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Annual Report of the Executive Director

Report of the Under-Secretary-General/Executive Director of the United Nations Entity for Gender Equality and the Empowerment of Women on the implementation of the Strategic Plan 2022–2025

Summary

This is the third annual report of the UN-Women Executive Director on the implementation of the Strategic Plan 2022–2025. This penultimate report presents results from the first three years of implementing the Strategic Plan.

It is accompanied by various annexes, including the Transparency Portal, which provides additional detail on the Entity's results, an annex on the implementation of the quadrennial comprehensive policy review of operational activities for development of the United Nations system, and an annex on the independent oversight functions/bodies in UN-Women.

Elements of a draft decision are presented in section VII.



I. Introduction

1. UN-Women's work with its partners in 2024 affirmed more strongly than ever the centrality of its mandate and the imperative of gender equality in a challenging global context. Long-established inequalities interacted with rising geopolitical tensions, alongside accelerated technological change and ever more complex conflicts. Global developments presented both opportunities and threats to women and girls, with UN-Women and its partners working tirelessly to realise the former and mitigate the latter.

2. While many countries saw a backlash against women's rights, the movement for gender equality remained robust and energetic from global multilateral spaces to the work of grassroots women's organisations, supported at every level by UN-Women. Carrying out its triple mandate, and with investments of \$622.8 million in 109 countries/territories, the Entity secured tangible results for women and girls across all four impact areas of the Strategic Plan 2022–2025 as laid out in this report. Further, it continued down the path of organizational improvement and transparency, with measurable improvements in effectiveness and efficiency that equip it to continue to better deliver results for women and girls everywhere.

3. While advances occurred, developing countries continue to confront a staggering annual gender financing gap of \$420 billion. Over 3.3 billion people live in countries where debt interest payments now exceed expenditures on health or education. This disproportionately affects women, with only 18 per cent of social protection measures adopted by governments since 2022 targeting women's economic security. In 2024, UN-Women supported 70 countries to increase financing for gender equality and 50 countries to transform care systems through long-term financing, more comprehensive data collection, strengthening normative and policy frameworks, and shifting discriminatory social norms. The 2024 Commission on the Status of Women underscored the critical need to finance gender equality, and highlighted the centrality of social protection, public services and sustainable infrastructure in addressing poverty among women and girls. In 2025, the Fourth International Conference on Financing for Development presents a crucial opportunity for Member States to advance commitments and reform the international financial architecture so it is fit for purpose to mobilize resources for the full implementation of the SDGs.

4. Violence against women persists at alarming levels, with an estimated 140 women and girls killed every day by a family member. Increasingly, technology is weaponized to harm women and girls. Anti-rights actors use online spaces to attack women's rights, fuel misogyny and normalize violence, while artificial intelligence facilitates the insidious spread of targeted disinformation. Drawing on UN-Women's evidence and technical expertise, the United Nations General Assembly passed its first resolution on eliminating all forms of violence against women and girls in the digital realm. This comprehensive framework will further support national efforts to end such violence. Since 2022, with UN-Women's support, 30 countries have adopted, revised or repealed 148 laws to end violence against women.

5. Women's limited role in decision-making persists across all sectors and levels. In 2024, a "mega-elections" year, UN-Women worked with electoral stakeholders and civil society to facilitate women's strengthened participation and representation. Only 5 women were elected in 31 direct presidential elections. Nevertheless, some notable successes occurred in countries where amendments to electoral laws and policies increased women's participation as voters and election to parliaments. General Recommendation No. 40 on the equal and inclusive representation of women in decision-making systems, adopted by the Committee on the Elimination of all Forms of Discrimination against Women, galvanized experts, practitioners and civil society

to amplify calls for women's equal representation. In 2024, UN-Women supported 67 countries, home to 2.7 billion women and girls, to strengthen the legal and policy environment to safeguard and advance women's rights.

6. More conflict-related deaths occurred from 2021–2023 than in the prior three decades. From 2013–2023, the number of women and girls living within 50 kilometres of armed conflict soared by 50 per cent. Despite evidence of the substantial benefits of women's engagement in securing sustainable peace, however, women remain grossly underrepresented in negotiations, comprising only 5 per cent of negotiators in tracked peace processes in 2023. In 2024, UN-Women continued to advance the women, peace and security agenda globally through the United Nations Security Council, Peacebuilding Commission and Counterterrorism Committee Member States. The Entity also partnered with regional organizations and supported eight new countries to adopt national action plans on women, peace and security. Consequently, 141.4 million women and girls in these countries stand to benefit from inclusive efforts to prevent conflict, build sustainable peace and reduce the impacts of violence.

7. In the last six years, globally, the estimated number of people forcibly displaced due to persecution, conflict and violence rose by 70 per cent; the number of refugees reached record levels. UN-Women worked with partners in 24 countries in fragile contexts to improve access to life-saving services for women and girls, including reaching nearly 470,000 individuals across eight Arab States. In 19 countries, the Entity co-led gender in humanitarian action working groups, increasing the presence of local women's organizations in Humanitarian Country Teams, and establishing and strengthening Women's Advisory Groups as a source of strategic guidance for United Nations emergency responses. With UN-Women's support, women and girls in 30 countries now benefit from the adoption of disaster risk reduction legislation, policies, strategies, plans and/or assessments undertaken, which seek to leverage their full potential for disaster prevention, preparedness and recovery.

8. Gender data gaps hinder gender equality by obscuring the lived realities of women and girls. As of March 2024, no country had complete data for all 52 gender-specific SDG indicators. Since 2016, UN-Women has prioritized strengthening gender data production and use, including to identify gaps, understand challenges and allocate resources effectively. This has resulted in a 30-percentage-point increase in data to monitor gender-responsive SDG indicators. In 60 countries in 2024, UN-Women supported the establishment of 72 coordination mechanisms to better produce and use gender data.

9. At a time of intense backlash, UN-Women's coordination mandate is more essential than ever to uphold women's rights. In 2024, the United Nations Secretary-General launched the Gender Equality Acceleration Plan, a flagship initiative marshalling the entire United Nations system around accelerated progress on gender equality. UN-Women serves as the secretariat for the plan and lead entity for half its accelerators. Full and faithful implementation will make an indispensable contribution to achieving the gender-dimensions of the SDGs and the 2030 Agenda for Sustainable Development more broadly.




10. In a challenging and polarised world, UN-Women played an instrumental role convening Member States, civil society and women's movements demanding change – including Indigenous, Afro-descendent, environmental and human rights defenders – to keep gender equality at the forefront of intergovernmental decision-making. The Entity's engagement resulted in the strong reflection of gender equality in the Pact for the Future and its annexes, including the Global Digital Compact. Efforts to protect and advance women and girls' rights were further reflected in extensive support to Member States to prepare for the 30-year review of the Beijing Declaration and Platform for Action. Other noteworthy achievements included

commitments at the 2024 Rio Convention Conference of Parties (COPs) on biodiversity, climate change, and desertification to realize inclusive agendas, stepped-up financing mechanisms and more sustainable blue and green economies.

11. Striking the right balance between meeting the immediate needs of women and girls and dismantling structural causes of gender inequality remains a challenge. The latter, which depends on undoing the harm of centuries of discrimination, is a formidable task amid acute funding shortfalls and forceful anti-rights headwinds. With the global landscape continuing to evolve, UN-Women has implemented measures to boost organizational effectiveness, agility and efficiency. Contributions through Strategic Notes, a flexible funding modality essential for the effective fulfilment of the Entity's mandate, increased in 2024. In total, UN-Women received \$593 million in contributions, reflecting sustained trust and confidence among its partners.

12. In 2025, the final year of its Strategic Plan, UN-Women will work with unwavering conviction. Side-by-side with Member States, civil society organizations, United Nations entities, private and public partners, and women worldwide, it will advance gender equality and women's rights as integral to realizing the 2030 Agenda for Sustainable Development.

II. Key aggregate results of the Strategic Plan (2022-2024)

 In 83 countries, home to 2.9 billion women and girls, UN-Women successfully worked with national partners to strengthen the legal and policy environment protecting their rights	 325 laws adopted, revised or repealed to further advance and protect the rights of women and girls , in line with international norms and standards
 Over 16,600 organizations across 95 countries with strengthened capacities to deliver quality goods, services, and resources for women across the humanitarian-development-peace continuum	 68 countries adopted 490 gender-responsive national and local multi-sectoral policies, strategies and plans, addressing issues such as equal pay, the economy of care, violence against women, environment and climate change, and women, peace and security, potentially benefitting 2.7 billion women and girls
 More than \$219.6 million disbursed to civil society organizations, local women-led organizations and networks, working towards the achievement of gender equality, including in conflict and crisis settings	 Over 10,000 processes and mechanisms – such as dialogues and coalitions – established in 104 countries to enable the meaningful and safe engagement of civil society representatives in policy design and decision-making
 30 additional countries adopted strategies for the prevention of violence against women. These efforts are leading progress towards SDG indicators 5.2 and 5.2.2 to reduce the proportion of women and girls subjected to physical, sexual or psychological violence	 Entire communities – including 265.7 million women and girls – stand to gain from inclusive efforts to prevent conflict, build sustainable peace and reduce the devastating impacts of violence on their lives and communities, as outlined in the 18 new national action plans on women, peace and security adopted since 2021



90 per cent increase in the number of United Nations Country Teams who reported on the UNCT-SWAP – **strengthening accountability of the United Nations system to women and girls**

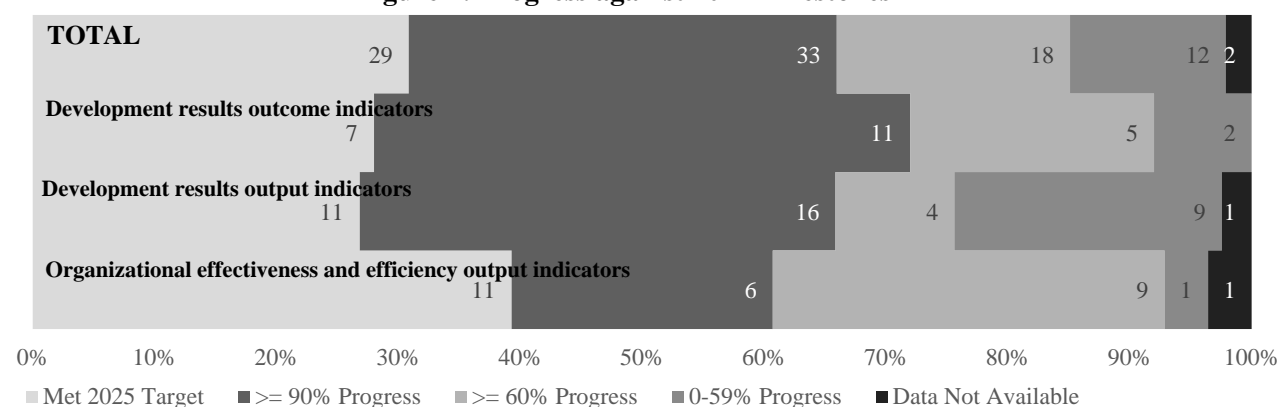


5,991 additional **private companies** (137 per cent increase since 2021) have now committed to **fostering business practices that empower women through the Women's Empowerment Principles**

III. Performance by impact area

13. In 2024, UN-Women supported 109 countries/territories to advance gender equality and women's empowerment. UN-Women achieved good performance (reaching at least 90 per cent of 2024 milestones) for 69 per cent of indicators with data available at the development results output level (Figure 1). Thirty-one per cent of indicators saw early achievement of 2025 targets.

Figure 1: Progress against 2024 Milestones



Please note: The figures in this report exclude 26 indicators that are only monitored at component or disaggregated levels or that are not assigned a 2024 milestone

A. Impact 1: Governance & Participation in Public Life



Total expenditure: \$80 million
Number of countries: 71

14. In 2024, a “mega-elections” year, only five women were elected in 31 direct presidential elections. Additionally, in 2024 women held heads of state and/or government positions in 27 countries (down from 31 countries in 2023). There were only marginal gains in other offices, with women holding 26.9 per cent of parliamentary seats, 35.5 per cent of local government positions (SDG 5.5.1) and 23.3 per cent of ministerial posts. UN-Women promotes inclusive political processes based on parity to nurture future generations of women leaders. In **Jordan**, constitutional amendments adopted in 2022 were implemented during the 2024 general election and resulted in the highest representation of women ever in Parliament.

15. In 2024, UN-Women supported Member States to advance laws for gender equality, including through the collection and analysis of data. UN-Women, the World Bank and the Organization for Economic Co-operation and Development (OECD) continued to collect data on legal frameworks driving gender equality (SDG 5.1.1, now tier 1). UN-Women also supported legal reforms in 24 countries, including through technical and financial support provided by the Gender Justice Platform in partnership with the United Nations Development Programme (UNDP).

16. Advancing gender-responsive governance across sectors, including health, is integral to improving services for all women and girls. As girls aged 10 to 19 continued to account for the overwhelming majority of new HIV infections (70 per cent in 2023, only slightly down from 75 per cent in 2022), UN-Women strengthened HIV programming in 45 countries to facilitate equal access of women and girls to services as part of the Joint United Nations Programme on HIV/AIDS (SDG 3.3.1).

17. Well-designed, gender-responsive public finance management systems are essential to implement gender equality commitments. In 2024, data collected by UN-Women, OECD, and UNDP for SDG 5.c.1 revealed that only 26 per cent of 121 countries and areas have systems to track gender resource allocations, unchanged from 2021, when the same percentage was reported across 105 countries.

B. Impact 2: Women's Economic Empowerment



Total expenditure: \$81 million
Number of countries: 70

18. Women's economic empowerment holds great promise and attracts increasing interest and investment. In 2024, UN-Women facilitated women's access to decent employment and social protection, strengthened care systems and gender-responsive procurement, and promoted equal pay for equal work or work of equal value, working alongside partners including the International Labor Organization (ILO), OECD, UNDP, and the Rome-based United Nations agencies.

19. SDG indicator 5.4.1 shows negligible progress, however, with 17.8 per cent of women's time spent on unpaid care and domestic work in 2023 (18.7 per cent in 2013), still more than double the share of men. UN-Women supported over 50 countries in 2024 to transform care systems through long-term financing, data collection, normative and policy frameworks, and shifting discriminatory social norms. UN-Women's support in **Brazil** led to the adoption of a National Care Policy which now enshrines shared caregiving responsibilities into law. Moreover, the first-ever United Nations system-wide policy on transforming care systems was launched by the United Nations Deputy Secretary-General, through an inter-agency effort led by UN-Women.

20. Informal employment (SDG 8.3.1) continues to stagnate at around 55 per cent for women and 60 per cent for men. UN-Women promoted decent work and entrepreneurship for women in 40 countries through capacity development, partnerships, coordination and policy advocacy.

21. Access to social protection (SDG 1.3.1) remains a challenge globally, with widening gender gaps. Only 50.1 per cent of women are covered by at least one social protection benefit (compared to 54.6 per cent of men). UN-Women advanced gender-responsive social protection initiatives in 17 pathfinder countries through its active involvement in the Global Accelerator on Jobs and Social Protection, and co-leadership of its Technical Support Facility, alongside the Food and Agriculture

Organization (FAO), ILO, United Nations Children's Fund (UNICEF), UNDP and World Food Programme (WFP).

C. Impact 3: Ending Violence Against Women



Total expenditure: \$93 million

Number of countries: 72

22. Global emergencies, conflicts and climate change have intensified drivers and risk factors associated with violence against women and girls. Digitalization is exacerbating violence across the online-offline continuum for women in public life, including women human rights defenders. Discriminatory social norms associated with gender roles and identities are becoming normalized in legislation and policy, creating new avenues by which to perpetrate violence.

23. In the review of the implementation of the Beijing Platform for Action, 88 per cent of countries globally identified eliminating violence against women and girls as a priority for the next five years. In 2024, UN-Women leveraged this significant commitment into support for normative frameworks, including the regional Ibero-American Model Protocol for the Investigation of Cases of Sexual Violence and the adoption, revision or repeal of 31 laws across 10 countries on ending violence against women. The Entity also established a new programme of work on ending technology-facilitated violence against women and girls.

24. UN-Women convened strong multistakeholder partnerships to strengthen the evidence base to prevent violence against women and girls and the coordination of services through large-scale programmes such as the European Union–UN-Women Advocacy, Coalition-Building and Transformative Feminist Action to End Violence Against Women and Girls (ACT) programme (undertaken in partnership with the United Nations Trust Fund to End Violence Against Women [United Nations Trust Fund]), Generation Equality Action Coalition on Gender-Based Violence and Spotlight 2.0. Notable results in 2024 included establishing the High-Level Network on Gender-Responsive Policing, chaired by the governments of **Chile, Senegal and the Netherlands**. As part of broader work on safeguarding women's rights, collaboration with global and regional human rights mechanisms, civil society, parliamentarians and traditional leaders in **The Gambia** helped to uphold a law banning female genital mutilation.

D. Impact 4: Women, peace and security, and humanitarian and disaster risk reduction



Total expenditure: \$135 million

Number of countries: 58

25. UN-Women continued to work alongside women to secure peace amid rising and protracted conflicts, delivering results in contexts ranging from **Afghanistan, Mali and South Sudan** to the **State of Palestine** and **Ukraine**. The Entity led the global coordination mechanisms on women, peace and security and the provision of policy expertise to the Security Council, Peacebuilding Commission, Counterterrorism Committee Member States and regional organizations. In **Sudan**, UN-Women supported a coalition of women peacebuilders to shape a peace agenda, in partnership with the African Union and the African Women Leaders Network. A

total of 112 countries and territories now have national action plans on women, peace and security, including four first-generation plans adopted in 2024 (in **Zimbabwe**, **Colombia**, **Ecuador** and **Viet Nam**) with support from UN-Women. The low participation of women in peace processes, however, underscores the urgent need to implement existing commitments and provide financial resources. UN-Women launched the Women in Peace Processes Monitor in 2024, addressing a longstanding data gap on monitoring women's engagement in peace processes, thereby making visible this imbalance and informing advocacy efforts.

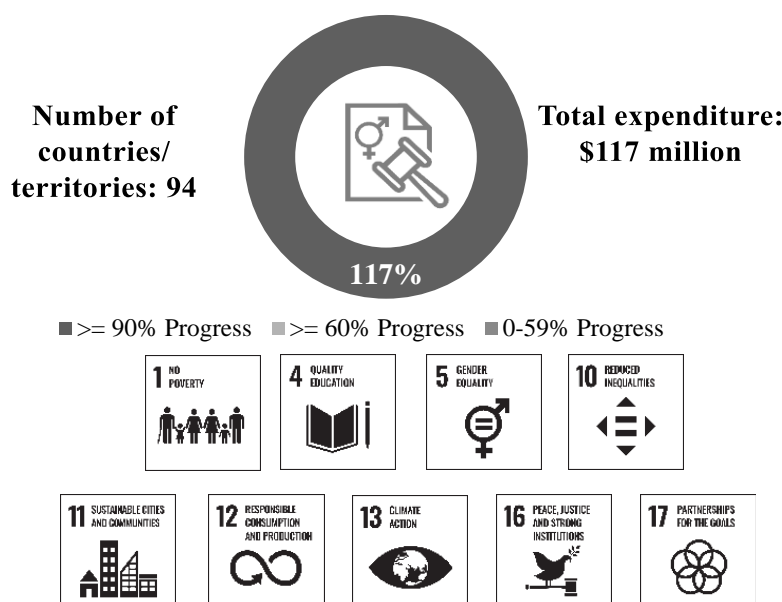
26. Through its Inter-Agency Standing Committee (IASC) membership, UN-Women co-led the development of an updated gender policy to guide global standards in humanitarian action. With only 45 per cent of published humanitarian response plans outlining impacts and targeted approaches to assist and engage women and girls in 2024, down from 79 per cent in 2023, UN-Women is strengthening coordination, gender analysis and evidence-based advocacy to reverse this decline. Efforts included increasing the presence of local women's organizations in Humanitarian Country Teams in among other countries, **Somalia** and **Yemen**, and establishing and strengthening Women's Advisory Groups in **Afghanistan** and **Sudan** to enhance strategic guidance to Humanitarian Country Teams. Moreover, the UN-Women Emergency Funding Mechanism was activated 11 times in 2024, making disbursements across regions in over 10 countries.

27. UN-Women further continued investing in efforts to foreground the needs of women and girls and support their full engagement at all levels of decision-making in disaster risk reduction (DRR), working across 60 countries, in partnership with national governments, over 600 women's organizations and 49 United Nations entities. Joint efforts with the United Nations Population Fund (UNFPA) and the United Nations Office for Disaster Risk Reduction, led to the successful adoption of the Gender Action Plan for implementation of the *Sendai Framework for Disaster Risk Reduction 2015–2030*. Moreover, in 2024, following UN-Women's engagement, women and girls in 30 countries can benefit from the adoption of gender-responsive DRR legislation, policies, strategies, plans and/or assessments undertaken, which seek to leverage their full potential for disaster prevention, preparedness and recovery to build sustainable, secure and thriving communities.

IV. Performance under the seven systemic outcomes

E. Outcome 1: Global normative frameworks and gender-responsive laws, policies and institutions

Figure 2: Progress towards 2024 milestones



28. In 2024, UN-Women supported Member States to strengthen global norms and standards for gender equality and women's empowerment. Gender perspectives were integrated in 60 per cent (55 per cent in 2023) of resolutions adopted by the General Assembly, Security Council and Human Rights Council, exceeding the 2024 target. The agreed conclusions of the sixty-eighth session of the Commission on the Status of Women, on the priority theme of demonstrating strengthened commitments to financing with a gender perspective, reflected 94 per cent of recommendations from the report prepared by the Secretary-General for the session. UN-Women supported 94 per cent of United Nations Country Teams to submit reports to the CEDAW Committee.

29. UN-Women supported the translation of global normative frameworks into gender-responsive laws, policies and institutions at all levels. This encompassed support to the adoption or revision of 77 laws to advance gender equality and women's empowerment, including constitutional amendments guaranteeing gender equality in **Mexico**, advances in transitional justice for women in **South Sudan**, the prohibition of child marriage in **Sierra Leone**, and expanded protections to stop violence against women in **Guyana**, **Honduras** and **Mali**.

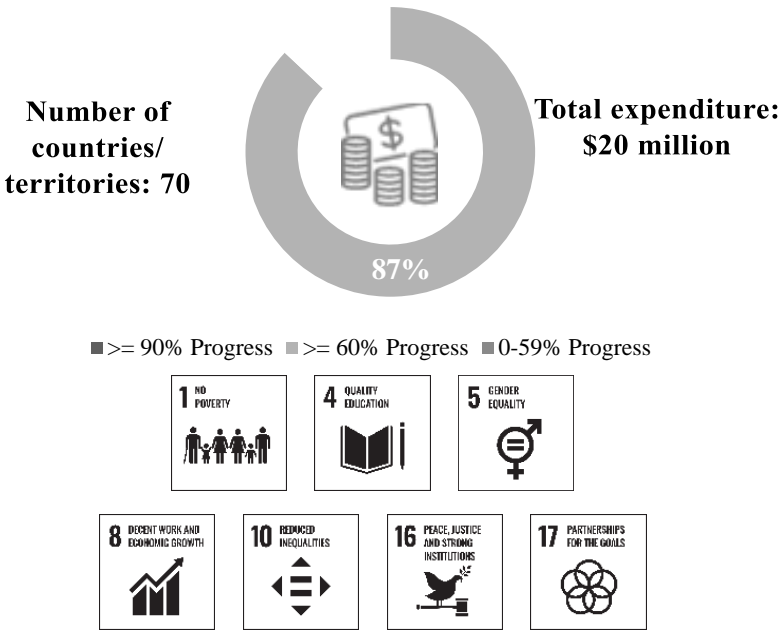
30. Advocacy and technical assistance for parliaments and other national partners contributed to four new legal and policy frameworks promoting gender balance in elections and decision-making bodies. In the **Central African Republic**, the amended electoral code included parity in candidate lists for local elections.

31. UN-Women facilitated the adoption of 175 multisectoral national and local strategies, policies and/or action plans focused on gender equality. With the goal of strengthening institutions and the implementation of laws and policies, UN-Women deployed a multi-stakeholder approach and worked with over 1,000 partners, including grantees of the United Nations Trust Fund.

32. UN-Women enhanced gender expertise among national AIDS coordinating bodies in 27 countries, advancing skills for gender analysis and providing tools for promoting gender-responsive HIV policies, programmes and budgets. In **Liberia**, the AIDS Commission established a gender desk to support the national HIV programme.

F. Outcome 2: Financing for gender equality

Figure 3: Progress towards 2024 milestones



33. Despite the urgent need to invest in women and girls, developing countries face an annual gender financing gap of \$420 billion. In many countries, debt servicing has crowded out investments in gender equality. The 2024 Commission on the Status of Women’s agreed conclusions underscored the critical need to scale-up financing for gender equality. Accordingly, UN-Women worked in 20 countries to increase the proportions of national budgets allocated to gender equality. In **India**, the 2024 gender budget allocation represented 6.8 per cent of total government spending, approximately \$3.8 billion, the highest amount in the history of gender-responsive budgeting in the country. In the **United Republic of Tanzania**, capacity development for 28 ministries, departments and agencies resulted in local government authorities including specific budget allocations for initiatives directly benefiting women in 2024–2025 budget plans.

34. UN-Women joined government partners to conduct nine gender financing assessments to quantify gender budget gaps in five countries: **Albania**, **Ethiopia**, **India**, the **United Republic of Tanzania**, and in **Morocco**, where work with key sectoral ministries led to the integration of gender-responsive budgeting principles into the 2025 Morocco finance bill.

35. UN-Women continued to strengthen the capacities of national partners to apply gender-responsive budgeting tools, reaching 548 state and non-state institutions in 2024. In **Albania**, civil society organizations developed budgeting watchdog reports on five local government units. Thirty-five national partners gained capacities to integrate women’s voices into the budget cycle, which resulted in strengthened services for over 29,000 women survivors of violence, economic assistance to 8,090 female-headed households, and enhanced maternal and child health services,

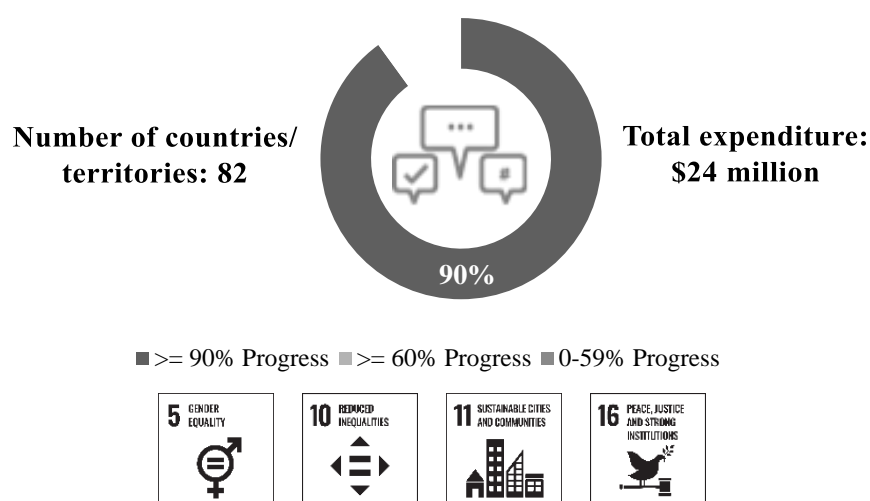
benefiting over 51,500 mothers and children. **Colombia** experienced an impressive 40.94 per cent increase in public project markers that utilized the Gender Budget Tracker, resulting from UN-Women's collaboration with 19 local and departmental administrations.

36. Globally, UN-Women helped introduce 306 private financing instruments with gender objectives in 2024. With support from the Entity, **Iceland** issued the world's first sovereign gender bond of €50 million, setting a global precedent for leveraging capital markets to improve services and protection for low-income women. UN-Women assisted in introducing 27 private sector gender financing tools in 11 countries to integrate gender targets into portfolios, products and services, and backed blended finance mechanisms benefitting women's small and medium-sized enterprises.

37. In 2024, despite a challenging financial climate and decreased donor contributions, by applying the gender equality marker with UN-Women's support the Peacebuilding Fund allocated 43 per cent of its total disbursement to gender equality initiatives (down from 47.35 per cent in 2023), which nevertheless exceeded the 30 per cent target.

G. Outcome 3: Positive social norms, including through engaging men and boys

Figure 4: Progress towards 2024 milestones



38. Discriminatory social norms remain a stubborn and major barrier to gender equality. In 2024, UN-Women made significant progress in advancing global knowledge on social norms change, including through developing a framework for addressing discriminatory social norms on gender equality in diverse contexts. Driven by an intersectional, feminist approach emphasizing the role of social institutions – the state, market, family and community – in sustaining social norms, the framework will strengthen UN-Women's work and inform the next Strategic Plan.

39. In 23 countries, UN-Women supported 101 programmes at the community and organizational levels in pursuing three pathways to change discriminatory social norms.

40. First, UN-Women facilitated dialogues and reflections within communities and organizations to encourage the questioning of discriminatory norms and the narratives that justify them. In **Egypt, Jordan and Morocco**, communities, private and public sector organizations were mobilized to challenge discriminatory norms around women's paid employment and men's involvement in unpaid care work.

41. Second, UN-Women supported advocacy to end discriminatory norms, strengthening women's rights movements and allyship, and creating a critical mass demanding change. In the **Pacific**, UN-Women bolstered coalitions of 13 national and international sports entities to eliminate discriminatory norms. Subsequently, the governing body for rugby in **Samoa** adopted a "zero-violence policy" prohibiting all forms of gender-based discrimination by staff, management, coaches and referees.

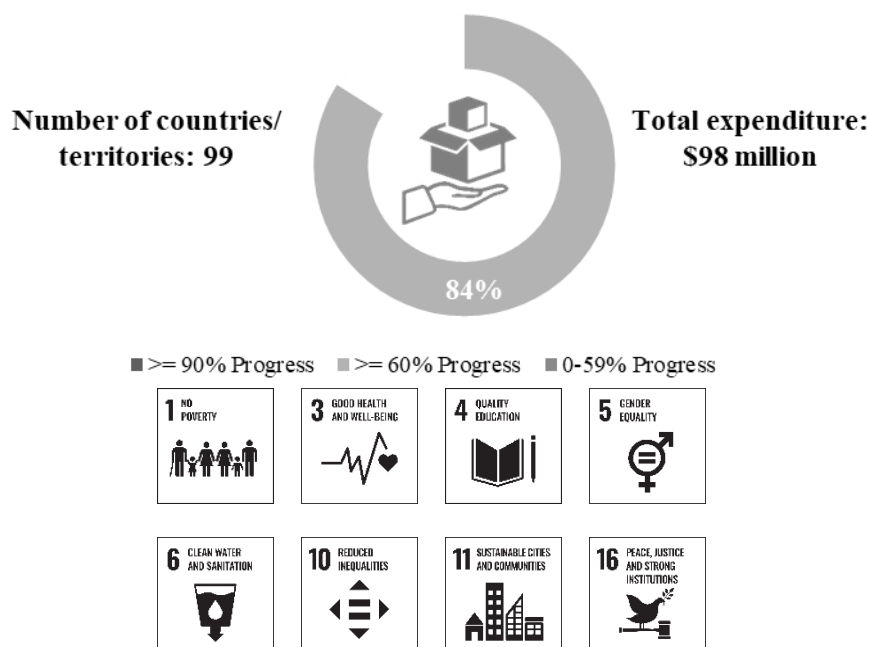
42. Third, UN-Women created material conditions for changing discriminatory norms by facilitating legal and organizational policy reforms. As a result, 22 countries developed comprehensive national and subnational strategies to prevent violence against women based on uprooting the discriminatory norms that justify violence. In the **United Republic of Tanzania**, UN-Women joined other United Nations entities to support the promulgation of the National Clean Cooking Strategy, which recognizes the state's role in reducing unpaid care work and challenges the normalization of caregiving as women's responsibility alone. UN-Women continued fostering gender-inclusive workplace cultures in a range of countries. In **Georgia**, six government agencies rolled out sexual harassment prevention and response policies and mechanisms. In **China**, UN-Women strengthened the capacities of 10 national, provincial and local partners across diverse industries – including textiles, apparel and electronics – to address discriminatory workplace norms.

Private sector engagement

In 2024, UN-Women made significant strides in engaging with governments and the private sector to promote business environments that work for women. It worked with 11 governments in five regions to strengthen gender-responsive legislation, policies and regulations that uphold private sector accountability, including through the Women's Empowerment Principles. Strategic partnerships with the private sector resulted in substantial corporate investments in gender equality, with positive impacts on communities. In **Nigeria**, UN-Women established a \$25 million fund to combat gender-based violence with robust support from private companies and international financial institutions. Private sector support to the Women's Entrepreneurship Expo expanded market access, financing and networks for over 5,000 women entrepreneurs across 20 countries in **Europe and Central Asia**. A pioneering partnership between UN-Women and the advertising industry through the Unstereotype Alliance aligned 240 organizations with \$100.17 billion in global advertising expenditure promoting progressive social norms. Its landmark "inclusion=income" research irrefutably demonstrated that inclusive advertising drives sales and garnered media prominence.

H. Outcome 4: Women's equitable access to services, goods and resources

Figure 5: Progress towards 2024 milestones



43. UN-Women deepened investments in women's equitable access to services, goods and resources essential for livelihoods and well-being, although progress has been mixed. Gender inequalities in land rights demonstrate women's disparate access to resources, with men's land ownership at least twice that of women in countries with data. With the support of UN-Women and other partners, the **United Republic of Tanzania** has dedicated budgets for village land use plans to secure women's land ownership; 611 certificates on customary rights of occupancy were issued in just one district.

44. In 30 countries, UN-Women supported women farmers' organizations and cooperatives to address climate change. In **Lebanon**, internally displaced women using climate-resilient agroecological practices produced fresh food to supply collective shelters.

45. Surpassing the 2024 milestone, in 34 countries UN-Women advanced women's equal access to and use of services, goods and resources, including social protection. In **Viet Nam**, where informal employment accounts for 68.5 per cent of total employment, UN-Women supported the government in addressing gender gaps by expanding social insurance coverage, particularly to women who face disproportionate vulnerabilities including lower pay and care responsibilities. In **Guatemala**, UN-Women provided pivotal support to designing and applying an integrated care system road map

46. In 2024, thirty countries reported increases in the number of women accessing services after experiencing violence or discrimination. The **Solomon Islands** registered a 59.4 per cent annual growth in country-wide survivor-centred services for women and girls.

47. UN-Women worked in 29 countries on guidelines, protocols and standard operating procedures to strengthen essential services for survivors of violence,

including in 88 municipalities in **Bolivia**. New multistakeholder initiatives to prevent and respond to sexual violence were undertaken in 25 countries, all focusing on sexual harassment. In **India**, UN-Women partnered with the government of the state of Tamil Nadu to establish the first Textile Industry Coalition to address sexual harassment and other forms of violence against women in textile supply chains.

48. Over 2,700 institutions in 52 countries gained capacities to deliver goods, services and resources for women including in Argentina, where UN-Women led a sub-national programme which enhanced the digital and financial skills of 2,504 rural and indigenous women entrepreneurs – representing a notable share of women driving local economies in remote areas. In Côte d’Ivoire, 33 institutions now have strengthened capacities to implement supply chain and procurement practices that empower women entrepreneurs.

49. Humanitarian action led by UN-Women improved access to life-saving services in 24 countries. In **Afghanistan, Lebanon, Nigeria, and Ukraine**, with UN-Women’s support, 131,813 women accessed gender-based violence protection services, emergency livelihoods support, multipurpose cash assistance, and emergency food and non-food items.

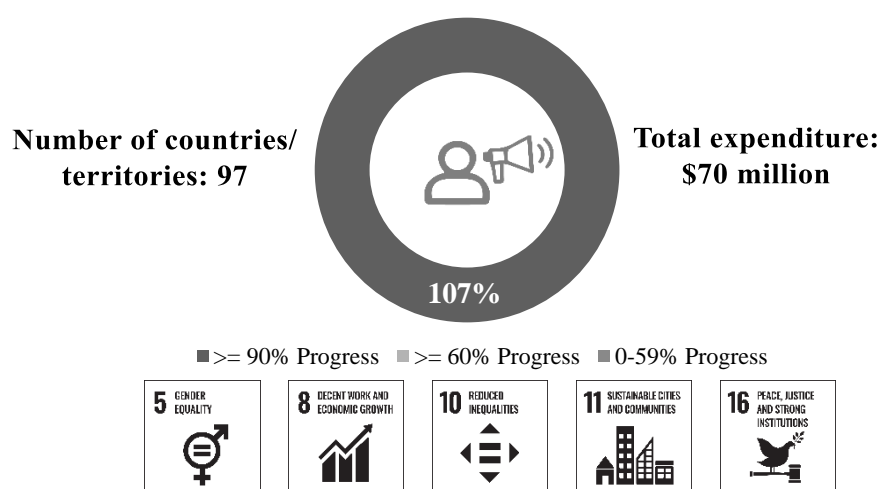
50. UN-Women supported individuals, mainly women, in 46 countries to access gender-responsive legal aid, psychosocial support and other services, including over 17,000 women survivors of violence in the **State of Palestine**.

Disability inclusion

In 2024, UN-Women with United Nations entities, Organisations of Persons with Disabilities, and organizations and networks of women with disabilities addressed stigma, discrimination and violence against women and girls with disabilities. UN-Women and UNDP, in collaboration with the Global Disability Fund, created a new measure, The Women with Disabilities Stigma Inventory, along with accompanying resources, to assess the experiences of women and girls with disabilities. A policy brief outlined actionable and evidence-based recommendations that were piloted in **Moldova, Pakistan, Samoa and the State of Palestine**. Both the methodology and the policy recommendations were informed by data from national and cross-regional assessments of stigma and non-discrimination. Women and girls with disabilities engaged in and benefited from disability-inclusive programming to end violence against women through 62 projects supported by the United Nations Trust Fund. To connect disability inclusion, with the SDGs and its core leave no one behind principle, UN-Women joined the International Organization of Supreme Audit Institutions’ Development Initiative to devise an auditing framework to address inequalities. UN-Women and the World Health Organization supported the strengthening of methodologies and the measurement of data on violence against women with disabilities, including through developing national capacities.

I. Outcome 5: Women's voice, leadership and agency

Figure 6: Progress towards 2024 milestones



51. With the increasing backlash against women's rights and shrinking of civic space, UN-Women's work under this outcome area is more critical than ever. In 2024, the Entity continued to raise the alarm about the high rates of violence faced by women human rights defenders, journalists, peacebuilders and women in politics, as well as the rise in acts of intimidation and reprisals for cooperation with the United Nations. In a context of shrinking funding, UN-Women remained a key partner to civil society and women's organizations across all regions, providing \$110 million via grantmaking mechanisms and programmatic partnerships.

52. UN-Women advanced women's leadership and agency, including through technical assistance that enabled 3,572 civil society and women's rights organizations in 47 countries to influence laws and policies, humanitarian responses and peacebuilding, and more than 190 policy processes. Some 3,000 diverse women aspirants and office holders have enhanced political leadership skills, including to prepare for local elections in **Bosnia and Herzegovina** and **Papua New Guinea**.

53. With 44 per cent of women aged 15 to 49 still lacking full control over their own bodies, both preventing reversals of gains and securing further progress is essential. UN-Women championed sexual and reproductive health and rights as foundational to women's decision-making. In 36 countries in 2024, the Entity strengthened the capacities of 35,000 women living with and affected by HIV to engage in decision-making in the HIV response. Under the European Union-UN-Women ACT programme, the Entity strengthened the capacities of young women from 21 countries in West and Central Africa to mobilize on ending violence against women and girls.

54. In partnership with the Department of Political and Peacebuilding Affairs, Member States, regional organizations and women's organizations, UN-Women continued to advocate for women's meaningful participation in peace processes at all levels. In the **Syrian Arab Republic**, UN-Women collaborated with the Office of the Special Envoy to support the Women's Advisory Board to engage women in the political process. UN-Women worked in 32 countries to strengthen the capacities of local women's organizations to meaningfully engage in humanitarian planning and response processes; in 7 countries, these groups became members of Humanitarian Country Teams.

55. Facilitated by UN-Women, women's organizations participated in global normative fora, including the Commission on the Status of Women, the Summit of

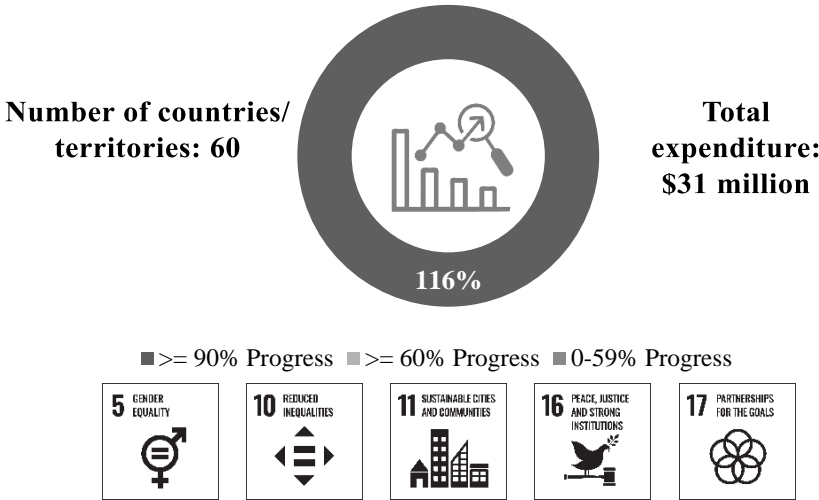
the Future, and thematic and country-specific debates of the Security Council and Peacebuilding Commission. More than 5,000 civil society members attended the sixty-eighth session of the Commission on the Status of Women, the highest number on record. UN-Women supported civil society consultations in five regions to contribute to regional reviews of the Beijing Declaration and Platform for Action leading up to its thirtieth anniversary, ensuring review outcomes reflect the priorities of women and girls worldwide.

Support to local women-led civil society organizations

Despite global commitments, direct funding to civil society has dropped. UN-Women reaffirmed its commitment to support local women-led organizations with flexible funding through the United Nations Women’s Peace and Humanitarian Fund and the United Nations Trust Fund. Together, these funds transferred over \$48.2 million to 323 organizations and 344 women human rights defenders in 2024, strengthening resilience through institutional and long-term grants and capacity development. Over 40 per cent of partners accessed funding from the United Nations for the first time, and 59 per cent secured additional resources to respond to crises and advance peace and the elimination of violence against women and girls.

J. Outcome 6: Production, analysis and use of gender statistics and sex-disaggregated data and knowledge

Figure 7: Progress towards 2024 milestones



56. Data available to monitor the gender-responsive indicators of the SDGs has increased by 30 percentage points since 2016, reaching 56 per cent. The contributions of UN-Women to this strong result continued in 2024, influencing laws, policies and programmes in 22 countries. In **Colombia**, an extensive government effort to inventory properties across the country, supported by UN-Women, is helping advance peace agreement goals, including to expand the percentage of titled women landowners. In **Georgia**, findings from a Violence against Women Survey, supported by UN-Women, led to increased awareness and shelter donations, including from the private sector. **Tonga’s** first gender and environment survey increased accountability for implementing its disaster risk management policy.

57. Critical gaps persist, however, with limited funding proving a particular challenge. Despite countries relying on external funding for over half their gender data activities, nearly half of OECD Development Assistance Committee members allocate negligible percentages of official development assistance to gender data-related efforts. Nevertheless, in 2024, gender statistics were integrated into 24 national plans, and 61 coordination mechanisms were established to enhance production and use. UN-Women supported 80 gender statistics initiatives, including 26 surveys on violence against women, time use, and gender and the environment.

58. In **Afghanistan, Lebanon** and the **State of Palestine**, UN-Women co-led the scaling up of eight inter-agency coordination mechanisms, building on data-driven gender analysis and knowledge products to integrate gender in humanitarian response planning and decision-making.

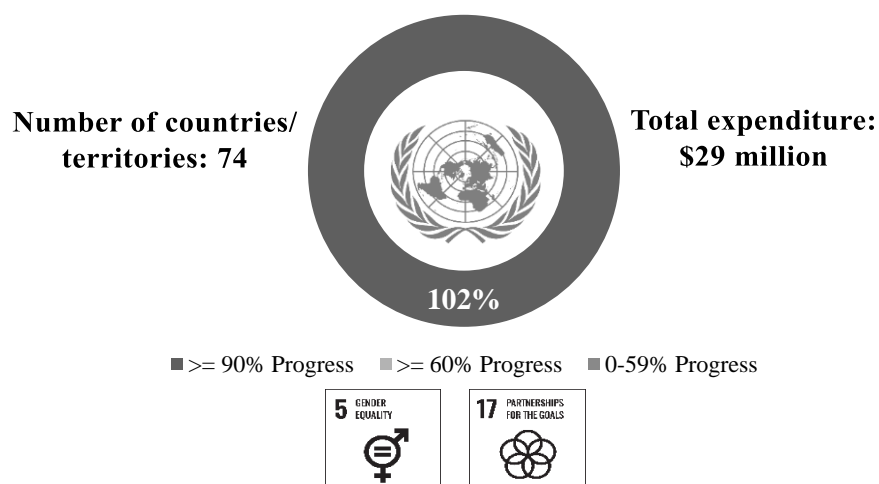
59. UN-Women led the production of cutting-edge gender data and research, launching key global reports that informed policy, advocacy and accountability efforts worldwide. The Gender Data Outlook 2024, co-produced with OECD, assessed gender data capacities across 83 countries. This informed priority-setting for gender data capacity development, including new initiatives to strengthen statistical systems and enhance data collection in **Ethiopia** and **Nigeria**.

60. UN-Women published Progress on the Sustainable Development Goals: The Gender Snapshot 2024, in collaboration with the United Nations Department of Economic and Social Affairs. This annual report continues to be a key resource for gender equality advocates to ensure accountability for the achievement of the Goals. UN-Women also drove accountability for gender equality financing and results through the Generation Equality Accountability Report 2024. Findings included that Generation Equality is propelling operational and normative results through over 12,000 new or scaled-up policies, programmes and advocacy initiatives.

61. The World Survey on the Role of Women in Development, compiled in collaboration with United Nations agencies and bilateral donors, was launched in 2024 and featured groundbreaking new data and analysis of social protection policies for women and girls. The report has informed policy dialogues with national governments convened by three UN-Women regional and multi-country offices.

K. Outcome 7: United Nations system coordination for gender equality

Figure 8: Progress towards 2024 milestones



62. The 2024 launch of the United Nations System-Wide Gender Equality Acceleration Plan signalled the increased commitment of the United Nations to advancing gender equality and women's rights. Delivering for women and girls amid uneven progress on the gender equality targets of the global Goals requires strong and sustained leadership by the United Nations. With its unique triple mandate, UN-Women has a pivotal role in driving this at both the institutional and programmatic levels.

63. At the institutional level, implementation of Economic and Social Council (ECOSOC) resolutions on gender mainstreaming and the 2024 quadrennial comprehensive policy review (QCPR) is progressing. In 2024, 75 entities implemented the United Nations System-Wide Action Plan on Gender Equality and the Empowerment of Women (UN-SWAP 2.0) and 17 entities the newly-launched UN-SWAP 3.0; 80 per cent of all ratings fell within the categories of meeting or exceeding requirements, surpassing the 2024 milestone. Challenges persist across the United Nations system, however. Only 43 per cent of entities have achieved gender parity for international professional staff and financial targets for gender equality were met by only 36 per cent of entities.

64. Building on earlier achievements by UN-Women to institutionalise the gender equality marker (GEM), 77 per cent of multi-partner trust funds and 77 per cent of joint programmes applied the GEM. Further efforts are needed around institutionalization and compliance across the United Nations system.

65. At the country level, the accountability of United Nations Country Teams for gender equality has been steadily growing. In 2024, 116 United Nations Country Teams, up from 97 in 2023, reported on the United Nations Country Team System-wide Action Plan (UNCT-SWAP) Gender Equality Scorecard. Among United Nations Country Teams with a new United Nations Sustainable Development Cooperation Framework (Cooperation Framework), 44 per cent prioritized gender equality through mainstreaming or a stand-alone goal. In many cases this is a twin-track approach as in **Namibia, Paraguay, Rwanda and Sierra Leone**.

66. UN-Women continued to lead key global coordination mechanisms on women, peace and security. In 2024, the Security Council held a record number of meetings focused on women, peace and security, both thematic and country-specific. Moreover, the percentage of Council decisions that integrated language on women, peace and security increased despite a very challenging year, and UN-Women's Executive Director has briefed the Security Council 15 times in the last three years.

67. By leveraging its membership in the IASC and enhancing its coordination role on Gender in Humanitarian Action Working Groups, UN-Women has played a crucial role in ensuring that provisions for gender-based violence mitigation and response are included in 100 percent of published humanitarian response plans.

68. The leadership of UN-Women in promoting women's political participation, translated into joint United Nations Country Teams' initiatives coordinated on electoral processes, including in the **Central African Republic, Iraq** and Mexico.

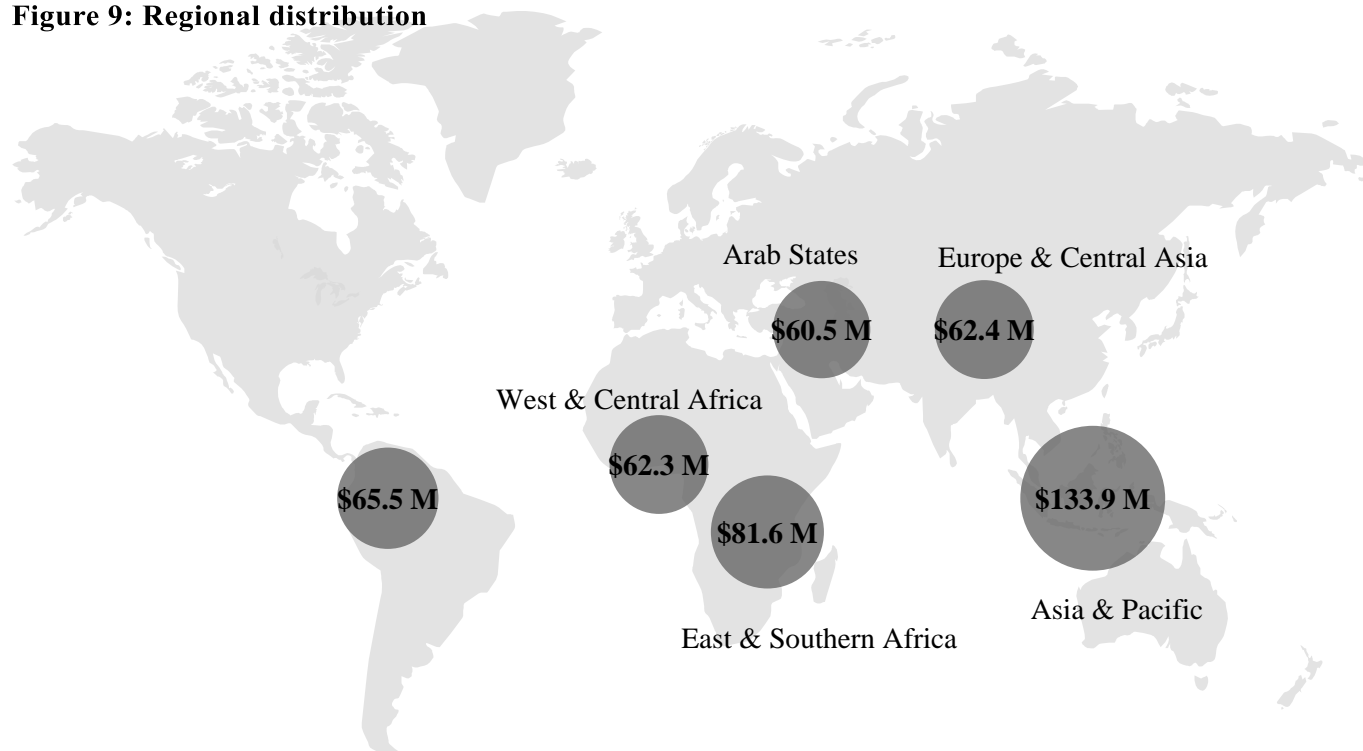
United Nations system coordination and the Gender Equality Acceleration Plan

In 2024, the Secretary General launched the United Nations System-Wide Gender Equality Acceleration Plan to mobilize the United Nations to make system-wide efforts to achieve gender equality and to be accountable for progress. The establishment of the secretariat to steer the action plan within the office of the Executive Director of UN-Women recognized the Entity's coordination role on gender equality and leadership at country, regional and global levels. Key accountability frameworks, such as the UN-SWAP 3.0 and UNCT-SWAP, along with the unique technical expertise of UN-Women to advance gender-responsive Cooperation Frameworks, country gender equality profiles and the “push forward” strategy, are among the vital components that will advance implementation of the action plan through six established working groups. These strategies should drive significant and timely advancements on gender equality and women's rights by the United Nations.

L. Programme expenditures and types of contributions

69. Total expenditures in 2024 reached \$622.8 million, compared to \$551.3 million in 2023. Geographically, the highest expenditure was in the Asia & Pacific region (\$133.9 million), followed by the East & Southern Africa region (\$81.6 million) (Figure 9).

Figure 9: Regional distribution



70. Among the outcome areas, global normative frameworks and gender-responsive laws, policies and institutions had the highest expenditure of \$117 million, followed by women's equitable access to services, goods and resources with \$98 million.

71. By function, capacity development and technical assistance continued to be provided in most countries, followed by advocacy, communications and social mobilization (in 82 and 76 countries respectively).

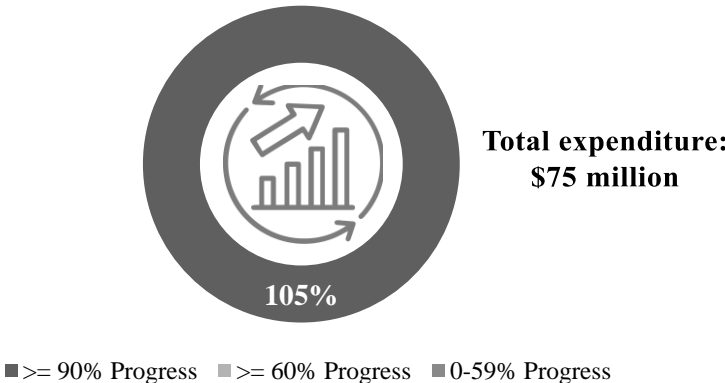
V. Strengthening organizational performance

72. To sustain continued impacts for women and girls in 2024, UN-Women remained highly focused on strong organizational effectiveness and efficiency, implementing \$622.8 million, contributions received totalling \$593 million.

73. UN-Women achieved good performance on QCPR indicators, with 85 per cent showing good performance.

M. Output 1: Assuring an accountable organization through principled performance

Figure 10: Progress towards 2024 milestones



74. Effective and efficient delivery of results remains a top priority for UN-Women, with the Entity in 2024 upholding high standards of accountability in managing resources aligned with its ambitions.

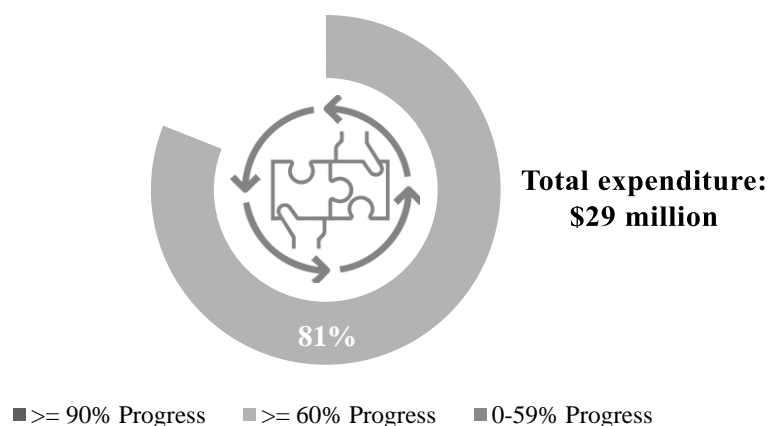
75. UN-Women received its thirteenth consecutive unqualified audit opinion for 2024, indicating strong internal governance and financial management. The Entity achieved a record 92 per cent implementation rate for external audit recommendations with no long-outstanding recommendations. For internal audits, long-outstanding recommendations stood at 3 per cent at the end of 2024, testifying to proactive management. UN-Women contributed to United Nations system-wide efficiency by leading inter-agency efforts to develop common policy guidance for financial instruments based on the International Public Sector Accounting Standards.

76. UN-Women enhanced its risk maturity and strengthened risk-informed decision-making by embedding risk management within planning, monitoring and reporting processes.

77. The Entity surpassed the milestone for applying social and environmental standards in new Strategic Notes.

N. Output 2: Advancing partnerships and resourcing; effectively influencing for impact and scale

Figure 11: Progress towards 2024 milestones



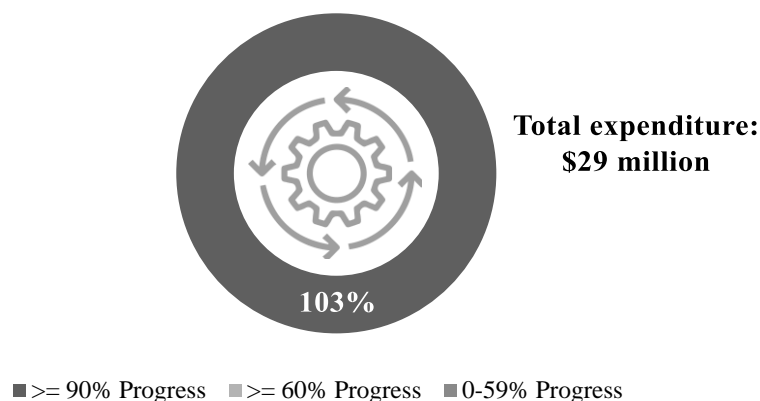
78. In 2024, UN-Women successfully maintained and diversified its partnership base, which increased by 8 per cent compared to 2023. Although partnerships with civil society contracted slightly, UN-Women increased engagement with public sector institutions by 21 per cent, including local and regional governments. The Entity's private sector partners portfolio grew by 7 per cent, leveraging corporate capacity and resources to promote gender equality. More offices used an intersectional approach when engaging with young people, meeting the 2024 milestone.

79. Overall contributions received in 2024 grew 6 per cent compared to 2023, driven by growth in Other Resources. Regular Resources however, declined in line with similar drops across the United Nations system. In 2024, UN-Women national committees raised 35 per cent more resources from private donors, with 54 per cent of funds donated by individuals and the rest by companies and grant-makers.

80. UN-Women achieved record media reach, with 183 billion impressions, 14 million website page views and 577,610 new social media followers. International Women's Day and the 16 Days of Action to End Violence Against Women campaigns saw unprecedented engagement.

O. Output 3: Advancing business transformation

Figure 12: Progress towards 2024 milestones



81. UN-Women emphasizes continuous improvement and takes a strategic, impactful approach to organizational transformation. The Entity prioritizes linking results to resources, using funding as an investment to enable growth, shifting from traditional models and emphasizing organizational performance management.

82. Knowledge management is an organizational asset and UN-Women far surpassed the 2024 milestone, with 25 initiatives. The sharing of promising practices advances organizational learning and helps refine programmatic approaches and strategies and UN-Women will renew efforts to scale up innovative ways of working and knowledge networks in 2025.

83. Some aspects remain a challenge; in 2024, UN-Women did not meet office financial sustainability targets. In the current funding context, the organization will critically review its field presences for sustainability. The 2024 milestone was also missed for common premises.

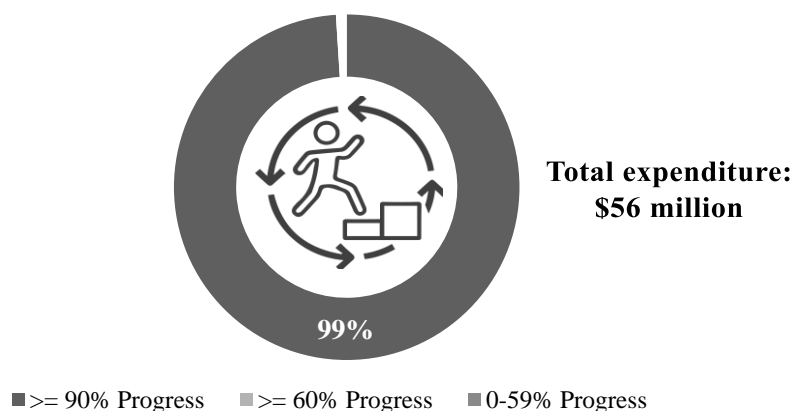
84. The Entity met the 2024 milestones for the distribution of active posts and the number of business process improvements, maintaining positive trends from earlier years.

Dedicated box: UN 2.0

Launched by the Secretary-General, UN 2.0 envisions a modernized United Nations system with cutting-edge skills and a forward-thinking culture for greater impact on the SDGs. In 2024, UN-Women reinforced its commitment through UN 2.0-week side events, a knowledge-sharing community and entity-level targets. Key strides included an artificial intelligence-powered Transparency Portal search; an artificial intelligence school in Asia and the Pacific to build the skills of women, civil society organizations and United Nations staff; and essential groundwork with the United Nations Futures Lab for mainstreaming gender into strategic foresight and making United Nations Country Teams future-ready.

P. Output 4: Nurturing an empowered workforce and advancing an inclusive UN-Women culture

Figure 13: Progress towards 2024 milestones



85. UN-Women continued to improve the geographical diversity and gender ratio of its personnel. The Entity had 138 nationalities among its staff in 2024, and 52 per cent of international professional staff were from programme countries, meeting milestones for both indicators. The representation of men increased and met the milestone.

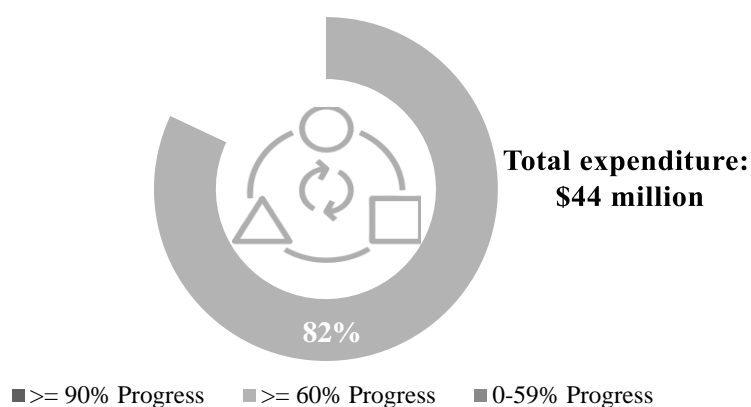
86. UN-Women achieved the goal of having a dedicated human resources business partner in all regions. The Entity collaborated with the UNDP, UNFPA, UNICEF and the United Nations Office for Project Services to create harmonized progress reporting on the prevention of sexual exploitation and abuse and sexual harassment.

87. Senior managers continued to actively champion disability inclusion, and UN-Women revised its Disability Inclusion Policy, enhancing business processes and decentralizing decision-making, including on mental health access.

88. While recruitments increased in 2024, the Entity narrowly missed the milestone for timely hiring and will address this in 2025.

Q. Output 5: Effective normative, programmatic and coordination products, services and processes

Figure 14: Progress towards 2024 milestones



89. The effective execution of business processes remains a top priority for UN-Women. The Entity continues to support effective planning at the country level by simplifying and streamlining procedures for planning, monitoring and reporting.

90. The evaluation function at UN-Women supports organizational learning and decision-making, generating independent evidence and insights. In 2024, all evaluation reports received ratings of “very good” or “good,” maintaining high quality. UN-Women participated in 42 United Nations joint evaluations or 35 per cent of all such evaluations in 2024. These included 29 independent system-wide evaluations and syntheses, including two global SDG evaluation syntheses and 24 Cooperation Framework evaluations. Both categories surpassed 2024 milestones.

91. Hopefully indicative of a positive trend, direct funding for offices’ Strategic Notes – a flexible funding modality that is essential for the effective delivery of results – increased 56 per cent from 2023, meeting the milestone.

VI. Looking forward to the Strategic Plan 2026–2029

92. Marked by the thirtieth anniversary of the Beijing Declaration and Platform for Action, the twenty-fifth anniversary of Security Council resolution 1325, the eightieth anniversary of the United Nations and 15 years since the founding of UN-Women, the Strategic Plan 2026–2029 will span four decisive years of the final stretch of the 2030 Agenda for Sustainable Development. In the face of rising political polarization, persistent economic instability, protracted conflicts, and growing pushback on gender equality, it represents a critical opportunity to galvanize urgent progress for all women and girls.

93. Drawing on recommendations from the midterm review of the Strategic Plan 2022–2025 and subsequent corporate evaluations, audits and assessments, and guided by the 2024 QCPR, the new Strategic Plan is based on evidence and lessons learned. A multistakeholder survey and consultations with Member States, civil society, United Nations entities, the private sector and UN-Women personnel across the world reflects the broad stakeholder engagement informing its development.

94. The new Strategic Plan will boost scale, impact and efficiency by further enhancing focus and integrated approach across the triple mandate and the thematic areas, including by streamlining the number of systemic outcomes. To amplify results and resources, UN-Women will revamp its approach to partnerships and capitalize on calls to action, including the Pact for the Future, UN 2.0 and the Gender Equality Acceleration Plan.

95. Grounded in CEDAW, the Beijing Declaration and Platform for Action, the women, peace and security agenda and the 2030 Agenda for Sustainable Development, among other human rights commitments, the Strategic Plan 2026–2029 will endeavour to accelerate the realization of the equality, empowerment and rights of all women and girls, sustaining momentum towards 2030 and beyond.

VII. Elements for a draft decision

The Executive Board may wish to,

96. Take note of the report of the Under-Secretary-General/Executive Director of the United Nations Entity for Gender Equality and the Empowerment of Women on progress made on the implementation of the Strategic Plan 2022–2025 (number), and further note strong performance by UN-Women to date in meeting its annual targets;

97. Encourage UN-Women to take into account lessons learned from the implementation of the Strategic Plan 2022–2025, including its midterm review, as well as from its previous Strategic Plans;
98. Urge UN-Women to continue to align, as appropriate, its results framework with the Beijing Declaration and Platform for Action and the Sustainable Development Goals;
99. Decide to transmit the report to the Economic and Social Council.
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