



Strategic Plan 2014-17

Making this the century for women and gender equality





“Together, I believe we can be game-changers”

Phumzile Mlambo-Ngcuka

STATEMENT TO THE EXECUTIVE BOARD, 16 SEPTEMBER 2013 BY THE UN WOMEN EXECUTIVE DIRECTOR

“From 2014 through 2017, we need to change the game for women and girls and go much further ahead. This can be done by fully implementing the many good resolutions, conventions, laws and plans that we already have, and moving the women’s agenda from the sidelines to the mainstream. This requires a combination of political and financial will.”

“Together, I believe we can be game-changers. Together with the women and girls, men and boys of the world, we can make the 21st century a century for women, with change that is irreversible, that will not only benefit women, but all of humanity.”

THE PURSUIT OF GENDER EQUALITY, WOMEN’S RIGHTS AND WOMEN’S EMPOWERMENT IS THE DEFINING CHALLENGE FOR THE TWENTY-FIRST CENTURY. ITS ACHIEVEMENT WOULD UNLEASH THE FULL POTENTIAL OF HALF THE WORLD’S POPULATION. IT IS A PREREQUISITE AND DRIVER FOR SUSTAINABLE DEVELOPMENT, POVERTY ERADICATION, PEACE AND SECURITY AND HUMAN RIGHTS. YET THE REALITY OF GENDER DISCRIMINATION TOUCHES THE LIVES OF EVERY WOMAN AND GIRL IN THE WORLD. DESPITE CONTINUING SETBACKS AND OBSTACLES, THE GOAL OF GENDER EQUALITY AND WOMEN’S EMPOWERMENT IS INCREASINGLY WITHIN SIGHT.

From the Strategic Plan

ABOUT UN WOMEN AND ITS MISSION

- In July 2010, the United Nations General Assembly created UN Women, the United Nations Entity for Gender Equality and the Empowerment of Women.
- The main roles of UN Women are:
 1. To support inter-governmental bodies, such as the Commission on the Status of Women (CSW), the General Assembly and the Security Council in their deliberations and formulation of policies, global standards and norms on gender equality.
 2. To support Member States in implementing these standards, standing ready to provide suitable technical and financial support to those countries that request it, and to forge effective partnerships with civil society.
 3. To hold the United Nations system accountable for its own commitments on gender equality, including regular monitoring of system-wide progress.
- Operational activities of UN Women are governed by a 41 member Executive Board. The 45-member Commission on the Status of Women (CSW) provides normative and policy guidance to UN Women.
- The Beijing Platform for Action, the Convention on the Elimination of All Forms of Discrimination against Women, the United Nations Millennium Declaration and applicable instruments and resolutions of the United Nations on gender equality and the empowerment of women provide the legal and policy framework for the work of the Entity.

UN Women was created to be a dynamic and strong champion for women and girls, providing them with a powerful voice at the global, regional and local levels.

The UN Women Strategic Plan 2014-17: “Making this the century for women and gender equality” presents the organization’s vision, goals and plan of action.



LEADERSHIP AND POLITICAL PARTICIPATION

Women lead and participate in decision-making at all levels

ISSUE

From the local to the global level, women’s leadership and political participation are limited. Women are underrepresented as voters, as well as in leading positions, whether in elected offices, civil services, the private sector or academia. This occurs despite their proven abilities as leaders and agents of change, and their right to participate equally in democratic governance.

ACTION

UN Women will support:

- Adoption and implementation of constitutional reform, laws and policies that promote women’s inclusion, including temporary special measures to fast track greater women’s participation and leadership
- Gender-responsive electoral management
- Capacity development and institutional change to attract more women into leadership positions in service delivery institutions

Selected Results from UN Women programme countries

- 60 countries have 30% or more women members of parliament
- 50 countries have 30% or more women ministers



ECONOMIC EMPOWERMENT
Women, especially the poorest and most excluded, are economically empowered and benefit from development

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ISSUE

Investing in women’s economic empowerment sets a direct path towards gender equality, poverty eradication and inclusive economic growth. Women make enormous contributions to economies, whether in businesses, on farms, as entrepreneurs or employees, or by doing unpaid care work at home.

ACTION

UN Women will support:

- Adaptation and implementation of national plans, legislation, policies, strategies, budgets and justice mechanisms to strengthen women’s economic empowerment
- Development and implementation of gender-responsive services, including transport, utilities, markets, water and energy and green technology, to enhance women’s sustainable livelihoods
- Advocacy for gender equality to influence economic policies and poverty eradication strategies

Selected Results from UN Women programme countries

- 20% of countries reduce the share and overall number of women in vulnerable employment
- 50% of countries reduce gender pay gap and increase average earnings by women

ENDING VIOLENCE AGAINST WOMEN AND GIRLS
Women and girls live a life free from violence

ISSUE

Violence against women and girls is a grave violation of human rights. Its impact ranges from immediate to long-term multiple physical, sexual and mental consequences for women and girls, including death. It negatively affects women’s well-being and comes with a high cost to individuals, families, societies and economies.

ACTION

UN Women will support:

- Adoption and implementation of laws, policies and strategies in line with international standards and informed by voices of women survivors in order to prevent and respond to all forms of violence against women and girls
- Access of women and girls to multi-sectoral, survivor-focused services of high quality

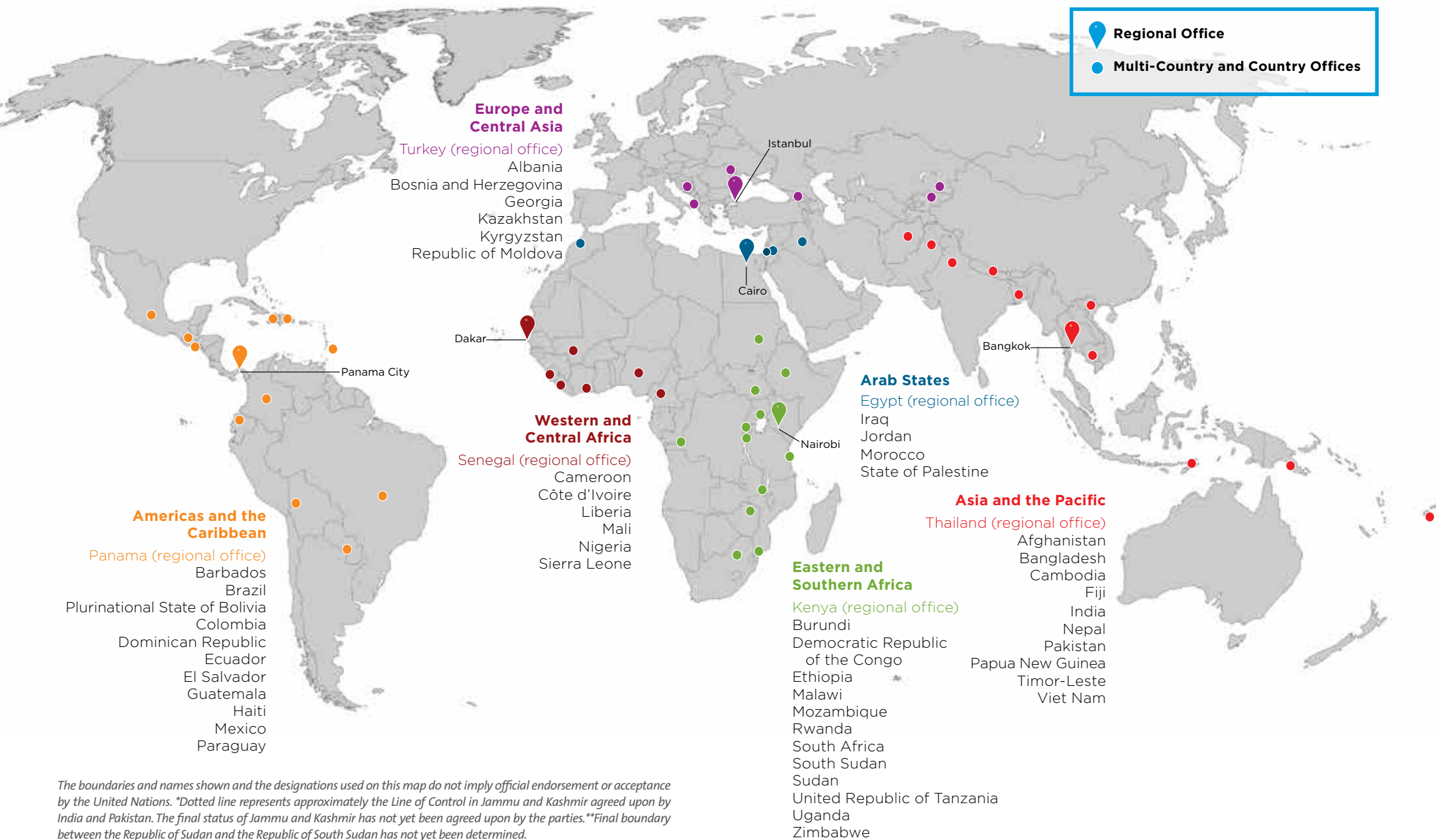
Selected Results from UN Women programme countries

- 120 countries have national VAW prevalence data
- 10% of countries reduce national prevalence of physical and/or sexual violence experienced by women by an intimate partner



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REGIONAL, MULTI-COUNTRY AND COUNTRY OFFICES AS OF JANUARY 2014



PEACE AND SECURITY

Peace and security and humanitarian action are shaped by women's leadership and participation

ISSUE

The international community has recognized that women's participation is vital to achieving and sustaining peace. Women are proven agents of change—and should be able to do even more. In 2000, the Security Council passed the historic resolution 1325 on women, peace and security. SCR 1325 and six subsequent supporting resolutions (1820, 1888, 1889, 1960, 2106 and 2122) call for women to participate in peacebuilding, be better protected from human rights violations during conflict, and have access to justice and services in the aftermath of conflict.

ACTION

UN Women will support:

Stronger incorporation of gender equality commitments in conflict and post-conflict responses, including through:

- Increased numbers of women in delegations participating in peace talks
- Greater attention to gender equality and women's empowerment in peace accords and commitments
- More judicial and security personnel trained in security threats to women and effective investigation and prosecution of gender crimes in conflict
- Gender-responsive truth and reconciliation commissions
- Equal monetary value of benefits provided to women and men in disarmament, demobilization and reintegration and reparations programmes
- Efforts to strengthen women's livelihoods in economic recovery initiatives

Selected Results from UN Women programme countries

- 20% increase of women in leadership of peace missions
- 20% average increase of women participating in peace talks and transitional justice processes



GOVERNANCE AND NATIONAL PLANNING

Governance and national planning fully reflect accountability for gender equality commitments and priorities

ISSUE

National plans, policies, institutions and budgets are where governments begin to translate commitments to women into practical progress towards gender equality. Too often, however, they overlook measures to ensure that public services respond to women's needs and priorities.

ACTION

UN Women will support:

- Strengthening capacities of national partners and donors to integrate gender perspectives into national development strategies and sectoral plans
- Increasing resources for gender equality and women's rights
- Improving the status of national machineries for women
- Awareness building for women living with or affected by HIV of their rights

Selected Results from UN Women programme countries

- 25 countries have increased budget allocation for gender equality commitments compared to 2013 levels
- At least half of the countries who are members of the OECD Development Assistance Committee (DAC) report increase in Official Development Assistance (ODA) marked as having gender equality as principal objective
- Percentage of young women aged 15-24 who are living with HIV decreased to 30%



A comprehensive and dynamic set of global norms, policies and standards on gender equality and women's empowerment is in place and is applied through action by Governments and other stakeholders at all levels

ISSUE

When different parts of the multilateral system act together, they can deliver greater results—and maximize the use of scarce resources. Within the United Nations system, UN Women is mandated to lead, promote and coordinate efforts to advance the full realization of women's rights and opportunities.

ACTION

UN Women will support:

- Strengthening the global normative and policy framework for gender equality and women's empowerment and its implementation
- Engaging with, and providing inputs to a range of sectoral intergovernmental processes to ensure that gender perspectives are reflected in other areas of norm-setting and policy-making
- Strengthening linkages and synergies between normative frameworks and operational activities for gender equality and women's empowerment

Selected Results from UN Women programme countries

- Percentage of General Assembly resolutions which integrate gender perspectives increased to 47%
- Number of countries that have in place up-to-date national action plans or strategies for the implementation of the Beijing Platform for Action increased to 175

HOW UN WOMEN WORKS

- **DRIVE** more effective and efficient United Nations system coordination and strategic partnerships
- **INSTITUTIONALIZE** a strong culture of results-based management, reporting, knowledge management and evaluation
- **ENHANCE** organizational effectiveness, with robust capacity and efficiency at the country and regional levels
- **WORK** with civil society around the world both by promoting their engagement with national and global decision making, and through dedicated Civil Society Advisory Groups around the world that advise on priorities and approaches
- **MOBILIZE** and leverage adequate resources
- **WORK** for and within a coherent United Nations system and complementing the work of other United Nations entities
- **PROMOTE** accountability, transparency and performance measured by results and outcomes
- **ADVOCATE** for the promotion of gender equality and women's empowerment
- **PROMOTE** inclusiveness, highlighting the crucial role of men and boys, and focusing, where appropriate, on the poorest and most excluded groups
- **ACT** as a global broker of knowledge and experience, including by fostering South-South and triangular cooperation, and sharing lessons learned on aligning practice with normative guidance

THE FUND FOR GENDER EQUALITY

The Fund for Gender Equality (FGE) is a grantmaking unit within UN Women, created to accelerate women's political and economic empowerment. Aligned to two strategic pillars of UN Women's Strategic Plan, the Fund provides multi-year grants ranging from US \$200,000 – US \$1 million directly to women's organizations and governmental agencies in developing countries.

RESULTS

To date, the Fund has provided high-impact grants totaling US \$56.5 million in grants to 96 grantee partners in 72 countries.

Economic Empowerment Grants

The Fund's bold investment focuses on:

- Supporting rural women to access and control resources and assets
- Improving women's options for decent work and enhancing social protection; and
- Fostering entrepreneurship

To date, FGE grantees have ensured that:

- Over 23,000 women now have increased incomes
- Over 8,400 women can access credit and loan facilities to support their businesses
- Over 9,200 women formally own and control their property and productive assets
- Over 1,700 new jobs have been created for women

Political Empowerment Grants

The Fund's bold investment focuses on:

- Promoting legislative and policy change
- Improving participation in electoral processes
- Expanding and strengthening women's leadership

To date, FGE grantees have ensured that:

- Over 294,000 women are now raising their voices in public forums
- Over 2,700 women are newly engaged in leadership positions in the institutions that affect their lives (such as community development committees and political parties)
- Over 1,700 women have engaged in electoral politics

UNITED NATIONS TRUST FUND TO END VIOLENCE AGAINST WOMEN (UN TRUST FUND)

The UN Trust Fund is a multilateral grant-making mechanism established in 1996 by General Assembly resolution 50/166. The UN Trust Fund supports local, national, regional and cross-regional programmes to address all forms of violence against women and girls in all contexts. It provides multi-year grants ranging from \$50,000 – \$1 million for proven, innovative and catalytic initiatives by civil society, Governments and UN country teams.

The UN Trust Fund draws on more than 17 years of experience in its work to ensure women and girls enjoy the right to live a life free of violence. The UN Trust Fund's strategic investments focus on:

- Preventing violence against women and girls
- Expanding access to justice and support services for survivors of violence
- Making institutions more responsive to the needs of women and girls
- Addressing the relation between HIV/AIDS and violence against women
- Preventing and responding to violence against adolescent girls
- Supporting initiatives in conflict, post-conflict and transitional contexts

RESULTS

- The UN Trust Fund has awarded \$95 million to 368 initiatives in 132 countries and territories. It currently supports 78 initiatives in 71 countries and territories, totaling \$56.8 million. In 2013, it awarded \$8 million in 17 grants covering 18 countries and territories.
- In 2013, grantees reached more than 3 million women, men, girls and boys.

In 2013, UN Trust Fund grantees:

- Contributed to establishing and operationalizing policies to address violence against women and girls in Cambodia, Grenada, India, Mexico, Tonga, Serbia, Sierra Leone and South Sudan.
- Generated promising approaches for working in conflict, post-conflict and transitional contexts. In Cambodia, the Victims Support Section of the Extraordinary Chambers in the Courts of Cambodia organized the third Women's Hearings, a series of supporting spaces where survivors of sexual violence during the Khmer Rouge regime safely testified on their experiences for the first time.
- Showed that community activism is one of the best strategies to prevent violence. In Uganda, the organization Raising Voices found that, with sustained interventions and commitment, communities can begin to transform attitudes related to intimate partner violence in just three years.

ABOUT UN WOMEN

UN Women is the UN organization dedicated to gender equality and the empowerment of women. A global champion for women and girls, UN Women was established to accelerate progress on meeting their needs worldwide.

UN Women supports UN Member States as they set global standards for achieving gender equality, and works with governments and civil society to design laws, policies, programmes and services needed to implement these standards. It stands behind women's equal participation in all aspects of life, focusing on five priority areas: increasing women's leadership and participation; ending violence against women; engaging women in all aspects of peace and security processes; enhancing women's economic empowerment; and making gender equality central to national development planning and budgeting. UN Women also coordinates and promotes the UN system's work in advancing gender equality.

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