



# Economic and Social Council

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## 2024 session

Agenda item 12 (c)

**Coordination, programme and other questions:  
mainstreaming a gender perspective into all policies and  
programmes in the United Nations system**

## **Resolution adopted by the Economic and Social Council on 5 June 2024**

[on a proposal considered in plenary meeting ([E/2024/L.10](#))]

### **2024/3. Mainstreaming a gender perspective into all policies and programmes in the United Nations system**

*The Economic and Social Council,*

*Reaffirming* its agreed conclusions 1997/2 of 18 July 1997 on mainstreaming a gender perspective into all policies and programmes in the United Nations system,<sup>1</sup> and recalling its resolutions on the subject matter, including resolutions 2011/6 of 14 July 2011, [2012/24](#) of 27 July 2012, [2013/16](#) of 24 July 2013, [2014/2](#) of 12 June 2014, [2015/12](#) of 10 June 2015, [2016/2](#) of 2 June 2016, [2017/9](#) of 7 June 2017, [2018/7](#) of 12 June 2018, [2019/2](#) of 6 June 2019, [2020/9](#) of 2 July 2020, [2021/7](#) of 8 June 2021, [2022/18](#) of 22 July 2022 and [2023/11](#) of 7 June 2023,

*Reaffirming also* the commitments to gender equality and the advancement of women made at the Millennium Summit,<sup>2</sup> the 2005 World Summit,<sup>3</sup> the high-level plenary meeting of the General Assembly on the Millennium Development Goals<sup>4</sup> and the United Nations Conference on Sustainable Development,<sup>5</sup> as well as the recognition of the importance of gender equality and the empowerment of all women and girls expressed at the United Nations summit for the adoption of the post-2015 development agenda,<sup>6</sup> the Third United Nations World Conference on Disaster Risk Reduction,<sup>7</sup> the

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<sup>1</sup> *Official Records of the General Assembly, Fifty-second Session, Supplement No. 3 (A/52/3/Rev.1)*, chap. IV, sect. A, para. 4.

<sup>2</sup> See General Assembly resolution [55/2](#).

<sup>3</sup> See General Assembly resolution [60/1](#).

<sup>4</sup> See General Assembly resolution [65/1](#).

<sup>5</sup> See General Assembly resolution [66/288](#), annex.

<sup>6</sup> See General Assembly resolution [70/1](#).

<sup>7</sup> See General Assembly resolution [69/283](#), annex II.



third International Conference on Financing for Development,<sup>8</sup> the twenty-first, twenty-fifth and twenty-seventh sessions of the Conference of the Parties to the United Nations Framework Convention on Climate Change,<sup>9</sup> the thirtieth special session of the General Assembly on the world drug problem,<sup>10</sup> the United Nations Conference on Housing and Sustainable Urban Development (Habitat III)<sup>11</sup> and other major United Nations summits, conferences and special sessions, and reaffirming further that their full, effective and accelerated implementation is integral to achieving the internationally agreed development goals, including the Sustainable Development Goals,

*Reaffirming further* that gender mainstreaming is a globally accepted strategy for achieving gender equality and the empowerment of all women and girls and constitutes a critical strategy in the full, effective and accelerated implementation of the Beijing Declaration and Platform for Action<sup>12</sup> and the outcome of the twenty-third special session of the General Assembly, entitled “Women 2000: gender equality, development and peace for the twenty-first century”,<sup>13</sup> in the full implementation of the Programme of Action of the International Conference on Population and Development<sup>14</sup> and for catalysing progress, where applicable, on the outcomes of their reviews, as well as in the full implementation of Security Council resolution 1325 (2000) of 31 October 2000 and its subsequent resolutions on women and peace and security,

*Recognizing* that the implementation of the Beijing Declaration and Platform for Action and the outcomes of the twenty-third special session of the General Assembly and the fulfilment of the obligations of States parties under the Convention on the Elimination of All Forms of Discrimination against Women<sup>15</sup> are mutually reinforcing in achieving gender equality and the empowerment of all women and girls, as well as the realization of their human rights,

*Recalling* that mainstreaming a gender perspective is the process of assessing the implications for women and men of any planned action, including legislation, policies or programmes, in all areas and at all levels; it is a strategy for making women’s as well as men’s concerns and experiences an integral dimension of the design, implementation, monitoring and evaluation of policies and programmes in all political, economic and societal spheres so that women and men benefit equally and inequality is not perpetuated, and recalling also that it does not replace the need for targeted, women-specific policies and programmes or positive legislation, nor does it substitute for gender units or focal points,

*Underlining* the catalytic role played by the Commission on the Status of Women and the important roles played by the Economic and Social Council and the General Assembly, taking note of the agreed conclusions and decisions of the Commission related to the promotion and monitoring of gender mainstreaming within the United Nations system, and reaffirming the political declaration on the occasion of the twenty-fifth anniversary of the Fourth World Conference on Women, adopted by the Commission at its sixty-fourth session,<sup>16</sup>

<sup>8</sup> See General Assembly resolution 69/313, annex.

<sup>9</sup> See FCCC/CP/2015/10/Add.1, decision 1/CP.21, annex, FCCC/CP/2019/13/Add.1, decision 3/CP.25, annex, and FCCC/CP/2022/10/Add.3, decision 24/CP.27.

<sup>10</sup> See General Assembly resolution S-30/1, annex.

<sup>11</sup> See General Assembly resolution 71/256, annex.

<sup>12</sup> *Report of the Fourth World Conference on Women, Beijing, 4–15 September 1995* (United Nations publication, Sales No. E.96.IV.13), chap. I, resolution 1, annexes I and II.

<sup>13</sup> General Assembly resolution S-23/2, annex, and resolution S-23/3, annex.

<sup>14</sup> *Report of the International Conference on Population and Development, Cairo, 5–13 September 1994* (United Nations publication, Sales No. E.95.XIII.18), chap. I, resolution 1, annex.

<sup>15</sup> United Nations, *Treaty Series*, vol. 1249, No. 20378.

<sup>16</sup> *Official Records of the Economic and Social Council, 2020, Supplement No. 7 (E/2020/27)*, chap. I, sect. A.

*Recalling* General Assembly resolution [75/233](#) of 21 December 2020 on the quadrennial comprehensive policy review of operational activities for development of the United Nations system, in which the Assembly emphasized that realizing gender equality and the empowerment of women and girls will make a crucial contribution to progress across all the Goals and targets of the 2030 Agenda, and called upon all entities of the United Nations development system to continue to promote gender equality and the empowerment of all women and girls by enhancing and accelerating gender mainstreaming through the full implementation of the System-wide Action Plan on Gender Equality and the Empowerment of Women, developed under the leadership of the United Nations Entity for Gender Equality and the Empowerment of Women (UN-Women), as well as the United Nations country team performance indicators for gender equality and the empowerment of women (the UNCT SWAP “scorecard”) in particular with regard to gender-responsive performance management and strategic planning, and to enhance the collection, availability and use of sex-disaggregated data, reporting and resource tracking, and drawing on available gender expertise in the system at all levels, including in UN-Women, to assist in mainstreaming gender equality in the preparation of the United Nations Sustainable Development Cooperation Framework, through a gender equality outcome, where appropriate and relevant in the country context and ensuring that gender equality expertise is available throughout the United Nations development system at all levels,

*Reaffirming* the central role and the importance of the active and full participation of national Governments in the preparation, implementation, monitoring and evaluation of the United Nations Sustainable Development Cooperation Framework, or equivalent planning framework, in order to enhance national ownership and achieve full alignment of operational activities with national priorities, challenges, planning and programming, and in this sense encouraging national Governments to consult with relevant stakeholders, including civil society and non-governmental organizations,

*Recognizing* the important contribution of civil society actors, including non-governmental organizations, in advancing the implementation of the Beijing Declaration and Platform for Action and in supporting gender mainstreaming into all policies and programmes in the United Nations system,

*Recalling* the section of General Assembly resolution [64/289](#) of 2 July 2010 entitled “Strengthening the institutional arrangements for support of gender equality and the empowerment of women”,

*Recognizing* that, in the process of gender mainstreaming, it is important to address the issue of harassment in the workplace, including sexual harassment, bearing in mind that it impedes the achievement of gender parity in the United Nations system and can have a negative impact on the achievement of gender equality,

*Recognizing also* the efforts undertaken by the United Nations entities to implement the zero-tolerance policy on sexual exploitation and abuse, and that sexual exploitation and abuse by United Nations personnel has a negative impact on the credibility of the United Nations and can undermine the efforts to effectively mainstream a gender perspective,

*Reiterating its serious concern* that, while some progress has been made in achieving gender parity in the United Nations system, especially at the senior and policymaking levels, with full respect for the principle of equitable geographical distribution, in conformity with Article 101, paragraph 3, of the Charter of the United Nations, progress remains insufficient, with negligible improvement in some parts of the system, and taking note with appreciation of the ongoing efforts of the Secretary-General, and in this regard taking note of the system-wide strategy on gender parity launched in September 2017,

*Welcoming* the updated United Nations system accountability frameworks for promoting gender equality and the empowerment of women, launched in June 2018, consisting of the System-wide Action Plan 2.0 (UN-SWAP 2.0) and the UNCT SWAP scorecard,

*Noting* that increased investments and attention to results continue to be needed in the implementation of UN-SWAP 2.0 and the UNCT SWAP scorecard to address persistent structural areas of weakness, including the unequal representation of women and men, resource allocation and capacity assessment, to ensure their successful implementation,

*Noting also* the launch of the United Nations System-wide Gender Equality Acceleration Plan, with the aim for all parts of the United Nations, and at all organizational levels, to deliver, together with Member States, accelerated and concrete results on gender equality and the empowerment of all women and girls across the world, as well as on their human rights and fundamental freedoms,

*Noting further* the establishment by the Secretary-General of the High-level Task Force on Financing for Gender Equality in 2018 to review and track United Nations budgets and expenditures across the United Nations system and make recommendations on how resources for gender equality may be meaningfully allocated,

*Noting* the adoption in 2022 by the United Nations System Chief Executives Board for Coordination of the gender equality marker standard, which introduces a common methodology and format for tracking the contribution of United Nations activities to gender equality and the empowerment of women and girls,

*Welcoming* the membership of UN-Women in the Inter-Agency Standing Committee and its contribution to mainstreaming gender equality and the empowerment of all women and girls into the planning and implementation of humanitarian response,

*Recognizing* multi-stakeholder efforts on the achievement of gender equality and the empowerment of all women and girls, and the realization of their human rights, and taking note of all international, regional and national initiatives, including those convened in cooperation with United Nations entities, to advance gender mainstreaming and bridge the most critical and persistent gender equality gaps and fulfil the promise of the Beijing Declaration and Platform for Action and achieve the Sustainable Development Goals,

*Recognizing also* the potential adaptability of the methodology of the System-wide Action Plan to relevant national institutions,

1. *Takes note with appreciation* of the report of the Secretary-General<sup>17</sup> and the recommendations contained therein, and appreciates that it continues to include comprehensive and systematic system-wide data collection and evidence-based analysis, allowing for comprehensive follow-up on progress made throughout the United Nations system in the implementation of resolutions of the Economic and Social Council on gender mainstreaming;

2. *Urges* the United Nations system, drawing lessons, including from the coronavirus disease (COVID-19) pandemic and its recovery efforts, to accelerate gender mainstreaming into policies and programmes in responding to other health emergencies, as well as in support of the gender-responsive implementation of the 2030 Agenda for Sustainable Development<sup>18</sup> at the global, regional and country levels;

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<sup>17</sup> E/2024/58.

<sup>18</sup> General Assembly resolution 70/1.

3. *Also urges* the United Nations system to further accelerate gender mainstreaming into its policies and programmes, in addressing emergencies and other global challenges, including poverty, conflict, climate change, hunger, food insecurity and malnutrition, and water scarcity when delivering on respective mandates;

4. *Reaffirms* the importance of mainstreaming a gender perspective in the process of implementation of the outcomes of major United Nations conferences and summits and the need for a coordinated follow-up to all major conferences and summits by Governments, regional organizations and all the bodies and organizations of the United Nations system within their respective mandates, and recognizes the need to increase cooperation among all relevant United Nations bodies, mechanisms and processes in this regard;

5. *Underlines* the importance of mainstreaming a gender perspective into the policies and programmes related to innovation and technological change, and to education in the digital age, with the aim of achieving gender equality and the empowerment of all women and girls;

6. *Stresses* that the Inter-Agency Network on Women and Gender Equality constitutes a key forum for advocating, coordinating and monitoring progress in the mainstreaming of a gender perspective into the overall substantive normative, operational and programmatic work within the United Nations system, and looks forward to its continued role;

7. *Also stresses* the need for the Inter-Agency Network on Women and Gender Equality, as well as other existing inter-agency networks and coordinating bodies, including the United Nations System Chief Executives Board for Coordination, the High-level Committee on Programmes, the High-level Committee on Management, the United Nations Sustainable Development Group and its working mechanisms at the global and regional levels, the United Nations Evaluation Group, the Finance and Budget Network of the Chief Executives Board for Coordination and the Representatives of Internal Audit Services of the United Nations Organizations and Multilateral Financial Institutions, to continue, as appropriate, to take concrete actions to further promote gender mainstreaming in the United Nations system and to take increased responsibility for the implementation of relevant performance indicators of the United Nations System-wide Action Plan on Gender Equality and the Empowerment of Women and the United Nations country team System-wide Action Plan gender equality scorecard;

8. *Welcomes* the important and continued extensive work of the United Nations Entity for Gender Equality and the Empowerment of Women (UN-Women) for more effective and coherent gender mainstreaming across the United Nations, recognizes its role in leading, coordinating and promoting the accountability of the United Nations system in its work to achieve gender equality and the empowerment of women as established by the General Assembly in its resolution [64/289](#), and also recognizes the role of UN-Women in assisting Member States, upon their request, in achieving gender equality and the empowerment of all women and girls at the international, regional, national and local levels;

9. *Recognizes* the importance of strengthening the capacity of UN-Women, including through adequate and sustainable funding, to carry out its mandates for normative support, coordination and operational functions, inter alia, for coordinating the United Nations system in the full and effective mainstreaming of a gender perspective and the full, effective and accelerated implementation of the Beijing Declaration and Platform for Action and of its review and appraisal at the international, regional, national and local levels, as well as its contribution to the gender-responsive implementation of the 2030 Agenda, including through systematic gender mainstreaming, the mobilization of resources to deliver results for all women

and girls and the monitoring of progress with sex-disaggregated data and robust accountability systems;

10. *Calls upon* the United Nations system, including its agencies, funds and programmes, within their respective mandates, to continue to work collaboratively to accelerate the full and effective mainstreaming of a gender perspective in the United Nations system at the global, regional and country levels, in accordance with previous Economic and Social Council resolutions and General Assembly resolutions [64/289](#) and [75/233](#), commensurate with the 2030 Agenda, bearing in mind its universal nature and that the achievement of gender equality and the empowerment of all women and girls is essential for the achievement of all the Sustainable Development Goals, including by:

(a) Ensuring, where relevant, that corporate and country-level strategic documents, including the United Nations Sustainable Development Cooperation Framework, or equivalent planning framework in accordance with programme countries' priorities, are based on robust and systematic gender analysis and data disaggregation, and mainstream a gender perspective, through a dedicated gender equality outcome as well as the integration of gender equality and the empowerment of all women across all other Sustainable Development Goal-related outcome areas (twin-track approach);

(b) Supporting the application of a gender perspective in the preparation of organization-wide and country-level documents, such as the strategic, programmatic and results-based frameworks and evaluations, and continuing to promote more coherent, accurate and effective monitoring and reporting on progress on gender equality, the impact of the promotion of gender equality and the use of common indicators on gender equality and the empowerment of all women and girls, taking into account the situation of women and girls who face multiple and intersecting forms of discrimination and those in vulnerable situations;

(c) Continuing to strengthen results-based management and results-based budgeting to enable robust system-wide reporting and aggregation of gender-related results, including financial investments for the achievement of gender equality and the empowerment of all women and girls;

(d) Fully implementing the System-wide Action Plan 2.0 (UN-SWAP 2.0) and enhancing the consistency and accuracy of reporting in order to achieve full annual reporting on results by the entire United Nations system, and continuing to promote the institutionalization of transparency and robust accountability systems, as well as implementing the United Nations country team performance indicators for gender equality and the empowerment of women (the UNCT SWAP scorecard);

(e) Ensuring that gender equality policies of United Nations entities, when established or updated, are aligned with their strategic and programmatic priorities, as well as the performance indicators of UN-SWAP 2.0, and are reflected in the results-based frameworks, and taking into consideration the United Nations System-wide Gender Equality Acceleration Plan;

(f) Increasing investments to address issues in critical areas of UN-SWAP 2.0 and the UNCT SWAP scorecard, including policy development, strategic planning, resource tracking and allocation, the equal and meaningful participation and representation of women and men, including organizational culture, and capacity development and assessment;

(g) Enhancing standards and methodologies for the use of the United Nations system at the global, regional and country levels in order to improve the systematic collection, analysis, dissemination and use of accurate, reliable, transparent and comparable data and statistics and, where applicable and with due respect for confidentiality, open data and statistics related to achieving gender equality,

disaggregated by, inter alia, income, sex, age, race, ethnicity, migratory status, disability, geographical location and other characteristics relevant in national contexts;

(h) Increasing the investment in and focus on outputs and outcomes relating to gender equality and the empowerment of all women and girls to support the implementation of the 2030 Agenda, including through enhanced common budgetary frameworks, gender-responsive planning and budgeting, common methodologies for reporting on contributions to the mainstreaming of a gender perspective in the implementation of the 2030 Agenda, joint funding mechanisms, including pooled funding, and joint resource mobilization efforts;

(i) Collaborating with UN-Women to implement, by December 2025, a harmonized, quality-assured gender equality marker to allow for comparability and aggregation to set and meet financial targets on resources to be allocated for this purpose and to assess the resource deficits for gender equality and the empowerment of all women and girls, also in the context of United Nations Sustainable Development Cooperation Framework common budgetary frameworks and inter-agency pooled funds;

(j) Ensuring, as appropriate, that the United Nations Sustainable Development Group guides and supports United Nations country teams on mainstreaming a gender perspective in United Nations Sustainable Development Cooperation Frameworks, that all regional United Nations Sustainable Development Groups develop and maintain dedicated expertise on gender mainstreaming so as to provide integrated and coherent support to United Nations country teams, and that country-level coordination mechanisms, including gender theme groups or their equivalents, are fully empowered through clear mandates, capacity and sufficient resources to provide strategic support and advice to United Nations country teams in enhancing their gender mainstreaming efforts;

(k) Assessing and addressing persistent capacity gaps on gender mainstreaming, including capacity-building, reskilling and upskilling, and using existing resources to assist in the development and application of a range and combination of different measures, including unified training modules on gender mainstreaming and on results-based management, in support of programming for gender equality;

(l) Implementing substantive training, including mandatory training, for senior management, creating a leadership cadre that can better advance gender equality across the United Nations system;

(m) Ensuring that United Nations entities retain a strong focus with resources on gender equality issues, and that gender equality units are able to do so with specific and dedicated resources and expertise, and that resource utilization and allocation is not diluted or compromised due to simultaneous focus on other cross-cutting thematic issues;

(n) Continuing to better align gender equality programming with national priorities across sectors, including by supporting, upon the request of Member States, capacity-building for government institutions and the mainstreaming of a gender perspective into legislation, policies and programmes in relation to national gender equality priorities, including those addressing COVID-19 recovery and other emergencies;

(o) Continuing to include gender equality networks in planning and programme implementation, as well as continuing to build strategic partnerships with relevant actors, including civil society and women's organizations, as appropriate;



(p) Continuing to achieve and, where appropriate, strengthening efforts to achieve gender parity, including through the implementation of the Secretary-General's system-wide strategy on gender parity, in appointments in the Professional and higher categories within the United Nations system at the headquarters, regional and country levels, inter alia, in appointments of resident coordinators, humanitarian coordinators, Special Representatives of the Secretary-General, Deputy Special Representatives of the Secretary-General and other high-level posts, including, as appropriate, through the application of temporary special measures, giving paramount consideration to the highest standards of efficiency, competence and integrity in full compliance with Article 101 of the Charter of the United Nations and keeping in mind the principle of equitable geographical representation, with due regard to the representation of women from developing countries;

(q) Ensuring that managers provide strong leadership and support to promote and advance gender mainstreaming, and leveraging the leadership and convening role of resident coordinators, in accordance with the provisions of General Assembly resolution 75/233, to address gender equality and the empowerment of women and girls as an integral part of the work of United Nations country teams, including through common country programming processes, joint initiatives, collective advocacy and strengthening of the coordination of gender-responsive operational activities across sectors;

(r) Strengthening collaboration and coordination among United Nations staff working on gender equality and gender focal points to ensure systematic gender mainstreaming across the work of the United Nations in development, peace and security, and human rights, as well as in humanitarian action and in technical and non-technical areas of work where gaps and challenges remain;

(s) Continuing to work closely with the humanitarian coordinators to integrate a gender perspective into all facets of humanitarian action and ensure the equal promotion and protection of human rights for all, with equitable access to services;

(t) Continuing to make efforts and focus on preventing and taking immediate action on tackling sexual harassment to ensure that workplaces in the United Nations system and its field offices are free from discrimination, exploitation, including sexual exploitation and abuse, and violence, including sexual harassment, by, inter alia, ensuring that policies and procedures deliver impact and are resourced sufficiently;

(u) Continuing to make efforts to implement the zero-tolerance policy on sexual exploitation and abuse by United Nations personnel in order, inter alia, to support the effective mainstreaming of a gender perspective;

(v) Promoting strategic advocacy and coherent communications on gender equality issues within United Nations country teams;

(w) Supporting efforts by the governing bodies of United Nations entities to devote adequate attention and resources to mainstreaming a gender perspective in their plans and activities, including through enhanced reporting on results and measures to be taken to improve compliance with the performance indicators of UN-SWAP 2.0;

11. *Calls upon* the United Nations system entities, within their respective mandates, and encourages international financial institutions and other relevant stakeholders, to support Member States, upon their request, in their efforts to achieve gender equality and the empowerment of all women and girls;

12. *Requests* the United Nations system, in particular UN-Women, in consultation with Member States, to address the issue of sustainable resourcing for



the implementation of UN-SWAP 2.0, and encourages Member States in a position to do so to support UN-Women in this regard;

13. *Also requests* the United Nations system to continue and increase support to Member States, upon their request, in the implementation of the Beijing Declaration and Platform for Action and of national policies for the achievement of gender equality and the empowerment of all women and girls, inter alia, by providing support and capacity development to national machineries for gender equality and the empowerment of all women and girls and all national entities, in accordance with their functions;

14. *Requests* the Secretary-General and the executive heads of the organizations of the United Nations system to ensure that recruitment strategies, promotion and retention policies, career development, anti-harassment and sexual harassment policies, human resources and succession planning, work/family policies, management and institutional culture and mechanisms for managerial accountability accelerate the achievement of gender parity and, in this regard, to coordinate with the Office of the United Nations Ombudsman and Mediation Services in addressing these issues;

15. *Recalls* General Assembly resolution [77/335](#) of 1 September 2023, in which the Assembly noted that there is yet to be a woman Secretary-General, and strongly encouraged Member States to bear this in mind during the next and in subsequent selection processes, when nominating candidates for the position of Secretary-General;

16. *Notes* that only four women have been elected as President of the General Assembly since the foundation of the United Nations, and strongly encourages Member States to nominate women as candidates for the position of President of the General Assembly, and encourages Presidents-elect to continue to strive for both gender and geographical balance within the Office of the President of the General Assembly;

17. *Requests* the Secretary-General to submit to the Council at its 2025 session a report on the implementation of the present resolution, including on accountability of the United Nations system at the global, regional and country levels and on progress made in the implementation of the United Nations System-wide Action Plan on Gender Equality and the Empowerment of Women.

*20th plenary meeting  
5 June 2024*