platform for Action recognizes that responses to the multidimensional nature of poverty require integrated and multisectoral approaches that address other areas of deprivation,

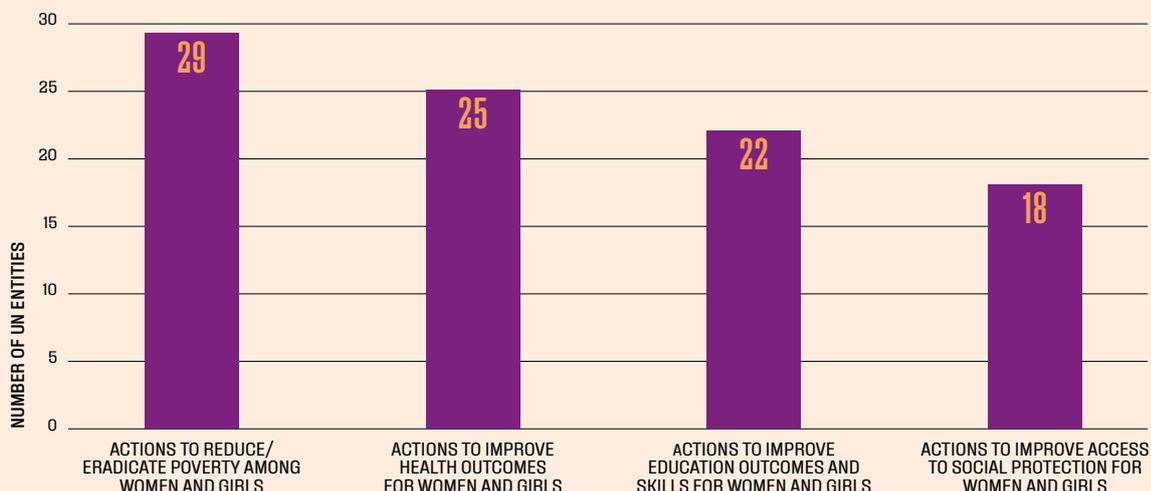
without which the cycle of poverty will not be broken. A commitment to poverty eradication, social protection and social services is central to several of the SDGs, specifically SDG 1 on ending poverty, SDG 3 on good health and well-being, SDG 4 on quality education and SDG 5 on gender equality.

The UN system has undertaken significant efforts to combat and eradicate poverty. Of the 46 entities that participated in the survey, 33 indicated that they contributed to the area of poverty eradication, social protection and social services from 2014-2019. Figure 5 showcases the top actions undertaken by UN entities in the areas of poverty eradication, social protection and social services from 2014 through 2019.

KEY FINDINGS

- *Most UN entities contributed to reducing poverty among women and girls between 2014 and 2019.* Of the 33 entities working in the area of poverty eradication, social protection and social services, 29 reported taking policy or programme actions to reduce/eradicate poverty among women and girls in the period 2014-2019.
- *Access to full and productive employment and decent work for all, including women and young people, is the most effective route out of poverty.* Sixty-four per cent of entities²⁰ reported promoting poor women's access to decent work.
- *Support to women's entrepreneurship and business development is a key priority for UN entities.* Sixty-one per cent of entities working in poverty eradication²¹ reported supporting this area of work.
- *Entities are systematically increasing their focus on health services for women and girls, including sexual and reproductive, mental and maternal health and HIV services.* UN entities working in this area increased from 9 in 2014 to 16 in 2019.
- *Awareness-raising to expand women's and girls' access to health care is key to improving health outcomes for women and girls.* Only 21 percent of entities²² reported having undertaken gender-specific public awareness/health promotion campaigns in 2014-2019. This area must be prioritized by the UN system urgently, particularly within the context of the COVID-19 pandemic.
- *Between 2014 and 2019, UN entities demonstrated increasing attention to improving access to social protection for women and girls.* Entity engagement in this area rose from 10 entities in 2014 to 16 in 2019. The peak was 17 entities in 2018.
- *Forty-five per cent of entities²³ reported supporting efforts to increase women and girls' access to skills and training in new and emerging fields, especially science, technology, engineering and math and digital fluency and literacy.* UN entity involvement in this area increased from 9 entities in 2014 to 15 in 2019.

FIGURE 5 TOP ACTIONS UNDERTAKEN BY UN ENTITIES IN THE AREAS OF POVERTY ERADICATION, SOCIAL PROTECTION AND SOCIAL SERVICES, 2014-2019



BOX 3

Promoting Poor Women's Access to Decent Work: A Partnership for Women in Rural Egypt

Under the aegis of The Global Initiative on Decent Jobs for Youth, the first-ever United Nations system-wide effort for the promotion of youth employment worldwide, ILO collaborated with the International Fund for Agricultural Development (IFAD) to develop a large-scale training intervention in rural Egypt, a region with some of the lowest rates of female labour-force participation and one of the highest rates of gender

disparities in the Arab States. Combining business, vocational and life-skills training with business-development services and civic education, the intervention reached 4,500 young women in 30 villages. An evaluation found that the intervention had significant impact on the labour-market participation and outcomes, economic aspirations and business knowledge of young women.

BOX 4

Improving livelihoods of refugee women and girls in Cox's Bazar

In 2018, in Cox's Bazar, The World Food Programme (WFP) targeted the most vulnerable women of the local host community and the Rohingya refugee community through the Enhancing Food Security and Nutrition (EFSN) programme. EFSN has mutually-reinforcing interventions to enhance the food security and nutrition status of ultra-poor households and economically and socially empower ultra-poor women in Cox's Bazar. Under EFSN, participating women received a monthly subsistence

allowance for 20 months (of approximately USD 12/month). The transfers were supported with behaviour change sessions, livelihoods training and self-help groups. As revealed in WFP's Gender and Cash Study, the monthly allowance helped increase participating women's decision-making capacity at the household level, and resulted in increased self-confidence and mobility, less intra-household conflict, and intentions among family members to share meals and nutritious food.

G. FREEDOM FROM VIOLENCE, STIGMA AND STEREOTYPES

Violence against women and girls takes many forms, including physical, sexual, psychological, and economic, and can occur in public and private spaces, including in the home, in educational institutions, the workplace, in digital contexts, both in times of peace and of conflict and is frequent-

ly met with impunity.²⁴ Throughout their life, women and girls are exposed to various forms of violence, which constitutes a major obstacle to their ability to enjoy rights and freedoms, such as education, political participation, and sexual and reproductive health and rights.²⁵

The Platform for Action identifies specific actions for governments to take to prevent and respond to violence against women and girls and includes an expansive definition of forms of violence.²⁶

Twenty years later, the 2030 Agenda and its SDGs recognized the impact of violence against women and girls

on their human rights specifically, and on development in general. Ensuring that women and girls are free from violence, discrimination, stigma and stereotypes is essential to achieving several of the SDGs. This is addressed most directly in SDG 5²⁷ on gender equality, SDG 16²⁸ on peaceful and inclusive societies and SDG 11²⁹ on sustainable cities and communities.

The UN system has made concerted efforts to support the elimination of violence against women and girls. Of the 46 UN entities that participated in the survey, 34 indicated that they had contributed to the area of freedom from violence, stigma and stereotypes in the 2014-2019 period.

KEY FINDINGS

- *The persistence of discriminatory social attitudes underpins the scourge of violence against women and represent a major obstacle to its elimination.* Accordingly, 71 per cent³⁰ of UN entities focused on targeting and eliminating these causes of violence against women.
- *Violence prevention initiatives that meaningfully engage men and boys, challenge toxic masculinities and highlight the privileges that men and boys enjoy as a result of discriminatory power structures can mitigate the gender-related power imbalances that support violent behaviour.* Working with men and boys to address violence against women received increased attention from UN entities, growing from 35 per cent³¹ of entities in 2014 to 50 per cent³² in 2019.
- *Partnerships with the media remain essential to challenge harmful social norms and stereotypes.* Yet, only 29 per cent³³ of UN entities reported working in this area. Leveraging the media to drive enduring attitudinal change requires considerably more engagement by a broader range of such entities.
- *Comprehensive strategies are needed to prevent and address newly emerging forms of violence against women and girls facilitated by (Information and Communications Technology) ICT, the Internet and associated elements such as social media.* Only 32 per cent³⁴ of UN entities reported working in this area, signaling the need for enhanced attention by a greater number of entities to the growing threat.
- *Only eighteen per cent³⁵ of UN entities reported addressing violence against women in politics, making it one of the forms of violence prioritized by the least number of entities.* Violence against women in politics constitutes an issue of growing concern with profound implications for women politicians and human rights defenders, who are increasingly targeted in highly polarized political environments.

FIGURE 6 TYPES OF VIOLENCE PRIORITIZED BY UN ENTITIES, 2014-2019



BOX 5

A Multilateral Response to Ending Violence Against Women: The Spotlight Initiative

The Spotlight Initiative brings together UN Women, the United Nations Development Programme (UNDP), and UNFPA as core agencies, along with implementing partners, including the United Nations Children’s Fund (UNICEF), the United Nations Educational, Scientific and Cultural Organization (UNESCO) and the International Labour Organization (ILO), in a global, multi-year partnership between the European Union and the UN to eliminate all forms of violence against women and girls by 2030. The initiative is the world’s largest targeted effort to end all forms of violence against women and girls. It provides large-scale investments to integrate a comprehensive approach to ending the violence into country efforts, with a focus on leaving no one behind. The initiative

has been rolled out in sub-Saharan Africa, where it focuses on sexual and gender-based violence and the intersections with HIV, and sexual and reproductive health and rights; in Latin America, with a focus on femicide; and the Caribbean and Pacific, where it concentrates on domestic violence. In Asia, Spotlight will focus on safe and fair migration for women and girls, while in the North Pacific it will partner with key institutions to leverage their influence and expertise in supporting transformative change to address domestic violence and intimate partner violence in the region. As an SDG model fund, the initiative reflects an innovative approach for catalysing an enhanced, joint United Nations response to achieving gender equality and women’s empowerment.

BOX 6

From the ground-up: An innovative approach to ending violence against women

For over a decade, the Food and Agriculture Organization of the United Nations (FAO) has implemented a project, the Dimitra Clubs, as one of its signature approaches to advance collective action and community mobilization for gender equality. The Clubs comprise informal groups of rural women and men established in remote and often post-conflict areas that meet on a voluntary basis to discuss common challenges and take collective action to improve livelihoods and food

security. As of 2019, there were close to 4,000 Dimitra Clubs with about 120,000 members (60 per cent of them women). According to FAO, this approach has been highly effective in improving social cohesion and dialogue between men and women within communities and households. Most importantly, Dimitra Clubs have led to a significant reduction of gender-based violence, even in contexts affected by conflict and violence.

BOX 7

Essential Services Package for Women and Girls Subject to Violence: Core Elements and Quality Guidelines

Through the Joint Global Programme on Essential Services for Women and Girls Subject to Violence, UN Women, UNOV/UNODC, UNDP, UNFPA and WHO, have developed the “*Essential Services Package for Women and Girls Subject to Violence: Core Elements and Quality Guidelines*” for the health, justice and policing and social services sectors, and this Package is currently being piloted in 10 countries. (The 10 pilot countries include: Pakistan, Viet Nam, Cambodia, Solomon Islands, Kiribati, Peru, Guatemala, Tunisia, Mozambique and Egypt.) By 2019, over 48 countries adopted the Essential Services Package, as the standard

for the provision of quality services to victims/survivors of violence across the health, police and justice, and social services sectors. A companion module or “Implementation Guide” intended to assist countries in the roll-out and implementation of the Essential Services Package at a country level was subsequently developed. This policy guidance was the focus of capacity-building and planning sessions at two Regional Meetings in Asia-Pacific during 2016-2017 for representatives of Government, civil society and UN agencies working in the health, police and justice and social services sectors (23 countries in total).

D.

PARTICIPATION, ACCOUNTABILITY AND GENDER-RESPONSIVE INSTITUTIONS

Women’s visibility, equal representation and full and meaningful participation in public life, politics and in decision-making at all levels—including in humanitarian settings—remains fundamental to achieving gender equality, sustainable development and peaceful and inclusive societies. Yet women continue to

be underrepresented at all levels of political leadership — executive, legislative, ministerial and sub-ministerial, as well as in the media and at the highest levels of the corporate sector. According to the 2020 Global Gender Gap Report, the gender gap in women’s political empowerment is larger than any other gender gap.³⁶ Despite some recent gains in the representation of women, the low proportion of women in politics and in public decision-making reflects the stubborn persistence of deep-seated sociocultural norms and structural and systemic barriers. In addition, the COVID-19 crisis has further rolled back these limited gains. Not only does the Platform for Action uphold the human rights of women and girls,³⁷ it also calls for women’s full and equal participation in

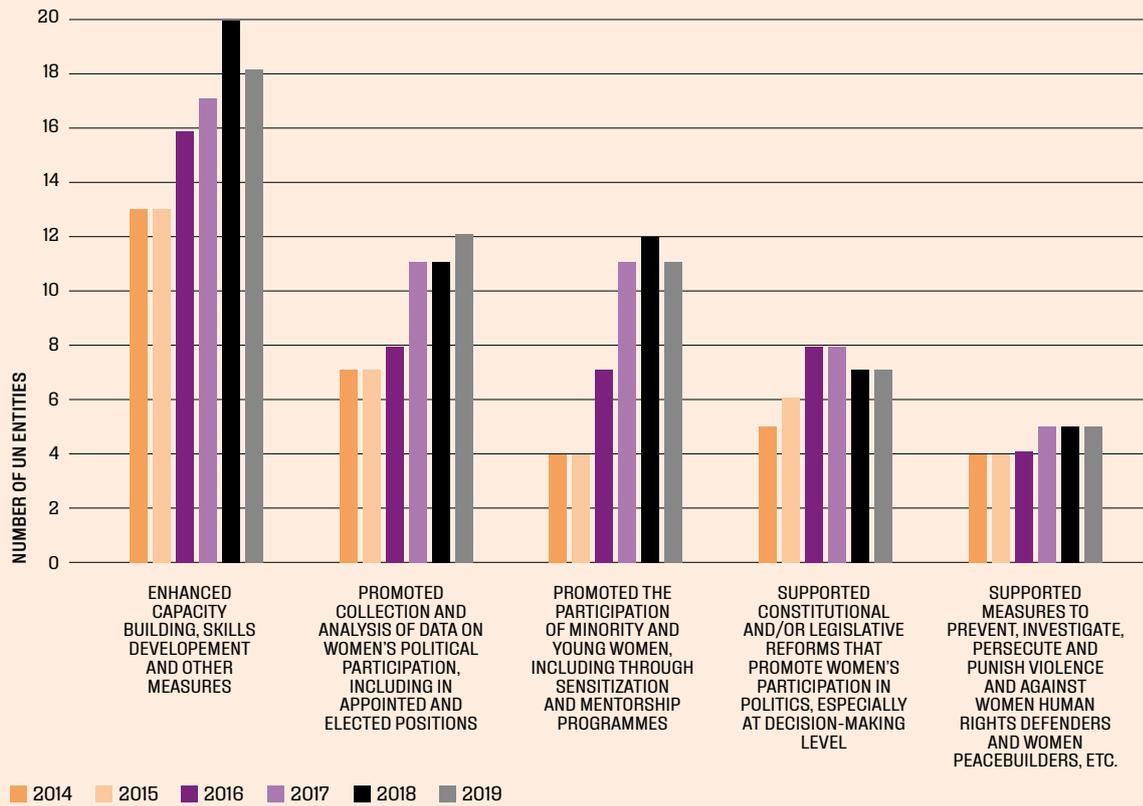
public life³⁸ and in power structures and decision-making.³⁹

The commitment to ensuring women’s full and effective participation and equal opportunities for leadership at all levels of decision-making in political, economic and public life directly addresses SDG 5 on gender equality, SDG 16 on Peace, justice and strong institutions and SDG 17 on partnerships for the goals. As such, the UN system has demonstrated significant commitment to women’s visibility, equal representation, and meaningful participation in public life. Of the 46 UN entities that participated in the survey, 34 indicated that they had contributed to the area of participation, accountability and gender-responsive institutions from 2014 through 2019.

KEY FINDINGS

- *Women continue to be underrepresented at all levels of leadership, evidenced among other things by the low proportion of women in politics and in public decision-making, which reflects deep-seated sociocultural norms and stubborn structural barriers.* Encouragingly, the percentage of UN entities providing women with opportunities for mentorship and leadership trainings in political campaigning tripled in the period 2014-2019, from 15⁴⁰ to 44 per cent⁴¹ of entities.
- *Women in public life, including politicians and human rights defenders, are increasingly subject to harassment and violence.*⁴² Despite this alarming trend, only 15 per cent⁴³ of entities supported measures to prevent, investigate and prosecute violence against women in politics, women human rights defenders and women peacebuilders in 2019, a negligible increase from 12 per cent⁴⁴ of entities in 2014.
- *In 2019, nearly 80 countries legislated gender quotas to promote women’s political participation.*⁴⁵ However, this area experienced only moderate UN entity engagement and growth in the period 2014-2019. Twenty-one per cent⁴⁶ of entities working in this area reported supporting constitutional and/or legislative reforms that promote women’s political participation, including in conflict zones, in 2019, up from 15 per cent⁴⁷ of entities in 2014.
- *The continued underrepresentation of women in newsrooms and decision-making and leadership positions in media negatively impacts both the information conveyed as news, as well as the portrayal of women in the media.* Encouragingly, the number of entities that supported actions to increase women’s access to expression and participation in decision-making in the media witnessed relative growth – from 21 per cent⁴⁸ of entities in 2014 to 35 per cent⁴⁹ in 2019.
- *Greater Internet connectivity has the potential to support the empowerment of women and girls.* However, only 15 per cent⁵⁰ of UN entities working in this area reported supporting measures to enhance access, affordability and use of ICT for women and girls between 2014 and 2019. Mobile phones constitute the most frequently used means of accessing the Internet; addressing the phone ownership gender gap could help to reduce the Internet usage gender gap.⁵¹
- *Adequate and effective financing is essential to achieving gender equality and empowering all women and girls.* Tracking and making public gender-equality allocations not only promotes greater transparency and accountability but also represents an important step towards aligning policy commitments on gender equality and women’s empowerment with resource allocations in national planning and budgeting processes. Of the 37 UN entities that responded to this question, 27 per cent⁵² reported that they support national counterparts to track the proportion of the national budget that was invested in promoting gender equality and the empowerment of women between 2014 and 2019.

FIGURE 7 ACTIONS UNDERTAKEN TO PROMOTE WOMEN'S PARTICIPATION IN PUBLIC LIFE DECISION-MAKING, 2014-2019



BOX 8 Integrating Gender Equality Perspectives into Electoral Processes

As part of the UN electoral assistance requested by Member States, the United Nations Department of Political and Peacebuilding Affairs (DPPA), in collaboration with UNDP, UN Women and other UN partners, has provided critical technical and capacity-building support to national governments—especially electoral management bodies—to integrate gender equality perspectives into electoral processes. More than 60 countries received such support between 2014 and 2018, with more than 50 per cent of them subsequently adopt-

ing reforms to promote women's political participation. In Afghanistan, the UN assisted the national electoral authorities to mainstream gender in administrative and operational processes and communications for the 2018 parliamentary elections. This support contributed to sustained levels of women's participation as voters, candidates and election administrators. Similarly, as a result of UN-supported national efforts to promote the participation of women, Mali witnessed an increase in the number of women parliamentarians elected in 2019.

BOX 9 Increasing women's access to media and information and communications technology (ICT): The Women ICT Frontier Initiative

UN entities supported various measures to enhance access, affordability and use of ICT for women and girls to ensure that they are not left behind in the changing world of work. In 2016, the United Nations Economic and Social Commission for Asia and the Pacific (ESCAP) launched the Women ICT Frontier Initiative, an ICT capacity-development programme for women entrepreneurship. The goal of the initiative is to

strengthen the capacities of women entrepreneurs to use ICT in support of their businesses, as well as the capacities of government leaders and policymakers to provide an enabling environment for ICT-empowered women entrepreneurs. The initiative, which promotes gender-responsive policies and ICT-enabled support programmes, was successfully launched in eight countries across three years.

E.

PEACEFUL AND INCLUSIVE SOCIETIES

Women and men experience crisis and conflicts in distinct ways. Despite the increasing recognition that women’s meaningful participation and leadership is critical for achieving inclusive and sustainable outcomes in political and peace processes,

women continue to encounter entrenched barriers. These include institutionalized gender bias and discrimination; a high prevalence of sexual and gender-based violence; lack of economic, social and cultural rights for women; low levels of political participation of women prior to conflict; and the continuing levels of poverty, food insecurity, disparity and deprivation experienced by women and girls.⁵³

The Platform for Action called for the full participation of women in all efforts and at all levels of decision-making in the prevention and resolution of conflicts, including in peace processes,

peacekeeping and peacebuilding, which directly address SDG 5 gender equality and SDG 16 on peace, justice and strong institutions.

Since Beijing, the UN system has made adequate progress in supporting women’s full and equal participation peace processes and security efforts. Of the 46 entities that participated in the survey, 25 engaged in work related to peaceful and inclusive societies. Figure 8 showcases the number of UN entities that reported taking actions to build and sustain peace, promote peaceful and inclusive societies for sustainable development and implement the women, peace and security agenda in 2014-2019.

KEY FINDINGS

- During the period covered by this report, 54 per cent⁵⁴ of reporting entities engaged in work related to peaceful and inclusive societies. Of those, 48 per cent⁵⁵ supported the development, adoption and/or implementation of national action plans on women, peace and security. In addition, 48 per cent⁵⁶ of UN entities supported inclusive and gender-sensitive conflict analysis, early warning and prevention mechanisms.
- Globally, the women, peace and security agenda has brought increasing recognition to the criticality of women’s leadership and meaningful participation in achieving peaceful and inclusive societies. Women, nevertheless, continue to face steep obstacles, direct resistance and great personal risks in this area. In recognition of this, 80 per cent⁵⁷ of reporting entities noted working on increasing the leadership, representation and participation of women in conflict prevention, resolution, peacebuilding, humanitarian action and crisis response.
- Despite their critical roles in advancing efforts to sustain peace and build social cohesion, women’s civil society organizations continue to lack sufficient support in conflict-affected contexts. The critical area of protecting and supporting civil society spaces and women’s human rights defenders witnessed reduced UN entity engagement, declining from 16 per cent⁵⁸ of entities in 2016 to only 8 per cent⁵⁹ in 2019.
- Justice processes contribute to sustained peace by facilitating accountability for violations of international humanitarian law, the human rights of women and girls, and reconciliation agreements after conflict. Forty per cent⁶⁰ of the UN entities worked to enhance accountability for violations of international humanitarian law and violations of human rights of women and girls in situations of armed and other conflicts by supporting efforts to document and investigate violations. In addition, entities increasingly supported the participation of women survivors of violations to participate in justice processes, with engagement in this area rising from 24 per cent of entities⁶¹ in 2014 to a peak of 40 per cent⁶² in 2018. Thereafter, UN system engagement levelled off to 28 per cent⁶³ in 2019.
- The women, peace and security agenda remains under-resourced. Only 20 per cent⁶⁴ of entities reported taking measures in this area in 2014-2019.

FIGURE 8 NUMBER OF ENTITIES THAT REPORTED TAKING ACTIONS TO BUILD AND SUSTAIN PEACE, PROMOTE PEACEFUL AND INCLUSIVE SOCIETIES FOR SUSTAINABLE DEVELOPMENT AND IMPLEMENT THE WOMEN, PEACE AND SECURITY AGENDA



BOX 10

Refugee Women's Leadership and Meaningful Participation in Humanitarian Settings

As part of its Commitments to Refugee Women, UNHCR supports the equal participation and representation of women in all management and leadership committees in urban, rural and camp settings, including return areas. In Malaysia, UNHCR trained 256 community representatives - of whom 60 percent were women - on community leadership and management, gender and development. UNHCR also supported ten community based

organizations to develop organizational goals and strategies. As a result, the number of female representatives in the supported community-based organizations increased significantly. In addition, UNHCR's support for increasing women's leadership positions in refugee welfare councils in Uganda has led to increased involvement of women in planning interventions that are appropriate to address both practical and strategic gender needs.

BOX 11

Investigating Violations of Women's and Girls' Human Rights in Africa

Armed conflicts or humanitarian crises are often characterized by gross violations of women's and girls' human rights, especially sexual and gender-based violence. At least one in five women refugees in complex humanitarian settings has experienced sexual violence and its effects, which include trauma, stigma, poverty, poor health and unwanted pregnancy.⁶⁵ Together with the Team of Experts on Rule of Law and Sexual Violence in

Conflict, the United Nations Department of Peace Operations (DPO) supported the prosecution of cases in several countries, including the Central African Republic, the Democratic Republic of the Congo and Mali. In July 2019, the International Criminal Court convicted Bosco Ntaganda for war crimes and crimes against humanity, including rape and sexual slavery, committed in the Democratic Republic of the Congo in 2002 and 2003.

F.

ENVIRONMENTAL CONSERVATION, PROTECTION AND REHABILITATION

Women's lives, livelihood and work, especially in rural areas, are directly intertwined with natural resources such as fuel, food, forest, water and land, all of which are required to fulfil basic needs of families.⁶⁶ Women, therefore, play an essential role

in the development of sustainable and ecologically sound consumption and production patterns and natural resource management.⁶⁷ Despite this, women remain largely absent at all levels of policy formulation and decision-making in natural resource and environmental management, conservation, protection and rehabilitation. Their experience and skills in advocating for and monitoring proper natural resource management are too often marginalized in policymaking and decision-making bodies.⁶⁸

The 2030 Agenda describes an integral link between all dimensions of sustainable development and gender

equality and the empowerment of women and girls, offering a comprehensive agenda to address environmental conservation, including in the context of climate change. Integrating gender considerations into environmental policies is essential to achieving several of the SDGs, including SDG 2 on zero hunger, SDG 12 on responsible consumption and production, SDG 13 on climate action, SDG 14 on life below water and SDG 15 on life on land. The UN system has made adequate progress in this area.

Of the 46 reporting entities, 22 engaged in work related to environmental conservation, protection and rehabilitation in 2014-2019.

KEY FINDINGS

- *While some multilateral agreements recognize the importance of environmental sustainability for women and girls and call for actions to address their specific needs and priorities, the commitments across the various agreements rarely match the need.* In recognition of this, in the period covered by this report, 95 per cent⁶⁹ of UN entities working in the area of environmental conservation, protection and rehabilitation supported greater integration of gender perspectives into environmental policies.
- *Women's already unequal access to information and productive assets such as land and financial resources, on top of discrimination, exclusion and exploitation, undermine their ability to cope with and adapt to climate change and contribute to solutions.* Seventy-seven per cent⁷⁰ of UN entities reported seeking to address this issue by integrating gender perspectives into policies and programmes for disaster risk reduction, climate resilience and mitigation.
- *Women are generally absent from climate change and natural resource-related decision-making processes at all levels. Having women as equal decisionmakers, stakeholders, experts and educators across all sectors would contribute to building sustainable solutions.* Recognizing this, 64 per cent⁷¹ of UN entities promoted women's participation in environmental management and climate resilient governance at national, local and household levels.
- *The role of indigenous women in protecting biodiversity and ecosystems and applying their knowledge in the context of climate change and adaptation efforts requires greater attention.* Only 32 per cent⁷² of UN entities worked in this area, minimally increasing engagement from 23 per cent⁷³ in 2014 to 27 per cent⁷⁴ in 2019.
- *Green jobs and the promotion of the green economy constitute areas of increased global attention.* Gender-responsive strategies and approaches to develop the green economy better enable women to equally access newly-created jobs. Accordingly, UN entities have intensified their efforts to ensure that women benefit equally from the global move towards a green economy, with 36 per cent⁷⁵ of entities supporting these goals in 2019, compared to 23 per cent⁷⁶ in 2014 (see Figure 9).

FIGURE 9 NUMBER OF ENTITIES THAT SUPPORTED STEPS TO ENSURE THAT WOMEN BENEFIT EQUALLY FROM DECENT JOBS IN THE GREEN ECONOMY, 2014-2019



BOX 12
Women in Climate Smart Agriculture in Cote D'Ivoire

Ensuring that women are involved in all aspects of the supply chain and that their products receive the highest grade of certification, which, in turn, increases the market value of their products, is also essential. In the past three years, UN Women has supported 12,000 members of the Federation of Women in Shea Butter Value Chain in Côte d'Ivoire. As part of the Cli-

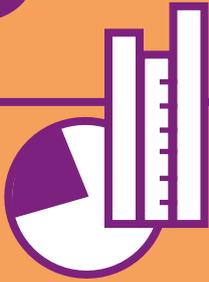
mate Resilient Agriculture Initiative, more than 1,900 women have been trained in activities related to the shea butter value chain and 1,800 have been certified by ECOCERT, an organic certification, which increases the value of the shea butter produced by women. In addition, 19 women-led SMEs have been established as part of this programme.

BOX 13
Strengthening and Promoting the Evidence Base of the Disproportionate Vulnerability of Women and Girls

In collaboration with UN partners, the World Meteorological Organization (WMO) convened the Conference on the Gender Dimensions of Weather and Climate Services in 2014. The event raised awareness of the gendered impacts of weather and climate and showcased good practices on how to equally empower wom-

en and men to build safer, stronger and more resilient societies. Key outcomes of the conference included actions and mechanisms to make weather and climate services more gender-responsive for decision-making on agriculture and food security, disaster risk reduction, water resources management and public health.

3



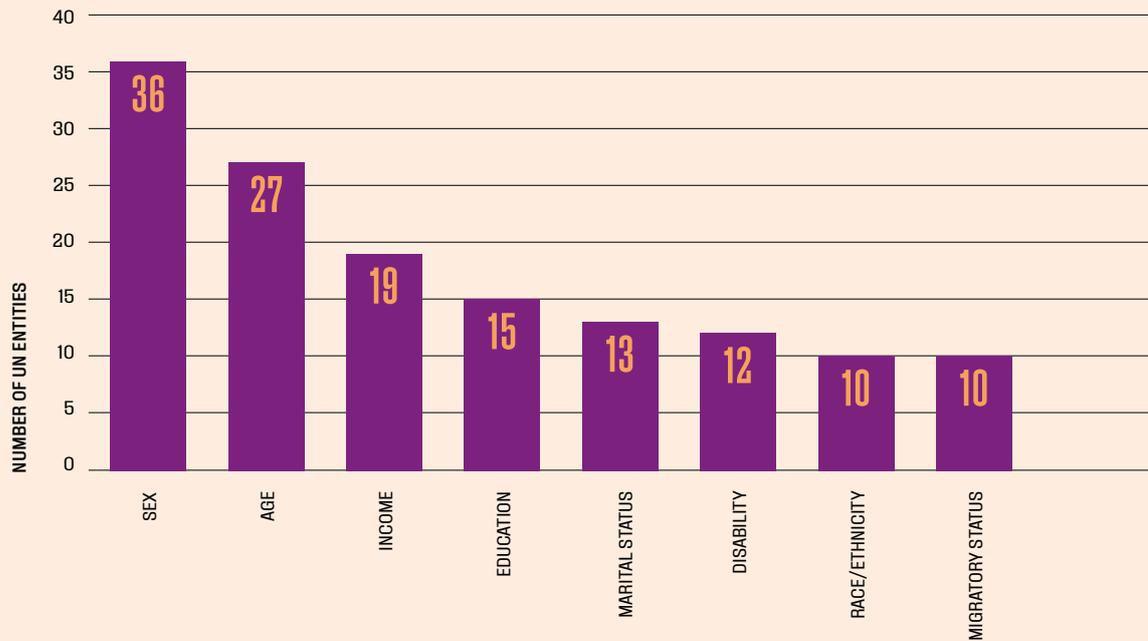
DATA AND STATISTICS

The collection, production, analysis and use of data capture the unique experiences of women and girls, thereby enabling policymakers and practitioners to develop successful strategies that address barriers to gender equality. In addition to restricting effective programming, gaps in data mask, and at times even perpetuate, gender inequalities.

KEY FINDINGS

- While gaps remain in addressing needs for gender statistics, important advances have been made with the emergence of the SDG global indicator framework. In the five years under review, 62 per cent⁷⁷ of UN entities reported producing knowledge products on gender equality statistics, 52 per cent⁷⁸ reported using gender statistics in the development of policies and programmes, and 43 per cent⁷⁹ reported participating in inter-agency coordination mechanisms on gender statistics.
- To close the gaps and ensure that data is representative of the lived realities of women and girls, the UN system might consider better harnessing the potential of non-conventional data sources, including administrative data⁸⁰, big data, and local sources. Only 12 per cent⁸¹ of entities promoted the use of alternative data sources to address gender data gaps in 2014-2019.
- Effective dialogue between users and producers of gender statistics can ensure that statistics respond to user needs. Only 5 per cent⁸² of entities reported prioritizing institutionalizing such dialogues as a priority for 2020-2025.
- The SDGs gender-specific indicators encompass a comprehensive set of gender-related issues, including the gender dimensions of poverty, hunger, health, education, water and sanitation, employment, safe public spaces, climate change, and peace and security. Sixty-nine per cent⁸³ of UN entities have made advances in the collection of gender-data for the implementation and monitoring of the SDGs.
- Data disaggregation by sex as well as by multiple factors of discrimination and marginalization are required to monitor the principle of leaving no one behind. UN entities have undertaken efforts to disaggregate data by sex, geographic location, and age (see Figure 10). Gaps remain in further disaggregation, in particular by race/ethnicity, migratory status and disability.

FIGURE 10 DATA DISAGGREGATION ROUTINELY USED IN PLANNING, MONITORING, REPORTING AND EVALUATION FRAMEWORKS



BOX 14
Data-driven Gender-Equal Industrial Policy

As part of UNIDO’s long-standing project EQUIP (Enhancing the Quality of Industrial Policy), UNIDO has developed a new diagnostic tool which measures gender inequalities in the manufacturing sector (the gender tool). The gender tool provides a set of indicators which help analysts understand the extent, type and quality of female participation in man-

ufacturing and how this changes as countries undergo structural transformation. This methodology is designed to help policymakers determine how the industrialization trajectory selected can become more gender-just. Ultimately, the objective is for women to have equal opportunities to men to contribute to, lead and benefit from structural transformation.

BOX 15
Data Disaggregation to Capture Trends Across Populations

In a world where inequalities are on the rise, disaggregation by sex alone remains insufficient for monitoring outcomes among women and girls. Obtaining data that are disaggregated not only by sex but also by other dimensions constitutes one of the critical challenges to monitoring progress on the commitment to Leave No One Behind. UNAIDS has the mandate to support countries to report on global commitments in the AIDS response. Through the Global AIDS Monitoring process, previously UN-GASS and GARPR, UNAIDS provides guidance to national

AIDS programmes and countries on indicators to measure and report on the country epidemic and response. Countries have been submitting reports on their epidemic and response to UNAIDS annually since 2013. UANIDS has ensured that indicator definitions include recommended disaggregations, including by gender. In 2018, UNAIDS expanded the collection of programme data to include reporting on transgender populations in addition to adult men and women. Where possible, UNAIDS reports country data using the expanded gender categories.

4



INSTITUTIONAL ARRANGEMENTS

To promote implementation of the Platform and enhance the work for the advancement of women and girls at national, subregional, regional and international levels, governments, the UN system and all other relevant organizations were called upon to promote an active and visible policy of mainstreaming a gender perspective into all policies and programmes. In particular, the Platform for Action called upon the UN system to take concrete steps to adopt gender mainstreaming policies and mainstreaming strategies for sectoral areas; use institutional directives rather than discretionary guidelines for gender mainstreaming; improve tools such as gender analysis; ensure the use of age and sex-disaggregated data and sector-specific gender surveys; establish instruments and mechanisms for monitoring and evaluation; and create accountability mechanisms.⁸⁴

The adoption of accountability mechanisms such as the United Nations System-wide Action Plan (UN-SWAP) on gender equality and the empowerment of women, and its counterpart at the country level, the UNCT-SWAP Gender Equality Scorecard, have served as a catalyst for advancement towards gender mainstreaming by assigning performance standards and indi-

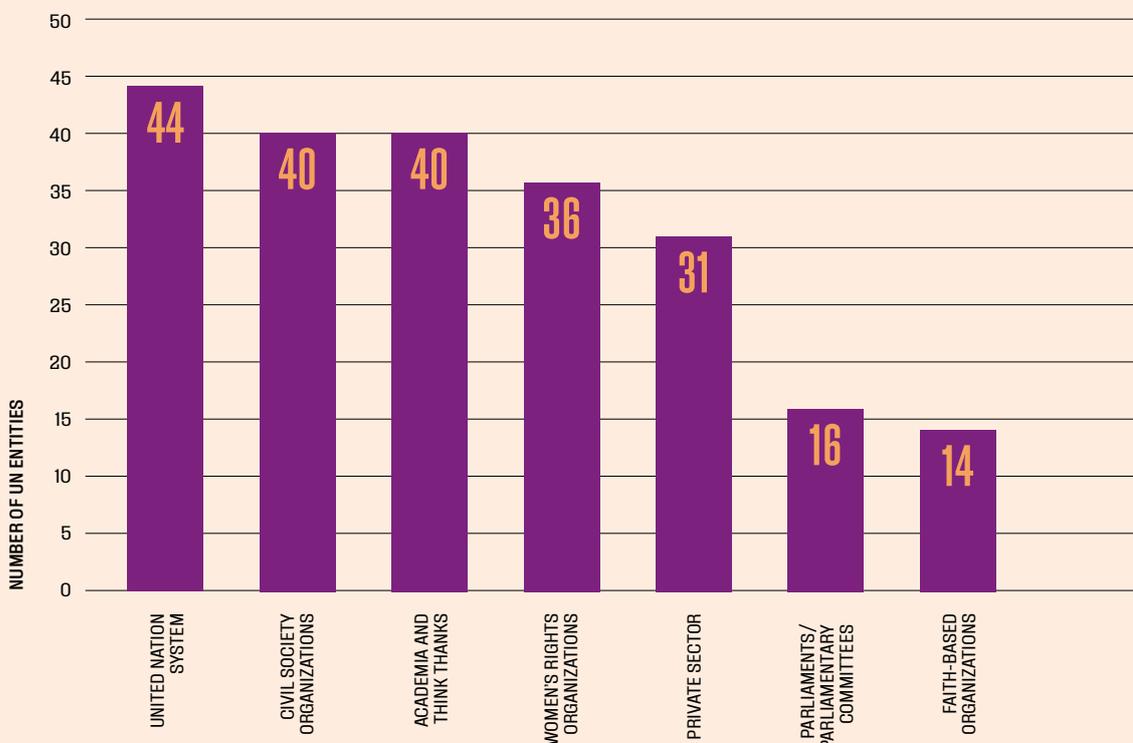
cators for the gender-related work of all UN entities for the first time. With these tools on hand, twenty-five years after the adoption of the Platform for Action, and five years into the implementation of the 2030 Agenda, the institutional arrangements within UN entities are better positioned to promote gender equality and the empowerment of women.



KEY FINDINGS

- Since the adoption of the Platform for Action, the UN system has undertaken systematic efforts to create an enabling environment for gender equality and the empowerment of women. Gender considerations have been consistently included in strategic planning documents; gender policies, including for system-wide gender parity, have been developed and implemented by most UN entities; and accountability frameworks – the United Nations System-Wide Action Plan (UN-SWAP) and the United Nations Country Team System-wide Action Plan (UNCT-SWAP) have been widely adopted.
- Notwithstanding consistent and systematic efforts of the UN system, funding for gender equality and the empowerment of women has remained inadequate and presents an ongoing challenge. In December 2019, the High-level Task Force on Financing for Gender Equality concluded that without investment in gender equality outcomes, results would remain elusive. Only 64 per cent of entities⁸⁵ reported that their entity had allocated adequate human and financial resources for implementing their gender equality policy.
- To ensure that no one is left behind, UN entity planning, implementation, and monitoring mechanisms and processes at regional and country levels must reflect and incorporate the needs and perspectives of women and girls from marginalized groups. Yet, of the UN entities which responded to this issue in the assessment, only 50 per cent⁸⁶ reported having such mechanisms and processes in place between 2014 and 2019.
- Leveraging strategic partnerships with a wider range of stakeholders, such as parliaments, parliamentary committees and faith-based organizations, could assist the UN system with expanding innovation and accelerating development and implementation of sustainable solutions to realize the goal of gender equality and the empowerment of women and girls by 2030. Currently, the work on gender equality by UN entities is reportedly undertaken mostly with traditional partners, such as other UN entities and women’s organizations (see Figure 11).

FIGURE 11 STAKEHOLDERS WITH WHICH ENTITIES PARTNER TO ADVANCE GENDER EQUALITY AND THE EMPOWERMENT OF WOMEN



BOX 16

Adequate financial and human resources for gender equality

Gender markers, which track financial allocations and expenditures, constitute an effective tool for monitoring the proportion of funds dedicated to advancing gender equality. The ESCWA gender marker assesses the contribution of ESCWA activities and financial resources to gender equality and women’s empowerment on a four-point scale. In 2018, the organization was able to demonstrate that it spent 49 per cent of its resources on products and services that contributed to reducing gender inequalities in the region. Similarly, IASC Gender with Age Marker is a mandatory component in the United

Nations Office for the Coordination of Humanitarian Affairs (OCHA)-managed Central Emergency Relief Fund (CERF) and Country-based Pooled Funds (CBPF) project proposals and reporting templates. In 2019, the gender marker showed that 44 per cent of the \$538.7 million allocated by CERF and 83 per cent of the \$868 million allocated by CBPFs supported projects that are likely to contribute to gender equality.⁸⁷ Moreover, 8 per cent of CERF-funded projects in 2019 had gender-based violence as their main objective and 59 per cent of CERF-funded projects included a gender-based violence component.

BOX 17**International Gender Champions**

Since taking office, the Secretary-General has called upon all the heads of entities to lead by example and serve as “gender champions.”⁸⁸ Several entities, including the United Nations Department of Management, Strategy, Policy and Compliance (DMSPC), the United Nations Economic Commission for Europe (ECE), the United Nations Office of the High Representative for the Least Developed Countries, Landlocked Developing Countries and Small Island Developing States (OHRLLS), DPO, the United Nations Department of Operational Support (DOS), the UN Global Compact, ILO, OHCHR, UNDP, UNOV/UNODC, UN Women, the World Intellectual Property Organization (WIPO), the UN Environment Programme (UNEP), UNESCO, UN-Habitat, WHO, the United Nations Research Institute for Social De-

velopment (UNRISD), the United Nations Department of Global Communications (DGC), WMO, the United Nations Relief and Works Agency for Palestine Refugees in the Near East (UNRWA), the United Nations Conference on Trade and Development (UNCTAD), the United Nations Office for Disarmament Affairs (ODA), International Telecommunication Union (ITU), the United Nations Office for Project Services (UNOPS), UNHCR, OCHA, the United Nations Office at Geneva (UNOG), and UNICEF, reported that their principals, as members of the *International Gender Champions* initiative, have signed a pledge to no longer take part in any single-sex panels and have made individualized commitments relating to new or ongoing work to achieve gender equality in their organization and its activities.⁸⁹

RECOMMENDATIONS

FOR THE WAY FORWARD

While the report recognizes that UN entities have taken significant actions to drive the gender equality agenda, more needs to be done to realize the vision of the Platform for Action. The *Political Declaration on the occasion of the 25th anniversary of the Fourth World Conference on Women*, which reaffirms their commitment to the implementation of the Platform, specifically calls upon the United Nations system to continue to support the full, effective and accelerated implementation of the Beijing Declaration and Platform for Action, including through systematic gender mainstreaming, the mobilization of resources to deliver results and the monitoring and assessment of progress with data and robust accountability systems. The report provides the following set of comprehensive action-oriented recommendations for the way forward:

- Continue to support the meaningful and active participation of women in all spheres of public life.
- Redouble efforts to eliminate violence against women and girls.
- Ensure peace processes include women in all phases of the negotiation and implementation of peace agreements, in peace-building, humanitarian assistance, conflict prevention, and justice mechanisms.
- Increase financing to meet the scale of ambition of the gender

equality commitments of the Beijing Platform for Action and the 2030 Agenda.

- Improve gender data, statistics and the evidence-base on gender equality.
- Leverage technology to advance gender equality and the empowerment of all women and girls.
- Prioritize efforts to recognize, reduce and/or redistribute unpaid care and domestic work.
- Promote women's leadership to mitigate the growing threat of climate change and support environmental conservation.
- Promote the integration of gender considerations in technical areas.
- Prioritize targeted support to women and girls who experience multiple forms of discrimination in line with the principle of Leaving No One Behind.
- Invest in gender mainstreaming to support Member States in implementing global commitments on gender equality.
- Advocate for gender equality and the empowerment of women and girls both externally among Member States and allies, and internally at the United Nations.
- Harness multi-stakeholder partnerships and strengthen the space for civil society in support of gender equality and the empowerment of women and girls.
- Continue to enhance integrated support for gender equality and

the empowerment of women, including through the United Nations Sustainable Development Cooperation Framework at the country level.

- Identify synergies and adopt integrated approaches to advance gender equality.
- Place gender equality at the centre of building back better efforts to respond to the COVID-19 pandemic.

The task ahead to achieve gender equality and the empowerment of women is monumental and multifaceted for societies, countries and also for the UN system. Its complex nature demands a coordinated, whole-of-system approach that draws on the expertise and value of specialized agencies, funds and programmes, regional commissions and offices and departments. Overall, the UN system must be fit to provide the support that States require for transformative change. It cannot be business as usual, especially during the COVID-19 pandemic, which threatens to erode many of the gains made for women and girls. To maintain its relevance as a vital organization in the fight for gender equality, the UN system will need to articulate effective, relevant and sustainable solutions and identify those actions that can make the greatest impact to ensure that no woman or girl is left behind.

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58 4 of the 25 entities that reported working in the area of peaceful and inclusive societies.
59 2 of the 25 entities that reported working in the area of peaceful and inclusive societies.
60 10 of the 25 entities that reported working in the area of peaceful and inclusive societies.
61 6 of the 25 entities that reported working in the area of peaceful and inclusive societies.
62 10 of the 25 entities that reported working in the area of peaceful and inclusive societies.
63 7 of the 25 entities that reported working in the area of peaceful and inclusive societies.
64 5 of the 25 entities that reported working in the area of peaceful and inclusive societies.
65 OCHA 2019.
66 Mago and Gunwal 2019.
67 UN General Assembly 1995, Critical area of concern K: Women and the Environment.
68 UN General Assembly 1995.
69 21 of the 22 entities that reported working in the area of environmental conservation, protection and rehabilitation.
70 17 of the 22 entities that reported working in the area of environmental conservation, protection and rehabilitation.
71 14 of the 22 entities that reported working in the area of environmental conservation, protection and rehabilitation.
72 7 of the 22 entities that reported working in the area of environmental conservation, protection and rehabilitation.
73 5 of the 22 entities that reported working in the area of environmental conservation, protection and rehabilitation.
74 6 of the 22 entities that reported working in the area of environmental conservation, protection and rehabilitation.
75 8 of the 22 entities that reported working in the area of environmental conservation, protection and rehabilitation.
76 5 of the 22 entities that reported working in the area of environmental conservation, protection and rehabilitation.
77 26 of the 42 entities that responded to this question
78 22 of the 42 entities that responded to this question
79 18 of the 42 entities that responded to this question
80 Administrative data are any data that public and private sector organizations and institutions routinely collect as part of their business or operational activities. In this report, administrative data refers to any data a government agency other than a national statistical office generates through routine operations.
81 5 of the 42 entities that responded to this question
82 2 of the 41 entities that responded to this question
83 29 of the 42 entities that responded to this question
84 UN ECOSOC 1997.
85 28 of the 44 entities that responded to this question.
86 21 of the 42 entities that responded to this question.
87 Allocated to projects with Gender with Age Marker four or projects with Gender with Age Marker three.
88 UN ECOSOC 2018a.
89 For more information see <https://genderchampions.com/about>.

