



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

Phumzile Mlambo-Ngcuka, Executive Director of UN Women and Chair of the United Nations Inter-Agency Network on Women and Gender Equality



This report, the first of its kind, was initiated by the United Nations Inter-Agency Network on Women and Gender Equality (IANWGE), the single largest network of gender focal points in the UN system, in order to provide an overview 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 in 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 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 priorities during the reporting period were: the 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, with successes like the doubling of engagement in measures to prevent sexual harassment, including in the workplace; and an encouraging 71 per cent of UN entities focusing on combatting discriminatory norms to end violence against women and girls.

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 prioritized. I urge action on these insights and a joint commitment to increasing allocations of UN development system expenditures to gender equality and women's empowerment significantly above the previously 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

ACKNOWLEDGEMENTS

This report was produced by UN Women's UN System Coordination Division in its capacity as the Secretariat of the United Nations Inter-Agency Network on Women and Gender Equality (IANWGE), to commemorate the 25th anniversary of the adoption of the Beijing Declaration and Platform for Action. Inputs for the report were provided by 51 UN system entities. Members of the IANWGE Working Group on CSW-64 and Beijing+25 peer reviewed the report.

IANWGE Secretariat Report Team

Secretary of IANWGE and Director of the UN Women UN System Coordination Division:
Aparna Mehrotra
Report Lead: Sharon J. Taylor
External Report Consultant and Chapter Author: Ghada Jiha
Internal Report Coordinators and Chapter Authors: Sharon J. Taylor, Shivangi Shrivastava, Nicole van Huyssteen, Catarina Botto
Research Assistance: Anju Pandey, Xiuyuan Li, Claudia Villanueva

Production

Substantive Editor: Gloria Jacobs
Copy Editor: Charmaine Limonius
Design: Blossoming.it

UN Women Senior Leadership

Phumzile Mlambo-Ngcuka,
Chair of IANWGE and Executive Director of UN Women
Anita Bhatia, Deputy Executive Director of Resource Management, UN System Coordination, Sustainability and Partnerships

IANWGE Peer Review Group

The IANWGE survey and the resulting report benefited from a peer review by the following members of the IANWGE Working Group on CSW-64 and Beijing+25:

Alejandra Safa (FAO), An Cuypers (OHCHR), Asako Hattori (OHCHR), Beatriz Perez Mena (OHCHR), Christian Curtis (OHCHR), Elizabeth Koechlein (FAO), Elle Wang (UNOPS), Emanuela Pozzan (ILO), Erin Noonan (UNDP), Esuna Dugarova (UNDP), Frida Thomassen (ODA), Georgina Mendoza Solorio (OHCHR), Hanna Sands (UNODC), Ilaria Sisto (FAO), Irini Proios Torras (ILO), Kyalo Kalekye (OHCHR), Laura Mincieli (ODA), Leyla Sharafi (UNFPA), Libor Stloukal (FAO), Marian Salema (UNODC), Martina Hanke (UNODC), Melina Archer (FAO), Nozomi Ide (FAO), Raquel Lagunas (UNDP), Rebecca Jovin (ODA), Sarah O'Neill (UNOPS), Shreyasi Jha (UNICEF), Susan Kaaria (FAO), Tacko Ndiaye (FAO), Umberto Cattaneo (ILO), Valentina Beghini (ILO), Veronica Birga (OHCHR).

UN System/ IANWGE Members

We extend our deepest thanks to the following UN entities and members of IANWGE that provided substantive inputs and feedback to the report:

Abigail Ruane (DPPA), Aina Randrianantoandro (FAO), Akiko Ito (DESA), Alexandra Ivanovi (UNU), Amira Nassim (IOM), Ana Garcia Alvarez (DGACM), Andrea Sanchez Enciso (FAO),

Angela Mwai (UN-Habitat), Anna Coates (PAHO), Annette Wallgren (UNEP), Anu Peltola (UNCTAD), April Pham (OCHA), Ariane Genthon (FAO), Ashraf El Nour (IOM), Asif Khan (DPPA), Assia Alexieva (WMO), Aude Coquatrix (UN Global Compact), Beatriz Perez Mena (OHCHR), Bernd Seiffert (FAO), Beth Helen Magne-Watts (DMSPC), Brinda Gangopadhyaya Lundmark (UNDP), Cai Cai (ESCAP), Carla Licciardello (ITU), Catalina Ivanovic (FAO), Catherine Otono (UN-Habitat), Cathy Cuellar (PAHO), Cecilia Roccato (WFP), Christian Curtis (OHCHR), Christiane Monsieur (FAO), Christine Laustsen (UNHCR), Clara Park (FAO), Claudia Brito (FAO), Cristina Pelazza (FAO), Dalia Abulfotuh (FAO), Damiano Giampaoli (UNESCO), David Nguthiru (UN Habitat), Dawn Minott (UNFPA), Dina Abdelhakim (UNEP), Dono Abdurazakova (FAO), Doreen Yomoah (ITU), Eliana Barragan (IOM), Elizabeth Koechlein (FAO), Elle Wang (UNOPS), Elspeth McOmish (UNESCO), Emanuela Pozzan (ILO), Erdgin Mane (FAO), Erin Noonan (UNDP), Esuna Dugarova (UNDP), Evelina Krinickaite (DPPA), Flavia Grassi (FAO), Fleur Newman (UNFCCC), Florence Bastiy-Hamimi (DCO), Francesca Distefano (FAO), Francesca Grum (DESA), Francesca Zoppi (FAO), Frida Thomassen (ODA), Geeta Kuttiparambil (DPO), Glenda Newton (ICAO), Gloria Carrera Massana (OHCHR), Guido Agostinucci (FAO),

Hae-Yeon Alice Jeong (UNV),
 Hajnalka Petrics (FAO), Halka Otto
 (FAO), Hanan Tabbara (UNHCR),
 Hanna Sands (UNODC),
 Hedda Femundsden (UNIDO),
 Heewong Kim (UNCDF),
 Irini Proios Torras (ILO),
 Jacqueline Ann Demeranville (FAO),
 Janet Kabebere-Macharia (UNEP),
 Jennifer Branche (DMSPC),
 Jennifer Gee (FAO), Jessie Fagan
 (FAO), Joanna Hill (UNDP),
 Johanna Schmidt (FAO),
 Kadiatou Sall-Beye (ITU),
 Katarzyna Jaskiewicz (FAO),
 Katja Hujo (UNRISD),
 Katrien Holvoet (FAO),
 Kawinzi Muiu (WFP),
 Kazuaki Tsujii (UNICEF),
 La Neice Collins (DGC),
 Laura Bologna (DPPA),
 Laurie Mincieli (ODA), Lea Berthelin
 (FAO), Lee Kanthoul (IOM),
 Leslie Elliott (WFP), Leyla Sharafi
 (UNFPA), Lila Jara (PAHO),
 Loly Gaitan (ITU), Lone Jessen
 (DPPA), Luisa Cabal (UNAIDS),
 Malika Martini (FAO),
 Malinka Koparanova (ECE),
 Mansour Sadeghi (DPPA),
 Mar Pesonen (DMSPC),
 Mari Kangasniemi (FAO),
 Maria Jose Alcala Donegani
 (UNAIDS), Maria Teresa Bejarano
 (UNFPA), Marian Salema
 (UNODC), Mariana Estrada (FAO),
 Mariangela Linoci (UNCTAD),
 Marina Diotallevi (UNWTO),
 Mario Castillo (ECLAC),
 Mario Tuason (DESA), Martha Osorio
 (FAO), Martina Hanke (UNODC),
 Martina Melamed (ITU),
 Mary Manandhar (WHO),
 Marya Hillesland (FAO),
 Maurizio Furst (FAO), Megan Galvin

(UN Global Compact),
 Mehrnaz Elawady (ESCWA),
 Melina Archer (FAO), Meltem Agduk
 (UNFPA), Mir Md Shahriar Islam
 (IFAD), Mira Kleist (DESA),
 Mirian Maszaquiza (DESA),
 Müge Dolun (UNIDO),
 Nadnini Harihareswara (UNCDF),
 Nafissatou Diop (UNFPA),
 Ndaya Beltchika (IFAD), Ngone Diop
 (ECA), Nicolas Schmidt (UNIDO),
 Nicole Bidegain Ponte (ECLAC),
 Nicole Maquire (UNOG),
 Njoki Rahab Kinyanjui (DPO),
 Nozomi Ide (FAO), OCHA Gender
 Focal Point network, Ola Zahran
 (WIPO), Olga Bogdan (WMO),
 Poonam Dhavan (IOM),
 Poonam Dhavan (IOM),
 Raquel Lagunas (UNDP),
 Rebecca Eapen (UNHCR),
 Rebecca Jovin (ODA),
 Renata Hessmann Dalaqua
 (UNIDIR), Samina Anwar
 (UNCDF), Sana Jelassi (UNRWA),
 Sara Callegari (WIPO),
 Sarah O'Neill (UNOPS),
 Shihana Mohamed (ICSC),
 Shivona Tavares-Walsh (UNON),
 Shreya Kumra (ECLAC),
 Shreyasi Jha (UNICEF), Silja Halle
 (UNEP), Sille Bern Jensen (OCHA),
 Simonetta Zarrilli (UNCTAD),
 Sophie Treinen (FAO),
 Steven Jonckheere (IFAD),
 Steven Martin (DPPA), Susan Kaaria
 (FAO), Susan Mutebi-Richards
 (UNEP), Szilvia Lehel (FAO),
 Tacko Ndiaye (FAO),
 Tanisha Hewanpola (DPPA),
 Theodora Suter (IOM),
 Thokozile Ruzvidzo (ECA),
 Tomas Gonzales (OHRLS),
 Tracy Tuplin (ITU), Trung Le (DPO),
 Umberto Cattaneo (ILO), UNIDO

Gender Focal Point Network,
 UNOV/UNODC Gender Strategy
 Focal Point Network,
 Ursula Wynhoven (ITU),
 Valentina Beghini (ILO),
 Valentina Franchi (FAO),
 Veronica Birga (OHCHR),
 Veronica Magar (WHO),
 Wenyan Yang (DESA),
 Xiangrong Huang (DPO),
 Yon Fernandez Larrinoa (FAO),
 Yonca Gurbuzer (FAO),
 Zaida Omar (UNDP).

UN Women Staff

We are grateful for the support received from across UN Women, particularly from the following colleagues who facilitated and provided substantive inputs to the report:

Alia El-Yassir, Alison Rowe,
 Allyson Humphrey, Arpita Varghese,
 Ayako Kubodera, Blerta Cela,
 Brenda Bakwesegha, Carolin Schleker,
 Caroline Meenagh, Dania Alrashed
 Alhumaid, David Coffey,
 Dina Deligiorgis, Elena Kudravnitseva,
 Estela Bulku, Funmi Balogun,
 Gabrielle Henderson, Ginette Azcona,
 Hulda Ouma, Izeduwa Derex-Briggs,
 Janette Amer, Jaya Jiwatram,
 Julie Ballington, Julien Pellaux,
 Juncal Plazaola Castano,
 Kalliopi Mingeirou,
 Kebedech Ambaye Nigussie,
 Laura Capobianco, Marta Val,
 Mehtap Tatar, Mitushi Das,
 Mohammad Naciri,
 Natasha Lamoreux, Nazneen Damji,
 Oisika Chakrabarti, Oulimata Sarr,
 Prim Devakula, Sabine Freizer,
 Sandra Aslund, Seemin Qayum,
 Toshihisa Nakamura, Zebib Kavuma.

ACRONYMS AND ABBREVIATIONS

CBPF

Country-based Pooled Funds

CEB

United Nations Chief Executives Board for Coordination

CEDAW

Committee on the Elimination of Discrimination against Women

CERF

Central Emergency Relief Fund

DCO

United Nations Development Coordination Office

DESA

United Nations Department for Economic and Social Affairs

DGACM

United Nations Department for General Assembly and Conference Management

DGC

United Nations Department of Global Communications

DMSPC

United Nations Department of Management, Strategy, Policy and Compliance

DOS

United Nations Department of Operational Support

DPO

United Nations Department of Peace Operations

DPPA

United Nations Department of Political and Peacebuilding Affairs

ECA

United Nations Economic Commission for Africa

ECE

United Nations Economic Commission for Europe

ECLAC

United Nations Economic Commission for Latin America and the Caribbean

ESCAP

United Nations Economic and Social Commission for Asia and the Pacific

ESCWA

United Nations Economic and Social Commission for Western Asia

FAO

Food and Agriculture Organization of the United Nations

FARDC

Armed Forces of the Democratic Republic of the Congo

FGM

Female Genital Mutilation

IAEG-GS

Inter-agency and Expert Group on Gender Statistics

IAEG-SDGs

Inter-agency and Expert Group on Sustainable Development Goals

IANWGE

United Nations Inter-Agency Network on Women and Gender Equality

IASC

Inter-Agency Standing Committee

ICAO

International Civil Aviation Organization

ICSC

International Civil Service Commission

ICT

Information and Communications Technology

ICESCR

International Covenant on Economic, Social and Cultural Rights

IFAD

International Fund for Agricultural Development

ILO

International Labour Organization

IOM

International Organization for Migration

ITC

International Trade Centre

ITU

International Telecommunication Union

LGBTI
Lesbian, Gay, Bisexual, Transgender,
and Intersex Persons

MDGs
Millennium Development Goals

MINUSCA
United Nations Multidimensional
Integrated and Stabilization Mission

MONUSCO
United Nations Organization
Stabilization Mission in the
Democratic Republic of the Congo

OCHA
United Nations Office for the
Coordination of Humanitarian
Affairs

ODA
United Nations Office for
Disarmament Affairs

OECD
Organization for Economic
Cooperation and Development

OHCHR
Office of the United Nations High
Commissioner for Human Rights

OHRLLS
United Nations Office of the
High Representative for the Least
Developed Countries, Landlocked
Developing Countries and Small
Island Developing States

PAHO
Pan-American Health Organization

SDGs
Sustainable Development Goals

SGBV
Sexual and Gender-based Violence

SME
Small and Medium Enterprise

STEM
Science, Technology, Engineering
and Math

TVET
Technical and Vocational Education
and Training

UN
United Nations

UN Women
United Nations Entity for Gender
Equality and the Empowerment
of Women

UN-Habitat
United Nations Human Settlements
Programme

UN-SWAP
United Nations System-wide Action
Plan

UNAIDS
Joint United Nations Programme on
HIV/AIDS

UNCDF
United Nations Capital
Development Fund

UNCT
United Nations Country Team

UNCT-SWAP
United Nations Country Team
System-wide Action Plan

UNCTAD
United Nations Conference on Trade
and Development

UNDAF
United Nations Development
Assistance Framework

UNDP
United Nations Development
Programme

UNDRR
United Nations Office for Disaster
Risk Reduction

UNEP
United Nations Environment
Programme

UNESCO
United Nations Educational,
Scientific and Cultural Organization

UNFCCC
United Nations Framework
Convention on Climate Change

UNFPA
United Nations Population Fund

UNHCR
Office of the United Nations High
Commissioner for Refugees

UNICEF
United Nations Children's Fund

UNIDIR
United Nations Institute for
Disarmament Research

UNIDO
United Nations Industrial
Development Organization

UNITAR
United Nations Institute for Training
and Research

UNOG
United Nations Office at Geneva

UNON
United Nations Office at Nairobi

UNOPS
United Nations Office for Project
Services

UNOV/UNODC
United Nations Office at Vienna/
United Nations Office on Drugs and
Crime

UNRISD
United Nations Research Institute
for Social Development

UNRWA
United Nations Relief and Works
Agency for Palestine Refugees in the
Near East

UNSDCF
United Nations Sustainable
Development Cooperation
Framework

UNU
United Nations University

UNV
United Nations Volunteers

UNWTO
World Tourism Organization

WFP
World Food Programme

WHO
World Health Organization

WIPO
World Intellectual Property
Organization

WMO
World Meteorological Organization

TABLE OF CONTENTS

INTRODUCTION	14
1. PRIORITIES AND ACHIEVEMENTS	18
1. Entity priorities for accelerating progress for women and girls	19
(a) Areas prioritized by the largest number of UN entities	19
(b) Areas prioritized by the fewest number of UN entities	20
2. Measures to prevent discrimination and promote the rights of women and girls who experience multiple and intersecting forms of discrimination	20
2. UNITED NATIONS CONTRIBUTIONS TO THE IMPLEMENTATION OF THE PLATFORM FOR ACTION	23
A. Inclusive development, shared prosperity and decent work	24
Key findings	24
Background	25
Overview of actions undertaken by UN entities	25
1. Actions undertaken to advance gender equality in relation to women's roles in paid work and employment	26
(a) Strengthening the implementation of laws and workplace policies and practices that prohibit discrimination	26
(b) Supporting measures to prevent sexual harassment, including in the workplace	27
(c) Area with the least UN system engagement	28
2. Actions undertaken to recognize, reduce and/or redistribute unpaid care and domestic work	28
(a) Supporting maternity/paternity/family leave	29
(b) Promoting the inclusion of unpaid care and domestic work in national statistics and accounting	29
(c) Promoting investments in time- and labour-saving infrastructure	30
Conclusion	30
B. Poverty eradication, social protection and social services	32
Key findings	32
Background	33
Overview of actions undertaken by UN entities	33
1. Actions undertaken to reduce or eradicate poverty among women and girls	33
(a) Promoting poor women's access to decent work	34
(b) Supporting women's entrepreneurship and business development activities	35
(c) Area with the least UN system engagement	35

2. Actions undertaken to improve health outcomes for women and girls	35
(a) Expanding specific health services for women and girls, including sexual and reproductive, mental and maternal health and HIV services	36
(b) Areas with the least UN system engagement	38
3. Actions undertaken to improve education outcomes and skills for women and girls	38
(a) Increasing girls' access to, retention in and completion of education, technical and vocational education and training, and skills development programmes	38
(b) Increasing women and girls' access to skills and training in new and emerging fields, especially science, technology, engineering and math and digital fluency and literacy	39
(c) Areas with the least UN system engagement	40
4. Actions undertaken to improve access to social protection for women and girls	40
(a) Supporting the introduction or strengthening of social protection for unemployed women	40
(b) Improving access to social protection for specific, vulnerable population groups	41
(c) Supporting the introduction or strengthening of non-contributory social pensions	41
Conclusion	42
<hr/>	
C. Freedom from violence, stigma and stereotypes	43
Key findings	43
Background	44
Overview of actions undertaken by UN entities	44
1. Forms of violence addressed by UN entities	45
2. Actions prioritized to address violence against women and girls	46
(a) Supporting services for survivors of violence	46
(b) Improving the understanding of the causes of violence against women and girls	47
3. Strategies used to prevent violence against women and girls	47
(a) Public awareness-raising and changing attitudes and behaviours	47
(b) Working with men and boys	48
(c) Grassroots and community-level mobilizing	48
4. Actions to address violence against women and girls perpetrated by the media	49
(a) Training media professionals to encourage the creation and use of non-stereotypical, balanced and diverse images of women and girls	49
(b) Areas with the least UN system engagement	50
5. Actions in response to violence against women and girls facilitated by technology	50
(a) Supporting the introduction or strengthening of legislation and regulatory provisions	51
(b) Promoting awareness-raising initiatives to address violence against women and girls facilitated by technology	51
6. Actions in response to discrimination against, and violations of the rights of the girl child	51
(a) Eliminating violence against girls	51
(b) Combating negative social norms and increasing awareness of the needs and potential of girl children	52
Conclusion	52
<hr/>	
D. Participation, accountability and gender-responsive institutions	54
Key findings	54
Background	55
Overview of actions undertaken by UN entities	55

1. Actions undertaken to promote women's participation in public life and decision-making	55
(a) Enhancing capacity-building, skills development and other measures	56
(b) Providing opportunities for mentorship and training in leadership	57
(c) Collecting and analysing data on women's political participation	58
(d) Areas with the least UN system engagement	58
2. Increasing women's access to expression and participation in decision-making in the media and information and communications technology	59
3. Supporting national counterparts to create gender-responsive budgets	60
Conclusion	61
<hr/>	
E. Peaceful and inclusive societies	62
Key findings	62
Background	63
Overview of actions undertaken by UN entities	63
1. Actions to sustain peace, promote peaceful and inclusive societies, and implement the women, peace and security agenda	63
(a) Supporting national action plans on women, peace and security	64
(b) Supporting gender-sensitive conflict analysis, early warning and prevention mechanisms	64
(c) Supporting measures aimed at preventing violent extremism	65
(d) Areas with the least UN system engagement	66
2. Increasing the leadership, representation and participation of women in conflict prevention, resolution, peacebuilding, humanitarian action and crisis response	66
(a) Strengthening women's leadership and participation in conflict prevention and peace processes	67
(b) Promoting equal participation of women in humanitarian and crisis response at all levels	67
(c) Areas with the least UN system engagement	68
3. Accountability for violations of international humanitarian law and the human rights of women and girls	68
(a) Supporting efforts to document and investigate violations of women's and girls' human rights in conflict situations	68
(b) Supporting the participation of women and violence survivors in justice processes	69
Conclusion	69
<hr/>	
F. Environmental conservation, protection and rehabilitation	71
Environmental conservation, protection and rehabilitation	71
Background	72
Overview of actions undertaken by UN entities	72
1. Integrating gender perspectives and concerns into environmental policies	72
(a) Supporting women's participation and leadership in environmental management and governance	72
(b) Enhancing women's access to time- and labour-saving infrastructure and climate-smart agricultural technology	73
(c) Increasing women's access to and control over land and other natural resources	73
(d) Areas with the least UN system engagement	74
2. Integrating gender perspectives in disaster risk reduction, climate resilience and mitigation	74
(a) Supporting women's participation and leadership in displacement risk-reduction initiatives	75
(b) Strengthening the evidence base and raising awareness about the disproportionate vulnerability of women and girls	75
Conclusion	76

3. DATA AND STATISTICS	77
Key findings	78
Background	78
Overview of actions undertaken by UN entities	79
1. Areas in which entities have made the most progress in supporting the production, use and analysis of gender statistics	79
(a) Producing knowledge products on gender statistics	79
(b) Using more gender-sensitive data in formulating policy and implementing programmes and projects	79
(c) Participating in inter-agency coordination mechanisms on gender statistics	79
(d) Areas with least UN system engagement	80
2. Data collection for monitoring the gender-responsive Sustainable Development Goals	80
3. Data disaggregation routinely used in planning, monitoring, reporting and evaluation frameworks	81
Conclusion	82
4. INSTITUTIONAL ARRANGEMENTS	83
Key findings	84
Background	84
Overview of actions undertaken by UN entities	85
1. Strategic and programme planning	85
2. Gender equality policies and plans	86
3. Senior level support and accountability	87
4. Gender focal points	88
5. Capacity assessment and development	88
6. Gender balance: The equal representation of women and men	89
7. Increased efforts to combat sexual harassment	90
8. Inter-agency coordination mechanisms and multi-stakeholder partnerships.	91
9. Adequate financial and human resources for gender equality.	91
Conclusion	93
WAY FORWARD: PRIORITIES FOR UN SYSTEM ENGAGEMENT	94
ANNEX	98
Table 1. Participants by entity type	98
REFERENCES	99

BOXES, FIGURES, TABLES

BOXES

Box 1.
Critical Areas of Concern of the Beijing Platform for Action

Box 2.
Alignment of the Platform for Action critical areas of concern and Sustainable Development Goals

Box 3.
UN-supported initiatives promoting women and girls in STEM and digital inclusion

Box 4.
The Spotlight Initiative

Box 5.
Protection services for women and girls in humanitarian settings

Box 6.
Challenges of combating sociocultural norms and stereotypes when promoting women's participation in public life and decision-making

Box 7.
Global Project on the Role of Parliaments as Partners in Women, Peace and Security

FIGURES

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

Figure 4.
Number of UN entities that reported supporting measures to prevent sexual harassment, 2014-2019

Figure 5.
Actions undertaken in the areas of poverty eradication, social protection and social services, 2014-2019

Figure 6.
Number of UN entities that reported working with men and boys to prevent violence against women, 2014-2019

Figure 7.
Actions undertaken to address the portrayal of women and girls, discrimination and/or gender bias in the media, 2014-2019

Figure 8.
Actions undertaken to promote women's participation in public life and decision-making, 2014-2019

Figure 9.
Number of entities that reported supporting the development, adoption and/or implementation of a national action plan on women, peace and security, 2014-2019

Figure 10.
Number of entities that reported protecting civil society spaces and women's human rights defenders, 2014-2019

Figure 11.
Number of entities that supported steps to ensure that women benefit equally from decent jobs in the green economy, 2014-2019

Figure 12.
Data disaggregation routinely used in planning, monitoring, reporting and evaluation frameworks

TABLES

Table 1.
Participants by entity type

25 YEARS AFTER BEIJING

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

INTRODUCTION

BEIJING DECLARATION AND PLATFORM FOR ACTION: A VISIONARY AGENDA

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 must be equal opportunities for women and men in sustainable development; and that peace is attainable and inextricably linked to the advancement of women.¹ Member States would bear the major responsibility for implementing the Platform for Action, but the UN system would also have a key role to play in realizing the goals of the Beijing Conference.

Twenty-five years after its adoption, the Platform for Action remains the most comprehensive global policy framework for gender equality,

the empowerment of women and girls and the realization of their human rights. The 2030 Agenda for Sustainable Development (2030 Agenda) and its Sustainable Development Goals (SDGs), adopted in 2015, provides an additional framework for action to support gender equality and the empowerment of women and girls. The 2030 Agenda reaffirms the vision of the Platform for Action by both prioritizing gender equality as a stand-alone goal and recognizing it as a cross-cutting issue, essential to the achievement of all other goals.

BEIJING AT 25 IN 2020

Since the Beijing Conference, reviews held by Member States every five years have assessed progress, identified gaps and challenges, and provided recommendations to accelerate the achievement of substantive gender equality. To mark the twenty-fifth anniversary of the adoption of the Platform for Action, the Economic and Social Council, in its resolution 2018/8,² called upon Member States to undertake comprehensive national-level reviews of the progress made and challenges encountered in the implementation of the Platform for Action and the outcomes of the twenty-third special session of the General Assembly.³ The Council also called on the Commission on the Status of Women to

undertake, at its sixty-fourth session, a review and appraisal of the implementation of the Platform for Action and its contribution towards the full realization of the 2030 Agenda through a gender perspective.⁴

To facilitate comprehensive national-level reviews by Member States, UN Women together with the five UN regional commissions developed a “Guidance Note for Comprehensive National-Level Reviews” (Guidance Note for Member States) and shared it with all Member States. Based on these national reviews and in response to the Council’s request, the Secretary-General of the United Nations subsequently issued his report on the Review and appraisal of the implementation of the Beijing Declaration and Platform for Action and the outcomes of the twenty-third special session of the General Assembly.⁵

Because the UN system also plays a key role in supporting the implementation of the Platform for Action, it was only fitting, albeit not mandated, that a similar review be undertaken. The present report, coordinated by UN Women, is an initiative of the *United Nations Inter-Agency Network on Women and Gender Equality (IANWGE)*, which is comprised of gender focal points and gender specialists from across the UN system. This report seeks to

1 UN General Assembly 1995.
2 UN ECOSOC 2018b.
3 Ibid., para 2.
4 Ibid., para 1.
5 UN ECOSOC 2019c.

capture the UN system's support for implementation of the Platform for Action between 2014 and 2019.

REALIZING THE VISION OF BEIJING

Since the adoption of the Platform for Action, and in particular during the previous five years, the national reviews indicated that progress had indeed accelerated as new laws, policies and programmes went into effect to advance gender equality. Notably the Secretary-General's report on the review of the implementation of the Platform shows that eliminating violence against women and girls, providing access to health care, including sexual and reproductive health and rights, increasing women's political participation and representation, and improving quality education, training

and life-long learning for women and girls constituted top priorities for Member States globally since 2015.⁶ Priorities in developing countries broadly reflected these global priorities. In developed countries, Member States placed more focus on better safeguarding women's rights to work and at work; addressing unpaid care and domestic work, work-family conciliation, and changing negative social norms and gender stereotypes. In contrast, strengthening women's participation in environmental sustainability, gender-responsive disaster risk reduction and resilience, and digital and financial inclusion received the least attention globally.⁷

In support of the efforts of Member States, the UN system has also played its part, starting with commitment from the highest level of the organization. The Secretary-General

remains committed⁸ to strengthening the gender architecture in the UN system by inter alia encouraging the use of dedicated gender expertise; by strengthening systematic gender mainstreaming, including in the context of the UN development system reform; and by achieving gender parity at the most senior levels. He has also recommended a range of actions to be undertaken by all UN entities. These include assessing and addressing persistent capacity gaps in gender mainstreaming, including through reinforcing dedicated expertise on gender equality at the region-

The reform of the UN system provided a unique opportunity to leverage more coherent support in achieving gender equality and women's empowerment, working collaboratively at global, regional and country levels.

al and country levels;⁹ implementing normative commitments on gender equality in humanitarian action and women and peace and security contexts, including through increased deployment of gender experts;¹⁰ and investing adequate financial and human resources

for gender mainstreaming commensurate with targeted entity commitments to gender equality and the empowerment of women and girls.¹¹

The reform of the UN system as stipulated by Member States in General Assembly resolution 72/279 of 31 May 2018,¹² provided a unique opportunity to leverage more coherent support in achieving gender equality and women's empowerment, working collaboratively at global, regional and country levels. UN country teams in particular strengthened their support to governments in their efforts to integrate gender considerations into national development and common country programming. Further, the roll-out of the new United Nations Sustainable Development Cooperation Framework (formerly the United Nations Development Assistance Framework) provided

an important entry point for gender mainstreaming in the work of country teams. Gender equality comprises one of the mandatory guiding principles of the common country analysis and the Cooperation Framework. In 2019, 72 per cent of all such Frameworks featured specific outcome level results on gender equality. Approximately two-fifths of joint programmes reported a focus on SDG 5 on gender equality. Of these, approximately half comprised stand-alone gender-specific programmes.¹³

With respect to the equal representation of women, the UN launched a gender parity strategy¹⁴ in 2017, with both the Secretary-General and the Deputy Secretary-General stressing their commitment to engaging women's rights groups and civil society, together with Member States, to make the UN system accountable for its commitments on gender equality and the empowerment of women. In 2019, the UN issued the "Enabling Environment Guidelines"¹⁵ and the United Nations Entity for Gender Equality and the Empowerment of Women (UN Women) published a Supplementary Guidance on the Guidelines.¹⁶ Together, the documents provide comprehensive recommendations for achieving a working environment that fosters inclusivity, diversity, and equality.

THE CHANGING LANDSCAPE

The global backdrop against which these gains were made bears mention. During the last five years, the world has witnessed a change in the global gender equality landscape. New technologies and shifting economic paradigms have reshaped the structures and institutions that affect women's lives. Trends such as urbanization, demographic shifts, changes in family and household structures, migration, displacement, and the impact of climate change present

6 Ibid.

7 Ibid.

8 UN ECOSOC 2019a, para 4.

9 Ibid., para. 86 (j).

10 Ibid., para. 86 (m).

11 Ibid., para. 86 (g).

12 UN General Assembly 2018b.

13 UN ECOSOC 2020.

14 On 13 September 2017, UN Secretary-General António Guterres launched his new strategy on gender parity as a start to a system-wide campaign to advance this priority at the United Nations. www.un.org/gender/

15 United Nations 2019b.

16 UN Women 2019d.

new challenges to the women's rights agenda but also hold new possibilities for catalytic change. Civic action and social movements have brought women's rights and sexual violence to the forefront. At the same time, the rise of extremist ideology and the surge of armed non-state actors across many regions are having a severe impact on security.¹⁷ While civil society and women's movements have traditionally constituted the primary engine driving progress in women's rights, recent years have witnessed the emergence of a backlash against women's movements coupled with a shrinking of the civic space available and accorded to women and to gender equality movements. Twenty-five years after the adoption of the Platform for Action, no country in the world has achieved gender equality.¹⁸

In addition, 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. Across the health, economic, security and social protection sectors, the COVID-19 crisis has disproportionately affected women and girls globally. The pandemic is deepening pre-existing inequalities and exposing vulnerabilities in social, political and economic systems. Women are among the hardest hit, making it all the more imperative to ensure that gender equality remains at the core of every policy response and that Member States and the UN system effectively mainstream gender perspectives into all programmes and policies at global, regional and country levels.

METHODOLOGY AND STRUCTURE OF THE REPORT

Focusing on areas related to the 12 critical areas of concern in the Platform for Action, the present report highlights the actions taken

by 51 participating UN entities to implement and/or support the implementation of the Platform for Action in 2014-2019, identifies entities' priority areas for the next five years, and provides recommendations for the way forward.

The report analyses responses from the following 46 UN entities to a web-based survey provided by UN Women and incorporates contributions from five additional entities,¹⁹ DCO,²⁰ DESA, DGACM, DGC, DMSPC, DPO, DPPA,²¹ ECA, ECE, ECLAC, ESCAP, ESCWA, FAO, ICAO, ICSC, IFAD, ILO, IOM,²² ITU, OCHA, ODA, OHCHR, OHRLS, UN Global Compact, UN-Habitat, UN Women, UNAIDS, UNCDF, UNCTAD, UNDP, UNEP, UNESCO, UNFCCC,²³ UNFPA, UNHCR, UNICEF, UNIDIR,²⁴ UNIDO, UNOG, UNON, UNOPS, UNOV/UNODC, UNRISD, UNRWA, UNU, UNV, UNWTO, WFP, WHO & PAHO, WIPO, and WMO.²⁵

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.

In alignment with the Guidance Note for Member States, the IANWGE survey and this report similarly examine the Platform for Action and its critical areas of concern through six overarching clusters that highlight its interlinkages with the SDGs of the 2030 Agenda (See Box 2.). Entities were invited to respond to a series of questions corresponding to each of these clusters, based on their mandates and areas of work.

Box 1

Critical Areas of Concern of the Beijing Platform for Action

A. Women and poverty

B. Education and training of women

C. Women and health

D. Violence against women

E. Women and armed conflict

F. Women and the economy

G. Women in power and decision-making

H. Institutional mechanisms for the advancement of women

I. Human rights of women

J. Women and the media

K. Women and the environment

L. The girl child

17 See SG report – E/CN.6/2020/3.

18 Ibid.

19 See Annex for participating entities by entity type.

20 Did not participate in the web-based survey but separately provided written inputs to the report.

21 Did not participate in the web-based survey but separately provided written inputs to the report.

22 Did not participate in the web-based survey but separately provided written inputs to the report.

23 Did not participate in the web-based survey but separately provided written inputs to the report.

24 Did not participate in the web-based survey but separately provided written inputs to the report.

25 The survey was distributed to all members of the United Nations Inter Agency Network on Women and Gender Equality.

Box 2

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

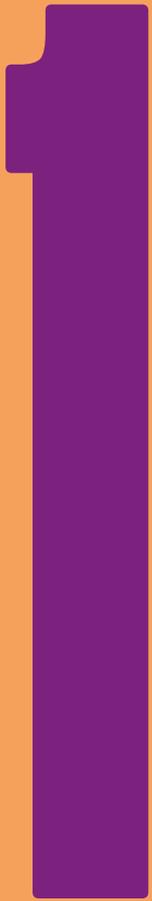
The analysis of progress in implementation, gaps, challenges and future priorities, based on these clusters, accentuates the linkages between the mutually reinforcing frameworks that can accelerate progress for all women and girls.

This report identifies promising practices and trends in the UN system's support for the implementation of the Platform for Action, rather than providing an assessment of specific policies and programmes.

In addition, the findings are exclusively based on self-reported information provided by participating UN entities between September 2019 and April 2020, regarding the priorities and actions undertaken by them between 2014 and 2019.

The report comprises five sections: Section I provides a global analysis of UN entities' priorities and achievements from 2014-2019 and what they foresee their priorities will be for 2020-2025. Section II,

the bulk of the report, analyses UN entities' implementation of the Platform through the aforementioned six broad thematic clusters which together capture the 12 Critical Areas of Concern. Section III highlights progress on the availability of gender data and statistics. Section IV focuses on progress in integrating gender considerations in institutional functions of the UN system. Section V presents recommendations for the way forward.



PRIORITIES AND ACHIEVEMENTS

This section provides an overview of UN entities' priorities and prominent achievements in their efforts to support implementation of the Platform for Action and the 2030 Agenda from 2014 to 2019. It also reviews entities' new and emerging priorities for the subsequent five-year period, 2020-2025. In addition, and in line with the principle of leaving no one behind, this section looks more specifically at the efforts of entities to eliminate discrimination and promote the rights of women and girls who experience multiple and intersecting forms of discrimination.

1. ENTITY PRIORITIES FOR ACCELERATING PROGRESS FOR WOMEN AND GIRLS

(a) Areas prioritized by the largest number of UN entities

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 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.

While ending violence against women and girls constituted the most prioritized area between 2014-2019 by the largest number of entities (57 per cent),²⁶ the trend on engagement in this area by the UN system registered notable declines. The number of entities prioritizing ending violence against women dropped from 24 entities in 2014 to 20 entities in 2018, a five-year low. Further, the decline is expected to continue in 2020-2025, with only 17 entities identifying the elimination of violence against women and girls

as a priority. Yet violence against women and girls remains pervasive and constitutes the most universally prevalent violation of human rights everywhere. This requires the UN system to continue to prioritize its eradication. (see sect. II.C on freedom from violence, stigma and stereotypes).

Recognizing that challenging social norms and gender stereotypes remain fundamental to advancing gender equality, 43 per cent²⁷ of entities

reported prioritizing this issue in 2014-2019. It is expected that this level of prioritization will be maintained, with 20 entities prioritizing the issue in the coming five-year period. Several entities reported undertaking work at the grassroots level through community mobilization to change harmful norms and practices. In addition, some entities have leveraged the media as an ally to promote the depiction of women and girls as empowered actors and to encourage the portrayal of women in all their diversity.

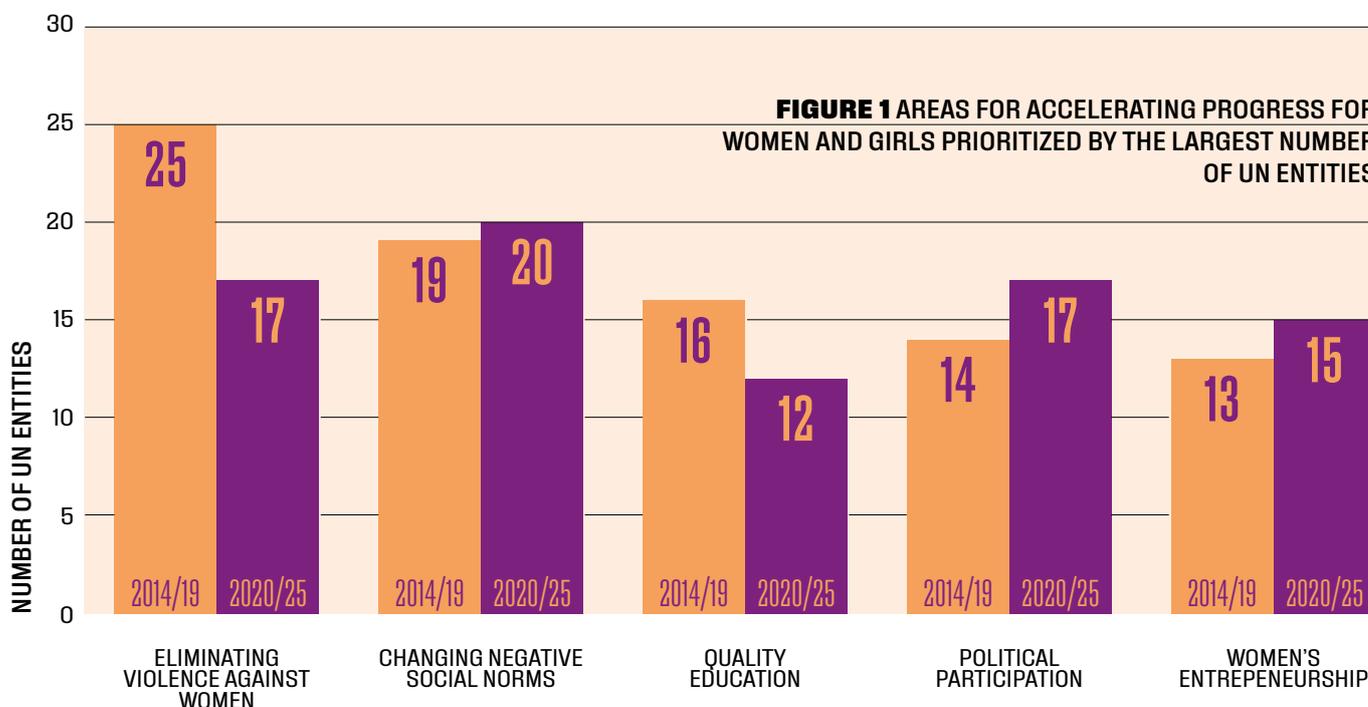
Thirty-six per cent of entities²⁸ reported quality education, training and life-long learning for women and girls as one of their priorities in the past five years. Entity actions included strengthening national capacities on proven strategies to close gender gaps and accelerate progress in girls' education, expanding equal opportunities for access to quality education for boys and girls, and instituting activities, such as providing meals at schools, to contribute to quality education for girls (see sect. II.B on

poverty eradication, social protection and social services).

With regard to political participation and representation, 40 per cent of entities²⁹ reported this as one of their priorities in 2020-2025, which represents a significant increase from the past five years.

Only 9 entities reported prioritizing this area in 2014, increasing to 13 in 2019, and 17 for the coming 5 years. (see sect. II.D on participation, accountability and gender-responsive institutions).

While ending violence against women and girls constituted the most prioritized area between 2014-2019 by the largest number of entities (57 per cent), the trend on engagement in this area by the UN system registered notable declines.



26 25 of the 44 entities that responded to this question.

27 19 of the 44 entities that responded to this question.

28 16 of the 44 entities that responded to this question.

29 17 of the 43 entities that responded to this question.

Women’s economic empowerment, which inter alia increases economic diversification and income equality, constitutes another area central to realizing women’s rights and gender equality.³⁰ An encouraging 35 per cent³¹ of entities reported that they would prioritize women’s entrepreneurship in the coming five years, an increase from 30 per cent³² during the previous period (see sect. II.A on inclusive development, shared prosperity and decent work).

(b) Areas prioritized by the fewest number of UN entities

As covered by the survey, gender-responsive budgeting, financial and digital inclusion of women, gender-responsive disaster risk reduction, and basic services and infrastructure comprised areas prioritized by the least number of UN entities in 2014-2019 (see Figure 2). According to the survey results, in 2020-2025 these areas are expected to be further deprioritized, pointing to a concerning gap in system-wide programming, particularly in the context of the 2030

Agenda; progress in these areas serves as an accelerator for SDG 5 and other SDGs. In particular, only 7 out of 44 entities prioritized gender-responsive budgeting, a number that is expected to decrease to 4 entities in the next five years. In today’s resource-constrained environment, the application of gender-responsive budgeting is crucial to ensure adequate resource allocation for gender equality and empowerment of women programmes. Further, basic services and infrastructure are expected to be prioritized by only 7 out of 43 entities in the next five years, which represents a significant decline from the 12 entities that reported prioritizing this area in 2019.³³

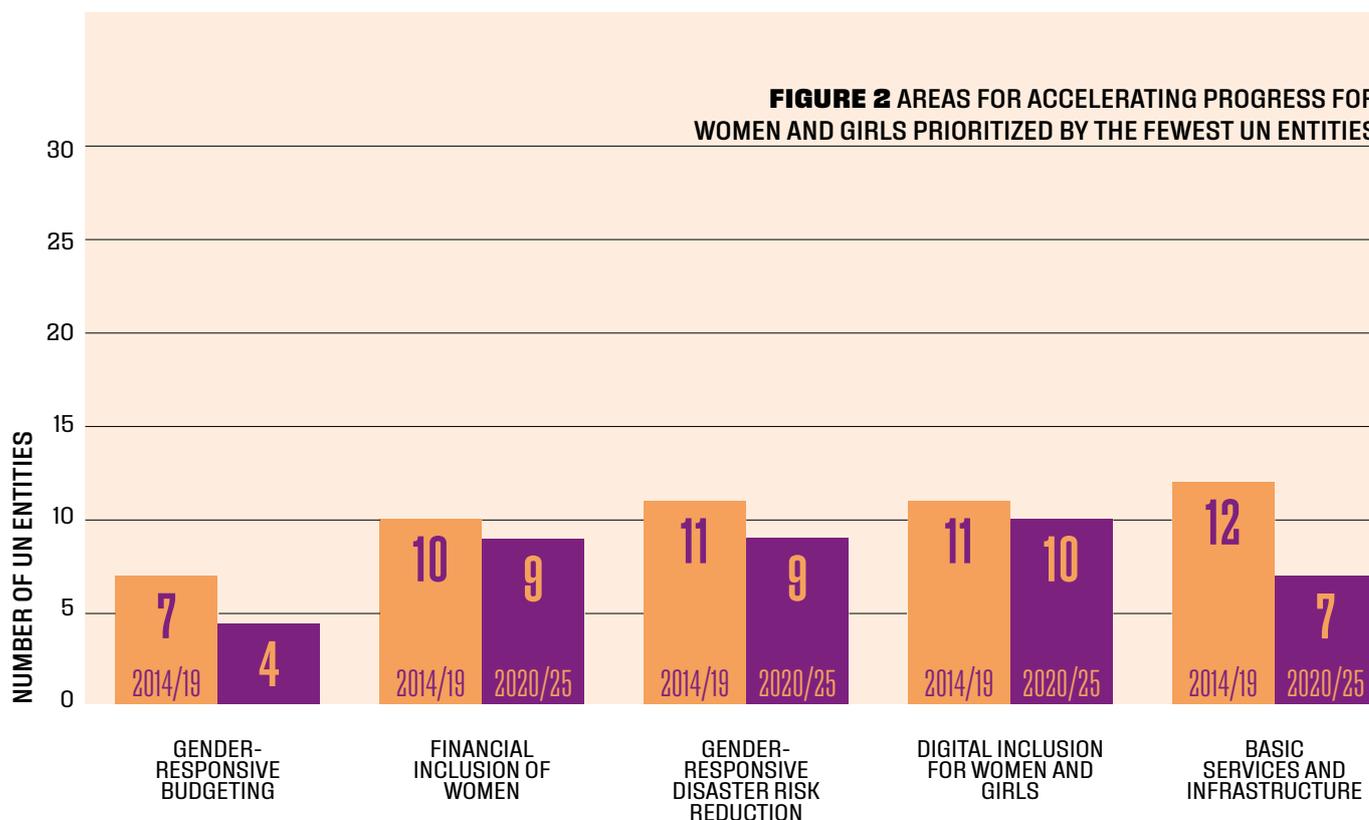
2. MEASURES TO PREVENT DISCRIMINATION AND PROMOTE THE RIGHTS OF WOMEN AND GIRLS WHO EXPERIENCE MULTIPLE AND INTERSECTING FORMS OF DISCRIMINATION

By adopting the 2030 Agenda, Member States committed to Leave No One Behind in their implementation

Combatting social norms and gender stereotypes remain fundamental to advancing gender equality. 43 per cent of entities reported prioritizing this issue in 2014-2019.

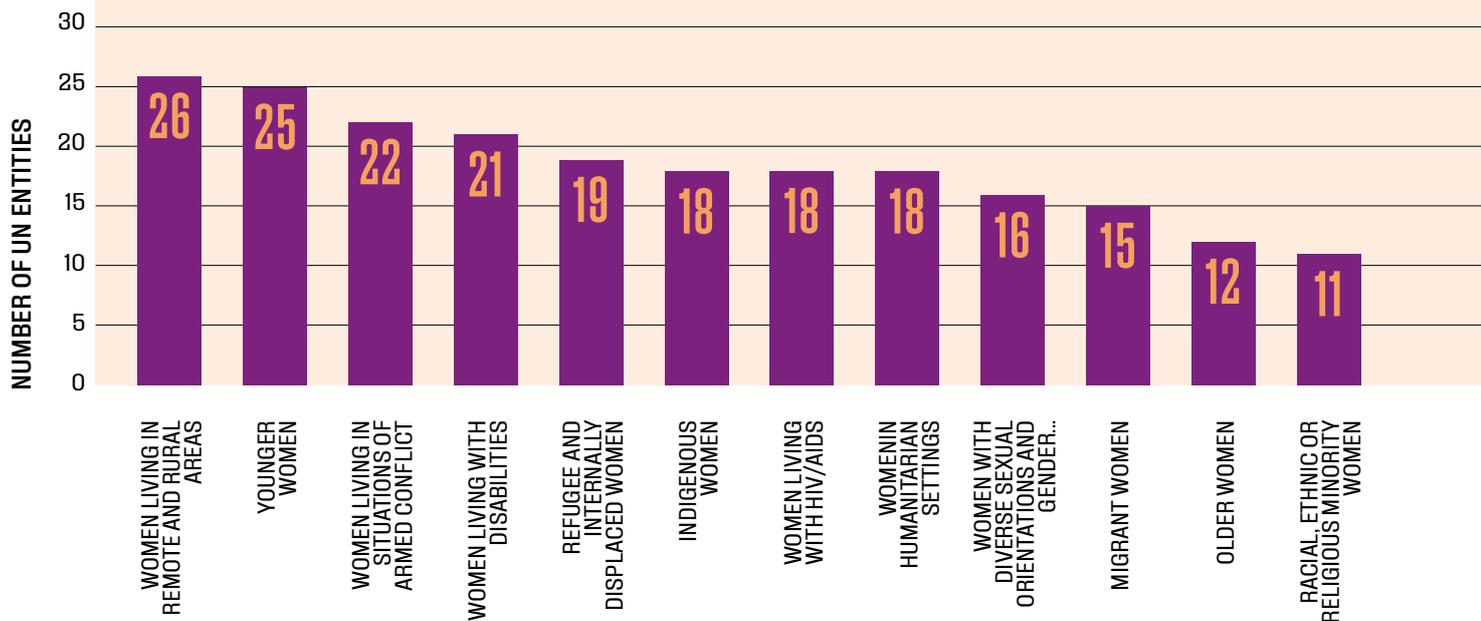
of the SDGs. Across countries, women and girls experience multiple inequalities and intersecting forms of discrimination, including those based on their sex, age, class, ability, race, ethnicity, sexual orientation and gender identity, and migration status. Fulfilling the promise of the Platform for 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.³⁴ Of the 46 UN entities participating in the survey, 35 reported having undertaken specific measures in 2014-2019 to prevent discrimination and promote

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



30 IMF 2018.
 31 15 of the 43 entities that responded to this question.
 32 13 of the 44 entities that responded to this question.
 33 See Figure 3 for more information.
 34 UN Women 2018e.

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



the rights of women and girls who experience multiple and intersecting forms of discrimination.

As covered by the survey, the forms of discrimination and marginalization that entities reported taking specific measures to address include those experienced by women living in remote and rural areas, younger women, women living in situations of armed conflict and women living with disabilities (see Figure 3).

Twenty-six entities reported undertaking action to prevent discrimination against women living in remote and rural areas. While rural women and girls are recognized as major agents of change, their situation continues to be overlooked. In particular, rural women lack equal access to land, productive resources, and public services and infrastructure, all of which compromise their capacity to withstand extreme weather events and the effects of ongoing climate change.³⁵

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.

A total of 25 entities reported taking actions to prevent discrimination against adolescent girls and younger women who experience specific forms of gender inequality. For instance, they are at particular risk of violence, owing to the intersection of their age and gender. In addition, factors such as child marriage, limited access to maternal and reproductive health services and secondary education and skills-building further constrain the opportunities available to adolescent girls and younger women.

Twenty-two entities reported undertaking action to prevent discrimination and promote the rights of women and girls living in situations of armed conflict, which is among the areas that have experienced the most growth in UN entity engagement, from 17 in 2014 to 22 in 2019 (see sect. II.E on peaceful and inclusive societies).

Twenty-one entities reported undertaking action to prevent dis-

crimination and promote the rights of women living with disabilities. It is estimated that more than one billion persons in the world experience some form of disability.³⁶ The average prevalence rate in the female population 18 years and older is 19.2 per cent, compared to 12 per cent for males.³⁷ The systemic marginalization and attitudinal and environmental barriers faced by women and girls living with disabilities lead to lower economic and social status; increased risk of violence and abuse, including sexual violence; discrimination, including harmful gender-based discriminatory practices; and barriers to access education, employment, health care, (including sexual and reproductive health care), information and justice, as well as civic and political participation.³⁸

In terms of groups of women prioritized by the fewest number of entities, only 11 entities reported having undertaken measures in support of racial, ethnic and religious minority women in the previous five years. This area also experienced no growth during that same time period.

Similarly, only 12 entities reported having undertaken measures in sup-

35 UN General Assembly 2019a.
36 WHO 2018a.
37 WHO and World Bank 2011.
38 UN Women 2018a.

port of older women in the previous five years. However, a focus on older women is growing, since only six entities prioritized their needs at the beginning of the reporting period in 2014, but this number doubled to 12 in 2019. Between 2015 and 2030, the worldwide number of persons aged 60 years or over is projected to grow by 56 per cent.³⁹ On average, women tend to outlive men, thus comprising a majority of older persons.⁴⁰ Older women tend to be more marginalized and disadvantaged than older men, with data revealing higher rates of poverty among the former in both developed and developing countries.⁴¹ UN entities' increased efforts are aligned with the demographic growth of this population and the need for increased efforts to address their specific needs and concerns.

Women with diverse sexual orientations and gender identities also constitutes one of the areas of significant

increase, from 9 entities having undertaken measures in 2014 to 14 in 2019. While in recent years governments in all regions have pursued a variety of initiatives aimed at reducing levels of violence and discrimination based on sexual orientation and gender identity, serious and widespread human rights violations continue to be perpetrated, too often with impunity, against individuals based on their sexual orientation and gender identity.⁴²

Notably, across all these specific groups, some entities highlighted work that acknowledged the diversity of these groups of women and girls and addressed the ways in which their various situations intersect to multiply discrimination and marginalization. For example, the Office of the United Nations High Commissioner for Human Rights (OHCHR) Management Plan 2018-21 is designed in line with the 2030 Agenda and has a particular focus on the principle of Leave

No One Behind. The Management Plan places a human rights spotlight on women, persons with disabilities and young people. The United Nations Population Fund (UNFPA) launched the We Decide Programme in 2016, aimed at promoting the rights of young women and women with disabilities. The programme works globally not only to strengthen disability rights, but also to support access to sexual and reproductive health services, promote realization of reproductive rights, and end violence against women and young women with disabilities by developing innovative models at the country level, fostering knowledge and evidence, strengthening networks among stakeholders working to address these issues, and promoting participation of young women and women with disabilities.

39 DESA 2015b.

40 UNDP, Help Age International and AARP 2017.

41 UN Women 2015f.

42 OHCHR 2015.



UNITED NATIONS CONTRIBUTIONS TO THE IMPLEMENTATION OF THE PLATFORM FOR ACTION

This section showcases trends and some of the key initiatives undertaken by United Nations entities in support of the implementation of the Beijing Platform for Action across the 12 critical areas of concern during the 2014-2019 period.

As mentioned in the introduction, the 12 areas of critical concern have been clustered under six overarching themes to highlight the complementarity and mutually reinforcing linkages between the gender equality commitments of the Platform and the 2030 Agenda and associated Sustainable Development Goals. These clusters are:

- (A) Inclusive development, shared prosperity and decent work;**
- (B) Poverty eradication, social protection and social services;**
- (C) Freedom from violence, stigma and stereotypes;**
- (D) Participation, accountability and gender-responsive institutions;**
- (E) Peaceful and inclusive societies;**
- (F) Environmental conservation, protection and rehabilitation.**

Each subsection discusses actions by United Nations entities to address the critical areas, identifying trends where possible.

A.

INCLUSIVE DEVELOPMENT, SHARED PROSPERITY AND DECENT WORK

This section reviews the UN system’s contributions to inclusive development and decent work. In so doing it uses the lens of two of the critical areas of concern of the Platform for Action, namely: women and the economy (F); and human rights of women (I) which, broadly speaking, correspond to SDG 1 on ending poverty, SDG 5 on gender equality, and SDGs 8 and 10 on tackling inequalities of income and wealth.

Critical areas of concern	Sustainable Development Goals
F. Women and the economy I. Human rights of women	SDG 5: Gender equality SDG 8: Decent work and economic growth SDG 10: Reduced inequalities

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 cent⁴³ 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 entities⁴⁴ in 2014 to 20⁴⁵ in 2019.

A transition from the informal to the formal economy that includes women workers is an essential component to realizing decent work for all. Women in the informal economy are more often found in vulnerable situations than their male counterparts and are at greater risk of being left behind. Thirty-three per cent of entities⁴⁶ 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 in 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 entities⁴⁷ 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 entities⁴⁸ promoted the inclusion of unpaid care and domestic work in national statistics and accounting.

Investments in time and labour-saving infrastructure, such as public transport, electricity, water and sanitation, can significantly reduce women’s burden of unpaid care and domestic work. Thirty per cent of entities⁴⁹ supported this area of work.

43 23 of the 33 entities that reported working in the area of inclusive development, shared prosperity and decent work.
 44 9 of the 33 entities that reported working in the area of inclusive development, shared prosperity and decent work.
 45 20 of the 33 entities that reported working in the area of inclusive development, shared prosperity and decent work.
 46 11 of the 33 entities that reported working in the area of inclusive development, shared prosperity and decent work.
 47 14 of the 33 entities that reported working in the area of inclusive development, shared prosperity and decent work.
 48 11 of the 33 entities that reported working in the area of inclusive development, shared prosperity and decent work.
 49 10 of the 33 entities that reported working in the area of inclusive development, shared prosperity and decent work.

BACKGROUND

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 also increases economic diversification and income equality, along with other positive development outcomes.⁵⁰

Several international commitments support women's economic empowerment and women's rights to work, including the Convention on the Elimination of All Forms of Discrimination against Women (CEDAW),⁵¹ the International Covenant on Economic, Social and Cultural Rights (ICESCR)⁵² and a number of International Labour Organization (ILO) conventions, such as the fundamental ILO Equal Remuneration Convention, 1951 (No.100)⁵³ and the Discrimination (Employment and Occupation) Convention, 1958 (No.111).⁵⁴ In addition, 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.⁵⁵ Decent work and universal social protection and care systems are also 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.

Women's economic empowerment is, however, linked not only to their right to work, but also importantly to the status, terms and conditions of their paid and unpaid work, and to the opportunities that exist in labour markets.⁵⁶ In 2018, 48.5 per cent of women worldwide aged 15 and older participated in the labour force, compared to 75 per cent of men.⁵⁷ In addition, jobs undertaken by women more often than not epitomize gender stereotypes, are poorly compensated, reflect poor working conditions and offer limited or no career-advancement opportunities.⁵⁸ Further, the mean hourly global gender pay gap stands at 19 per cent, setting women up for a lifetime of income inequality, including old-age poverty.⁵⁹ Women also lack equal and adequate access to productive assets and inputs such as land, capital, financial resources and technology.

On average, women do three times the amount of unpaid care and domestic work as men.⁶⁰ In poorer households, unpaid work is often delegated to school-age girls, which has an adverse impact on their education and well-being, or to grandmothers who may be in need of care themselves.⁶¹ As primary caregivers of children, the sick and the elderly, women face significant constraints in balancing paid work and family responsibilities. Other layers of disadvantage, such as those related to discrimination and marginalization on the basis of ethnicity, indigenous affiliation, disability, age, geography and migratory status, are also powerful obstacles to economic opportunities for women.

At the time of writing of the present report, the COVID-19 pandemic continues to have a profound

and negative impact on the global economy. These negative impacts are further compounded for women and girls who generally earn and save less, hold more insecure jobs and live closer to poverty.⁶² This is particularly the case for women in conflict and for marginalized women and girls, such as refugees or those who are displaced, those with disabilities and/or those who belong to a minority group. In addition, women have borne significantly increased burdens of unpaid care work during the pandemic, resulting from heightened care needs of children at home instead of in school, and of the elderly whose care is likely impeded by restricted access to services and health-care systems overwhelmed by the immediate needs generated by the COVID-19 crisis.⁶³

OVERVIEW OF ACTIONS UNDERTAKEN BY UN ENTITIES

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.

This section covers trends in implementation related to two areas in particular, namely: (1) actions to advance gender equality in relation to women's roles in paid work and employment; and (2) actions to recognize, reduce and/or redistribute unpaid care and domestic work, both of which are directly linked to positive outcomes in terms of development, prosperity and decent work. These areas are further discussed below.

⁵⁰ IMF 2018.

⁵¹ UN CEDAW 1997. Articles 11 on provisions on employment, 13 on social benefits and 14 on rural women.

⁵² OHCHR 1966. ICESCR has a generic clause on equality between women and men applicable to all of the rights provided by the instrument, and specifically calls for fair wages and equal remuneration for work of equal value without distinction of any kind.

⁵³ The fundamental Conventions of the ILO are those covering subjects that are considered to be fundamental principles and rights at work. All ILO members have an obligation arising from the very fact of membership in the organization to respect, promote and realize the principles that are the subject of such Conventions, even if they have not ratified them.

⁵⁴ See also the Workers with Family Responsibilities Convention, 1981 (No.156); the Maternity Protection Convention, 2000 (No.183); the Domestic Workers Convention, 2011 (No.189) and the Violence and Harassment Convention, 2019 (No.190).

⁵⁵ UN General Assembly 1995, see paras. 152-182: Critical Area of Concern F: Women and the Economy.

⁵⁶ UN Women 2016b.

⁵⁷ ILO 2018e.

⁵⁸ ILO Infostories. Available at: <https://www.ilo.org/infostories/>

⁵⁹ ILO 2018b.

⁶⁰ UN Women 2019b.

⁶¹ Chopra and Zambelli 2017.

⁶² United Nations 2020.

⁶³ Ibid.

1. ACTIONS UNDERTAKEN TO ADVANCE GENDER EQUALITY IN RELATION TO WOMEN'S ROLES IN PAID WORK AND EMPLOYMENT

To advance gender equality in relation to women's roles in paid work and decent employment between 2014 and 2019, as covered by the survey, UN entity efforts primarily focused on: (a) strengthening the implementation of laws and workplace policies and practices that prohibit discrimination in the recruitment, retention and promotion of women in the public and private sectors, and equal pay legislation;⁶⁴ and (b) supporting measures to prevent sexual harassment, including in the workplace.⁶⁵ Actions in these areas were supported by 70 and 64 per cent of entities, respectively.

In contrast, during this period, the area that witnessed the least UN entity engagement was that of (c) supporting women in the transition from informal to formal work.⁶⁶ Only 33 per cent of entities reported supporting action in this important area.

Each of these areas is further elaborated upon in (a) to (c) below.

(a) Strengthening the implementation of laws and workplace policies and practices that prohibit discrimination

National laws, policies and practices that prohibit discrimination and support the recruitment, retention and promotion of women help to ensure income security, professional advancement and women's management and leadership of public and private institutions and firms.⁶⁷ Ensuring legal protection and reforming discriminatory laws was identified by the UN Secretary-General's High-Level Panel on Women's Economic Empowerment as one of the seven drivers of transformation critical to breaking the constraints on women's economic empowerment.⁶⁸ Of the 33 entities working in the area of inclusive development, shared

prosperity and decent work, 67 per cent⁶⁹ reported on actions undertaken to strengthen the implementation of such reforms and measures, with support to this area growing from 13 entities in 2014 to 21 in 2019.

ILO supported constituents to revise, implement and update laws and practices related to gender equality and non-discrimination to bring them in line with relevant international standards. Achievements included the ratification of several important conventions in various countries: the Discrimination (Employment and Occupation) Convention (No.111) in three countries; the Equal Remuneration Convention

(No.100) in two countries; the Maternity Protection Convention (No. 183), which provides 14 weeks of maternity benefits to women, in seven countries; the Domestic Workers Convention (No. 189), which improves living and working conditions for domestic workers by guaranteeing them a decent job with protections equivalent to those enjoyed by workers in the formal economy, in seven countries; and the Social Security (Minimum Standards) Convention (No. 102), ratified in three countries.

OHCHR, UN Women and the World Health Organization (WHO), among others, strengthened legislation and workplace codes of conduct to protect the human rights of women in vulnerable situations, including women migrant workers, health-care workers, and lesbian, gay, bisexual, transgender, and intersex (LGBTI) persons. OHCHR developed and launched the *Standards of Conduct for Business: Tackling Discrimination against Lesbian, Gay, Bi, Trans and Intersex People*⁷⁰ in partnership with the Institute for Human Rights

and Business. 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, over 290 companies had expressed support for the standards. The United Nations Research Institute for Social Development (UNRISD) research shows that the recognition of domestic workers' labour rights is still a relatively neglected policy issue

in many countries. The Institute has conducted research on previous efforts to bring about policy change and legal reform in this area and has identified some of the drivers of successful mobilization, as well as a range of

constraints, to better support policymakers and women's and labour rights advocates.

By conducting research to assess the different effects of trade and trade policies on men and women, the United Nations Conference on Trade and Development (UNCTAD) is able to support Member States to better integrate gender considerations in their trade policy formulation and implementation, and in negotiating agreements on trade and other issues at the multilateral, regional and bilateral levels. In so doing, UNCTAD promotes the role of trade as a tool for the economic empowerment of women.⁷¹

Other UN measures addressed the gender pay gap in both national and workplace policies. A notable collaboration in this area is the Equal Pay International Coalition (EPIC), a coalition led by ILO, UN Women, and the Organization for Economic Cooperation and Development (OECD). EPIC, a unique multi-stakeholder partnership, currently has 27 members and supports governments, employers,

Of the 46 UN entities that participated in the assessment, 33 reported engaging in activities linked to inclusive development, shared prosperity, and decent work in 2014-2019.

64 23 of the 33 entities that reported working in the area of inclusive development, shared prosperity and decent work.

65 21 of the 33 entities that reported working in the area of inclusive development, shared prosperity and decent work.

66 11 of the 33 entities that reported working in the area of inclusive development, shared prosperity and decent work.

67 UN ECOSOC 2016b, p.15.

68 UN Secretariat 2017.

69 22 of the 33 entities that reported working in the area of inclusive development, shared prosperity and decent work.

70 Available at <https://www.ohchr.org/EN/Issues/Discrimination/Pages/Biz4LGBTI.aspx>

71 See: <https://unctad.org/en/Pages/DITC/Gender-and-Trade.aspx>

workers and their organizations in making concrete and coordinated progress towards achieving equal pay.⁷² The United Nations Economic Commission for Europe (ECE) regularly facilitates the exchange of policies and best practices on the economic empowerment of women. A special programme on women and the SDGs for the economies of Central Asia established by the Commission focuses on women's advancement in labour markets, policies for equal pay and active labour-market policies.

Procurement constitutes an area with the potential to unlock significant economic opportunities for women entrepreneurs. Despite 31 to 38 per cent of formal small and medium enterprises (SMEs) in emerging markets being partially or fully owned by women,⁷³ women-owned businesses globally receive less than 1 per cent of the monies that large corporations and governments spend on products and services.⁷⁴ In the eastern and southern Africa region, UN Women has supported country-level efforts to secure increased interest and commitment by governments to institute relevant policies and legislation, targeting the increased participation of women entrepreneurs/women-owned businesses in otherwise male-dominated public and private sector procurement spaces. Consequently, for example, the Governments of Kenya and the United Republic of Tanzania instituted a 30 per cent quota for public procurement opportunities to be awarded to women, youth and persons with disabilities within any given financial year.

In terms of particular challenges, the United Nations Development Programme (UNDP) underscored the problem of deeply embedded social and cultural norms that govern the gendered division of labour and stymie the implementation of laws

and policies that support women's economic empowerment, especially those that seek to redistribute unpaid care and domestic work. Over the past four decades, although women have taken on more paid work, the redistribution of unpaid care work has not kept pace.⁷⁵ The Cuba country office of the United Nations Children's Fund (UNICEF) has aimed to address some of these deep-seated social and cultural stereotypes through a multi-pronged campaign which includes a handbook for men on their rights and obligations as fathers, a guide to help health workers involve men in caregiving, a mobile app with interactive activities for fathers and their children, and strategic media outreach, such as TV spots.

(b) Supporting measures to prevent sexual harassment, including in the workplace

In addition to being a grave violation of human rights, freedoms and dignities, sexual harassment impedes women's economic opportunities and outcomes.⁷⁶ It positively correlates with increased absenteeism, missed promotions and job losses.⁷⁷ Although 114 countries have legislated provisions addressing sexual harassment in employment, enforcement remains weak.⁷⁸ During the 2014–2019 period, UN entities increasingly supported measures both internally and of Member States to prevent sexual harassment, including in the workplace. The percentage of entities supporting such measures more than doubled in the 2014–2019 period, from 27⁷⁹ to 61⁸⁰ per cent. Much of the growth took place between 2017 and 2018 and coincided with global mass mobilizations spotlighting violence and harassment directed at women, including sexual harassment in the workplace; the cultural impunity and lack of accountability for such violations; and their adverse impacts on women's economic and career

The percentage of entities supporting measures to prevent sexual harassment more than doubled from 27 to 61 per cent in 2014–2019.

advancement (see also sect. II.C on freedom from violence, stigma and stereotypes and sect. IV on institutional arrangements).

Important achievements in this area include a landmark global treaty adopted by ILO in June 2019: the ILO Violence and Harassment Convention (No.190) and its supplementing recommendation (No. 206). These 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*⁸¹ 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).⁸² 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.

72 For additional information, see www.equalpayinternationalcoalition.org

73 United Nations Global Marketplace, "UN Women: Gender-responsive Procurement."

74 Vazquez and Frankel 2017, P.9.

75 UN Women 2019b.

76 UN ECOSOC 2016b, p.4.

77 Ibid. p.5.

78 World Bank 2016.

79 9 of the 33 entities that reported working in the area of inclusive development, shared prosperity and decent work.

80 20 of the 33 entities that reported working in the area of inclusive development, shared prosperity and decent work.

81 The *Travaux Préparatoires* are official documents recording the negotiations, drafting, and discussions during the process of creating a treaty.

82 UN Women and ILO 2019.

(c) Area with the least UN system engagement

Supporting the transition from informal to formal work comprised one of the areas with the least UN entity engagement. The majority of women in most developing countries work informally and without the protection of labour regulations or social security.⁸³ Of the 2 billion workers in informal employment worldwide, women comprise just over 740 million.⁸⁴ Women working in the informal economy often find themselves in vulnerable situations—more so than their male counterparts in similar positions—as domestic workers, home-based workers or contributing family workers. Women in informal employment also tend to earn lower wages than men, and are more likely to work in unsafe conditions, such as those where they face an exacerbated risk of sexual harassment due to a lack of protection otherwise afforded by formal policies and gender-responsive grievance redress systems, or to institutional cultures welcoming and conducive to women. A transition from the informal to the formal economy that

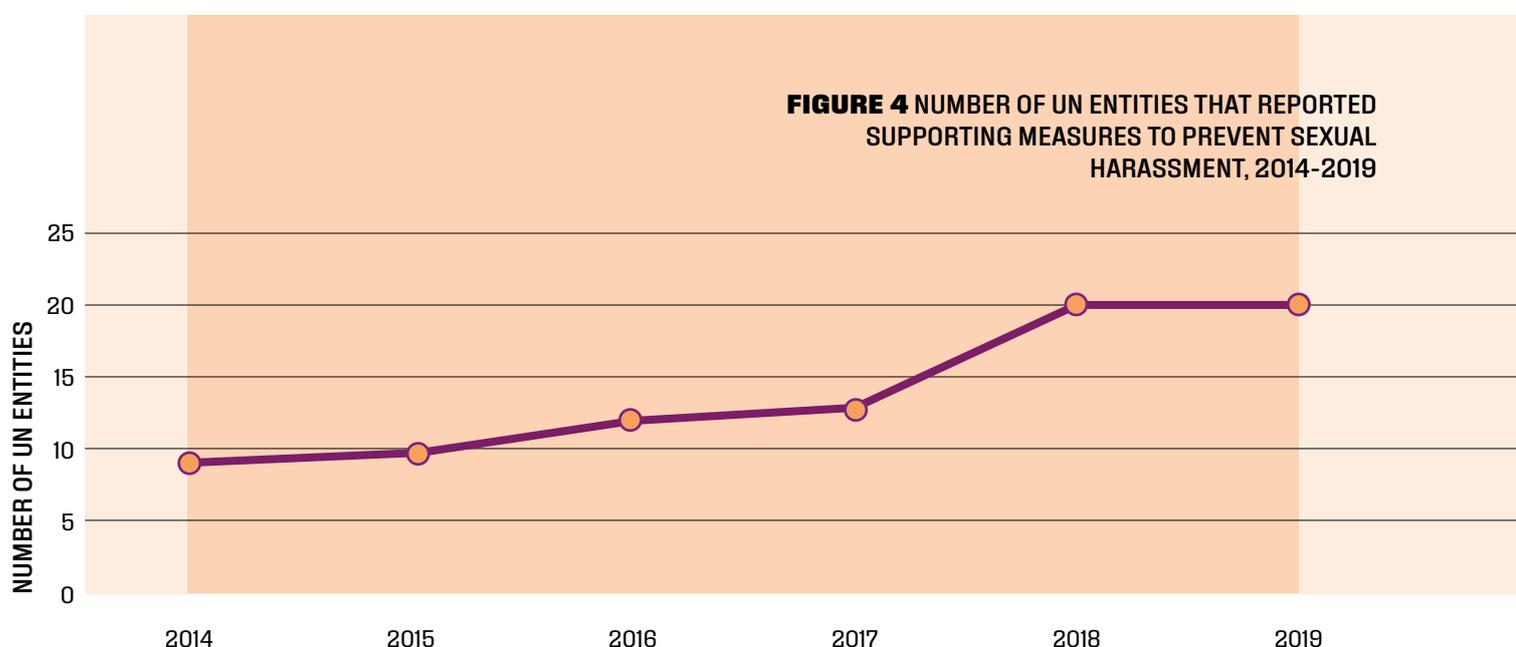
includes women workers therefore constitutes an important component of the effort to achieve inclusive development and to realizing decent work for all.

Of the 33 UN entities that reported working in the area of inclusive development, shared prosperity and decent work, only 33 per cent⁸⁵ reported supporting the transition from informal to formal work in 2019, a small increase from the 27⁸⁶ per cent of entities engaging in this work in 2014. A notable example from an entity that has engaged in this area is the online platform, *The Business Facilitation Programme*, created by UNCTAD, which supports governments to simplify business and enterprise registration in developing countries, thereby helping micro-, small- and medium-sized enterprises to formalize. Such platforms enable women business owners to formalize their small businesses and support women informal workers, who will benefit from improved enforcement of labour rights. In addition, platforms such as these enable the collection of key statistical data on women in business that can, in turn,

be used to strengthen gender-responsive policymaking. UNCTAD has also supported women in informal cross-border trade in Eastern and Southern Africa by inter alia equipping women informal traders with the knowledge and skills needed to formalize their businesses.⁸⁷

2. ACTIONS UNDERTAKEN TO RECOGNIZE, REDUCE AND/OR REDISTRIBUTE UNPAID CARE AND DOMESTIC WORK

Unpaid care and domestic work significantly determine whether women enter the labour force and stay in employment, as well as the quality of jobs they perform.⁸⁸ In 2018, 41.6 per cent of women remained outside the labour force, compared to a mere 5.8 per cent of men.⁸⁹ Policies that reduce and redistribute women's and girls' unpaid care and domestic work have the potential to create employment, improve women's labour force participation and increase the likelihood that girls will remain in school.⁹⁰ The Secretary-General's High-Level Panel on Women's Economic Empowerment identified this area and actions within it as another one of



83 UN ECOSOC 2019c.

84 Ibid, p.20.

85 11 of the 33 entities that reported working in the area of inclusive development, shared prosperity and decent work.

86 9 of the 33 entities that reported working in the area of inclusive development, shared prosperity and decent work.

87 See: <https://unctad.org/en/Pages/DITC/Gender-and-Trade/Gender-Project-1617J.aspx>

88 ILO 2018a, p. xxvii.

89 Ibid.

90 UN Women 2015e; ILO 2016.

its seven drivers of transformation critical to the economic empowerment of women.⁹¹

UN entities focused primarily on three areas to recognize, reduce and/or redistribute unpaid care and domestic work and promote work-family conciliation, as covered by the survey: (a) supporting the introduction or strengthening of maternity/paternity/parental leave or other types of family leave;⁹² (b) promoting the inclusion of unpaid care and domestic work in national statistics and accounting;⁹³ and (c) promoting investments in time- and labour-saving infrastructure.⁹⁴ Each of these areas is further elaborated upon in (a) to (c) below.

(a) Supporting maternity/paternity/family leave

Family support policies that improve work-life balance, rights to paid leave and to return to equivalent work, as well as affordable childcare and elderly care services, can significantly facilitate women's participation in the labour force, especially that of mothers.⁹⁵ Forty-two per cent of UN entities⁹⁶ reported undertaking actions to support the introduction or strengthening of maternity/paternity/parental leave or other types of family leave in 2014-2019. This area witnessed a significant increase in entity engagement since 2014, when only 24 per cent of entities⁹⁷ were engaged in such efforts.

UN entities produced several influential studies between 2014 and 2019. *Innovations in Care: New Concepts, New Actors, New Policies*,⁹⁸ published by UNRISD and the Friedrich-Ebert-Stiftung Foundation, provides policymakers, development practitioners, women's movements and other stakeholders with entry points to advocate for care policies, including leave policies, at the national level. *Co-Responsibility of Care and*

Economic Empowerment of Women: Lessons Learned from the Parental Postnatal Leave in Chile, produced by the United Nations Economic Commission for Latin America and the Caribbean (ECLAC), analyses the experience of Chile in relation to three political objectives: the creation of more time for working women with their children; the extension of care guarantees to more workers; and, provision of the opportunity for fathers to participate more actively in the care of their children. In addition, the ILO report *Care work and care jobs for the future of decent work*, provides a comprehensive look at unpaid and paid care work and its relationship with the changing world of work. A key focus of the report is the persistent gender inequalities in households and the labour market, which are inextricably linked to care work.

Workplace facilitative policies both increase staff retention and attract talent and make businesses more competitive. A growing number of businesses are starting to see the value of offering family-friendly policies, such as paid parental leave, breastfeeding breaks, and quality childcare. In 2018, UNICEF and the United Nations Global Compact (UN Global Compact) convened stakeholders for a business-focused deep dive on key issues and challenges around family-friendly policies. The event presented new evidence and provided detailed information and guidance to drive action toward greater investment in family-friendly policies in business operations and supply chains.

Many entities also highlighted improvements to their internal family-leave policies. Notably, the United Nations Relief and Works Agency for Palestine Refugees in the Near East (UNRWA) launched a pilot project aimed at supporting

women employees' gradual return to and reintegration in the workplace following the end of their maternity leave. For the first six months of post-maternity leave, staff members have the opportunity to work on an 80-per-cent basis while being paid 100 per cent of their salaries.

(b) Promoting the inclusion of unpaid care and domestic work in national statistics and accounting

Unpaid work supports the economy and often compensates for a lack of public expenditures on social services and infrastructure.⁹⁹ Worldwide, the majority of care work is carried out by unpaid caregivers, mostly women and girls from socially disadvantaged groups.¹⁰⁰ Based on time-use survey data representing 66.9 per cent of the world's working-age population, ILO estimates that 16.4 billion hours are spent in unpaid care work every day,¹⁰¹ but women's unpaid care and domestic work is usually excluded from calculations of a country's gross domestic product. Regular, periodic time-use surveys are an important step towards recognizing and valuing unpaid care and domestic work and can inform policies aiming to improve women's economic empowerment.¹⁰² Thirty-three per cent of entities¹⁰³ reported undertaking action to include unpaid care and domestic work in national statistics and accounting through greater harmonization of time-use surveys and the development of new methodologies to underpin more supportive macroeconomic policymaking.

The United Nations Economic Commission for Africa (ECA) and ECLAC, in partnership with their respective statistical commissions, harmonized and standardized time-use surveys and statistics production for use by the countries in their regions. Implementing time-use surveys and adopting satellite accounts will

91 UN Secretariat 2017.

92 14 of the 33 entities that reported working in the area of inclusive development, shared prosperity and decent work.

93 11 of the 33 entities that reported working in the area of inclusive development, shared prosperity and decent work.

94 10 of the 33 entities that reported working in the area of inclusive development, shared prosperity and decent work.

95 ILO 2018e, p. 6.

96 14 of the 33 entities that reported working in the area of inclusive development, shared prosperity and decent work.

97 8 of the 33 entities that reported working in the area of inclusive development, shared prosperity and decent work.

98 Esquivel and Kaufmann 2017.

99 UN ECOSOC 2016b.

100 UN Women 2018c.

101 ILO 2018a.

102 UN Women 2019c, p. 9.

103 11 of the 33 entities that reported working in the area of inclusive development, shared prosperity and decent work.

allow governments and stakeholders to recognize and measure unpaid care and domestic work's contribution to national economies. In Asia and the Pacific, the United Nations Economic and Social Commission for Asia and the Pacific (ESCAP) also promoted time-use surveys as a means to calculate the hours of unpaid care provided by both women and men and advocated for including unpaid care in national accounts and providing social protection to unpaid caregivers.

In low-income countries, ILO supported the development of new labour force survey questionnaires to better understand the nature of unpaid care work. In 2016–2017, ILO conducted national pilot studies in nine countries¹⁰⁴ to measure own-use production work, which distinguishes the time spent in producing services for personal/family use, whether unpaid housework, childcare and dependent adult care or unpaid production of goods.¹⁰⁵

Paid care work is also done primarily by women,¹⁰⁶ often migrants working in the informal sector for low pay, with little or no social insurance or other protection. Paid care services could account for millions of decent jobs, especially for women, and make a wider macro-economic contribution to creating a dynamic economy.¹⁰⁷ To promote the care economy, UN Women developed a methodology to analyse investments in childcare, demonstrating the positive effect on women's employment and public revenue in order to make the investment case for increasing expenditures in social care infrastructure. In Kyrgyzstan, for example, the costing exercise demonstrated that the recommended policy could create 97,000 new jobs in the early childhood education and care sector, of which 73 per cent would be taken up by women.

(c) Promoting investments in time- and labour-saving infrastructure

Investments in time- and labour-saving infrastructure can significantly reduce women's burden of unpaid care and domestic work, unlocking their time and energy to engage in economic, income-generating activities.¹⁰⁸ Thirty per cent of entities¹⁰⁹ supported this area of work.

In particular, UN entities provided households with access to energy and water, reducing the burden of domestic work for women globally. With the programmatic support of UNDP, 1.4 million women-headed households were able to access clean energy in 2019. For example, in the Gambia, UNDP partnered with Mbolo, a civil society organization, to create a multifunctional platform which provided access to tap water and installed solar energy facilities in 600 households, reducing the burden of women's domestic work and contributing to their economic autonomy. In Afghanistan, the United Nations Office for Project Services (UNOPS) supported the construction of a toilet block fitted with a water tank and solar pump in a village market to benefit the women who traveled to the market from 56 nearby villages. As a result of this time-saving infrastructure, girls' enrollment in school in the region was 45 per cent, compared with 35 per cent in non-project communities. Household income was more diversified, and the increased mobility of women encouraged greater engagement in job seeking, buying and selling produce.

Similarly, local infrastructure investments in water and sanitation and childcare facilities made under the aegis of the Inclusive and Equitable Local Development Programme (IELD), a joint initiative of the United Nations Capital Development Fund (UNCDF), UNDP and UN Women, reduced

unpaid care and domestic work for more than 30,000 women.

Rural women tend to spend more time than their urban counterparts on unpaid care and domestic work, as a result of their generally poorer access to infrastructure, such as running water or labour-saving technology (see sect. II.F on environmental conservation, protection and rehabilitation).¹¹⁰ Accordingly, the Food and Agriculture Organization of the United Nations (FAO) has supported the introduction of technologies that benefit women's agricultural work, ranging from kitchen gardens to fish-drying ovens. In addition, FAO knowledge products on labour-saving technologies are being used at the national level to create awareness and capacity development as well as to support efforts to build policies and programmes that focus on such technologies.

CONCLUSION

In 2014–2019 the UN system made significant efforts to advance gender equality and the empowerment of women by strengthening support for decent work and inclusive development.

To promote women's access to paid work and employment, UN entities supported actions to update or strengthen the implementation of national laws and policies with a bearing on the workplace to prohibit discrimination and align with global norms and measures. Measures to prevent sexual harassment, including in the workplace, also witnessed significant growth, with entity engagement more than doubling during this period.

In contrast, an area that witnessed limited UN system engagement was supporting the transition from informal to formal work. By prioritizing this area of work, UN entities

104 Côte d'Ivoire, Ecuador, Kyrgyzstan, the Republic of Moldova, Namibia, Peru, the Philippines, Tunisia and Viet Nam. For more information, see: www.ilo.org/stat/Areasofwork/Standards/ifs/WCMS_484803/lang-en/index.htm

105 ILO 2013.

106 The global care workforce comprises 249 million women and 132 million men. Approximately two-thirds of the global care workforce are women and this proportion rises to over three-quarters in the Americas and in Europe and Central Asia. See ILO 2018a.

107 Ibid.

108 Fálth and Blackden 2009.

109 10 of the 33 entities that reported working in the area of inclusive development, shared prosperity and decent work.

110 ILO 2018a.

could contribute to the economic independence of women in developing countries in particular, who often work informally and without the protection of labour regulations or social security.

In an effort to recognize, reduce and redistribute women's disproportionate share of unpaid care and domestic work, UN entities supported the introduction or strengthening of facilitative and family leave policies which can significantly enhance women's participation in the labour force, especially that of mothers. There is however scope for greater UN system engagement to promote the inclusion of unpaid care and domestic work in national statistics and to support investments in time and labour-saving infrastructure, which can have a significant impact

on addressing the burden of unpaid care work of women and girls.

Notwithstanding these interventions, global progress in expanding women's economic empowerment and closing gender gaps in labour force participation remains slow, particularly in areas such as leadership, occupational segregation and wages. The 31 per cent global gender gap in labour-force participation barely changed between 1998 and 2018.¹¹¹ The precarious nature of women's jobs, labour-market segregation and the global gender pay gap have also made women particularly vulnerable to the socio-economic impact of the COVID-19 crisis. The pandemic has thrown the burden of women's unpaid care work into even starker focus, with the already disproportionate

burden placed on women for unpaid care and domestic work increasing significantly as a result of school closures and aged family members at risk, further restricting their work and economic opportunities.

More than ever, it is critical for the UN system to support Member States to increase investments in the care economy, which would relieve the disproportionate burdens placed on women. It is also important to advocate for support mechanisms to protect women-owned businesses, female entrepreneurs and informal workers, particularly those who are unable to access formal unemployment benefits.

111 UN Women 2019b.

B.

POVERTY ERADICATION, SOCIAL PROTECTION AND SOCIAL SERVICES

This section reviews the UN system’s contribution to poverty eradication, social protection and social services. In so doing it uses the lens of five of the critical areas of concern of the Platform for Action, namely: women and poverty (A); education and training of women (B); women and health (C); human rights of women (I); and the girl child (L), which, broadly speaking, correspond also to SDG 1 on ending poverty, SDG 3 on good health and well-being, SDG 4 on quality education and SDG 5 on gender equality.

Critical areas of concern	Sustainable Development Goals
A. Women and poverty B. Education and training of women C. Women and health I. Human rights of women L. The Girl child	SDG 1: No poverty SDG 3: Good health and well-being SDG 4: Quality education SDG 5: Gender equality

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 entities¹¹² 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 eradication¹¹³ 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. The number of 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 per cent of entities¹¹⁴ 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 entities¹¹⁵ 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.

¹¹² 21 of the 33 entities that reported working in the area of poverty eradication, social protection and social services.
¹¹³ 20 of the 33 entities that reported working in the area of poverty eradication, social protection and social services.
¹¹⁴ 7 of the 33 entities that reported working in the area of poverty eradication, social protection and social services.
¹¹⁵ 15 of the 33 entities that reported working in the area of poverty eradication, social protection and social services.

BACKGROUND

Ensuring that all women and girls live a life free of poverty and deprivation with equal access to essential services and social protections is essential to achieving substantive gender equality. Poverty is a complex, multidimensional phenomenon that not only encompasses a shortfall in income and consumption but also manifests itself in low educational achievement, poor health and nutritional outcomes, social discrimination and exclusion from decision-making in civil, social and cultural life, as well as a lack of access to basic services and infrastructure and a hazardous living environment.¹¹⁶

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.¹¹⁷ As mentioned above (see sect. II.A on inclusive development, shared prosperity and decent work), occupational segregation often forces employed women into low-paying, insecure jobs with little or no social protection.

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 push them further into a cycle of poverty. At the time of the writing of this report, the spread of the COVID-19 pandemic threatens to push millions more into extreme poverty and, in particular, worsen women's poverty.¹¹⁸ The pandemic is also exacerbating outcomes for women and girls across every sphere, including the economy, health, social protection¹¹⁹ and education.¹²⁰

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. As such, the Platform for Action calls upon Member States to ensure women's equal rights and access to economic resources; to provide adequate safety nets as an integral part of social policy, especially for those trapped in poverty and vulnerable situations and subject to discrimination; to eliminate disparities between women and men in access to education and educational outcomes at all levels and in all forms of education, including vocational training, adult literacy and lifelong learning; to ensure the realization of women's right to the highest attainable standard of physical and mental health; and to increase women's access to appropriate, affordable and high quality health care throughout their life cycle.

Human rights also address poverty from a multidimensional perspective, recognizing it as a violation of human dignity that undermines a range of economic and social rights, including the rights to social protection, health and education critical for women's and girls' advancement and empowerment.¹²¹ The indivisibility and interconnectedness of these rights are promoted and protected in a number of international human rights treaties, including CEDAW; the International Covenant on Economic, Social and Cultural Rights; the United Nations Declaration on the Rights of Indigenous Peoples; the Convention on the Rights of the Child and a number of ILO conventions related to social security, maternity protection and social policy.¹²² These rights are also embedded in the 2030 Agenda, but for those living in extreme poverty, they remain out of reach.¹²³

OVERVIEW OF ACTIONS UNDERTAKEN BY UN ENTITIES

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 in 2014-2019. As can be seen in Figure 5, work in this area most commonly focused on actions undertaken to: (1) reduce/eradicate poverty among women and girls; (2) improve health outcomes for women and girls; (3) improve education outcomes and skills for women and girls; and (4) improve social protection for women and girls.

Each of these areas is further elaborated upon in sections 1 to 4 below.

1. ACTIONS UNDERTAKEN TO REDUCE OR ERADICATE POVERTY AMONG WOMEN AND GIRLS

Of the 33 entities working in the area of poverty eradication, social protection and social services, 88 percent¹²⁴ reported having undertaken specific actions to reduce/eradicate poverty among women and girls. As covered by the survey, entity efforts were primarily directed at (a) promoting poor women's access to decent work¹²⁵ and (b) supporting women's entrepreneurship and business development activities.¹²⁶

In contrast, during this period, the action supported by the fewest number of UN entities was (c) the provision of legal protection and services for poor women. Only 12 percent of entities¹²⁷ reported supporting the introduction or strengthening of low-cost legal services for women living in poverty.

Each of these areas is further elaborated upon in (a) to (c) below.

116 UN General Assembly 1995.

117 ECLAC 2004.

118 UN Women and the Gender and COVID-19 Working Group 2020.

119 United Nations 2020.

120 UN Women and the Gender and COVID-19 Working Group 2020.

121 OHCHR "Human Rights Dimensions of Poverty."

122 ILO 2000, 1962, 1988, 1982 and 1969, among others.

123 OHCHR "Extreme Poverty."

124 29 of the 33 entities that reported working in the area of poverty eradication, social protection and social services.

125 21 of the 33 entities that reported working in the area of poverty eradication, social protection and social services.

126 20 of the 33 entities that reported working in the area of poverty eradication, social protection and social services.

127 4 of the 33 entities that reported working in the area of poverty eradication, social protection and social services.

(a) Promoting poor women’s access to decent work

Access to full and productive employment and decent work for all, including women and young people, remains the most effective route out of poverty.¹²⁸ Decent work involves opportunities for productive employment that delivers a fair income; provides security in the workplace and social protection for workers and their families; offers better prospects for personal development and encourages social integration; gives people the freedom to express their concerns, to organize and to participate in decisions that affect their lives; and guarantees equal opportunities and equal treatment for all.¹²⁹

Sixty-four per cent of entities¹³⁰ reported promoting poor women’s access to decent work, addressing several dimensions of the issue.

Of the 33 entities working on poverty eradication, social protection, and social services, 88 per cent took specific action to reduce/eradicate poverty among women and girls.

The *Inclusive and Equitable Local Development Initiative*, a joint programme of UNDP, UNCDF and UN Women, promoted economic opportunities for women in some of the most remote and poorest regions in Bangladesh and the United Republic of Tanzania. The programme addressed the structural

barriers preventing women from entering the labour market by building the capacities of local governments on gender-responsive economic policymaking and by channeling financing through investment projects to unlock domestic capital for

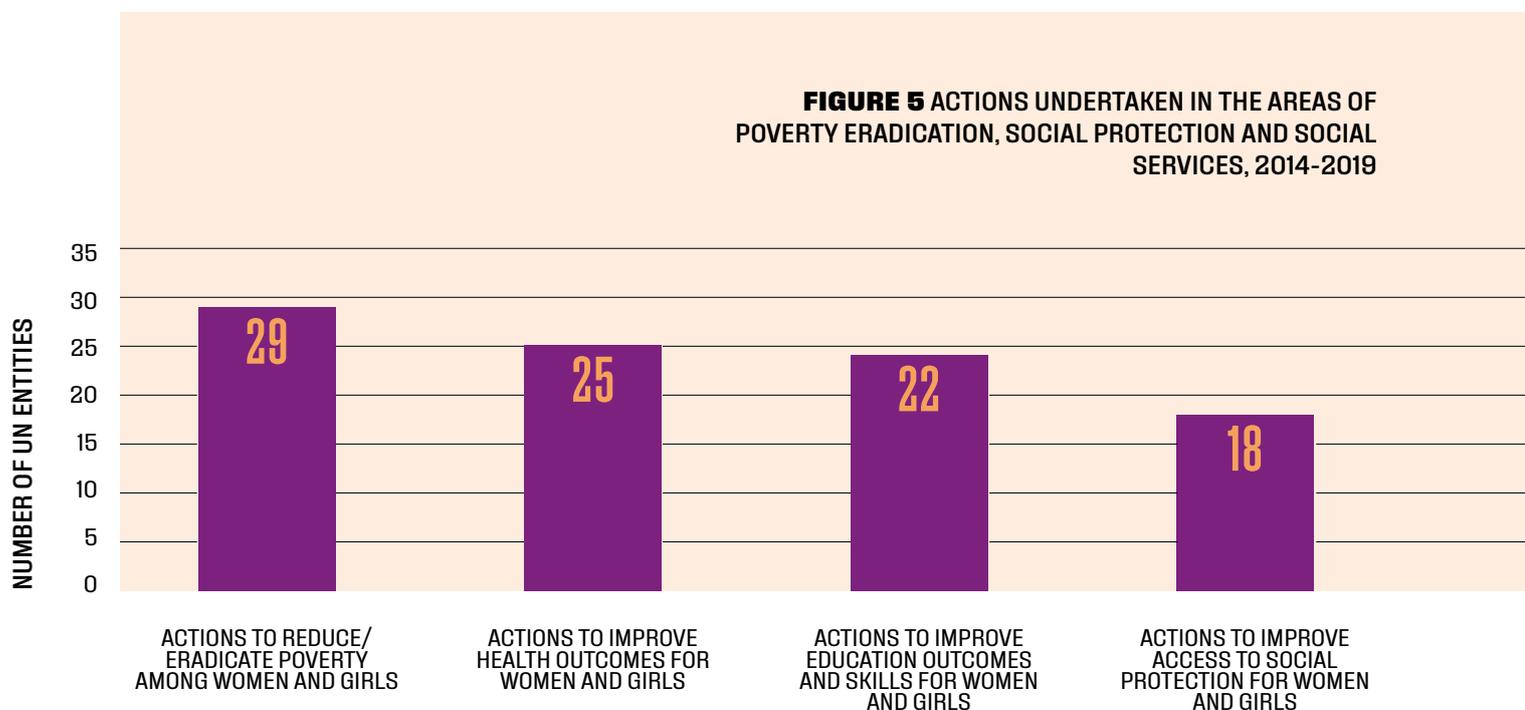
women’s economic empowerment and entrepreneurship.

Similarly, under the aegis of its project to tackle youth unemployment, the *Global Initiative on Decent Jobs for Youth*, 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.

UN entities (UN Global Compact, ILO, UNDP) also engaged the private sector in the promotion of decent work. The Global Compact’s *Decent Work in Global Supply Chains Action Platform* addressed decent work deficits among women by leveraging the supply chains of an alliance of companies committed to promoting respect for fundamental principles and rights at work. Intervening in supply chains can significantly improve the lives of many people and lift millions out of poverty,¹³¹ given that an estimated 80 per cent of global trade passes through them annually.

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



128 ILO “Mainstreaming Decent Work.”

129 ILO 2007.

130 21 of the 33 entities that reported working in the area of poverty eradication, social protection and social services.

131 United Nations Global Compact, “Action Platform.”

(b) Supporting women's entrepreneurship and business development activities

Small- and medium-sized enterprises (SMEs) create the majority of jobs throughout the world, representing about 90 per cent of businesses and more than 50 per cent of employment worldwide.¹³² By owning a business, a woman can develop her economic independence, overcome poverty through asset building and improve her own well-being and that of her family. Yet, women entrepreneurs face numerous barriers, including discriminatory provisions in legal, policy and/or regulatory frameworks and a lack of experience, education and access to training opportunities, finance, information and communications technology (ICT), business support services and networks.

Accordingly, support to women's entrepreneurship and business development constituted a priority area for UN entities. Sixty-one per cent of entities working in poverty eradication¹³³ reported supporting this area of work. Entities fostered an enabling environment for women's entrepreneurship through awareness-raising, policy dialogue and capacity-building. In the Middle East and North Africa, the United Nations Industrial Development Organization (UNIDO) and key stakeholders developed a set of policy reforms to promote women's entrepreneurship in a region in which approximately 12 per cent of SMEs are female-owned.¹³⁴ The World Intellectual Property Organization (WIPO) similarly strengthened the understanding of more than 200 women researchers and entrepreneurs in the agricultural and agribusiness sector on the relevance and strategic use of intellectual property to generate value. UNCTAD's project, "Informal cross-border trade for empowerment of women, economic development and regional integration in Eastern and Southern Africa", supported women informal cross-border traders by providing capacity building on cross-border

trade rules and procedures and enterprise development. The project equipped about 150 women informal traders with the knowledge and skills needed to formalize and grow their businesses.

In Iraq, the International Organization for Migration (IOM) implemented a project to facilitate access to income-generating opportunities and improve the psychosocial well-being of 1,685 vulnerable women, 95 per cent of whom were Yazidi. IOM strengthened the capacities of 17 civil society organizations to deliver mental health and psychosocial support services and livelihood services to affected communities. To improve livelihoods, IOM provided 35 women with business development training and a support package to help them kick-start and operate their own small businesses. One hundred per cent of livelihood beneficiaries now have operational small businesses, and 67 per cent of beneficiaries reported increased income generation as a result of the assistance provided.

Some UN entities also assisted with improving women entrepreneurs' access to digital technologies and to sources of finance, a key constraint to SME growth. An ESCAP regional programme, *Catalysing Women's Entrepreneurship: Creating a Gender-Responsive Entrepreneurial Ecosystem*, enhances access to capital for women-owned micro-, small and medium enterprises in Bangladesh, Cambodia, Fiji, Nepal, Samoa and Viet Nam via innovative financing mechanisms and increases their use of ICT. Similarly, the UNCTAD *Women ICT Frontier Initiative* enhanced the capacity of women entrepreneurs to utilize ICT tools in support of their businesses in the Asia-Pacific region. In sub-Saharan Africa, UNCDF linked unbanked women to formal financial services, including loans for micro- and small businesses, as a result of which more than 1.5 million women have gained access to financial products.

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. The UN Women West and Central Africa Regional Office reported that, 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 Climate 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.

(c) Area with the least UN system engagement

The provision of low-cost legal services for women living in poverty is not adequately prioritized by the system. Only 12 per cent of entities¹³⁵ reported supporting the introduction or strengthening of low-cost legal services for women living in poverty. Moreover, only two new entities reported taking up this area of work in the past five years, increasing from three entities in 2014 to five in 2019. Without recourse to legal protection, breaking the cycle of poverty is improbable. The Platform for Action calls for free or low-cost legal services, including legal literacy, especially designed to reach women living in poverty.¹³⁶ This area calls for greater engagement from the system, especially within the context of the achievement of the SDGs.

2. ACTIONS UNDERTAKEN TO IMPROVE HEALTH OUTCOMES FOR WOMEN AND GIRLS

Twenty-two of the 33 entities working in the area of poverty eradication, social protection and social services reported taking actions to improve health outcomes for wom-

132 World Bank, "SME Finance."

133 20 of the 33 entities that reported working in the area of poverty eradication, social protection and social services.

134 UNIDO B+25 Submission.

135 4 of the 33 entities that reported working in the area of poverty eradication, social protection and social services.

136 UN General Assembly 1995, paras. 58 (p) and 61.

en and girls. Fifty-two per cent¹³⁷ reported that they are focused primarily on (a) the expansion of specific health services for women and girls, including sexual and reproductive, mental, and maternal health and HIV services. In addition, the number of UN entities working in this area increased from 9 in 2014 to 16 in 2019.

In contrast, the actions supported by the fewest number of UN entities, as covered by the survey, was (b) the initiation of gender-specific public awareness/health promotion campaigns, wherein only 21 per cent of entities¹³⁸ reported having undertaken actions in 2014-2019, and the provision of sexual and reproductive health services for refugee women and girls and women and girls in humanitarian settings, wherein only 24 per cent of entities¹³⁹ reported taking actions.

Each of these areas is further elaborated upon in (a) and (b) below.

(a) Expanding specific health services for women and girls, including sexual and reproductive, mental and maternal health and HIV services

Sexual and reproductive health and rights give women the autonomy to decide whether, when and with whom to have children, and the opportunity to access quality health services whenever and wherever they need.¹⁴⁰ These rights are closely connected to the realization of other human rights, including the rights to education, to decent work and other forms of economic empowerment, to food and to participation. Recent years have seen a sustained attack against and erosion of women's sexual and reproductive health and rights, the denial of which further impoverishes women and exacerbates gender inequality.

To strengthen human rights standards on women's and girls' sexual and reproductive health, OHCHR supported the adoption of a number of general comments and recommendations.¹⁴¹ During the 2014-2019 period, treaty bodies also issued important legal decisions in relation to contraception¹⁴² and abortion.¹⁴³ In addition, the special procedures of the Human Rights Council¹⁴⁴ devoted considerable attention to issues of sexual and reproductive health and rights in their thematic reports and country missions, including those of the Working Group on discrimination against women and girls; the Special Rapporteur on the right to the highest attainable standard of health; the Special Rapporteur on torture and other forms of cruel, inhuman and degrading treatment; and the Special Rapporteur on extrajudicial, summary or arbitrary executions. UNFPA also supported national human rights institutions to develop comprehensive information systems and conduct country assessments and public inquiries on human rights violations of sexual and reproductive health and rights, using a standardized approach¹⁴⁵ as a way of enhancing accountability.

Maternal deaths, which are largely preventable, are also being addressed by UN entities. Maternal deaths are linked to the low status of women and to inadequate health-care services, including the lack of emergency obstetric care, low rates of skilled attendance at delivery and the persistent denial of sexual and reproductive health care and rights for women and girls in many countries.¹⁴⁶ The *H6 Partnership*,¹⁴⁷ a project of several UN entities and the World Bank Group, leverages the full strengths of UN entities to support high-burden countries in

their efforts to improve the survival, health, and well-being of every woman, newborn, child, and adolescent. Through this partnership, entities support governments in advancing *the Global Strategy for Women's, Children's and Adolescents' Health (2016-2030)*. UNICEF and UNFPA also provided support on maternal and newborn primary health care for national health strategies or plans.

Entities such as the Pan-American Health Organization (PAHO)/WHO, UNICEF, UNFPA and UN Women have built the capacity of health service providers, such as midwives and female community health workers, to improve access to and quality of maternal and newborn care. Access to skilled, knowledgeable and compassionate midwifery care is one of the strongest ways to promote affordable and quality maternal and newborn health-care services throughout pre-pregnancy, pregnancy, birth, the postnatal period, and the first months of infancy,¹⁴⁸ and is considered one of the most important investments a country can make.

UN Women focused on increasing women's demand for health services. Through the meaningful engagement of women, men, girls and boys, community leaders, midwives, social workers and local health-care workers, UN Women promoted equal gender norms and practices to support women's ability to realize their rights to sexual, reproductive, maternal and adolescent health. To improve the understanding of policymakers, health professionals and community organizations regarding the influence of gender on these health concerns, UN Women launched a guide on how to effec-

137 17 of the 33 entities that reported working in the area of poverty eradication, social protection and social services.

138 7 of the 33 entities that reported working in the area of poverty eradication, social protection and social services.

139 8 of the 33 entities that reported working in the area of poverty eradication, social protection and social services.

140 For additional information, see <https://www.unfpa.org/sexual-reproductive-health>

141 UN CESCR General Recommendation 22 (2016); UN Committee on the Rights of the Child General Comment 20 (2016); UN CEDAW General Recommendation 35 (2017); UN Human Rights Committee General Comment 36 (2018), CRPD General Comment 3 (2016). Also see: <https://www.ohchr.org/EN/Issues/Women/WRGS/Pages/Information-Series-Sexual-Reproductive-Health-Rights.aspx>

142 UN CEDAW 2016.

143 UN Human Rights Committee 2016 2017 and 2018, as well as UN CEDAW 2018.

144 The Special Procedures of the Human Rights Council are independent human rights experts with mandates to report and advise on human rights from a thematic or country-specific perspective.

145 UNFPA 2019.

146 UN ECOSOC 2014, p.23.

147 UNAIDS, "The H6 Partnership."

148 The Lancet 2014.

tively integrate gender equality into programming.¹⁴⁹

Providing health services that target women in vulnerable situations is also a priority. For example, indigenous women and adolescent girls experience significantly worse maternal health outcomes than majority populations globally.¹⁵⁰ In Latin America and the Caribbean, PAHO/WHO introduced a culturally safe birth modality to support childbirth management and reduce maternal and neonatal mortality among indigenous peoples. Because of adolescent girls' heightened vulnerability in situations of displacement, the Office of the United Nations High Commissioner for Refugees (UNHCR) and partners increased access to and utilization of comprehensive reproductive health services for girls in this age group, including maternal and newborn health and family planning. UNHCR noted a reduction in the proportion of deliveries to women under the age of 18, from 6.4 per cent in 2014 to 4.3 per cent in 2018. UNHCR also supports services for the clinical management of rape and other forms of sexual violence in humanitarian emergencies, which include the provision of post-exposure prophylaxis, emergency contraception and psychosocial support and mental health services.

Meeting the sexual and reproductive health needs of adolescent girls comprised a particular area of focus for UN entities. As part of its ongoing work to support a comprehensive set of sexual and reproductive health services, UNFPA worked to close the gap on adolescent girls' unmet need for family planning and access to contraceptive services, a critical enabler for rights and empowerment.¹⁵¹ Other UN entities, such as UNICEF and WHO, supported governments in their prioritization of adolescent health in national health and regional strategies and actions. Critically, several

entities highlighted their engagement with communities in developing policies and programmes to ensure that services are inclusive and meet the specific needs of adolescent girls. For example, a regional *Sexual Reproductive Rights and Health Strategy for the Southern African Development Community*, which seeks to scale up the provision of integrated sexual and reproductive health and rights services, was jointly developed by the Joint United Nations Programme on HIV/AIDS (UNAIDS), UNFPA, UNICEF and WHO in collaboration with civil society and youth-led organizations.

Another area of support focused on facilitating the access of adolescent girls and young women to accurate information and knowledge about sexual and reproductive health and rights. This is key for the empowerment of every girl and for combating harmful practices, unwanted pregnancies and sexually transmitted infections, including HIV.¹⁵² The United Nations Educational, Scientific and Cultural Organization (UNESCO), in collaboration with UNFPA, UNAIDS, WHO, UNICEF and UN Women, updated and reissued the *International Technical Guidance on Sexuality Education: An Evidence-Informed Approach*.¹⁵³ This guidance supports the education and health sectors to develop and implement school-based and out-of-school comprehensive sexuality education programmes.

Entities have also prioritized actions to support those affected by HIV. Although more women are accessing HIV treatment and care, globally, the reduction in new HIV infections has been slow. This is of particular concern for young women and adolescent girls in sub-Saharan Africa, where the rates of new infections remain exceptionally high. Unequal gender norms, power dynamics, intergenerational relationships and violence against women continue to undermine women's and girls' ability

to prevent HIV and access HIV services. Among other key population groups, such as sex workers, the criminalization, stigma and violence related to their work increases their risk of contracting HIV.

To respond to the lack of sufficient progress towards the global HIV prevention targets, UNAIDS and UNFPA launched the *HIV Prevention 2020 Road Map* as part of an effort to fast-track a comprehensive response to meet global and national targets and commitments to end AIDS as a public health threat by 2030.¹⁵⁴ The road map rests on five central pillars, the first of which is adolescent girls and young women and their partners, and targets 25 countries with high numbers of new HIV infections among adolescents and adults. Countries have committed to providing a combination of prevention services to adolescent girls and young women including information and demand generation for HIV prevention, comprehensive sexuality education, economic empowerment, access to sexual and reproductive health services and rights, and programmes that address harmful masculinity and its relation to gender norms and violence.

Another initiative, the *Global Partnership for Action to Eliminate All Forms of HIV-Related Stigma and Discrimination*, was launched in 2018 by UNDP, UN Women, the UNAIDS secretariat and civil society partners. Its aim is to support countries in translating their HIV commitments into policy changes, programmes and practices that recognize the HIV-related rights of people being left behind in the HIV response. This includes women and girls, particularly young women and adolescent girls.¹⁵⁵ In collaboration with national, multi-stakeholder groups, the Global Partnership is developing implementation guidance to eliminate HIV-related stigma and discrimination in health care, education, the workplace, the legal

149 UN Women 2019a.

150 UNFPA, UNICEF and UN Women, "Indigenous Women."

151 UNFPA, "Family Planning."

152 UN Human Rights Council 2017, p. 8.

153 UNESCO, UNAIDS, UNFP, UNICEF, UN Women and WHO 2018.

154 UNAIDS, "HIV Prevention 2020."

155 UNAIDS, Global Partnership.

and justice arena, among family and community, and in emergency and humanitarian settings.

The IOM leads the *Sexual and Reproductive Health and Rights - HIV Knows No Borders project* implemented in six countries: Eswatini, Lesotho, Malawi, Mozambique, South Africa and Zambia. The project aims to improve sexual and reproductive health and HIV-related outcomes among migrants and non-migrant young people. Through community-based interventions and change agents, more than 320,000 migrants, in particular women and girls, adolescents, young people and sex workers in migration-affected communities, have greater access to sexual and reproductive health and HIV services and information, which has resulted in a successful reduction in teenage pregnancies, violence against women and girls, and child marriages.

UNAIDS, together with Joint Programme partners, developed and rolled out a number of tools addressing key aspects of the health and human rights issues faced by women living with HIV.¹⁵⁶ Through the *VCT@Work Initiative*, ILO, the UNAIDS secretariat, UNDP, UNESCO, UNICEF and WHO supported 5.8 million workers, including women and their families in 25 countries, in taking an HIV test and receiving improved access to treatment and services. UN entities (UNAIDS, UNDP, UNFPA and UN Women) also integrated gender equality and human rights in national strategic plans on HIV/AIDS through strengthened guidance, gender analysis, sex- and age-disaggregated data, capacity-building of the staff of national AIDS coordinating bodies and meaningful engagement of all women and girls living with HIV.

(b) Areas with the least UN system engagement

Awareness-raising to expand women's and girls' access to health care remains

key to improving health outcomes for women and girls. Only 21 per cent of entities¹⁵⁷ reported having undertaken gender-specific public awareness/health promotion campaigns in 2014-2019, an area that requires urgent prioritization by the UN system, particularly within the context of the COVID-19 pandemic.

The sexual and reproductive health of refugee women and girls, as well as women and girls in humanitarian settings, is another area requiring greater attention. Only 24 per cent of entities¹⁵⁸ reported undertaking actions to provide refugee women and girls and women and girls in humanitarian settings with access to sexual and reproductive health services. One notable example of entity engagement in this area comes from OHCHR which opened a new area of work on sexual and reproductive health and rights in humanitarian settings, establishing a strong dialogue with humanitarian partners. In 2020, OHCHR plans to continue and expand this collaboration to promote greater attention and accountability to women and girls in humanitarian settings. WHO and OHCHR are also working together to ensure human rights are integrated in UN action in relation to universal health coverage, sexual and reproductive health and rights, including in the context of humanitarian settings, and mental health.

3. ACTIONS UNDERTAKEN TO IMPROVE EDUCATION OUTCOMES AND SKILLS FOR WOMEN AND GIRLS

Twenty-five of the 33 entities working in the area of poverty eradication, social protection and social services reported taking actions to improve education outcomes and skills for women and girls. They primarily focused on (a) measures to increase girls' access to, retention in and completion of education, technical and vocational education and training (TVET), and skills

development programmes;¹⁵⁹ and (b) measures to increase women and girls' access to skills and training in new and emerging fields, especially science, technology, engineering and math (STEM) and digital fluency and literacy.¹⁶⁰

A notable area of growth involves actions to strengthen educational curricula to increase gender-responsiveness and eliminate bias at all levels of education. Although only two entities reported taking action in this area in 2014, the number grew steadily to six entities in 2019.

In contrast, the actions supported by the fewest number of UN entities, as covered by the survey, were (c) the promotion of safe, harassment-free and inclusive educational environments for women and girls, wherein only 12 per cent of entities¹⁶¹ reported having undertaken actions and women's access to second-chance education in post-conflict settings, wherein only 15 per cent of entities reported having undertaken actions.¹⁶²

Each of these areas is further elaborated upon in (a) to (c) below.

(a) Increasing girls' access to, retention in and completion of education, technical and vocational education and training, and skills development programmes

Forty-two per cent of entities¹⁶³ reported undertaking measures to increase girls' access to, retention in and completion of education, technical and vocational education and training (TVET), and skills development programmes. Globally, despite the overall progress on gender parity in education, on average, just two in three countries achieved gender parity in primary, one in two in lower secondary, and one in four in upper secondary education enrolment.¹⁶⁴ Girls remain more likely than boys to be permanently excluded from education: 9 million girls of primary

156 These tools include the UNAIDS Gender Assessment Tool, the Actions Linking Violence Against Women and HIV Everywhere (ALIVHE) Framework and the WHO Consolidated Guideline on Sexual and Reproductive Health and Rights of Women Living with HIV.

157 7 of the 33 entities that reported working in the area of poverty eradication, social protection and social services.

158 8 of the 33 entities that reported working in the area of poverty eradication, social protection and social services.

159 14 of the 33 entities that reported working in the area of poverty eradication, social protection and social services.

160 15 of the 33 entities that reported working in the area of poverty eradication, social protection and social services.

161 4 of the 33 entities that reported working in the area of poverty eradication, social protection and social services.

162 5 of the 33 entities that reported working in the area of poverty eradication, social protection and social services.

163 14 of the 33 entities that reported working in the area of poverty eradication, social protection and social services.

164 UNESCO 2019b.

school age will never attend primary school, compared to about 3 million boys.¹⁶⁵ With an estimated 617 million children and adolescents of primary- and lower-secondary- school age worldwide not achieving minimum proficiency levels in reading and mathematics in 2015,¹⁶⁶ attention has shifted to the quality of education in schools to ensure that all learners, girls and boys, not only stay in school, but acquire the knowledge and skills needed for adulthood and are able to meet the demand for high levels of skills in the rapidly changing landscape of work.

As the specialized agency for education entrusted to lead, coordinate and monitor SDG 4 on Quality Education, UNESCO recognizes the transformative power of education in challenging unequal social and gender relations, norms and practices in its Strategy for Gender Equality in and through Education.¹⁶⁷ UNESCO programmes support expanded access to data and evidence to inform policymaking, planning and the delivery of strategic interventions, including through the Institute for Statistics, the global source of comparative, sex-disaggregated data on SDG 4. New UNESCO tools, such as the online tracking site, *Her Atlas*, make it possible to monitor national constitutions, legislation and regulations related to girls' and women's education rights in 193 countries.

Gender-responsive curricula and pedagogy are an important part of the effort to promote gender equality and healthy social norms and behaviour. Within this context, UNICEF priorities in education are access, quality and learning, and their value in fostering more equitable gender socialization from an early age. UNICEF supports national efforts to make education systems more gender-responsive by addressing gender dynamics in the school-learning and teaching

environment; the gender dimensions of curriculum pedagogy and learning outcomes; the sociocultural barriers to completing education; and by improving the production of sex-disaggregated and gender-relevant education data. The agency has also emphasized skills development for adolescent girls to enhance personal empowerment, active citizenship and employability.

In terms of specific measures to increase access to TVET opportunities and skills development programmes for women and girls, entities reported a range of interventions, including working with governments in the Arab States, sub-Saharan Africa and Latin America to mainstream gender equality in TVET legislation, policies and strategies (UNESCO); and developing a National Strategy for the Promotion of Gender Equality in TVET aimed at increasing women's enrolment in training courses for non-traditional trades in Bangladesh (ILO).

Other strategies focused on building a national and regional agenda on TVET and gender equality in Latin America and the Caribbean, including policy dialogue on promoting women's participation in STEM careers (ECLAC). As an alternative to more formal approaches to skills and knowledge development programmes, FAO created farmer field schools, utilizing a people-centred approach to improve farmers' access to information, critical analysis and decision-making.

(b) Increasing women and girls' access to skills and training in new and emerging fields, especially science, technology, engineering and math and digital fluency and literacy

Forty-five per cent of entities¹⁶⁸ reported supporting efforts to increase women and girls' access to skills and training in new and emerging fields, especially STEM and digital fluency

and literacy. UN entity involvement in this area increased from 9 entities in 2014 to 15 in 2019. Despite comprising the majority of university graduates, women remain underrepresented in certain programmes, particularly in STEM, making this type of intervention critical. Across more than 120 countries, female students comprise just over 25 per cent of students in tertiary engineering, manufacturing and construction programmes and in ICT.¹⁶⁹

UNESCO first documented the underrepresentation of girls in STEM education, identifying the factors that facilitate or hinder girls' and women's participation in these fields.¹⁷⁰ With the rising influence of STEM in shaping labour markets and the future of work, it becomes ever more urgent that women's leadership and participation in these fields be increased. Entities reported initiatives that aim to raise awareness, equip women and girls with technological skills in preparation for future careers, build teacher capacity to deliver gender-responsive STEM education, and to create networks, role models and mentors to inspire, guide, encourage and support women and girls.

UN entities also advocated for greater investments in STEM and digital-skills education for women and girls with governments, educational institutions and the private sector, focusing in particular on the need to change school curricula, pioneer more inclusive pedagogical approaches for female learners and support teachers in the acquisition of digitally-focused qualifications. In a regional study, ECLAC cautioned that gender gaps in the labour market would widen if national policies, including those on education, fail to anticipate the impacts that new technologies will bring.¹⁷¹

165 UNESCO Institute for Statistics 2019.

166 UN ECOSOC 2019e.

167 UNESCO 2019a.

168 15 of the 33 entities that reported working in the area of poverty eradication, social protection and social services.

169 UNESCO 2019a., p. 10.

170 UNESCO 2017.

171 ECLAC 2019a.

Box 3

UN-supported initiatives promoting women and girls in STEM and digital inclusion

African Girls Can Code (International Telecommunication Union [ITU], UN Women, African Union Commission): A four-year regional initiative (2018–2022) promoting ICT and digital skills as a career path for girls and young women through increased learning opportunities, a network of women role models in ICT and an online community platform for sharing coding experiences.

Cracking the Code (UNESCO): A programme that developed national capacities to deliver gender-responsive STEM education in more than 25 countries through support to teacher professional development, gender analysis of textbooks and learning materials, and holistic interventions to reach girls through boot camps, mentorships, access to role models, and competitions.

EQUALS Digital Skills Grassroots Innovation Fund: This global partnership seeks to narrow the gender digital divide through a range of technology-facilitated trainings to advance women's digital skills, active citizenship, and civic participation. Women and girls from diverse socioeconomic backgrounds are targeted.

International Day of Women and Girls in Science (UNCTAD): A social media campaign held in 2019 that showcased the stories of women in STEM as a way of encouraging girls and young women to learn about the field.

International Girls in ICT Days (ITU): An annual media campaign to raise awareness of the need to encourage and empower girls and young women to consider studies and careers in ICT in order to meet future demand and enhance their prospective employability.

Space for Women Programme (United Nations Office for Outer Space Affairs): A project to engage more girls and young women in STEM by facilitating access to education and career opportunities, including in the space sector, providing role models and mentors, and creating networking opportunities to enable girls and young women to share and exchange information about working in the space sector and about education in STEM-related fields.

UNESCO-L'Oréal For Women in Science Programme: To date, this pioneering programme has recognized more than 100 exceptional women who are helping to change the world through their discoveries and who serve as role models for younger generations of women researchers who want to pursue scientific careers.

(c) Areas with the least UN system engagement

In terms of notable gaps in the area of education, only 12 per cent of entities¹⁷² reported working to promote safe, harassment-free and inclusive educational environments for women and girls. Three entities reported taking action in this area in 2014 and that number grew to only four in 2019. In addition, only 15 per cent of entities¹⁷³ reported supporting women's

access to second-chance education in post-conflict settings. A notable example from an entity that has engaged in these areas is the UNESCO Malala Fund for Girls' Right to Education that aims to expand girls' access to quality, gender-responsive education and safe learning environments, especially in countries affected by conflict and disaster.

4. ACTIONS UNDERTAKEN TO IMPROVE ACCESS TO SOCIAL PROTECTION FOR WOMEN AND GIRLS

Of the 33 entities reporting under the area of poverty reduction, social protection and social services, a total of 18 undertook measures to improve access to social protection for women and girls. There was an increase in yearly entity engagement in this area, from 10 entities in 2014 to 16 in 2019, with a peak of 17 in 2018.

In this sphere of work, UN entities focused on (a) supporting the introduction or strengthening of social protection for unemployed women,¹⁷⁴ (b) improving access to social protection for specific, vulnerable groups of women,¹⁷⁵ and (c) supporting or introducing non-contributory social pensions.¹⁷⁶

Each of these areas is further elaborated upon in (a) to (c) below.

A notable trend that emerged is support to the design and strengthening of conditional cash transfers, which grew significantly between 2014 and 2017, from two to seven entities prioritizing this issue, before decreasing to five entities by 2019.

In contrast, the action supported by the fewest number of UN entities, as covered by the survey, was the inclusion of maternity protection provisions as part of social security laws and policies, with only 15 per cent of entities¹⁷⁷ engaging in this area of work.

(a) Supporting the introduction or strengthening of social protection for unemployed women

Social protection helps to prevent and reduce poverty and provides a vital safety net for women. It includes access to adequate and affordable health care and income security for the elderly, unemployed, sick or injured, persons with disabilities, in need of maternity care or other situations of vulnerability.¹⁷⁸ It

172 4 of the 33 entities that reported working in the area of poverty eradication, social protection and social services.
173 5 of the 33 entities that reported working in the area of poverty eradication, social protection and social services.
174 13 of the 33 entities that reported working in the area of poverty eradication, social protection and social services.
175 8 of the 33 entities that reported working in the area of poverty eradication, social protection and social services.
176 8 of the 33 entities that reported working in the area of poverty eradication, social protection and social services.
177 5 of the 33 entities that reported working in the area of poverty eradication, social protection and social services.
178 ILO 2017c.

plays a key role in ensuring income security for women and men of working age in the form of maternity protection, unemployment support, employment injury protection, and disability benefits, and in promoting economic inclusion and productive investment. The gender gap in social protection stems from the sexual division of labour in the household, gender imbalances of power and the multiple forms of discrimination that women experience. Unpaid care and domestic work significantly constrain women's participation in and access to formal labour markets, relegating them to informal, insecure jobs that offer no access to such social insurance benefits as paid maternity leave or contributory pension schemes.

Thirty-nine per cent of entities¹⁷⁹ reported involvement in supporting the introduction or strengthening of social protection for unemployed women. Advocacy, research, technical and capacity-building support were some of the main strategies used.

Specifically, the United Nations Department for Economic and Social Affairs (DESA) reported that the Inter-agency Task Force on Financing for Development provided data and analysis on social protection system design and financing. It also recommended measures for strengthening social protection floors in ways that address gaps and gender disparities. Similarly, the Department's *Report of the World Social Situation and World Economic and Social Survey* have provided analysis on the areas outlined above.

(b) Improving access to social protection for specific, vulnerable population groups

Social protection systems are potent public policy instruments for eradicating poverty and significantly redressing inequalities by increasing the incomes of poor households, ensuring minimum living standards and serving as critical safety nets,

particularly for groups in vulnerable situations. Twenty-four per cent of entities¹⁸⁰ reported having supported efforts to improve access to social protection for specific, vulnerable population groups.

FAO, UNAIDS, UNHCR, UNICEF, UNRWA and the World Food Programme (WFP), for example, highlighted their measures to promote the use of cash transfer programmes as part of national social-protection and poverty-reduction strategies in humanitarian settings. In particular, in humanitarian contexts, FAO, WFP, UNRWA and UNHCR provided cash and/or voucher assistance as a quick and flexible mechanism to support vulnerable refugees, allowing them to address their most immediate and urgent needs. In humanitarian settings, UN Women's cash-based interventions specifically target women beneficiaries to enhance their resilience and economic capacity. Women participating in UN Women's cash-for-work opportunities report an increase in self-confidence and empowerment; reduction in domestic violence and an increase in household decision-making. Further, by enabling refugees to determine their own household priorities, short-term cash assistance boosted individual and family coping strategies. According to FAO, these programmes increase daily food consumption, improve people's nutrition, increase school enrolment, reduce child labour and augment agricultural investment during early recovery operations.

Women and girls affected by HIV are also a focus for entities. UNAIDS implemented HIV and social protection assessments in Lesotho, Namibia, Uganda and the United Republic of Tanzania to determine, in part, how to address access barriers and effectively link adolescent girls and women living with HIV to social protec-

tion programmes. Studies from Eswatini, Lesotho, Malawi and the United Republic of Tanzania showed that cash transfers reduced the chances of adolescent girls contracting HIV and helped girls to stay in school longer and do better in their studies.¹⁸¹

(c) Supporting the introduction or strengthening of non-contributory social pensions

In most countries for which data exists, UN Women has found that women are less likely than men to receive a pension and, if they do, they receive lower benefits.¹⁸² Contributory pension systems designed on the principle of continuous remunerated employment inherently disadvantage women and tend to reproduce and intensify discrimination and inequalities originating in other areas.¹⁸³ In this context, many women struggle to accrue pension rights that are equal to those of their male counterparts. Women's wage employment, particularly in formal labour markets, has historically been lower than men's and continues to be in many parts of the world. Likewise, women systematically earn less than men, thereby reducing their contributions to pension schemes. Further, given that women tend to take on a greater share of family responsibilities, they are more likely to shorten or interrupt their employment careers and face a higher risk of working in precarious and informal employment, which also affects their ability to build up pension entitlements.¹⁸⁴

Non-contributory pensions can therefore play a key role in ensuring women's access to at least a basic pension. Twenty-four per cent of UN entities working on this issue¹⁸⁵ reported that they had supported the introduction or strengthening of non-contributory social pensions. OHCHR advocated for social insurance and social assistance programmes that take women's unpaid care work into account, as well as for establishing social pensions that guarantee an

179 13 of the 33 entities that reported working in the area of poverty eradication, social protection and social services.

180 8 of the 33 entities that reported working in the area of poverty eradication, social protection and social services.

181 UNAIDS 2020.

182 UN Women 2015e.

183 ECLAC 2018, pg. 153.

184 ILO 2017c, pp. 85-87.

185 8 of the 33 entities that reported working in the area of poverty eradication, social protection and social services.

adequate standard of living for women. ECLAC argued for integrating a “rights and citizenship approach” into policies to ensure women’s economic, physical and decision-making autonomy at different stages of their lives, which, in turn, would enable them to realize a series of related rights, such as those to food, health, leisure and social integration.¹⁸⁶ Programmes such as these enable pension systems to mainstream a gender perspective and provide universal, comprehensive, efficient and sustainable coverage.¹⁸⁷

CONCLUSION

Until the start of 2020 and the global pandemic, impressive progress had been made to reduce poverty everywhere. By 2015, for the first time in recorded history, the percentage of persons living in extreme poverty worldwide fell to a new low of 10 per cent.¹⁸⁸ The economic effects of the COVID-19 pandemic are still not fully known, but the latest estimates available at the time of writing this report indicate that the pandemic is pushing between 40 and 60 million people into extreme poverty.¹⁸⁹ It is clear that women and girls will continue to be overrepresented among the poor and suffer from its disproportionate impacts. While access to decent work is critical for women’s economic empowerment, concomitant investments in basic infrastructure and public services, such as health, social protection, education, care provision for children, people with disabilities and the elderly, are equally crucial, especially within the context of COVID-19.

In terms of poverty eradication, 64 per cent of entities¹⁹⁰ reported promoting poor women’s access to decent work, but only 15 per cent¹⁹¹ followed up with facilitative interventions, such as the inclusion of maternity protection provisions as part of social security laws and policies. Other facilitative interventions, such as childcare services or making existing services more affordable, were a low priority for many entities, and even fewer expanded support for frail elderly persons and others needing intense forms of care, all of which are urgent priorities.

Strong social protection systems can address the structural causes of chronic poverty and vulnerability by increasing the incomes of poor households to ensure minimum living standards and by serving as critical safety nets for groups in vulnerable situations. During the reporting period, there was a discernible increase in attention given to improving access to social protection for women and girls, especially those in vulnerable situations, through the promotion of gender-responsive social protection systems or more targeted measures using cash transfers. There is likely to be an even greater need for enhanced system-wide coordination in this area in the coming years.

Comprehensive approaches will improve access for women and girls to the health information and services they need to exercise their sexual and reproductive health and rights and to protect themselves from HIV. Adolescent girls and young women can play an important role in the planning,

implementation and monitoring of HIV prevention programmes, as well as broader sexual and reproductive health services. Their leadership and participation in policy-making spaces at all levels should be encouraged. Continued engagement with health facilities and health-care providers, schools and community-led organizations to end discriminatory policies and practices and to ensure the provision of integrated and coordinated quality health care is also important, as is awareness-raising to expand women’s and girls’ access to health care, yet only 20 per cent of entities¹⁹² reported having undertaken gender-specific public awareness/health promotion campaigns in 2014-2019.

Interventions that address the multiple layers of discrimination faced by many girls are critical for realizing the benefits of education and training. Supporting 12 years of quality education with a focus on the hardest-to-reach girls contributes to better health and economic outcomes. UN entities can provide support to ensure that the capacity of teachers and the quality of education keep pace with rapid technological changes, thereby improving learning outcomes during the full life cycle, especially for women, girls and people in vulnerable settings. Investments in developing digital literacy and STEM skills, which are already being prioritized by 45 per cent of entities,¹⁹³ are vital for women to be included in the growth and prosperity of the digital sector, and to be able to protect themselves against online risks and harm.

186 ECLAC 2018, pg. 153.

187 For additional information, see <https://socialprotection-humanrights.org/key-issues/gender/>

188 World Bank 2018.

189 World Bank 2020.

190 21 of the 33 entities that reported working in the area of poverty eradication, social protection and social services.

191 5 of the 33 entities that reported working in the area of poverty eradication, social protection and social services.

192 7 of the 33 entities that reported working in the area of poverty eradication, social protection and social services.

193 15 of the 33 entities that reported working in the area of poverty eradication, social protection and social services.

C.

FREEDOM FROM VIOLENCE, STIGMA AND STEREOTYPES

This section reviews the UN system’s contributions to freedom from violence, stigma and stereotypes. In so doing, it uses the lens of four of the critical areas of concern of the Platform for Action, namely: violence against women (D); human rights of women (I), women in the media (J) and the girl child (L), which, broadly speaking, also correspond to SDG 5 on gender equality, SDG 11 on sustainable cities and communities, and SDG 16 on peace, justice and strong institutions.

Critical areas of concern	Sustainable Development Goals
D. Violence against women I. Human rights of women J. Women and the media L. The Girl child	SDG 5: Gender equality SDG 11: Sustainable cities and communities SDG 16: Peace, justice and strong institutions

Key findings

The persistence of discriminatory social attitudes underpins the scourge of violence against women and represents a major obstacle to its elimination. Accordingly, 71 per cent¹⁹⁴ 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 cent¹⁹⁵ of entities working in this area in 2014 to 50 per cent¹⁹⁶ in 2019.

Partnerships with the media are essential to challenge harmful social norms and stereotypes. Yet, only 29 per cent¹⁹⁷ 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 ICT, the Internet and associated elements such as social media. Only 32 per cent¹⁹⁸ of UN entities reported working in this area, signaling the need for enhanced attention by a greater number of entities to the growing threat.

Eighteen per cent¹⁹⁹ 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 is an issue of growing concern, with profound implications for women in politics and human rights defenders, who are being increasingly targeted in highly polarized political environments.

194 24 of the 34 entities that reported working in the area of freedom from violence, stigma and stereotypes.
 195 12 of the 34 entities that reported working in the area of freedom from violence, stigma and stereotypes.
 196 17 of the 34 entities that reported working in the area of freedom from violence, stigma and stereotypes.
 197 10 of the 34 entities that reported working in the area of freedom from violence, stigma and stereotypes.
 198 11 of the 34 entities that reported working in the area of freedom from violence, stigma and stereotypes.
 199 6 of the 34 entities that reported working in the area of freedom from violence, stigma and stereotypes.

BACKGROUND

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 frequently met with impunity.²⁰⁰ 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.²⁰¹ Moreover, at the time of writing this report, the spread of the COVID-19 pandemic has exacerbated the already high prevalence of violence against women, in particular, domestic violence, trafficking and online violence and harassment.²⁰² Greater economic stress in households, coupled with increased social isolation due to stay-at-home orders, is resulting in a global “shadow pandemic” of violence against women and girls.²⁰³

Framing violence against women and girls as a human rights violation means recognizing that violence is part and parcel of a structural discrimination that the State has an obligation to address through legislative and institutional measures, as well as a commitment to implementing them. In 1992, *CE-DAW, in its general recommendation No. 19*, recognized that the scope of discrimination addressed within article 1 of the CEDAW Convention includes gender-based violence. In 2017, the recommendation was

updated by *general recommendation No. 35*, which emphasized that violence against women is gender-based, and concluded that the prohibition of violence against women has evolved into a principle of customary international law. Together with the recommendations issued by the Special Rapporteur on violence against women, its causes and consequences, and the Declaration on the Elimination of Violence Against Women, the CEDAW general recommendations provide a framework for national and international action. They recognize that violence against women is rooted in patriarchy and attitudes by which women are regarded as subordinate to men, leading to the historical and structural inequality in power relations between men and women.²⁰⁴

Women and girls who face multiple and intersecting forms of discrimination and marginalization, including women and girls with disabilities,²⁰⁵ older women,²⁰⁶ younger women, indigenous women and girls, women and girls of diverse sexual orientations²⁰⁷ and gender identities, women and girls from ethnic and other minorities, and women and girls living with HIV, are at increased risk of experiencing violence.²⁰⁸ In line with the Platform for Action’s recognition of the particular vulnerabilities facing women belonging to minority groups, and the 2030 Agenda’s commitment to Leave No One Behind, the Special Rapporteur on violence against women, its causes and consequences has called for a nuanced understanding of the intersection of violence with other systems of subordination and for

the introduction of the concepts of intersectionality and a multisectoral approach to dealing with violence against women.²⁰⁹

The Platform for Action identifies specific actions for governments to take to prevent and respond to violence against women and girls and includes²¹⁰ an expansive definition of forms of violence. 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 5²¹¹ on gender equality, SDG 16²¹² on peaceful and inclusive societies and SDG 11²¹³ on sustainable cities and communities.

OVERVIEW OF ACTIONS UNDERTAKEN BY UN ENTITIES

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. This section covers trends in implementation related to six areas in particular, namely: (1) forms of violence addressed by UN entities; (2) actions prioritized to address the violence against women; (3) strategies used to prevent it; (4) actions to address violence perpetrated by the media; (5) actions to address violence facilitated by ICT; and (6) actions to respond to discrimination against girls.

200 Committee on the Elimination of Discrimination against Women general recommendation No. 19 states that gender-based violence against women is “violence that is directed against a woman because she is a woman or that affects women disproportionately. It includes acts that inflict physical, mental or sexual harm or suffering, threats of such acts, coercion and other deprivations of liberty. Gender-based violence may breach specific provisions of the Convention, regardless of whether those provisions expressly mention violence.” The Declaration on the Elimination of Violence Against Women defines violence against women as “any act of gender-based violence that results in, or is likely to result in, physical, sexual or psychological harm or suffering to women, including threats of such acts, coercion or arbitrary deprivation of liberty, whether occurring in public or in private life.”

201 UN General Assembly 2019c.

202 United Nations 2020.

203 UN Women 2020a.

204 UN Human Rights Council 2014.

205 UN General Assembly 2017.

206 DESA 2013.

207 FRA 2015.

208 WHO 2019b.

209 UN Human Rights Council 2014.

210 UN General Assembly 1995, para. 113.

211 Target 5.2: Eliminate all forms of violence against all women and girls in the public and private spheres; and target 5.3: Eliminate all harmful practices.

212 Target 16.1: Significantly reduce all forms of violence and related death rates; and target 16.2: End abuse, exploitation, trafficking and all forms of violence against and torture of children.

213 Target 11.7: Provide universal access to safe, inclusive and accessible, green and public spaces, in particular for women and children, older persons and persons with disabilities.

Each of these areas is further elaborated upon sections 1 to 6 below.

1. FORMS OF VIOLENCE ADDRESSED BY UN ENTITIES

Broadly, intimate partner violence/ domestic violence, including sexual violence and marital rape; sexual harassment and violence in public places, educational settings and in the world of work; and conflict-related sexual violence comprise the forms of violence most focused on by UN entities. In contrast, violence against women in politics, as covered by the survey, was prioritized by the fewest UN entities during this period.

Intimate partner/domestic violence interventions were the most widely prioritized in the 2014-2019 period, with 65 per cent²¹⁴ of entities reporting focusing on this type of violence. One in three women and girls experience physical or sexual violence in their lifetime, most frequently by an intimate partner,²¹⁵ and in some regions, women who experience or fear intimate partner violence are 50 per cent more likely to acquire HIV.²¹⁶

In 2014, 32 per cent²¹⁷ of entities focused on sexual harassment and violence in public places and 62 per cent²¹⁸ did so in 2018, signalling the area of most growth and action in the UN system. The greatest increase occurred between 2016 and 2018, coinciding with the global attention brought to the issue by grassroots campaigns in 2017 (see sect. II.A inclusive development, shared prosperity and decent work).²¹⁹

Fifty-three per cent²²⁰ of entities reported conflict-related sexual violence as one of their key priorities. All forms of violence against women increase during and immediately after conflict.²²¹ A trend analysis of incidents in 2018 confirms that sexual violence continues as part of

the broader strategy employed in conflict and that women and girls are significantly affected.²²² In addition, the proliferation of small arms has led to increased rates of conflict-related sexual violence. The UN has adopted several international commitments to specifically address gender-related violence in conflict (see sect. II.E on peaceful and inclusive societies).

Only 18 per cent²²³ of entities prioritized violence against women in politics as an area of action, although this type of violence is pervasive and growing, and represents a major barrier to the realization of women's right to participate in political and public life (see sect. II.D on participation, accountability and gender-responsive institutions).²²⁴ The small number of entities that prioritized this form of violence reveals an important gap in the UN system's work on this issue, especially in the light of the growth of social media, which represents an especially frightening place for women in politics.²²⁵

Intimate partner/domestic violence was the type of violence prioritized by the most UN entities, with 65 per cent of entities focusing on this type of violence. Only 18 per cent of entities prioritized violence against women in politics although it is pervasive and growing.

Box 4

The Spotlight Initiative

The Spotlight Initiative brings together UN Women, UNDP and UNFPA as core agencies, along with implementing partners, including UNICEF, UNESCO and 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.

214 22 of the 34 entities that reported working in the area of freedom from violence, stigma and stereotypes.
215 WHO, London School of Hygiene and Tropical Medicine and South African Medical Research Council 2013.
216 Heise and McGrory 2016.
217 11 of the 34 entities that reported working in the area of freedom from violence, stigma and stereotypes.
218 21 of the 34 entities that reported working in the area of freedom from violence, stigma and stereotypes.
219 Data reflects entities' programmatic efforts, as well as programmatic arrangements.
220 18 of the 34 entities that reported working in the area of freedom from violence, stigma and stereotypes.
221 WHO 1997.
222 UN Security Council 2019a.
223 6 of the 34 entities that reported working in the area of freedom from violence, stigma and stereotypes.
224 UN General Assembly 2018a.
225 UN Women and OHCHR 2018.

2. ACTIONS PRIORITIZED TO ADDRESS VIOLENCE AGAINST WOMEN AND GIRLS

To address violence against women and girls, as covered by the survey, UN entities primarily prioritized (a) supporting the introduction or strengthening of services for survivors of violence, and (b) supporting the introduction or strengthening of measures which improve understanding of the causes and consequences of violence against women among those responsible for implementing measures to end such violence.

These areas are further elaborated upon in (a) and (b) below.

(a) Supporting services for survivors of violence

Despite progress, many women and girls who experience physical and sexual violence continue to lack access to adequate services. In the majority of countries with available data, less than 40 per cent of the women who experience violence seek help of any sort and less than 10 per cent of those who do seek help appeal to the police.²²⁶ Quality, accessible and inclusive multisectoral services are essential to provide much-needed support for survivors of violence and must be coordinated across the health, social services, police and justice sectors.²²⁷

Forty-seven per cent²²⁸ of entities supported the introduction or strengthening of services for survivors of violence against women and girls. OHCHR, UNICEF,²²⁹ UNFPA,²³⁰ the United Nations Office at Vienna/ United Nations Office on Drugs and Crime (UNOV/UNODC),²³¹ and WHO,²³² among others, strengthened services by providing training and capacity development to practitioners such as health-care providers, law enforcement professionals, criminal justice

officials, and social workers. Through the Joint Global Programme on Essential Services for Women and Girls Subject to Violence, UN Women, UNFPA, UNOV/UNODC, UNDP, and WHO developed the *Essential Services Package for Women and Girls Subject to Violence: Core Elements and Quality Guidelines*,²³³ a global guidance for the health, justice, law enforcement and social services sectors, as well as the coordination of these sectors. By 2019, more than 58 countries had adopted the Essential Services Package as the standard for the provision of quality services to survivors of violence.

The persistence of discriminatory social attitudes underpins the scourge of violence against women. 71 per cent of UN entities focused on targeting and eliminating these causes of violence against women.

Box 5

Protection services for women and girls in humanitarian settings

In humanitarian settings where support systems are often severely limited, women's exposure to violence remains extremely high. One in five refugees or displaced women in complex humanitarian settings are estimated to have experienced sexual violence—likely an underestimation given the barriers associated with disclosure. Protecting the human rights of women and girls in humanitarian settings requires a broad range of coordinated actions by a wide variety of actors. The volume, quality and accessibility of services to protect women and girls in these settings is insufficient.

In situations where services are in place, limited freedom of movement among women and girls, the distance to health services, and cultural impediments, including shame and stigma, prevent women and girls in humanitarian settings from accessing the life-saving services.²³⁴ (see sect. II.E on peaceful and inclusive societies).

Several UN entities facilitated access to protection services to ensure that the needs of conflict-affected refugee and displaced women and girls are prioritized and met. For example, by integrating the *Minimum Standards for Prevention and Response to Gender-based Violence in Emergencies* within existing mechanisms for national and multisectoral responses to violence against women and girls, UNFPA strengthened the capacity of line ministries, state agencies and civil society organizations at the country level.

UNFPA is also the focal point agency for gender-based violence in the UNHCR-led Global Protection Cluster, a network of nongovernmental organizations, international organizations and UN agencies, engaged in protection work in humanitarian crises, such as armed conflict and climate change-related and natural disasters.

226 DESA 2015, p. 159.

227 UN Women, UNFPA, WHO, UNDP and UNODC 2015.

228 16 of the 34 entities that reported working in the area of freedom from violence, stigma and stereotypes.

229 Training of social workers and police officers on sexual and gender-based violence.

230 Training programme for senior judge advocates on accountability for conflict-related sexual violence.

231 Building the capacity of criminal justice officials in preventing and responding to violence against women.

232 WHO 2017b; Stewart et. al. 2015; WHO 2013.

233 UN Women, UNFPA, WHO, UNDP and UNODC 2015.

234 WFP B+25 submission.

OHCHR prepared a guidance on using a victim/survivor-centred approach in sexual violence cases and recently published the related *Workshop Report—Protection of victims of sexual violence: Lessons learned*. OHCHR also led research²³⁵ and capacity-building on judicial stereotyping, with a focus on eliminating stereotyping in cases of gender-based violence and sexual and reproductive health and rights.

(b) Improving the understanding of the causes of violence against women and girls

A comprehensive understanding of the causes of violence against women and girls is critical to designing prevention programmes, services for survivors and interventions with offenders. Forty-four per cent²³⁶ of entities reported supporting the introduction or strengthening of measures to improve the understanding of the causes and consequences of violence against women and girls among those responsible for implementing measures to end the violence. Entities undertook research to strengthen existing practices and approaches. Notably, and working with data from a WHO multi-country study on women's health and domestic violence, the *Human Reproduction Programme*, a project of UNDP, UNFPA, UNICEF, WHO and the World Bank Special Programme of Research, Development and Research Training in Human Reproduction,²³⁷ is generating methods for analysis of different measures to better understand the causes and consequences of violence against women and girls. It also conducts systematic reviews of the health consequences of violence, including the impact on mental health. The resulting methodological advances in measuring psychological or emotional violence, sexual harassment, sexual violence and abuse, including that faced by older women, contribute to an enhanced understanding of the various forms of violence experienced by all women.

3. STRATEGIES USED TO PREVENT VIOLENCE AGAINST WOMEN AND GIRLS

In the light of the devastating effects that violence in all its forms has on women and girls, global efforts have primarily focused on responses and services for survivors.²³⁸ However, greatly expanded evidence-based and policy frameworks on prevention now in place²³⁹ clearly articulate the need for addressing the structural and underlying causes that contribute to the prevalence of violence against women and girls and the need to implement programmes that prevent such violence from occurring in the first place.²⁴⁰

To prevent violence against women and girls in the 2014-2019 period, as covered by the survey, entities primarily used three strategies: (a) public awareness-raising and changing attitudes and behaviours; (b) working with men and boys; and (c) grassroots and community-level mobilizing.

The work of UN entities in these areas is presented in (a) to (c) below.

(a) Public awareness-raising and changing attitudes and behaviours

Effective prevention measures challenge the unequal gender power relations at the root of violence against women and girls by addressing the systems and structures that perpetuate and institutionalize inequality and by changing the discriminatory social norms that normalize and permit violence against women. Seventy-one per cent²⁴¹ of UN entities reported taking measures to raise public awareness and change attitudes and behaviours, which has consistently been the method used by the largest number of entities.

In partnership with UNDP, UNFPA and UN Women, the United Nations Volunteers (UNV) implemented the joint Partners for Prevention (P4P) project in the Asia-Pacific Region.

P4P aims to foster social change and challenge gender norms for women and men at the national and societal levels. The interventions focus on helping participants and in-country partners to understand and promote non-violent masculinity and gender equality. Overall, selected national partners have increased capacity to design, adopt and implement rigorous evidence-based interventions and policies for the prevention of violence against women and girls.

Evidence demonstrates that raising public awareness to change social norms is a strategy best employed alongside other substantive interventions. In collaboration with the UN Women regional offices for the Arab States and West and Central Africa, the UN Women Regional Office for East and Southern Africa launched a cross-regional programme on ending child marriage in Africa. This initiative adopted a multidimensional approach that included gathering evidence through a multi-country study as a follow-up to the African Union's compendium of Marriage Laws in Africa from 55 African Union Member States done in June 2018; identifying and engaging with over 400 traditional and cultural leaders and institutions as champions and agents of change in ending child marriage and female genital mutilation (FGM); providing a platform for the traditional leaders at the national, subregional and regional levels to deliberate and reach consensus on collective action to end child marriage and FGM; establishing linkages with the leadership at the national level and also with key national and regional institutions, including the African Union Commission, the UN and other development partners; and ensuring a coordinated, coherent, inclusive and multisectoral approach in addressing harmful practices to support steady transformational change at the grassroots level through the leadership of and ownership by traditional and cultural leaders in the prevention of child marriage and FGM.

235 OHCHR, "Background Paper"; and Cusack 2014.

236 15 of the 34 entities that reported working in the area of freedom from violence, stigma and stereotypes.

237 For additional information, see: www.who.int/reproductivehealth/hrp/en/

238 UN Women 2015c.

239 Ibid. and WHO 2019b.

240 UN Women 2015c.

241 24 of the 34 entities that reported working in the area of freedom from violence, stigma and stereotypes.

The UN Women Europe and Central Asia Regional Office's programme *Implementing Norms, Changing Minds*²⁴² aims at ending gender-based discrimination and violence against women and girls by strengthening civil society organizations, in particular women's rights organizations, to advocate for the enabling and effective implementation of normative frameworks; to transform gender-discriminatory stereotypes, perceptions and beliefs; and to empower women and girls who have experienced discrimination or violence, including those from disadvantaged groups, to advocate for and use available, accessible and quality services. As of 2019, the programme has equipped over 250 organizations to monitor and report on women's rights legal instruments, trained 1,500 law enforcement and service providers in prevention, prosecution and protection in cases of violence against women and girls; provided 3,500 women, including minority women, with a better understanding of their rights and how to access services when facing violence.

IOM has developed two new training packages on the Prevention of Sexual Exploitation and Abuse perpetrated by aid personnel against aid beneficiaries. The packages aim at facilitating emotional reflection among potential abusers, triggering a behavioural change. The materials were successfully tested in more than 40 countries, mostly in the Sahel, North Africa, Gulf countries and the Balkans region. In the first half of 2019, 38 IOM offices trained a total of 2,796 IOM staff.

(b) Working with men and boys

Men's decisions and behaviours are profoundly shaped by rigid social and cultural expectations related to masculinity.²⁴³ Gender-transformative prevention initiatives that engage men and boys as part of more comprehensive prevention programming are known to lead to

changes in men's attitudes, social norms, and ultimately in the gender-related imbalances of power that underpin violence against women. The Platform for Action addresses this directly when it envisions male engagement as a necessary means to challenge the structures, beliefs, practices and institutions that sustain men's privileges and which fuel the inequalities between women and men.²⁴³ Fifty-three per cent²⁴⁴ of entities reported working with men and boys to prevent violence against women. This strategy experienced the largest increase in the number of entities using it during 2014-2019.²⁴⁵

Among these, many entities, including ILO, UNFPA, UNICEF, OHCHR, and WHO, highlighted working with men and boys to challenge harmful gender norms, stereotypes and toxic masculinities. ILO carried out initiatives in male-dominated workplaces, where women face high risks of being subjected to restrictive norms, harassment and discrimination. For example, an ILO collaborative study on mining in Sweden, where increasing numbers of women are becoming mine workers, aims to raise awareness and to engage men in the promotion of gender equality in Swedish workplace culture.

Improving intrahousehold relationships through approaches such as the household methodologies, developed by IFAD with partners—can be an effective way of reducing the incidence of domestic violence. In countries where the household methodologies are implemented, gender relations improve and gender-based violence decreases. The introduction of the methodologies has led to significant changes in gender inequalities leading to empowerment of women and also empowerment of men by enabling them to change toxic and violent behaviours.

UN entities also developed materials and training for gender-equality advocates and practitioners that provide guidance on engaging men and boys in ending violence against women. Examples include the *Men as Allies* course²⁴⁶ of the UNU Gender Equality Studies and Training Programme, and the UNHCR training module on working with men and boys.²⁴⁷ In addition, UNHCR has implemented "Engaging Men in Accountable Practice" as a core part of its sexual and gender-based violence (SGBV) programme for use in humanitarian settings. The approach is guided by the voices of women and girls and aims to enable men to identify their role in preventing violence against women. UNHCR found this intervention to influence positive individual behaviour change, including in cases of previous intimate partner violence.

(c) Grassroots and community-level mobilizing

Forty-four per cent²⁴⁸ of entities reported grassroots and community-level mobilization to prevent violence against women. For over a decade, 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.

242 Men Engage Alliance, UN Women and UNFPA.

243 Ibid.

244 18 of the 34 entities that reported working in the area of freedom from violence, stigma and stereotypes.

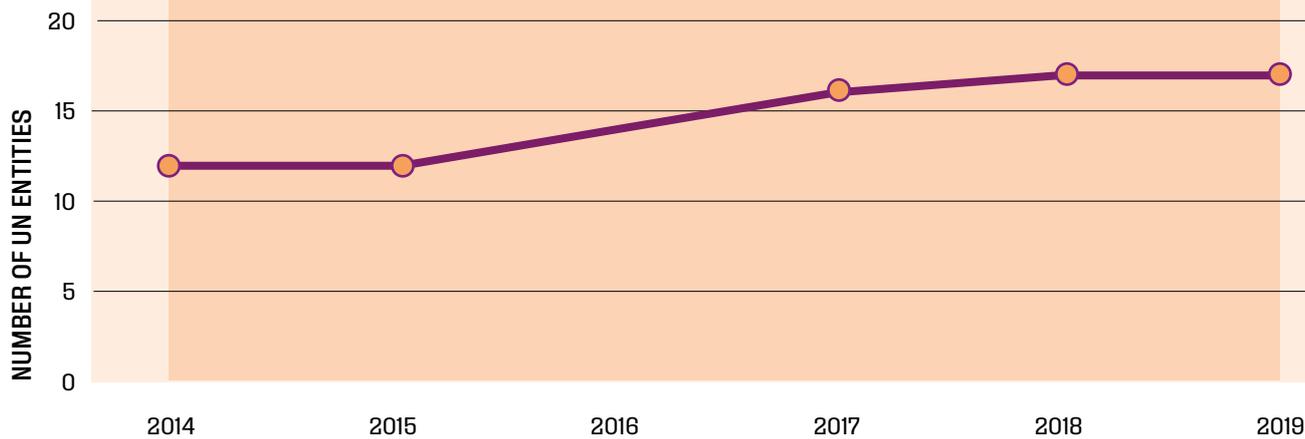
245 From 12 entities in 2014 to 17 entities in 2019.

246 For additional information, see: <https://gest.unu.edu/en/education/short-courses-and-training/men-as-allies>

247 UNHCR 2016.

248 15 of the 34 entities that reported working in the area of freedom from violence, stigma and stereotypes.

FIGURE 6 NUMBER OF UN ENTITIES THAT REPORTED WORKING WITH MEN AND BOYS TO PREVENT VIOLENCE AGAINST WOMEN, 2014-2019



OHCHR developed guidance on the use of strategic litigation for SGBV cases and published a report on the topic.²⁴⁹ Strategic SGBV litigation aims to raise consciousness about SGBV and influence transformations in society that go beyond a purely legal focus to raise a social debate. It is an important tool to address the structural obstacles faced by survivors seeking to access justice and protection.

4. ACTIONS TO ADDRESS VIOLENCE AGAINST WOMEN AND GIRLS PERPETRATED BY THE MEDIA

In recognition of the challenges and opportunities that media presents to combating harmful stereotypes, the Platform for Action stipulates that, when addressing the issue of mobilizing the media, governments and other actors should promote an active and visible policy of mainstreaming a gender perspective in policies and programmes, including promoting a balanced and non-stereotyped portrayal of women in the media.

As a key influencer in driving attitudinal shifts and raising public awareness, traditional media is a necessary ally for change and the implementation of the Platform for Action and the gender-responsive SDGs. These objectives can be achieved through increased coverage of incidents of violence against women and girls, challenging stereotypes in the por-

trayal of women and girls (both as survivors and agents of change), gender-sensitive workplace and reporting practices, and greater representation of women in the newsroom, including in leadership roles. Simultaneously, in the 25 years since the adoption of the Platform for Action, the transformation of the media has created new risks and challenges related to technological development, including digital spaces that facilitate violence against women and girls.

Only 29 per cent²⁵⁰ of UN entities working in the area of freedom from violence, stigma and stereotypes reported undertaking actions to address the portrayal of women and girls, discrimination and/or gender bias in the media. Among these, entities focused primarily on (a) providing training to media professionals to encourage the creation and use of non-stereotypical, balanced and diverse images of women and girls. In contrast, as covered by the survey, the actions supported by the fewest number of UN entities during this period were (b) supporting the introduction of binding regulations for the media and working with the media industry to develop voluntary codes of conduct.

These areas are further elaborated upon in (a) and (b) below.

(a) Training media professionals to encourage the creation and use of non-stereotypical, balanced and diverse images of women and girls

Training journalists on gender-responsive political reporting, especially in the context of political campaigns and elections, can have a significant impact on the media coverage of women running for political office. Accordingly, 26 per cent of entities²⁵¹ reported working in this area in 2014-2019. Working in the Democratic Republic of the Congo and Pakistan, the United Nations Organization Stabilization Mission in the Democratic Republic of the Congo (MONUSCO) and UNESCO, respectively, trained local journalists and media workers on providing fair and balanced coverage of women candidates and creating space for women to engage in and influence debates. Women's participation in the political programmes of Radio Okapi in the Democratic Republic of the Congo, for example, increased from 2 to over 50 per cent. Other examples of capacity-building in this area include the ECLAC workshop for journalists and communicators at the thirteenth session of the Regional Conference on Women in Latin America and the Caribbean (2016), the WFP gender-focused media training for Kyrgyz national media and UN Women's Gender and News Summit in the United Republic of Tanzania.

²⁴⁹ OHCHR 2019c.

²⁵⁰ 10 of the 34 entities that reported working in the area of freedom from violence, stigma and stereotypes.

²⁵¹ 9 of the 34 entities that reported working in the area of freedom from violence, stigma and stereotypes.

(b) Areas with the least UN system engagement

As indicated by Figure 7, although UN entities increasingly engage in efforts to address violence against women perpetuated by the media, these efforts are predominantly focused on capacity-building for journalists, without sufficient attention being paid to the broader systems in which journalists and media professionals work. Only three entities reported working with the media industry to develop voluntary codes of conduct, and no participating entity has supported the introduction of binding regulations for the media in support of gender equality and the empowerment of women and girls.

For example, the striking underrepresentation of women as media professionals (see sect. II.D on participation, accountability and gender-responsive institutions) calls for increased efforts dedicated to developing gender-responsive codes of conduct and corporate policies for the media. The *Unstereotype Alliance*, an industry-led initiative

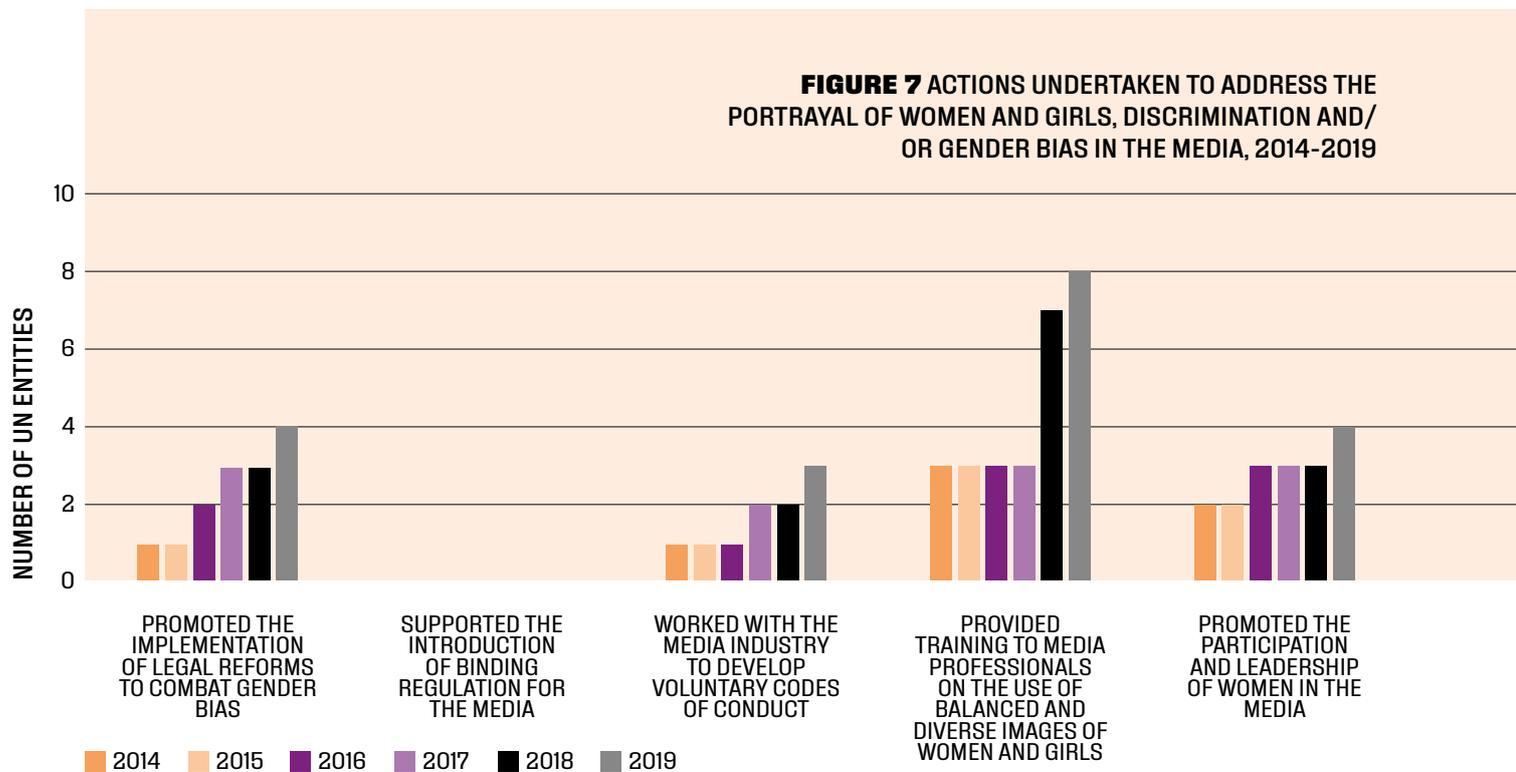
convened by UN Women, provides a good example in this area. Recognizing the power of partnerships in accelerating progress, the Alliance unites leaders across business, technology and creative industries to tackle the widespread prevalence of stereotypes that are often perpetuated through advertising and media content. Members of the Alliance pledge to hold themselves accountable to a set of codes of conduct, including depicting people as empowered, multidimensional actors; fostering an unsteretyped culture by driving gender balance in senior leadership and creative roles; and addressing unconscious bias and lack of diversity or inclusion.

5. ACTIONS IN RESPONSE TO VIOLENCE AGAINST WOMEN AND GIRLS FACILITATED BY TECHNOLOGY

The exponential growth of the Internet, which reached only 5.8 per cent of the world's population in 2000, compared to 58.8 per cent in 2019,²⁵² has transformed violence against women into an act that can be perpetrated across distance and with

anonymity,²⁵³ particularly through the use of social media platforms.²⁵⁴ An estimated 23 per cent of women have experienced online abuse or harassment at least once, and one in ten women has experienced some form of online violence since the age of 15.²⁵⁵ In particular, this affects women human rights defenders, journalists and politicians, who are directly targeted, threatened and harassed via technology, and have even lost their lives.²⁵⁶ The COVID-19 pandemic and associated restrictions have increased reliance on online platforms, including for work, school, social activities and political engagement, and ICT-facilitated violence has spread, creating the shadow pandemic of violence against women.²⁵⁷ Comprehensive strategies are needed to combat these multiple and newly-emerging forms of violence against women and girls.

In 2019, only 32 per cent²⁵⁸ of entities working in the area of freedom from violence, stigma and stereotypes reported undertaking actions to respond to violence against women and girls facilitated by technology;



252 For additional information, see www.internetworldstats.com

253 Boyd, 2011, pp. 39-58.

254 UN Human Rights Council 2016.

255 FRA 2015.

256 Boyd 2011.

257 UN Women 2020a.

258 11 of the 34 entities that reported working in the area of freedom from violence, stigma and stereotypes.

this is, nevertheless, an increase from 24 per cent²⁵⁹ in 2014. The work of UN entities has focused primarily on (a) supporting the introduction or strengthening of legislation and regulatory provisions, and (b) promoting awareness-raising initiatives to address violence against women and girls facilitated by technology.

Each of these areas is further elaborated upon in (a) and (b) below.

(a) Supporting the introduction or strengthening of legislation and regulatory provisions

Twenty-four per cent²⁶⁰ of entities reported supporting the introduction or strengthening of legislation and regulatory provisions, one of the most widely-used strategies to respond to violence against women and girls facilitated by technology. More specifically, entities highlighted their efforts to integrate and address the role of technology in violence against women in regional and international mechanisms. The ILO Violence and Harassment Convention 2019 (No. 190) and its related recommendation is the first international labour instrument to address this issue and includes gender-based violence and harassment. It expressly covers violence and harassment occurring in work-related communications through ICT. The ECLAC Montevideo Strategy for Implementation of the Regional Gender Agenda within the Sustainable Development Framework by 2030, adopted by Member States at the thirteenth session of the Regional Conference on Women in Latin America and the Caribbean,²⁶¹ focuses on the means to address, among other things, the threats of online sexual harassment, online stalking and cyber-crimes against women. In addition, violence against women facilitated by technology was one of the themes of

the fourteenth Regional Conference and its subsequent position paper.²⁶² The inclusion of this form of violence in these documents provides visibility to an increasingly common practice and recognizes its growing threat.

(b) Promoting awareness-raising initiatives to address violence against women and girls facilitated by technology

Twenty-one per cent²⁶³ of entities reported promoting awareness-raising initiatives facilitated by technology to address violence against women and girls, and supporting such initiatives. For example, in 2018, the EQUALS Global Partnership for Gender Equality in the Digital Age, including the International Trade Centre (ITC,) ITU, UN Women and OHCHR, conducted an online campaign against online violence against women and girls as a part of the annual 16 Days of Activism against Gender-Based Violence Campaign²⁶⁴ On International Women's Day 2019, an awareness-raising conference was held at UNESCO on the challenges faced by women in the digital space. This was accompanied by the launch of *I'd Blush if I Could*, a UNESCO/EQUALS publication that highlights the potential negative ramifications on gender relations of artificial intelligence voice assistants, including the way in which many voice assistants tolerate or even encourage harassment and abuse of women.

6. ACTIONS IN RESPONSE TO DISCRIMINATION AGAINST, AND VIOLATIONS OF THE RIGHTS OF THE GIRL CHILD

While issues of concern to girls cut across all 12 of its critical areas of concern, the Platform for Action paid specific attention to the persistent discrimination against and violation of the rights of the girl child. The

Platform identifies the elimination of negative cultural attitudes and practices and the eradication of violence against girls as key strategic objectives in this area. In addition, through target 5.3, SDG 5 aims to eliminate all harmful practices, such as child, early and forced marriage and FGM.

Violence against girls can occur in the home, in and around schools and workplaces, and through new forms of technology and media, and has significant consequences for girls' physical, sexual and mental health, as well as for their educational, economic and employment outcomes.²⁶⁵ Vulnerabilities vary across and within countries, with girls who experience multiple forms of discrimination being at greater risk.

To eliminate discrimination against and violations of the rights of the girl child in the period 2014-2019, UN entity efforts were primarily invested in (a) eliminating violence against girls, including harmful practices;²⁶⁶ and (b) combating negative social norms and practices, and increasing awareness of the needs and potential of girl children.²⁶⁷

Each of these areas is further elaborated upon in (a) and (b) below.

(a) Eliminating violence against girls

Fifty-six per cent²⁶⁸ of UN entities worked on eliminating violence against girls, including harmful practices.

Like other forms of violence against girls, harmful practices such as child marriage and FGM occur as a result of gender inequality and discriminatory social, cultural and religious norms relating to girls' and women's positions in their families, commu-

259 8 of the 34 entities that reported working in the area of freedom from violence, stigma and stereotypes.

260 8 of the 34 entities that reported working in the area of freedom from violence, stigma and stereotypes.

261 ECLAC 2017. The Montevideo Strategy for Implementation of the Regional Gender Agenda within the Sustainable Development Framework by 2030 is the regional instrument for expediting the implementation of the Beijing Platform for Action, in synergy with the Regional Gender Agenda and the 2030 Agenda for Sustainable Development

262 ECLAC 2019c.

263 7 of the 34 entities that reported working in the area of freedom from violence, stigma and stereotypes.

264 For additional information, see: www.gsma.com/mobilefordevelopment/connected-women/equals-access-coalition-resource-repository/

265 UN Women 2015g.

266 14 of the 25 entities that reported working in the area of peaceful and inclusive societies. This survey question was under section II.E, peaceful and inclusive societies, and was moved in the light of the higher relevance of the responses to the area of freedom from violence, stigma and stereotypes.

267 13 of the 25 entities that reported working in the area of peaceful and inclusive societies. This survey question was under section II.E, Peaceful and Inclusive Societies, and was moved in the light of the responses' higher relevance to the area of freedom from violence, stigma and stereotypes.

268 14 of the 25 entities that reported working in the area of peaceful and inclusive societies. This survey question was under section II.E, peaceful and inclusive societies, and was moved in the light of the higher relevance of the responses to the area of freedom from violence, stigma and stereotypes.

nities and society, and are barriers to girls' enjoyment of their human rights.²⁶⁹

For example, despite FGM being internationally recognized as a human rights violation, it has been performed on more than 200 million girls and women alive today.²⁷⁰ While the rate of FGM has declined over the past three decades, if progress to eliminate the practice is not accelerated, any reduction in prevalence will be negated by population growth in countries where it takes place.²⁷¹ To achieve the 2030 target of ending FGM, the rate of reduction must accelerate thirteen-fold over the current rate.²⁷²

The UNFPA and UNICEF *Joint Programme to Eliminate FGM* is the largest in the world and aims to comprehensively address FGM through a holistic approach that includes creating an enabling policy and legal environment, providing appropriate and quality services related to the harmful practice and promoting community-led engagement to realize a social-norms change in favour of abandoning FGM. In 2018, the joint programme, which works with 17 countries,²⁷³ started implementation of its Phase III, which will run until 2021.

Early marriage affects girls throughout their lifetime.²⁷⁴ Globally, girls who marry before the age of 15 are 50 per cent more likely to face physical or sexual violence from a partner.²⁷⁵ Ending child marriage will help to break the cycle of poverty by allowing girls and women to participate more fully in society.²⁷⁶ Although the rate of child marriage has declined over the past decade, a

twelve-fold improvement is required to meet the 2030 target.²⁷⁷

In 2016, UNFPA and UNICEF launched the *Programme to Accelerate Action to End Child Marriage* in 12 of the most high-prevalence or high-burden countries. The Programme supports households in demonstrating positive attitudes; empowers girls to direct their own futures, strengthening the services that allow them to do so; and addresses the underlying conditions that sustain child marriage by advocating for laws and policies that protect girls' rights while highlighting the importance of using robust data to inform such policies. The Programme is on track to support targeted countries to develop and implement national action plans, and to influence other countries to tackle the issue through policies, legislation and sectoral response to child marriage, including by strengthening the education system.

Only 32 per cent of entities working in the area of freedom from violence, stigma and stereotypes reported undertaking actions to respond to violence against women and girls facilitated by technology in 2019; this is, nevertheless, an increase from 24 per cent in 2014.

(b) Combating negative social norms and increasing awareness of the needs and potential of girl children

Although numerous factors contribute to the prevalence of harmful

practices, in every society in which they occur, they are a manifestation of deeply entrenched social norms.²⁷⁸ In this context, 52 per cent²⁷⁹ of entities reported working on combating negative social norms and practices, and increasing awareness of the needs and potential of girl children. Among these, several entities, including UNESCO,²⁸⁰ UNHCR,²⁸¹ UNU,²⁸² UNRWA²⁸³ and UNFPA, highlighted advocacy efforts and campaigns to transform negative social norms that perpetuate and normalize the practice of child marriage. Through the *Global Programme on Son Preference and the Undervaluing of Girls*, UNFPA worked closely with diverse partners to raise awareness and engage in strategic advocacy on gender-biased sex selection in Armenia, Azerbaijan, Georgia and Viet Nam. This included capacity-building and awareness-raising interventions targeting journalists and media representatives, medical personnel, civil society organizations, government, youth, researchers and students to build consciousness and knowledge and to prevent gender-biased sex selection.

CONCLUSION

The elimination of violence against women and girls was the top priority for UN entities during 2014-2019. Yet, rates of violence against women remain alarmingly high. Deeply ingrained cultural norms that excuse, minimize and normalize violence persist, while rapid technological change creates new spaces for violence. Further, the unprecedented increase in violence since the onset of the COVID-19 pandemic, as security, health, and financial worries height-

269 UN General Assembly 2014.

270 UNICEF 2016.

271 UN General Assembly 2014.

272 UNFPA 2018b.

273 Burkina Faso, Djibouti, Egypt, Eritrea, Ethiopia, The Gambia, Guinea, Guinea Bissau, Kenya, Mali, Mauritania, Nigeria, Senegal, Somalia, the Sudan, Uganda and Yemen.

274 World Bank and ICRW 2017.

275 Ibid.

276 Ibid.

277 UNFPA 2018b.

278 UN General Assembly 2014.

279 13 of the 25 entities that reported working in the area of peaceful and inclusive societies. This survey question was under section 2.E, Peaceful and Inclusive Societies, and was moved in the light of the responses' higher relevance to the area of freedom from violence, stigma and stereotypes.

280 The UNESCO contribution to ending child marriage is carried out largely through its gender-transformative and social norms work as part of comprehensive sexual-ity education.

281 UNHCR has led social norms and community mobilization campaigns to prevent marriage and violence in the home, such as the AMANI campaign in Jordan.

282 UNU-MERIT explored the macro-level circumstances that are most effective in reducing the prevalence of child marriage in selected contexts, resulting in UNICEF and UNFPA 2018.

283 The UNRWA West Bank Field Office produced advocacy videos addressing the consequences of child marriage from an educational, social and health perspective.

en the tensions and strain caused by confinement,²⁸⁴ calls for urgent action to prioritize services for survivors, support prevention strategies to eradicate violence against women and build resilience to future crises.

Given the magnitude of the issue, sustained and strengthened support by UN entities is critical. However, as covered by the survey, engagement by UN entities in this area suffered declines in the period from 2014 to 2019, and further reduction in prioritization is anticipated between 2020 and 2025. As long as violence against women and girls is pervasive, the need for the UN system to engage with this issue remains urgent.

UN entities have supported the provision of quality, accessible and inclusive services across the health, social services, police and justice

sectors, to provide much-needed support for survivors of violence. In addition to introducing new services for survivors, entities strengthened the understanding of the causes of violence against women among those responsible for implementing measures and, as such, improved existing practices and approaches.

Many UN entities have also engaged in violence-prevention strategies, in particular, through awareness-raising campaigns and by working with men and boys to challenge discrimination and social attitudes that normalize violence. These prevention practices were also those most utilized to eliminate violence against girls, including harmful practices. To be most effective, these two prevention practices should be supplemented by additional interventions, forming multi-component strategies.

The exponential global growth in both reach and influence of media and ICT presents new risks and opportunities for women's and girls' freedom from violence, stigma and stereotypes, especially affecting adolescent girls and women who are active in the field of politics. Only four per cent of traditional news and digital news stories clearly challenge gender stereotypes, a single percentage point change since 2005.²⁸⁵ By deepening engagement with media and ICT as allies for gender equality, UN entities can protect women and girls from emerging threats of violence, and help shift the gender stereotypes that have remained firmly embedded in news media outputs over the past decade.

284 United Nations 2020b and www.unwomen.org/en/what-we-do/ending-violence-against-women
285 Global Media Monitoring Project 2015.

D.

PARTICIPATION, ACCOUNTABILITY AND GENDER- RESPONSIVE INSTITUTIONS

This section reviews the UN system's contributions to participation, accountability and gender-responsive institutions. In so doing it uses the lens of four of the critical areas of concern of the Platform for Action, namely: women in power and decision-making (G); institutional mechanisms for the advancement of women (H); human rights of women (I) and women and the media (J) which, broadly speaking, correspond also to SDG 5 on gender equality; SDG 16 on peace, justice and strong institutions; and SDG 17 on partnerships for the goals.

Critical areas of concern	Sustainable Development Goals
G. Women in power and decision-making H. Institutional mechanisms for the advancement of women I. Human rights of women J. Women and the media	SDG 5: Gender equality SDG 16: Peace, justice and strong institutions SDG 17: Partnerships for the goals

Key findings

Women continue to be underrepresented at all levels of leadership, which reflects deep-seated sociocultural norms and stubborn structural barriers. Encouragingly the percentage of UN entities providing women with opportunities for mentorship and leadership training in political campaigning tripled in the period 2014-2019, from 15²⁸⁶ to 44 per cent²⁸⁷ of entities.

*Women in public life, including politicians and human rights defenders, are increasingly subject to harassment and violence.*²⁸⁸ Despite this alarming trend, only 15 per cent²⁸⁹ of entities supported measures to prevent, investigate and prosecute violence against women in politics, women human rights defenders and women peacebuilders in 2019, a small increase from 12 per cent²⁹⁰ in 2014.

*In 2019, nearly 80 countries legislated gender quotas to promote women's political participation.*²⁹¹ However, this area experienced only moderate UN entity engagement and growth in the period 2014-2019. Twenty-one per cent²⁹² of entities supported reforms that promote women's political participation, in 2019, up from 15 per cent²⁹³ of entities in 2014.

The continued underrepresentation of women in newsrooms and in leadership positions in the media negatively impacts both the information conveyed as news, as well as the portrayal of women and girls in news coverage. 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 cent²⁹⁴ of entities in 2014 to 35 per cent²⁹⁵ in 2019.

Greater Internet connectivity has the potential to support the empowerment of women and girls. However, only 15 per cent²⁹⁶ 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.

Adequate and effective financing is essential to achieving gender equality and empowering all women and girls. Of the 37 UN entities that responded to this question, 29 per cent²⁹⁷ reported supporting 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.

286 5 of the 34 entities that reported working in the area of participation, accountability and gender-responsive institutions.
 287 15 of the 34 entities that reported working in the area of participation, accountability and gender-responsive institutions.
 288 UN ECOSOC 2019c, p.67.
 289 5 of the 34 entities that reported working in the area of participation, accountability and gender-responsive institutions.
 290 4 of the 34 entities that reported working in the area of participation, accountability and gender-responsive institutions.
 291 UN ECOSOC 2019c, p.68.
 292 7 of the 34 entities that reported working in the area of participation, accountability and gender-responsive institutions.
 293 5 of the 34 entities that reported working in the area of participation, accountability and gender-responsive institutions.
 294 7 of the 34 entities that reported working in the area of participation, accountability and gender-responsive institutions.
 295 12 of the 34 entities that reported working in the area of participation, accountability and gender-responsive institutions.
 296 5 of the 34 entities that reported working in the area of participation, accountability and gender-responsive institutions.
 297 10 of the 37 entities that responded to this question.

BACKGROUND

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.

Women's agency and voice in national and local elected bodies strengthens democracy and governance. In 2019, nearly 25 years after the adoption of the Beijing Declaration and Platform for Action, women comprised only 24 per cent of national parliamentarians, an increase of a mere 12 per cent since 1995.²⁹⁸ In conflict and post-conflict countries, the average representation of women was even lower, standing at only 19 per cent.²⁹⁹ Further, women constitute only 21 per cent of the world's 3,343 government ministers, and in some countries, women are conspicuous by their complete absence.³⁰⁰ According to the 2020 Global Gender Gap Report, the gender gap in women's political empowerment is larger than any other gender gap.³⁰¹

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. Systemic constraints such as discriminatory laws, policies and practices; certain types of electoral systems;³⁰² male-dominated political parties and institutions; limited financial resources; the emergence of certain religious and conservative groups opposing gender

equality; gender bias in the media; and violence against women in politics all continue to hinder women's participation in politics, decision-making and public participation. In particular, strengthening the gender-responsiveness of public institutions and bridging the gender gap in technology, including access to it, remain critical to achieving women's equal participation and decision-making in all areas of public life.

Several human rights treaties and conventions, as well as normative frameworks such as the Platform for Action anchor the rights of women to participate in public life, politics and decision-making. Not only does the Platform for Action uphold the human rights of women and girls,³⁰³ it also calls for women's full and equal participation in public life³⁰⁴ and in power structures and decision-making.³⁰⁵ In addition, it recognizes the importance of increasing the representation and visibility of women in the media,³⁰⁶ and in building accountable gender-responsive institutions.³⁰⁷ General Assembly resolutions 66/130 (2011) on women and political participation and 68/181 (2014) on protecting women human rights defenders also call for women's greater inclusion in the political and public sphere by inter alia eliminating laws preventing their participation and establishing zero tolerance for violence against women officials, candidates and human rights defenders. In addition, CEDAW requires that States parties take all appropriate measures, including positive measures and temporary special measures, to eliminate discrimination against women and girls in the political and public life of a country. Most recently, the 2030 Agenda, through SDG 5, similarly calls for ensuring women's full and effective participation and equal opportunities for leadership at all levels of decision-making in

political, economic and public life (target 5.5).

OVERVIEW OF ACTIONS UNDERTAKEN BY UN ENTITIES

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 between 2014 and 2019. Based on their responses, this section discusses trends in (1) promoting women's participation in public life and decision-making; (2) increasing women's access to expression and participation in decision-making in the media and ICT; and (3) supporting national counterparts to track the proportion of the national budget that is invested in the promotion of gender equality and the empowerment of women. Each of these areas is further elaborated upon in subsections 1 to 3 below.

1. ACTIONS UNDERTAKEN TO PROMOTE WOMEN'S PARTICIPATION IN PUBLIC LIFE AND DECISION-MAKING

Of the 34 entities working in the area of participation, accountability and gender-responsive institutions, 91 per cent³⁰⁸ reported having undertaken specific actions to promote women's participation in public life and decision-making. As covered by the survey, entity efforts were primarily focused on three main areas, namely (a) enhancing capacity-building, skills development and other measures;³⁰⁹ (b) providing opportunities for mentorship, leadership training, decision-making, public speaking, self-assertion and political campaigning;³¹⁰ and (c) collecting and analysing data on women's political participation, including in appointed and elected positions.³¹¹

298 UN ECOSOC 2019c, p.61.

299 UN Security Council 2019b, para 4(L), p.3.

300 World Economic Forum 2019b, p. 5. The Global Gender Gap Report covers 153 countries.

301 Ibid.

302 UN ECOSOC 2019c, p.68.

303 Critical areas of concern I and L.

304 Critical areas of concern G and J.

305 Critical area of concern G.

306 Critical area of concern J.

307 Critical area of concern H.

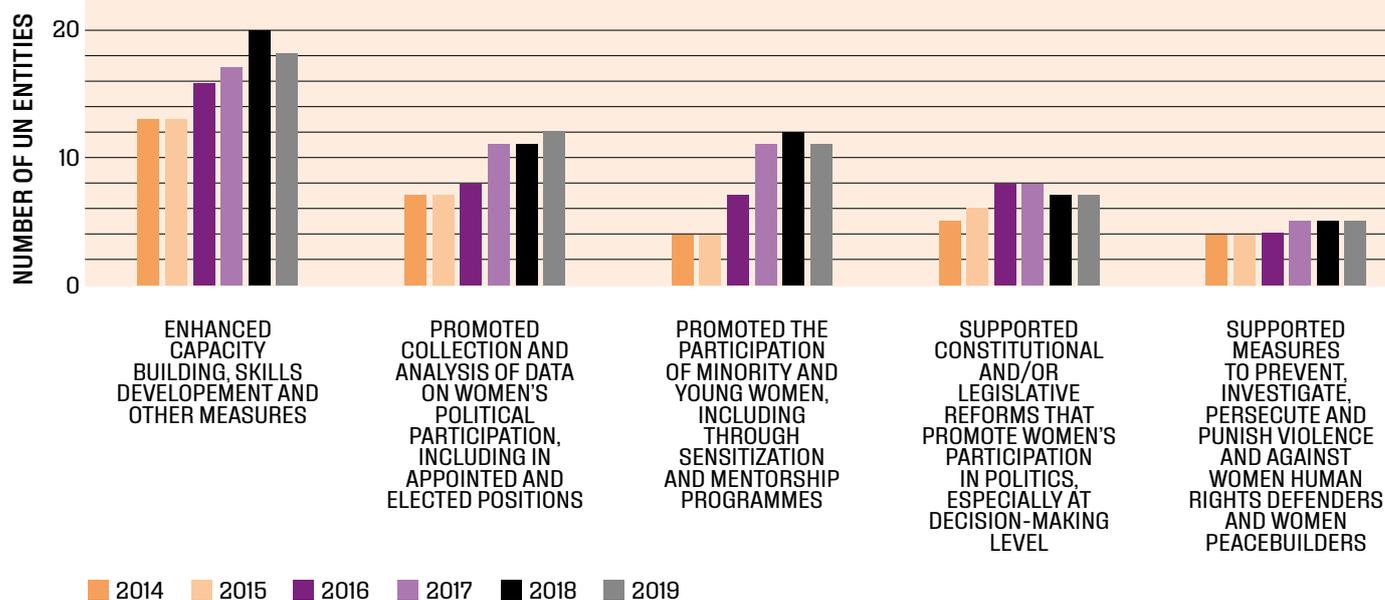
308 1 of the 34 entities that reported working in the area of participation, accountability and gender-responsive institutions.

309 20 of the 34 entities that reported working in the area of participation, accountability and gender-responsive institutions.

310 16 of the 34 entities that reported working in the area of participation, accountability and gender-responsive institutions.

311 12 of the 34 entities that reported working in the area of participation, accountability and gender-responsive institutions.

FIGURE 8 ACTIONS UNDERTAKEN TO PROMOTE WOMEN'S PARTICIPATION IN PUBLIC LIFE DECISION-MAKING, 2014-2019



As highlighted in Figure 8 above, each of these areas experienced strong growth in the period between 2014 and 2019.

In contrast, during this period, the actions supported by the fewest number of UN entities were (d) support for measures to prevent, investigate, prosecute and punish violence against women in politics, women human rights defenders, and women peacebuilders; and support for constitutional and/or legislative reforms that promote women's participation in politics, including in conflict. Only 15³¹² and 21 per cent³¹³ of entities supported such actions between 2014 and 2019, respectively.

The actions of UN entities in these areas are detailed in (a) to (d) below.

(a) Enhancing capacity-building, skills development and other measures

Building the gender-responsive capacity of institutions, electoral bodies and Member States contributes to eliminating structural barriers to women's political participation.

Fifty-nine per cent of entities³¹⁴ that engaged in this thematic area supported such capacity-building measures between 2014 and 2019.

Supporting the efforts of Member States to promote women's participation in political and electoral processes constitutes one of the priorities of the United Nations.³¹⁵ The Under-Secretary-General for Political and Peacebuilding Affairs, supported by the United Nations Department of Political and Peacebuilding Affairs (DPPA), serves as the UN focal point for electoral assistance activities, and works to ensure that gender is systematically mainstreamed in all UN electoral assistance policies, projects and activities. As part of the UN electoral assistance requested by Member States, 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 adopting reforms to promote women's political participation. In Afghanistan, for example, 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.

Acknowledging and integrating the different understanding, experiences and capabilities of women into all aspects of UN peace operations constitutes an essential element of successful UN peacekeeping efforts and sustained peace. Since the signing of the Mali Peace Agreement, the UN Multidimensional Integrated Stabilization Mission in Mali has advocated for the mean-

312 5 of the 34 entities that reported working in the area of participation, accountability and gender-responsive institutions.

313 7 of the 34 entities that reported working in the area of participation, accountability and gender-responsive institutions.

314 20 of the 34 entities that reported working in the area of participation, accountability and gender-responsive institutions.

315 UN General Assembly 2019f.

ingful inclusion of women in the follow-up mechanisms. Similarly, the UN Mission in South Sudan, in collaboration with UN Women and UNDP, has worked with women's organizations, especially at the local levels, to enable women's participation in peace processes. In addition, the United Nations Institute for Disarmament Research (UNIDIR), under its dedicated programme on gender and disarmament, has generated knowledge on gender balance in multilateral diplomacy, identified patterns and analysed trends about men's and women's participation and agency in disarmament and international security diplomacy in order to improve women's participation in arms control and disarmament diplomacy and forums.³¹⁶

Building the gender-responsive capacity of institutions, electoral bodies and Member States contributes to eliminating structural barriers to women's political participation. Fifty-nine per cent of entities that engaged in this thematic area supported such capacity-building measures between 2014 and 2019.

(b) Providing opportunities for mentorship and training in leadership

The meaningful representation and participation of women in political and public leadership positions influences priorities to better reflect the views of society as a whole and women's gender-specific concerns, values and experiences. In many instances, women's meaningful participation requires training opportunities. In an encouraging development, the number of UN entities providing women with opportunities for mentorship and leadership training in political campaigning has tripled in the past five years, from 15 per cent of entities³¹⁸ in 2014 to 44 per cent³¹⁹ in 2019. These measures largely focused on supporting women's political participation and increasing their leadership and representation in entities' own conference processes.

In policy and decision-making spaces at national, regional and international levels, UN entities strengthened the capacities of young and minority women, including those living with HIV, disabilities, and living in rural areas. For example, to build the capacity of women in peacemaking and conflict prevention, the United Nations Institute for Training and Research (UNITAR) held its first Training Programme *Strengthening the Capacities of African Women Peacemakers* in Addis Ababa in 2018, training 33 senior and mid-level female officials, including a former foreign minister. UNAIDS partnered with the Athena Network to launch a young-women-led movement across Eastern and Southern Africa that enabled adolescent girls and young women to articulate, amplify, advocate and advance their HIV-prevention priorities. Recognizing the gap that exists between women's major contribution to agricultural production, marketing and rural livelihoods, and their limited voice in making decisions that affect them and their communities, IFAD developed the Rural Women's Leadership Programme to strengthen women's leadership and participation

Box 6

Challenges of combating sociocultural norms and stereotypes when promoting women's participation in public life and decision-making

Several UN entities have identified deep-seated norms as a particular challenge to ensuring the increased, meaningful and substantive participation of women in decision-making.

While UNDP has made significant and successful contributions to the passing of laws to promote women's greater participation at national levels, the entity has found that cultural resistance and inequitable gender norms continue to limit women's participation and advancement in public life. Similarly, the United Nations Office for Disarmament Affairs (ODA), has noted that the field of disarmament continues to be largely male dominated. The entity tracks and collects data on the representation and participation of women in disarmament to identify and address challenges with regard to the consistent underrepresentation of women in national, regional and international platforms. A 2019 study by UNIDIR, *Still Behind the Curve: Gender Balance in Arms Control, Non-proliferation and Disarmament*,³¹⁷ found that perceived binary hierarchies, the military nature of the subject matter, work-life balance and a lack of consensus on the impact of gender attributes in arms control, non-proliferation and disarmament negotiations, are some of the causes that may contribute to the underrepresentation of women in this area.

In conjunction with efforts to ensure that laws and regulations promote women and girls' participation and leadership in all spheres, entities will also need to work with practitioners, governments and communities to challenge harmful norms and stereotypes that limit women's voices and decision-making power (see also sect. II.C on freedom from violence, stigma and stereotypes).

³¹⁶ For additional information, see: <https://www.unidir.org/programmes/gender-and-disarmament>

³¹⁷ UNIDIR 2019.

³¹⁸ 5 of the 34 entities that reported working in the area of participation, accountability and gender-responsive institutions.

³¹⁹ 15 of the 34 entities that reported working in the area of participation, accountability and gender-responsive institutions.

in rural organizations, including in policy dialogues. To bolster women's participation within its own internal processes, the World Meteorological Organization (WMO) invested in strengthening women's leadership capacities in its governance structures with positive results.

The private sector can play a significant role in driving more inclusive economic growth and creating opportunities for women around the world. In support of women's participation and decision-making opportunities in the private sector, the Sustainable Stock Exchange Initiative – a partnership including UNCTAD, the UN Global Compact and the United Nations Environment Programme (UNEP) Finance Initiative – produced a report³²⁰ in 2018 that examines the contribution stock exchanges can make towards implementing SDG 5.5³²¹ as well as the gender-specific targets under the other 16 SDGs. The *Sustainable Stock Exchange Initiative* builds on the unique ability of stock exchanges to influence their market in a way few other actors can, to connect women with companies, investors and policymakers to support sustainable and gender-equitable development in capital markets.

Today's youth comprise 1.8 billion of the world's population, the largest in history. Seeking to increase young women's participation in both the public and private sector, UNU supported the tenth annual *Girls20 Global Summit*, an event connecting young women from around the world with female leaders in the public and business sectors for a week of mentorship and leadership training.

(c) Collecting and analysing data on women's political participation

The systematic collection and analysis of quality data is critical to assess-

ing and tracking progress on women's political participation globally. UN entities increased their efforts to promote data collection and analysis of women's political participation between 2014 and 2019, with engagement in this area growing from 21³²² to 35 per cent³²³ of entities.

During the period covered by this report, significant advances were registered in the availability of comparable, quality data on SDG indicator 5.5.1.b on the proportion of seats held by women in local government. UN Women, as the sole custodian agency of this indicator, undertook the first global data compilation in partnership and close coordination with the Statistics Division of the UN regional economic commissions, resulting in comparable data for 118 countries.

Since the creation of the Gender Equality Observatory of Latin America and the Caribbean, ECLAC has been systematically monitoring women's participation in decision-making at the local level through two indicators: the percentage of elected mayors who are female and the percentage of elected city council members who are female. Consequently, ECLAC is well-poised to support the follow-up of indicator 5.5.1.b. The Gender Equality Observatory worked with national agencies responsible for monitoring the SDG indicators in Latin America and Caribbean to validate and provide data on 5.5.1.b for 15 of the 33 countries in the region.³²⁴

(d) Areas with the least UN system engagement

Post-conflict constitutional and legislative processes present important opportunities to increase women's political representation. However, these areas witnessed limited UN entity engagement and growth in

2014-2019. In 2019, twenty-one per cent of entities³²⁵ reported supporting constitutional and/or legislative reforms that promote women's political participation, including in conflict, an increase of only 6 per cent from 2014.³²⁶ An example of successful work in this area includes technical support provided by DPPA, UNDP and UN Women to more than 50 countries that consequently approved gender-responsive legislation and to more than 70 parliaments, which then adopted over 100 gender-equality initiatives, including the creation of women's caucuses and dedicated gender-equality commissions. Similarly, as a result of OHCHR engagement with civil society organizations and the National Human Rights Commission in Niger to enhance the participation of women in public life, a revised law establishing quotas in elective, government and state administration positions was adopted.³²⁷

Work on measures to prevent, investigate and prosecute violence against women in politics, women human rights defenders and women peacebuilders constitutes another important area in which UN entities are encouraged to focus their efforts. Engagement in this area incrementally increased from 12 to 15 per cent of entities between 2014 and 2019.³²⁸ Violence against women in politics seeks to halt or deter women's political ambitions, including that of future generations. It targets women running for office, women voters, activists and advocates.³²⁹ An Inter-Parliamentary Union study³³⁰ released in 2016 revealed that more than 80 per cent of surveyed women members of Parliament had experienced acts of psychological violence, including threats of death, rape, beatings or abduction.

Women human rights defenders, in particular, have come under

320 SSE, UNCTAD, UNEP, The Global Compact and PRI, "Stock Exchanges."

321 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.

322 7 of the 34 entities that reported working in the area of participation, accountability and gender-responsive institutions.

323 12 of the 34 entities that reported working in the area of participation, accountability and gender-responsive institutions.

324 ECLAC 2019b, pps 22-23.

325 7 of the 34 entities that reported working in the area of participation, accountability and gender-responsive institutions.

326 5 of the 34 entities that reported working in the area of participation, accountability and gender-responsive institutions.

327 OHCHR 2019b, page 43.

328 From 4 to 5 entities of the 34 entities that reported working in the area of participation, accountability and gender-responsive institutions.

329 UN General Assembly 2018a.

330 IPU 2016.

attack in recent years. They include indigenous women defending land and environmental rights, girls campaigning on social issues, women with disabilities fighting for independent living, women promoting choice and bodily autonomy, migrant and refugee women advocating for their rights and security, women involved in peace processes, and gender non-conforming persons resisting gender-based violence.³³¹ In an effort to counter these attacks, which have included reprisals for engaging with the UN, OHCHR has been implementing a range of prevention and protection measures.³³² For example, in West Africa, the entity has supported legislation to protect women human rights defenders and has worked with the media to ensure that the women's work is more positively portrayed. At a time when the world is witnessing rollbacks of gender equality gains, many of which had, prior to the pandemic, been driven by the goals of the Platform for Action, it is especially important that efforts be increased to support the prevention of violence against women in politics, women peacebuilders and women human rights defenders and to ensure that such acts are prosecuted.

2. INCREASING WOMEN'S ACCESS TO EXPRESSION AND PARTICIPATION IN DECISION-MAKING IN THE MEDIA AND INFORMATION AND COMMUNICATIONS TECHNOLOGY

As was underscored in the previous section on freedom from violence, stigma and stereotypes,³³³ achieving gender equality rests, to a considerable degree, on profound shifts in societal attitudes and behaviours towards women and girls. Whereas the media, including ICT, can reinforce unequal gender relations through its portrayals of men and women, it also

has the power to advance positive narratives that can undo entrenched gender stereotypes that sustain gender-based discrimination, marginalization and inequality.

In news stories, women are seldom featured as authorities and experts, making up a mere 19 per cent of such experts in 2015.³³⁴ They are also underrepresented in the newsroom, including in leadership roles. Recognizing the potential of the media to make a far greater contribution to the advancement of women, the Platform for Action calls for women's increased participation in and access to expression and decision-making in and through the media, including in ICT.³³⁵ Achieving target 5.b of SDG 5 also rests on "enhancing the use of enabling technology, in particular information and communications technology, to promote the empowerment of women."

Of the 34 entities that worked in the thematic area of participation, accountability and gender-responsive institutions between 2014 and 2019, 38 per cent³³⁶ supported measures to increase women's access to expression and participation in decision-making in the media, including through ICT. UN entity engagement in this area has risen steadily since 2014, when only 21 per cent of entities³³⁷ reported supporting such actions.

While women are underrepresented in all forms of media, their minimal presence in radio in particular has a profound impact in countries where community radio constitutes an important platform for expression, debate and dialogue, particularly in rural areas.³³⁸ FAO and UN Women have supported women's participation, particularly among rural women, in community radio as both managers and content producers.³³⁹ In 2014, FAO produced "Guidelines for the

Production of Gender-Responsive Radio Broadcasts" to empower both men and women producers to systematically consider gender in their programmes. Guidelines such as these can help to increase women's involvement at all levels, from programming to internal decision-making at radio stations.

At the regional level, and to support women's participation in the film industry, UNESCO brought together 40 women directors with the ministers of culture of Burkina Faso, Côte d'Ivoire and Rwanda at the twenty-sixth Pan-African Film and Television festival of Ouagadougou in 2019 to discuss policies to support women's filmmaking and to increase the visibility of women in films.

ICT is increasingly influential across all aspects of life and access can play a significant role in women's participation in public life and decision-making. However, while ICT, particularly the Internet, has boosted growth and expanded opportunities for many persons, its impact is unevenly distributed.³⁴⁰ Those without access are disproportionately poor, rural, older and female, and the gap between them and those who have access to the Internet is widening steadily.³⁴¹ Despite widespread increases in basic Internet availability, women overall use the Internet less than men. In 2019, the global proportion of women using the Internet was 48 per cent, compared to 58 per cent for men.³⁴² Without meaningful access to ICT, women and girls are less equipped to exercise their human rights and to participate in public life, the economy and society.³⁴³

UN entities supported various measures to enhance access, affordability and use of ICT for women and girls to ensure that they are

331 UN Human Rights Council 2019b, p. 2.

332 For additional information, see: www.ohchr.org/EN/Issues/Reprisals/Pages/ReprisalsIndex.aspx

333 See Section II C.

334 UN Human Rights Council 2019b, p. 8.

335 UN General Assembly 1995, para 234.

336 13 of the 34 entities that reported working in the area of participation, accountability and gender-responsive institutions.

337 7 of the 34 entities that reported working in the area of participation, accountability and gender-responsive institutions.

338 FAO B+25 submission.

339 FAO B+25 submission.

340 UN Human Rights Council 2017a, pg. 3.

341 Ibid, p. 3.

342 ITU 2019.

343 UN Human Rights Council 2017a, p. 6.

not left behind in the changing world of work. Through *EQUALS: The Global Partnership for Gender Equality in the Digital Age*,³⁴⁴ UNU, ITC, ITU and UN Women are supporting policymakers to enhance women's and girls' digital inclusion with respect to access, skills and leadership.³⁴⁵ In addition, UNCTAD commissioned three policy studies examining ways to improve women's access to and use of ICT, including frontier technologies, so they might benefit from labour-market demands for such skills.

In 2016, ESCAP launched the *Women en ICT Frontier Initiative*, an ICT capacity-development programme for women entrepreneurship with the goal of strengthening the capacities of women entrepreneurs to utilize ICT in support of their businesses, and 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 over three years.

Mobile phones are the most frequently used means of accessing the Internet; addressing the phone ownership gender gap could help to reduce the Internet usage gender gap. Recognizing the impact that access to mobile technologies and digital financial solutions can have on women, UNCDF has leveraged research findings to encourage digital finance providers to develop new and/or improved products that better address the financial needs of mothers in Zambia.

In the light of the importance of digital technology for economic and social inclusion, entities' prioritization of actions to enhance access, affordability and use of ICT for women and girls in the next five years will ensure that women and girls are not left behind.

3. SUPPORTING NATIONAL COUNTERPARTS TO CREATE GENDER-RESPONSIVE BUDGETS

The full and effective implementation of the Platform for Action requires political commitment to make human and financial resources available for the empowerment of women, particularly through the integration of a gender perspective in budgetary decisions on policies and programmes, and adequate financing of specific programmes aimed at securing equality between women and men.

In the political declaration adopted at the fifty-ninth session of the Commission on the Status of Women, Member States committed to take concrete action to accelerate the implementation of the Platform for Action through significantly increased investment to close resource gaps, including through domestic resource mobilization and allocation, and increased priority on gender equality and the empowerment of women in official development assistance.³⁴⁶ The 2015 Addis Ababa Action Agenda³⁴⁷ inter alia pledged to increase transparency and equal participation in the budgeting process and promote gender-responsive budgeting and tracking, and urged countries to track and report resource allocations for gender equality and women's empowerment. The 2030 Agenda also pledged to work towards a significant increase in investments to close the gender gap.

Tracking and making gender-equality allocations public 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. Based on 2018 data from 69 countries, 19 countries fully met the criteria of having in place a tracking system that measures and makes publicly available gender

budget data, and 41 countries approached the requirements.³⁴⁸

Twenty-nine per cent of UN entities³⁴⁹ reported having supported national counterparts to track the proportion of their budget that is invested in promoting gender equality and the empowerment of women. Strengthening the capacity of institutional mechanisms for gender equality and line ministries on gender-responsive budgeting constituted a particular area of focus for many UN entities, including the regional economic and social commissions in Africa, Asia and the Pacific, and Western Asia. In response to national demand, ECA and ESCAP convened both regional and national training workshops to improve government officials' understanding of gender-responsive budgeting as a means to mainstream gender into national development processes. ESCAP also produced a guide on gender-responsive budgeting to support country efforts.

Technical assistance provided by UN Women and UNCDF resulted in tangible progress in developing and implementing systems to track gender budget allocations at national and local levels in various countries. In Albania, for example, UN Women's support for fully integrating gender-responsive budgeting into annual instructions on the preparation of the country's medium-term budget programme 2019-2021 more than doubled budget allocations for gender equality and women's empowerment. The governments of Bosnia and Herzegovina, Moldova and the Republic of North Macedonia, also received support to strengthen the use of gender-responsive budgeting in the region. Similarly, in Bangladesh and the United Republic of Tanzania, UNCDF provided technical capacity-building training to local government officials on gender-responsive planning and budgeting to create an environment conducive to increas-

344 Launched in 2016 and founded by the International Telecommunication Union, UN Women, UNESCO, the International Trade Centre, GSMA and UNU, EQUALS is a multi-stakeholder initiative that brings together corporate leaders, governments, non-profit organizations, communities and individuals to bridge gender digital inequalities and to empower women through the use of information and communication technologies.

345 UNU AND EQUALS Global Partnership 2019.

346 UN ECOSOC 2015c, p.3 (para. 6).

347 UN ECOSOC 2015a.

348 Ibid.

349 10 of the 35 entities that reported working in the area of participation, accountability and gender-responsive institutions.

ing investments in gender equality and women's empowerment.

In this same period, UN Women, together with UNDP and OECD, developed the methodology to measure SDG indicator 5.c.1 on the proportion of countries with systems that track and make public allocations for gender equality and women's empowerment, which has strengthened the consistency and comparability of data across countries. Globally, 69 countries reported data in 2018, showing that only 19 per cent of reporting countries have robust gender-budget tracking systems, and indicating a significant need to strengthen both the development and adoption of such tracking systems. For the first time, analysis on this indicator was included in the SDGs report presented at the High-Level Political Forum in 2019.³⁵⁰

Adequate and effective financing for gender equality and the empowerment of women is essential for the successful implementation of both the Platform for Action and the gender-related targets of the 2030 Agenda's SDG Framework.

CONCLUSION

The right of women to participate in politics and in public life at all levels is fundamental to achieving gender equality and the empowerment of women. The absence of women in critical policy and decision-making spaces undercuts their agency and much-needed voice at all levels of society. Encouragingly, the number

of UN entities providing women with opportunities for mentorship and leadership trainings in political campaigning tripled in the period 2014-2019. Nevertheless, progress on women's representation in elected and appointed positions remains slow and falls short of the gender balance requirements called for in the Platform for Action and reiterated in SDG 5.5. Concerted efforts are needed to resolve the multiple challenges hampering progress in this area, especially with regard to deep-seated gender norms and other systemic barriers that undermine women's equal participation in political and other public processes. The COVID-19 pandemic has, on

the one hand, eroded prior gains for women and girls in multiple spheres of life, and on the other provided the context to spotlight the skills and abilities of women leaders and women's organizations to successfully lead in response and recovery efforts.

Increasing violence and attacks against women human rights defenders, including indigenous women and other women in vulnerable situations, not only constitute grave violations of human rights but also undermine accountability for gender equality commitments. By working with Member States to ensure that women are safe to participate fully in all areas of de-

cision-making, and that those who perpetuate violence, harassment and abuse against women in public life are held to account, UN entities can ensure that the objectives set out in the Platform for Action and the 2030 Agenda are met.

Given the influential role of the media and the potential of ICT, women's equal participation in these fields is also critical for ensuring that women's perspectives are properly reflected in and inform public discourse. Despite an increase since 2014 in the number of entities that have supported measures to increase women's access to participation in decision-making in the media, including through ICT, there

Despite an increase since 2014 in the number of entities that have supported measures to increase women's access to participation in decision-making in the media, including through ICT, there remains greater scope for UN entity engagement in this area.

remains greater scope for UN entity engagement in this area.

Lastly, continuing to build and strengthen capacities across governments to analyse plans and budgets is critical for capturing links between gender-responsive budgeting and gender equality outcomes. Using this data to build an evidence-based case for ministries of finance and other partners can contribute to more strategic policy decisions and programmatic approaches as well as highlight the financial and budgetary resources needed to close gender gaps.

350 United Nations 2019e.

E.

PEACEFUL AND INCLUSIVE SOCIETIES

This section reviews the UN system’s contributions to peaceful and inclusive societies. In so doing, it uses the lens of two of the critical areas of concern of the Platform for Action, namely: women and armed conflict (E) and human rights of women (I), which, broadly speaking also correspond to SDG 5 on gender equality, and SDG 16 on peace, justice and strong institutions.

Critical areas of concern	Sustainable Development Goals
E. Women and armed conflict I. Human rights of women	SDG 5: Gender equality SDG 16: Peace, justice and strong institutions

Key findings

In the period covered by this report, 54 per cent³⁵¹ of reporting entities engaged in work related to peaceful and inclusive societies. Of those, 48 per cent³⁵² supported the development, adoption and/or implementation of national action plans on women, peace and security. In addition, 48 per cent³⁵³ 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 cent³⁵⁴ of 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 cent³⁵⁵ of entities in 2016 to only 8 per cent³⁵⁶ 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 cent³⁵⁷ 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 in justice processes, with engagement in this area rising from 24 per cent of entities³⁵⁸ in 2014 to a peak of 40 per cent³⁵⁹ in 2018. Thereafter, UN system engagement levelled off to 28 per cent³⁶⁰ in 2019.

The women, peace and security agenda remains under-resourced. Only 20 per cent³⁶¹ of entities reported taking measures to increase budgetary allocations in 2014-2019.

351 25 of the 46 entities that participated in the survey.
 352 12 of the 25 entities that reported working in the area of peaceful and inclusive societies.
 353 12 of the 25 entities that reported working in the area of peaceful and inclusive societies.
 354 20 of the 25 entities that reported working in the area of peaceful and inclusive societies.
 355 4 of the 25 entities that reported working in the area of peaceful and inclusive societies.
 356 2 of the 25 entities that reported working in the area of peaceful and inclusive societies.
 357 10 of the 25 entities that reported working in the area of peaceful and inclusive societies.
 358 6 of the 25 entities that reported working in the area of peaceful and inclusive societies.
 359 10 of the 25 entities that reported working in the area of peaceful and inclusive societies.
 360 7 of the 25 entities that reported working in the area of peaceful and inclusive societies.
 361 5 of the 25 entities that reported working in the area of peaceful and inclusive societies.

BACKGROUND

Women and men experience crisis and conflicts in distinct ways. The dissolution of the rule of law and the breakdown of social and communal structures and networks renders women and girls at increased risk of exploitation, rape and other forms of abuse and sexual and gender-based violence (see also sect. II.C on freedom from violence, stigma and stereotypes).³⁶² Girls in conflict settings are also 2.5 times more likely to be out of school than boys, affecting not only their present but their future prospects.³⁶³ In addition, the increasing threat of climate change and environmental degradation will, if unchecked, exacerbate complex emergencies, compound tensions and fuel insecurity (see sect. II.F on environmental conservation, protection and rehabilitation). In spite of this, between 1990 and 2018, only 353 of 1,789 agreements (19.7 per cent), relating to more than 150 peace processes, included provisions addressing women, girls or gender.³⁶⁴ At the time of writing this report, the COVID-19 pandemic poses devastating risks for women and girls in conflict settings. Disruptions to critical health, humanitarian and development programmes carry life and death consequences where health systems are already either overwhelmed or largely non-existent.³⁶⁵

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 SGBV; 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.³⁶⁶

As part of the UN development reform, the UN development system

has enhanced its engagement with humanitarian and peacebuilding partners to more effectively address some of today's most complex and multifaceted challenges. To this end, the Quadrennial Comprehensive Policy Review calls for "the United Nations development system, in full compliance with their respective mandates, to enhance coordination with humanitarian assistance and peacebuilding efforts at the national level in countries facing humanitarian emergencies and in countries in conflict and post-conflict situations." A series of normative commitments guide UN entity efforts on mainstreaming a gender perspective into all aspects of the humanitarian response and drawing on women's leadership and meaningful participation. These commitments include the World Humanitarian Summit's Agenda for Humanity, the Sendai Framework for Disaster Risk Reduction, the New York Declaration for Refugees and Migrants, as well as Security Council resolution 1325 (2000) on women and peace and security, and the SDGs.

Both the Platform for Action and the outcome document of the twenty-third special session of the General Assembly entitled "Women 2000: Gender Equality, Development and Peace for the Twenty-first Century," 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. Since then, the United Nations has put in place a global normative framework responsive to the rights of women and girls in conflict-affected countries. The twentieth anniversary of Security Council resolution 1325 will be commemorated in 2020 and constitutes a cornerstone of the women, peace and security agenda. When it was passed, resolution 1325 represented a historic watershed moment, marking the first time the Security Council addressed the disproportionate impact of conflict on women. It has since been reinforced through an additional nine Security

Council resolutions. Together, the ten resolutions constitute the women, peace and security agenda.³⁶⁷

OVERVIEW OF ACTIONS UNDERTAKEN BY UN ENTITIES

The UN system plays an important role in implementing the women, peace and security agenda and in supporting women's full and equal participation in all levels of peace processes and security efforts. Of the 46 entities that participated in the survey, 25 engaged in work related to peaceful and inclusive societies. Based on these, this section discusses the trends in implementation in three areas, namely, (1) actions to sustain peace, promote peaceful and inclusive societies, and implement the women, peace and security agenda; (2) increasing the leadership, representation and participation of women in conflict prevention, resolution, peacebuilding, humanitarian action and crisis response; and (3) accountability for violations of international humanitarian law and the human rights of women and girls.

Each of these is further described below.

1. ACTIONS TO SUSTAIN PEACE, PROMOTE PEACEFUL AND INCLUSIVE SOCIETIES, AND IMPLEMENT THE WOMEN, PEACE AND SECURITY AGENDA

Security Council resolutions 1325 (2000), 1889 (2009), 2122 (2013), 2242 (2015), and 2493 (2019) particularly affirm the significance of women's leadership and participation in conflict prevention towards achieving international peace and security. The meaningful engagement of women is critical for developing timely and appropriate prevention initiatives, as well as mitigating risks of conflict relapse in post-conflict contexts.

To build and sustain peace, promote peaceful and inclusive societies for sustainable development, and implement the women, peace and security

362 United Nations and World Bank 2018.

363 Alam, Warren and Applebaum 2016.

364 According to the Peace Agreements database: <https://www.peaceagreements.org/> and OCHA 2019, p. 6.

365 United Nations 2020b.

366 UN Women 2018h.

367 UN Women, "Global Norms."

FIGURE 9 NUMBER OF UN ENTITIES THAT REPORTED SUPPORTING THE DEVELOPEMENT, ADOPTION AND/OR IMPLEMENTATION OF A NATIONAL ACTION PLAN ON WOMAN, PEACE AND SCURITY, 2014-2019



agenda, UN entity efforts, as covered in the survey, primarily focused on (a) supporting the development, adoption and/or implementation of national action plans on women, peace and security;³⁶⁸ (b) supporting inclusive and gender-sensitive conflict analysis, early warning and prevention mechanisms;³⁶⁹ and (c) supporting measures aimed at preventing violent extremism.³⁷⁰

In contrast, the areas in which action was undertaken by the fewest UN entities in the implementation of the women, peace and security agenda were (d) increasing budgetary allocations for the implementation of the agenda³⁷¹ and supporting women’s civil society organizations in conflict-affected contexts.³⁷²

Each of these areas is further elaborated upon in (a) to (d) below.

(a) Supporting national action plans on women, peace and security

National action plans on women, peace and security constitute strategic frameworks that Member States use to translate their commitments to the women, peace and security

agenda and through which civil society holds their governments to account. These frameworks represent important policy instruments to promote women’s participation in peacebuilding processes; catalyse institutional acceptance and action; identify and address drivers of insecurity for women, including the proliferation of weapons; and serve as accountability frameworks for transformative change. In 2015 only 41 per cent of Member States had adopted national action plans on women and peace and security, of which just 22 per cent included a budget for implementation at the time of adoption.³⁷³ Overall, the percentage of entities working on national action plans on women, peace and security doubled from 24 per cent³⁷⁴ in 2014 to 44 per cent³⁷⁵ in 2018, before regressing to 24 per cent³⁷⁶ in 2019 (see Figure 9).

ODA works with UN Women to leverage women, peace and security national action plans to better connect the gendered nature and impact of disarmament—and the disarmament dimensions of gender equality and empowerment. As evidenced

by the lack of disarmament and arms control objectives and measures in women, peace and security national action plans, disarmament and gender are often developed and implemented independently. Working with UN Women, ODA encourages the alignment between national action plans on small arms and light weapons and those on women, peace and security.

(b) Supporting gender-sensitive conflict analysis, early warning and prevention mechanisms

The inclusion of gender perspectives into conflict analysis, as well as in early warning and prevention mechanisms, provides a more nuanced and effective understanding of conflict factors, actors and dynamics. Such analyses can highlight the gendered nature of the causes and consequences of conflict, which is critical to developing strategic action and engagement that addresses structural obstacles to gender equitable peacemaking and peacebuilding.³⁷⁷ Historically, however, issues of women’s rights and structural gender inequality have been deprioritized in peace and security

368 12 of the 25 entities that reported working in the area of peaceful and inclusive societies.
 369 12 of the 25 entities that reported working in the area of peaceful and inclusive societies.
 370 11 of the 25 entities that reported working in the area of peaceful and inclusive societies.
 371 5 of the 25 entities that reported working in the area of peaceful and inclusive societies.
 372 9 of the 25 entities that reported working in the area of peaceful and inclusive societies.
 373 UN Security Council 2019b, p. 3.
 374 6 of the 25 entities that reported working in the area of peaceful and inclusive societies.
 375 11 of the 25 entities that reported working in the area of peaceful and inclusive societies.
 376 6 of the 25 entities that reported working in the area of peaceful and inclusive societies.
 377 Anderlini 2006.

discourse, and the conflict-specific differences between women's and men's situations, perceptions of threats and vulnerabilities or experiences, ignored.³⁷⁸ Women's participation in conflict analysis and early-warning and prevention mechanisms has also been limited by male-dominated institutions. Women continue to face obstacles to fully participating in conflict prevention and post-conflict reconstruction, as well as in predicting or preventing conflict.³⁷⁹

To address this gap, 48 per cent³⁸⁰ of entities provided support to inclusive and gender-sensitive conflict analysis, early warning and prevention mechanisms. The opportunity to provide gender perspectives in conflict analyses is included in UN strategic planning and prioritization processes in the new United Nations Sustainable Development Cooperation Framework and Common Country Analysis processes, which place greater emphasis on multidimensional cross-pillar analysis, including gender-sensitive conflict analysis.

Many UN entities have built internal capacities by integrating gender-sensitive conflict analysis into practical guidance, methodologies and tools. For example, since 2012, DPPA has strengthened the knowledge and skills of 371 UN staff from headquarters and the field on inclusive and gender-sensitive conflict analysis through gender, women, peace and security trainings. A joint initiative of the United Nations Department of Peace Operations (DPO) and UN Women piloted a methodology on gender-sensitive conflict analysis to inform mission prioritization in transitioning contexts. In Haiti and Liberia, a gender-sensitive conflict analysis supported the alignment of the gender-specific priorities of the United Nations Development Assistance Framework with the mission benchmarks.

(c) Supporting measures aimed at preventing violent extremism

Recent years have witnessed a rise in terrorism and violent extremism, the impact of which includes indiscriminate and devastating violence against civilian populations and, in particular, against women and girls.³⁸¹ Women and girls, however, are not only impacted by violent extremism, but may also participate in this phenomenon as perpetrators, supporters, and facilitators. Understanding the complex gender dimensions of violent extremism and women's participation in it is essential to the development of rights-based prevention and redress measures that are gender-responsive and take into account women's needs and priorities, including the need for their reintegration into and voluntary participation in their communities in a manner that supports the exercise of their leadership and their contribution to preventing and countering violent extremism.³⁸²

Recognizing this, the Security Council, in its resolutions 2242 (2015) and 2250 (2015) highlights the importance of including women and youth in countering violent extremism strategies, and 44 per cent³⁸³ of entities reported supporting measures for countering violent extremism. Further, the number of UN entities engaged in this area doubled in the reporting period, increasing from five entities in 2014 to ten in 2019.

UN entities took several measures to integrate gender considerations into initiatives aimed at preventing and countering violent extremism. The Counter-Terrorism Committee Executive Directorate integrated gender in all its assessments of Member States' implementation of Security Council resolutions on counter-terrorism. UN Women participated in several country assessments of the Directorate and scoping missions of the UN Office of Counter-Terrorism to support efforts to ensure that technical

expertise and advice to Member States in their implementation of laws and policies on preventing and countering violent extremism and terrorism were gender-responsive and grounded in gender equality and human rights. In this context, the United Nations Global Counter-Terrorism Coordination Compact working group on adopting a gender-sensitive approach to preventing and countering terrorism, co-chaired by UN Women and the Counter-Terrorism Committee Executive Directorate, acts as a coordination mechanism to support gender mainstreaming, promote gender equality and integrate women, peace and security issues into the framework of the Global Counter-Terrorism Coordination Compact.

At the regional level, the programme of the UN Women Regional Office for Asia and the Pacific, *Empowered Women, Peaceful Communities*, builds understanding of women's diverse roles in violent extremism, including as promoters or preventers. The programme consists of four mutually reinforcing areas of prevention: promoting women's leadership and economic empowerment for strengthening social cohesion; influencing policy, including through strengthening women's groups and networks working on social cohesion and the prevention of violent extremism; enhancing the evidence base and social understanding linked to the roles women play in preventing violent extremism; and promoting south-south cooperation and knowledge exchange. Independent research³⁸⁴ found that the programme directly contributes to increasing women's understanding of violent extremism and builds their confidence to participate in prevention initiatives.

Through research and thematic/expert convenings, UNDP, the Counter-Terrorism Committee Executive Directorate, UNESCO, UNOPS,

378 OSCE 2009.

379 Ibid.

380 12 of the 25 entities that reported working in the area of peaceful and inclusive societies.

381 UN Women 2015e.

382 UN Security Council 2017, para. 38.

383 11 of the 25 entities that reported working in the area of peaceful and inclusive societies.

384 UN Women 2018a.

UN Women and UNU improved understanding of the gender dimensions of violent extremism. UNU, in partnership with the Institute for Integrated Transitions, examined the roles of women and girls in jihadist groups,³⁸⁵ the sometimes coercive conditions under which these associations are developed, and the extent to which female relatives of men connected with jihadist groups are penalized for indirect association.³⁸⁶ The Counter-Terrorism Committee Executive Directorate published a series of analytical reports exploring the gender dimensions of return from violent extremist groups, including gender-sensitive and human rights compliant approaches to the prosecution, rehabilitation and reintegration of women.³⁸⁷

The *UNODC Handbook on Gender Dimensions of Criminal Justice Responses to Terrorism* provides legal analysis and policy recommendations, based on international standards and good practice, to assist a range of criminal justice actors in addressing some of the key gender issues arising in the criminal justice response to terrorism.

(d) Areas with the least UN system engagement

As mentioned above, the two action areas related to the implementation of the women, peace and security agenda that were undertaken by the fewest number of UN entities were increasing budgetary allocations for the implementation of the agenda, and support to women's civil society organizations in conflict-affected contexts. Only 20 per cent³⁸⁸ and 36 per cent³⁸⁹ of UN entities, respectively, undertook work in these two areas between 2014-2019. While financing for action on women and peace and security has improved

since 2015, there remains a significant funding gap,³⁹⁰ in particular for women's organizations, for the response to violence against women, and for programmes to improve gender equality and women's empowerment.³⁹¹ Similarly, even though the amount of funding requests has increased in humanitarian action, project proposals that focus on gender equality and the empowerment of women and girls tend to be underfunded disproportionately compared to the overall response, particularly because of the underfunding of gender targeted programming. A joint study by UN Women and UNFPA found that whilst coverage (percentage of requested funds received) for the profiled responses was 69 per cent, only 61 per cent was received for projects that included some degree of gender mainstreaming or gender equality programming and coverage for projects that directly targeted women and girls was only 39 per cent, nearly half the coverage rate compared to the overall response.³⁹² An increase in budgetary allocations to and by UN entities, including for the provision of financial support to women's civil society organizations is necessary for the implementation of the women, peace and security agenda.

By way of a notable example, the Women's Peace and Humanitarian Fund supports civil society organizations working on women, peace and security and humanitarian issues, with particular attention to local, grassroots and community-based organizations. The Fund, which is a UN and civil society partnership, galvanizes support from across the globe to support the efforts of women working on the frontlines of the world's most intractable conflicts. In 2019, the Fund allocated USD 16 million to support women peacebuilders

and humanitarian responders leading local interventions in contexts of conflict, post-conflict and humanitarian emergencies.

2. INCREASING THE LEADERSHIP, REPRESENTATION AND PARTICIPATION OF WOMEN IN CONFLICT PREVENTION, RESOLUTION, PEACEBUILDING, HUMANITARIAN ACTION AND CRISIS RESPONSE

Evidence points to the criticality of leadership and the equal participation of women in all aspects of peace processes to ensure the consolidation of positive outcomes and the effectiveness of humanitarian action. Yet women continue to be excluded (see sect. II.D on participation, accountability and gender-responsive institutions) in these processes. Between 1992 and 2018, women made up only 13 per cent of the negotiators, 3 per cent of the mediators and 4 per cent of the signatories in major peace processes.³⁹³

To increase the leadership, representation and participation of women in conflict prevention, resolution, peacebuilding, humanitarian action and crisis response, as covered by the survey, efforts of UN entities focused primarily on two areas: (a) strengthening women's leadership and meaningful participation in conflict prevention and resolution efforts, such as mediation, peace and peacebuilding processes, including implementation of peace agreements;³⁹⁴ and (b) promoting equal participation of women in humanitarian and crisis responses at all levels.³⁹⁵ In contrast, during this period, the action supported by the fewest number of UN entities was (c) protecting civil society spaces and women human rights defenders.³⁹⁶

Actions by UN entities related to

385 UNU 2018.

386 This research project is supported by the UK Department for International Development.

387 https://www.un.org/sc/ctc/wp-content/uploads/2019/02/feb_2019_CTED_Trends_Report.pdf; <https://www.un.org/sc/ctc/wp-content/uploads/2019/09/CTED-Analytical-Brief-Repatriation-of-Women.pdf>; <https://www.un.org/sc/ctc/wp-content/uploads/2020/07/CTED-Analytical-Brief-The-Prosecution-of-ISIL-associat-ed-Women.pdf>

388 5 of the 25 entities that reported working in the area of peaceful and inclusive societies.

389 9 of the 25 entities that reported working in the area of peaceful and inclusive societies.

390 UN ECOSOC 2019c.

391 Ibid.

392 UN Women and UNFPA 2020.

393 Ibid.

394 13 of the 25 entities that reported working in the area of peaceful and inclusive societies.

395 13 of the 25 entities that reported working in the area of peaceful and inclusive societies.

396 4 of the 25 entities that reported working in the area of peaceful and inclusive societies.

the above-mentioned areas are described in (a) to (c) below.

(a) Strengthening women's leadership and participation in conflict prevention and peace processes

A growing body of evidence demonstrates that women's participation contributes not only to the conclusion of peace talks, but also to the implementation of peace agreements and the sustainability of peace-building processes. According to an analysis of 182 peace agreements, when women participate as witnesses, signatories, mediators and/or negotiators, resulting agreements are 35 per cent more likely to last at least 15 years.³⁹⁷ Fifty-two per cent³⁹⁸ of UN entities reported working to support women's leadership and meaningful participation in conflict-prevention and resolution efforts. This also reflected an area of robust growth, with UN entity engagement doubling from 20 per cent³⁹⁹ in 2014 to 40 per cent⁴⁰⁰ in 2019.

Notably, DPPA worked with UN mediation teams to support inclusive and gender-sensitive mediation in all three UN-led or co-led peace processes in 2019.⁴⁰¹ This engagement resulted in the inclusion of gender-specific provisions in the peace agreement of the Central African Republic. In addition, the Department, in close collaboration with partners, conducted its tenth UN High-level Seminar on Gender and Inclusive Mediation Strategies targeting envoys, senior mediators and mediation experts from the UN, regional organizations, Member States and international NGOs.

Other interventions included ensuring women's participation in post-conflict economic recovery and social cohesion, including in local-level mediation and reconciliation efforts. In Colombia, the Sudan and Yemen, FAO, UNDP and UN Women increased women's participation in the governance and

management of natural resources in order to reduce conflict over vital resources such as land and water. In Burundi and Côte d'Ivoire, UNV supported the participation of women and girls in the management of early warning mechanisms and strengthened the linkages of these community-level systems to national alerts and conflict-prevention mechanisms.

Box 7

Global Project on the Role of Parliaments as Partners in Women, Peace and Security

Acknowledging the important role of parliaments as bridges between governments and citizens, UNDP worked to build the institutional capacities of parliaments in Jordan, Kyrgyzstan, Sierra Leone and Sri Lanka to promote women's and girls' participation in the implementation of Security Council resolution 1325 (2000) and related women, peace and security commitments. By raising the awareness of parliamentarians, the programme fostered political will and national ownership for implementing and achieving the outcomes of national action plans on women, peace and security. Results include:

- In **Kyrgyzstan**, the development by Parliament of a Parliamentary WPS Road Map, prioritizing specific actions for parliamentarians.
- In **Sierra Leone**, the passing by Parliament of a historical resolution on women, peace and security, a major step forward for women's rights in the country, committing Parliament to inter alia address discriminatory constitutional and gender-based violence law clauses.
- In **Sri Lanka**, the integration by parliamentarians of women, peace and security commitments and actions through multiple national development frameworks instead of developing a stand-alone national action plan.

(b) Promoting equal participation of women in humanitarian and crisis response at all levels

Research consistently concludes that when women are included in humanitarian action, their entire community benefits.⁴⁰² Despite often being the first responders in any given crisis and playing a decisive role in the survival and recovery of their families and communities, women and girls are too often excluded from shaping decisions that directly affect their survival and recovery prospects.

Fifty-two per cent of UN entities reported working to support women's leadership and meaningful participation in conflict-prevention and resolution efforts. This also reflected an area of robust growth, with UN entity engagement doubling from 20 per cent in 2014 to 40 per cent in 2019.

397 Stone 2015.

398 13 of the 25 entities that reported working in the area of peaceful and inclusive societies.

399 5 of the 25 entities that reported working in the area of peaceful and inclusive societies.

400 10 of the 25 entities that reported working in the area of peaceful and inclusive societies.

401 These peace processes include the Geneva International Discussions, the Syrian Constitutional Committee, the talks between the government of the Central African Republic and 14 armed groups, and the talks on Western Sahara.

402 UN Women 2015b.

Across humanitarian settings globally, the leadership and contributions of women leaders and women's groups remain inadequately harnessed. In 2018, in close to half of the existing crisis contexts, the country-level humanitarian architecture did not hold a single consultation with local women's groups.

Fifty-two per cent of entities⁴⁰³ reported promoting the equal participation of women in humanitarian and crisis response activities, particularly in decision-making, often using different approaches. 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. Similarly, WFP has given attention to the equal participation of women and men on food assistance and school-feeding committees, in line with the entity's Gender Policy (2015-2020). In 2019, UN Women provided financial and technical support to 752 local women-led and women's rights organizations, enabling them to participate in and guide humanitarian- and refugee-response plans.

(c) Areas with the least UN system engagement

Protecting and supporting civil society spaces and women's human rights defenders constitutes a critical area that witnessed a decline in UN system engagement from 16 per cent⁴⁰⁴ of entities in 2016 to only 8 per cent⁴⁰⁵ in 2019.

Women in civil society, including women human rights defenders and women peacebuilders, continue to lead the charge against patriarchal inequality and violent misogyny for women's equal rights and fundamental freedoms, as well as for a transformative vision of Security Council resolution 1325 (2000). In this context, enhanced collaboration

by the UN system with feminist and women-led civil society is critical and requires support for bottom-up mobilization, core and ongoing funding for women's organizations, and actions to reduce threats, attacks and restrictions increasingly suffered by women human rights defenders.

3. ACCOUNTABILITY FOR VIOLATIONS OF INTERNATIONAL HUMANITARIAN LAW AND THE HUMAN RIGHTS OF WOMEN AND GIRLS

Situations of armed conflict or humanitarian crisis 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.⁴⁰⁶

To enhance accountability for violations of international humanitarian law and violations of the human rights of women and girls, UN entity efforts, as covered by the survey, focused mainly on: (a) supporting efforts to document and investigate violations of international humanitarian law and violations of the human rights of women and girls in situations of armed and other conflicts, including humanitarian contexts;⁴⁰⁷ and (b) supporting the participation of women and survivors of violations in justice processes, including transitional justice mechanisms.⁴⁰⁸

Actions by UN entities related to the above-mentioned areas are described in (a) and (b) below.

(a) Supporting efforts to document and investigate violations of women's and girls' human rights in conflict situations

Forty per cent⁴⁰⁹ of entities indicated that they lent support to the documentation and investigation

of violations of the human rights of women and girls. At the global level, the United Nations Office for the Coordination of Humanitarian Affairs (OCHA) and DPPA have systematically integrated conflict-related sexual violence and other forms of gender-based violence into its briefings and recommendations to the Security Council's Informal Expert Groups on the Protection of Civilians in Armed Conflict and on Women, Peace and Security, as well as the reports of the Secretary-General on Protection of Civilians.⁴¹⁰

With the establishment of a sexual and gender-based violence desk in July 2017, OHCHR enhanced its capacity and that of UN peace missions, UN fact-finding missions and commissions of inquiry on monitoring, investigating and documenting sexual and gender-based violence in conflict-related contexts, including through the use of digital technologies. To support this work, OHCHR launched the publication, *Integrating a Gender Perspective into Human Rights Investigations: Guidance and Practice*⁴¹¹ OHCHR subsequently provided briefing sessions on gender-sensitive methodology, including in relation to sexual and gender-based violence monitoring and remote monitoring, to its field operations and UN investigative bodies, to monitor and investigate human rights violations in countries such as the Democratic Republic of the Congo, Lebanon, Mali, Mexico, Myanmar, South Sudan, Syria and Venezuela

At the country level, DPO, together with the Team of Experts on Rule of Law and Sexual Violence in Conflict, 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

403 13 of the 25 entities that reported working in the area of peaceful and inclusive societies.

404 4 of the 25 entities that reported working in the area of peaceful and inclusive societies.

405 2 of the 25 entities that reported working in the area of peaceful and inclusive societies.

406 OCHA 2019.

407 10 of the 25 entities that reported working in the area of peaceful and inclusive societies.

408 10 of the 25 entities that reported working in the area of peaceful and inclusive societies.

409 10 of the 25 entities that reported working in the area of peaceful and inclusive societies.

410 Since 1999, consideration of the protection of civilians in armed conflict has been a standing agenda item of the informal expert group.

411 <https://www.ohchr.org/Documents/Issues/Women/Publications/GenderIntegrationintoHIRInvestigations.pdf>

FIGURE 10 NUMBER OF ENTITIES THAT REPORTED PROTECTING CIVIL SPACES AND WOMEN'S HUMAN RIGHT DEFENDERS, 2014-2019



crimes against humanity, including rape and sexual slavery, committed in the Democratic Republic of the Congo in 2002 and 2003. Through training and the development of new tools UNOV/UNODC has strengthened national-level capacities on survivor-centred approaches and human-rights-compliant investigations and prosecution of cases, including sexual and gender-based crimes committed against women by foreign terrorist fighters.

(b) Supporting the participation of women and violence survivors in justice processes

Justice processes contribute to sustained peace by facilitating accountability and reconciliation after conflict.⁴¹² For women and survivors of violations, adequate responses from the justice system are essential to combating and preventing further marginalization and future violations.⁴¹³ Survivor-centred approaches critically increase the likelihood that outcomes contribute to effective redress of serious violations of international humanitarian law and international human rights law. Securing justice for women and girls requires a comprehensive response that, in addition to having adequate justice mechanisms in place, sup-

ports them to fight the stigma and culture of shame and silence around conflict-related sexual violence, and facilitates their access to psychosocial, medical, legal and economic programming. Forty per cent of entities⁴¹⁴ supported the participation of women and survivors of violations in justice processes. This area registered a significant rise in UN entity engagement between 2014 and 2018 especially, increasing from 25 per cent⁴¹⁵ to 40 per cent,⁴¹⁶ respectively.

Notable achievements in supporting the participation of women in justice processes include the creation of a Special Criminal Court in the Central African Republic to hold perpetrators of international crimes accountable as a result of the United Nations Multidimensional Integrated and Stabilization Mission (MINUSCA) and the UNDP drafting of the organic law which ushered it into being. MINUSCA also developed the Public Prosecution Strategy, which defines conflict-related sexual violence as one priority to inform case selection. MONUSCO supported the implementation of the Action Plan against Sexual Violence of the Armed Forces of the Democratic Republic

of the Congo (FARDC). In 2018, 78 commanders of the FARDC signed commitment acts against sexual violence. In addition, MONUSCO conducted trainings for non-State armed actors on the issue for the first time.

Increasing women's representation in transitional justice and rule of law institutions contributes to the integration of gender equality into the work of these mechanisms and enables women in civil society and women survivors to participate more fully in these processes.⁴¹⁷ As at July 2018, women comprised 30 per cent of commissioners on UN-supported truth commissions: in Colombia, 5 of 11 (45.5 per cent) commissioners were women; in the Gambia, 4 out of 11 (36.4 per cent); in Tunisia, 4 out of 9 (44.4 per cent); and in Mali, 5 out of 25 (20 per cent). Of magistrates in the Special Criminal Court in the Central African Republic, only 3 of 11 (27.3 per cent) were women.⁴¹⁸

CONCLUSION

In a global environment characterized by prolonged violent conflict, protracted refugee and humanitarian crises, new and emerging threats

412 The Georgetown Institute for Women, Peace and Security 2017, p. 2.
 413 ICTJ 2020.
 414 10 of the 25 entities that reported working in the area of peaceful and inclusive societies.
 415 6 of the 25 entities that reported working in the area of peaceful and inclusive societies.
 416 10 of the 25 entities that reported working in the area of peaceful and inclusive societies.
 417 The Georgetown Institute for Women, Peace and Security 2017, p. 2.
 418 UN Security Council 2018, para. 84.

from violent extremism, climate change and human trafficking, it becomes all the more critical to strengthen integrated and coordinated gender-responsive peace-building and humanitarian efforts of the UN system. Encouragingly, in the period covered by this report, an increasing number of entities have contributed to implementing the women, peace and security agenda. In particular, UN entities supported the development of national action plans on women, peace and security, and supported inclusive and gender-sensitive measures aimed at preventing violent extremism.

To enhance accountability for violations of international humanitarian law and violations of the human rights of women and girls in situations of conflict and crisis, UN entities have supported efforts to document and investigate such violations. In addition, entities have increasingly supported women survivors of violations to participate in justice processes.

Although financing for action on women and peace and security has improved since 2015, a significant funding gap remains,⁴¹⁹ particularly in respect to funding for women's

organizations, for the response to violence against women, and for programmes to improve gender equality and women's empowerment.⁴²⁰ There is thus an urgent need for increased budgetary allocations by UN entities for the implementation of the agenda both by providing funding for gender-responsive programming and for financial support to women's civil society organizations.

Further, supporting inclusive peace processes requires significantly increasing women's leadership and meaningful participation in all phases of the negotiations and implementation of peace agreements, in peace-building, conflict prevention and justice mechanisms, as well as in humanitarian and crisis responses. Although UN entities have made strong advances in this area in the 2014-2019 period, women's meaningful participation in peace processes and humanitarian action remains a challenge.

Protecting and supporting civil society spaces and women's human rights defenders constitutes a critical area that witnessed a decline in UN system engagement from 16 per cent of entities in 2016 to only 8 per cent in 2019.

Historically, women's participation in formal peace processes has primarily been initiated and attained through concerted pressure by women's organizations in combination with action by individual leaders. It becomes imperative, therefore, to recognize and adequately support and safeguard the important role of civil society, especially women-led organizations, movements and networks that advance efforts to

sustain peace and rebuild social cohesion, an area supported by relatively few⁴²¹ UN entities.

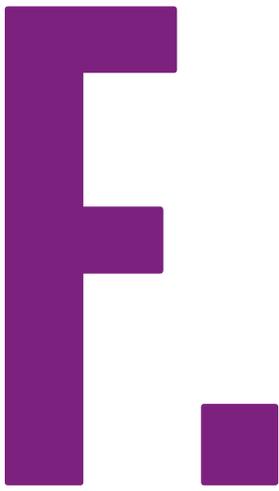
Entities highlighted that, ultimately, the underrepresentation of women in conflict resolution is a consequence of their underrepresentation

in political and other decision-making spheres of life. Consequently, they consistently emphasize that gender-responsive conflict analysis and efforts to change social norms represent the best long-term strategy to advance women's inclusion in decision-making roles. This is both necessary and urgent to attain and sustain peaceful and stable societies

419 UN ECOSOC 2019c.

420 Ibid.

421 Only 4 entities protected civil society spaces, and only 9 entities supported women's civil society organizations in conflict-affected contexts (technical and financial) to mediate, mitigate, prevent and recover from conflict.



ENVIRONMENTAL CONSERVATION, PROTECTION AND REHABILITATION

This section reviews the UN system’s contributions to environmental conservation, protection and rehabilitation. In so doing, it uses the lens of two of the critical areas of concern of the Platform for Action, namely: human rights of women (I), and women and the environment (K), which, broadly speaking also correspond to 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.

Critical areas of concern	Sustainable Development Goals
I. Human rights of women	SDG 2: Zero hunger SDG 12: Responsible consumption and production SDG 13: Climate action SDG 14: Life below water SDG 15: Life on land
K. Women and the environment	

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 cent⁴²² 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, as well as discrimination, exclusion and exploitation, undermine their ability to cope with and adapt to climate change and to contribute to solutions. Seventy-seven per cent⁴²³ 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 the climate change and natural resource-related decision-making processes at all levels. Having women as equal decision-makers, stakeholders, experts and educators across all sectors would contribute to building sustainable solutions. Recognizing this, 64 per cent⁴²⁴ 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 cent⁴²⁵ of UN entities worked in this area overall, with engagement per year increasing minimally from 23 per cent⁴²⁶ in 2014 to 27 per cent⁴²⁷ 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 cent⁴²⁸ of entities supporting these goals in 2019, compared to 23 per cent⁴²⁹ in 2014.

422 21 of the 22 entities that reported working in the area of environmental conservation, protection and rehabilitation.
 423 17 of the 22 entities that reported working in the area of environmental conservation, protection and rehabilitation.
 424 14 of the 22 entities that reported working in the area of environmental conservation, protection and rehabilitation.
 425 7 of the 22 entities that reported working in the area of environmental conservation, protection and rehabilitation.
 426 5 of the 22 entities that reported working in the area of environmental conservation, protection and rehabilitation.
 427 6 of the 22 entities that reported working in the area of environmental conservation, protection and rehabilitation.
 428 8 of the 22 entities that reported working in the area of environmental conservation, protection and rehabilitation.
 429 5 of the 22 entities that reported working in the area of environmental conservation, protection and rehabilitation.

BACKGROUND

Since 1995, and particularly in the past five years, protecting the planet and conserving its natural resources for the well-being of everyone has become an ever more important component of the development agenda. Increasingly, unsustainable patterns of production and consumption generate and exacerbate global environmental degradation, poverty, and inequalities.⁴³⁰

The Platform for Action recognized that human beings lie at the centre of sustainable development and are entitled to a healthy and productive life in harmony with nature. 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.⁴³¹ Women, therefore, play an essential role in the development of sustainable and ecologically sound consumption and production patterns and natural resource management.⁴³² 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. Moreover, their experience and skills in advocating for and monitoring proper natural resource management are too often marginalized in policymaking and decision-making bodies.⁴³³

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. In particular, the 2030 Agenda recognizes that the environmental and climate crises are driven by economic models based on unsustainable patterns of production and consumption (SDG 12),

natural resource extraction and dependency on fossil fuels in industrialized countries that threaten life below water (Goal 14) and life on land (Goal 15). It notes that the subsequent consequences of climate change amplify existing gender inequalities (Goal 13), including in relation to food security (Goal 2).

In addition, the mainstreaming of gender equality, the empowerment of women and their enjoyment of human rights are enshrined in the Rio Conventions, namely the Convention on Biological Diversity (CBD), the United Nations Convention to Combat Desertification (UNCCD) and the United Nations Framework Convention on Climate Change (UNFCCC). Each of the Conventions have developed a gender action plan, namely the CBD 2015–2020 Gender Plan of Action, the UNCCD Gender Action Plan (2018), and the UNFCCC Gender Action Plan (2017). The 2015 Paris Agreement in particular recognized that the issues of climate change, gender equality, the empowerment of women and the realization of their rights are all linked.⁴³⁴ The UNFCCC Gender Action Plan, for example, seeks to advance the knowledge and understanding of gender-responsive climate action and focuses on coherent gender mainstreaming in the implementation of the UNFCCC by governments, UN entities, the UNFCCC secretariat and all stakeholders, as well as women's full, equal and meaningful participation in climate negotiations and the UNFCCC process. In addition, there are almost 70 UNFCCC decisions that address gender equality and the empowerment of women.

OVERVIEW OF ACTIONS UNDERTAKEN BY UN ENTITIES

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

section covers trends in implementation related to two areas in particular, namely: (1) integrating gender perspectives and concerns in environmental policies; and (2) integrating gender perspectives into disaster risk reduction, climate resilience and mitigation. Each of these is further described below.

1. INTEGRATING GENDER PERSPECTIVES AND CONCERNS INTO ENVIRONMENTAL POLICIES

To support integrating gender considerations into environmental policies, UN entities prioritized three actions: (a) supporting women's participation and leadership in environmental and natural resource management and governance;⁴³⁵ (b) enhancing women's access to sustainable time- and labour-saving infrastructure and climate-smart agriculture technology;⁴³⁶ and (c) increasing women's access to and control over land and other natural resources.⁴³⁷

In contrast, the areas with the least UN entity engagement between 2014 and 2019 were: (d) supporting measures to protect and preserve the traditional knowledge of women in indigenous communities on biodiversity and conservation techniques;⁴³⁸ and equal opportunity and access to decent jobs for women in the green economy.⁴³⁹

Actions undertaken by UN entities in these areas are described in (a) to (d) below.

(a) Supporting women's participation and leadership in environmental management and governance

The full, equal and effective participation and leadership of women in decision-making processes related to the environment and natural resource management constitutes a great need. Their active participation in the management and conservation of biodiversity has the

430 UN General Assembly, 1995, see: chap. I, resolution 1, annexes I and II, particularly paras. 34, 35, 246, 247.

431 Mago and Gunwal 2019.

432 UN General Assembly 1995, Critical area of concern K: Women and the Environment.

433 UN General Assembly 1995.

434 UN ECOSOC 2019c.

435 14 of the 22 entities that reported working in the area of environmental conservation, protection and rehabilitation.

436 13 of the 22 entities that reported working in the area of environmental conservation, protection and rehabilitation.

437 12 of the 22 entities that reported working in the area of environmental conservation, protection and rehabilitation.

438 7 of the 22 entities that reported working in the area of environmental conservation, protection and rehabilitation.

439 8 of the 22 entities that reported working in the area of environmental conservation, protection and rehabilitation.

potential to improve local resource management and conservation outcomes by harnessing critical ecological knowledge, increasing stakeholder compliance with rules and reducing conflicts.⁴⁴⁰ Yet, currently, women remain largely absent from these processes at all levels. Also, women's lack of decision-making power at household and community levels is reflected in their minimal participation and leadership in national and international environmental platforms.⁴⁴¹ This is further compounded by highly unequal gender and class relations.

During the period under review, 64 per cent⁴⁴² of UN entities reported supporting women's participation and leadership in environmental and natural resource management and governance. In particular, UN entities promoted women's participation at national, local and even household levels. In 2019, through Global Environment Facility and Green Climate Fund-supported interventions, UNDP promoted women's leadership and decision-making in environmental management and climate resilient governance in 97 countries, with a focus on rural and indigenous women.

In order to address barriers to women's equal access to clean energy interventions in West Africa, UNIDO contributed to the development of a pioneering regional gender-responsive energy policy. Both UN Women and UNEP created a joint programme, entitled "Empower: Women for Climate-Resilient Societies (2018-2022)," in Bangladesh, Cambodia and Viet Nam that promotes climate resilience of women and other groups in vulnerable situations. In North Kordofan (Sudan), an area characterized by environmental degradation, a joint UNDP-UN Women programme has built women's capacity to participate in local planning and decision-making bodies.

Women's unique knowledge of and experience with conservation and the management of natural resources, particularly at the local level, means that they bring ideas for effective and informed initiatives to decision-making processes and climate action.⁴⁴³ IFAD found that adaptation benefits that give women equal voice in their homes, communities and at the national level result in more resilient livelihood options, better incomes, reduced workloads, improved health and education, and improved management of natural resources.⁴⁴⁴

Similarly, the joint project on *Gender-Responsive Approaches to Natural Resource Management for Peace in the Sudan* undertaken by UNDP, UNEP and UN Women strengthened women's participation in resource governance through community environmental action planning and increased women's leadership and participation in natural conflict prevention and resolution.⁴⁴⁵ In addition, in 2018, through its work with women's collectives on income generation and sustainable farming practices in 41 countries, UNDP observed that this type of support contributed to better environmental and climatic outcomes and poverty reduction.

In rural areas, environmental degradation contributes to falling crop yields and food insecurity, as well as water and energy scarcity. As agricultural work becomes more labour-intensive, or alternative sources of food and income need to be found, the burden of additional work often falls on women.⁴⁴⁶ Rural women increasingly have to adapt their production systems in response to climate change and natural resource depletion.⁴⁴⁷

(b) Enhancing women's access to time- and labour-saving infrastructure and climate-smart agricultural technology

Fifty-nine per cent of entities⁴⁴⁸ reported undertaking actions to enhance women's access to sustainable time- and labour-saving infrastructure and climate-smart agricultural technology. These measures are critical to overcoming production constraints, achieving food security and building resilience to climate change.

In several sub-Saharan countries,⁴⁴⁹ UN Women ad-

ressed women's barriers to climate information, land rights, productivity-enhancing climate-smart technologies, financial services and markets in order to enhance the productivity, resilience and equality of women farmers impacted by climate change. Through the *UN Collaborative Programme on Reducing Emissions from Deforestation and Forest Degradation in Developing Countries* (UN-REDD), UNDP improved the access of indigenous women and women from ethnic minority groups to market linkages, infrastructure and technology through public-private partnerships among provincial governments, ethnic minority communities and businesses selling traditional medicine.

(c) Increasing women's access to and control over land and other natural resources

Fifty-five per cent⁴⁵⁰ of UN entities supported women's increased access to and control over land, water, energy and other resources. Women's access to, use of and control over land and other productive resources remain central to ensuring the realization of their de facto

Of the 46 reporting entities that participated in the assessment, 22 reported engaging in work related to environmental conservation, protection and rehabilitation during 2014-2019.

440 Agarwal 2009.

441 IUCN and UN Women 2015.

442 14 of the 22 entities that reported working in the area of environmental conservation, protection and rehabilitation.

443 OHCHR 2019a.

444 IFAD 2014, p. 16.

445 Ibid., p. 15.

446 UNEP 2016b, p. 13.

447 FAO 2018.

448 13 of the 22 entities that reported working in the area of environmental conservation, protection and rehabilitation.

449 Burkina Faso, Côte D'Ivoire, Ethiopia, Kenya, Malawi, Mali, Mozambique, the Niger, Nigeria, Rwanda, Somalia, South Africa, United Republic of Tanzania, Uganda.

450 12 of the 22 entities that reported working in the area of environmental conservation, protection and rehabilitation.

and de jure rights to equality and an adequate standard of living.⁴⁵¹ Accordingly, FAO focused its efforts on promoting reforms to legal and policy frameworks at the national level with the objectives of securing gender-equitable land tenure and strengthening women's land rights.

As the custodian agency for target 5.a of the SDGs⁴⁵² FAO provided technical support to countries to monitor and report on target indicator 5.a.2,⁴⁵³ which tracks legal reforms that promote women's land rights and increases their access to productive resources through land ownership or other special measures. The target indicator provides a good indication of a government's efforts

to move towards the realization of women's land rights and more gender-equal land tenure.⁴⁵⁴ FAO disseminates the data relating to this target through its *Gender and Land Rights Database*.⁴⁵⁵

UN-Habitat, with its partners in the Global Land Tool Network, also focused on land reform, tenure security and improved land management in rural and urban areas that are responsive to the needs of women, youth and groups at risk of marginalization. This includes the promotion of the Network's gender evaluation criteria tool, which was used in Uganda, for example, to develop a national gender strategy on land, which promoted equal rights of women to secure tenure.⁴⁵⁶

(d) Areas with the least UN system engagement

Based on their intimate relationship with their environments, indigenous women often possess sophisticated traditional ecological knowledge of weather patterns, including complex adaptive responses towards cycles

of climatic variability.⁴⁵⁷ Their full participation in the design and implementation of policies and plans related to climate change-impact mitigation offers crucial knowledge. Yet, in 2014-2019, only 32 per cent⁴⁵⁸ of entities drew on the traditional knowledge of women in indigenous communities on biodiversity and conservation techniques. This area of work experienced limited

growth in terms of UN entity engagement during the period, increasing from 23 per cent⁴⁵⁹ of entities in 2014 to 27 per cent⁴⁶⁰ in 2019.

FAO's efforts to profile indigenous food systems provide a positive example of UN entity engagement in this area. In partnership with other international organizations, including research institutes, FAO profiled nine indigenous food systems around the world through a participatory approach that characterizes and assesses the resilience of the food system and its ability to strengthen local capacities and inform global debates on sustainability. Mechanisms such as focus groups and direct interviews ensured indigenous women's participation and the inclusion of their traditional knowledge.

Since the adoption of the Platform for Action, green jobs and the promotion of the green economy have received steadily increasing global attention. A shift to a greener economy enhances decent work and is projected to create 24 million new jobs globally by 2030.⁴⁶¹ However, for women to benefit, strategies and approaches to develop the green economy need to be fully gender-responsive. It is therefore encouraging that the past trend of least engagement by UN entities now seems to be reversing. Eight entities focused on the issue in 2019, compared to only five in 2014.

2. INTEGRATING GENDER PERSPECTIVES IN DISASTER RISK REDUCTION, CLIMATE RESILIENCE AND MITIGATION

Although significant strides have been made to address gender inequalities over the years, women still remain amongst the most marginalized groups of society and are particularly vulnerable to current and future climate change and disaster risk.⁴⁶² Women and children suffer greater risks to their survival and recovery in the aftermath of natural disasters. Their vulnerability to natural disasters is further aggravated by other elements of discrimination such as race, poverty and disability.

To integrate gender perspectives in disaster risk reduction, climate resilience and mitigation, UN entities focused primarily on two areas, namely, (a) supporting the participation and leadership of women, including those affected by disasters, in disaster risk reduction, climate resilience and mitigation policies, programmes and projects;⁴⁶³ and (b) strengthening the evidence base and raising awareness about the dispro-

451 OHCHR and UN Women 2013.

452 Target 5a of the Sustainable Development Goals - to undertake reforms to give women equal rights to economic resources, as well as access to ownership and control over land and other forms of property, financial services, inheritance and natural resources, in accordance with national laws.

453 Target indicator 5.a.1 of the Sustainable Development Goals on (a) proportion of total agricultural population with ownership or secure rights over agricultural land, by sex; and (b) share of women among owners or rights-bearers of agricultural land, type of tenure; and indicator 5.a.2 on proportion of countries where the legal framework (including customary law) guarantees women's equal rights to land ownership and/or control.

454 DESA 2016a, pg. 40.

455 FAO, "Database."

456 Global Land Tool Network and UN Habitat.

457 UN Women 2016c.

458 7 of the 22 entities that reported working in the area of environmental conservation, protection and rehabilitation.

459 5 of the 22 entities that reported working in the area of environmental conservation, protection and rehabilitation.

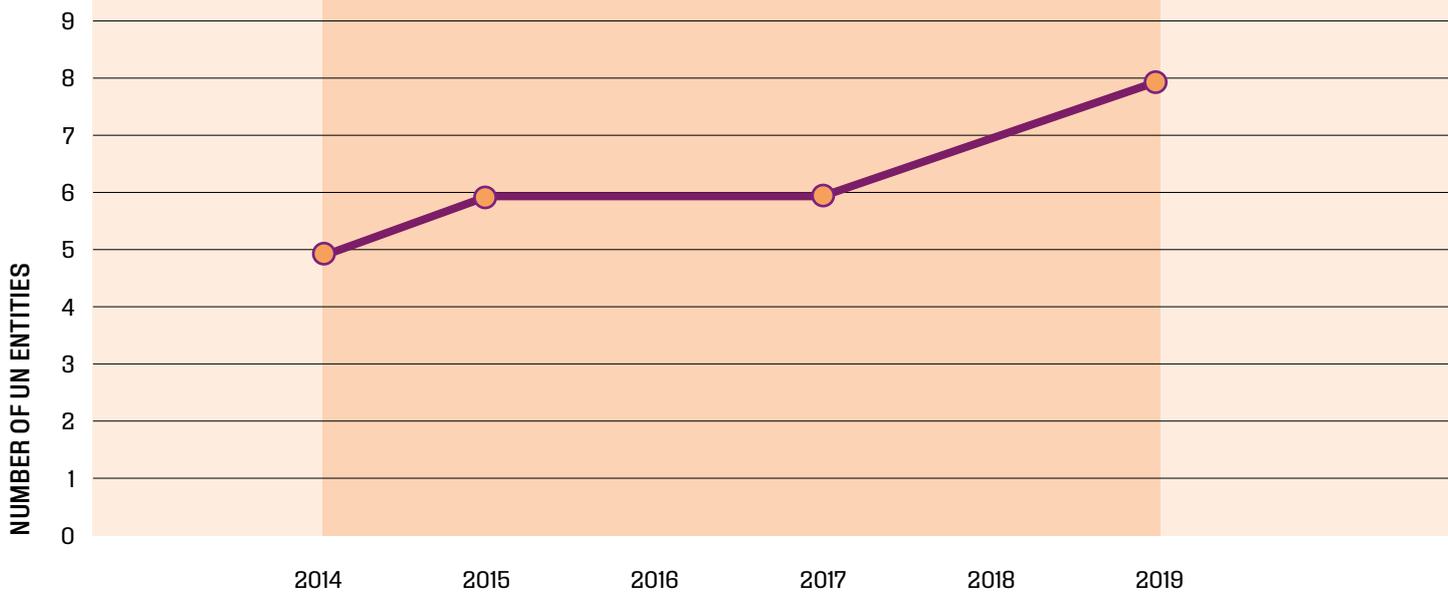
460 6 of the 22 entities that reported working in the area of environmental conservation, protection and rehabilitation.

461 ILO 2018c.

462 UNDP 2016.

463 12 of the 22 entities that reported working in the area of environmental conservation, protection and rehabilitation.

FIGURE 11 NUMBER OF UN ENTITIES THAT SUPPORTED STEPS TO ENSURE, THAT WOMAN BENEFIT EQUALLY FROM DECENT JOBS IN GREEN ECONOMY, 2014-2019



portionate vulnerability of women and girls to the impact of environmental degradation and disasters.⁴⁶⁴

The work of UN entities in these areas is described in (a) and (b) below.

(a) Supporting women’s participation and leadership in displacement risk-reduction initiatives

Women often play a key role in responding to family and community needs in the aftermath of disasters. Yet, as noted, they are often absent when disaster-risk-reduction strategies and decision-making processes are being developed. Supporting women’s participation and leadership in displacement risk-reduction initiatives therefore constitutes a critical component of efforts to reduce the impacts of disasters, and to build resilience to future disasters. The Sendai Framework for Disaster Risk Reduction specifically states that women and their participation are critical to the effective management of disaster risk and the designing, resourcing and implementing of gender-sensitive disaster risk reduction policies, plans and programmes.⁴⁶⁵

Fifty-five per cent⁴⁶⁶ of entities took measures to ensure women’s leadership and participation in disaster risk resilience and response actions. For example, UN Women and UNU promoted women’s participation in planning and decision-making in countries affected by environmental disasters. In Nepal, following the 2015 earthquake, UN Women convened diverse women’s civil society organizations from 14 affected districts to develop the 15-point Kathmandu Declaration calling for a gender-responsive reconstruction approach. It included demands for economic empowerment opportunities for disaster-affected women, special packages of support for women with disabilities and those from marginalized communities, and a 50 per cent representation of women in the National Authority. This network of women’s organizations evolved into the NGO, the Women-Friendly Disaster Management Network.

In Côte d’Ivoire, the UNU Institute for Natural Resources in Africa implemented a climate change vulnerability assessment. Through stakeholder engagements, the project

created a platform for women to identify gender-equality issues in climate change adaptation and to share their experiences and needs with community members, policy-makers, researchers and private sector representatives.

The UN Office for Disaster Risk Reduction (UNDRR), UN Women and the International Federation of Red Cross and Red Crescent Societies (IFRC), through a joint global programme,⁴⁶⁷ support countries to accelerate efforts towards a gender-responsive implementation of the Sendai Framework and the SDGs by 2030. Their work addresses core gender gaps and barriers, the need for a secure space for women’s leadership in disaster risk reduction and resilience-building, and advances gender parity and women’s empowerment.

(b) Strengthening the evidence base and raising awareness about the disproportionate vulnerability of women and girls

The limited availability of data that are disaggregated by sex, age and other factors hampers efforts at all levels to understand the disproport-

464 14 of the 22 entities that reported working in the area of environmental conservation, protection and rehabilitation.

465 UNDRR 2015.

466 12 of the 22 entities that reported working in the area of environmental conservation, protection and rehabilitation.

467 UNDRR 2015.

tionate vulnerability of women and girls to the impact of environmental degradation and disasters, and to integrate women's and girls' priorities and needs into national disaster-risk and -resilience strategies and plans. Sixty-four per cent⁴⁶⁸ of UN entities focused on strengthening the evidence base and raising awareness about the disproportionate vulnerability of women and girls to the impact of environmental degradation and disasters.

In 2019, during a side event of the Global Platform for Disaster Risk Reduction, UNHCR, in collaboration with more than 20 governments and partner organizations, drew attention to the impact of disaster displacement on women, youth and children and the policies and practices needed to reduce their risk of displacement.

In collaboration with UN partners, 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 women 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.

UN entities also carried out or supported studies to expand the evidence base of the gender-related impacts of natural disasters. The UNU Institute for Environment and Human Security, for example, conducted a study to determine the levels of critical infrastructure, such as electricity, telecommunications, transportation and water supply,

needed by societies to survive and thrive in the aftermath of natural hazard events. The study included assessments of the vulnerabilities of different social groups, including young women and girls in remote areas.⁴⁶⁹

A new report⁴⁷⁰ by UNEP, UN Women, UNDP and the Peace-building Support Office of DPPA provides compelling evidence of the various ways in which gender norms and power structures determine how women and men of different backgrounds experience and manage climate-related security risks.

To reduce disaster risks, ESCAP supported the Government of India in the development of a system analysis that modelled the linkages between empowering women and building community climate resilience and policies. The analysis highlighted the importance of ensuring access to information and technology for women and girls as a way to enhance their livelihoods and to build resilience by utilizing different resources.

CONCLUSION

Many of the actions reported by UN entities highlight the need for gender-responsive environmental policies and for women's active participation in decision-making processes related to disaster risk reduction, climate resilience and sustainable land use. Some entities have chosen a united approach to their work, leveraging their combined strength, while others have prioritized supporting gender-responsive environmental agreements, including through national action plans.

Prioritizing interventions and resources at national and local levels that respond to gender inequalities in disaster-risk strategies and plans requires data that are disaggregated by sex, age and other factors.

The limited availability of this data hampers these efforts. Support to governments to help them systematically collect and report on the data so stakeholders are able to monitor and keep track of women's needs and achievements in disaster risk reduction is extremely important. In response to a gap in this area, many entities strengthened the evidence base and raised awareness about the disproportionate vulnerability of women and girls to the impact of environmental degradation and disasters.

Improved collaboration between climate actors and gender practitioners would contribute to a better understanding of the linkages between gender equality and environmental conservation and climate change, and to ensuring that gender equality is indeed afforded a place at the centre of adaptation, mitigation and disaster-risk-management efforts. To build inclusive disaster-risk-management strategies and systems, UN entities have reported a strong focus on creating avenues for women's leadership and meaningful participation. However, there has been less attention given to the role of indigenous women in protecting biodiversity and ecosystems and to applying their knowledge in the context of climate change and adaptation efforts.

While green jobs and the promotion of the green economy is an area receiving increased and intensified global attention, the incorporation of women and their perspectives into it is not. Unless this changes and indeed reverses, women run the risk of becoming further marginalized, thereby exacerbating existing inequalities. It is imperative that women be actively supported to access and fully engage, as participants, agents and beneficiaries of change in all developments, including new jobs, in the green economy.

468 14 of the 22 entities that reported working in the area of environmental conservation, protection and rehabilitation.

469 UNU 2016.

470 UNEP, UN Women, DPPA and UNDP 2020.

3

DATA AND STATISTICS

Key findings

While gaps remain in addressing the need for gender statistics, important advances have been made, in particular with the emergence of the SDG global indicator framework. In the five years under review, 62 per cent⁴⁷¹ of UN entities reported producing knowledge products on gender equality statistics; 52 per cent⁴⁷² reported using gender statistics in the development of policies and programmes; and 43 per cent⁴⁷³ 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 data⁴⁷⁴ big data and local sources. Only 12 per cent⁴⁷⁵ 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 cent⁴⁷⁶ of entities reported 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 cent⁴⁷⁷ of UN entities have made important advances in the collection of gender data for the implementation and monitoring of the SDGs.

Data disaggregation, not only by sex, but also 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. Yet gaps remain in further disaggregation, in particular by race/ethnicity, migratory status and disability.

BACKGROUND

Cutting-edge policy research, development of knowledge and the harnessing of robust evidence lie at the centre of agenda-setting and mobilization of partners to advance gender equality and human rights for all. 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.

Recognizing the centrality of appropriate data to policy design and assessment of progress towards the goal of gender equality, the Platform for Action⁴⁷⁸ called upon national, regional and international statistical services to collect, compile, analyse and present data by sex and age, and reflect problems, issues and questions related to women and men in society.

In addition, the SDG global indicator framework included 53 gender-specific indicators integrated across different goals and covering areas new to global monitoring efforts, such as unpaid care and domestic work, and violence against women and girls.⁴⁷⁹ In comparison to the Millennium Development Goals (MDGs), this represented a better institutional, methodological and data-access infrastructure to facilitate progress in gender statistics.⁴⁸⁰

The Minimum Set of Gender Indicators,⁴⁸¹ agreed to by the United Nations Statistical Commission⁴⁸² in 2013, constitutes a collection of quantitative and qualitative indicators that serve as a guide for national production and international compilation of gender statistics. These indi-

471 26 of the 42 entities that responded to this question.

472 22 of the 42 entities that responded to this question.

473 18 of the 42 entities that responded to this question.

474 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.

475 5 of the 42 entities that responded to this question.

476 2 of the 41 entities that responded to this question.

477 29 of the 42 entities that responded to this question.

478 UN General Assembly 1995, para. 206.

479 UN Women and DESA 2019.

480 UN ECOSOC 2018b.

481 See: <https://genderstats.un.org/#/home>

482 UN Statistical Commission 2011.

cators were initially developed with reference to the strategic objectives of the Platform for Action and the MDGs. As of November 2018, they have been revised to align with the SDG gender indicators.⁴⁸³

The momentum generated by international norms and standards such as these, as well as the statistical activities and projects promoted by international organizations, UN regional commissions and conferences, and by individual countries represent progress in the development of gender statistics at many different levels globally.⁴⁸⁴ However, important data gaps remain, owing to factors such as uneven indicator coverage and poor data quality and comparability.⁴⁸⁵

OVERVIEW OF ACTIONS UNDERTAKEN BY UN ENTITIES

Gender statistics reflect and reveal differences and inequalities in the situation of women and men, girls and boys in all areas of life.⁴⁸⁶ Gender statistics require the disaggregation of data by sex and other characteristics, the collection of data on specific issues that affect one sex more than another or relate to gender relations, and data collection methods that mitigate gender bias in their collection.⁴⁸⁷ Critical as they are to designing effective policies and programmes, the production of gender statistics presents significant challenges to national statistical systems in many countries.

1. AREAS IN WHICH ENTITIES HAVE MADE THE MOST PROGRESS IN SUPPORTING THE PRODUCTION, USE AND ANALYSIS OF GENDER STATISTICS

Between 2014 and 2019, UN entities reported making the most progress in supporting the production, use

and analysis of gender statistics in: (a) production of or contribution to knowledge products on gender statistics;⁴⁸⁸ (b) use of more gender-sensitive data in the formulation of policy and implementation of programmes and projects;⁴⁸⁹ and (c) participation in inter-agency coordination mechanisms on gender statistics.⁴⁹⁰

In contrast, the areas least covered in the context of gender statistics included (d) the use of administrative-based or alternative data sources to address gender data gaps,⁴⁹¹ and institutionalizing user-producer dialogue mechanisms.⁴⁹²

Subsections (a) to (d) below provide further detail on actions taken by UN entities in these areas.

(a) Producing knowledge products on gender statistics

Ensuring that data is widely available to policymakers, activists and women human rights defenders is indispensable to achieving gender equality by 2030. Sixty-two per cent⁴⁹³ of entities reported prioritizing the production of knowledge products on gender statistics. To mitigate the challenge of the inaccessibility of data, entities undertook innovative approaches to knowledge production and dissemination. OCHA has added curated crisis key figures to its mobile site and app. Key figures feature specific indicators, with gender dimensions such as “acutely malnourished women in South Sudan.” Each is linked to the source from which the figure was taken in order to provide quick access to a range of sourced indicators that are tracked over time.

Entities also highlighted developing knowledge products, such as toolkits, frameworks and guidelines to improve mechanisms that produce

gender statistics in specific thematic areas. These include the UNCTAD policy brief on gender-responsive trade policy and the UNIDO EQuIP⁴⁹⁴ gender tool to measure gender inequalities in the manufacturing sector, both of which are designed to guide the development of sound, quantitative analysis to inform policy-making processes.

(b) Using more gender-sensitive data in formulating policy and implementing programmes and projects

Tailoring policy, programmes and projects to the evidence-based needs of women and girls, and effectively integrating gender considerations into all aspects of UN entities’ work and all stages of the programme cycle, requires bridging the disconnect between research and programming. Fifty-two per cent⁴⁹⁵ of entities reported using more gender-sensitive data in the formulation of policy and the implementation of programmes and projects. This number is expected to increase in 2020–2025.⁴⁹⁶ FAO, OCHA, UNHCR and WFP, among other UN entities, cited the collection and use of sex- and age-disaggregated data as essential for integrating a gender perspective in humanitarian and crisis response. This data was used by entities to inform gender analyses, resilience and vulnerability analyses and enabled better monitoring of the specific impacts on, and vulnerabilities and needs of, women, men, girls and boys of all ages and backgrounds.

(c) Participating in inter-agency coordination mechanisms on gender statistics

The third area, in which 43 per cent⁴⁹⁷ of entities reported making the most progress, comprised participation in inter-agency coordination mechanisms on

483 UN ECOSOC 2017a.

484 UN ECOSOC 2018b.

485 UN Women 2018f. Chapter 2.

486 DESA 2016b.

487 Ibid.

488 26 of the 42 entities that responded to this question.

489 22 of the 42 entities that responded to this question.

490 18 of the 42 entities that responded to this question.

491 5 of the 42 entities that responded to this question.

492 2 of the 41 entities that responded to this question.

493 26 of the 42 entities that responded to this question.

494 GIZ and UNIDO 2019.

495 22 of the 42 entities that responded to this question.

496 27 of the 41 entities that responded to this question.

497 18 of the 42 entities that responded to this question.

gender statistics. DESA, through its Statistics Division, serves as the secretariat of the Inter-agency and Expert Group on Gender Statistics (IAEG-GS), mandated by the United Nations Statistical Commission to provide guidance and ensure coordination for the advancement of the Global Gender Statistics Programme. The Department organizes annual IAEG-GS meetings to coordinate the Global Programme with national programmes, allowing the Expert Group to work in close collaboration with the Inter-agency and Expert Group on Sustainable Development Goals (IAEG-SDGs). This has contributed to the latter's workstream at the global level by providing data disaggregation categories for monitoring SDG 5 indicators. Similarly, UN Women, as a member of IAEG-GS, and through its technical guidance to the data disaggregation workstream of IAEG-SDGs, has strongly advocated for prioritizing multidimensional disaggregation of SDG indicators from a gender perspective, emphasizing that the factors that contribute to women's and girls' disadvantages do not operate in isolation. UN Women's advice on policy priorities and current and future disaggregation plans related to gender were presented by IAEG-SDGs at the fiftieth session of the Statistical Commission. Interestingly, despite the high level of engagement in 2014-2019, only four entities reported that they plan to prioritize this action in 2020-2025.

(d) Areas with least UN system engagement

Importantly, making sure that data represent the lived realities of women and girls in all their diversity by addressing deep-seated biases in concepts, definitions, classifications and methodologies, remains essential to making women and girls visible.⁴⁹⁸ This becomes particularly necessary when addressing sensitive

issues. UNDP highlighted data collection as one of the key challenges to addressing violence against women. Alternative data sources, including administrative data, big data and local sources have the potential to produce high-quality information that is more detailed, timely and relevant.⁴⁹⁹ However, only 12 per cent of UN entities reported harnessing alternative sources of data to fill gaps in 2014-2019. Further, as covered by the survey, the number is expected to remain the same in the coming five years.

By way of a positive example, the World Tourism Organization's (UNWTO) *Global Report on Women in Tourism, Second Edition* highlights the progress made by the global tourism sector in advancing gender equality using a range of alternative data sources including ILOSTAT employment data in the accommodation and food services category, EUROSTAT data on tourism industries in the 28 European Union countries and private sector data sets from individual companies.

In Ethiopia, UN Women partnered with civil society organizations to support the production of gender statistics through alternative data sources. Most recently, UN Women trained 32 civil society representatives on how to collect, analyse and generate citizen-generated data to monitor the implementation of the SDGs.

In addition, a diverse coalition of producers and users of gender statistics will better ensure that statistics respond to user needs.⁵⁰⁰ For example, if data users identify deficiencies in the data currently available to them, and push for improvements in concepts, methods, topics and data series, it could prevent the inclusion of stereotypes and social and cultural factors that might produce gender bias.⁵⁰¹ Institutionalizing user-producer dialogue mechanisms

represents a gap in the priorities of UN entities, with only 5 per cent⁵⁰² reporting it as one of their priorities for strengthening gender statistics over the next five years.

2. DATA COLLECTION FOR MONITORING THE GENDER-RESPONSIVE SUSTAINABLE DEVELOPMENT GOALS

The SDGs global indicator framework endorsed at the forty-eighth session of the United Nations Statistical Commission held in March 2017 includes 53 gender-specific indicators integrated across different goals, including 14 indicators for the stand-alone gender equality SDG 5.⁵⁰³ While the expanded scope and mainstreaming of gender-specific SDG indicators constitutes a major accomplishment, there remains a need to mainstream gender equality throughout the framework, including in indicators that are not gender-responsive, and to disaggregate data to better identify and monitor progress for groups facing multiple inequalities and deprivations.⁵⁰⁴

Roughly a quarter of all SDG indicators (53 out of 232) explicitly address gender equality.⁵⁰⁵ In addition to the SDG 5 indicators, gender-specific indicators in the other goals encompass a comprehensive set of issues, including the gender dimensions of poverty, hunger, health, education, water and sanitation, employment, safe public spaces, climate change, and peace and security. However, 80 per cent of the gender-specific indicators across the SDGs lack data.⁵⁰⁶

The development of methodological standards for the indicators enables more countries to collect data that is not readily available, thereby addressing the critical gaps in data coverage and improving monitoring of the SDGs.⁵⁰⁷ The methodological development and/or the design of the collection instruments for SDG indicators is assigned to

498 UN Women. 2018c.

499 Ibid.

500 Citro 2015.

501 ECE and World Bank Institute 2010.

502 2 of the 41 entities that responded to this question.

503 For additional information, see: <https://unstats.un.org/sdgs/iaeg-sdgs/>

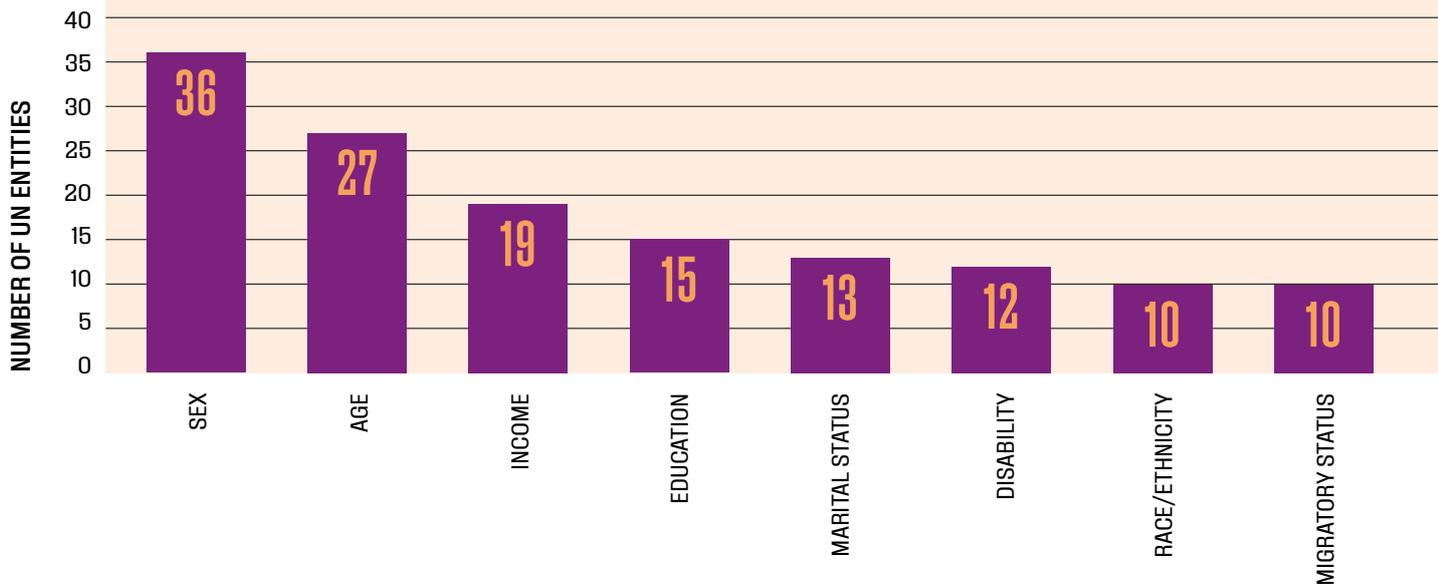
504 UN Women 2018f.

505 UN SDG and UN Regional Coordination Mechanism 2017.

506 UN Women 2018f.

507 Ibid.

FIGURE 12 DATA DISAGGREGATION ROUTINELY USED IN PLANNING, MONITORING, REPORTING AND EVALUATION FRAMEWORKS



international agencies with responsibility for specific indicators, known as “custodian agencies.”⁵⁰⁸ Of the 14 indicators to monitor SDG 5, only 4 are classified as Tier I.⁵⁰⁹

Twenty-nine entities reported initiating data collection and compilation on SDG 5 indicators and on gender-specific indicators corresponding to the SDG(s) that match their mandate. The majority of these entities highlighted their efforts in collecting and compiling the data under their custodianship, including SDG 5 indicators, and disaggregating it by sex to capture the gender dimensions of indicators under other goals. For example, as the custodian of four SDG 16 indicators, UNDP initiated data collection for indicator 16.7.1.b, proportions of positions (by age group, sex, persons with disabilities and population groups) in public institutions (national and local). Given the importance of women in public service, this constitutes a key milestone in work to promote gender equality in public administration and to achieve the SDG. The ECLAC Division for Gender Affairs validates and complements data for Latin America for

SDG indicator 5.4.1, which applies to the proportion of time spent on unpaid domestic and care work by sex, age and location, and indicator 5.5.1.b, which accounts for the proportion of seats held by women in local governments.⁵¹⁰

3. DATA DISAGGREGATION ROUTINELY USED IN PLANNING, MONITORING, REPORTING AND EVALUATION FRAMEWORKS

Capturing inequalities requires the use of disaggregated data to allow for an in-depth look at trends across different population groups. Several UN entities highlighted the absence of data disaggregated by sex as a key programmatic challenge, impeding them from developing truly gender-sensitive programmes. Eighty-five per cent⁵¹¹ of entities reported routinely disaggregating data by sex in planning, monitoring, reporting and evaluation frameworks. For example, the International Civil Aviation Organization (ICAO) supports the collection of sex-disaggregated data on licensed aviation specialists and on training trends between men and women to inform policymakers

and to drive actions on gender-related policies and programmes in aviation. To bridge the global gap in gender statistics in patent applications, WIPO developed a dictionary to analyse approximately nine million inventors’ and individual applicants’ names recorded under the Patent Cooperation Treaty. Patent data can now be disaggregated by, among other categories, sex, as well as location and type of technology, which casts light on the significant gaps in women’s participation in the global invention and innovation system.

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 and age but also by dimensions such as race/ethnicity, migration status, disability and income, along with other characteristics, constitutes one of the critical challenges to monitoring progress on the commitment to Leave No One Behind.⁵¹²

As a guiding principle, IAEG-SDGs agreed that indicators in the global

⁵⁰⁸ UN ECOSOC 2018b.

⁵⁰⁹ Tier 1: Indicator is conceptually clear, has an internationally established methodology and standards are available, and data are regularly produced by countries for at least 50 per cent of countries and of the population in every region where the indicator is relevant

⁵¹⁰ ECLAC 2019b.

⁵¹¹ 34 of the 40 entities that responded to this question.

⁵¹² UN Women 2018f.

monitoring framework are to be disaggregated, where relevant, by income, sex, age, race/ethnicity, migratory status, disability and geographic location, among other characteristics.⁵¹³

Following sex, the variables reported to be routinely disaggregated by the largest number of entities are age, income, and geographic location.

The variables that were reported to be disaggregated by the least number of entities are race/ethnicity, migratory status and disability. This represents an important gap. Discrimination based on gender, national origin and migratory status, for example, constitutes a common vector of marginalization. Migrant women are often overrepresented in low-pay, low-quality and unregulated employment such as domestic work, and they experience a heightened risk of gender-based violence.⁵¹⁴

Several UN entities highlighted the absence of data disaggregated by sex as a key programmatic challenge, impeding them from developing truly gender-sensitive programmes.

In addition, disaggregation by other characteristics that are relevant to thematic areas and programmatic mandates are necessary. UNAIDS expanded the collection of programme data to include reporting on transgender populations, who are at significantly higher risk for HIV/AIDS.⁵¹⁵ The disaggregation underlays the commitment by UNAIDS to ending the HIV/AIDS epidemic in all segments of the population, including those currently rarely identifiable in national surveillance systems.⁵¹⁶

CONCLUSION

In the five years under review, entities have made important advances in the use and analysis of gender statistics, in particular through the production of knowledge products, use of gender statistics in the development of policies and programmes, and by participating in inter-agency coordination mechanisms on gender statistics. Further, entities have contributed to data collection on SDG 5 indicators and on other gender-specific indicators corresponding to the SDG(s) matching their mandate and have developed methodologies for collecting data on such indicators. Yet the abundance of gender-responsive indicators that remain classified as Tier III⁵¹⁷ highlights the immense work that remains in order to comprehensively monitor, from a gender perspective, the full implementation of the SDGs.⁵¹⁸

Much of the disaggregated data that are needed to monitor the implementation of the Platform for Action and the 2030 Agenda are still not produced regularly. UN entities have contributed substantially to filling this gap by supporting the production, use and dissemination of data disaggregated by sex, age, and income. Increased focus by UN entities on other factors of disaggregation, such as disability, race/ethnicity and migratory status, will allow for an in-depth look at trends across different population groups and better ensure that no woman or girl is left behind.

Further, making sure that data represent the lived realities of women and girls in all their diversity by addressing deep-seated biases in concepts, definitions, classifications and methodologies, is essential to making women and girls visible. Strengthening dialogue between users and producers of data can push for improvements in data-collection methodology and facilitate the effective collection of data that is relevant and meets user needs. Additionally, entities may better harness alternative data sources, including administrative data, big data and local sources, in harmony with more traditional official statistics to fill knowledge gaps with data that is relevant, high quality, and timely.

513 UN ECOSOC 2016a.

514 Ibid.

515 Ibid.

516 WHO 2015.

517 Tier 3: No internationally established methodology or standards are yet available for the indicator, but methodology/standards are being (or will be) developed or tested.

518 UN Women 2018f.

4

INSTITUTIONAL ARRANGEMENTS

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 Action Plan (UNCT-SWAP)—have been widely adopted.

Notwithstanding consistent and systematic efforts by 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 entities⁵¹⁹ 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 survey, only 50 per cent⁵²⁰ 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 to expand innovation and accelerate the development and implementation of sustainable solutions to realize the goal of gender equality and the empowerment of all 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.

BACKGROUND

At the Fourth World Conference on Women, Member States unanimously agreed that the design, implementation, and effective monitoring of mutually reinforcing gender-sensitive policies and programmes at all levels constituted key elements to foster the advancement and empowerment of women. To this effect, the Platform for Action included a chapter on institutional arrangements. It articulated a set of actions, including for the United Nations,⁵²¹ to encourage and catalyse lasting and fundamental change for gender equality and the empowerment of women.

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 United Nations 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. The ECOSOC agreed conclusions, 1997/2,⁵²² further clarified and defined gender mainstreaming as the agreed-upon strategy to achieve gender equality.

In order to operationalize the gender mainstreaming strategy, 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.⁵²³

Further, as part of its agenda for change, the Platform identified the need to renew, reform and revitalize various parts of the United Nations

519 28 of the 44 entities that responded to this question.

520 21 of the 42 entities that responded to this question.

521 UN General Assembly 1995. See Chapter V., Institutional Arrangements, para 286.

522 UN ECOSOC 1997.

523 Ibid.

system in order to improve their effectiveness at providing support for gender equality and women's empowerment at national levels.⁵²⁴ Accordingly, the creation of a single UN entity in 2010, UN Women, constituted a milestone achievement. By consolidating the mandates of four⁵²⁵ gender offices, departments and funds, UN Women provides more coherent and integrated normative and operational support to Member States as they set global standards for achieving gender equality; works with governments and civil society to design programmes, policies, laws and services that benefit women and girls worldwide; and aims to better coordinate the work of the UN system on gender equality and the empowerment of women. The creation of UN Women, however, was not expected to relieve other parts of the United Nations system of their responsibilities to contribute to the promotion of gender equality and women's empowerment through their own policies and programmes. Work on gender equality and the empowerment of women, including the mainstreaming of gender perspectives into all programmes and policies of the entities of the UN system, continues to be essential.

The founding resolution⁵²⁶ of UN Women mandated the entity to inter alia coordinate and promote the accountability of the UN system in its work on gender equality and the empowerment of women. With the support of IANWGE and following the endorsement by the Chief Executives Board on Coordination (CEB) of the "United Nations System-Wide Policy on Gender Equality and the Empowerment of Women"⁵²⁷ in 2006, UN Women developed, in 2012, the United Nations System-wide Action Plan (UN-SWAP) on gender equality and the empowerment of women. The UN-SWAP assigned performance standards for the gender-related work of all UN entities for the first time, ensuring greater coherence and

accountability through a common set of 15 performance indicators related to all major institutional functions of UN entities.

During the first phase of UN-SWAP implementation, between 2012 and 2017, a total of 66 UN entities reported on progress annually, using a five-point rating scale. A system-wide evaluation by the Joint Inspection Unit (JIU) on the effectiveness and impact of UN-SWAP for performance monitoring and accountability found that the action plan served as a catalyst for advancement towards gender mainstreaming.⁵²⁸ Subsequently, a second generation of the action plan, UN-SWAP 2.0, was launched in 2018. It contextualized the framework to the 2030 Agenda,⁵²⁹ elevated several performance standards, integrated lessons learned from the experiences of the UN-SWAP in the period 2012-2017, and incorporated a greater focus on gender-related results. Similarly, for the country level, UNCT-SWAP Scorecard was launched in 2018. It constitutes the UNCT equivalent of the UN-SWAP 2.0 with its performance indicators focusing on joint processes and institutional arrangements within UNCTs.

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.

OVERVIEW OF ACTIONS UNDERTAKEN BY UN ENTITIES

Between 2014 and 2019, the UN system implemented a range of measures to institutionalize the mainstreaming of a gender perspective within their organizations.

This section discusses the UN system's progress in implement-

ing institutional arrangements, as covered by the survey, to advance gender equality and the empowerment of women within UN entities as applied to: (1) strategic and programme planning; (2) gender equality policies and plans; (3) senior level support and accountability; (4) gender focal points; (5) capacity assessment and development; (6) gender balance; (7) increased efforts to combat sexual harassment; (8) inter-agency coordination mechanisms and multi-stakeholder partnerships; and (9) adequate financial and human resources for gender equality.

1. STRATEGIC AND PROGRAMME PLANNING

The Platform for Action promotes a twin-track approach to achieving gender equality and the empowerment of women, combining gender-targeted or focused interventions for specific social groups, organizations and/or processes with gender equality perspectives integrated across the substantive policies and programmes of all priority sectors.⁵³⁰ The 2030 Agenda is aligned with this approach, with SDG 5 included as a stand-alone goal on achieving gender equality and the empowerment of all women and girls, together with the mandate to mainstream gender-related targets across other SDG areas.

Strategic planning documents outline an entity's direction, objectives and approaches to implementing its mandate. Including specific indicator(s) on gender equality and women's empowerment in an entity's central strategic planning and country-programme documents, along with adequate gender analysis, is integral to the successful implementation of this twin-track approach.

An encouraging 85 per cent of the 46 UN entities that responded to

524 UN General Assembly 1995, para. 308.

525 Division for the Advancement of Women (DAW), International Research and Training Institute for the Advancement of Women (INSTRAW), Office of the Special Adviser on Gender Issues and Advancement of Women (OSAGI) and United Nations Development Fund for Women (UNIFEM).

526 UN General Assembly 2010a.

527 CEB 2006.

528 For additional information, see: <https://www.unwomen.org/en/how-we-work/un-system-coordination/promoting-un-accountability>

529 The time frame for UN-SWAP 2.0 is 2019-2023.

530 UN Women 2014c.

this issue in the survey⁵³¹ indicated that their strategic planning document(s) include at least one high-level result on gender equality and the empowerment of all women and girls that contributes to meeting gender-specific SDG targets. In addition, 91 per cent of entities⁵³² reported that results on gender equality and women's empowerment had been reflected more consistently in their programmatic documents over the previous five years.

The UN Global Compact has made gender equality one of its three programmatic priorities in 2019, focusing specifically on closing the gender empowerment gap in the private sector. To combat the digital gender divide, the ITU strategic plan for 2020-2023 includes a specific strategic target to achieve gender equality in Internet usage and mobile phone ownership by 2023. FAO, on the other hand, has incorporated gender mainstreaming as a cross-cutting theme across the objectives of its strategic framework, and 38 of its 46 output level indicators are either gender specific or present specific dimensions that allow for monitoring and tracking gender-related results.

At the UNCT level, the United Nations Sustainable Development Cooperation Framework (UNSDCF) represents the most important instrument for planning and implementation of UN development activities at country level in support of the implementation of the 2030 Agenda. Encouragingly, reporting by UNCTs through the UNSDG Information Management System indicates a notable increase in the number and proportion of United Nations Development Assistance Frameworks (UNDAFs, the precursor to the UNSDCF) with a gender equality result at the outcome level between 2015 and 2019. In 2019, 72 per cent⁵³³ of UNDAFs/UNSDCF featured such gender results.

In addition to ensuring that gender considerations are grounded in strategic planning documents, 76 per cent of UN entities which responded to this issue in the survey⁵³⁴ also reported consistently undertaking gender analysis either separately or as part of broader socioeconomic or contextual assessments in programme planning and development processes. Gender analysis identifies the differences and inequalities between women and men in a specific context, including in the distribution of rights, roles, responsibilities, resources and opportunities for exercising power and decision-making. It is a critical tool for effective gender mainstreaming, providing the information necessary for integrating a gender perspective into relevant policies, programmes and projects. The WMO "Project Management Guidelines and Handbook," for example, emphasizes the need for gender analysis in all phases of the project management cycle. Notably, a number of its project-planning documents explicitly require sex disaggregated data, the gender-sensitive identification of project beneficiaries and gender-sensitive methods and tools for monitoring, evaluation and reporting.

Ensuring that the specific needs, rights, roles and responsibilities of women and girls who experience additional and intersecting forms of marginalization—such as women with disabilities, older women, indigenous women, women with diverse sexual orientations and gender identities, rural women and women in conflict-affected contexts—are taken into account when developing policies and programmes is also critical for the empowerment of all women and girls. UNDP, for example, has sought to include Roma communities in its planning by conducting regional data collection on various dimensions of social exclusion of the Roma population in Eastern Europe and Central Asia. It also developed a case study that analyses

intersectional inequalities based on gender, class, education, race and ethnicity experienced by Roma women in three Western Balkans countries. However, overall only 50 per cent of UN entities⁵³⁵ reported that their planning, implementation and monitoring processes at regional or country level currently include mechanisms to ensure that the participation and concerns of woman and girls from marginalized groups are reflected in these processes. This is an area which could be strengthened, particularly in the context of the UN system's commitment to Leave No One Behind.

2. GENDER EQUALITY POLICIES AND PLANS

The development and implementation of gender policies strengthens accountability and results for advancing gender equality and women's empowerment within entities and organizations. A review of results from the first phase of UN-SWAP confirms that gender equality policies constitute a key driver of institutional change.

Eighty-five per cent of United Nations entities that responded to the survey⁵³⁶ currently have a policy on gender equality, including on gender mainstreaming, in place. Moreover, most entities⁵³⁷ indicated that their policy or plan is aligned with both the Platform for Action and the 2030 Agenda.

ECLAC's Strategy for Mainstreaming Gender at the Economic Commission for Latin America and the Caribbean guided the Commission's work between 2013 and 2017 and proposed specific indicators and expected results. At the time of writing this report, a working group is updating the strategy for the current period. In 2017, UNU adopted its Policy on Gender Equality and accompanying Action Plan on Gender Equality which details concrete actions with timelines and

531 39 of the 46 entities that responded to this question.

532 40 of the 44 entities that responded to this question.

533 90 of the 125 UNDAFs, based on UNSDG Information Management System (IMS) reporting.

534 34 of the 45 entities that responded to this question.

535 21 of the 42 entities that responded to this question.

536 39 of the 46 entities that responded to this question.

537 36 of the 42 entities that responded to this question.

responsibilities for implementation. The document inter alia intends to enhance gender mainstreaming in research, teaching, capacity and dissemination activities.

WFP's Gender Policy 2015-2020 is aligned with the Platform for Action and aims to integrate gender equality and women's empowerment into all of the entity's work and activities by establishing four objectives: i) ensuring that food assistance is adapted to the different needs of women, men, boys and girls; ii) ensuring the equal participation of women and men in the design, implementation, monitoring and evaluation of gender-transformative food security and nutrition programmes and policies; iii) ensuring that women and girls have increased power in decision-making regarding food security and nutrition in households, communities and societies; and iv) ensuring that food assistance does no harm to the safety, dignity and integrity of the women, men, girls and boys receiving it, and is provided in ways that respect their rights. Similarly, the UNOV/UNODC Strategy for Gender Equality and the Empowerment of Women aims to ensure that gender equality and women's empowerment are integral to all aspects of the its work in making the world safer from drugs, crime and terrorism and in ensuring the peaceful uses of outer space.

3. SENIOR LEVEL SUPPORT AND ACCOUNTABILITY

Senior leadership support is critical to advancing an entity's work on gender equality and the empowerment of women and can be conducive to the creation of a more inclusive and gender-sensitive organizational culture. The Platform for Action specifically emphasizes that responsibility for ensuring that a gender perspective is mainstreamed into all policies and programmes of the UN system rests at the highest levels.⁵³⁸

The JIU's review of UN-SWAP found that commitment by leadership and executive management is crucial to achieving progress and that responsibility demonstrated by senior leadership for the creation of an enabling environment is a key factor in ensuring the effective implementation of the UN-SWAP and gender-related components of corporate policies.⁵³⁹

Since taking office, the Secretary-General has called upon all the heads of entities to lead by example and serve as "gender champions."⁵⁴⁰ Participation in system-wide, highly visible campaigns, such as the International Gender Champions initiative, where commitments are specific, mandatory and frequently monitored, has been recognized as a healthy accountability mechanism for supporting and advancing gender equality.⁵⁴¹

An overwhelming majority - 96 per cent of entities⁵⁴² - reported that their senior management internally and/or externally champion gender equality and the empowerment of women. A similar percentage⁵⁴³ reported that, over the previous five years, their entities had established or strengthened internal, senior-level accountability mechanisms to promote gender equality and the empowerment of women within their entities.

This championing of gender equality and the empowerment of women among senior leadership occurs in various ways. ICAO Assembly resolution A39-30 requires its Secretary-General to report to its council annually on gender equality progress. In addition, a Senior Gender Advisory Committee meets biannually to review and discuss finances and activities related to ICAO, Member States and the aviation industry at large. ECA has similarly endorsed a senior management team strategy specifically directed

at gender mainstreaming to enhance senior management accountability for gender equality and women's empowerment.

Several entities (the United Nations Department of Management, Strategy, Policy and Compliance [DMSPC], 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, WIPO, UNEP, UN-Habitat, WHO, UNRISD, the United Nations Department of Global Communications [DGC], WMO, UNRWA, UNCTAD, ODA, ITU, UNOPS, ECE, UNHCR, OCHA, The United Nations Office at Geneva [UNOG], and UNICEF) reported that their principals, as members of the International Gender Champions, 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.⁵⁴⁴

The United Nations Economic and Social Commission for West Asia (ESCWA) administers a biennial Award on Advancing Gender Equality and the Empowerment of Women that recognizes outstanding and innovative work in this priority area. Other innovative ways in which entities have engaged senior managers include the UNOG campaign, "I say no to sexism, what do you say?", launched by the Director-General of UNOG, who convened a special town hall for staff to discuss their experiences of bias at work. In the United Nations Department of General Assembly and Conference Management (DGACM), senior managers and Under-Secretaries-General actively challenge gender bias within the en-

538 UN General Assembly 1995, para 307.

539 UN JIU 2019.

540 UN ECOSOC 2018a.

541 UN Women, "UN-SWAP."

542 44 of the 46 entities that responded to this question.

543 43 of the 45 entities that responded to this question.

544 For more information see <https://genderchampions.com/about>

tity and promote attitudinal change. In 2018, for example, all department senior managers attended a gender stereotyping session that provided a platform to discuss how staff can build a more gender-inclusive workplace.

4. GENDER FOCAL POINTS

Gender focal points play a critical role in advocating for gender equality concerns within their respective organizations. The Platform for Action emphasized the importance of integrating the efforts of gender focal points into the overall policy, planning, programming and budgeting of UN organizations.⁵⁴⁵ Gender mainstreaming remains an institutional responsibility for which all staff and senior management are accountable; integrating gender focal points into the various aspects of an entity's work can significantly contribute to the organization's promotion of gender equality and the empowerment of women by helping to identify strategies and work methods that build capacity for mainstreaming gender considerations,⁵⁴⁶ thereby rendering the work more sustainable. In addition, engagement in the IANWGE and the UN-SWAP networks provides gender focal points with important opportunities to exchange ideas, build capacity and identify opportunities for inter-agency collaboration on gender mainstreaming.

An encouraging 91 per cent of entities⁵⁴⁷ reported that they had strengthened efforts to better integrate gender focal points into overall policy, planning, programming and budgeting processes over the five-year period. All ECA divisions, for example, have appointed gender focal points to ensure that gender is integrated into programme outputs; OHRLS similarly ensures that its gender focal point contributes to the formulation of the office's programme budget. In UNCTAD, project officers/managers are encour-

aged to consult Division Gender (mainstreaming) Focal Points when preparing project proposals. These focal points are among the first staff members to clear projects before submission to senior management.

FAO has strengthened its gender focal point network by assigning gender focal points a counterpart from either the entity's HQ-based Gender Team or its Regional Gender Officers, who periodically hold briefing sessions with the focal point. OCHA has an established gender focal point community of practice with over 70 gender focal points based in all headquarter branches/sections/divisions as well as in all country and regional offices. In addition to increasing its number of focal points, the DGC recently launched a dedicated gender focal point web page on iSeek to share relevant information with staff.

To better mainstream gender considerations into its work, the United Nations Office at Nairobi (UNON) appointed a D-1 level staff member as head of a dedicated Gender Coordination Team in 2017; previously the entity had relied on only one gender focal point at the P-3 level. Similarly, the DESA gender focal point network is now co-chaired by a Principal Gender Focal Point at the D-1 level and the Department's Executive Officer, to better coordinate efforts to mainstream gender in programmatic and substantive operations, implement the UN-SWAP, and promote knowledge sharing and outreach.

5. CAPACITY ASSESSMENT AND DEVELOPMENT

The Platform for Action called for improvement in the expertise and working methods of the UN system to promote the advancement of women.⁵⁴⁸ A number of subsequent resolutions have accordingly called on the UN system to prioritize the enhancement of gender-sensitivity

and gender-expertise training.⁵⁴⁹ Lessons learnt from implementation of the UN-SWAP between 2012 and 2016 reveal that capacity development on gender equality is an important driver of progress within organizations: entities that provide gender training for all staff at all levels, including senior managers, meet or exceed 70 per cent more UN-SWAP indicators than entities that have no such training in place. In addition, undertaking a gender equality and empowerment of women capacity assessment is a critical first step toward evaluating the understanding, knowledge and skills that any given organization and its staff possess on these issues.

Between 2014 and 2019 only 53 per cent of entities,⁵⁵⁰ namely DGACM, DPO, ECA, ECE, ECLAC, ESCAP, ESCWA, FAO, IFAD, ILO, OCHA, UN Women, UNCDF, UNDP, UNICEF, UNIDO, UNOG, UNOPS, UNOV/UNODC, UNRWA, UNU, WFP and WMO, reported having carried out an organization-wide capacity assessment of staff at headquarters, regional and country levels on gender equality and the empowerment of women. A higher number of entities—76 per cent⁵⁵¹—reported that they require ongoing mandatory training on gender equality and the empowerment of women for staff at all levels, including senior managers, at headquarters, regional and country levels.

To strengthen capacity-building throughout the system, UN Women has developed a capacity assessment tool which entities can use as a basis to develop their own capacity assessment plans.⁵⁵² Using such a plan, UNCDF identified areas for improvement at the organizational level, which informed work on the entity's new gender equality strategy. In 2019 DPO also undertook a capacity assessment to evaluate expertise, partnerships, influence, access and reach in relation to the expected delivery of the entity's gen-

545 UN General Assembly 1995, para. 310.

546 UN ECOSOC 1997.

547 39 of the 43 entities that responded to this question.

548 UN General Assembly 1995, para. 306

549 See UN ECOSOC 1997, 2006, and 2019a.

550 23 of the 43 entities that responded to this question.

551 34 of the 45 entities responding to this question.

552 UN Women 2014b.

der and women, peace and security mandates.

As for capacity of UN staff on gender equality, the UN Women Training Centre offers an online course entitled *I Know Gender*, (IKG) which is available to all UN system entities. IKG, which was initially developed at the request of IANWGE and in the context of the UN-SWAP, was launched in 2014. The course, which is mandatory for all UN Women staff, also includes 19 thematic modules broadly corresponding to particular mandates or functions of UN entities. The course is taken by approximately 21,000 UN staff members annually. Ten entities have also made the course available to staff through their own learning management systems. The *UNIDIR Gender and Diversity Action Plan 2019-2020*, for example, requires all staff to complete specific IKG modules, including one on women, peace and security.

Other entities have created their own training courses on gender equality. ODA, for example, has developed a mandatory course that links disarmament to gender issues in order to ensure better mainstreaming by all staff, and UNESCO recently launched an e-learning course on gender equality which aims to enhance the capacity of the entity's staff in gender mainstreaming. A mandatory course on gender issues has been offered by OHCHR since 2014, and in 2020 the entity launched a new e-learning course on the human rights of LGBTI people, designed for the whole UN system, to equip staff with information on the key terms and concepts related to LGBTI people, the human rights violations they face, and a snapshot of the work currently being done by UN agencies towards tackling violence and discrimination against LGBTI people.

UNDP has achieved significant success with its *Gender Equality Seal*, a

corporate quality assurance mechanism that measures and certifies the achievements and competence of country offices in advancing gender equality and women's rights. By the end of the 2019-2020 round, 79 UNDP country offices will have been certified with the Gender Seal. Similarly, OHCHR in 2019 launched the pilot phase of its new Gender Accreditation Programme, a one-year gender and diversity accreditation course for field presences and headquarter entities which aims to build the capacity of staff on gender and diversity integration.

6. GENDER BALANCE: THE EQUAL REPRESENTATION OF WOMEN AND MEN

The Platform for Action urged each UN entity to accord enhanced priority to the recruitment and promotion of women to achieve gender balance, particularly at decision-making levels, noting also that organizations should report regularly to their governing bodies on progress towards this goal.⁵⁵³ Eighty-seven per cent of entities⁵⁵⁴ reported having a plan in place to achieve the equal representation of women and men among General Service staff and at all professional levels, including senior level representation. Encouragingly, the International Civil Service Commission (ICSC), UNRWA and the United Nations Office at Nairobi UNON reported⁵⁵⁵ having achieved or nearly achieved overall gender parity among its staff members.

The Secretary-General has consistently emphasized that the effectiveness of the United Nations depends on the gains that come from achieving a gender-balanced, diverse and inclusive workforce.⁵⁵⁶ In support of achieving the goal of 50/50 gender balance at all levels of the UN system, the Secretary-General launched a system-wide strategy on gender parity⁵⁵⁷ in September 2017, with the aim of achieving parity at senior levels of leadership by 2021

and across the UN system by 2028. On the basis of this strategy, which inter alia covers targets, accountability, special measures, the creation of an enabling environment, senior appointments and mission settings, all UN system entities are expected to align or develop their own specific gender balance strategies and implementation plans.

The Secretary-General's strong commitment to reach gender parity at the highest levels by 2021 and the promulgation of his system-wide gender parity strategy have catalysed unprecedented progress in the UN system, especially at the higher grade levels and at non-Headquarters locations.⁵⁵⁸ As of 1 January 2020, gender parity – 90 women and 90 men – was achieved in the ranks of full-time senior leadership in the United Nations Secretariat, two years ahead of the target date. The UN system is also making progress towards the achievement of gender parity at all levels in non-field locations by 2028. To push for progress at the field level and in peacekeeping missions, senior leadership is continuing its efforts, in part through a working group that is considering emergency measures and policies to support parity in these settings.⁵⁵⁹

To support implementation of the system-wide strategy, UN Women developed the *Enabling Environment Guidelines for the UN System*, which include good practices and recommendations to help all UN entities improve work environments and organizational culture, and which focus on three thematic areas: workplace flexibility, family-friendly policies and standards of conduct. In addition, a supplementary guidance also covers recruitment and talent management and provides guidance on and key factors for successful implementation.⁵⁶⁰ UNON has improved gender parity by making a pointed effort to utilize its Human Resources Management Service

553 UN General Assembly 1995, para. 341.

554 40 of the 46 entities that responded to this question.

555 This is not an exhaustive list and only references some of the entities that mentioned achieving or nearing parity in response to the survey.

556 United Nations 2019b.

557 For additional information, see www.un.org/gender/content/strategy

558 UN General Assembly 2019b, which assesses the status of women for the period 1 January 2016 to 31 December 2017.

559 ECOSOC 2020.

560 UN Women 2019d.

and its gender focal point team to track and monitor the representation of women and men in staffing. As a result, the Office reported that it has nearly achieved the equal representation of women. DGACM, with nearly 2,000 employees, has achieved the equal representation of women due to the implementation, beginning in 2016, of annual action plans on gender equality and the empowerment of women. One of the measures adopted by the Department to track representation requires the inclusion of sex-disaggregated data in human resources monthly reports provided to directors.

ICSC has a standing mandate from the General Assembly to review the status of women in the UN common system. Its most recent report,⁵⁶¹ published in 2016, reviewed the progress made by UN entities in implementing then-existing gender policies and other measures put in place to support a work environment conducive to achieving gender balance in UN organizations. The report noted that while all entities had made significant efforts to introduce various gender-sensitive policies, their effective enforcement and implementation, coupled with real-time monitoring, needed to be strengthened to overcome the informal organizational cultures that continue to constrain women's advancement. The next report is expected in 2021.

7. INCREASED EFFORTS TO COMBAT SEXUAL HARASSMENT

In 2017, viral social media movements such as #MeToo in the United States, #NiUnaMenos in Latin America, #YoTambién in Spain and #BalanceTonPorc in France, gained momentum and exposed the breadth and hitherto hidden scale of violence against women in both the private and public sectors. The subsequent Time's Up movement called

for lasting change and zero tolerance for sexual assault, harassment and inequality in all workplaces and for all women and girls.

The UN system, similar to other institutions globally, has recorded its own share of allegations of sexual harassment and assault. To address the issue and underscore the zero-tolerance mandate on sexual harassment in the UN system, the Secretary-General introduced several enhanced measures, including a 24-hour helpline for staff to report harassment and access support; mandatory training; fast-track procedures to receive, process and address complaints; dedicated investigators and protocols for investigating complaints; and the Clear Check screening system to prevent perpetrators of sexual exploitation, abuse and harassment from being rehired by the UN system. In addition, the Secretary-General promulgated the updated bulletin, "Addressing Discrimination, Harassment, Including Sexual Harassment, and Abuse of Authority,"⁵⁶² in September 2019 to ensure dignified and respectful treatment of all staff members and non-staff personnel of the Secretariat and promote a work environment free of discrimination, harassment and abuse of authority.

To drive system-wide progress on this priority area, a CEB Task Force on Addressing Sexual Harassment Within the Organizations of the UN System was established in November 2017. The subsequent model policy developed by the Task Force includes provisions for reporting sexual harassment both formally and informally, support to affected individuals and protection against retaliation.⁵⁶³ DMSPC led both the CEB Task Force and the United Nations Secretariat's Rapid Response Team to strengthen sexual harassment prevention and response efforts. All UN system entities were subsequently encouraged to adopt

new measures and to strengthen existing ones to better prevent, detect, report and take action against personnel who commit these offences. Seventy-six per cent of entities⁵⁶⁴ reported that they have developed a policy on sexual harassment, and 98 per cent⁵⁶⁵ said that staff is aware of support measures and actions to take when reporting sexual harassment.

In early 2018, UN Women appointed an Executive Coordinator and Spokesperson on Addressing Sexual Harassment and Other Forms of Discrimination, with a mandate to work with States, the UN and the private sector to place women's experiences at the heart of work on sexual harassment and to bring survivor-focused approaches to the fore.⁵⁶⁶ To align with the adoption of the landmark 2019 ILO Violence and Harassment Convention,⁵⁶⁷ which recognizes the right of all persons to a world of work free from violence and harassment (see Sec. II.A on inclusive development, shared prosperity and decent work), ILO is updating its own internal mechanisms, including adding a new code of conduct on sexual harassment to foster safe, equal and inclusive working environments. As part of this update, ILO has issued two new guidance documents, "Reporting Misconduct and Protection from Retaliation" and "Ethics in the Office."⁵⁶⁸ Both WHO and WFP have implemented mandatory training courses on the prevention of harassment, sexual harassment and abuse of authority, and zero tolerance for sexual exploitation and abuse. WHO is also developing a new policy on addressing sexual harassment and sexual violence, while WFP has rolled out an organization-wide campaign entitled "RESPECT" to raise awareness about sexual misconduct.

At the country level, a resident coordinator, as the highest United Nations official in a country and head of the United Nations country

561 UN General Assembly 2016a.

562 United Nations 2019a.

563 UN CEB 2018c.

564 35 of the 46 entities that responded to this question.

565 44 of the 45 entities that responded to this question.

566 UN Women 2018g.

567 ILO 2019b.

568 For additional information, see www.ilo.org/wcmsp5/groups/public/---dgreports/---dcomm/---webdev/documents/gericdocument/wcms_713106.pdf and https://www.ilo.org/wcmsp5/groups/public/---dgreports/---dcomm/---webdev/documents/gericdocument/wcms_713105.pdf

team, has a critical role to play in preventing and responding to sexual exploitation and abuse in the field. The Assistant-Secretary-General of the United Nations Development Coordination Office (DCO), which coordinates and manages the resident coordinator system, is represented in the Sexual Exploitation and Abuse Working Group to ensure that the approach of the development sector is aligned with that of the humanitarian sector and peace operations. Resident coordinators will be expected to send an annual management letter through DCO to certify that all sexual exploitation and abuse cases are being actively addressed and all mandatory trainings have been implemented by UN staff at the country level.

8. INTER-AGENCY COORDINATION MECHANISMS AND MULTI-STAKEHOLDER PARTNERSHIPS.

Both the Platform for Action and the 2030 Agenda hinge on developing strategic, multi-stakeholder partnerships between organizations and networks at international, regional and national levels. SDG 17 calls for enhanced global partnerships for sustainable development, complemented by multi-stakeholder partnerships that mobilize and share knowledge, expertise, technology and financial resources to support the achievement of the SDGs in all countries.⁵⁶⁹ Leveraging strategic partnerships with a wide range of stakeholders would allow the UN system to better harness innovative ideas and generate sustainable solutions that can accelerate the realization of the goal of gender equality and the empowerment of all women and girls by 2030.

The majority of entities reported that they partner with other UN

entities,⁵⁷⁰ civil society organizations,⁵⁷¹ academia and think tanks,⁵⁷² women's rights organizations,⁵⁷³ and the private sector⁵⁷⁴ to promote and advance gender equality and the empowerment of women. However, fewer than 35 per cent of entities reported partnering with parliaments, parliamentary committees⁵⁷⁵ or faith-based organizations.⁵⁷⁶ Engaging with a broader range of partners and constituents would assist the entities of the UN system to reach new constituencies and better ensure that no one is left behind.

One example of a strategic partnership that has generated results is that of UN-Habitat with the Flone Initiative, a women-led organization working to make public transportation spaces safe, sustainable and accessible for women and other vulnerable groups in potentially difficult situations in Africa. Through this partnership, female bus conductors received training on their social and economic rights. As a result, more women joined the transport industry as bus conductors and drivers despite the many challenges they continue to face.

Within the UN system, all of the entities⁵⁷⁷ that participated in the survey reported engaging and/or participating in inter-agency coordination mechanisms for gender equality and the empowerment of women. In addition to creating and sustaining a sense of community and solidarity, mechanisms such as IANWGE and the UN-SWAP network enable and encourage UN entities and gender focal points to share expertise, lessons learned, good practices and advocacy efforts. Reporting on the UN-SWAP has shown that in the context of shrinking financial resources, partnerships built around sharing UN-SWAP related knowledge and good practices have

sustained or propelled the performance of those entities that have used them. Similarly, since 2006, the Inter-Agency Standing Committee (IASC) Reference Group on Gender in Humanitarian Action (Gender Reference Group) has supported the integration of gender equality and women's empowerment in the humanitarian action system coordinated by the IASC.

9. ADEQUATE FINANCIAL AND HUMAN RESOURCES FOR GENDER EQUALITY.

In 1995 the Platform for Action recognized that financial and human resources had been insufficient to achieve the goal of gender equality and the empowerment of women.⁵⁷⁸ Twenty-five years hence, the gender equality agenda remains significantly under-resourced. Although international financing for gender equality has increased in recent years, the proportion of resources allocated to addressing gender equality and the empowerment of women remains disproportionately small.⁵⁷⁹ The Secretary-General has reiterated the need for adequate financing to timely reach the goal of gender equality, noting that only 2.03 per cent of UN development system expenditures are allocated to gender equality and women's empowerment, and only 2.6 per cent of personnel work⁵⁸⁰ is devoted to this important issue.⁵⁸¹

Only 64 per cent of entities⁵⁸² reported that their entity either had adequate human and financial resources for the implementation of their gender equality policy or had increased their allocations.

Funded from voluntary contributions, UNOV/UNODC established a dedicated global programme in May 2017 to enhance gender mainstreaming and to achieve 50/50

569 SDG 17.16. See <https://sustainabledevelopment.un.org/sdg17>

570 44 of the 46 entities that responded to this question.

571 40 of the 46 entities that responded to this question.

572 40 of the 46 entities that responded to this question.

573 36 of the 46 entities that responded to this question.

574 31 of the 46 entities that responded to this question.

575 16 of the 46 entities that responded to this question.

576 14 of the 46 entities that responded to this question.

577 46 of the 46 entities that responded to this question.

578 UN General Assembly 1995, Chapter VI, para. 346.

579 UN ECOSOC 2019c.

580 According to a 2017 external review. See also UN ECOSOC 2017b.

581 UN ECOSOC 2019a.

582 28 of the 44 entities that responses to this question.

gender balance at all levels, while WFP committed to a gender equality expenditure benchmark of 15 per cent of activity funds by 2020. In its 2017-2019 Strategic Plan, the Secretary-General's Peacebuilding Fund, managed by the Peacebuilding Support Office, has impressively doubled its target of gender-responsive peacebuilding investments from 15 to 30 per cent. Encouragingly, in an effort to improve humanitarian financing towards gender equality in 2019 OCHA announced four strategic areas to guide Central Emergency Relief Fund activities in underfunded areas. These include (a) support for women and girls, including tackling gender-based violence, reproductive health and empowerment; (b) programmes targeting persons with disabilities; (c) education in protracted crises; and (d) other aspects of protection.

In contrast, several entities also reported the negative impact that organization-wide budget constraints have had on the implementation of gender policies and the work on gender equality and the empowerment of women. In this context, the significance of gender markers to track financial allocations and expenditures becomes particularly relevant.

Gender markers, which track financial allocations and expenditures, constitute an effective tool for monitoring the proportion of funds dedicated to advancing gender equality. In his 2009 report on peacebuilding, the Secretary-General called upon all UN managed funds to institute a gender marker to assist "in tracking the proportion of funds devoted to advancing gender equality."⁵⁸³ The Secretary-General's Policy Committee endorsed the commitments made by the Secretary-General and in 2011, the Committee tasked the Sustainable Development Group Task Team on Gender Equality to develop common principles to ensure the various UN gender marker systems were comparable. Work on gender

equality markers gained further traction through the inclusion of two indicators in the UN-SWAP and one indicator in the UNCT-SWAP pertaining to resource allocation and tracking. UN INFO, the UN system's Web-based planning, monitoring and reporting platform, includes a gender equality marker which is applied to joint UN work plans and provides a granular level of detail by tracking exact expenditures per activity. Field testing was initiated in 2017, and currently roughly 60 United Nations country teams are reporting through UN INFO.

Forty-nine per cent of entities⁵⁸⁴ reported having or using a financial resource tracking mechanism to quantify the disbursement of funds that promote gender equality and women's empowerment. For example, the UNIDO gender marker, which has been updated in line with the Organisation for Economic Co-operation and Development's Development Co-operation Directorate (OECD-DAC) best practices criteria, is used to determine the percentage of resources allocated to the promotion of gender equality and the empowerment of women. Since 2010, UNDP has implemented a gender marker that tracks the expenditures and budget of every output/project. This enables UNDP to link financial resources to gender equality results; monitor and analyse trends by region, country and outcome; identify gender gaps and adjust project planning accordingly; have more efficient planning and decision-making; and improve overall UNDP reporting and accountability on 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 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.⁵⁸⁵ 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.

Entities have, however, highlighted the need to increase both the quality control and quality assurance of gender equality markers for greater reliability, accuracy and consistency. To this end, and expanding on the United Nations Development Group's initial "Gender Equality Marker Guidance Note" (2013), a Working Group on Gender Markers⁵⁸⁶ produced a supplementary "Guidance Note on Quality Assurance of Gender Equality Markers" (2018)⁵⁸⁷ and a "Guidance Note on Coding Definitions for Gender Equality Markers" (2018).⁵⁸⁸

In 2018, the Secretary-General created a High-Level Task Force on Financing for Gender Equality to ensure adequate system-wide investments in gender equality. The Task Force reviewed and tracked budgets and expenditures across the UN system, established baselines, recommended targets and assessed how to meaningfully increase resources without leveraging additional external resources.⁵⁸⁹ In December 2019, the Task Force concluded that financing for gender equality remains insufficient across the United Nations and that, without investment in gender equality outcomes, results will remain elusive. The Task Force recommendations provide practical

⁵⁸³ UN General Assembly 2010b, para. 36.

⁵⁸⁴ 22 of the 45 entities that responded to this question.

⁵⁸⁵ Allocated to projects with Gender with Age Marker four or projects with Gender with Age Marker three.

⁵⁸⁶ The Working Group was formed following a presentation, "UN-SWAP: Tracking resources for gender equality and the empowerment of women," made at the Finance and Budget Network meeting of June 2014.

⁵⁸⁷ UN CEB 2018b.

⁵⁸⁸ UN CEB 2018a.

⁵⁸⁹ UN ECOSOC 2019a.

Several entities reported the negative impact that organization-wide budget constraints have had on the implementation of gender policies and the work on gender equality and the empowerment of women. In this context, the significance of gender markers to track financial allocations and expenditures becomes particularly relevant.

ways to address current gaps and strengthen the resource base for gender equality, including through the implementation of an automated Gender Equality Marker system at the entity and country team level.⁵⁹⁰ All UN system entities are encouraged to accelerate implementation of the recommendations of the Task Force to ensure that by 2030 the gender equality agenda is adequately financed by dedicated and consistent investment and resources.

CONCLUSION

Since the adoption of the Platform for Action, concrete efforts have been undertaken to ensure that gender perspectives are mainstreamed into and across the institutional

functions, policies and programmes of individual UN entities. As a result, significant progress has been made in creating an enabling environment for gender equality and the empowerment of women throughout the UN system. Both the Platform for Action⁵⁹¹ and the ECOSOC Agreed Conclusions 1997/2⁵⁹² recognised the importance of creating accountability processes and mechanisms for gender mainstreaming to assess the progress and gaps at all levels of an organization's work on gender mainstreaming. The UN-SWAP and UNCT SWAP frameworks have subsequently successfully catalysed progress in integrating gender equality considerations into the broad institutional functions of the UN system.

As illustrated by this report, the overwhelming majority of entities within the UN system have developed and implemented gender policies and plans, increased senior level accountability for gender equality and the empowerment of women, improved and made new efforts to better integrate gender focal points in their overall work and planning, and regularly participate in inter-agency coordination mechanisms for gender equality and the empowerment of women. Encouragingly, staff in most entities are required to undertake ongoing mandatory training on gender equality and the

empowerment of women, which contributes to increased gender sensitivity and overall gender expertise within the UN system. In addition, gender parity has been reached at the most senior levels of leadership in the UN Secretariat and continues to improve in non-field duty stations. Strides have also been made to address and combat sexual harassment within the UN system.

Notwithstanding the above, there remains an ongoing need to sufficiently resource the gender equality agenda, and to advocate for the increased use of financial resource tracking mechanisms such as gender markers to quantify the disbursement of funds that promote gender equality and women's empowerment. Greater attention should also be placed on ensuring that the needs and considerations of women and girls from marginalized groups are better reflected in UN entity planning, implementation and monitoring mechanisms at regional and country levels.

By addressing these gaps and continuing to build on the progress made thus far in implementing institutional arrangements to advance gender mainstreaming, the UN system is better equipped to advance the Platform for Action and the gender-responsive implementation of the 2030 Agenda.

590 ECOSOC 2020.

591 UN General Assembly 1995, para. 291.

592 UN ECOSOC 1997.

WAY FORWARD

PRIORITIES FOR UN SYSTEM ENGAGEMENT

Since the last Beijing review, and as this report makes clear, in the period 2014-2019, UN entities, similar to and in support of Member States, have made systematic efforts through a range of actions to advance gender equality across critical areas of concern outlined in the Platform for Action and in the context of the 2030 Agenda. However, in no country has gender equality been attained.

Transformative policies and actions that lead to accelerated and irreversible change remain entirely necessary to realize the vision of the Beijing Platform for Action, the 2030 Agenda and their goals of gender equality and the empowerment of all women and girls.⁵⁹³ Further, the Political Declaration adopted on the occasion of the twenty-fifth anniversary of the adoption of the Platform for Action calls upon the UN 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. In addition, the 2030 Agenda recognizes that gender equality is not only essential as a separate development goal but is integral to the achievement of all other goals. It is a key driver for sustainable development in all its dimensions

– social, economic and environmental. The ongoing support for gender equality by individual UN entities, both within their respective mandates and through interagency initiatives therefore remains critical.

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 which 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 time of 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. Recommendations to this effect that have broad applicability across varying entity mandates are presented below:

Continue to support the meaningful and active participation of women in all spheres of public life. Women continue to be under-represented at all levels of leadership

and decision-making. While entity engagement has increased significantly in this area since 2014, women's leadership, voice and participation are still restricted. UN entities have predominantly focused their efforts on building the capacity of institutions, electoral bodies and Member States, and offering opportunities for mentorship and training in leadership. Nevertheless, deep-seated sociocultural norms, which constitute a significant barrier to women's participation and access to decision-making power, remain a challenge to increasing the proportion of women in politics and in public life and decision-making. Transforming the entrenched power dynamics which underpin the current culture of inequalities is crucial. Given the influential role of the media, including the potential of information and communication technologies to transform harmful gender stereotypes, entities should prioritize women's equal participation in the media to ensure that women's perspectives are reflected in and inform public discourse. There is also a need for stronger emphasis on the participation of minority and young women, particularly in areas where they have expertise.

Redouble efforts to eliminate violence against women and girls.

Elimination of violence against women has been a key priority for UN entities in their work on gender equality and the empowerment of all women and girls. Yet violence against women and girls remains not only

593 UN ECOSOC 2019c.

pervasive worldwide but has so greatly increased during the pandemic that it qualifies, alarmingly, as a shadow pandemic of violence against women and girls.⁵⁹⁴ Further, harmful cultural norms, stereotypes and practices that normalize violence continue to persist. Women and girls also increasingly face the threat of violence facilitated by technology, especially women who are actively involved in politics. These trends call for a redoubling of efforts by the system, and strengthened partnerships with media and ICTs, to prevent violence and make available essential services for survivors.

Ensure that peace processes include women in all phases of the negotiation and implementation of peace agreements, in peacebuilding, humanitarian assistance, conflict prevention, and justice mechanisms.

Women's organizations, peacebuilders and women human rights defenders play pivotal roles in efforts relating to conflict prevention, conflict resolution and sustaining peace. Relevant UN entities operating in fragile, conflict and crisis-affected settings should strengthen their meaningful engagement, consultation and partnership with diverse women's human rights actors, including civil society and rights defenders, to better inform their analysis, planning, programming, implementation, monitoring of outcomes, and messaging.⁵⁹⁵ There is also an urgent need for increased budgetary allocations by UN entities for implementation of the women, peace and security agenda.

Increase financing to meet the scale of ambition of the gender equality commitments of the Beijing Platform for Action and the 2030 Agenda.

The investment required to implement the Platform for Action has never been calculated, but financing for gender equality and the empowerment of all women and girls has been manifestly insufficient.⁵⁹⁶ The 2017 external review cited by the Secretary-General estimated

that only 2.03 per cent⁵⁹⁷ of the UN Development System expenditures are allocated to gender equality and the empowerment of women and girls, while only 2.6 per cent of UN personnel work on the issue.⁵⁹⁸ The UN should deliver global leadership on financing for gender equality by first improving its own processes, systems and operations. This entails prioritizing gender equality in all strategic and planning documents and processes, programmatic and non-programmatic activities, and funding allocations, including for the work on women, peace and security. Moreover, institutionalizing a harmonized gender equality marker is critical for tracking the extent to which UN expenditures address gender equality and the empowerment of 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. In line with recommendations of the High-Level Task Force on Financing for Gender Equality, the Strategy for Financing the 2030 Agenda for Sustainable Development and the Task Force on Digital Financing of the Sustainable Development Goals, the UN system should support the inclusion of gender markers in the design of pooled funds and innovative financial mechanisms.⁵⁹⁹ In addition, UN entities are encouraged to support Member States to track the proportion of their budget that is invested in promoting gender equality and the empowerment of women.

Improve gender data, statistics and the evidence base on gender equality.

Data remains one of the most powerful foundations for policy and underpins transformative change. While significant methodological advances have been made in the last five years to generate gender data and statistics, entities reported that gaps

in gender-responsive data, research and evidence remain a challenge in designing gender-responsive programmes. This area should continue to be prioritized by the UN system including in line with the Data Strategy of the Secretary-General for Action by Everyone, Everywhere.⁶⁰⁰ At the national level, entities should continue to support national statistical systems through technical and capacity development efforts, which are central to improving gender data and statistics. There is also a need to harness non-conventional data sources, including administrative data, big data and local sources, which have the potential to produce high quality data that reflects the lived realities of women and girls. In addition, obtaining data that are disaggregated not only by sex and age but also by dimensions such as race/ethnicity, migration or displacement status, disability and income is critical for monitoring progress on gender equality.

Leverage technology to advance gender equality and the empowerment of all women and girls.

There is a great need, and one brought into even sharper focus during the pandemic, to close the digital gender divide and promote equitable access to technology for all women and girls. Leveraging technological innovations can enhance women's opportunities for participation in public life and decision-making, expand access to educational and employment opportunities, and may be utilized to promote gender-responsive solutions across a range of areas including climate change, prevention of violence, livelihood generation and social mobilization. Women and girls' participation and leadership in the field of technology and innovation is also essential. The increasing engagement by UN entities to expand women and girls' digital literacy and STEM skills is an important step that ensures women and girls' participation and leadership in shaping technological transformations and should contin-

594 UN Women 2020a.

595 UN Security Council 2019b.

596 UN ECOSOC 2019c.

597 Dalberg Advisors 2017. The estimates are based on development funding committed to gender equality and only where entity data are available.

598 UN ECOSOC 2017b.

599 UN ECOSOC 2020.

600 United Nations 2020a.

ue to be prioritized. Issues such as Artificial Intelligence (AI), automation and robotics should also be explored with a gender lens in order to prevent the perpetuation of gender biases, gender stereotypes and discrimination.

Prioritize efforts to recognize, reduce and/or redistribute unpaid care and domestic work.

Women and girls continue to carry out a disproportionate share of unpaid care and domestic work. Unpaid care and domestic work determine not only whether women enter and remain in the labour force, but also have an impact on the quality of work they perform. When these care and domestic work responsibilities are shared with or delegated to school-age girls, this can have an adverse impact on their education and well-being. Although UN entities continue to support actions to address this burden, there is scope for the UN system to increase its support to develop and implement policies that reduce and redistribute women's and girls' unpaid care and domestic work. Such policies have the potential to create employment, improve women's labour force participation and increase the likelihood that girls will remain in school.⁶⁰¹ The emergence of the paid care economy and its potential to provide women with decent work opportunities is another area in which UN entities can further enhance their collective investments and future efforts.

Promote women's leadership to mitigate the growing threat of climate change and support environmental conservation.

Since 2014, UN entities have placed increased emphasis on women's participation and leadership in environmental and natural resource management. This trend constitutes a positive step which merits further strengthening. However, the full participation of indigenous women in environmental decision-making continues to lag and should be

redressed. It is important to recognize indigenous women's vital role in conservation and sustainable use of biological diversity, including through traditional knowledge. Furthermore, new and emerging areas, such as the green economy, promise to unlock economic opportunities and sustainable incomes for women. It is important that these opportunities be catalysed, and the momentum towards promoting women's leadership and participation in the design and execution of gender-responsive actions in response to climate change should be sustained.

Promote the integration of gender considerations in technical areas.

It is evident from reporting by entities that the UN system is focusing its efforts on socioeconomic issues in its work on gender equality and the empowerment of all women and girls. As noted earlier in the report, areas prioritized by the fewest number of UN entities in 2014-2019 were (a) gender-responsive budgeting; (b) financial inclusion of women; (c) gender-responsive disaster risk reduction; (d) digital inclusion; and (e) basic services and infrastructure. Recognizing the importance of these areas for both economic and social inclusion, within the context of both the Platform for Action and the gender-responsive implementation of the 2030 Agenda, urgent prioritization of these areas is required. Technical areas such as energy, infrastructure and intellectual property, in which gender equality is not traditionally considered but which have significant potential for reducing gender inequality, should be given attention at the highest level of policy, planning and programming.

Prioritize targeted support to women and girls who experience multiple forms of discrimination in line with the principle of Leaving No One Behind. Women and girls in vulnerable situations face discrimination based on a combination of factors such as their age, class, disability, race, ethnicity,

sexual orientation and gender identity or migration status. It is often the intersection of gender with other forms of discrimination that pushes women and girls further behind. As the report indicates, attention to the principle of Leaving No One Behind is being strongly promoted, however, intersectional analysis has not been systematically undertaken. Policies and programmes, as well as implementation and monitoring mechanisms at regional and country levels, should respond to the diverse needs and priorities of women and girls who experience multiple and intersecting forms of discrimination. In particular, targeted measures to prevent discrimination against overlooked marginalized groups, such as racial, ethnic and religious minority women and older women, should be prioritized.

Invest in gender mainstreaming to support Member States in implementing global commitments on gender equality.

The potential of gender mainstreaming,⁶⁰² which was intended to be transformational in its conception, was widely promoted in the UN after the Beijing Fourth World Conference on Women. Since then, several UN inter-governmental resolutions, mandates and decisions have reaffirmed the commitment to gender mainstreaming, and the goal of gender equality and the empowerment of women and girls. These include the Addis Ababa Action Agenda of the Third International Conference on Financing for Development, the 2030 Agenda and the Paris Agreement, the World Humanitarian Summit, the Sendai Framework for Disaster Risk Reduction, and the Global Compact on Refugees and Migrants. The 2030 Agenda, in particular states, "the systematic mainstreaming of a gender perspective in the implementation of the Agenda is crucial."⁶⁰³ However, there is still a great need for enhancing gender mainstreaming in policies and programmes, both in the UN system and in countries. Within the UN system, the UN-SWAP

601 UN Women 2015f; ILO 2016.

602 In 1997, the United Nations Economic and Social Council, in their agreed conclusions 1997/2, defined gender mainstreaming as: "the process of assessing the implications for women and men of any planned action, including legislation, policies or programmes, in all areas and at all levels. It is a strategy for making women's as well as men's concerns and experiences an integral dimension of the design, implementation, monitoring and evaluation of policies and programmes in all political, economic and societal spheres so that women and men benefit equally, and inequality is not perpetuated. The ultimate goal is to achieve gender equality."

603 UN General Assembly 2015b, para. 20.

and UNCT-SWAP scorecards have strengthened accountability for and improved institutional coherence on gender mainstreaming. UN entities, in particular UN Women, are urged to leverage these gains to support and build capacity on gender mainstreaming in countries to ensure gender-responsive policies and programmes throughout the UN's areas of engagement.

Advocate for gender equality and the empowerment of women and girls both externally among Member States and allies, and internally at the United Nations.

Continued advocacy and leadership in support of gender equality and the empowerment of women and girls is critical for generating sustained action and driving gender-responsive progress in development, peace, security and human rights. In a fraught global context where gender equality gains are under continual threat, the UN system should continue to champion gender equality externally and seek new and non-traditional allies across public and private sectors. Internally, the United Nations has strengthened its own infrastructure over the past five years in order to better deliver on gender equality and the empowerment of women. To build upon its progress, the United Nations should enhance, and champion efforts at the highest level, to routinely integrate gender considerations into all its strategic functions, including results-based management, oversight, accountability, human and financial resources, capacity and knowledge communication and coherence.

Harness multi-stakeholder partnerships and strengthen the space for civil society in support of gender equality and the empowerment of women and girls. The UN system is encouraged to mobilize multi-stakeholder partnerships to advance gender equality and the empowerment of women and girls, including through coalitions. Women-led civil society organizations are important partners for the UN system in advancing gender equality

and the empowerment of women and girls. They are at the vanguard of social mobilization, advocacy and social change in support of gender equality and women's rights. Yet the space for civil society is shrinking and civil society actors, including human rights defenders, face increasing risks of violence. The UN system has an important role to play in safeguarding civil society spaces, leveraging its convening power to amplify the voices of civil society and ensure financial support to civil society organizations. In addition, the UN system needs to leverage strategic partnerships with a wide range of stakeholders, including governments, women's rights and feminist groups, youth groups, academia, think tanks, media, and the private sector. To this effect, the UN system is encouraged to strengthen collaborations with parliaments, faith-based organizations and International Financial Institutions to generate gender-responsive solutions on a range of critical areas of concern identified in the Beijing Platform for Action and in support of the 2030 Agenda.

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.

The UNCTs continue to support governments in integrating gender considerations into national development and common country programming processes through dedicated gender equality outcomes. Within this context the UN system could bolster regional and country-level quality assurance processes to ensure that common country analyses and United Nations Sustainable Development Cooperation Frameworks are informed by robust gender analyses and reinforce the objectives of the Beijing Platform for Action and the 2030 Agenda.⁶⁰⁴ Currently, only a fourth of reporting UNCTs meet gender equality scorecard minimum requirements regarding the integration of gender analysis in the

common country analysis. The need to support capacity development for such analysis is urgent.⁶⁰⁵

Identify synergies and adopt integrated approaches to advance gender equality.

The UN system is working on several fronts to address the critical areas of concern identified in the Beijing Platform for Action. However, business as usual and siloed approaches lead to duplication and fragmented efforts. The UN system instead should strengthen interagency collaboration as envisaged in the Platform for Action and adopt a whole-of-system approach to advance gender equality and the empowerment of women in a decisive, transformative and coherent manner. Various parts of the UN system should work together to identify synergies and adopt integrated approaches in order to accelerate the implementation of the Beijing Platform for Action and the 2030 Agenda in a resource-constrained environment. The system could also identify good practice examples in these areas that can be replicated successfully in order to enhance programme planning and implementation, including at the regional and country levels.

Place gender equality at the centre of building back better efforts to respond 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.⁶⁰⁶ An all-of-UN system approach to ensure that COVID-19 response and recovery is gender-responsive is required. In alignment with the *United Nations Comprehensive Response to COVID-19: Saving Lives, Protecting Societies, Recovering Better and A UN Framework for the Immediate Socio-Economic Response to COVID-19*, UN entities are urged, jointly and individually, to undertake actions to ensure that the specific needs of women and girls are being consistently prioritized in the immediate response and in short- and long-term recovery efforts.

604 UN ECOSOC 2019a.
605 UN ECOSOC 2020.
606 [United Nations 2020a](#).

ANNEX

TABLE 1

Participants by entity type

Funds and programmes	Specialized entities	Secretariat	Training and research	Regional commissions	Other
IOM*	FAO	DCO*	UNIDIR*	ECA	ICSC
UNDP	ILO	DESA	UNRISD	ECE	UNAIDS
UNCDF	UNESCO	DGACM	UNU	ECLAC	UN Women
UNV	WHO & PAHO	DMSPC		ESCAP	UNHCR
UNEP	IFAD	DGC		ESCWA	UNOPS
UNFPA	ICAO	DPPA*			UNRWA
UN Habitat	UNIDO	DPO			UNCTAD
UNICEF	ITU	OCHA			UN Global Compact
WFP	WMO	ODA			
	UNWTO	OHCHR			
	WIPO	OHRLLS			
		UNFCCC*			
		UNOG			
		UNON			
		UNOV/UNODC			

* Did not participate in the web-based survey but separately provided written inputs to the report.

REFERENCES

- Agarwal, B. 2009. "Rule-making in Community Forestry Institutions: The Difference Women Make." *Ecological Economics* 68, 2296–2308.
- Alam, Mayesha, Roslyn Warren and Anna Applebaum. 2016. *Closing the Gap: Adolescent Girls' Access to Education in Conflict-Affected Settings*. Washington, DC: Georgetown Institute for Women, Peace and Security.
- Anderlini, S.N. 2006. "Mainstreaming Gender in Conflict Analysis: Issues and Recommendations." *Social Development Papers: Conflict Prevention and Reconstruction*. No. 33. Washington DC: World Bank.
- Athena Initiative. 2017. "What Women Want: HIV Prevention that Works for Adolescent Girls and Young Women." Available at: http://www.athenanetwork.org/assets/files/WhatWomenWant/ATHENA%20WhatWomenWant_AGYW%20powering%20HIV%20prevention_2017.pdf.
- Balmes, John R. 2019. "Household Air Pollution from Domestic Combustion of Solid Fuels and Health." *The Journal of Allergy and Clinical Immunology* 143 (6), pp. 1979–1987.
- Boyd, Danah. 2011. "Social Network Sites as Networked Publics: Affordances, Dynamics, and Implications," in *A Networked Self: Identity, Community and Culture on Social Network Sites*. Zizi Papacharissi (Ed.). New York: Routledge pp. 39–58.
- Child Protection Sub-Working Group, International Rescue Committee (IRC), Save the Children, UNHCR, UNFPA, UNICEF and SGBV Sub-Working Group. 2014. *Amani Campaign Implementation Guide: Jordan*. Amman.
- Chopra, D. and E. Zambelli. 2017. *No Time to Rest: Women's Lived Experiences of Balancing Paid Work and Unpaid Care Work*. Brighton: Institute of Development Studies (IDS).
- Citro, Constance. 2015. "From Multiple Modes for Surveys to Multiple Data Sources for Estimates." Power Point Presentation for UNECE Workshops on Data Collection and Communication. Washington, DC. https://www.unece.org/fileadmin/DAM/stats/documents/ece/ces/ge.44/2015/mtg1/So-1_USA_Citro_P.pdf.
- Climate and Development Knowledge Network. 2016. *Ten Things to Know: Gender Equality and Achieving Climate Goals*.
- Crowley, Louise. 2017. "Domestic Violence Perpetrator Programmes in Ireland – Intervention Required!". *International Journal of Law, Policy and the Family* 31 (3), pp 291–310.
- Cusack, Simone. 2014. *Eliminating Judicial Stereotyping: Equal Access to Justice for Women in Gender-Based Violence Cases*. OHCHR. Available at: <https://www.ohchr.org/Documents/Issues/Women/WRGS/StudyGenderStereotyping.doc>.
- Dalberg Advisors. 2017. *Consultant's Report: System-Wide Outline of the Functions and Capacities of the UN Development System*.
- DESA (United Nations Department of Economic and Social Affairs). 2013. *Neglect, Abuse and Violence against Older Women*. ST/ESA/351.
- 2015a. *The World's Women 2015: Trends and Statistics*. New York: United Nations.
- 2015b. *World Population Ageing 2015*. New York: United Nations.
- 2016a. *Goal 5: Achieve Gender Equality and Empower Women and Girls*. Available at: <https://unstats.un.org/sdgs/files/metadata-compilation/Metadata-Goal-5.pdf>.
- 2016b. *Integrating a Gender Perspective into Statistics*. New York: United Nations. Available at: https://unstats.un.org/unsd/demographic/standmeth/handbooks/05323_Integrating_a_Gender_Perspective_into_Statistics_Web_Final.pdf.
- 2018. *2017 Voluntary National Reviews: Synthesis Report*. New York: United Nations. Available at: https://sustainabledevelopment.un.org/content/documents/17109Synthesis_Report_VNRs_2017.pdf.
- 2019a. "Contraceptive Use by Method 2019: Data Booklet." UN DESA Population Division. <https://>

- www.un.org/en/development/desa/population/publications/pdf/family/ContraceptiveUseBy-MethodDataBooklet2019.pdf
- . 2019b. "Family Planning and the 2030 Agenda for Sustainable Development: Data Booklet." UN DESA Population Division. https://www.un.org/en/development/desa/population/publications/pdf/family/familyPlanning_DataBooklet_2019.pdf
- ECE (United Nations Economic Commission for Europe) and World Bank Institute. 2010. *Developing Gender Statistics: A Practical Tool*. Geneva: United Nations. Available at: <http://www.unece.org/?id=17450>.
- ECLAC (United Nations Economic Commission for Latin America and the Caribbean). 2004. *Understanding Poverty from a Gender Perspective*. Mujer y Desarrollo. Series 52. Santiago, Chile: Women and Development Unit. Available at: https://repositorio.cepal.org/bitstream/handle/11362/5926/1/S046466_en.pdf.
- . 2017. *The Montevideo Strategy for Implementation of the Regional Gender Agenda within the Sustainable Development Framework by 2030*. Santiago, Chile: United Nations. Available at: <https://repositorio.cepal.org/handle/11362/41013>.
- . 2018. *Social Panorama of Latin America 2017*. Santiago, Chile: United Nations.
- . 2019a. *Oportunidades y Desafíos para la Autonomía de las Mujeres en el Futuro Escenario del Trabajo*. Santiago, Chile: United Nations.
- . 2019b. *Regional Progress Report on the Montevideo Strategy: For Implementation of the Regional Gender Agenda within the Sustainable Development Framework by 2030*. Santiago, Chile: United Nations. Available at: https://repositorio.cepal.org/bitstream/handle/11362/44957/S1900847_en.pdf?sequence=1&isAllowed=y.
- . 2019c. *Women's Autonomy in Changing Economic Scenarios*. LC/CRM.14/3. Santiago, Chile: United Nations. Available at: <https://conferenciamujer.cepal.org/14/en/documents/womens-autonomy-changing-economic-scenarios>
- Esquivel, Valeria and Andrea Kaufmann. 2017. *Innovations in Care: New Concepts, New Actors, New Policies*. Berlin: Friedrich-Ebert-Stiftung and UNRISD.
- Fälth, Anna and Mark Blackden. 2009. "Policy Brief: Gender Equality and Poverty Reduction--Unpaid Care Work." Issue 01, October 2009. New York: UNDP.
- FAO (Food and Agriculture Organization of the United Nations). 2016. *The State of Food and Agriculture: Climate Change, Agriculture and Food Security*. Rome: FAO. Available at: <http://www.fao.org/3/a-i6030e.pdf>.
- . 2018. "Tackling Climate Change through Rural Women's Empowerment." Available at: <http://www.fao.org/3/ca0178en/CA0178EN.pdf>.
- . Undated. "Gender and Land Rights Database." Available at: <http://www.fao.org/gender-landrights-database/en/>.
- FRA (European Union Agency for Fundamental Rights). 2015. *Violence against Women: An EU-Wide Survey – Main Results*. Luxembourg: Publications Office of the European Union.
- Front Line Defenders. 2018. *Stop the Killings*. Blackrock, Ireland: Front Line.
- Geena Davis Institute on Gender in Media, University of Southern California, The Rockefeller Foundation and UN Women. 2014. *Gender Bias Without Borders: An Investigation of Female Characters in Popular Films Across 11 Countries*. Los Angeles: USC. Available at: <https://seejane.org/wp-content/uploads/gender-bias-without-borders-full-report.pdf>.
- GEF (Global Environment Facility). 2018. *Guidance to Advance Gender Equality in GEF Projects and Programs*. GEF.
- Georgetown Institute for Women, Peace and Security. 2017. *Inclusive Justice: How Women Shape Transitional Justice in Tunisia and Colombia*. Washington, DC.
- GIZ (Deutsche Gesellschaft für Internationale Zusammenarbeit) and UNIDO (United Nations Industrial Development Organization). 2019. *EQuIP: Enhancing the Quality of Industrial Policy -- Knowledge Transfer and Empowerment for Structural Transformation*. Bonn and Eschborn: GIZ. <http://www.equip-project.org/>.
- Global Land Tool Network and UN Habitat (United Nations Habitat). Undated. "Stories of Change: Global Land Tool Network Phase 2." Undated. Available at: <https://gltm.net/2019/09/24/stories-of-change-global-land-tool-network-phase-2/>.
- Global Media Monitoring Project. 2015. *Who Makes the News?* Toronto: World Association for Christian Communication.
- Green Climate Fund and UN Women. 2017. *Mainstreaming Gender in Green Climate Fund Projects*. Incheon, Republic of Korea: Green Climate Fund.
- The Guardian*. 2019. "One in Three UN Workers Say They Have Been Sexually Harassed in Past Two Years." January 15. Available at: <https://www.theguardian.com/world/2019/jan/16/one-in-three-un-workers-say-they-have-been-sexually-harassed-in-past-two-years>.
- GWLI (Global Women's Leadership Initiative). 2018. *Roadmap to 50x50: Power and Parity in Women's Leadership*. Washington, DC: Wilson Center.
- Haberland, Nicole. 2015. "The Case for Addressing Gender and Power in Sexuality and HIV Education: A Comprehensive Review Of Evaluation Studies." *International Perspectives on Sexual and Reproductive Health*, 41(1), pp. 31–42.
- Hallegatte, Stephane, M. Bangalore, L. Bonzanigo, M. Fay, T. Kane, U. Narloch, J. Rozenberg, D. Treguer, and A. Vogt-Schilb. 2016. *Shock Waves: Managing the Impacts of Climate Change on Poverty*. Climate Change and Development Series. Washington, DC: World Bank.
- Heise, Lori and Elizabeth McGrory. 2016. *Greentree II: Violence against Women and Girls, and HIV: Report on a High-Level Consultation on the Evidence and Implications*. V.2. STRIVE Research Consortium, London School of Hygiene and Tropical Medicine.
- Hemachandra, Kinkini, Dilanthi Amarunga and Richard Haigh. 2018. "Role of Women in Disaster Risk Governance." *Procedia Engineering*, Volume 212, pp. 1187-1194.

- ICTJ (International Center for Transitional Justice). 2020. "Gender Justice." Available at: <https://www.ictj.org/our-work/transitional-justice-issues/gender-justice>.
- IDMC (Internal Displacement Monitoring Centre) and Norwegian Refugee Council. 2019. *Global Report on Internal Displacement: GRID 2019*.
- IFAD (International Fund for Agricultural Development). 2014. *The Gender Advantage: Women on the Front Line of Climate Change*. IFAD.
- ILO (International Labour Organization). 1962. The Social Policy (Basic Aims and Standards) Convention, 1962. (C117).
- 1969. Medical Care and Sickness Benefits Convention, 1969. (C130).
- 1981. Workers with Family Responsibilities Convention, 1981 (C156).
- 1982. Maintenance of Social Security Rights Convention, 1982. (C157).
- 1988. Employment Promotion and Protection against Unemployment Convention, 1988. (C168).
- 2000. Maternity Protection Convention, 2000 (C183).
- 2007. "Toolkit for Mainstreaming Employment and Decent Work." Geneva: ILO. Available at: https://www.ilo.org/integration/themes/dw_mainstreaming/lang-en/index.htm.
- 2011. Domestic Workers Convention, 2011 (189).
- 2013. *Resolution I: Resolution Concerning Statistics of Work, Employment and Labour Underutilization*, adopted by the International Conference of Labour Statisticians, 19th Session. Geneva: ILO
- 2016. *Women at Work: Trends 2016*. Geneva: ILO.
- 2017a. *Indigenous Peoples and Climate Change: From Victims to Change Agents Through Decent Work*. Geneva: ILO.
- 2017b. *World Employment and Social Outlook: Trends for Women 2017*. Geneva: ILO.
- 2017c. *World Social Protection Report 2017-19: Universal Social Protection to Achieve the Sustainable Development Goals*. Geneva: ILO.
- 2018a. *Care work and Care Jobs for the Future of Decent Work*. Geneva: ILO.
- 2018b. *Global Wage Report 2018/19: What Lies Behind Gender Pay Gaps*. Geneva: ILO.
- 2018c. *Greening with Jobs: World Employment Social Outlook 2018*. Geneva: ILO.
- 2018d. *Women and Men in the Informal Economy: A Statistical Picture – Third Edition*. Geneva: ILO.
- 2018e. *World Employment and Social Outlook: Trends for Women 2018 – Global Snapshot*. Geneva: ILO.
- 2019a. *A Quantum Leap for Gender Equality: For a Better Future of Work for All*. Geneva: ILO. Available at: https://www.ilo.org/global/publications/books/WCMS_674831/lang-en/index.htm.
- 2019b. Violence and Harassment Convention, 2019. (C190).
- Undated. "Introduction to the Programme on Building Social Protection Floors for All." Available at: https://www.ilo.org/global/about-the-ilo/how-the-ilo-works/WCMS_496742/lang-en/index.htm.
- Undated. "Labour Force Survey Pilot Study Programme." Available at: https://www.ilo.org/stat/areasofwork/Standards/lfs/WCMS_484803/lang-en/index.htm.
- Undated. "Mainstreaming Decent Work." Available at: https://www.ilo.org/integration/themes/dw_mainstreaming/lang-en/index.htm.
- and WED (Women's Entrepreneurship Development). Undated. "Engaging Men in Women's Economic Empowerment and Entrepreneurship Development Interventions: An ILO-WED Issue Brief." Geneva: ILO. Available at: https://www.ilo.org/wcmsp5/groups/public/---ed_emp/---emp_ent/---ifp_seed/documents/briefingnote/wcms_430936.pdf.
- IMF (International Monetary Fund). 2018. "Pursuing Women's Economic Empowerment." Washington, D.C.: IMF. Available at: <https://www.imf.org/en/Publications/Policy-Papers/Issues/2018/05/31/pp053118pursuing-womens-economic-empowerment>.
- IPBES (Intergovernmental Science-Policy Platform on Biodiversity and Ecosystem Services). 2019. *The Global Assessment Report on Biodiversity and Ecosystem Services: Summary for Policymakers*. Bonn: IPBES Secretariat.
- IPCC (Intergovernmental Panel on Climate Change). 2015. *Climate Change 2014: Synthesis Report*. Geneva: IPCC.
- 2018. *Global Warming of 1.5°C*. Available at <https://www.ipcc.ch/sr15/>.
- IPU (Inter-Parliamentary Union). 2016. "Sexism, Harassment and Violence against Women Parliamentarians: Issues Brief." Geneva: IPU. Available at: <http://archive.ipu.org/pdf/publications/issuesbrief-e.pdf>.
- ITU (International Telecommunication Union). 2019. "Measuring Digital Development: Facts and Figures 2019." Geneva: ITU. Available at: <https://www.itu.int/en/ITU-D/Statistics/Documents/facts/FactsFigures2019.pdf>.
- IUCN (International Union for Conservation of Nature), EGI (Environment and Gender Index) and UN Women. 2015. "Women's Participation in Global Environmental Decision-Making: Factsheet." https://portals.iucn.org/union/sites/union/files/doc/egi_fact-sheet_decision_making_web_sept2015.pdf. Accessed 19 June 2020.
- The Lancet. 2014. "Midwifery: An Executive Summary for The Lancet's Series." June 2014.
- Mago, P. and Gunwal I. 2019. "Role of Women in Environment Conservation." SSRN Electronic Journal, 10.2139/ssrn.3368066.
- McKinsey Global Institute. 2015. *The Power of Parity: How Advancing Women's Equality Can Add \$12 Trillion to Global Growth*. McKinsey and Company.
- Men Engage Alliance, UN Women and UNFPA. Undated. "Men, Masculinities, and Changing Power: A Discussion Paper on Engaging Men

- in Gender Equality from Beijing 1995 to 2015.” Available at: http://menengage.org/wp-content/uploads/2015/03/MenEngage-brochure-for-CSW59_final2.pdf.
- OCHA (United Nations Office for the Coordination of Humanitarian Affairs). 2019. *Global Humanitarian Overview 2019: United Nations Coordinated Support to People Affected by Disaster and Conflict*.
- OECD (Organization for Economic Co-Operation and Development). 2018. *Bridging the Digital Gender Divide: Include, Upskill, Innovate*. Paris: OECD.
- OHCHR (Office of the United Nations High Commissioner for Human Rights). 1966. Resolution 2200A (XXI): *International Covenant on Economic, Social and Cultural Rights*.
- . 2015. *Discrimination and Violence against Individuals Based on Their Sexual Orientation and Gender Identity*. A/HRC/29/23.
- . 2017. *Realization of the Equal Enjoyment of the Right to Education by Every Girl: Report of the United Nations High Commissioner for Human Rights*. A/HRC/35/11.
- . 2019a. *Analytical Study on Gender-Responsive Climate Action for the Full and Effective Enjoyment of the Rights of Women*. A/HRC/41/26.
- . 2019b. *Human Rights Report 2019*. Available at: <https://www.ohchr.org/Documents/Publications/OHCHRreport2019.pdf>.
- . 2019c. *Strategic Litigation for Sexual and Gender-Based Violence: Lessons Learned – Workshop Report*. United Nations.
- . Undated. “Acts of Intimidation and Reprisal for Cooperation with the United Nations in the Field of Human Rights.” Available at: <https://www.ohchr.org/EN/Issues/Reprisals/Pages/ReprisalsIndex.aspx>.
- . Undated. “Background Paper on the Role of the Judiciary in Addressing the Harmful Gender Stereotypes Related to Sexual and Reproductive Health and Rights: A Review of Case Law.” https://www.ohchr.org/Documents/Issues/Women/WRGS/JudiciaryRole-CounterStereotypes_EN.pdf.
- . Undated. “Human Rights Dimension of Poverty.” Available at: <https://www.ohchr.org/EN/Issues/Poverty/DimensionOfPoverty/Pages/Index.aspx>.
- . Undated. “Special Rapporteur on Extreme Poverty and Human Rights.” Available at: <https://www.ohchr.org/EN/Issues/Poverty/Pages/SRExtremePovertyIndex.aspx>.
- and UN Women. 2013. *Realizing Women’s Access to Land and Other Productive Resources*. United Nations.
- Ortiz, Isabel, F. Durán-Valverde, K. Pal, C. Behrendt and A. Acuña-Ulate. 2017. “Universal Social Protection Floors: Costing Estimates and Affordability in 57 Lower Income Countries.” EES Working Paper No. 58. Geneva: ILO.
- OSCE (Organization for Security and Co-operation in Europe). 2009. *Gender and Early Warning Systems: An Introduction*. Warsaw, Poland: ODIHR (Office for Democratic Institutions and Human Rights).
- Salamander Trust, Athena, UNAIDS, AIDS Legal Network, Project Empower, HEARD and University of KwaZulu-Natal. 2017. *ALIV(H) E: Actions Linking Initiatives on Violence Against Women and HIV Everywhere -- Framework*.
- Stewart, D.E., R. Aviles, A. Guedes, E. Riazantseva and H. MacMillan. 2015. “Latin American and Caribbean Countries’ Baseline Clinical and Policy Guidelines for Responding to Intimate Partner Violence and Sexual Violence against Women.” *BMC Public Health*, 15:665.
- SSE (Sustainable Stock Exchanges Initiative), UNCTAD, UNEP, The Global Compact and PRI (Principles for Responsible Investment). Undated. *How Stock Exchanges Can Advance Gender Equality*. Available at: <https://sseinitiative.org/wp-content/uploads/2018/10/How-stock-exchanges-can-advance-gender-equality.pdf>.
- Stone, L. 2015. “Quantitative Analysis of Women’s Participation in Peace Processes.” In M. O’Reilly et. al. *Reimagining Peacemaking: Women’s Roles in Peace Processes*. New York: International Peace Institute.
- United Nations. 2016. *Convention on the Rights of Persons with Disabilities: General Comment No. 3 (2016)*, Article 6 – *Women and Girls with Disabilities*. New York: United Nations.
- . 2019a. *Addressing Discrimination, Harassment, Including Sexual Harassment, and Abuse of Authority*. Secretary-General’s Bulletin. ST/SGB/2019/8.
- . 2019b. *Enabling Environment Guidelines for the United Nations System*. New York: United Nations. Available at: <https://www.unwomen.org/-/media/headquarters/attachments/sections/library/publications/2019/gender-parity-enabling-environment-guidelines-en.pdf?la=en&vs=1535>.
- . 2019c. *Framework Convention on Climate Change: Gender and Climate Change – Proposal by the President*. FCCC/CP/2019/L.3. Available at: https://unfccc.int/sites/default/files/resource/cp2019_L03E.pdf.
- . 2019d. *Report of the Secretary-General on SDG Progress 2019: Special Edition*. New York: United Nations.
- . 2019e. *The Sustainable Development Goals Report 2019*. New York: United Nations. Available at: <https://unstats.un.org/sdgs/report/2019/>.
- . 2020a. *Data Strategy of the Secretary-General for Action by Everyone, Everywhere: With Insight, Impact and Integrity 2020-22*.
- . 2020b. “Policy Brief: The Impact of COVID-19 on Women.” New York: United Nations. Available at: <https://www.unwomen.org/en/digital-library/publications/2020/04/policy-brief-the-impact-of-covid-19-on-women>.
- . Undated. “Sustainable Development Goals.” Available at: <https://www.un.org/sustainabledevelopment/sustainable-development-goals/>.
- . Undated. “United for Gender Parity.” Available at: <https://www.un.org/gender/>.
- , Executive Board of the United Nations Development Programme, of the United Nations Population Fund and of the United Nations Office for Project Services. 2018. *Report of the Administrator on Results for 2017 and Progress*

- on the Strategic Plan, 2018-2021. DP/2018/10.
- and World Bank. 2018. *Pathways for Peace: Inclusive Approaches to Preventing Violent Conflict*. Washington, DC: World Bank.
- UN CEB (United Nations System Chief Executives Board for Coordination). 2006. *United Nations System-Wide Policy on Gender Equality and the Empowerment of Women: Focusing on Results and Impact*. CEB/2006/2.
- . 2018a. *Coding Definitions for Gender Equality Markers: Guidance Note*. Finance and Budget Network. Available at <https://www.unsceb.org/CEBPublicFiles/Guidance%20Note%20on%20Coding%20Definitions%20of%20GEMs%20-%20of%20dissemination.pdf>.
- . 2018b. *Quality Assurance of Gender Equality Markers: Improving Accuracy & Consistency -- Guidance Note*. Finance and Budget Network. Available at: <https://www.unsceb.org/CEB-PublicFiles/Guidance%20Note%20on%20QA%20of%20GEMs%20-%20of%20dissemination.pdf>.
- . 2018c. *UN System Model Policy on Sexual Harassment*. Available at: https://www.unsceb.org/CEBPublicFiles/UN%20System%20Model%20Policy%20on%20Sexual%20Harassment_FINAL.pdf.
- UN CEDAW (United Nations Committee on the Elimination of Discrimination against Women). 1979. Resolution 34/180: *Convention on the Elimination of All Forms of Discrimination against Women* (CEDAW). United Nations Treaty Series, vol. 1249. Available at: <https://treaties.un.org/doc/Publication/MTDSG/Volume%20I/Chapter%20IV/IV-8.en.pdf>.
- . 2016. *Concluding Observations on the Combined Seventh and Eighth Periodic Reports of the Philippines*. CEDAW/C/PHL/CO/7-8.
- . 2017. *Convention on All Forms of Discrimination Against Women: General Recommendation No. 35 on Gender-Based Violence against Women, Updating General Recommendation No. 19*. CEDAW/C/GC/35.
- . 2018. *Inquiry Concerning the United Kingdom of Great Britain and Northern Ireland under Article 8 of the Optional Protocol to the Convention on the Elimination of All Forms of Discrimination against Women*. CEDAW/C/OP.8/GBR/1.
- UN CESCR (United Nations Committee on Economic, Social and Cultural Rights.) 2016. *General Comment No. 22 (2016) on the Right to Sexual and Reproductive Health (Article 12 of the International Covenant on Economic, Social and Cultural Rights.)* E/C.12/GC/22.
- UN Committee on the Rights of the Child (United Nations Committee on the Rights of the Child). 2016. *Convention on the Rights of the Child: General Comment No. 20 (2016) on the Implementation of the Rights of the Child during Adolescence*. CRC/C/GC/20.
- UN Committee on the Rights of Persons with Disabilities. (United Nations Committee on the Rights of Persons with Disabilities). 2016. *General Comment No. 3 (2016), Article 6: Women and Girls with Disabilities*. CRPD/C/GC/3.
- UNDRR (United Nations Office for Disaster Risk Reduction). 2015. *The Sendai Framework for Disaster Risk Reduction 2015-2030, Adopted at the Third UN World Conference on Disaster Risk Reduction in Sendai, Japan, on March 18, 2015*. Geneva: United Nations. Available at: <https://www.undrr.org/publication/sendai-framework-disaster-risk-reduction-2015-2030>.
- . 2017. "Women Must Be Central in Disaster Prevention." Available at: <https://www.undrr.org/news/women-must-be-central-disaster-prevention>.
- UN ECOSOC (United Nations Economic and Social Council). 1997. *Resolution 1997/2: Agreed Conclusions on Mainstreaming a Gender Perspective into All Policies and Programmes in the United Nations System*. Available at: <https://www.refworld.org/docid/4652c9fc2.html>.
- . 2006. *Resolution 2006/36: Mainstreaming a Gender Perspective into All Policies and Programmes in the United Nations System*.
- . 2013. *Gender Equality and the Empowerment of Women in Natural Disasters: Report of the Secretary-General. Fifty-Eighth Session of the Commission on the Status of Women 10-21 March 2014*. E/CN.6/2014/13.
- . 2014. *Review and Appraisal of the Implementation of the Beijing Declaration and Platform for Action and the Outcomes of the Twenty-Third Special Session of the General Assembly: Report of the Secretary-General. Fifty-Ninth Session of the Commission on the Status of Women 9-20 March 2015*. E/CN.6/2015/3.
- . 2015a. *Addis Ababa Action Agenda of the Third International Conference on Financing for Development*. New York: United Nations. A/RES/69/313.
- . 2015b. *Permanent Forum on Indigenous Issues: Report of the Fourteenth Session – 20 April – 1 May 2015*. Supplement No. 23, E/2015/43-E/C.19/2015/10.
- , Commission on the Status of Women. 2015c. *Political Declaration on the Occasion of the Twentieth Anniversary of the Fourth World Conference on Women*. E/CN.6/2015/L.1*
- . 2015d. *Twenty-Year Review of the Beijing Declaration and Platform for Action and Beyond: A Framework to Advance Indigenous Women's Issues -- Note by the Secretariat*. E/C.19/2015/2.
- . 2016a. *Report of the Inter-Agency and Expert Group on Sustainable Development Goal Indicators: Note by the Secretary-General. Forty-Seventh Session of the Statistical Commission 8-11 March*. E/CN.3/2016/2/Rev.1.
- . 2016b. *Women's Economic Empowerment in the Changing World of Work: Report of the Secretary-General. Sixty-First Session of the Commission on the Status of Women 13-24 March 2017*. E/CN.6/2017/3.
- . 2017a. *Gender Statistics: Report of the Secretary-General. Forty-Ninth Session of the Statistical Commission 6-9 March 2018*. E/CN.3/2018/22. Available at: <https://unstats.un.org/unsd/statcom/49th-session/documents/2018-22-Gender-EE.pdf>.
- . 2017b. *Repositioning the United Nations Development System*

- to *Deliver on the 2030 Agenda: Ensuring a Better Future for All -- Report of the Secretary-General*. A/72/124-E/2018/3.
- , 2018a. *Mainstreaming a Gender Perspective into All Policies and Programmes in the United Nations System: Report of the Secretary-General*. E/2018/53.
- , 2018b. *Resolution on the Future and Methods of Work of the Commission on the Status of Women*. E/RES/2018/8.
- , Economic Commission for Europe. 2018. *Outcome of the In-Depth Review of Gaps in Gender Statistics*. ECE/CES/2018/17. Available at: https://www.unece.org/fileadmin/DAM/stats/documents/ece/ces/2018/CES_17_E_Agenda_item_12.pdf.
- , 2019a. *Mainstreaming a Gender Perspective into All Policies and Programmes in the United Nations System: Report of the Secretary-General*. E/2019/54.
- , 2019b. *Resolution Adopted by the Economic and Social Council on 6 June 2019: Mainstreaming a Gender Perspective into All Policies and Programmes in the United Nations System*. E/RES/2019/2.
- , 2019c. *Review and Appraisal of the Implementation of the Beijing Declaration and Platform for Action and the Outcomes of the Twenty-Third Special Session of the General Assembly: Report of the Secretary General. Sixty-Fourth Session of the Commission on the Status of Women 9-20 March 2020*. E/CN.6/2020/3.
- , 2019d. *Social Protection Systems, Access to Public Services and Sustainable Infrastructure for Gender Equality and the Empowerment of Women and Girls: 2019 Commission on the Status of Women -- Agreed Conclusions*.
- , 2019e. *Special Edition: Progress Towards the Sustainable Development Goals -- Report of the Secretary-General*. E/2019/68. Available at: <https://unstats.un.org/sdgs/files/report/2019/secretary-general-sdg-report-2019-EN.pdf>.
- , 2020. *Mainstreaming a Gender Perspective into all Policies and Programmes in the United Nations System: Report of the Secretary-General*. E/2020/50.
- UN General Assembly (United Nations General Assembly). 1966. *Resolution 2200A (XXI) International Covenant on Civil and Political Rights*.
- , 1989. *Convention on the Rights of the Child, Resolution 44/25*.
- , 1993. *Declaration on the Elimination of Violence Against Women*. A/RES/48/104.
- , 1995. *Beijing Declaration and Platform for Action, Adopted at the Fourth World Conference on Women, 27 October 1995*. A/CONF.177/20 and A/CONF.177/20/Add.1. (United Nations publication, Sales No. E.96.IV.13).
- , 2010a. *Resolution Adopted by the General Assembly on 2 July 2010: System-Wide Coherence*. A/RES/64/289.
- , 2010b. *Women's Participation in Peacebuilding: Report of the Secretary-General*. A/65/354-S/2010/466.
- , 2014. *Intensifying Global Efforts for the Elimination of Female Genital Mutilations: Report of the Secretary-General*. A/69/211.
- , 2015a. *Plan of Action to Prevent Violent Extremism: Report of the Secretary-General*. A/70/674.
- , 2015b. *Transforming Our World: The 2030 Agenda for Sustainable Development*. A/RES/70/1.
- , 2016a. *Report of the International Civil Service Commission for the Year 2016. Seventy-First Session, Supplement No. 30*. A/71/30.
- , 2016b. *Report of the Special Rapporteur of the Human Rights Council on the Rights of Indigenous Peoples, Victoria Tauli-Corpus*. A/71/229.
- , 2017. *Situation of Women and Girls with Disabilities and the Status of the Convention on the Rights of Persons with Disabilities and the Optional Protocol thereto: Report of the Secretary-General*. A/72/227.
- , 2018a. *The Report of the Special Rapporteur on Violence against Women, its Causes and Consequences: Violence against Women in Politics, Dubravka Šimonović -- Note by the Secretary-General*. A/73/301.
- , 2018b. *Repositioning of the United Nations Development System in the Context of the Quadrennial Comprehensive Policy Review of Operational Activities for Development of the United Nations System*. A/RES/72/279.
- , 2018c. *Resolution Adopted on 22 May 2018 on Interaction between the United Nations, National Parliaments and the Inter-Parliamentary Union*. A/RES/72/278.
- , 2019a. *Harmony with Nature: Resolution Adopted by the General Assembly on 19 December 2019*. A/RES/4/224.
- , 2019b. *Improvement of the Situation of Women and Girls in Rural Areas: Report of the Secretary-General*. A/74/224.
- , 2019c. *Improvement in the Status of Women in the United Nations System: Report of the Secretary-General*. A/74/220.
- , 2019d. *Intensification of Efforts to Prevent and Eliminate All Forms of Violence Against Women and Girls: Sexual Harassment*. A/RES/73/148.
- , 2019e. *Intensifying Global Efforts to Prevent and Eliminate all Forms of Violence against Women and Girls*. A/RES/73/149.
- , 2019f. *Strengthening the Role of the United Nations in Enhancing the Effectiveness of the Principle of Periodic and Genuine Elections and the Promotion of Democratization: Report of the Secretary-General*. A/74/285.
- United Nations Global Compact. Undated. "Action Platform: Decent Work in Global Supply Chains." Available at: <https://www.unglobalcompact.org/take-action/action-platforms/decent-work-supply-chains>.
- United Nations Global Marketplace. Undated. "UN Women: Gender Responsive Procurement." Available at https://www.ungm.org/Shared/KnowledgeCenter/Pages/PT_GRP.
- United Nations Habitat III. 2017. *New Urban Agenda*. New York: United Nations.

- UN Human Rights Committee (United Nations Human Rights Committee). 2016. *United Nations International Covenant on Civil and Political Rights. Mellet v. Ireland*. CCPR/C/116/D/2324/2013.
- 2017. *United Nations International Covenant on Civil and Political Rights. Whelan v. Ireland*. CCPR/C/119/D/2425/2014.
- 2018. *General Comment No. 36 (2018) on Article 6 of the International Covenant on Civil and Political Rights, on the Right to Life*. CCPR/C/GC/36.
- UN Human Rights Council (United Nations Human Rights Council). 2014. *Report of the Special Rapporteur on Violence against Women, its Causes and Consequences, Rashida Manjoo*. A/HRC/26/38.
- 2016. *Report of the Special Rapporteur on Violence against Women, its Causes and Consequences, 19 April 2016*. A/HRC/32/42.
- 2017a. *Promotion, Protection and Enjoyment of Human Rights on the Internet: Ways to Bridge the Gender Digital Divide from a Human Rights Perspective*. A/HRC/35/9.
- 2017b. *Realization of the Equal Enjoyment of the Right to Education by Every Girl: Report of the United Nations High Commissioner for Human Rights*. A/HRC/35/11.
- 2017c. Report of the Working Group on the Universal Periodic Review: United Kingdom of Great Britain and Northern Ireland. A/HRC/36/9.
- 2018. *Review of Promising Practices and Lessons Learned, Existing Strategies and United Nations and Other Initiatives to Engage Men and Boys in Promoting and Achieving Gender Equality, in the Context of Eliminating Violence against Women: Note by the Secretariat*. A/HRC/38/24. Available at: <https://www.ohchr.org/EN/Issues/Women/WRGS/Pages/EngagingMenBoysPromotingAchievingGenderEquality.aspx>
- 2019a. *Expert Meeting to Discuss Good Practices, Gaps and Challenges in the Application of a Human Rights-Based Approach to the Implementation of Policies and Programmes to Reduce Preventable Maternal Mortality and Morbidity in Humanitarian Settings*. A/HRC/42/24.
- 2019b. *Situation of Women Human Rights Defenders: Report of the Special Rapporteur on the Situation of Human Rights Defenders, Michel Forst*. A/HRC/40/60.
- UN JIU (United Nations Joint Inspection Unit). 2019. *Review Highlights: Review of the United Nations System-wide Action Plan on Gender Equality and the Empowerment of Women (UN-SWAP)*. JIU/REP/2019/2. Available at: https://www.unjiu.org/sites/www.unjiu.org/files/review_highlights_jiu_rep_2019_2.pdf
- UN News. 2018. "Increasingly Under Attack, Women Human Rights Defenders Need Better Back Up." 28 November. Available at: <https://news.un.org/en/story/2018/11/1026861>.
- UN SDG (United Nations Sustainable Development Group). 2018. *UNCT-SWAP Gender Equality Scorecard: Performance Indicators for Gender Equality and the Empowerment of Women for United Nations Country Teams—2018 Framework & Technical Guidance*. New York: UN Development Operations Coordination Office. Available at: <https://unsdg.un.org/resources/unct-swap-gender-equality-scorecard>.
- 2019. *United Nations Sustainable Development Cooperation Framework: Internal Guidance*. Available at: https://unsdg.un.org/sites/default/files/2019-10/UN-Cooperation-Framework-Internal-Guidance-Final-June-2019_1.pdf.
- UN Secretariat (United Nations Secretariat). 2017. *Leave No One Behind: Taking Action for Transformational Change on Women's Economic Empowerment – Report of the UN Secretary-General's High-Level Panel on Women's Economic Empowerment*. New York: United Nations Secretariat. Available at: <https://www.unwomen.org/-/media/hlp%20wee/attachments/reports-toolkits/hlp-wee-report-2017-03-taking-action-en.pdf?la=en&vs=5226>.
- UN Security Council (United Nations Security Council). 2000. *Resolution 1325 (2000) on Women, Peace and Security*. S/RES/1325 (2000).
- 2017. *Resolution 2396 (2017) on Terrorism*. S/RES/2396 (2017).
- 2018. *Report of the Secretary-General on Women and Peace and Security*. S/2018/900.
- 2019a. *Conflict-Related Sexual Violence: Report of the Secretary-General*. S/2019/280.
- 2019b. *Women and Peace and Security: Report of the Secretary General*. S/2019/800.
- United Nations Statistical Commission. 2011. Report of the 42nd Session, "Programme Review: Gender Statistics." 42/102.
- United Nations Statistics Division. 2019. The United Nations Minimum Set of Gender Indicators: A Product of the Inter-agency and Expert Group on Gender Statistics. Available at: <https://genderstats.un.org/#/home>.
- UN Women (United Nations Entity for Gender Equality and the Empowerment of Women). 2014a. *Expert Group Meeting: Envisioning Women's Rights in the Post-2015 Context*. EGM/B20/INF.1 Available at: <https://www.unwomen.org/-/media/headquarters/attachments/sections/csw/59/csw59-egm-conceptnote-en.pdf?la=en&vs=749>.
- 2014b. *Gender Equality Capacity Assessment Tool: Tool for Assessment of Capacity in Promoting Gender Equality and the Empowerment of Women for the UN System and Other Partners*. New York: UN Women. Available at: https://www.unwomen.org/-/media/headquarters/attachments/sections/library/publications/2014/capacity%20assessmenttool_may2014_sec-ondraft%20pdf.pdf?la=en.
- 2014c. *Gender Mainstreaming in Development Programming: Guidance Note*. New York: UN Women.
- 2015a. *Championing Gender Equality and Women's Leadership in the HIV Response: The Experiences of Five Programme Countries*. New York: UN Women. Available at: <https://www.unwomen.org/en/digital-library/publications/2015/4/championing-gender-equality-in-the-hiv-response-the-experiences-of-five-programme-countries#view>.
- 2015b. *The Effect of Gender Equality Programming on Humanitarian Outcomes*. New York: UN Women.

- . 2015c. *A Framework to Underpin Action to Prevent Violence against Women*. New York: UN Women.
- . 2015d. Political declaration adopted on the occasion of the twentieth anniversary of the Fourth World Conference on Women, p.3 (para. 6).
- . 2015e. *Preventing Conflict, Transforming Justice, Securing the Peace: A Global Study on the Implementation of United Nations Security Council Resolution 1325*. New York: UN Women. Available at: <https://wps.unwomen.org/about/>.
- . 2015f. *Progress of the World's Women 2015-2016: Transforming Economies, Realizing Rights*. New York: UN Women.
- . 2015g. "Protecting Women's Income Security in Old Age: Toward Gender-Responsive Pension Systems." New York: UN Women.
- . 2015h. *Summary Report: The Beijing Declaration and Platform for Action turns 20*. New York: UN Women.
- . 2016a. *Leveraging Co-Benefits Between Gender Equality and Climate Action for Sustainable Development: Mainstreaming Gender Considerations in Climate Change Projects*. New York: UN Women.
- . 2016b. *Report of the Expert Group Meeting on the CSW 61 Priority Theme: Women's Economic Empowerment in the Changing World of Work*. Geneva: UN Women. Available at: <https://www.unwomen.org/-/media/headquarters/attachments/sections/csw/61/egm/csw61%20egm%20report%20-%20final.pdf?la=en&vs=439>.
- . 2016c. *Strategy for Inclusion and Visibility of Indigenous Women*. New York: UN Women. Available at: <https://www.unwomen.org/-/media/headquarters/attachments/sections/library/publications/2016/strategy-for-inclusion-and-visibility-of-indigenous-women-web-en.pdf?la=en&vs=1552>
- . 2016d. "Tackling the Gender Pay Gap: From Individual Choices to Institutional Change." Policy Brief No. 6. New York: UN Women.
- . 2018a. "Empowering Women for Peaceful Communities: Evidence from Indonesia and Bangladesh—Research Brief." Available at: https://www2.unwomen.org/-/media/field%20office%20easia/docs/publications/2018/06/unw18009_report_with%2odate.pdf?la=en&vs=1709.
- . 2018b. *The Empowerment of Women and Girls with Disabilities: Towards Full and Effective Participation and Gender Equality*. New York: UN Women. Available at: <https://www.unwomen.org/en/digital-library/publications/2018/12/the-empowerment-of-women-and-girls-with-disabilities>.
- . 2018c. "Making Women and Girls Visible: Gender Data Gaps and Why They Matter – Issue Brief." New York: UN Women. Available at: <https://www.unwomen.org/en/digital-library/publications/2018/12/issue-brief-making-women-and-girls-visible>.
- . 2018d. *Promoting Women's Economic Empowerment: Recognizing and Investing in the Care Economy*. New York: UN Women. Available at: <https://www.unwomen.org/en/digital-library/publications/2018/5/issue-paper-recognizing-and-investing-in-the-care-economy>.
- . 2018e. "Towards A Gender Responsive Implementation of the Convention on Biological Diversity." New York: UN Women.
- . 2018f. *Turning Promises into Action: Gender Equality in the 2030 Agenda for Sustainable Development*. New York: UN Women. Available at: <https://www.unwomen.org/en/digital-library/publications/2018/2/gender-equality-in-the-2030-agenda-for-sustainable-development-2018>.
- . 2018g. "UN Women Appoints Purna Sen as Executive Coordinator and Spokesperson on Addressing Sexual Harassment and Other Forms of Discrimination." 11 April 2018. Available at: <https://www.unwomen.org/en/news/stories/2018/4/announcer-un-women-appoints-purna-sen-as-executive-coordinator-and-spokesperson>.
- . 2018h. *Women's Meaningful Participation in Negotiating Peace Agreements and the Implementation*
- . 2019a. *Programming Guide: Promoting Gender Equality in Sexual, Reproductive, Maternal, Newborn, Child and Adolescent Health*. New York: UN Women.
- . 2019b. *Progress of the World's Women 2019-2020: Families in a Changing World*. New York: UN Women.
- . 2019c. *Social Protection Systems, Access to Public Services and Sustainable Infrastructure for Gender Equality and the Empowerment of Women and Girls: Agreed Conclusions. Sixty-Third Session of the Commission on the Status of Women 11-22 March*. New York: UN Women.
- . 2019d. *Supplementary Guidance on the Enabling Environment Guidelines for the United Nations System in Support of the Secretary-General's System-Wide Strategy on Gender Parity*. New York: UN Women. Available at: <https://www.unwomen.org/-/media/headquarters/attachments/sections/library/publications/2019/gender-parity-enabling-environment-guidelines-supplementary-guidance-en.pdf?la=en&vs=1535>.
- . 2020a. "The COVID-19 Shadow Pandemic: Domestic Violence in the World of Work—A Call to Action for the Private Sector."
- . 2020b. "Online and ICT Facilitated Violence Against Women and Girls during COVID-19." New York: UN Women.
- . Undated. "Promoting Accountability (UN-SWAP and UNCT-SWAP)." Available at: <https://www.unwomen.org/en/how-we-work/un-system-coordination/promoting-un-accountability>.
- . Undated. "UN-SWAP: United Nations System-Wide Action Plan on Gender Equality and the Empowerment of Women -- Lessons Learned." Available at: <https://www.unwomen.org/-/media/headquarters/attachments/sections/how%20we%20work/un-systemcoordination/un-swap/un-swap-lessons-learned-en.pdf?la=en&vs=606>.

- . Undated. "Global Norms and Standards: Peace and Security." Available at: <https://www.unwomen.org/en/what-we-do/peace-and-security/global-norms-and-standards>.
- in cooperation with ESCAP, UNDP, UNFPA, UNICEF and WHO. 2012. *Report of the Expert Group Meeting on Prevention of Violence against Women and Girls*. Bangkok: UN Women.
- and the Gender and COVID-19 Working Group. 2020. *Spotlight on Gender, COVID-19 and the SDGs: Will the Pandemic Derail Hard-Won Progress on Gender Equality?* Available at: <https://data.unwomen.org/sites/default/files/documents/Publications/Spotlight-Gender-COVID-19-SDGs.pdf>.
- and the Global Mechanism of the UNCCD and IUCN. 2019. *A Manual for Gender-Responsive Land Degradation Neutrality Transformative Projects and Programmes*. New York: UN Women.
- and ILO. 2019. *Handbook: Addressing Violence and Harassment against Women in the World of Work*. New York: UN Women. Available at <https://www.unwomen.org/-/media/headquarters/attachments/sections/library/publications/2019/addressing-violence-and-harassment-against-women-in-the-world-of-work-en.pdf?la=en&vs=4050>.
- and OHCHR. 2018. *Violence against Women in Politics: Expert Group Meeting Report and Recommendations*. New York: UN Women and OHCHR. Available at <https://www.unwomen.org/en/digital-library/publications/2018/9/egm-report-violence-against-women-in-politics>.
- and UN DESA. 2019. *Progress on the Sustainable Development Goals: The Gender Snapshot 2019*. New York: UN Women and UN DESA. Available at: <https://www.unwomen.org/en/digital-library/publications/2019/09/progress-on-the-sustainable-development-goals-the-gender-snapshot-2019>.
- and UNDP. 2017. *Preventing Violence against Women in Elections: A Programming Guide*. New York: UN Women and UNDP. Available at <https://www.unwomen.org/en/digital-library/publications/2017/11/preventing-violence-against-women-in-elections>.
- and UNFPA. 2020. "Funding for Gender Equality and the Empowerment of Women and Girls in Humanitarian Programming." UN Women and UNFPA. Available at: <https://www.unwomen.org/-/media/headquarters/attachments/sections/library/publications/2020/funding-for-gender-in-humanitarian-programming-en.pdf?la=en&vs=4409>.
- , UNFPA, WHO, UNDP and UNODC. 2015. *Essential Services Package for Women and Girls Subject to Violence: Module 1-- Overview and Introduction*. New York: UN Women. Available at: <https://www.unwomen.org/en/digital-library/publications/2015/12/essential-services-package-for-women-and-girls-subject-to-violence>.
- UNAIDS (Joint United Nations Programme on HIV and AIDS). 2018. *Gender Assessment Tool: Towards a Gender-Transformative HIV Response*. Geneva: UNAIDS.
- . 2019a. "Global HIV and AIDS Statistics: 2019 Fact Sheet." Available at: <https://www.unaids.org/en/resources/fact-sheet>.
- . 2019b. *Women and HIV: A Spotlight on Adolescent Girls and Young Women*. Geneva: UNAIDS.
- . 2020. "Update: Access to Cash Transfer Programmes Varies Across the World." Available at: https://www.unaids.org/en/resources/presscentre/featurestories/2020/january/20200120_gotw_cash_transfers.
- . Undated. *Global Partnership for Action to Eliminate All Forms of HIV-Related Stigma and Discrimination*. Geneva: UNAIDS. Available at: https://www.unaids.org/sites/default/files/media_asset/global-partnership-hiv-stigma-discrimination_en.pdf.
- . Undated. "The H6 Partnership." Available at: https://www.unaids.org/sites/default/files/media_asset/h6-partnership-vision_en.pdf.
- . Undated. *HIV Prevention 2020: Road Map – Accelerating HIV Prevention to Reduce New Infections by 75%*. Geneva: UNAIDS. Available at: https://www.unaids.org/sites/default/files/media_asset/hiv-prevention-2020-road-map_en.pdf.
- UNCTAD (United Nations Conference on Trade and Development). 2014. *Empowering Women Entrepreneurs through Information and Communication Technologies: A Practical Guide*. Current Studies on Science, Technology and Innovation No. 9. New York and Geneva: United Nations.
- . 2015. *Technology in Action: Good Practices in Science, Technology and Innovation Policies for Women in South Asia*. Current Studies on Science, Technology and Innovation No. 12. New York and Geneva: United Nations.
- . 2019. *Building Digital Competencies to Benefit from Frontier Technologies*. Geneva: UNCTAD.
- UNDP (United Nations Development Programme). 2014. *Gender Equality in Public Administration: Global Report*. New York: UNDP.
- . 2016. "Training Module 2: Gender, Climate Change Adaptation and Disaster Risk Reduction." New York: UNDP.
- . 2019. *Human Development Report 2019: Beyond Income, Beyond Averages, Beyond Today – Inequalities in Human Development in the 21st Century*. New York: UNDP.
- , Help Age International and AARP. 2017. *Ageing, Older Persons and the 2030 Agenda for Sustainable Development*. New York: UNDP.
- UNEP (United Nations Environment Programme). 2016a. *Gender Equality and the Environment: A Guide to UNEP's Work*. Available at: http://wedocs.unep.org/bitstream/handle/20.500.11822/7642/-Gender_equality_and_the_environment_A_Guide_to_UNEPs_work-2016Gender_equality_and_the_environment.pdf?sequence=3&isAllowed=y
- . 2016b. *Global Gender and Environment Outlook 2016*. Nairobi: UNEP.
- UNEP, UN Women, DPPA and UNDP. 2020. *Gender, Climate and Security: Sustaining Inclusive Peace on the Frontlines of Climate Change*.

- UNESCO. (United Nations Education, Scientific and Cultural Organization). 2017. *Cracking the Code: Girls and Women's Education in Science, Technology, Engineering and Mathematics (STEM)*. Paris: UNESCO.
- . 2019a. *From Access to Empowerment: UNESCO Strategy for Gender Equality in and through Education 2019-2025*. Paris: UNESCO.
- . 2019b. *Global Education Monitoring Report 2019. Gender Report: Building Bridges for Gender Equality*. Paris: UNESCO.
- . 2019c. "Introducing the Our Rights, Our Lives, Our Future (O³) Programme: 2018-2022." Harare, Zimbabwe: UNESCO Regional Office for Southern Africa.
- , UNAIDS, UNFPA, UNICEF, UN Women and WHO. 2018. *International Technical Guidance on Sexuality Education: An Evidence-Informed Approach*. Paris: UNESCO.
- UNESCO Institute for Lifelong Learning. 2019. *Fourth Global Report on Adult Learning and Education: Leave No One Behind – Participation, Equity and Inclusion*. Hamburg, Germany: UIL.
- UNESCO Institute for Statistics. 2019. "New Methodology Shows that 258 Million Children, Adolescents and Youth Are out of School." Fact Sheet No.56. Montreal: UIS. UIS/2019/ED/FS/56.
- UNFPA (United Nations Population Fund). 2013. *Engaging Men and Boys: A Brief Summary of UNFPA Experience and Lessons Learned*. New York: UNFPA.
- . 2016. *Adolescent Girls in Disaster and Conflict: Interventions for Improving Access to Sexual and Reproductive Health Services*. New York: UNFPA. Available at: <https://www.unfpa.org/publications/adolescent-girls-disaster-conflict>.
- . 2018a. *The Missing Peace: Independent Progress Study on Youth and Peace and Security*. New York: UNFPA.
- . 2018b. *One Vision, Three Zeros: Annual Report 2018*. New York: UNFPA.
- . 2019. *A Guide in Support of National Human Rights Institutions: Country Assessments and National Inquiries on Human Rights in the Context of Sexual and Reproductive Health and Well-being*. New York: UNFPA. Available at: <https://www.unfpa.org/publications/guide-support-national-human-rights-institutions>.
- . Undated. "Family Planning." Available at: <https://www.unfpa.org/family-planning>.
- , UNICEF and UN Women. Undated. "Fact Sheet: Indigenous Women's Maternal Health and Maternal Mortality." See <https://www.unwomen.org/-/media/headquarters/attachments/sections/library/publications/2018/fact-sheet-indigenous-womens-maternal-health-and-mortality-en.pdf?la=en&vs=1755>.
- UNHCR (United Nations Refugee Agency). 2016. *SGBV Prevention and Response: Training Package*. UNHCR. Available at: <https://www.unhcr.org/583577ed4.pdf>.
- UNICEF (United Nations Children's Fund). 2016. "Female Genital Mutilation/Cutting: A Global Concern." Available at: https://www.unicef.org/media/files/FGMC_2016_brochure_final_UNICEF_SPREAD.pdf.
- . 2017. *Is Every Child Counted? Status of Data for Children in the SDGs*. New York: UNICEF.
- . 2020. "Child Marriage around the World – Infographic." Available at: <https://www.unicef.org/stories/child-marriage-around-world>.
- and UNFPA. 2018. *Key Drivers of Changing Prevalence of Child Marriage in Three Countries in South Asia*. UNICEF and UNFPA.
- and WHO. 2017. *Progress on Drinking Water, Sanitation and Hygiene: 2017 Update and SDG Baselines*. Geneva: UNICEF and WHO.
- UNIDIR (United Nations Institute for Disarmament Research). 2019. *Still Behind the Curve*. Available at: <https://www.unidir.org/publication/still-behind-curve>.
- UNU (United Nations University). 2016. "Critical Infrastructures Resilience as a Minimum Supply Concept (KIRMIN)." UNU Institute for Environment and Human Security. Available at: <https://ehs.unu.edu/research/critical-infrastructures-resilience-as-a-minimum-supply-concept-kirmin.html#outline>.
- . 2018. *The Limits of Punishment: Transitional Justice and Violent Extremism*. Centre for Policy Research.
- and EQUALS Global Partnership. 2019. *Taking Stock: Data and Evidence on Gender Equality in Digital Access, Skills, and Leadership*. United Nations University. Available at: <https://cs.unu.edu/wp-content/uploads/EQUALS-Research-Report-2019.pdf>.
- Vazquez, E. A. and B. Frankel. 2017. *The Business Case for Global Supplier Diversity and Inclusion: The Critical Contributions of Women and Other Underutilized Suppliers to Corporate Value Chains*. Washington, D.C.: WEConnect International. Available at: <https://weconnectinternational.org/images/Report.pdf>.
- World Bank. 2016. *Women, Business and the Law 2016: Getting to Equal*. Washington, DC: World Bank.
- . 2018. "Decline of Global Extreme Poverty Continues but Has Slowed: World Bank." Available at: <https://www.worldbank.org/en/news/press-release/2018/09/19/decline-of-global-extreme-poverty-continues-but-has-slowed-world-bank>.
- . Undated. "Small and Medium Enterprises (SMES) Finance." Available at: <https://www.worldbank.org/en/topic/sme/finance>.
- . 2020. "Updated Estimates of the Impact of COVID-19 on Global Poverty." Accessed 23 June 2020.
- and ICRW (International Center for Research on Women). 2017. *The Economic Impacts of Child Marriage: Global Synthesis Report*. Washington, DC: World Bank and ICRW.
- World Economic Forum. 2019a. *The Global Risks Report 2019, 14th Edition*. Geneva: World Economic Forum.
- . 2019b. *Insight Report: Global Gender Gap Report 2020*. Geneva: World Economic Forum. Available

at: http://www3.weforum.org/docs/WEF_GGGR_2020.pdf.

WHO (World Health Organization).

1997. "Violence Against Women in Situations of Armed Conflict and Displacement" and "Violence Against Women: The Girl Child." Available at: <https://www.who.int/gender/violence/v7.pdf>.

----- 2013. *Responding to Intimate Partner Violence and Sexual Violence against Women: WHO Clinical and Policy Guidelines*. Geneva: WHO.

----- 2014. *Gender, Climate Change and Health*. Geneva: WHO.

----- 2015. *HIV and Young Transgender People: A Technical Brief*. Geneva. Available at: https://www.unaids.org/sites/default/files/media_asset/2015_young_transgender_en.pdf.

----- 2017a. *Consolidated Guideline on Sexual and Reproductive Health and Rights of Women Living with HIV: Executive Summary*. Geneva: WHO.

----- 2017b. *Strengthening Health Systems to Respond to Women Sub-*

jected to Intimate Partner Violence or Sexual Violence: A Manual for Health Managers. Geneva: WHO.

----- 2018a. "Disability and Health: Fact Sheet." Available at: <https://www.who.int/news-room/fact-sheets/detail/disability-and-health>.

----- 2018b. "Household Air Pollution and Health: Fact Sheet." Available at: <https://www.who.int/news-room/fact-sheets/detail/household-air-pollution-and-health>.

----- 2018c. *World Health Statistics 2018: Monitoring Health for the SDGs, Sustainable Development Goals*. Geneva: WHO.

----- 2019a. "Engaging Men, Addressing Harmful Masculinities to Improve Sexual and Reproductive Health and Rights." Available at: <https://www.who.int/reproductivehealth/addressing-harmful-masculinities/en/>.

----- 2019b. *RESPECT Women: Preventing Violence Against Women*. Geneva: WHO. WHO/RHR/18.19.

----- 2019c. *Trends in Maternal Mortality 2000 to 2017: Estimates by WHO, UNICEF, UNFPA, World*

Bank Group and the United Nations Population Division. Geneva: WHO.

----- Undated. "Gender." Available at: <https://www.who.int/health-topics/gender>.

----- Undated. "Human Reproduction Programme: About HRP." Available at: <https://www.who.int/reproductivehealth/hrp/en/>.

----- London School of Hygiene and Tropical Medicine and South African Medical Research Council. 2013. *Global and Regional Estimates of Violence against Women: Prevalence and Health Effects of Intimate Partner Violence and Non-Partner Sexual Violence*. Geneva: WHO.

-----, UNAIDS, UNFPA, UNICEF, UN Women and The World Bank Group. 2018. *Survive, Thrive, Transform: Global Strategy for Women's, Children's and Adolescents' Health (2016-2030) -- 2018 Monitoring Report*. Geneva: WHO.

----- and World Bank. 2011. *World Report on Disability*. Geneva: WHO. Available at: https://www.who.int/disabilities/world_report/2011/report.pdf.

25