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Coordination, programme and other questions

Mainstreaming a gender perspective into all policies and programmes in the United Nations system*

Report of the Secretary-General

Summary

The present report, submitted pursuant to Economic and Social Council resolution [2023/11](#), contains an assessment of progress in mainstreaming a gender perspective into all policies and programmes in the United Nations system and in the achievement of performance requirements set out in accountability frameworks for gender mainstreaming of the United Nations system at the global and country levels.

It draws on reports by United Nations entities under 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 and on data from the United Nations Sustainable Development Group information management system and secondary sources.

Recommendations are offered to United Nations entities to accelerate gender mainstreaming in the policies and programmes of the United Nations system, including in the context of the 2030 Agenda for Sustainable Development and the coronavirus disease (COVID-19) era.

* The present report was submitted for processing after the deadline for technical reasons beyond the control of the submitting office.



I Introduction

1. The present report was prepared in response to Economic and Social Council resolution [2023/11](#) of 7 June 2023, in which the Council requested the Secretary-General to report to it, at its 2024 session, on the implementation of the resolution.

2. Accordingly, the present report contains information on gender mainstreaming in the United Nations system, including in the context of the 2030 Agenda for Sustainable Development and the post-coronavirus disease (COVID-19) era. Specifically, a focus is placed on operational activities and progress made in implementing the United Nations System-wide Action Plan on Gender Equality and the Empowerment of Women and its United Nations country team equivalent. The report also includes recommendations to further accelerate gender mainstreaming throughout the system.

II. Advancing the gender equality agenda

A. Gender equality and the 2030 Agenda for Sustainable Development

3. In 2023, an analysis of progress made with regard to the Sustainable Development Goals highlighted the slow pace in achieving gender equality, echoing global challenges also faced with regard to other Goals amid an era of “polycrisis” marked by conflict, climate change and the enduring impacts of the COVID-19 pandemic.¹ The assessment at the midpoint to 2030 makes clear that the world is failing women and girls globally.² Data indicates that only two Goal 5 indicators and subindicators are “close to target”, eight are moderately distant and four are significantly off track.³ Notably, it is projected to take approximately 300 years to eliminate child marriage, 286 years to bridge legal protection gaps, 140 years for equitable representation of women in leadership and 47 years for parity in national parliaments.⁴ Urgent action is imperative to combat gender inequality and discrimination.

4. In the political declaration of the high-level political forum on sustainable development convened under the auspices of the General Assembly, adopted in September 2023 (Assembly resolution [78/1](#)), the Assembly reiterated the vital role of gender equality and women’s empowerment in advancing progress across all Sustainable Development Goals and targets. In the declaration, the Assembly emphasized that denying half of humanity full human rights and opportunities obstructs the achievement of full human potential and sustainable development. Similarly, in her summary of the high-level political forum convened under the auspices of the Economic and Social Council at its 2023 session ([E/HLPF/2023/7](#)), the President of the Council emphasized gender equality as a significant and cross-cutting issue, directly linked to the principle of leaving no one behind in the 2030 Agenda. She underscored the importance of prioritizing women’s empowerment in national policies, not only for the achievement of Goal 5, but also for the achievement of all other Goals. In its report entitled, “Six transitions: investment pathways to deliver the SDGs”, the United Nations Sustainable Development Group also identifies gender equality as a key area of investment across the six key transitions that include food systems; energy access and affordability; digital connectivity; education; jobs and social protection; and climate change, biodiversity loss and pollution.

¹ See <https://unstats.un.org/sdgs/report/2023/The-Sustainable-Development-Goals-Report-2023.pdf>.

² See www.unwomen.org/en/digital-library/publications/2023/09/progress-on-the-sustainable-development-goals-the-gender-snapshot-2023.

³ Ibid.

⁴ See <https://unstats.un.org/sdgs/report/2023/The-Sustainable-Development-Goals-Report-2023.pdf>.

5. Advancing the gender equality agenda remains a strong priority for the United Nations as it continues to integrate a gender perspective into its publications and policy briefs. Accordingly, in its report on the world economic situation and prospects as of mid-2023 (E/2023/80), the Department of Economic and Social Affairs of the Secretariat highlights disparities in employment rates and the disproportionate share of unpaid work borne by women, which affect the achievement of Sustainable Development Goal 5. Similarly, in their annual publication series, *Progress on the Sustainable Development Goals: the Gender Snapshot*,⁵ the Department and the United Nations Entity for Gender Equality and the Empowerment of Women (UN-Women) examine progress across all Goals through a gender lens. In addition, in its flagship report entitled, *Status of Women in Agrifood Systems*, the Food and Agriculture Organization of the United Nations (FAO) provides a comprehensive overview of existing gender-related data on Goal indicators 5.a.2 and 5.a.1. In its *Global Sustainable Development Report 2023: Times of Crisis, Times of Change: Science for Accelerating Transformations to Sustainable Development*, the Department of Economic and Social Affairs explores science-based transformative development opportunities benefiting women and girls. Moreover, in the 2023 edition of its handbook for the preparation of voluntary national reviews on the achievement of the Goals, the Department emphasizes the importance of addressing gender equality in those reviews. Furthermore, in a series of policy briefs⁶ issued as lead-up to the Summit of the Future,⁷ the Secretary-General intentionally incorporates a gender perspective across various topics, including the global digital compact, transforming education, the New Agenda for Peace and valuing progress beyond gross domestic product.

6. The United Nations development system plays a pivotal role in facilitating gender-responsive implementation of the 2030 Agenda. The Development Coordination Office, along with resident coordinators and United Nations country teams, assists Governments in expediting gender-responsive Sustainable Development Goal achievement. This involves advocating specific measures to counter resistance to gender equality and providing more effective support for women and girls. Efforts include advancing legislation and policies to combat violence against women and girls through such initiatives as the Spotlight Initiative, investing in women's leadership and promoting the participation of women and girls in peacebuilding and humanitarian responses.

7. Ongoing support is provided to countries developing United Nations Sustainable Development Cooperation Frameworks to ensure the effective integration of gender equality and women's empowerment. For instance, guidance such as the technical tip sheet on joint workplans and funding frameworks,⁸ emphasizes the importance of training for United Nations country teams on applying a human rights-based approach, gender equality, the empowerment of women and girls and leaving no one behind.

8. To enhance the capacities of the United Nations system to mainstream gender perspectives into all its work and accelerate the achievement of gender equality, a task team comprising 12 entities⁹ examined the recommendations stemming from the

⁵ See www.unwomen.org/sites/default/files/2023-09/progress-on-the-sustainable-development-goals-the-gender-snapshot-2023-en.pdf.

⁶ See www.un.org/en/common-agenda/policy-briefs.

⁷ See www.un.org/en/summit-of-the-future.

⁸ See <https://help.uninfo.org/un-info/results-framework/jwp-tip-sheet-videos-and-guides/resources>.

⁹ Department of Peace Operations, Department of Political and Peacebuilding Affairs, Economic and Social Commission for Asia and the Pacific (ESCAP), International Telecommunication Union, Joint United Nations Programme on HIV/AIDS, Office for the Coordination of Humanitarian Affairs, Office of the United Nations High Commissioner for Human Rights, Office of the United Nations High Commissioner for Refugees, United Nations Children's Fund, United Nations Development Programme, United Nations Population Fund (UNFPA) and United Nations Entity for Gender Equality and the Empowerment of Women.

independent review of the United Nations system's capacity to deliver on gender equality and collectively developed the United Nations System-wide Gender Equality Acceleration Plan, launched by the Secretary-General on 8 March 2024, International Women's Day. The new plan contains a call for a principled, strategic and norms-based approach to advancing and preventing further rollback of the rights of women and girls. The plan is oriented around five accelerators for gender equality, namely: (a) a clarion call, consisting of a united call by all United Nations leaders for a strong policy stance and political engagement strategy on gender equality and women's rights; (b) gender-responsive leadership, backed by a gendered power analysis and the elevation of gender unit capacities; (c) accountability measures, including the new system-wide Gender Steering Group led by the Secretary-General; (d) resourcing through the discouragement of gender-blind funding, with a system-wide target of 15 per cent of expenditures of all outputs to be devoted to gender equality, mobilization for a well-resourced UN-Women and enhanced entity-specific gender expertise and the mobilization of \$300 million for women's organizations in crisis settings; and (e) multi-stakeholder action for a system-wide pivot to gender equality, including through intergovernmental spaces, engagement with civil society and local women, the private sector and philanthropy. These accelerators will support the United Nations in placing gender equality and women's rights at the centre of its work, both as a human right and as a prerequisite to development, peace and security.

9. The aim of the Gender Equality Acceleration Plan is to achieve a high level of ambition through: (a) measures that have an impact beyond technical fixes, by prioritizing a principled and norms-based approach to guiding the conduct of the United Nations and its work on gender equality and women's empowerment; (b) the establishment of renewed accountability mechanisms, including a biennial review on gender equality at the country level; and (c) measures to address the chronic underresourcing of gender equality across the United Nations system. The aim is for all parts of the United Nations, at all organizational levels and together with Member States, to deliver accelerated and concrete results on gender equality, empowerment and the fundamental rights of women and girls around the world.

10. During the second phase, following a review of plan implementation after 12 months, the focus will be on more complex and challenging issues, including effective distribution within the triple mandate of UN-Women across the pillars of its coordination; normative, operational and programmatic functions; the division of labour among entities on thematic issues; and the conditioning of peace processes to ensure the substantive engagement of women in all tracks.

11. The Summit of the Future further reflects the Organization's efforts to reinvigorate the multilateral system to be better positioned to take global action for a more inclusive, sustainable, equitable and peaceful future that encompasses women and girls. The Summit is a once-in-a-generation opportunity to shape a future with women and girls at the centre and will serve as a vital impetus to the acceleration of Sustainable Development Goal achievement, including Goal 5 on gender equality and women's empowerment. Gender perspectives are to be mainstreamed across all chapters of the outcome document of the Summit, to be entitled "A Pact for the Future"¹⁰ and its annexes, the declaration for future generations and the global digital compact.

B. Financing for gender equality

12. The Beijing Platform for Action of the Fourth World Conference on Women underscores the necessity of resources to achieving gender equality. Nevertheless, in implementation reviews, insufficient budget allocations are consistently highlighted

¹⁰ See General Assembly decision 77/568, on the scope of the Summit of the Future.

as a barrier to progress (see [E/CN.6/2024/3](#)). Furthermore, the Addis Ababa Action Agenda of the Third International Conference on Financing for Development, the financing framework for the 2030 Agenda, featured acknowledgement of the pivotal role of gender equality and women's human rights in fostering inclusive, equitable economic growth and sustainable development.

13. Tracking and reporting funding for gender equality remains critical. The gender equality marker has proved to be effective in facilitating project planning and budgeting. Integrated into the project approval process, it serves to assign a score based on the extent of the contributions of the project to gender equality, often prompting the exploration of additional opportunities for mainstreaming gender considerations. Since its introduction, the use of the marker within the United Nations has significantly increased at the entity level, as well as that of country teams and inter-agency pooled funds. Furthermore, the adoption of the marker as a data standard for United Nations system-wide reporting of financial data¹¹ is expected to enhance the quantification of financial investments on gender equality. Similarly, the United Nations data standard for linking expenditure to the Sustainable Development Goals provides a broad indication of the allocations of resources by Goal.¹² While only a partial picture, consolidated financial statistics indicate that, out of a total of \$57.65 billion linked to the Goals in 2022, or 85 per cent of all United Nations expenditure, only about 3 per cent (approximately \$1.88 billion) was linked to Goal 5.¹³

14. Currently, 39 entities and 91 country teams use the marker with financial targets to define adequate investments on gender equality. The marker was consistently used for 18,000 (92 per cent) United Nations sub-outputs of the joint workplans of country teams,¹⁴ overseen by over 100 country gender theme groups. Of the 6,045 projects currently being marked through the Umoja Integrated Planning, Monitoring and Reporting module used by the Secretariat, 2,487 (41 per cent) are using the gender marker, which has fostered increased dialogue on improving project design, as well as on quantifying contributions and cross-referencing them with the reporting used by the Secretariat on Sustainable Development Goal 5. In coordination with UN-Women, Secretariat entities will be supported in identifying consistent and constructive approaches to gender tagging, demonstrating their commitment to monitoring and increasing gender equality allocations and expenditure.

15. Inter-agency pooled funds constitute flexible instruments that facilitate multi-stakeholder collaboration. The combined implementation of the gender equality marker with financial targets for gender equality expenditure has yielded positive results for the COVID-19 response and recovery multi-partner trust fund¹⁵ and the Peacebuilding Fund.¹⁶ Prioritizing gender-responsive approaches and bolstering financial commitments enables the United Nations system to effectively support the advancement of gender equality and women's empowerment, thereby realizing the potential it holds for development and peace. In 2023, 65 per cent of multi-partner trust funds reported having used the gender equality marker but only 38 per cent reported having allocated 15 per cent or more of their funds to programmes with

¹¹ See <https://unsceb.org/data-standards-united-nations-system-wide-reporting-financial-data>.

¹² See <https://unsceb.org/expenses-sdg>.

¹³ Ibid.

¹⁴ United Nations Sustainable Development Group Data Portal, available at uninfo.org (accessed on 5 December 2023).

¹⁵ See <https://unsdg.un.org/resources/early-lessons-and-evaluability-un-covid-19-response-and-recovery-mptf>.

¹⁶ See www.un.org/peacebuilding/content/gender-responsive-peacebuilding-2021.

gender equality as a principal objective,¹⁷ a decline from 42 per cent in 2022. For example, the Joint Sustainable Development Goals Fund dedicated 13 per cent of its resources to programmes with gender equality as their principal objective in 2022, which was half the percentage as in 2021 (26 per cent).¹⁸ Evidence suggests that funding is shifting from targeted initiatives to gender mainstreaming,¹⁹ even as using a twin-track approach to gender equality shows that mainstreaming alone is insufficient and that targeted interventions are necessary for effectively tackling gender disparities and driving innovative solutions.

C. Inter-agency initiatives

16. Inter-agency networks are critical to advancing gender mainstreaming. In 2023, the Inter-agency Network on Women and Gender Equality, led by UN-Women, initiated the development of a toolkit focused on an intersectional approach to gender analysis and mainstreaming, slated for release in 2024. Similarly, the United Nations Gender Equality Network, co-chaired by UN-Women and the United Nations Population Fund (UNFPA), initiated a review of the gender equality marker guidance note.²⁰ That review, fed by country-specific feedback within the United Nations development system, is aimed at aligning the guidance with revisions to the Cooperation Framework and the quadrennial comprehensive policy review. In addition, updates to the framework and technical guidance for the United Nations country team System-wide Action Plan gender equality scorecard²¹ were to be applied by country teams as from 1 January 2024.

17. Mainstreaming gender and disability inclusion in the work of the United Nations remains critical, to ensure no one is left behind. That is why the United Nations Inter-agency Group on Gender Equality and Disability Inclusion issued a statement on working together to ensure the right of girls with disabilities to live free from violence.²² In addition, UN-Women contributed to the guidance note on an inclusive gender-transformative approach,²³ prepared by the United Nations Partnership on the Rights of Persons with Disabilities, and participated in at least 11 joint programmes to support gender mainstreaming. Collaboration between UN-Women and UNFPA is ongoing, with a view to integrating gender perspectives into the entity-level implementation of the United Nations Disability Inclusion Strategy. Inter-agency efforts are also focused on accessibility, to facilitate the full inclusion of women and girls with disabilities in operational responses, facilities and events.

¹⁷ According to the Fiduciary Management and Oversight Group survey on quality features of pooled funds, as reported through the quadrennial comprehensive policy review monitoring framework; see <https://mptf.undp.org/page/quality-features-pooled-funds>. See also A/78/72-E/2023/59, annex 1, entitled “QCPR monitoring framework”, available at <https://ecosoc.un.org/en/what-we-do/oas-qcpr/un-secretary-generals-reports-qcpr/2023-secretary-generals-report>.

¹⁸ See <https://jointsdgfund.org/publication/2022-joint-sdg-fund-annual-report>.

¹⁹ See www.oecd.org/dac/snapshot-oda-gender-2023.pdf.

²⁰ Drawing from a participatory methodology developed for gender theme group standards and procedures, inputs for the guidance note were gathered from 46 country teams and 11 United Nations entities.

²¹ See <https://unsdg.un.org/resources/unct-swap-gender-equality-scorecard>.

²² See www.unicef.org/reports/working-together-ensure-right-girls-disabilities-live-free-violence.

²³ See <https://unprpd.org/document/inclusive-gender-transformative-approach-guidance-note/>.

III. Gender mainstreaming in operational activities for development

A. Gender mainstreaming in country-level planning and programming

18. In 2023, 53 per cent (8 out of 15) of country teams with a Cooperation Framework beginning implementation in 2024 had integrated gender considerations across all outcomes (compared with 58 per cent, or 21 out of 36, in 2022). In addition, 53 per cent of country teams included a dedicated gender equality outcome (50 per cent, or 18 out of 36 in 2022).²⁴ To enhance country-level coordination of gender mainstreaming in planning and programming, 77 per cent (102 out of 132) of country teams reported having a gender theme group or equivalent coordination mechanism.²⁵ Such groups are key for effective, integrated and coherent country team support for national gender priorities. The first set of United Nations Sustainable Development Group standards and procedures for gender theme groups²⁶ was rolled out in 2022 and 2023, engaging 60 gender theme groups, with representation by 20 United Nations agencies and entities across all regions. This yielded a practical compendium of gender theme group good practices,²⁷ facilitated peer-to-peer learning and strengthened the gender architecture at the country level. In addition, 73 per cent of country teams (97 out of 132) have one or more active joint programmes focused on Sustainable Development Goal 5.²⁸

B. Mainstreaming gender equality in the humanitarian, peace and security, and human rights pillars

19. Gender analysis and the utilization of sex- and age-disaggregated data strengthened humanitarian needs overviews and humanitarian response plans, including measures to promote women's economic empowerment, protect against gender-based violence and ensure access to sexual and reproductive health services. Progress was also notable in promoting the meaningful participation of women in humanitarian decision-making. Of 30 humanitarian country teams, 10 reported having at least one local women-led organization member in 2023.²⁹ The engagement of country teams with local women's organizations has also steadily increased, with 17 teams reporting interactions with local women's organizations in 2021 and 19 reporting such interactions in 2022. In cross-border operations in Afghanistan and the Syrian Arab Republic, women's advisory groups comprising women representatives from affected communities actively contributed to and informed the work of the humanitarian country teams. Representation by local women-led organizations on the advisory boards of country-based and regional pooled funds expanded, with 13 out of 19 boards³⁰ including representation by at least one local women-led organization in 2023.

²⁴ Development Coordination Office annual information management system survey.

²⁵ Ibid.

²⁶ See <https://unsdg.un.org/resources/gender-theme-groups-standards-and-procedures>.

²⁷ See <https://unsdg.un.org/resources/un-gender-theme-group-good-practice-compendium>.

²⁸ Development Coordination Office information management system survey.

²⁹ Afghanistan, Burkina Faso, Democratic Republic of the Congo, Ethiopia, Haiti, Myanmar, Nigeria, Somalia, Syrian Arab Republic and Yemen.

³⁰ Afghanistan, Central African Republic, Democratic Republic of the Congo, Lebanon, Myanmar, Nigeria, Somalia, South Sudan, Sudan, Ukraine, Venezuela (Bolivarian Republic of) and Yemen. In addition, two country envelopes under one regional fund (Burkina Faso and Mali) included representation by women-led organizations.

20. The Gender Standby Capacity Project of the Inter-Agency Standing Committee provided senior expertise on gender equality in humanitarian action across 21 contexts,³¹ while working groups on gender in humanitarian action supported 21 humanitarian country teams. In terms of financing, the Central Emergency Response Fund allocated \$496.6 million (71 per cent of total funding), and country-based funds allocated \$918 million (55 per cent), for projects with gender mainstreaming components, as assessed using the Gender with Age Marker. Despite increasing needs, efforts to address gender-based violence remain underfunded in humanitarian sectors.³² In 2023, the Fund allocated a \$25 million grant to UNFPA and UN-Women to address gender-based violence, and required that at least 30 per cent of the funding be disbursed to local women's organizations.

21. Recognizing the differential impact of displacement and statelessness on individuals, the Office of the United Nations High Commissioner for Refugees established a network of 200 gender focal points in 130 countries for the first time in 2023. They developed promising practices, supported national systems' survivor-centred practices for addressing gender-based violence and expanded outreach and services to forcibly displaced communities. Specialists in gender-based violence provided support in several emergency situations, collaborating with United Nations agencies and humanitarian actors in Chad, the Democratic Republic of Congo, Kenya, South Sudan and the Syrian Arab Republic. By mid-2023, 68 per cent of the Office's country operations reported providing services to displaced survivors of gender-based violence. In addition, 68 per cent more women-led organizations and groups participated in coordination mechanisms on gender-based violence in refugee settings than in the previous year.

22. In 2023, the United Nations continued to promote gender equality and the women and peace and security agenda in United Nations peacekeeping operations.³³ Peacekeeping missions prioritized the meaningful participation of women from host countries and the integration of gender perspectives across all mandates, utilizing resources to advance gender equality. Under the Special Representative of the Secretary-General for the Democratic Republic of the Congo and Head of the United Nations Organization Stabilization Mission in the Democratic Republic of the Congo, the Mission advocated for women's political participation in the country and conducted weekly radio shows on the topic. The United Nations Interim Force in Lebanon, in collaboration with other entities, supported the Lebanese Armed Forces in achieving 50 per cent enrolment by women in its military college for three consecutive years and established its first Gender Department, a pioneering initiative in the region. In South Sudan, a nationwide gender assessment of the security sector led to the establishment of women's networks across five security services and the development of training modules on gender mainstreaming in security sector reform for national authorities. In addition, the United Nations continued to provide gender-responsive training and guidance, implementing recruitment and outreach initiatives to support gender parity.

³¹ Projects were deployed in Afghanistan, Burkina Faso, Cameroon, Chad, the Democratic Republic of the Congo (Kinshasa and Goma), Ethiopia, Haiti, Honduras, Mali, Mozambique, the Niger, Nigeria, Pakistan, the Philippines, Somalia, South Sudan, the Syrian Arab Republic, Ukraine, Venezuela (Bolivarian Republic of) and Yemen. Five projects ended in 2023: Cameroon, Mali, Mozambique, Pakistan and Türkiye.

³² According to the Financial Tracking Service of the Office for the Coordination of Humanitarian Affairs, only 18 per cent (\$284 million) of funding related to gender-based violence requested for humanitarian operations was received in 2023; see <https://fts.unocha.org/global-sectors/13/summary/2023>.

³³ See www.un.org/securitycouncil/content/reports-submitted-transmitted-secretary-general-security-council-2023.

23. Protecting and promoting the human rights and leadership of women and girls remains a top priority. For the seventy-fifth anniversary of the Universal Declaration of Human Rights, the Office of the United Nations High Commissioner for Human Rights (OHCHR) launched a global awareness-raising campaign about the challenges women and girls face in public and political life, urging concrete actions at the country level. This initiative resulted in Member States pledging to intensify efforts aimed at achieving gender equality in public and political spheres. The Office has also enhanced the integration of gender perspectives in documenting, analysing and reporting on human rights violations in country operations, such as those in Guatemala, the Syrian Arab Republic and Ukraine, and in international investigative bodies, including in Belarus, Ethiopia, Libya and Venezuela (Bolivarian Republic of). The Office also continues to implement its Gender Accreditation Programme.³⁴ The Programme has led to critically expanded expertise and accountability in delivering on gender equality within country offices and represents a significant investment towards driving a more inclusive, intersectional, gender-sensitive and human rights-based approach across the work of the Office.

24. In addition, the inter-agency group on United Nations country team reporting on the Convention on the Elimination of All Forms of Discrimination against Women, composed of UN-Women, UNFPA, the United Nations Children's Fund, FAO and United Nations Development Programme (UNDP), supported the successful submission of 17 country team reports to the Committee on the Elimination of Discrimination against Women. UN-Women, together with other United Nations entities, also supported legal reforms and policies aligned with the Convention and the Committee's concluding observations.

25. The task team on dismantling discriminatory laws under the Secretary-General's call to action for human rights, led by UN-Women, in coordination with the Department of Economic and Social Affairs, the Development Coordination Office, the Executive Office of the Secretary-General, FAO, OHCHR, UNDP and UNFPA, has also raised awareness among country teams of discriminatory legislation existing at the national level and of the urgent work needed to achieve equality before the law. The group has provided technical support to country teams through a series of webinars for gender theme groups on relevant Sustainable Development Goal 5 indicators; the development and launch of a United Nations internal gender discriminatory laws dashboard; and support for country-level legislative framework reviews.

IV. Gender data and statistics

26. In collaboration with the Department of Economic and Social Affairs, UN-Women produces an annual *Gender Snapshot* report. The report encompasses all 17 Goals and offers policymakers, civil society organizations, researchers and others a comprehensive overview of progress, challenges and opportunities in advancing gender equality. The multi-year research and data programme underpinning the gender analysis presented in the report, including the Spotlight on the Sustainable Development Goals series,³⁵ plays an influencing role in determining the actions and priorities of various development actors. These include the International Labour Organization, the United Nations Human Settlements Programme (UN-Habitat) and the World Bank and, more recently, the United Nations Conference on Trade and Development, UN-Water and the World Meteorological Organization.

³⁴ See www.ohchr.org/en/women/ohchr-gender-accreditation-programme.

³⁵ See www.unwomen.org/en/digital-library/publications/2018/4/spotlight-on-the-sdgs.

27. Together with the office of the presidency of the twenty-eighth session of the Conference of the Parties to the United Nations Framework Convention on Climate Change, the United Nations high-level champion for climate change for the session, the secretariat of the United Nations Framework Convention on Climate Change, the International Union for Conservation of Nature and the Women's Environment and Development Organization convened an event entitled, "Counting on a sustainable future: global conference on gender and environment data". The Conference culminated in a global call to action³⁶ aimed at urging world leaders, policymakers and key actors in the data system to generate and utilize data to advance gender-responsive climate and environment commitments. At the Conference, UN-Women also presented a report entitled, *Feminist Climate Justice: A Framework for Action*, which was subsequently included in its Progress of the World's Women series, focused on gender equality and climate change.

28. In 2023, UNDP and UN-Women supported the Praia City Group on Governance Statistics in developing international standards for generating globally comparable data on participation in political and public affairs. The survey and administrative data guidance reflects a gender and intersectional perspective for assessing levels and barriers to inclusive participation in elections and civic spaces.

V. Accountability for gender mainstreaming and gender equality issues at the global and country levels

29. In 2023, 74 entities, including the Secretariat and its departments and offices, implemented the United Nations System-wide Action Plan on Gender Equality and the Empowerment of Women 2.0, and 97 country teams reported on the United Nations country team System-wide Action Plan gender equality scorecard.

30. Annual reporting comprises entities' self-assessments supported by evidence submitted through an online platform. The UN-Women help desks for the System-wide Action Plan and the gender equality scorecard undertake quality assurance.

31. Quality assurance for the System-wide Action Plan resulted in requests for additional supporting documentation for 34 per cent of indicator ratings and suggested changes to 9 per cent of ratings where discrepancies existed between the self-assessment and the technical guidance. Among those, 55 per cent of the suggested changes were accepted.

32. Annual entity report cards for the System-wide Action Plan are published on the website of UN-Women,³⁷ as suggested by the Joint Inspection Unit (see [JIU/REP/2019/2](#)).

A. Accountability at the entity level: United Nations System-wide Action Plan on Gender Equality and the Empowerment of Women 2.0

33. Since its launch in 2018, the United Nations System-wide Action Plan on Gender Equality and the Empowerment of Women 2.0,³⁸ has helped to significantly

³⁶ See <https://data.unwomen.org/publications/call-action-counting-sustainable-future-all-through-gender-and-environment-data>.

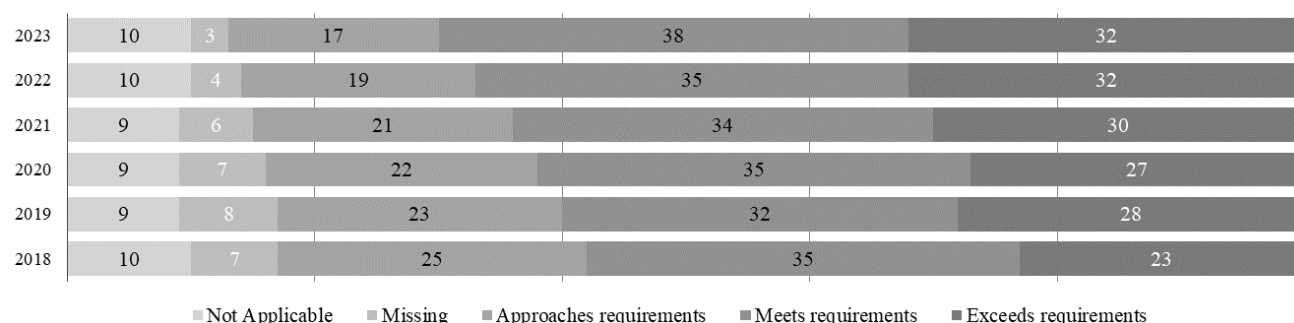
³⁷ See www.unwomen.org/en/how-we-work/un-system-coordination/promoting-un-accountability/un-swap-results.

³⁸ The first United Nations System-wide Action Plan on Gender Equality and the Empowerment of Women covered the period 2012–2017.

advance accountability, coordination and gender mainstreaming across the United Nations system. Establishing standard benchmarks has allowed United Nations entities to embed gender considerations into their functions and mandates. In 2023, 70 per cent of ratings (78 per cent when “not applicable” ratings are excluded) met or exceeded requirements, showing consistent improvement from 2018 to 2023 (see figure I).

Figure I
Overall System-wide Action Plan 2.0 ratings, 2018–2023

(Percentage of total ratings)



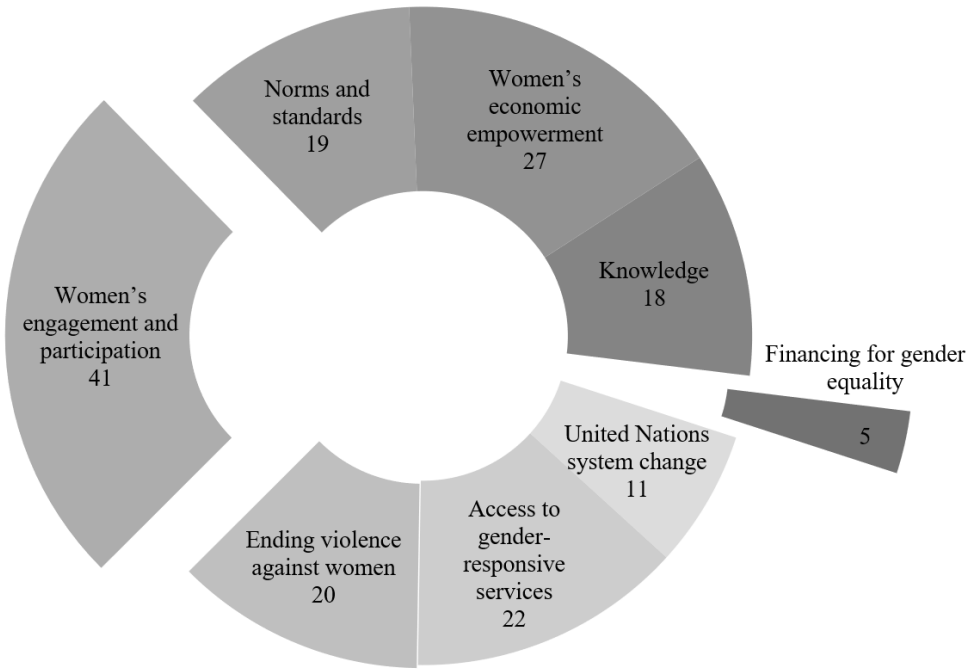
Note: Percentages were rounded to the nearest per cent to add up to 100.

34. In all, 51 entities reported having frameworks highlighting key gender-responsive achievements, furthering progress in strategic planning for gender-related Sustainable Development Goals (indicator 1), and 26 entities implemented targeted interventions to assist Member States in accelerating the achievement of gender equality.

35. In addition, 15 entities reported high-level transformative results in areas of engagement and participation (see figure II). Several entities, across different areas of work,³⁹ identified the establishment of and support for women’s associations and networks as a transformative path to sustainable results.

³⁹ The International Trade Centre (ITC) improved awareness and empowered 155 women’s business associations. The Women Managing Ammunition Network established by the Office for Disarmament Affairs included international training for women who are technical ammunition experts. The United Nations Office for Disaster Risk Reduction received 400 nominations for its Women’s International Network for Disaster Risk Reduction leadership awards. The work of the United Nations Industrial Development Organization (UNIDO) with women green entrepreneurs led to the establishment of business networks.

Figure II
Number of entities contributing to each thematic area



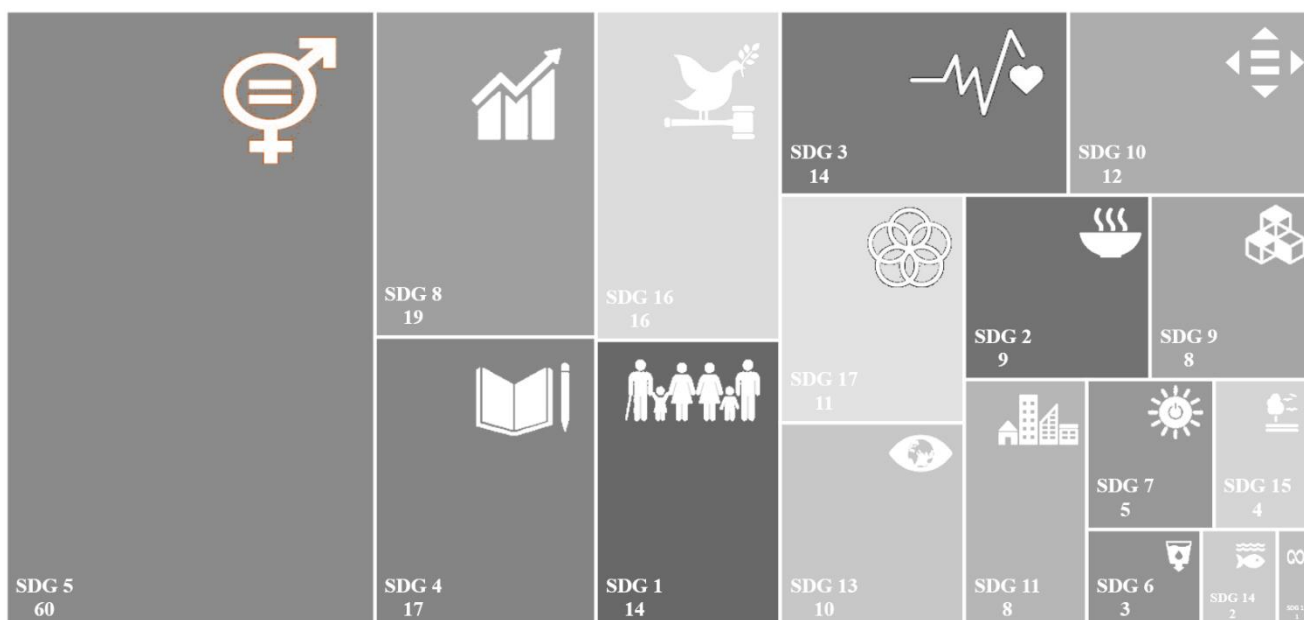
Note: These eight thematic areas were developed by the 2018 inter-agency working group on results, chaired by UN-Women, to support reporting on results indicators for the System-wide Action Plan 2.0.

36. In all, 49 entities provided governing bodies with gender-related results (indicator 2), utilizing sex-disaggregated data systematically. Among those, 27 entities (45 per cent) reported on gender policy implementation status, and 30 entities (61 per cent) reported on System-wide Action Plan outcomes.
37. Programmatic gender-related achievements not included in strategic plans (indicator 3) were reported by only 28 entities, as the majority integrated their gender outcomes within strategic frameworks. Among those, six entities reported achieving transformative results by fostering opportunities for collective collaboration.⁴⁰
38. Figure III shows how entities' strategic priorities and results align with the Sustainable Development Goals. Overall, 60 entities reported addressing Goal 5 in their strategic plans, 47 of which were focused on the participation of women in leadership and decision-making (target 5.5), and 33 on ending discrimination (target 5.1).

⁴⁰ For example, the United Nations University established a network on mainstreaming gender in research, with over 40 representatives from nine research and knowledge centres, to jointly identify research gaps, increase cross-institute collaborations and consolidate research on gender equality across the Sustainable Development Goals. The International Maritime Organization took a strategic approach for regional harmonization and supported eight regional associations for women in the maritime sector across Africa, the Arab States, Asia, the Caribbean, Latin America and the Pacific, to exchange best practices, collaborate and raise the visibility of women in the maritime sector globally.

Figure III

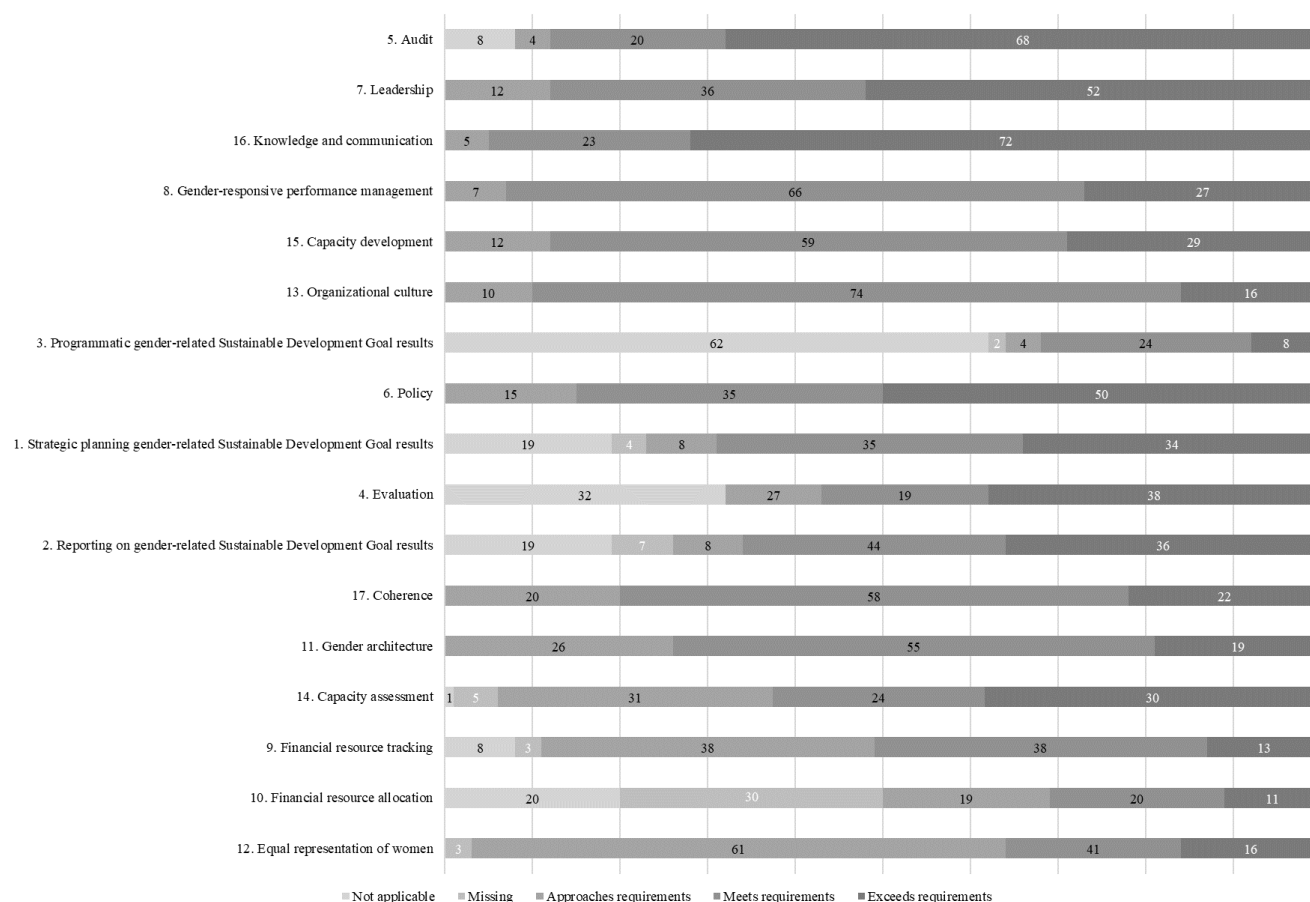
Number of system entities reporting having addressed Sustainable Development Goals in their strategic plans, by Goal



39. Strengthening gender mainstreaming in all functional areas of any United Nations entity constitutes an essential requirement for ensuring sustainable progress. The present section is aimed at highlighting progress regarding the institutional arrangements, processes and procedures in place (see figure IV).

Figure IV
2023 System-wide Action Plan 2.0 ratings, by performance indicator, in descending order

(Percentage of total ratings)



Note: Percentages were rounded to the nearest per cent to add up to 100.

40. The table below offers a comparative analysis of the progress made on the 17 System-wide Action Plan performance indicators, arranged in descending order. In 2023, audit (indicator 5) and knowledge and communication (indicator 16) continued as top performers. Leadership (indicator 7) and organizational culture (indicator 13) have also shown notable progress in many entities. Financial tracking (indicator 9) witnessed an improvement of 12 percentage points in 2023, although financial allocation (indicator 10) and equal representation of women (indicator 12) still lag as the historically weakest indicators.

Comparative analysis of System-wide Action Plan 2.0 “meets” and “exceeds” ratings by performance indicator, 2012–2023

Performance indicator, ranked by 2023 performance	Percentage of ratings meeting or exceeding requirements ^a							Percentage point difference	
	2023 (1)	2022 (2)	2021 (3)	2020 (4)	2019 (5)	2018 (6)	2012 ^b (7)	2022–2023 (2) – (1)	2012–2022 ^b (7) – (1)
5. Audit	96	94	95	94	92	89	13	2	83
7. Leadership	96	88	83	87	82	80	n/c	8	n/c
16. Knowledge and communication	95	96	89	86	85	89	34	(1)	61
8. Performance management	93	90	87	91	91	88	59	3	34
15. Capacity development	91	88	86	84	87	76	23	3	68
13. Organizational culture	91	82	79	73	75	76	48	9	43
3. Programmatic results	86	83	83	78	69	70	n/c	3	n/c
6. Policy	85	79	80	74	81	82	40	6	45
1. Strategic planning results	85	83	78	75	73	66	n/c	2	n/c
4. Evaluation	84	90	82	81	67	72	36	(6)	48
2. Reporting on results	82	81	72	71	66	67	n/c	1	n/c
17. Coherence	80	70	56	44	34	31	n/c	10	n/c
11. Gender architecture	74	70	63	66	70	60	n/c	4	n/c
14. Capacity assessment	63	57	56	59	49	45	15	6	48
9. Financial tracking	56	44	41	37	47	46	22	12	34
10. Financial allocation	39	36	38	27	27	31	7	3	32
12. Equal representation of women	36	34	31	26	19	17	n/c	2	n/c

Abbreviation: n/c, not comparable.

^a Percentages calculated omitting “not applicable” ratings. Percentages slightly differ from those in figure IV.

^b Ratings for performance indicators 1, 2, 3, 7, 11, 12 and 17 of the second System-wide Action Plan, covering the period 2018–2023, could not be compared with results from 2012, as those indicators had either not been rated under the first System-wide Action Plan, covering the period 2012–2017, or had since been revised or updated.

41. The number of entities with a current gender policy (indicator 6) increased to 63, indicating a stronger commitment to gender-responsive management, while 37 entities established senior-level accountability mechanisms, such as institutional steering groups or similar bodies to oversee gender policy implementation. The robust performance in audit (indicator 5) and evaluation (indicator 4) is maintained through collaboration with the United Nations Evaluation Group and the Internal Audit Services, with 28 entities completing targeted evaluations of their gender policies.

42. Leadership (indicator 7) has significantly improved. Overall, 96 per cent of entities now advocate gender equality and the empowerment of women, both internally and publicly, reflecting the growing emphasis on gender issues at the senior management and executive levels. While this advocacy has led to supplementary funding and some resource reallocation towards gender equality, it has not fully addressed the areas where the System-wide Action Plan is still underperforming. For gender architecture (indicator 11), 40 entities reported having gender units, and 14 reported providing a stronger support for focal point networks. However, challenges related to resource allocation and the expanding remits of gender units to include the cross-cutting issues (25 entities) without additional resources continue to result in the dilution of resources and attention to gender equality. Alarmingly, half of those entities (12) have not allocated additional resources, and 11 have had gender posts unfilled for over six months.

43. In efforts to boost gender equality, 67 entities committed to an inclusive organizational culture (indicator 13), and 69 adopted gender-responsive performance management (indicator 8), with 20 entities recognizing and incentivizing effective gender equality initiatives through awards. In addition, 46 entities performed capacity assessments (indicator 14), 67 mandated capacity development training, including the foundational “I Know Gender” programme, and 24 provided specialized training for senior managers. Every entity participated in disseminating gender equality knowledge (indicator 16). In the last five years, 59 entities have engaged in peer reviews (20 in 2023 alone) aimed at improving inter-agency coherence (indicator 17) and enhancing reporting and results associated with the System-wide Action Plan framework.

B. Accountability at the United Nations country team level: the United Nations country team System-wide Action Plan gender equality scorecard

44. In 2023, 97 country teams, with technical support from UN-Women, reported on their implementation of the gender equality scorecard, marking a 28 per cent annual increase in reporting on gender accountability frameworks. Among those 97 teams, 20 completed a comprehensive assessment aligned with their Cooperation Framework, establishing a performance baseline for 15 indicators, and 77 submitted annual progress reports on the required minimum 5 indicators. This raised the proportion of country teams implementing the scorecard since 2018 to 85 per cent (112 out of 132 country teams), with all country teams in Europe and Central Asia complying with implementation.

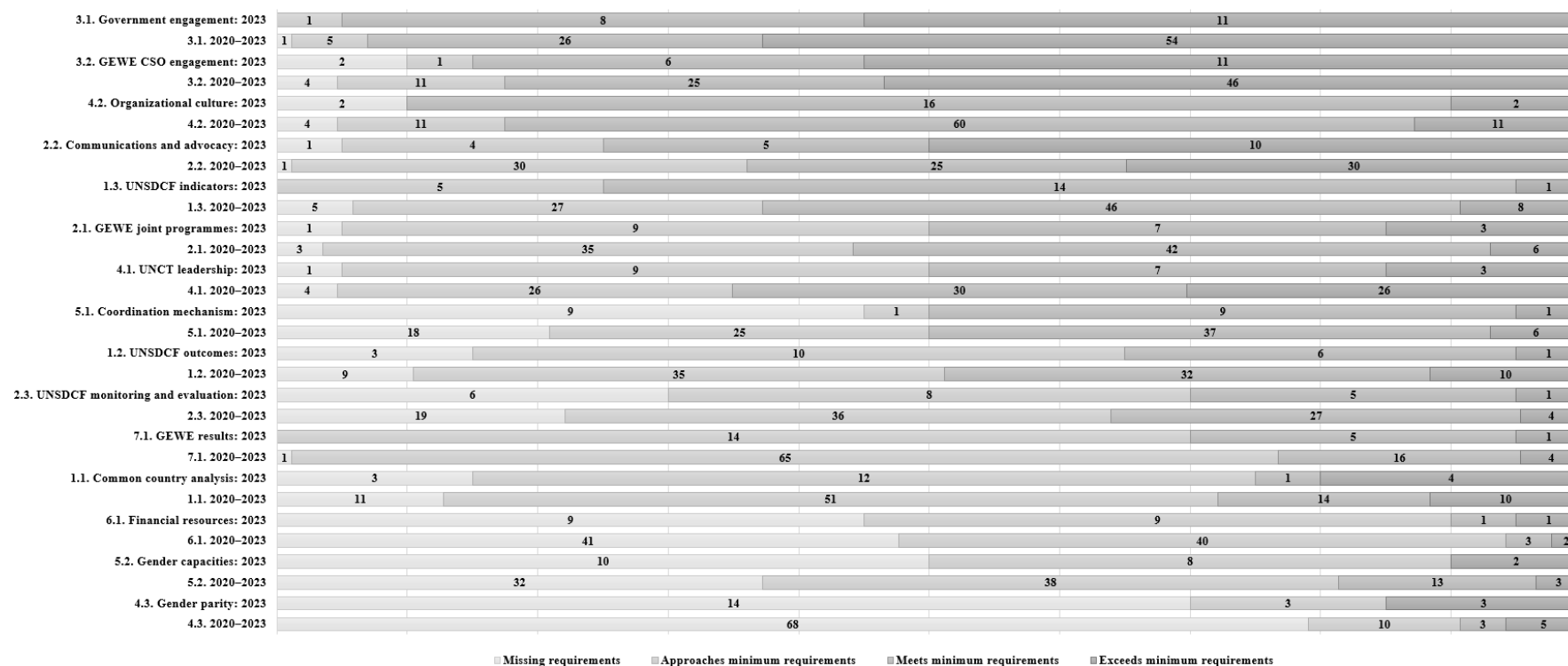
45. Among the 20 country teams that completed comprehensive assessments, Costa Rica and Mozambique each conducted their second assessment in 2023, having completed a full four-year implementation cycle. In addition, the Caribbean subregion saw increased engagement, with six out of nine assessments completed, demonstrating an increase in coverage and a systematic embedding of accountability for gender mainstreaming.

46. In terms of performance, of the 20 country teams conducting comprehensive assessments in 2023, approximately one third met or exceeded 60 per cent of country team System-wide Action Plan standards, mirroring performance over the 2020–2023 period. This suggests continued engagement with gender equality initiatives.

47. Full details on performance by indicator for 2023 are presented in figure V, in descending order of performance, with cumulative results from 2020 to 2023 included for comparison purposes.

Figure V
Comparison of United Nations country team System-wide Action Plan comprehensive report ratings in 2023 and 2020–2023, by performance indicator

(Total ratings by number of countries)



Abbreviations: CSO, civil society organization; GEWE, gender equality and women's empowerment; UNCT, United Nations country team; UNSDCF, United Nations Sustainable Development Cooperation Framework.

48. Regarding annual progress reports, 28 out of the 77 country teams submitting reports (36 per cent) demonstrated good performance. Those 28 teams met or exceeded 75 per cent of the country team System-wide Action Plan standards, demonstrating their commitment to continuous improvement and accountability in advancing gender equality.

49. Capacity development (indicator 5.2) registered the most progress in 2023, with a 34 per cent increase in the proportion of country teams meeting and exceeding requirements.

50. The gender equality coordination mechanism (indicator 5.1) registered a 31 per cent increase in the proportion of country teams meeting or exceeding requirements, through formalizing and strengthening leadership and participation in coordination mechanisms, with gender theme groups being the most prominent and universal mechanism used.

51. The common country analysis (indicator 1.1) registered a 29 per cent increase in the proportion of country teams meeting or exceeding requirements. Those country teams integrated gender analysis, including the underlying causes of gender inequality in the common country analysis, and consistently used sex-disaggregated and gender-sensitive data.

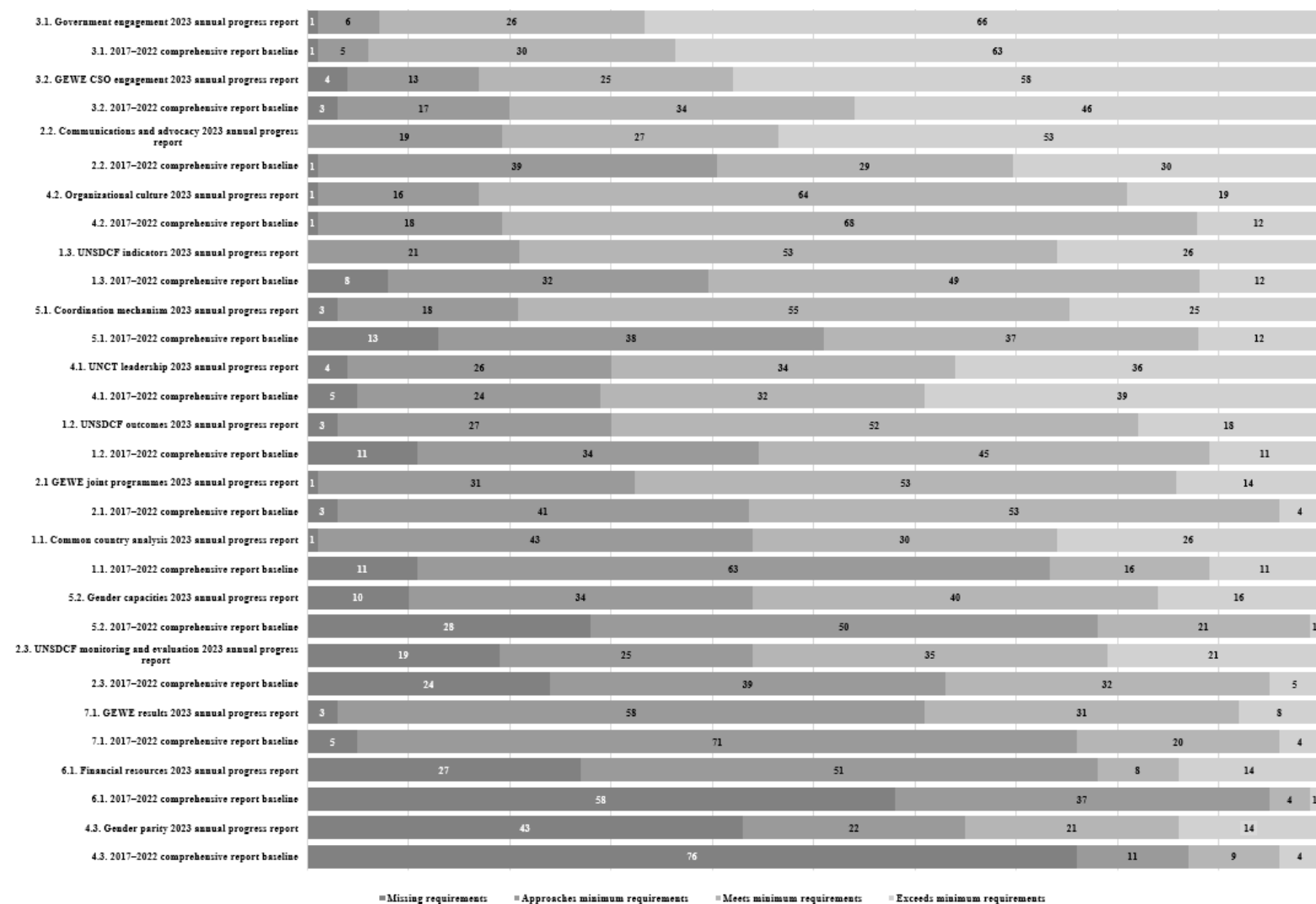
52. Communication and advocacy (indicator 2.2) registered an increase of 21 per cent. Country teams increased the proportion of joint external communications and advocacy on advancing gender equality and women's empowerment.

53. Both leadership (indicator 4.1) and collaboration and engagement of United Nations country teams with Governments (indicator 3.1) registered a slight decrease of 1 per cent.

54. Full details on performance by indicator for 2023 are presented in descending order in figure VI, with cumulative results from 2017 to 2022 included for comparison purposes.

Figure VI

Comparison of United Nations country team System-wide Action Plan 2023 annual report ratings and baselines established by comprehensive reports
(Percentage)



Note: Figures have been rounded. All percentages have been calculated using unrounded figures.

Abbreviations: CSO, civil society organization; GEWE, gender equality and women's empowerment; UNCT, United Nations country team; UNSDCF, United Nations Sustainable Development Cooperation Framework.

VI. Gaps and challenges

55. Reporting on corporate and country-level accountability frameworks reveals that entities are making strides to integrate gender equality perspectives into their work. The development of additional publications, guidelines and tools has assisted in that regard.⁴¹ Yet, gaps and challenges remain. The absence of robust gender analysis and of sex-disaggregated data continue to limit gender mainstreaming. Capacity-building remains critical for gender analysis to serve to better understand which and in what way gender issues can be addressed.⁴²

56. At the country level, during the period 2018–2023, the number of country teams reporting on the United Nations System-wide Action Plan surged tenfold. The number of country teams implementing the gender equality marker also more than doubled, reaching 91 teams in 2023, straining the already constrained capacity of help desks. The increasing number of country teams implementing the scorecard and the gender equality marker has heightened demands for capacity-building support from United Nations entities at various levels, including UN-Women offices at the country and regional levels. Tailored technical support and strategic guidance are specifically needed in challenging contexts, such as conflict, post-conflict and humanitarian settings.

57. Globally, the 30 per cent annual turnover among focal points, along with the December 2025 deadline for implementing the gender equality marker as a United Nations data standard for financial reporting, are overwhelming support services. The urgency to apply the marker both at the entity level and within inter-agency pooled funds adds to the strain. In addition, the implementation of the United Nations System-wide Gender Equality Acceleration Plan would require substantial updates to the System-wide Action Plan reporting system, to monitor progress and ensure accountability within United Nations entities and the resident coordinator and humanitarian systems.

58. Furthermore, there is a proliferation of high-priority system-wide agendas, with a bearing on United Nations coordination, gender mainstreaming and accountability for gender equality. Heightened demands at all levels necessitate additional training and support from the regional and global levels, especially as reporting requirements for gender equality and disability remain consistent, including through the System-wide Action Plan, the gender equality scorecard, the gender marker and the disability scorecard. Urgent action is needed to address that structural capacity challenge with dedicated human and financial resources, in order to ensure that quality and timely support is not compromised.

59. Capacity assessment and capacity-building remain challenges for some entities, as evidenced in the reporting on the System-wide Action Plan. Capacity assessment surveys conducted in 2023 continue to point to a concerning conflation between gender parity and gender mainstreaming, thereby impeding the effective implementation of comprehensive gender equality measures. In addition, few entities offer substantial senior management training. Instead, in order to meet or exceed requirements on capacity-building, entities provide short induction workshops on gender equality. A well-informed and engaged senior leadership remains essential to driving gender equality efforts. The Gender Equality Acceleration Plan is aimed at enhancing United Nations leadership capacity to deliver for women and girls in all their diversity.

⁴¹ For example, the Office of Internal Oversight Services (OIOS) synthesis review on advancing gender equality in the United Nations Secretariat (IED-23-011); available at <https://oios.un.org/evaluation-reports>.

⁴² Ibid.

60. Regarding funding, the Office of Internal Oversight Services identified limited and often unsustainable funding for gender initiatives. While the gender equality marker is increasingly used for financial tracking, the financial allocation of resources remains stagnant. In 2022, a mere 15.4 per cent of Sustainable Development Goal 5 indicators with data were “on track”, and expenditures for Goal 5 represented barely 3.25 per cent of expenditure on all Goals. Greater political will and directed investments in Goal 5 are urgently needed. In addition, only eight entities surpassed their set financial targets in 2023, and only seven⁴³ had a 15 per cent minimum financial target for gender equality.⁴⁴ Others maintained tailored targets. Fewer than half of country teams (41 per cent) using the marker met or exceeded the minimum financial target of 70 per cent of the total available resources for gender equality activities tagged with gender equality marker 2 or 3. And fewer than half (38 per cent) of multi-partner trust funds allocated at least 15 per cent of its funding to programmes with gender equality as a principal objective. An analysis of evaluations in which gender mainstreaming was addressed indicates that insufficient earmarked funding hampers project and entity capacities in this regard; moreover, reliance on mostly voluntary donor funding can compromise sustainability, owing to fluctuating donor priorities.⁴⁵ Mobilizing and securing funding for gender mainstreaming activities and staffing positions remain imperative.

61. Despite the milestone adoption of the gender equality marker as a new United Nations data standard, progress made towards its full implementation is not being accompanied by the establishment and achievement of ambitious financial targets to support gender-responsive programming and initiatives. Significantly increased and sustained funding, for both gender mainstreaming and targeted initiatives, remains imperative to combat the multiple and interlinked global crises that risk their lives and well-being.

VII. Conclusions and recommendations

62. The present report shows that advancing gender equality, including through effective gender mainstreaming, remains a top priority for the United Nations, especially in the context of the 2030 Agenda. Intergovernmental resolutions contain repeated calls for enhancing efforts to address gender inequality and accelerate gender mainstreaming across the Organization’s work.⁴⁶ Flagship publications, guidance and policy briefs are intentionally drafted to include a gender perspective, in order to address the inequalities and discriminatory practices that impede progress for women and girls. Support for integrating gender considerations in development planning and programming is also provided to resident coordinators and the country teams by the Development Coordination Office.

63. Inter-agency mechanisms at the headquarters level and in countries continue to drive gender mainstreaming. In addition, gender policies, gender equality markers, guidance notes, standards and procedures also facilitate gender equality considerations in the Organization.⁴⁷ Gender perspectives are integrated across the humanitarian, peace and security and human rights pillars, underscoring the interconnectedness of

⁴³ Department of Political and Peacebuilding Affairs, Economic and Social Commission for Western Asia, ESCAP, ITC, UNFPA, UNIDO and United Nations Research Institute for Social Development.

⁴⁴ The 15 per cent minimum financial target for peacebuilding projects was established by the Secretary-General in his Seven-Point Action Plan on Gender-Responsive Peacebuilding (see [A/65/354-S/2010/466](#)).

⁴⁵ OIOS synthesis review on advancing gender equality in the United Nations Secretariat.

⁴⁶ Ibid.

⁴⁷ Ibid.

the issues and the need for gender-sensitive and gender-responsive actions. A strong emphasis on gender data and statistics for informed analyses is maintained.

64. Efforts to harmonize system-wide standards for gender mainstreaming demonstrate the significant potential of synergies to strengthen the work across the system. Expanding a systematic approach of common standards serves to catalyse joint action and collective learning to inform assessment of progress on gender mainstreaming. It also serves to embed gender equality into the culture, policies and practices of the system. Accordingly, it is recommended that the United Nations system, including the specialized agencies, funds and programmes, accelerate progress using the momentum of the operationalization of the new United Nations System-wide Gender Equality Acceleration Plan.

65. Drawing from the findings in the present report, the following actions are recommended:

(a) Further strengthen the acceleration of gender mainstreaming in policies and programmes to support the gender-responsive implementation of the 2030 Agenda at all levels and considering the current and enduring impacts of global crises, including the post-COVID-19 pandemic, and the erosion of prior gender equality gains;

(b) Ensure robust, predictable and sustainable funding for gender equality and delivery on the promise of the Platform for Action of the Fourth World Conference on Women and the 2030 Agenda, thereby catalysing transformative changes to benefit women and girls worldwide;

(c) Prioritize a twin-track strategy in planning and budgeting processes to maintain a balance between integrating gender perspectives across all operations and addressing specific gender-related challenges with the requisite attention and resources;

(d) Elevate political commitment for the implementation of the 2030 Agenda, including targeted investments for achieving Goal 5;

(e) Dedicate sustained efforts to assessing and monitoring the capacity of the United Nations system to address gender mainstreaming for the implementation of the 2030 Agenda, including an analysis of its gender architecture, resources and positioning to influence decisions and strengthen gender equality networks, strategic partnerships and engagement with civil society and women's organizations;

(f) Adopt strong system-wide and commonly agreed accountability standards and frameworks, in order to strengthen dialogue and the exchange of good practices so as to accelerate gender mainstreaming in all areas of work;

(g) Enhance accountability for results and coherence through the full implementation of, and the engagement of system entities and country teams in, the United Nations System-wide Action Plan on Gender Equality and the Empowerment of Women and its United Nations country team equivalent, including through comprehensive and annual reporting, while also strengthening results and gender mainstreaming approaches;

(h) Call upon all country teams to fully implement the United Nations country team System-wide Action Plan gender equality scorecard in alignment with key United Nations repositioning frameworks and processes, thus ensuring tangible results for gender equality and women and girls through a strong gender mainstreaming approach;

(i) Encourage United Nations country teams to fully implement gender theme group standards and procedures with clear mandates and sufficient capacity and

resources to provide effective, integrated and coherent United Nations country team support for national gender equality priorities, including gender mainstreaming and gender responsive programming;

(j) Include gender equality as a high-level result in entity-level strategic plans and strengthen their implementation, including by developing accompanying action plans that cascade from corporate strategic priorities to country-level Cooperation Frameworks, in alignment with national priorities across sectors;

(k) Establish and strengthen gender equality units with specific and dedicated resources and expertise to ensure that attention to and resources for gender equality work are not diluted or compromised owing to a simultaneous focus on additional cross-cutting thematic issues, including by urgently resourcing and filling vacancies in gender posts to maintain the commitment to gender equality results;

(l) Strengthen the capacity of United Nations entities for results-based management and budgeting to enable robust system-wide reporting and the aggregation of gender-related results, including in the context of the Sustainable Development Goals;

(m) Increase investment in capacity development for gender equality and gender mainstreaming, with particular attention paid to strengthening gender analysis and the systematic collection, availability, analysis, dissemination and use of accurate, reliable and comparable gender statistics, disaggregated by income, sex, age, race, ethnicity, migratory status, disability, geographical location and other characteristics relevant in national contexts;

(n) Fully integrate gender considerations into technical, non-technical and emerging areas of work, including through inter-agency collaboration and coordination and with specific attention paid to strengthening targeted gender analysis in those areas of work;

(o) Support entities in providing substantive training for senior management, in order to create a leadership cadre that can better drive gender equality across the United Nations system;

(p) Implement the gender equality marker systematically across entities, country teams and inter-agency pooled funds, and aim to not only meet but also exceed minimum financial benchmarks for targeted initiatives aimed at establishing a minimum target of 15 per cent of all expenditures, to ensure adequate financing for gender equality and women's empowerment;

(q) Increase quality assurance and analysis of gender equality marker information in pooled funding to allow for comparability and aggregation, in order to assess the resource deficits for gender equality and for the empowerment of women and girls and to set and meet financial targets on resources to be allocated for this purpose;

(r) Ensure the full, equal and meaningful participation of women and girls in humanitarian, peace, human rights and development interventions, enhance their empowerment and leadership, including in the areas of climate change planning and adaptation and disaster prevention and response, and ensure representation by local women's organizations in decision-making at all levels, as well as their adequate and flexible funding;

(s) Promote mechanisms to implement the global call to action by which Member States, policymakers and relevant key actors are called upon to produce and use data to drive progress on gender-responsive climate and environment commitments;

(t) Address the need for tailored technical support and strategic guidance to bolster the capacity of country teams to enhance the integration of gender equality considerations and accountability in the peace and security agenda, in particular in conflict, post-conflict and humanitarian contexts;

(u) Ensure the full implementation of the accelerators as encapsulated in the System-wide Gender Equality Acceleration Plan, with a focus on the first phase of actions over the next 12 months, with a view to enabling the commencement of discussion on the second phase in 2025.
