



GENDER EQUALITY ACCELERATION PLAN PROGRESS REPORT 2025



**GENDER
EQUALITY**
Acceleration Plan

IMPRINT

GENDER EQUALITY ACCELERATION PLAN

The United Nations System-Wide Gender Equality Acceleration Plan (GEAP) was launched on 8 March 2024 by the United Nations Secretary-General to accelerate progress on gender equality across the United Nations system. It sets out the commitment to **accelerate ongoing efforts to achieve internal United Nations transformation**. Fully implemented, the GEAP will enable all United Nations entities, no matter their mandate, to support all 193 United Nations Member States and other stakeholders to advance the rights of women and girls. This ambitious plan is rooted in Our Common Agenda Report and commits to placing women and girls at the centre of renewed, inclusive multilateralism.

The GEAP follows an independent review of the United Nations system's capacity to deliver on gender equality that identified key areas for improvement.

The plan calls for a principled, strategic and norms-based approach to advance the rights of women and girls and prevent any rollback of existing gains. It seeks to transform power dynamics within the United Nations, change leadership approaches, reshape strategies and structures, unlock resources, and enhance accountability so that the United Nations delivers for women and girls globally.

ACKNOWLEDGEMENTS

Head of GEAP Secretariat: Sarah Hendriks

Report lead: Maureen Gitonga and Ghita El Khyari

Report authors: Maureen Gitonga, Ghita El Khyari, Raymond Jacky Shama, Muyang Wang, Laura Gagliardone, Jen Ross

Production, communications and outreach: Laura Gagliardone, Carla Arita Carozzo, Sodaba Khalil, Alexander McDonnell

Reviewers and contributors: Sarah Hendriks, Papa Alioune Seck, Gülden Türköz-Cosslett, Priya Álvarez, GEAP Task Team, Laura Blanco and Sara Eriksson

Editors: Jen Ross and Gretchen Luchsinger

Design: Design plus d.o.o.

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**GENDER
EQUALITY**
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FOREWORD



Around the world, women's rights are under siege.

Age-old horrors – violence, discrimination and economic inequality – still plague societies. Newer threats such as biased algorithms are programming inequalities into online spaces. And a powerful global kickback against equality for women and girls is growing in strength and influence.

This reality underscores the importance of the United Nations System-Wide Gender Equality Acceleration Plan (GEAP). Launched one year ago, the Plan sets out how the United Nations will lead by example, to help deliver gender equality, and rights and empowerment for all women and girls. This is an essential mission. Securing equality for women and girls is both a matter of justice and human rights, and the foundation of sustainable development and lasting peace.

Here we report on our work to deliver the Plan over the past twelve months – demonstrating the progress we have made, but also the need to continue working with member states and other parties to accelerate action. To advance these efforts, the entire UN system has united around four key priorities through our Gender Equality Clarion Call: leaders championing equality; acting against pushbacks; working across sectors to dismantle inequalities; and protecting women human rights defenders.

This report is both a road map and a rallying call. Every leader must step up and deliver. We will not rest until rights, equality and empowerment are a reality for all women and girls, for everyone, everywhere.

António Guterres
Secretary-General of the United Nations

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**“We will be
judged not by
our words but
by our actions.**

**Because gender
equality is the
way forward—
not just for
women, not
just for girls,
but for the
future of
humanity.”**

***Secretary-General’s
Clarion Call in the
Gender Equality
Acceleration Plan***

ACRONYMS

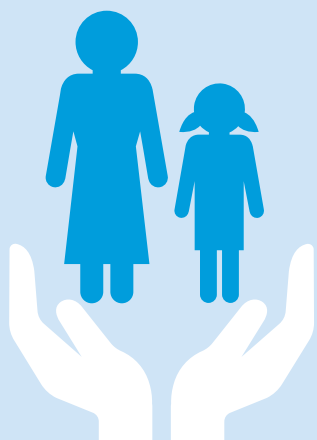
DCO	Development Coordination Office
DPO	Department of Peacekeeping Operations
DPPA	Department of Political and Peacebuilding Affairs
ESCAP	Economic and Social Commission for Asia and the Pacific
GEAP	Gender Equality Acceleration Plan
OCHA	Office for the Coordination of Humanitarian Affairs
OHCHR	Office of the High Commissioner for Human Rights
IOM	International Organization for Migration
SDG	Sustainable Development Goal
UNCTAD	United Nations Trade and Development
UNDP	United Nations Development Programme
UNESCO	United Nations Educational, Scientific and Cultural Organization
UNFPA	United Nations Population Fund
UNHCR	United Nations High Commission for Refugees
UNICEF	United Nations Children's Fund
UNIDO	United Nations Industrial Development Organization
UNSDG	United Nations Sustainable Development Group
UN-SWAP	United Nations System-Wide Action Plan on Gender Equality and Women's Empowerment
UN Trust Fund	United Nations Trust Fund for Ending Violence against Women
UN Women	United Nations Entity for Gender Equality and the Empowerment of Women
WHO	World Health Organization
WPHF	United Nations Women's Peace and Humanitarian Fund

1. BACKGROUND

Gender equality is at the heart of all three pillars of the United Nations: human rights, development, and peace and security.

Equality and non-discrimination are fundamental principles of the United Nations Charter as well as the Universal Declaration of Human Rights. In recent years, however, the world has observed a backlash against women's and girls' rights and the very concept of gender equality. Thirty years after the 1995 Fourth World Conference on Women and the adoption of the Beijing Declaration and Platform for Action, many hard-won victories for women and girls are at risk.

At the same time, humanity and our planet are facing a cascading, interrelated set of crises. Economic inequality, food insecurity and violent conflict are growing globally. The number and intensity of extreme weather events is rising, biological diversity is being lost and forced displacement and air pollution are growing across the world. Progress towards the Sustainable Development Goals (SDGs) remains off track, with stagnation and regression, and is in some cases reversing trends. Responding to these realities and achieving the SDGs – especially, but not only, SDG 5 on gender equality – demands a radically different approach by the United Nations. It calls for the United Nations to lead the world humbly and boldly towards gender equality – both as a human rights issue and as a central prerequisite for development, peace and security.



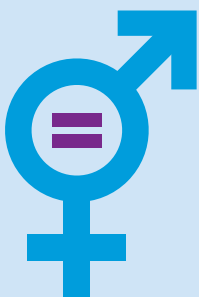
EVIDENCE SUGGESTS THAT THE
**WORLD IS MISSING
OUT ON \$10 TRILLION
IN GROSS DOMESTIC
PRODUCT EVERY YEAR¹
BY NOT INVESTING IN
WOMEN'S RIGHTS.**



Not only is it possible to achieve a world where all women and girls are empowered and enjoy their human rights and fundamental freedoms, but the dividends are too high to miss. The political resolve to act and invest is urgent.

¹ UN Women and United Nations Department of Social and Economic Affairs, 2024. Progress on the Sustainable Development Goals: The Gender Snapshot 2024. New York.

A recent independent review commissioned by the United Nations Secretary-General² noted that the United Nations system has taken important steps in the last 10 to 15 years to advance results for women and girls.



A MILESTONE WAS THE ESTABLISHMENT OF UN WOMEN IN 2011 AS THE LEADING UNITED NATIONS ENTITY FOR NORMATIVE, COORDINATION AND OPERATIONAL WORK TO ADVANCE GENDER EQUALITY AND WOMEN'S RIGHTS.

United Nations entities have increasingly integrated concrete objectives within their Strategic Plans and Country Programmes enabling the support of millions of women and girls around the world through the United Nations System's work at the country level to support the rights of women and girls.

The world is not on track to achieve the global goals on gender equality. A substantial transformation of power dynamics, leadership approaches, strategies, priorities, structures and accountability are urgently needed to address lagging progress. To fully serve Member States and non-state actors to the achieve global goals will require meaningful internal transformation.

This is why the Secretary-General launched the United Nations system-wide Gender Equality Acceleration Plan (GEAP), pivoting the United Nations to take bold steps to effectively deliver for women and girls. It calls for system-wide action to transform power dynamics within the United Nations, change leadership approaches, reshape strategies and structures and enhance accountability to ensure the United Nations system delivers on gender equality and women's and girls' human rights. The initiative represents a fundamental transformation, and integrating gender equality as a central pillar and strategic priority of sustainable development, peace and security, governance, and institutional reform. In line with UN Women mandate to lead the United Nations on gender equality and women's empowerment, the United Nations Secretary-General has entrusted the secretariat of the GEAP to UN Women under the leadership of its Executive Director. This leadership includes establishing a GEAP accountability framework for tracking progress and results effectively.

This progress report spotlights efforts and investments made by United Nations entities to implement the first phase of the GEAP and transform power dynamics within the United Nations system across five bold sets of accelerators. Building on newly updated United Nations System-wide Action Plan (UN-SWAP)³ data, it showcases promising inter-agency practices driving transformation and progress in GEAP implementation. It also addresses challenges to overcome and efforts that must be strengthened for the United Nations to fully honour its commitment to deliver effectively for women and girls.⁴

² Dalberg, 2023. Independent Review of the UN System's Capacity to Deliver on Gender Equality.

³ The UN-SWAP is the framework that has enabled gender issues to be mainstreamed systematically and measurably into all major institutional functions of UN system entities. The GEAP implements the 2006 United Nations System-wide Policy on Gender Equality and the Empowerment of Women of the highest United Nations executive body, the Chief Executives Board, chaired by the Secretary-General.

⁴ See Annex 1 for the methodological overview of data collection processes underpinning this report.

GEAP AT A GLANCE

PILLAR

1

TOGETHER WE ISSUE A CLARION CALL ON GENDER EQUALITY TO CLEARLY DEMONSTRATE THAT THE UNITED NATIONS STANDS WITH WOMEN AND GIRLS IN ALL THEIR DIVERSITY EVERYWHERE.

PILLAR

2

GENDER-RESPONSIVE LEADERSHIP THAT PERSONALLY AND ACTIVELY ADVANCES GENDER EQUALITY IN THE WORKPLACE AND IN ALL EXTERNAL ACTIVITIES EVERYWHERE.

PILLAR

3

ACCOUNTABILITY FOR GENDER EQUALITY RESULTS WILL UNLOCK THE TRANSFORMATIVE POWER OF THE GENDER EQUALITY ACCELERATION PLAN.

PILLAR

4

RESOURCING THE CHANGE WE WANT TO SEE IS AN IMPERATIVE. MOST RESOURCES WILL LIKELY COME FROM INTERNAL REPRIORITIZATION AS WELL AS A SHIFT IN FUNDING PRIORITIES.

PILLAR

5

TAKING ACTION, WE BUILD PARTNERSHIPS AND ENGAGE WITH ALL UNITED NATIONS STAKEHOLDERS TO BUILD INCREASING MOMENTUM FOR THIS UNITED NATIONS SYSTEM-WIDE PIVOT ON GENDER EQUALITY AND TO ADVANCE NORMATIVE GAINS.

2. PIVOTING THE UNITED NATIONS SYSTEM TO DELIVER FOR WOMEN AND GIRLS

A whole of system pivot was made across the five bold sets of accelerators in the Gender Equality Acceleration Plan.

The United Nations introduced a bold leadership commitment with a strong normative policy stance on gender equality and women's rights to prevent and address global pushback and regression.

In an increasingly complex context of global pushback against gender equality and the rights of women and girls, the United Nations entities are coming together to strengthen their efforts under the Gender Equality Clarion Call⁵. The Call reaffirms United Nations leaders' unwavering commitment to advance gender equality and protect the rights of women's everywhere, ensuring coordinated efforts to reverse gender inequality, and supporting women human rights defenders facing increasing risks. An internal engagement strategy, grounded in United Nations norms and standards for gender equality and human rights, will equip the system and enable all United Nations entities, no matter their mandate, to support all 193 Member States and other stakeholders to deliver equitably for and advance the rights of women and girls.

A new governance structure has elevated political will and accountability to gender equality across all three pillars of the United Nations system: human rights, development, and peace and security.

To embed gender equality as a strategic priority everywhere and ensure accountability for gender equality results, new governance mechanisms were established in 2024 to hold the highest levels of leadership accountable for achieving the transformative vision of GEAP. These include the Secretary-General's Gender Steering Group, bringing together 43 United Nations entities, and an Advisory Group, led by the Deputy Secretary-General comprising of the UN, and representatives of Member States, academia and civil society. Seventy-five per cent of United Nations entities⁶ have established a senior-level gender equality steering mechanism to oversee gender equality policies. These committees play a crucial role in driving accountability and institutional learning (Annex II). Additionally, in response to the persistent underrepresentation of women in peace and political processes, the Secretary-General now convenes all his envoys and special representatives in the field annually, to discuss progress, challenges, and strategies for advancing the women's peace and security agenda. During the first meeting in March 2025,

⁵ https://www.un.org/sites/un2.un.org/files/2025/03/gender_equality_clarion_call.pdf

⁶ While 70 entities responded to the UN-SWAP, at the time of reporting, only submissions from 24 UNSDG entities were considered in the analysis for GEAP-specific questions. Additionally, DPO, along with 19 UNSDG entities, responded to the supplementary GEAP survey specific questions integrated into UN-SWAP 3.0.

he made an urgent call for intensified efforts to advance women's participation in all ways possible, urging UN missions on the ground to confront the ongoing gender backlash and ensure women's voices are neither marginalized nor silenced.

The United Nations system took decisive steps to elevate gender equality capacities and structures in our workplaces.

The United Nations system progressively established strong gender structures directly linked to senior management, with nearly three-quarters of United Nations entities forming new high-level Gender Steering and Implementation Committees. These mechanisms will enable the GEAP to become an indivisible part of United Nations entities, embedding gender equality as an integral part of entities' goals and mandates. Additionally, advancement in recruitment and promotion have been made to advance operational effectiveness and strengthen overall gender capacities.

The United Nations system raised the bar in advancing new intergovernmental normative agreements that are poised to impact the lives of women and girls across the world⁷.

In 2024, an increasing number of United Nations entities supported Member States with technical assistance to intergovernmental forums and spaces, from peacekeeping to emerging areas such as Artificial Intelligence to advance gender equality and women's rights in new global normative agreements.

The United Nations system raised the ambition for mainstreaming gender equality through existing mechanisms.

The United Nations System-wide Action Plan (UN-SWAP) was updated to integrate bold GEAP indicators elevating accountability requirements and strengthening gender equality to be mainstreamed systematically across all major institutional functions of United Nations system entities.

The United Nations system increased its support and engagement with local women's organizations, especially in conflict and crisis.

More United Nations entities are advancing meaningful engagement with civil society and women's rights organizations ensuring that their lived experiences, knowledge and expertise can influence the work, decision-making processes and policy formulation of the United Nations to deliver better services to constituencies. As of 2024, 86 per cent of United Nations entities ensured the participation of organizations representing women and girls in strategic engagements and United Nations convenings. Increasingly, United Nations entities are directly funding local women's organizations, especially in crisis and conflict settings across the world.

The United Nations system advanced new tools to strengthen country level impact and accountability on gender equality.

New methodologies for system-wide mechanisms to strengthen gender equality across the design and implementation of United Nations sustainable development cooperation frameworks were advanced in 2024, including country gender equality profiles to expand systematic data on the right of women and biennial gender equality reviews allowing United Nations country teams to assess how they deliver for women and girls.

⁷ See GEAP Accelerator 5.1. Working with Member States, we uphold normative gains on gender equality in all intergovernmental spaces and promote an ambitious reform of the Commission on the Status of Women

The United Nations system advanced coordinated work for the implementation of GEAP collective commitments.

GEAP working groups under the task team were established to take forward strategic GEAP priorities poised to deliver coherent results across the United Nations system as a whole. This has led to entities working jointly together to advance the [Clarion Call](#), gender-transformative leadership training, efforts for strengthened country level impact, support for and meaningful engagement of civil society, and communications to increase socialization and shared awareness of the GEAP across the United Nations system. Furthermore, to help bridge the gap and match financing for gender equality with the significance of the challenge, work on a GEAP Investment Plan was advanced in 2024.

Uneven dedication and adoption of GEAP-strategies among United Nations entities risk leading to reduced impact.

In 2024, 20 per cent of United Nations entities developed entity-specific GEAP strategies or updated existing policies to integrate GEAP accelerators, and 40 per cent of entities allocated resources and capacity for its implementation.

Continued efforts needed in supporting local women's organizations and ensuring they can meaningfully influence policy and decision-making.

While United Nations entities worked to advance the participation of local organizations representing women and girls in strategic engagements, continued efforts are needed to ensure their meaningful participation and support to meet the challenges they face in an environment of shrinking civic space. More needs to be done to shift resources to reach women and girls and fully implement the 15 per cent target of financing for gender equality set by the GEAP.

Below are highlights of specific results of GEAP implementation.

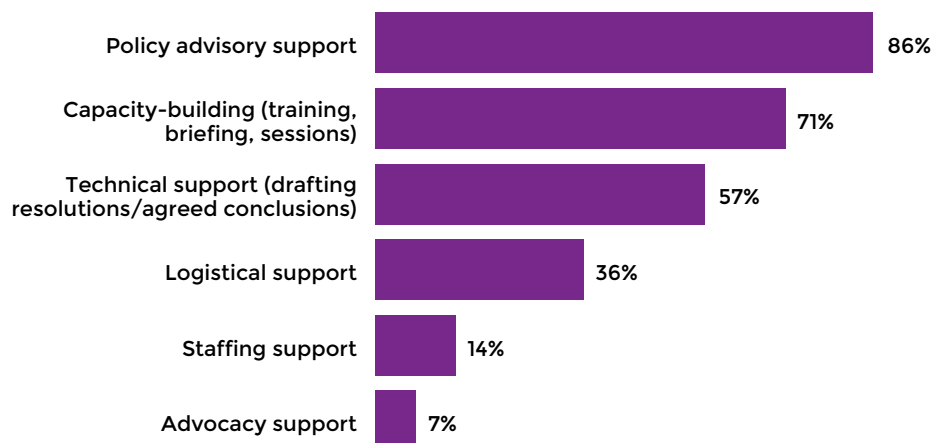
PILLAR 1

A CLARION CALL FOR GENDER EQUALITY

Pillar 1 mobilizes United Nations leaders and staff members to counter global pushback on gender equality

1. **Clarion Call:** A new United Nations Gender Equality Clarion Call was completed communicating the Secretary-General's call for an unwavering and united policy stance on gender equality and the rights of all women and girls, everywhere. The entire UN system has united around the four key priorities of the Clarion Call. An internal engagement strategy in 2025 outline practical measures and equip all United Nations leaders to push back against the regression on women's rights across the world.
2. **Technical assistance for gender equality:** 74 per cent of United Nations entities provided technical assistance to intergovernmental forums in 2024, focusing on advancing gender equality in various spaces, such as artificial intelligence, migration or peacekeeping, among others.

Technical assistance provided to intergovernmental forums specifically aimed at advancing the gender equality agenda and progress on SDG 5



3. **Meaningful participation of women and girls:** 86 per cent of United Nations entities ensured the participation of organizations representing women and girls in strategic engagements and United Nations convenings. Further attention is required to ensure organizations are equipped to meaningfully influence policy and decision-making.

74%

of United Nations entities provided technical assistance to intergovernmental forums in 2024.

86%

of United Nations entities ensured the participation of organizations representing women and girls in their engagements and events.

**CLARION
CALL**

articulates the United Nations joint leadership role for gender equality.

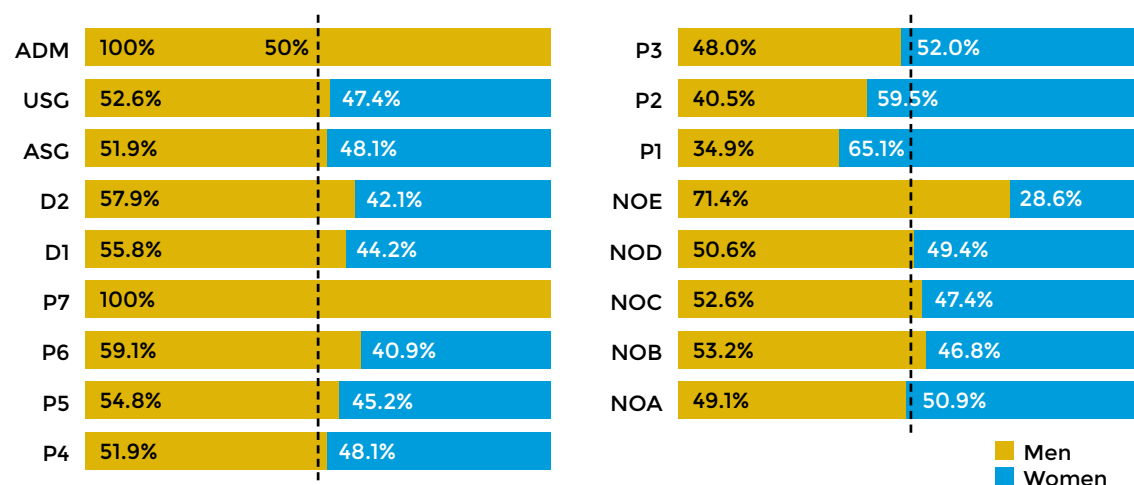
PILLAR 2

GENDER-TRANSFORMATIVE LEADERSHIP

Pillar 2 calls on United Nations personnel to institutionalize gender equality in leadership practices across United Nations agencies

4. **UN System-wide Dashboard on Gender Parity:** Led by UN Women and consolidating data from 38 United Nations entities, it shows near parity overall (women 49 per cent, men 51 per cent) with 28 entities achieving parity as of January 2025. However, gender imbalances persist, with women overrepresented in entry-level roles (66 per cent at P1) and underrepresented at senior levels (45 per cent at P5), and averaging only 44 per cent in United Nations country teams.

Representation of women and men by grade (percentage)

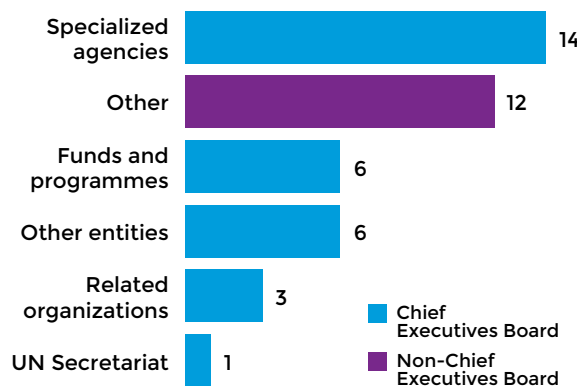


Source: [UN System-wide Dashboard on Gender Parity](#)

5. **Senior leadership commitment to gender equality:** United Nations entities reported that 1 per cent of staff members at Under-Secretary-General (USG) and Assistant Secretary-General (ASG)-level participated in available gender-responsive leadership training in 2024. Strengthening accountability mechanisms and scaling up training efforts for senior leadership remain critical areas for improvement.
6. **Dedicated gender expertise:** 83 per cent of United Nations entities have a dedicated gender unit tasked with driving progress on gender equality and integrating gender considerations across all areas of work. Surveyed entities emphasize the need to increase gender expertise.
7. **Limited adoption of entity-specific GEAPs:** Four (20 per cent) United Nations entities have developed entity-specific GEAP strategies or updated existing policies to integrate GEAP accelerators.
8. **Preventing sexual exploitation and abuse and sexual harassment:** Two thirds (67 per cent) of United Nations entities have an action plan on preventing sexual exploitation and abuse and sexual harassment. The United Nations ClearCheck database, operational since 2018, prevents the re-employment of individuals with substantiated allegations of sexual harassment or exploitation.

As of February 2025, 42 United Nations entities were actively using ClearCheck, processing over 560,000 screening requests. This demonstrates the critical role of the database in fostering accountability and safeguarding across the United Nations system and the need for its systematic use.

42 participating entities



Source: *Screening Database "ClearCheck"*

9. Gender equality as a core competency:

68 per cent of United Nations entities have integrated gender equality in job descriptions and recruitment processes, but this step remains a desirable and not a mandatory competency. 23 per cent of United Nations entities require a proven track record in gender equality for senior appointments (P4 and above).

Further efforts are needed to make gender equality a requirement for an increasing number of positions, ending sexual exploitation and abuse and sexual harassment and conducting internal power analyses to identify bias and discrimination.

10. **Internal power analysis and unconscious bias training:** 18 per cent of reporting United Nations entities have conducted an internal gender and power analysis, although without a standardized methodology. Some 64 per cent have implemented unconscious bias training,⁸ primarily for senior staff, reinforcing gender-responsive policies and inclusive decision-making.

1%

of USG and ASG-level staff attended gender-responsive leadership training in 2024.

83%

of United Nations entities have a dedicated gender unit.

20%

of United Nations entities have developed or updated GEAP strategies.

68%

of United Nations entities include gender equality in job descriptions and recruitment.

23%

require a proven gender equality track record for senior appointments.

18%

of reporting entities conducted an internal gender and power analysis.

64%

of reporting entities implemented unconscious bias training, mainly for senior staff.

67%

of entities have an action plan for preventing sexual exploitation and abuse and sexual harassment.

42

United Nations entities used ClearCheck, processing over 560,000 screenings, as of February 2025.

⁸ It is not possible to identify the exact number of senior staff over other personnel who received unconscious bias training. Most reporting United Nations entities have rolled out the training only to human resources staff.

PILLAR 3

ACCOUNTABILITY FOR GENDER EQUALITY RESULTS

Pillar 3 holds senior United Nations leaders accountable for GEAP implementation, embedding new accountability measures to ensure gender equality remains a priority across the United Nations system

11. **Gender Steering Group:** The first-ever Secretary-General-led Gender Steering Group, established as part of a new governance structure, serves as a top-level accountability mechanism to elevate gender equality across the United Nations system and seeks to transform institutions, improve development results and increase spending on gender equality. The group meets annually and comprises of principals of 43 different United Nations entities. In addition, an Advisory Group, bringing together the UN, representatives of Member States, academia and civil society is led by the Deputy Secretary-General.
12. **Gender steering and implementation committees:** 75 per cent of United Nations entities have established a senior-level gender equality steering mechanism to oversee gender equality policies. These committees play a crucial role in driving accountability and institutional learning.
13. **Specific guidance for GEAP implementation at the country level:** New methodologies for United Nations system-wide mechanisms have been advanced to drive impact at the country level. These include country gender equality profiles to expand systematic data on the right of women and girls. Biennial country gender equality reviews allow United Nations country teams to assess how they deliver for women and girls. Resources remain a challenge for effective rollout.

43

United Nations entities form the **Gender Steering Group**, chaired by the Secretary-General.

75%

of United Nations entities have senior-level gender steering and implementation committees or equivalents to oversee gender equality policies, ensuring accountability and fostering institutional learning.

NEW
METHODOLOGIES

including country gender equality profiles and biennial reviews, enhance data and measurement of United Nations country team delivery for women and girls. Resource constraints remain a key challenge for full-scale roll-out.

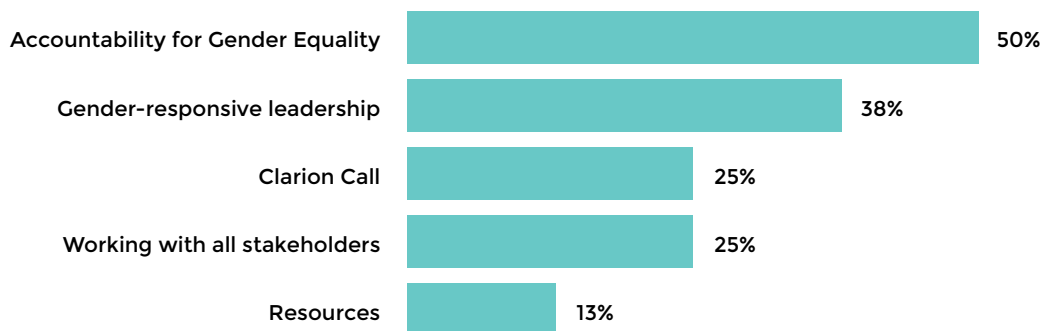
PILLAR 4

RESOURCES

Pillar 4 commits United Nations entities to increase resources to gender equality results, including through internal reprioritization, and alignment with the Pact for the Future's vision for transformative multilateralism

- 14. Funding for women's organizations in crises and conflict settings:** 25 per cent of United Nations entities provide direct funding to local women's organizations working on women, peace and security and humanitarian crisis contexts.⁹ This indicates the need for strengthening financial support for local women's organizations¹⁰ to achieve sustainable peace and inclusive and durable humanitarian responses.
- 15. Advancing gender equality financial benchmarks:** In the latest available data, 56 per cent of entities have implemented financial tracking mechanisms for gender equality, empowerment, and related outcomes, and 39 per cent met their financial benchmarks. This gap demonstrates the need to enhance financial planning and accountability across the United Nations system, ensuring that targeted investments in gender equality are scaled to reach the 15 per cent threshold.
- 16. Resources for GEAP implementation:** Eight United Nations entities (40 per cent) have reported allocating resources for the implementation of the GEAP. Among the pillars of the GEAP, Pillar 3 on accountability for gender equality received the highest level of funding (50 per cent), followed by Pillar 2 on gender-responsive leadership (38 per cent).

Funding Priorities Across GEAP Pillars



Note: The percentages have been generated by counting only the eight organizations allocating resources to the GEAP. Given the low response rate, the results should be interpreted with caution as they may not be fully representative and could be subject to bias.

⁹ Most entities indicated that existing monitoring systems do not allow the extraction of detailed, granular financial data, although efforts are underway to improve data collection in the near term.

¹⁰ The UN-SWAP tracks support to women organizations in women, peace and security and humanitarian settings.

Ninety per cent of reporting entities identified additional funding as the most critical need for advancing GEAP implementation, followed by capacity-building (60 per cent) and technical assistance (45 per cent). The GEAP also requires United Nations entities to better allocate existing resources to programmes and outputs that deliver results for women and girls.



Photo credit: UN Photo/Maimana El Hassan

25%

of United Nations entities provide direct funding to local women's organizations in peace and humanitarian contexts, underscoring a gap in financial support.

8

United Nations entities (40%) report allocating resources for the GEAP.

90%

United Nations entities cite additional funding as the top priority, followed by capacity-building (60%) and technical assistance (45%).

PILLAR 5

ACTION FOR GENDER EQUALITY EVERYWHERE

Pillar 5 drives partnerships with Member States, civil society and the private sector to advance gender equality

17. **Consultation with civil society:** 91 per cent of United Nations entities report regularly consulting with civil society and women's organizations to inform programming and intergovernmental processes. This reflects the United Nations commitment to amplifying diverse voices in policy development. In humanitarian contexts, the 2023 Inter-agency Standing Committee Gender Accountability Framework Report¹¹ highlights significant progress, with 85 per cent of humanitarian planning including direct consultations with local women's rights organizations and integrating their inputs.
18. **Strategic private sector and philanthropy partnerships:** 64 per cent of United Nations entities reported that they build and maintain strategic partnerships with the private sector and philanthropic organizations to support gender equality and women's empowerment.
19. **Commission on the Status of Women revitalization:** Member States have committed to the revitalization of the Commission on the Status of Women, articulated in the adoption the Pact for the Future Action 43 (d). The President of the United Nations Economic and Social Council (ECOSOC), has appointed Ireland and Botswana as co-facilitators for the process and discussions are advancing to strengthen the commission's role in global gender equality governance.

91%

United Nations entities regularly consult with civil society and women's organizations, ensuring that diverse voices shape policy.

64%

United Nations entities foster economic opportunities for women and girls through private sector and philanthropic partnerships.

MEMBER
STATES

have pledged to revitalize the Commission on the Status of Women as part of the Pact for the Future.

Promising practices and entity examples showcasing innovative initiatives in the implementation of GEAP can be seen in the Annex "[Promising Practices and Entity Examples](#)".

11 Inter-agency Standing Committee, 2023. [2023 IASC Gender Accountability Framework Report](#)

3. LOOKING FORWARD: CHALLENGES AND KEY RECOMMENDATIONS

Implementation of the Gender Equality Acceleration Plan faces several challenges that must be addressed to ensure it effectively delivers for all women and girls.

The changing political context and growing pushback on gender equality and women's rights poses significant hurdles to its implementation but also underscores the importance of the Gender Equality Acceleration Plan. This reality renders strengthened joint efforts by the United Nations family to address pushback and enhance its capacity and expertise on gender equality. Closing the gap in gender-responsive leadership training is imperative to these efforts. The transformative vision of the GEAP must push the United Nations to go beyond technical fixes to address the deep, structural and political issues of gender equality. This will require a strengthened shared understanding of the root causes of gender inequalities, discrimination and injustices, supported by gender-responsive leadership and accountability across the United Nations System.

Despite the collaboration across the United Nations system on the Commission on the Status of Women (CSW), and in joint programmes and thematic areas, uneven commitment and coordination in GEAP implementation hinder the full and effective realization of its five pillars. Institutional gender architecture operating in silos, risking duplication of efforts and resource dispersion, and uneven partnerships with women's and civil society organizations, due to systemic barriers related to UN funding frameworks which undermine equitable collaboration. Inconsistency in commitments and gaps in engagement need to be addressed to ensure meaningful progress.

Financial and human resource limitations within United Nations entities, including the GEAP-Secretariat, further pose significant barriers to implementing the GEAP. Coupled with a challenging funding environment, gender equality interventions¹² risk being further deprioritized. Enhanced partnership and consultations with external partners are essential to secure multistakeholder support for implementation.

To address the challenges and ensure effective and efficient implementation, the GEAP will redouble its efforts in 2025 to:

1. Accelerate overall GEAP implementation:

- Prioritize strengthening of system-wide engagement and leverage the Beijing+30 momentum in 2025.
- Ensure all entities adopt an entity-specific GEAP or integrate GEAP actions into their strategies and plans.
- Strengthen communications strategies around GEAP implementation, including efforts to raise awareness and secure buy-in.

¹² Interventions such as; participation in gender responsive leadership training, gender parity in senior appointments, implementation of Preventing Sexual Exploitation and Abuse and Sexual Harassment (PSEA) policies and funding women's rights organizations in crisis and conflict settings.

- Support all entities efforts to dedicate capacity for GEAP implementation and consider seconding staff to the GEAP Secretariat, hosted by UN Women, to support system-wide implementation.
- Ensure all entities provide support to their respective country offices in engagement with United Nations Country Teams under the leadership of UN Resident Coordinators in implementing the GEAP for stronger impact.

2. Ensure that senior leadership champions gender equality:

- Support top United Nations leaders at headquarters, regional offices and country offices to champion gender equality through the [Gender Equality Clarion Call](#), and systematically address pushback against women and girls' rights in all relevant public engagements and communications.
- Gender-transformative training to be rolled out for all Under-Secretaries General in 2025.
- Prioritize the development of a common methodology for All entities to conduct gender and power analysis.

3. Strengthen partnerships and participation:

- Strengthen efforts that foster wide and participatory consultations and decision-making, especially by local women's organizations, to realize effective change.
- Prioritize efforts to widen the partnership base for gender equality with Member States, the private sector and civil society organizations.

4. Address resource constraints:

- Strengthen efforts to secure dedicated funding to SDG 5 joint programmes.
- Strengthen efforts for funding of gender specialists at both headquarters and field levels.
- Foster accelerated implementation on the minimum target of 15 per cent of resources for gender to address current resource constraints
- Establish a mechanism to monitor funding allocations to Women's Organizations¹³ and civil society organizations in conflict settings.
- Finalize the development of an investment strategy for GEAP implementation and secure new partners, including from the private sector and philanthropic organizations.
- Strengthen engagement for a UN Women that is properly resourced to deliver on its triple mandate – normative, policy and coordination.

5. Enhance knowledge-sharing and coordination:

- Leverage best practices from United Nations entities to promote gender-responsive training, peer learning, institutional knowledge exchange and accountability.
- Continue to improve coherence between GEAP and UN-SWAP workstreams to enhance coordination and maximize impact.

A second phase of the GEAP is expected to be initiated in the second year of implementation. Actions will be taken to continue workings towards achieving the expected results of phase 1 while creating conditions to start implementation of phase 2 as expected.

¹³ Preliminary Analysis of United Nations System Approaches to Resourcing Women's Organizations and Civil Society Organizations has been done by the Inter-agency Task Force for Advancing a United Nations-wide Funding Framework for Women's Organizations and Civil Society Organizations

ANNEX 1

TECHNICAL ANNEX 1

This is the first GEAP progress report since its launch in March 2024. Content development and data analysis took place from December 2024 to February 2025. The report covers 31 (40 per cent) of the 78 actions across the five pillars. The first source of data was the UN-SWAP 2.0 and 3.0, covering 23 indicators. While 70 entities responded to the UN-SWAP, at the time of reporting, only submissions from 24 UNSDG entities were considered in the analysis for UN-SWAP 2.0 and 3.0. Additionally, DPO, along with 19 UNSDG entities, responded to the supplementary GEAP-specific survey questions integrated into UN-SWAP 3.0. The second source is a compilation of qualitative interviews drawn directly from UNSDG entities covering nine GEAP indicators.¹⁴

In the next reporting cycle, data collection will be expanded to ensure system-wide insights. Around 60 per cent of indicators was not covered in this reporting cycle. They are still considered premature for reporting by United Nations entities, as they involve structural realignment at the agency level. The following data and methodological considerations were made.

1. Data sources for GEAP indicators

The data used for the GEAP indicators are extrapolated from multiple sources. These include established frameworks and surveys, ensuring a comprehensive approach to measuring progress on gender equality.

2. Alignment with UN-SWAP 2.0 and 3.0

The GEAP indicators are derived from proxy measures included in the UN-SWAP 2.0 and 3.0 frameworks. These frameworks provide standardized metrics for assessing gender equality across United Nations entities.

3. Sample composition

The sample for this analysis consists of United Nations entities. While 70 entities responded to the UN-SWAP, at the time of reporting, only submissions from 24 UNSDG entities were considered in the analysis for UN-SWAP 2.0 and 3.0. Additionally, DPO, along with 19 UNSDG entities, responded to the supplementary GEAP-specific survey questions integrated into UN-SWAP 3.0. This subset forms the primary basis for the data analysis. Due to time constraints, it was not possible to collect data from all UNSDG organizations.

¹⁴ Please refer to the document [Promising Practice](#)

4. Incorporation of the GEAP ad hoc survey

To complement the UN-SWAP data, a dedicated GEAP ad hoc survey was conducted for specific indicators. This survey, integrated into the UN-SWAP 3.0 framework, provided a smaller sample of 19 UNSDG entities and DPO entity at the time of data collection. While the majority of these organizations also completed the UN-SWAP, a small number responded exclusively to the GEAP survey and did not submit UN-SWAP data at the time of this analysis. This partial overlap in responses may introduce some limitations on the comparability and representativeness of the data, particularly when cross-referencing results between the GEAP survey and UN-SWAP reporting.

5. Implications of sample differences

The variation in sample sizes between the UN-SWAP data (n=24) and the GEAP ad hoc survey (n=20) reflects the differing scope and objectives of data collection efforts. While UN-SWAP data provide a broader baseline, the GEAP survey offers targeted insights into specific indicators. These differences should be considered when interpreting the results.

6. Lack of baseline data and clear targets

The interpretation of certain results in this report is constrained by the absence of baseline data and clearly defined targets. Without these, it is challenging to assess the significance of reported achievements or gaps. This limitation highlights the need for robust baseline measurements and well-defined targets in future assessments to enable more accurate and actionable insights.



Photo credit: UN Women/Benoît Almeras

ANNEX 2

GEAP GOVERNANCE STRUCTURE AT A GLANCE

The GEAP is underpinned by a multilayered architecture to ensure system-wide action and accountability.



Under the leadership of the Secretary-General, the **Gender Steering Group** unites 43 UN entity principals to focus on high-level political and policy guidance, and enhance system-wide performance on gender equality, including via institutional transformation and increases in gender-responsive financial expenditures. The GSG meets annually informed by the GEAP progress report.



Under the leadership of the Deputy Secretary-General, the **Advisory Group** comprises non-UN stakeholders, namely Member States (Denmark, Qatar and Rwanda), two women's civil society representatives (NGOCSW and the Women's Major Group) and representative from academia (Harvard University). The Advisory Board meets approximately four times a year.



A **High-Level Adviser on the GEAP** provides strategic advice to the Deputy Secretary-General, Executive Office of the Secretary-General and UN Women leadership on policy, programmatic and institutional changes, and facilitates inter-agency engagements. The High-level Adviser is responsible for continued socialization and dialogue with civil society, Member States and the wider UN system to ensure the successful implementation of GEAP intended outcomes.



Chaired by the High-Level Adviser, a **Task Team** comprising directors from 16 entities¹⁵ accompanies the implementation of the GEAP and any emerging challenges, devises solutions, shares lessons learned, and helps set goals and targets. The Task Team meets at least quarterly and reports to the Advisory Board through the High-Level Adviser. It is composed of several working group dedicated to specific components of the Plan.



The **Secretariat of the GEAP**, hosted by the UN Women Executive Director's Office, supports the High-Level Adviser and Task Team to monitor GEAP implementation. It also backstops country-level reviews every two years, collaborating with regional entities and country leadership as needed to ensure access to necessary expertise. The Secretariat also provides technical support on GEAP implementation and prepares the Secretary-General's annual report, launched on International Women's Day every year. The Secretariat is responsible for mobilizing resources to implement new collective actions across the GEAP.

¹⁵ DCO, DPO, DPPA, Economic and Social Commission for Asia and the Pacific (ESCAP), Economic Commission for Latin America and the Caribbean, Food and Agriculture Organization of the United Nations, FAO, ITU, OCHA, OHCHR, UNAIDS, UNDP, UNFPA, UNHCR, UNICEF, UN Women and WHO.



For more information, please contact the GEAP Secretariat at
geap.secretariat@unwomen.org