



# Executive Board of the United Nations Entity for Gender Equality and the Empowerment of Women

Distr.: General  
7 November 2023

Original: English

---

## First regular session 2024

12–13 February 2024

Item 1 of the provisional agenda

### Organizational matters

## Report on the second regular session 2023, 12 to 13 September 2023<sup>1</sup>

### I. Organizational matters

1. The second regular session of 2023 of the Executive Board of the United Nations Entity for Gender Equality and the Empowerment of Women (UN-Women) was held at United Nations Headquarters, New York, from 12 to 13 September 2023. The Executive Board adopted the annotated provisional agenda and workplan for the second regular session ([UNW/2023/L.4/REV.1](#)) and approved the report on its annual session from 19 to 21 June 2023 ([UNW/2023/5](#)). The Executive Board approved the draft annual workplan for 2023 ([UNW/2023/CRP.5](#)) and the provisional agenda and workplan for the first regular session 2024 ([UNW/2023/CRP.6](#)) to be held from 12 to 13 February 2024.

2. The Executive Board adopted three decisions: Decision 2023/8 – Report on the Integrated Budget Estimates for UN-Women for the Biennium 2024–2025; Decision 2023/9 – Report on the Structured Dialogue on Financing the Results of the UN-Women Strategic Plan, 2022–2025; and Decision 2023/10 – Report on the UN-Women Ethics Function for 1 April to 30 June 2023, which are contained in the annex to this report.

### II. Opening statements

3. The President of the Executive Board opened the session by noting that the meeting adheres to the Code of Conduct to prevent harassment, including sexual harassment, at United Nations system events. He congratulated the Under-Secretary-General/Executive Director on nearing her two years in office and welcomed her vision for UN-Women as outlined at the annual session. The President expressed full support to the Under-Secretary-General/Executive Director's vision encompassing the normative, coordination and operational dimensions of the Entity's mandate, noting that it is a resounding testament to

---

<sup>1</sup> Note: The present document was processed in its entirety by UN-Women.



UN-Women's commitment to fostering gender equality and accelerating progress across the Sustainable Development Goals (SDGs). He highlighted that the enduring obstacles arising from global conflicts and climate change continue to demonstrate their heightened consequences on women and girls, noting that they frequently encounter significant hardships, including barriers to humanitarian aid and unique requirements during such emergencies. He added that these challenges persistently undermine progress towards the 2030 Agenda for Sustainable Development, with only one of the 18 indicators on SDG 5 nearing its target, and stressed the immediate need for gender-responsive strategies to advance the SDGs while paving the way for a more equitable and just world.

4. In her opening statement, the Under-Secretary-General/Executive Director first expressed her profound sadness for and solidarity with the people of Morocco following the earthquake. She also expressed her deepest condolences to the people of Libya in the wake of the devastating flooding. She then thanked the President and the entire 2023 Bureau for their exemplary and unwavering support. The Head of the Entity further acknowledged Sarah Hendriks and Moez Doraid for stepping up as Deputy Executive Directors, ad interim, and assuring a seamless transition in leadership. She announced that the recruitment for the two new Deputy Executive Directors is progressing well in close collaboration with the Secretary-General's Office.

5. With 2023 marking the midpoint of the implementation of the 2030 Agenda, the Under-Secretary-General/Executive Director took stock of the progress made so far and stressed that SDG 5 acts as the great enabler – the key to accelerate progress across all goals. She presented key findings from two new reports developed by UN-Women and United Nations partners and acknowledged progress made in key areas of gender equality – notably in areas such as women's political representation, maternal mortality and legislative reform for ending violence against women – though concluded that, ultimately, the overall picture is one of stagnation, if not regression, and argued that gender equality is more urgently needed than ever. She noted that none of the targets for SDG 5 are met or almost met and stressed that this should serve as a wake-up call and a clarion call for change. The Head of the Entity shared that UN-Women has costed gender equality and detailed that closing the gender gaps would cost \$60 billion, while adding that this represents less than one fifth of the \$2.2 trillion spent on military expenditure in 2022 or less than two thirds of what the world spends on coffee each year. She recognized that this is a political undertaking and underscored that acceleration is about raising ambition, making commitments to do more and to do it together, strengthening accountability and widening partnerships.

6. Discussing the proposed integrated budget for the biennium 2024–2025, the Under-Secretary-General/Executive Director reiterated her commitment to organizational strengthening and shared that the proposed budget incorporates the improved processes and the intentional shifts in allocation to drive an increased emphasis on results at country level. She noted that the budget includes six new regional coordination posts and increased capacity for humanitarian response considering UN-Women's Inter-Agency Standing Committee membership. She added that such efforts are part of the Entity's pivoting to the field and the increased investment of resources where they are most efficient and where the impact is the greatest. The Head of UN-Women described that 87.5 per cent of total resources are proposed for development

activities. At the same time, she noted that the integrated budget reflects financial prudence, with costs for new capacities being offset by savings elsewhere. The Head of UN-Women assured delegations that the Entity will continue to strive for excellence in ethics, better systems and reporting, second line of defence and implementation of important audit recommendations.

7. In closing, the Under-Secretary-General/Executive Director commended the G20 for adopting a consensus declaration that featured, for the first time, a stand-alone commitment on gender equality. With regards to the structured dialogue on financing, she underscored the health of UN-Women's overall revenue, while touching on the challenges between the ratio of regular and other resources and requesting Member States' support to better align the Entity's financing with the objectives of the Strategic Plan. She called upon delegations to be champions for gender equality at the upcoming General Assembly, the SDG Summit and beyond.

8. Upon opening the floor for delegations, Member States extended their deepest condolences to the people and governments of Morocco and Libya and thanked the Under-Secretary-General/Executive Director for her comprehensive statement and leadership. Delegations commended the President and the entire Bureau for the commitment and dedication demonstrated during their tenure. Speakers highlighted the setbacks in achieving the SDGs and noted that current estimates indicate that it would take another 280 years to reach full gender equality. Member States underscored the importance of UN-Women's work to help confront these challenges and accelerate action and expressed support for the Entity's triple mandate while specifically applauding UN-Women's focus on delivering tangible results for women and girls on the ground. Two delegations emphasized the need for UN-Women's operational activities to be based on the principle of national ownership and aligned with national priorities. Several Member States highlighted the importance of a strong UN-Women and commended the Entity for its consistent progress towards financial health and greater transparency, accountability and oversight, including its efforts related to establishing the Ethics Function. Many delegations further stressed the importance of sufficient resources, especially flexible and predictable multi-year financing to allow UN-Women to carry out its mandate and to respond effectively and strategically to complex global scenarios. Some speakers underscored the efforts made by the Entity to diversify its financing, as well as its efforts to establish partnerships with international financial institutions. A few delegations expressed appreciation for UN-Women's development of a women's economic empowerment strategy and highlighted the multiplier and catalytic effect that women's economic empowerment has for the enjoyment by women of their rights and the fulfilment of their needs while encouraging the Entity to increase its attention and resources towards this thematic priority. One speaker requested that the Entity remain attentive to supporting initiatives that are not intergovernmentally agreed upon or do not enjoy universal support and emphasized the importance of acting within UN-Women's mandate when cooperating with other United Nations system bodies.

### **III. Financial, budgetary and administrative matters**

9. The Executive Board was presented with the 2024–2025 integrated budget. To implement UN-Women's Strategic Plan 2022–2025, the Entity proposed an integrated budget with estimated total voluntary contributions of

\$1.03 billion. This includes a projected contribution of \$400 million in regular resources and \$630 million in other resources, representing a projected increase of \$30 million or 3 per cent compared to the integrated budget for the biennium 2022–2023 of \$1 billion. The projected increase in the upcoming budget is of other resources. The Deputy Executive Director, ad interim, clarified that while the integrated budget proposal includes a 3 per cent projected increase, the institutional part of the overall budget is a zero-growth institutional budget and amounts to \$204.4 million to fund core organization activities. He further added that an estimated 87.5 per cent of regular resources is to be devoted to development activities. He shared that within the cost-neutral institutional budget, UN-Women is establishing six P4 coordination specialist posts in the field in line with the Executive Board's emphasis on coordination and the Under-Secretary-General/Executive Director's vision to pivot to the field. The Deputy Executive Director, ad interim, noted that these posts will be fully funded from cost savings and efficiencies to enhance system-wide action and accountability for gender equality. The Director of the Strategy, Planning, Resources and Effectiveness Division then delivered a presentation outlining the context that has underpinned the drafting of the integrated budget for 2024–2025, while also highlighting the main elements of the institutional budget, as well as the recommendations of the Advisory Committee on Administrative and Budget Questions (ACABQ) and the related UN-Women management response.

10. After opening the floor, Member States thanked UN-Women for the presentations and expressed support for the proposed integrated budget 2024–2025. One delegation commended UN-Women's continued commitment to and execution of a zero-growth institutional budget and expressed support for the ACABQ recommendation to strengthen fundraising and increase engagement with the private sector. Noting UN-Women's proposal to use cost recovery funds for management activities, the speaker asked how UN-Women will report both the excess funds and the regular funds used for development. Another Member State highlighted the over-reliance on non-staff personnel and asked when an informal briefing on the cost-recovery policy will take place. A third delegation commended UN-Women for the continued high level of spending on programme activities and the zero-growth strategy in institutional spending. It welcomed the Entity's initiatives related to improving its coordination role across the United Nations system and applauded the establishment of six positions on this topic in the field. The delegation asked UN-Women to elaborate on how the Entity anticipates that the gender marker will influence monitoring and maximize potential effects of spending for gender equality across the system. A fourth delegation requested UN-Women to share any challenges in increasing corporate donors which contribute the smallest portion among the private sector donors next to foundations and National Committees.

11. The Deputy Executive Director, ad interim, and the Director of the Strategy, Planning, Resources and Effectiveness Division then answered questions from delegations underscoring the importance of predictable and multi-year funding to support UN-Women in ensuring a longer-term perspective to its operational planning. The Secretary of the Executive Board confirmed that the joint informal briefing on the cost recovery policy will be scheduled before the end of the year in coordination with other operational agencies.

## IV. Structured dialogue on financing

12. In his opening remarks, the Deputy Executive Director, ad interim, thanked Member States for their continued financial and political support to UN-Women. He noted that the total revenue of UN-Women in 2022 stood at \$559.8 million, with two thirds of voluntary contributions made by 86 Member States. He reiterated the business case of investing in gender equality and women's empowerment, noting that it is not only the right thing to do but also a smart decision. He added that gender equality is an effective driver of economic growth and development and that, by investing in women and girls, we unlock their full potential to contribute to sustainable, inclusive and resilient societies. He underscored the importance of structured dialogues on financing as they provide a crucial platform to discuss priorities for financing gender equality, thus maximizing the impact of investments made by governments and other donors to UN-Women. He noted the importance of this discussion in the context of financing in the face of multiple interlinked crises. He thanked Member States for their continued engagement with UN-Women and welcomed their comments and feedback.

13. The Director of Strategic Partnerships presented the report on the Structured Dialogue on Financing, noting that this is the ninth year of the structured dialogue. Reiterating the Under-Secretary-General/Executive Director's remarks during the opening segment, he stressed the importance of core/unearmarked resources to allow UN-Women to achieve its triple mandate. He noted with concern that UN-Women had dropped below the Funding Compact target of 30 per cent core resources to 28.6 per cent and stated the belief of UN-Women that the appropriate minimum ratio for achieving UN-Women's mandate is at least 40 per cent core resources. Commenting on the decline in regular resources from 2021 to 2022, the Director of Strategic Partnerships noted that this is driven by exchange rate fluctuations caused by global events. He thanked funding partners for their contributions and specifically recognized the top 20 donors. In closing, he highlighted UN-Women's efforts to increase resources, enhance efficiencies and diversify funding, including through prioritizing direct funding to the strategic note documents and working through inter-agency modalities and pursuing funding diversification through National Committees, individual giving and more.

14. Upon opening the floor for comments, Member States thanked UN-Women for its commitment to achieving the goals as laid out in its Strategic Plan. A delegation speaking on behalf of a regional group underscored the importance of flexible and predictable core funding and called on Member States to uphold the Funding Compact. The group encouraged UN-Women to keep broadening its donor base and improve its reporting of results achieved using unearmarked resources, and suggested expanding strategic dialogues held with core donors at country level. Another Member State commended the hard work behind UN-Women's financial situation considering the global economic downturn, growing conflicts and intersecting challenges, yet expressed concern about the decline in total income, especially in core funding. A third speaker encouraged UN-Women to continue to diversify its resource mobilization and continue influencing pooled funds to allocate a higher share of resources to gender equality programming. Another Member State underlined the importance of the other flexible funding modalities that can be used to support UN-Women's work, such as the strategic notes, the Strategic Framework Agreement and pooled funding. A final delegation commended UN-Women for its achievements across the Strategic Plan and encouraged UN-Women to continue to work with sister agencies to adopt best practices in working with individual and private sector donors.

15. The Deputy Executive Director, ad interim, thanked delegations for their comments and questions and reiterated UN-Women's commitment to reporting on results and on the impact achieved by the deployment of regular resources. The Director of Strategic Partnerships responded to several questions posed, noting for example how UN-Women has been working together with United Nations sister agencies to harmonize reporting and share best practices. He further described the challenge of reporting on results for unearmarked resources and raised the difficulty of reporting on UN-Women's unique triple mandate. Responding to another point raised by Member States, he detailed the efforts being made to diversify funding while outlining some persistent challenges of working with private sector donors. In closing, he thanked Member States for their continued partnership and support.

16. The other Deputy Executive Director, ad interim, provided details about the Strategic Programme Framework, highlighting ways in which non-core resources can be catalytic. She further discussed UN-Women's efforts to embed gender equality markers in inter-agency pooled funds, while mentioning that 30 entities and 91 United Nations teams are using the gender equality marker in conjunction with their financial targets.

## **V. Ethics**

17. The Ethics Advisor presented the first report on ethics in accordance with Executive Board Decision 2022/5. She recalled the objective and operating principles of the newly established Ethics Function and expressed her appreciation for management's commitment to supporting the Ethics Function while respecting its independence. She was able to conduct her activities free from undue external influence. Detailing the first three months of operation, the Ethics Advisor described the activities taken to establish the function and requests for services received and responded to. Looking ahead, she pledged to continue to embed the Ethics Function in UN-Women and increase its positive impact on the organizational culture by engaging in outreach initiatives in partnership with other United Nations system entities and internally across divisions.

18. The Under-Secretary-General/Executive Director delivered the management response and thanked the Executive Board for their continued partnership to support of UN-Women's commitment to perform to the highest standards of ethics and integrity. She reiterated that the cultivation and nurturing of a culture of ethics, integrity and accountability enhances the trust in, and credibility of, UN-Women and as such is critical to the Entity's organizational effectiveness and efficiency. The Head of the Entity noted with appreciation the efforts of the Ethics Advisor in responding to service requests and for the guidance provided since her arrival. She shared that UN-Women's Human Resources Division has continued to complement the Ethics Advisor's activities through the promotion of diversity and inclusion as well as capacity-building workshops to advance a respectful organizational culture. After recognizing the importance of managing any potential conflicts of interests arising from United Nations staff members' private interests in the performance of their official duties, she stated that 169 UN-Women personnel members, including herself and both Deputy Executive Directors, ad interim, participated in the 2022 annual filing cycle of the United Nations Financial Disclosure Programme. The Head of UN-Women concluded her remarks by emphasizing the Entity's commitment to the efficient and independent functioning of the Ethics Office.

19. Member States thanked the Ethics Advisor for her work in preparing the Ethics Report and appreciated UN-Women's commitment to establishing and supporting the

Ethics Office. One Member State speaking on behalf of a regional group requested to know what steps are being taken to combat racial discrimination and inquired about the proportion of service requests relating to racial discrimination. Another Member State highlighted the need for the continued independence of the Ethics Office as emphasized in the Joint Inspection Unit (JIU) report on the Ethics Function within the United Nations System. A delegation speaking on behalf of 26 Member States requested that the Ethics Advisor stay in continuous dialogue with the United Nations Ethics Panel and the Ethics Network of Multilateral Organizations to share best practices. The group requested to know more about the details of service requests related to the employment category and asked if completion rates for ethics and integrity training have improved and what steps are under way to ensure higher rates of completion.

20. The Deputy Executive Director, ad interim, thanked Member States for their comments and opened his remarks by stating that UN-Women has a zero-tolerance policy towards discrimination and that fostering an inclusive environment is a top priority of UN-Women management. He further responded to a Member State's question, clarifying that UN-Women's support of the Ethics Office has been carried out in accordance with the principles of the JIU report on the Ethics Function within the United Nations system.

21. The Ethics Advisor responded to a question by sharing that she has been invited to join the Global Inclusion and Equity Advisory Group, which is dedicated to promoting an inclusive work environment at UN-Women. She stated that her office does not receive complaints regarding discrimination and that these are reserved for UN-Women management or the Office of Internal Oversight Services. Responding to another question, she stated that the most common type of service requests in the employment category relate to teaching part-time or working in a family business, such as a restaurant, at the weekend.

22. Lastly, the Director of Human Resources shared that UN-Women is engaged in several anti-racism inter-agency initiatives, including working closely with the United Nations Network on Racial Discrimination and Protection of Minorities. He stated that space within the Entity has been created for organizations such as the Black Caucus and the Youth Council, as well as the Staff Council, adding that they can collect and raise issues with management. He further shared that efforts are being taken to increase training compliance, including by incorporating measures such as only allowing personnel to participate in external trainings until all internal trainings have been completed.

## **VI. Policy and programme matters – regional operational briefing on the Middle East and North Africa**

23. In her introductory remarks, the Deputy Executive Director, ad interim, noted that the Arab States region is one of the most diverse, requiring context-specific and sensitive engagement, especially when it comes to advancing the role of women. She highlighted that thanks to the establishment of UN-Women's regional office in Egypt in 2012, the Entity has been able to establish a close and trusted dialogue with the political leadership in countries. She added that this has led to the momentum witnessed today and upon which UN-Women is building with a view to accelerating progress until 2030. The Deputy Executive Director, ad interim, then continued to outline five priority areas from

UN-Women's strategic note in the region, highlighting the focus on (1) advancing gender parity, (2) ending domestic violence and violence in public spheres, (3) creating synergies across the humanitarian-resilience-development-peace nexus, (4) promoting social norms and positive masculinity and (5) increasing women's economic empowerment.

24. After having first expressed her deepest condolences to Morocco and to Libya for the recent crises in each country, UN-Women's Regional Director for the Arab States described the regional context and the extreme diversity among countries in the region. She highlighted one specific commonality throughout the region, namely the discrepancy between high levels of education and low levels of employment among women that has led to a financial loss for the Arab States region. The Regional Director noted that this has become the number one priority for most of the governments in the Arab States region and highlighted that UN-Women closely works with more than 20 governments to support the increase of women's participation in the labour force. However, she stressed that what is important is to embark on a model that looks at scale and speed, since the region has stagnated at around 21 per cent women labour force participation for three decades. She then detailed UN-Women's multidisciplinary approach and operational activities in the region, highlighting programmes in different countries focusing on financial inclusion, leadership empowerment, access and protection of women and girls in crisis, gender-responsive budgeting, promoting positive social norms and women's economic empowerment.

25. After opening the floor, one Member State expressed appreciation for the Entity's multidisciplinary approach to addressing key barriers that women face when participating in the labour force and welcomed UN-Women's focus on digital financial inclusion. The delegation welcomed the milestone described in the report that noted increased cohesion across 22 United Nations agencies and encouraged coordination on data and advocacy and policy support to Resident Coordinators. Another speaker expressed appreciation for the comprehensive briefing and underscored the importance of the role of UN-Women's triple mandate to advance the SDGs and the situation of women and girls. Another delegation expressed appreciation for UN-Women's work in Arab States and emphasized the importance of continued alignment of the Entity's work with national priorities and social norms and structures in a manner that supports positive change. Another delegation welcomed the briefing on the Entity's operational response in Arab States and the emphasis placed on programmes linked to the economic empowerment of women. It thanked UN-Women for keeping Member States abreast of its activities related to women's economic empowerment, while also encouraging the Entity to increase the number of such activities in all programme countries. The Member State requested examples of projects funded and implemented solely by UN-Women and asked UN-Women to share more details about the fatherhood programme and to elaborate on how women's economic empowerment activities contributed to the improvement of the status of rural women in the Arab Region.

26. A joint statement delivered on behalf of 20 countries expressed appreciation for the briefing and the importance UN-Women attaches to women's economic empowerment and access to employment in the region. The group stressed the importance of ensuring close cooperation, collaboration and dialogue with international financial institutions and other relevant actors to ensure the impact of efforts is maximized. They then asked how a human rights-



based and intersectional approach has underpinned the development and implementation of UN-Women's country and regional strategies and whether the three other thematic impact areas of UN-Women's Strategic Plan are also present in the regional strategic note. They requested details about the establishment of the knowledge hub in Egypt and about UN-Women's partnership with the International Labour Organization (ILO), other United Nations entities and non-governmental organizations engaged in women's economic empowerment in the region. Another speaker expressed support for UN-Women's cross-sector and holistic approach to promoting women's economic empowerment and asked how the Entity plans to localize the upscaling of ongoing activities, ensuring that they are locally driven and owned. The final speaker congratulated UN-Women for its leadership in assisting Member States to help respect everyone's commitments to women's rights, including women's economic empowerment, and called for stepping up of efforts to promote equality and women's economic empowerment.

27. In response to comments and questions from delegations, the Regional Director detailed how UN-Women has implemented a human rights-based approach into the national context, while providing further details about UN-Women's collaboration with ILO in the region. The Deputy Executive Director, ad interim, thanked delegations for their expressions of support reiterating why women's economic empowerment acts as a catalytic influence to advance UN-Women's overall objectives and mandate on gender equality and the empowerment of women and girls, as well as an accelerator to the achievement of the SDGs. She shared additional details about UN-Women's partnership with ILO across the world, highlighting the joint programme to promote decent work through inclusive growth policies and investments in the care economy.

## VII. Closing

28. In her closing statement, the Under-Secretary-General/Executive Director thanked the President for his leadership throughout the year and for the commitment of Ukraine to gender equality. She thanked the Vice-Presidents of the Executive Board – the representatives of Cameroon, Colombia, Italy and Thailand – for their invaluable contributions in 2023. Additionally, the Head of the Entity expressed gratitude to the facilitators of the three decisions adopted during the session. She noted that the elements of these decisions will sustain and guide UN-Women through the concluding years of its Strategic Plan and chart the Entity's organizational path beyond this. The Under-Secretary-General/Executive Director further recognized the Secretary of the Executive Board and his team for ensuring the smooth sailing of the Board proceedings, and thanking her two Deputy Executive Directors, ad interim, as well as all UN-Women colleagues in Headquarters, regional and national levels who continue to serve the women and girls of the world.

29. Noting the importance placed by the Executive Board on the strength, quality, capacity and alignment of the Entity's operations at country level, the Under-Secretary-General/Executive Director reiterated that UN-Women would capitalize on the ongoing JIU review to further enhance this direction and to focus on the development work that will most impact women and girls. She highlighted that the Entity's budget demonstrates this commitment through the 87.5 per cent that is focused on programmatic activities and announced that,

within this, UN-Women will pursue a strong emphasis on increasing women's economic empowerment in collaboration with Member States, the United Nations and civil society partners. The Head of UN-Women added that the United Nations system should work to push forward for women's rights and secure their safety and prosperity and assured delegations of her commitment to assert both UN-Women's leadership and collaborative spirit at the heart of the United Nations in all these endeavours.

30. After thanking delegations for their continued support to UN-Women's critical core resources, the Under-Secretary-General/Executive Director highlighted how these resources allow UN-Women to be flexible, nimble, and aptly respond to the many crises around the world, implement UN-Women's Strategic Plan and advance gender equality and women's empowerment across the world. Having stressed that there is no shortage of challenges to solve, the Head of Entity expressed confidence that UN-Women will rise to the challenge and drive forward solutions that are inclusive of the voices of women and girls across the world.

31. In closing, the Under-Secretary-General/Executive Director expressed appreciation for Member States' continued assurances of support and demonstrated commitment to UN-Women's triple mandate. Looking ahead, she wished delegations a successful upcoming United Nations General Assembly and urged Member States to use their platforms to speak up for the rights of women and girls.

32. Speaking on behalf of the Vice-President of the Executive Board, Gianluca Greco, Deputy Permanent Representative of Italy, concluded by conveying his appreciation to the Bureau and their experts for their vital support during and in the lead-up to the session. He highlighted the adoption of three decisions and thanked the facilitators for their skilful support in negotiating these outcomes. He further commended delegations for their generous expressions of support towards the Entity and for demonstrating flexibility and constructive engagement during negotiations. Additionally, he thanked the Executive Board Secretariat for the invaluable support provided to the Bureau throughout its tenure. He closed by listing the informal briefings coming up and underscored that these briefings enable crucial dialogue between delegations and the Entity and are immensely useful for furthering the work of UN-Women.

33. The session was then adjourned.

## Annex I

### Decisions adopted at the second regular session of 2023

2023/8

#### **Report on the Integrated Budget Estimates for the United Nations Entity for Gender Equality and the Empowerment of Women for the Biennium 2024–2025**

*The Executive Board,*

1. *Takes note* of the UN-Women integrated budget estimates for 2024–2025, which presents a single, integrated budget proposal that includes all budgetary categories, to implement the Entity’s Strategic Plan 2022–2025;

2. *Notes* UN-Women’s efforts in presenting a zero-growth budget;

3. *Approves* gross institutional budget resources in the amount of \$204.4 million to support organizational effectiveness and efficiency, and notes that these estimates include an amount of \$41.2 million for cost recovery from other resources (earmarked voluntary contributions), including the six additional P4 coordination posts in the field with additional cost implications offset through efficiency gains;

4. *Notes* that in the event that actual cost recovery is higher than the estimates included in the budget proposal, the additional amount may be used for management activities to allow more regular resources to be used for development activities, requests the Under-Secretary-General/Executive Director to report to the Executive Board on its utilization in the context of the next budget proposal;

5. *Takes note with appreciation* of the report of the Advisory Committee on Administrative and Budgetary Questions on the UN-Women integrated budget, 2024–2025, the recommendations of the Advisory Committee, and the related response of UN-Women to the ACABQ report, and requests UN-Women to address the recommendations and to report back to the Executive Board in the context of the next Integrated Budget, or as appropriate, on actions taken including on balanced staffing structures in particular in gender and geographic representation and questions related to staff and non-staff personnel, as well as including on the observations regarding the implementation of the cost recovery policy; and

6. *Notes* the urgent need for increased investment in gender equality and women’s empowerment to support the results as set out in the Strategic Plan 2022–2025, and encourages UN-Women to further engage Member States and other partners to increase their voluntary contributions, especially in regular resources.

*13 September 2023*

**2023/9****Report on the Structured Dialogue on Financing the Results of the UN-Women Strategic Plan 2022–2025***The Executive Board,*

1. *Takes note with appreciation* of the report on the Structured Dialogue on Financing the Results of the UN-Women Strategic Plan 2022-2025 (UNW/2023/8) and encourages UN-Women to engage further in structured dialogue with Member States, with a view to tracking, assessing and following up on the level of funding it receives, including of core resources, as well as predictability, flexibility and alignment of resources provided for the implementation of the Strategic Plan 2022-2025;

2. *Notes* the substantial progress made by UN-Women on United Nations entity-specific commitments under the Funding Compact, and encourages UN-Women to continue its efforts to meet the commitments under the Funding Compact, and reaffirms the call for entities of the United Nations development system and Member States to contribute to its full and effective implementation, in accordance with General Assembly resolution 75/233;

3. *Stresses* the importance of sufficient and predictable regular resources, linked to intended and demonstrated results, notes with concern the unmet IRRF regular resources annual targets during the entire Strategic Plan 2018-2021 period and in the first year of the Strategic Plan 2022-2025, and, in this regard, requests UN-Women to continue to encourage Member States to increase and prioritize, according to their capacity, contributions, including multi-year as appropriate, to UN-Women regular resources in a timely and predictable manner in line with the Funding Compact, as regular resources are essential in enabling UN-Women to deliver its triple mandate and to its support of the realization of Agenda 2030;

4. *Emphasizes* the importance of financing for gender equality and women's empowerment and encourages contributions to UN-Women that are made early and in a predictable manner in support of the implementation of the Strategic Plan 2022-2025;

5. *Notes* the importance of flexible funding in order for UN-Women to deliver its triple mandate effectively and with agility and *encourages* UN-Women to continue its dialogue with Member States through the Structured Dialogue on Financing, on shifting from tightly earmarked to more flexible funding modalities, where possible, especially regular resources, multi-year, inter-agency pooled funding, and via Strategic Notes, and in support of the mutually reinforcing commitments of the Funding Compact;

6. *Notes* the record high programme expenditure in 2022 and requests that UN-Women continue to provide information, within existing reporting mechanisms, on results achieved with the different types of funding provided;

7. *Encourages* UN-Women to continue to make efforts to improve visibility and increase recognition of contributions, in particular for regular resources;

8. *Recalls* decision 2021/7 on the importance of diversifying the funding base and noting UN-Women's progress in this regard, while also noting the importance of broadening the contributor base, encourages the entity to continue its efforts to diversify its funding base, including with the private sector, foundations, civil society organizations and individuals, and through strengthened partnerships with international financial institutions;

9. *Notes* the importance of effective and efficient collaboration of UN-Women with international financial institutions, whilst delivering on its mandate, and requests that UN-Women, on an annual basis within existing reporting, provide further detail to the Executive Board on joint plans, frameworks and tools underpinning this collaboration, as well as relevant results and outcomes attained; and

10. *Recalls* the decision 2020/8 and encourages UN-Women to continue to engage with Member States and other contributing partners, to implement the cost-recovery policy, avoiding the use of regular resources to subsidize activities financed by non-core resources.

13 September 2023

## 2023/10

### Report on the UN-Women Ethics Function for 1 April–30 June 2023

*The Executive Board,*

1. *Takes note* with appreciation of the establishment of the Ethics Function, thus strengthening an ethical organizational culture, and encourages the Ethics Function to conduct its work in full independence;

2. *Takes note* of the JIU Review of the Ethics Function in the United Nations system as a source, among others, of guiding principles in support of UN-Women's Ethics Function;

3. *Takes note* of the report on the UN-Women Ethics Function for 1 April-30 June 2023 and the management response;

4. *Requests* UN-Women to stay in continuous dialogue with the United Nations Ethics Panel and the Ethics Network of Multilateral Organizations in order to share best practices and promote coherent standards for ethical conduct, transparency and accountability at UN-Women;

5. *Requests* the Ethics Function to continue to strengthen UN-Women's procedures and policies on protection from retaliation and to continue to provide an annual update to the Board, within the existing reporting mechanism;

6. *Requests* UN-Women management to continuously strengthen an ethical culture throughout the organization; and

7. *Requests* UN-Women management to provide sufficient resources to the Ethics Function to enable the sustainable and independent implementation of the Ethics Function's mandate.

13 September 2023