



**UNITED NATIONS
SYSTEM WIDE
GENDER EQUALITY
ACCELERATION PLAN**

GEAP



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approach**, we
work with all
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A Clarion Call for Gender Equality

Every minute of every day, in every country in the world, women's and girls' rights champions work tirelessly to include women's and girls' voices in decisions that affect their lives, deliver services that meet their needs, while seeking to end injustice and discrimination against women and girls. Women, girls, their representatives, champions, and duty bearers have benefitted from United Nations support for decades. Because most women and girls today still see their rights denied, they expect the United Nations to stand with and for them.

In accordance with the UN Charter, international normative commitments and Member State expectations, it is our duty to uphold the Blue Principles.

Moreover, it is not possible for the UN to deliver on its core mandates across sustainable development, human rights, and peace and security without consistently delivering for half of humanity.

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1.1

Together, all UN leaders call on all UN personnel to stand unwavering and united to uphold a strong policy stance on gender equality everywhere.

WHY

The UN is founded on principles of human rights, equality, and non-discrimination. Violations of women's and girls' rights directly contradict these principles. UN's silence in the face of these violations sends a troubling message about the importance of gender equality and the organization's commitment to human rights and its own core values and obligations.

Silence on gender-based violence perpetuates a culture of impunity and encourages further abuse as well as weakening communities, institutions, and social fabric. **Actively advancing gender equality can break cycles of poverty, violence, and inequality. Addressing violations contributes to preventing broader conflicts and instability.** Enhanced focus by the UN on structural discrimination of women and girls will enable the UN to serve all of humanity better. Grassroots organizations and civil society groups work tirelessly to address women's rights violations. The UN's support can amplify their efforts and provide them with recognition and protection.

HOW

Under the leadership of the Secretary-General, the UN leadership will adopt and implement **a new internal UN Gender Equality Clarion Call** to be applied by all UN personnel in leadership positions. The Gender Equality Clarion Call will include a UN-wide norm-based strong policy stance to defend and advance gender equality and human rights of women and girls in all their diversity in all UN system engagements with Member States and non-state actors, grounded in the values of the Charter and in UN human rights instruments, including CEDAW, as well as in the Beijing Platform for Action.

The Gender Equality Clarion Call will clearly define gender equality as an issue of power, and a social, economic, political, and human rights issue, as well as an operational effectiveness imperative.

The SG and DSG will lead by example and use **key messages from the Clarion call** in all their briefings.

WHO AND WHEN

The Gender Equality Clarion Call and key messages will be drafted by the the EOSG in collaboration with UN Women. The GEAP Advisory Group and the Executive Committee will review and approve both items.

1.2

We strategically address pushbacks on gender equality and women's and girl's rights everywhere through multi-stakeholder engagement.

WHY

In all regions of the world, including in developed, developing, and crisis and conflict-affected countries, we are witnessing a backlash against human rights and gender equality, compounded by reduced civic space and increased restrictions on individuals' freedoms to express, participate, assemble and associate. We are witnessing "anti-gender ideology" campaigns aimed at dismantling gains on gender equality and the rights of women and girls, as part of broader efforts to undermine democratic governance.

Advancing gender equality and women's rights, as well as inclusive and sustainable development and peace, requires taking active measures to prevent rollback on gender equality as well as move it forward.

By strategically "pushing back on the pushback" as part of a consistent and strong policy stance on gender equality, the UN will be more effective in advancing its values and will have its moral authority enhanced.

HOW

Develop a cohesive political strategy addressing the pushback on gender equality, informed by data and evidence and informed by Country Gender Equality Profiles which will become a common, joint and standardized UN System Product in all countries.

The political strategy will be continuously refined by the GSG. The strategy may have multiple regional country specific sub-strategies depending on the contexts.

The SG will be lead champion of the strategy and to lead a coalition of member states to advance a "race to the top". Technical assistance will be provided to diverse intergovernmental forums (such as the Human Rights Council, Peace Building Commission, G7, G20 and others), to push forward the gender equality agenda and progress on SDG5.

A central part of the strategy and sub-strategies will be UN engagement with and enhanced agency of women and girls in all their diversity. Supporting diverse women and girl-led civil society (including in-country) to be a strong voice to counter the pushback on gender equality and women's and girls' rights.

The UN will ensure an intersectional lens - i.e., addressing older women, women with disabilities, refugee women, and other marginalized grassroots women)

Annual DSRSRG, RC and HC seminars to include a dedicated session on forward-looking gender priorities and will be informed by the strategy on pushback on the push-back.

Regular country and regional engagements in all countries on all continents will ensure that all women and girls are equally seen, heard and valued in UN.

WHO AND WHEN

UN Women will coordinate the development of the strategy for addressing pushback on women's rights -as follow-up to the adoption of the **Gender Equality Clarion Call in Q2 2024**.

The SG to play an active role in advancing this strategy (i.e., sharing the strategy and KMs, discussion in relevant forums (i.e., SE seminar/ SG WPS meeting with SRSGs, RC and HC annual retreats etc.)

The senior leadership of the UN in any given country supported by UN Women., as well as regional groups (including donor countries) to include this in relevant strategic discussions (i.e., UNSDCF processes, regional consultations, CSW/CEDAW periodic reporting)

The Spotlight Initiative, WPHF and other similar funds targeting local women's organizations will ensure that their funding strategies are aligned with the political strategy.

1.3

Our coordinated and joint activities result in the reversal of systemic gender inequality across all sectors and UN pillars in all Member States.

WHY

Evidence shows that joint UN policy and programme work - co-designed with the women and girls that they aim to support – on balance have a higher impact than stand alone entity projects.

Lack of UN policy coherence constrains consistent application of policies meant to advance gender equality and constrains the UN's ability to uphold a strong policy stance, which further undermines our advocacy efforts. **Coordination of activities aimed at reversing gender inequality will ensure that the UN system is more joined-up at all levels for better impact.**

HOW

Increase the proportion of large-scale programmes across all sectors and UN pillars that catalyze real change for women and girls.

Agree on a percentage of funds to be spent across development programmes focused on transformative change for women and girls measured on a yearly basis through the UNCT SWAP.

All MPTFs will have gender equality as a central outcome.

Baselines and targets will be set and monitored in all countries.

As we did during the COVID pandemic, we will insist on policy coherence and speaking with one voice on gender equality.

All entity level and country level policy work will be derived from the Gender Equality Clarion Call (1.1)

HOMs, RC's, **HC's** in all countries will ensure that UN Women's triple mandate is maximally leveraged. They will also ensure that all UN gender expertise is visible and engaged.

At global level, UN Women's system wide coordination role will be strengthened.

WHO AND WHEN

The senior leadership of the UN in any given country supported by UN Women.

By Q2 2024 all UN country teams will develop a baseline and set targets, including financial targets and targets for joint programmes. UNCT SWAP to be refreshed as necessary to incorporate this and other relevant agreements laid out in the Gender Equality Acceleration Plan.

1.4

Support to and protection of women human rights defenders is part of our strategy to advance gender equality in accordance with international norms and standards

WHY

In all regions of the world, including in developed, developing, and crisis and conflict-affected countries, we are witnessing a backlash against human rights and gender equality, compounded by reduced civic space and increased restrictions on individuals' freedoms to express, participate, assemble and associate. We are witnessing "anti-gender ideology" campaigns aimed at dismantling gains on gender equality and the rights of women, linked to violent misogyny and a broader anti-rights agenda, as part of broader efforts to undermine democratic governance.

The work of women human rights defenders has become more dangerous.

HOW

- Take stock of existing mechanisms for protection and action on reprisals, including the SG's Focal Point on Reprisals, the UN human rights mechanisms (SR on HR Defenders, e.g.), and mechanisms at national level (Human Rights Advisors, Gender Advisors, Gender Theme Group, Human Rights Theme Group, Gender in Humanitarian Working Group, etc.). Identify/Designate a standing mechanism in all countries for regular coordination, information sharing, and action on risks and threats to WHRDs, to
- Mobilize protection responses.
- Ensure that WHRDs are meaningfully and regularly engaged.
- Ensure that the principles of do no harm, informed consent, and confidentiality are applied.
- Position the UN system to use its resources for protection across the system where women defenders and organizations are exposed.
- Proactively engage and convene stakeholders from civil society (including from the global South).
- Protect women's organizations and human rights defenders from reprisals for their work, including with the United Nations.

WHO AND WHEN

- Starting in Q2 2024 and continuously thereafter
- SG to identify and communicate to UN Women and OHCHR a focal point for implementation.
- OHCHR and UN Women to provide substantive support.

Leaders are always gender transformative

Gender transformative leadership at all levels – starting at the top – means we all act on the Clarion Call and accelerate, consistent and simultaneous effort to advance gender equality in our respective areas of work.

It means:

- leading by example and never turning a blind eye to the lived experiences of women and girls,
- prioritizing, valuing and resourcing gender equality efforts,
- communicating consistently with conviction about women's and girl's rights,
- changing practices and procedures that are barriers to equality and well-being of all female personnel, and
- holding self and others to account is our commitment to deliver better for women and girls.

PILLAR

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2.1

We learn from and address the lived experiences of women and girls in all their diversity – i.e., the injustice, barriers, violence, the harmful norms, and stereotypes.

WHY

UN leaders must respond in a consistent and coherent way within the context of geo-political power dynamics, and clearly identify as someone who promotes and defends human rights **norms** and the values enshrined in the UN Charter. Failure to do so undermines the UN's credibility and legitimacy.

Gender-blind leadership limits the efficiency and impact of UN activities and public engagement. Senior level engagement on gender equality further enhances the understanding of all entity personnel that advancing gender equality is imperative to the entities mission and impact.

By requesting SRSG's, Special Envoys, RCs, HCs and other senior leaders to report on gender issues the SG, DSG and entity heads consistent leadership and concrete commitment to gender equality will be demonstrated.

HOW

Senior leaders in all countries commission and ensure a rigorous intersectional gender power and conflict analysis is a mandatory component of all CCAs and directly informs the development of gender equality results into UNSDCF's and Humanitarian Response Plans. Intersectional gender, power and conflict analysis will be based on common standards developed by UN Women together with the UN System and will always be validated through consultations with local women's groups. Country Gender Equality Profiles will become a common, joint and standardized UN System product and will integrate all existing tools such as the UNCT SWAP and GEM.

The UN will leverage normative agreements (CEDAW, UPR/HRC, CSW, etc.) to inform progress. Special focus:

- on every stage of peacekeeping mission planning, mission workplans and staff evaluations
- humanitarian rapid assessments, needs overviews, budget requests
- internal and external reporting and briefings

SG, DSG and all entity heads consistently insist that women's and girls' rights, gender equality and SRHR are addressed in all SG reports and briefing. Briefings and reports will consider gendered early warnings on rise in gender-based violence, anti-women rhetoric and political marginalization of women.

Reports that do not address the state of gender equality and UN system measures to shift power and uphold a strong policy stance will be returned for improvement.

WHO AND WHEN

The senior leadership of the UN in any given country:

- RCs / SRSGs where they exist
- UN senior leadership in global North contexts

The leadership, teams and units of the EOSG will be particularly vigilant and ensure that women's and girls' rights, gender equality, SRHR etc. are always advanced through reports and briefings to UN intergovernmental bodies as well as in SG/DSG speeches.

Similarly, other executive heads of all UN entities will be supported by leaders, personnel and structures in their executive teams and front offices with appropriate gender related expertise or training in order to achieve the desired consistency and coherence.

Regional Directors will play a stronger role on ensuring accountability for action at the country level.

It is important to know that the shift is a leadership responsibility – not a gender unit responsibility.

2.2

All UN entity heads lead the adoption and announcement of entity plans to operationalize the Gender Equality Acceleration Plan.

WHY

Accountability for delivering for women and girls is foremost an entity-level responsibility.

Most entities need to elevate the strategic significance of delivering for women and girls and traceably resource the efforts as no entity can fully achieve its mandate without it.

Most entities spend 5% or less of their budget on gender equality. This is not commensurate with the responsibility to serve all of humanity.

Only when entity planning and resourcing frameworks incorporate all elements of the Gender Equality Acceleration plan can it be fully realized. Shifting entity resources to deliver for all – including women and girls – is a significant measure of leaderships commitment the overall goals of the UN.

HOW

The SG's annual Leadership Dialogue series will focus on "gender transformative UN" and will include the feminist-in-chief framing of gender equality, principles and expectations of UN leadership; and strengthening accountability for gender equality. Personnel across the entire UN system will be invited to attend.

No UN leader will speak on all male panels or participate in all male delegations.

UN-wide minimum standards based on UN norms and the Clarion Call will be developed for entity-specific strategic planning which must include how resources (human and financial) will be allocated to its implementation and specifically quantify investments in building and professionalizing their capacity on gender equality and delivering for women and girls.

The agency specific acceleration plan will be fully integrated but visible in the organization's overarching strategy and planning processes and mid-term reviews.

At an appropriate time in their annual cycle of work entities will convene dialogues with peers and stakeholders. This will cover their plans to accelerate efforts and meet human rights and SDG commitments made to women and girls. It will also be an opportunity to inform strategy development and monitor progress made.

The UN SWAP and its peer review mechanism will be updated in accordance with the Gender Equality Acceleration Plan and will capture actions taken by all entity heads to inform the work of the GSG.

WHO AND WHEN

By end of Q2 2024, all UN entity heads will be in a position to communicate how their entity will pivot to meet the commitments of this Acceleration Plan.

UN Women will lead the development of minimum standards for entity specific strategic plans as part of SWAP 3.0 deliberations.

UN SWAP 3.0 will incorporate directions given by the Gender Equality Acceleration Plan.

The pivotal shifts will further be built into the entity's organisational strategy, plan and budget at the first coming review/revision.

Entities will also build on, and refresh their existing gender strategies, when available.

2.3

We conduct internal power analysis of the systems, structures and hierarchies and formal and informal decision-making, and change those that constitute barriers to gender equality and equity.

WHY

UN organizational structures, culture and policies are still patriarchal and not yet conducive to the work of realizing gender equality, delivering for women and girls, or equal opportunities and access for female personnel.

Internal decision-making structures are hierarchical and often not fully inclusive.

Despite some notable improvements of late, UN practices, policies and procedures do not correct for gender bias.

Lack of parity leads to institutional conditions that are not conducive to gender equality outcomes.

However parity cannot stand alone and must be accompanied by reforms that model inclusion and actively prevent harmful bias and stereotypes in decision-making.

HOW

Each entity will conduct an externally facilitated power analysis with the aim to identify and remove barriers to equal opportunities and access for female personnel and inclusive decision making.

Each entity will

- enable inclusive decision making, through revisiting structures, meetings, feedback loops etc.
- institute a series of behavioral science informed measures to reduce gendered bias and stereotypes in selection, recruitment and promotion.
- roll out bias training to all staff - starting with leadership.
- revisit policies that constrain job candidate's eligibility or interest in positions they are qualified for
- define staffing standards, training and deployment preparation needed for supporting the implementation of the entity's gender equality goals in relation to their headquarters, regional and country architecture.

The above measures will be submitted to the SG, through the EOSG and presented to the Gender Steering Group (3.1).

In addition, all entities will ensure that they update, report on, and meet their targets under the Gender Parity Strategy (GPS), including in UNCTs, missions, liaison offices etc. The EOSG will lead on an update of the GPS with a focus on missing areas and addressing the areas or entities in need of most accelerated effort.

WHO AND WHEN

In 2024/25, all UN entity heads will be in a position to embed changes that address the results of the power analysis.

The pivotal shifts will further be built into the entity's organisational strategy, plan and budget at the first coming review/revision.

Entities will also build on and refresh their existing gender strategies (internally and externally facing, when available).

2.4

We embed gender equality as a valued core competency for all personnel and adapt internal practices, procedures, and HR policies to reflect gender equality objectives.

WHY

Delivering for all, including women and girls, starts at the top with senior management's commitment and capacity to 'walk the talk'. Their experience advancing gender transformative behaviors can significantly lift each entities commitment to the rights of women and girls in all their diversity.

Most of the UN system's work on gender equality is today siloed into a few entities and teams, It is often not considered the responsibility or core work of those without "gender" in their title, even though delivering for all beneficiaries is the responsibility of all staff.

Too many UN programmes and other activities fail to harness the efficiency and impact gains which evidence shows can be had through effectively placing women and girls at the center. Valuing capacity to deliver for women and girls in all personnel allows for broader injection of gender lens and expertise across the UN's work.

HOW

Minimum knowledge of gender equality will become a core competency within all staff and leaders' terms of reference, and relevant question/s asked on gender equality in all interviews including at the senior most level. All exceptions will be reported to the Gender Steering Group (3.1).

Integrate/mandate 'smart' gender equality, diversity, and inclusion actions and goals/objectives in all managers' terms of reference, workplans and performance evaluations. Leaders get feedback on their gender responsive leadership via recurring and confidential all-staff surveys and stronger 360-degree feedback mechanisms.

All new and existing UN leaders will receive gender responsive leadership (GRL) training. This will lay the foundation for moving from gender responsiveness to gender transformation at an appropriate stage. A phased plan for reaching all leaders by 2030 will be developed.

Senior appointments will include a requirement of a proven track record on gender equality as called for in the Executive Committee decision. This will be consistently applied and upheld by accountability.

Career advancement (at P4 and above levels and national equivalents) will depend on having delivered measurable gender equality results, whether in programme or in the workplace.

WHO AND WHEN

Under the leadership of UN Women in collaboration with DMSPC/DOS, a small team of gender and HR personnel from across the UN system will draw on science and evidence, and best practice as well as on current expertise from within the UN system to review all HR practices through a gender lens. Revised plans procedure and performance evaluation metrics will be in place by the end of 2025.

Manager and staff TORs for new recruitment will be amended without delay to include gender expertise as a valued competence.

Working with skilled external GRL facilitators and a common UN GRL training framework, entities will resource GRL training for their leaders.

All entities will track and report on the level and presence of gender equality competencies in new hires beginning Q1 2025.

2.5

We work with other UN leaders to elevate and systematise specialised UN expertise on gender equality.

WHY

To strengthen the system's capacity to deliver for women and girls in all our work, a strong cadre of dedicated expertise is needed.

Gender units are often siloed, underfunded and have limited access to senior decision making. A strong gender unit working in a systemwide partnership can support senior level engagement and dedicate capacity and expertise to deliver on Entity's plan and the Acceleration Plan.

In addition to entity-specific management and staff capacity on gender, there is a need for a system-wide approach to sharing gender capacity and learnings.

A pooled capacity approach reduces fragmentation and allows smaller entities in particular to overcome resource constraints and improves the system's agility on gender particularly in humanitarian settings.

Evaluations show us that access to gender expertise is a key factor for the gender responsiveness of an intervention or program. All large-scale programmes should therefore embed specialized gender expertise.

HOW

Each UN entity will create a gender unit responsible for advancing dedicated work on gender equality and supporting gender mainstreaming across the work of the organization. Ensure at minimum compliance with the UN SWAP 3.0 standard on a resourced gender unit, with senior level staff, and ensuring it has direct access to senior leadership.

Develop a UN-wide competency framework for gender equality, including a core set of transferable gender capacities and competencies by all entities in all settings. Develop ToRs and framework for cadre/roster to have training, mentoring, community of practice. Leverage and extend the iSeek infrastructure and other centralized knowledge management structures to record and share key gender equality practice.

A UN system 'gender capacity roster' and surge mechanism is developed and placed with UN Women to enable sustainable capacity and convening power on gender equality in all contexts.

Build demand for system-wide gender expertise including through agreeing on an appropriate standard and ratio of expertise needs in large scale programmes, humanitarian responses women peace and security and climate resilience, and missions.

Reserving a part of training budgets to support the transformation envisaged in the Gender Equality Acceleration Plan, especially for gender responsive leadership training. Emphasize the seniority of gender experts and leverage the gender pathway to senior leadership career such as HC/RC pool and representative positions.

WHO AND WHEN

All entities who do not have a gender unit or a core team close to the senior leadership with strong gender expertise take immediate steps to do so. This includes, but is not limited to, the EOSG.

A small team of gender and HR personnel from across the UN system will develop key deliverables by the end of 2026.

HR Director, Directors of planning and budget etc. will carve out a ringfenced part of the budget for development of the gender framework, capacity development across the system including gender training starting from the entities next budget cycle.

2.6

We have no tolerance for sexual exploitation and abuse and sexual harassment and put the rights and dignity of victims and survivors at the forefront of all prevention and response.

WHY

The UN System needs to repair trust and accelerates progress towards the zero-tolerance policy.

The **Victims' Rights Statement**, which sets out 10 rights of all victims of sexual exploitation and abuse by United Nations or related personnel was endorsed by the Secretary-General's High-Level Steering Group (HLSG) on Sexual Exploitation and Abuse in May 2023 and needs to be actively disseminated by all leaders.

Many leaders express fear that they are not in a position to detect sexual exploitation and abuse early enough due to limited trust in formal complaint systems.

HOW

Actively and regularly communicate to all staff, partners, programme participants and citizens interacting with the UN the UN Victim Rights Statement.

Actively hold self and others to account for rooting out sexual harassment and everyday sexism in the workplace.

Explore what each entity can do to ensure that victim rights are consistently upheld and implement actions required, with a special emphasis on making sure their personnel, partners and programme participants can access support in all locations.

Make multiple safe technological options available to all staff to raise concerns, inquire about rights, raise red flags etc.

- UNDP's pilot vault app could allow all staff to engage with HQ informally on issues.
- an option to use simple SMS (number concealed) to express concern about behavior. The geo-coordinates get recorded centrally to produce real time heat maps which can be used to prioritize investigations.
- and more

Provide finance for PSEA within the UN system to ensure that outreach, referral and support of victims is more effective. Disseminate information about ClearCheck and monitor its use. Highlight the all-women team of investigators at the UN Office of Internal Oversight Services.

WHO AND WHEN

Working closely with the UN Office of the Victims' Rights Advocate, all leaders in every entity of the UN system will begin dissemination Q4 2023.

An action plan for supporting victims rights adopted by all entities by Q2 2024.

UN entities to agree on resourcing of PSEA at country level. UN Women to work with RCs/HCs to provide oversight of this PSEA mechanism and ensure it is implemented with victims' rights at the centre.

A small group working on technological solutions will be established under HLCM.

All leaders will stay vigilant and take action against sexual harassment and everyday sexism.

Accountability for Gender Equality Results

Accountability for implementation of the Gender Equality Acceleration Plan sits with the SG, DSG and all other senior leaders across the entire UN-System. By building in new and enhanced accountability measures we will demonstrate that the UN takes delivering for women and girls in everything the System does seriously, that it is indeed a priority, and that the UN takes a learning mindset to the work.

PILLAR

3

3.1

The Secretary General establishes a new system-wide Gender Steering Group to accompany the implementation of this plan.

WHY

Such a mechanism, chaired by the SG, creates the space for UN leadership to meet specifically on gender, help incentivize joint and strategic joint action on gender equality and strengthen leadership's accountability on results.

HOW

Establish a dedicated **Gender Steering Group (GSG)** at the head of entity level, chaired by the SG.

The GSG is a space for strong mutual accountability and learning. It will monitor the application of the strong policy stance and the implementation of the Gender Equality Acceleration Plan, the updated SWAP 3.0, WPS measures etc. All materials submitted to the **GSG** and the minutes will be **made publicly available**.

WHO AND WHEN

The first meeting of the GSG will be held Q2 2024 and will adopt the Gender Equality Clarion Call (1.1).

3.2

Each UN entity establishes their own Gender Equality Steering and Implementation Committee – or similar mechanism - to drive progress, learn, and enhance accountability for results.

WHY

At the entity level, this type of senior accountability mechanism creates the space for leadership to meet specifically on gender, help incentivize action in gender integration and keep all business units accountable to the highest levels of the entity's leadership on results.

Senior level engagement on gender equality further enhances the understanding of all entity personnel that advancing gender equality is imperative to the entities **mission and impact**.

HOW

This mechanism should meet twice a year and focus on corporate performance on gender equality, including development results, coordination efforts and institutional transformation (e.g., financial targets).

While each entity will shape the mechanism to best support their mandate and mission it is strongly encouraged that

- it is chaired by the entity head and all senior leaders participate.
- it takes stock of key indicators of progress or lack thereof on gender equality in that entity such as
- the entities gender equality strategy, acceleration plan, SWAP report etc.
- examines how its country operations can further support delivering for women and girls at the country level.

Maintain the organisation's **strategic focus on gender equality**.

This mechanism should leverage and not duplicate existing and refreshed reporting mechanisms under SWAP 3.0.

All reporting on progress or lack thereof should be shared also with Country Teams to facilitate healthy dialogue on the results.

WHO AND WHEN

By end of Q2 2024 all entities have a mechanism that meets at least once a year.

3.3

Under the leadership of the Secretary General and the Deputy Secretary General Country Biennial Gender Equality Reviews of UN activities take place with the UN leadership in all UN Member States.

WHY

The aim is to track how the UN system is advancing the normative agenda of gender equality at country level, using existing system-wide and entity level tools, culminating in high-level discussion between in-country senior level leadership and DSG in accordance with their mandate, **recognizing that in some contexts different approaches might be required, in order to determine how progress if any is being made.**

HOW

Senior leadership in country convenes UN teams to review progress on gender equality.

The self-assessment will be informed by ensuring full application of the standards in existing mechanisms, such as:

UNSDCF/CCA, UNCT SWAP Gender Equality Scorecard, SWAP 3.0, UNCT Gender Equality Marker, UNCT Peace and Security Markers, Gender Parity Strategy as well as relevant reporting to HLPF, CEDAW and CSW.

The SG and DSG will require UN country and regional leaders to convene, facilitate or support host governments in the organization of biennial multistakeholder, high-level forums on gender equality, including women's participation in peace and security matters. These meeting will be considered a critical input to the Reviews.

The national gender machinery, UN regional mechanisms and relevant global stakeholders including in particular gender expertise at HQ level will contribute their assessment of how the UN in each country is advancing and supporting implementation of gender equality normative agendas with a focus on recognizing good practices and identifying gaps to be addressed.

A 1-2 page summery report (scorecard) will be discussed in a meeting with the DSG biennially (30 min).

WHO AND WHEN

Taking advantage of existing mechanisms and processes, such as UPR preparations and RFSD when Member States present VNRs, senior level leadership at country level convenes in country to provide a self-assessment for the review. UN regional mechanisms provide further input and UN Women and gender experts globally add to the reviews.

Where UN Women is present at the country level, it supports and is engaged in RC/HC coordination and provides technical expertise throughout the Country Biennial Gender Equality Reviews, supporting Senior level leadership to convene.

Starting Q2 2024 and continuously biennially thereafter.

3.4

We invite our independent internal auditors and evaluators to regularly review our progress on the Gender Equality Acceleration Plan and report to our governing bodies thereon.

WHY

Adequate oversight and accountability have been key weaknesses in the UN system's existing efforts to deliver better for women and girls.

HOW

Every entity should include in its regular annual reporting (or equivalent) progress on implementation of the Gender Equality Acceleration Plan. They will also – in dialogue with governing bodies, evaluators and auditors assess progress on the extent to which

- it has performed against its specific gender-equality-related objectives and
- it has sufficiently leveraged its capacity and mandate to deliver the systems transformation needed for gender equality. Particular attention to be paid to joint programmes in these reviews.

Existing reporting mechanisms for progress on gender equality (UN-SWAP, UNCT- SWAP, gender markers) are re-aligned with the Gender Equality Acceleration Plan and the Gender Equality Clarion Call.

Reporting is mandatory and includes outcome- and resourcing-related considerations (e.g., achievement of strategic priorities and associated budget allocations

The SG and DSG may commission independent external reviews of progress by a panel of CSOs, Member States, gender equality experts, and other stakeholders.

WHO AND WHEN

The Secretary General will request OIOS to include gender equality indicators emerging from this Gender Equality Acceleration Plan in its standard operating procedures to assess entities' capacity, leadership performance and impact when conducting independent assessments UN of entity/ departments.

The Secretary General will further request the UN Evaluation Group to review its evaluation standards in light of this Acceleration Plan.

All other entity heads will engage their evaluation and audit departments to ensure that measuring progress against entity gender equality acceleration plans are reviewed and reported on to their governing bodies.

Resourcing the change we want to see

The current budgetary allocations to gender equality within and across entities are insignificant and need to be increased. Individually we commit to a gradual increase within our respective budgets, and we will approach the donor community together to seek higher investments for greater impact

PILLAR

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4.1

We strongly discourage gender-blind funding and gradually increase to 15% our expenditures on all programmes to outputs where gender equality is the principal objective.

WHY

Financing for gender equality remains low. The GEM helps track fundings and funding gaps. Women's organizations are at the forefront of work on gender equality. Funding to women's organizations, as well as across the UN for gender equality work is needed.

HOW

Establish 15% as the standard allocation for expenditures in the UN system dedicated to outputs/activities where gender equality is the principal objective (GEM3) across all pillars by 2026.

For entities that have already reached 15% it is strongly recommended that they consider a 20% target for expenditures on GEM3 results.

For entities that have not yet reached the 15% they develop a plan to do so by 2030.

Establish a 40% target for gender equality programming and coordination for all new pooled funds.

Establish a 0% target for gender blind outputs/activities in projects not expected to contribute to gender equality. Conduct regular dialogues with donors to ensure that they are aware of the possible negative impacts of gender-blind funding.

Propose that Funding Compact 2.0 incorporates a commitment by donors to not fund any UN work that is considered GEM O.

All earmarked funding received should ideally provide a min. contribution to the receiving entities gender equality work.

WHO AND WHEN

All entities engage in donor dialogues about gender-blind funding.

All entity programme and fundraising departments develop plans to reach the 15% target by 2030.

4.2 **Together, we mobilize support for a strong and well-resourced UN Women and enhanced gender expertise in all UN entities.**

WHY

Gender equality work is seriously underfunded across the entire UN System including, but not limited to, UN Women. To achieve transformative results, funding for gender equality needs to be substantially increased system-wide.

UN Women's current funding levels are not optimal for it to fully serve the UN under its triple mandate.

HOW

All entities will visibly prioritize and shift resources internally to support the implementation of the **Gender Equality Acceleration Plan**.

Led by the Secretary-General, all entities will engage relevant member states to seek an increase in UN Women's assessed contributions.

UN Women is in the process of strengthening its country level technical capacity to support systemwide gender equality activities and coordination capacity to provide expert gender coordination support through established coordination mechanisms (RC/HC etc) in in service of the UN system.

A set of minimum standards and KPIs for UNWomen coordination and accountability will be developed and reviewed regularly by the GSG.

A joint UN gender equality investment plan and appeal will be developed.

WHO AND WHEN

The SG will include this call for additional resources in all his engagement with funders and entity heads will support the call for funding both to UN Women and their own entity.

4.3

We commit to raise \$300 million for women's organizations in conflict and crisis settings over the next three years through existing financing mechanisms, such as the WPHF.

WHY

Women organizations are at the forefront of crisis response and gender equality work

Strengthening financing for all organisations promoting women's and girls' rights will address systemic gender inequalities. Women have historically been marginalized in economic and financial systems, resulting in unequal access to resources, opportunities, and decision-making power.

HOW

This fundraising measure is one of the eight measures the Secretary-General requested through [EC Decision 2022/37/1](#) to advance the Women, Peace and Security agenda.

Initiate women-led conversations on financing

Simplify reporting and proposal requirements.

Facilitate access to available fund and provide earmarked and meaningful support to women's and girls groups that are at community level.

Make UN managed funds more accessible to women's rights organizations through streamlined and simplified procedures (i.e., The Spotlight Initiative small grants policy, more flexible and core funding for organizations, more flexible criteria for funding in settings where CSO activism is under threat.

More flexible criteria for funding in settings where civic space is limited.

WHO AND WHEN

All senior UN leaders support the WPHF campaign.

With an All-in approach, we work with all stakeholders to advance our plan

All transformation is difficult and addressing entrenched power dynamics and patriarchal systems at the UN is no different. The UN will advance both humbly and yet boldly, take small and large steps whenever possible.

We encourage all our stakeholders to support this change journey by becoming champions of change. We need motivation, encouragement, removal of barriers, expertise and human and financial resources to succeed.

We will transparently share information about our journey and welcome feedback and constructive criticism, and we will learn and adjust our approach as we move forward.

PILLAR

5

5.1

Working with Member States, we uphold normative gains on gender equality in all intergovernmental spaces and promote an ambitious reform of CSW.

WHY

Almost 45 years since the adoption of CEDAW and 30 years after the adoption of the Beijing Platform for Action many of the hard-won gains for women and girls are at risk. Global intergovernmental spaces in general, and those focused on the protection and advancement of gender equality and the human rights of women and girls in particular, are under considerable strain, often siloed and uncoordinated and facing a coordinated attempt to reverse and question previous normative advancements.

In line with Our Common Agenda and the High-Level Advisory Board on effective multilateralism, there is a need to strengthen intergovernmental foundations and the cohesive accountability of Member States to global commitments while ensuring a universal approach. The interdependence of sustainable development, human rights, and peace and security, alongside coordination and coherence with existing reporting mechanisms, notably CEDAW, are critical.

HOW

Ensure that the cohesive strategy to address the pushback on gender equality and women's and girls' rights (1.2) clearly outlines political action together with Member States, CSOs and other stakeholders, to counter attempts to reverse or question normative gains on gender equality and women's and girls' human rights in all intergovernmental processes.

Mobilize a diverse, global, and expanding coalition of Member States champions from all regional groups that demonstrate leadership in upholding the strong policy stance to advance gender equality within the UN's intergovernmental spaces at the global and regional levels, as well as at the national level.

Preserve and promote the meaningful participation of civil society and women's and girl's-led organizations in intergovernmental processes, while countering attempts to restrict or curtail their engagement.

Support the Member State-led initiative for a comprehensive reform of CSW, while strengthening the accountability of commitments made on gender equality and consider placing CSW as a subsidiary body of the GA. The invigorated CSW would constitute a strengthened mechanism responsible for, inter alia, the follow up and review of the Beijing Platform for Action implementation by all Member States, through a UPR type of system. This could also include a GBV hearing + annual report on the status of GBV around the world, in consultation with Member States, partner agencies and CSOs.

WHO AND WHEN

UN Women to lead the development of the political strategy to address the pushback on women's rights and gender equality and will include concrete and timebound action together with Member States, CSOs and other stakeholders and support the SG and DSG in upholding

normative gains on women's rights and gender equality in all intergovernmental spaces as well as the creation of a global coalition of Member States to advance gender equality, between Q4 2024 and Q3 2025.

All entities serving as secretariats for intergovernmental bodies support these bodies implement commitments previously made to women and girls.

UN Women to support the Member State-led initiative for a comprehensive revitalization of CSW. The mandate for such a revitalization should emanate from the Pact for the Future in 2024. The High Level Meeting of Beijing+30 in September 2025 should symbolically launch the new, invigorated CSW with enhanced accountability heft. Noting that some Member States are already mobilizing to promote a strengthening of CSW, these adjustments and updated language are necessary. During the consultations around Chapter V of the Pact for the Future, 13 Member States, led by Dominican Republic (including Argentina, Brazil, Cabo Verde, Costa Rica, Fiji, El Salvador, Morocco, Nepal, Panama, Tunisia, South Africa and Uruguay), presented a cross-regional joint statement noting the "important opportunity to assess the UN gender architecture and the work of (...) CSW, (ensuring) that CSW fits for purpose to address key and emerging issues and responds to women's and girls' needs and priorities in a more systematic, comprehensive and swift manner.

5.2

We open multiple opportunities for local women, girls and their representatives to access financing, and fully and meaningfully participate in UN led and supported activities.

WHY

Regular consultation with CSOs is an ongoing process that applies in all areas and levels of collaboration. Incorporating the perspectives of civil society organizations ensures that policies and initiatives are grounded and responsive to the needs of those they aim to serve. It fosters collaboration, shared ownership, and a more comprehensive approach to financing, CSO-UN institutional cooperation and WHRD protection, which has the potential to drive meaningful change.

Strengthen financing that seeks to address systemic gender inequalities. Women have historically been marginalized in economic and financial systems, resulting in unequal access to resources, opportunities, and decision-making power.

HOW

Consistently prioritize, remove barriers to and incentivize women and girls and their representatives to participate fully and meaningfully in

- peace talks, UN conferences
- UNSDCF design and review
- programme design, implementation and review
- Mission and humanitarian response planning

The UN will lead by example through seeking gender parity in individual UN mediation teams and the appointments of lead mediators across the Organization. The UN will also seek to obtain a common pledge by mediating entities worldwide (including ROs, SROs, member state mediators, select private mediation NGOs) to advance concrete measures (as outlined in the DPPA-DPO-UN Women Options Paper) to promote women's participation in peace processes and integrate gender priorities in peace agreements. Establish Civil Society Advisory Groups with broad and diverse representation who provide guidance and advice to UN entities on key political issues, as well as policy and programme matters at global, regional and country level.

Organizers of travel, meetings and events will ensure there is space for the lived experiences of local women and girls to be heard on all topics.

Mobilize resources for and finance local women's organizations, especially in conflict and crisis settings, and contexts where gender equality and women's rights are contested, as well as resources for programming on gender equality at country level with gender markers on budget allocation, prioritizing existing financing mechanisms.

WHO AND WHEN

Starting Q2 2024 and continuously thereafter UN, MS/donors and the women led CSO at local, regional, and national levels.

Women should be included in defining funding practices UN should ensure engagement with diverse CSOs including from global south, grassroots, those representing marginalized and excluded populations.

5.3

We build strategic partnerships with private sector and philanthropy in support of our transformation.

WHY

SDG Goal 17 supports revitalizing the global partnership for sustainable development, including gender equality. **The 2030 Agenda is universal and calls for action by all countries** – developed and developing – to ensure no one is left behind. It requires partnerships between governments, the private sector, and civil society.

HOW

Working with partners will define how best they can support the implementation of the **Gender Equality Acceleration Plan** – the strategic partnerships may include:

- providing resources for gender equality through strategic grants, employee engagement, gift matching, customer fundraising, cause-related marketing or contributions in kind. Foundation and philanthropic grants and investments can help the UN System to undertake critical programming, leverage additional resources through co-financing, and mobilize domestic resources for scale and sustainability.
- mutually raising awareness of gender equality issues among multiple audiences and across networks and platforms, including civil society, governments, business networks and the general public.
- collaborating and exchanging technical knowledge on areas of shared interest to strengthen joint efforts for gender equality.
- generating impact through marketing and communication channels, innovation in products and services, and expertise in programme delivery.
- driving results for women and girls, society and businesses through the application of gender equality principles, policies and guidance.

level with gender markers on budget allocation, prioritizing existing financing mechanisms.

WHO AND WHEN

All entities will assess opportunities for enhancing strategic partnerships for gender equality.

The UN Global Compact — at EOSG's request — advises entities and teams across the System on overall strategy, as well as due diligence in partner selection and partnership risk management as it pertains to gender equality (e.g., risk of “pinkwashing,” ways to improve accountability and ways to better repair and build trust between the UN and private sector actors). EOSG leverages and strengthens the UN Global Compact's 2021–2023 Strategy that calls for deeper relationships with Resident Coordinators.



For more information, please contact
Ghita El Khyari, Deputy Head of the GEAP
Secretariat, at ghita.elkhyari@unwomen.org