



# UN WOMEN: COORDINATION STRATEGY 2024

UN Women Coordination Strategy 2024 ©  
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# Acronyms

<b>AWP</b>	Annual Work Plan
<b>CCA</b>	Common Country Assessment
<b>CEB</b>	Chief Executives Board for Coordination
<b>CEDAW</b>	Convention on the Elimination of All Forms of Discrimination Against Women
<b>CGEP</b>	Country Gender Equality Profile
<b>CO</b>	Country Office
<b>DRF</b>	Development Results Framework
<b>ED</b>	Executive Director
<b>EDO</b>	Executive Director's Office
<b>EVAWG</b>	Ending Violence Against Women and Girls
<b>FMOG</b>	Fiduciary Management and Oversight Group
<b>FMU</b>	Financial Management Office
<b>GEF</b>	Gender Equality Forum
<b>GEM</b>	Gender Equality Marker
<b>GEWE</b>	Gender Equality and Women's Empowerment
<b>GiHA</b>	Gender in Humanitarian Action
<b>GTG</b>	Gender Theme Group
<b>HC</b>	Humanitarian Coordinator
<b>HCT</b>	Humanitarian Country Team
<b>HQ</b>	Headquarters
<b>HRP</b>	Humanitarian Response Plan
<b>IANWGE</b>	Inter-Agency Network on Women and Gender Equality
<b>IASC</b>	Inter-agency Standing Committee (on humanitarian affairs)
<b>MAF</b>	Management Accountability Framework
<b>MCO</b>	Multi-country Office
<b>MOPAN</b>	Multilateral Organisation Performance Assessment Network

<b>MPTF</b>	Multi-Partner Trust Fund
<b>NWOW</b>	New Ways of Working
<b>OECD</b>	Organisation for Economic Cooperation and Development
<b>OEEF</b>	Organizational Effectiveness and Efficiency Framework
<b>PPG</b>	Policy, Procedures and Guidance Framework
<b>PPID</b>	Policy Programme and Intergovernmental Division
<b>PSG</b>	Programme Support Group
<b>QCPR</b>	Quadrennial Comprehensive Policy Review
<b>RC</b>	Resident Coordinator
<b>RCO</b>	Resident Coordinator's Office
<b>RO</b>	Regional Office
<b>SDG</b>	Sustainable Development Goal
<b>SMT</b>	Senior Management Team
<b>SN</b>	Strategic Note
<b>SP</b>	Strategic Plan
<b>SPRED</b>	Strategy, Planning, Resources and Effectiveness Division
<b>UN</b>	United Nations
<b>UNCT</b>	UN Country Team
<b>UNDS</b>	UN Development System
<b>UNEG</b>	United Nations Evaluation Group
<b>UNGA</b>	United Nations General Assembly
<b>UN RIAS</b>	United Nations Representatives of Internal Audit Services
<b>UN-SWAP</b>	United Nations System-Wide Action Plan
<b>UNCT-SWAP</b>	United Nations Country Team System-Wide Action Plan (Gender Equality Scorecard)
<b>UNSC</b>	United Nations Security Council
<b>UNSCD</b>	UN System Coordination Division
<b>UNSG</b>	United Nations Secretary General
<b>UN Women</b>	United Nations Entity for Gender Equality and the Empowerment of Women







# 1. Introduction

1. This document contains the **UN System Coordination Strategy for the United Nations Entity for Gender Equality and Women's Empowerment (UN Women) for 2024**.
2. It outlines the organization's strategy to implement the **UN Women Strategic Plan (2022 – 2025)** and specifically its Systemic Outcome 7 which - in the main<sup>1</sup> - frames the organization's UN system coordination work on gender equality and women's empowerment (GEWE) as reflected in its development results framework.<sup>2</sup>
3. This strategy responds to the increasing importance placed on UN system coordination within the organization's work. This is evidenced within the ***Strategic Plan (2022-2025)***, its ***Development Results Framework*** and, the priorities outlined in the **2020 QCPR**. Also noteworthy, although not as yet finalized, is the development of an offer of UN coordination services by UN Women at the UN country-team level to support implementation of the **UN System-wide Gender Equality Acceleration Plan on Gender Equality** in response to the *Independent Review of the UN System's Capacity to Deliver on Gender Equality*, commissioned in 2022 by the Executive Office of the UN Secretary-General (UNSG).<sup>3</sup>
4. Further, *it also responds* to external evaluations and assessments for further strengthening coherence in UN Women's coordination efforts on GEWE across the organization *and more specifically audit recommendations* that called for the development of a coordination strategy.<sup>4</sup>
5. Finally, this strategy acknowledges the evolving landscape over the next six to 18 months for UN system coordination on gender equality that will require ongoing strategy adaptation. These include, *inter alia*, the Mid-Term Review of UN Women's Strategic Plan (2022-2025), the forthcoming MOPAN assessment, UN Women's Pivot to the Field process, the preparation of the new Strategic Plan for 2026 and the final outcome of the Clara Implementation Plan.

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<sup>1</sup> This strategy acknowledges that some UN system coordination work may fall outside of Outcome 7, but for operational clarity it was necessary to define a boundary around this work for developing a results framework and associated strategy for implementation.

<sup>2</sup> Please see Annex 1 for the Systemic Outcome 7 results framework.

<sup>3</sup> UN Women's offer of UN Coordination services and the Gender Equality Acceleration Plan will be launched in 2024.

<sup>4</sup> These include Insights on Organizational Effectiveness and Efficiency: A meta-synthesis of UN Women Evaluations (2020); Effectiveness and Efficiency Assessment of UN Women Flagship Programme Initiatives and Thematic Priorities of the Strategic Plan 2018 – 2021, 2020; Governance of UN Women Coordination: Rapid Assessment (2021), Corporate Evaluation of UN Women's UN System Coordination and Broader Convening Role in Ending Violence against Women (2021) and Recommendation 3 of the Meta-synthesis of Field Office Audits (2021).

6. As such, this strategy constitutes a living document. Key elements of its implementation were presented to the Executive Board in 2024 in the context of strengthening implementation of UN Women’s Strategic Plan (2022 – 2025).<sup>5</sup>

## 1.1 Process and Methodology

7. The **UN System Coordination Division (UNSCD)** and the **Policy Programme and Intergovernmental Division (PPID)** are the joint custodians of Systemic Outcome 7 of the UN Women Strategic Plan (2022 – 2025) which outlines UN Women’s vision and results framework for its UN system coordination work.
8. This strategy builds on the results achieved, challenges faced, and lessons learned in the implementation of the UN system coordination mandate during UN Women’s first decade of existence. It is also based on an initial desk review of documents<sup>6</sup>, consultations with 62 internal and external stakeholders of UN Women undertaken between February and September 2022 that included donors, UN System Focal Points, Resident Coordinators and RCO staff, and UN Women staff at the country, regional and headquarters levels and the input provided by an Advisory Group, co-chaired by the UN System Coordination Division (UNSCD) and the Programme, Policy and Inter-Governmental Division (PPID).<sup>7</sup>
9. The UNSCD also commissioned an in-depth analysis of the first year of reporting (2022) against Systemic Outcome 7 which has further informed the development of this strategy, along with recent developments in the UN system context.

# 2. UN Women Coordination Mandate

## 2.1 Background and Context

10. UN Women’s founding UNGA Resolution A/RES/64/289, on system-wide coherence, created an organization that consolidated the normative and operational mandates of four prior entities<sup>8</sup> and imbued the new entity with a third – entirely new - mandate on UN system coordination.
11. The UN system coordination mandate on GEWE was defined broadly as *“leading, coordinating and promoting the accountability of the United Nations system in its work on gender equality and the empowerment of women”*<sup>9</sup> with UN Women expected to *“lead to more effective coordination, coherence and gender mainstreaming across the United Nations*

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<sup>5</sup> See Annex 6 for information on the presentation to the Executive Board.

<sup>6</sup> See Annex 5 for a full list of references.

<sup>7</sup> See page 29 for a full list of stakeholders.

<sup>8</sup> Office of the Special Adviser on Gender Issues (OSAGI); Division for the Advancement of Women (DAW); UNIFEM; and the United Nations International Research and Training Institute for the Advancement of Women (INSTRAW).

<sup>9</sup> UNGA Resolution A/RES/64/289.

system”<sup>10</sup> The resolution further emphasized that “support for gender mainstreaming across the United Nations system [was to be] an integral part of the work of the Entity”.<sup>11</sup>

12. Accordingly, and in execution of the 2006 CEB UN System-Wide Policy on GEWE,<sup>12</sup> in the first decade of UN Women’s existence, the entity developed and coordinated a system-wide accountability framework for GEWE which mainstreamed gender equality into all the functions of the UN system, i.e., the UN System-Wide Action Plan for GEWE (UN-SWAP) at entity level and its equivalent, the UNCT-SWAP gender equality scorecard at the country-team level. These frameworks constituted system wide tools for reporting progress against commonly agreed and implemented performance indicators.<sup>13</sup> Currently the UN-SWAP and UNCT-SWAP comprise 73 reporting entities and 82 reporting UNCTs, respectively.
13. Over time, however, the demand for UN Women’s coordination role has evolved and expanded in line with calls overall for both strengthening UN system gender equality and thematic coordination in the context of UN reform efforts. There is an emphasis on the importance of GEWE for pursuing an acceleration of 2030 Agenda and the SDGs and through the UNSC Resolutions for advancing the women, peace and security agenda.
14. The reform and reinvigoration of the Resident Coordination system has been part of these overall efforts to increase coordination and focus on GEWE for SDG acceleration at the UN country-team level. This has included an emphasis on joint programming, enhanced financing for gender equality and a focus on delivering SDG-related results.
15. In response, UN Women led a coordinated effort to increase joint programming on GEWE which today represents 30 per cent of all UN Women’s funding (up from 14% in 2018). It has also led the development and implementation of the Gender Equality Marker (GEM) at the entity, UNCT and inter-agency pooled fund levels to concretely address the recognition that the UN system financing for GEWE has been grossly insufficient for delivering the type of transformative changes expected to achieve results across the SDGs.
16. Following the World Humanitarian Summit in 2016, the UNSG outlined the New Way of Working (NWOW) which calls on humanitarian and development actors to work collaboratively together, based on their comparative advantages, towards ‘collective outcomes’ that reduce need, risk and vulnerability over multiple years.<sup>14</sup> UN Women subsequently intensified its efforts to gain full membership in the Inter Agency Standing Committee (IASC) which was accorded in 2022, thereby bolstering its coordinated approach to mainstream a gender perspective into humanitarian contexts and support implementation of the IASC’s Gender Policy.

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<sup>10</sup> Ibid.

<sup>11</sup> Ibid.

<sup>12</sup> CEB/2006/2: United Nations system-wide policy on gender equality and the empowerment of women: focusing on results and impact. [http://www.un.org/womenwatch/ianwge/gm/UN\\_system\\_wide\\_P\\_S\\_CEB\\_Statement\\_2006.pdf](http://www.un.org/womenwatch/ianwge/gm/UN_system_wide_P_S_CEB_Statement_2006.pdf)

<sup>13</sup> As a testament to the pioneering nature of the tools, it is noteworthy that since 2012, the frameworks have been emulated by various other sectors including disability inclusion, youth, indigenous, environmental sustainability and others.]

<sup>14</sup> UNSG Report One Humanity: Shared Responsibility - Report of the Secretary-General for the World Humanitarian Summit (A/70/709)

17. Further, the 2020 UNGA Resolution on the Quadrennial Comprehensive Policy Review (QCPR 2020), paragraph 12,<sup>15</sup> called for both enhanced coordination and coherence by the UN system to support national priorities for SDG implementation and created new inter-agency results for gender mainstreaming at the country level with six indicators (Indicators #35 – 39) to track progress included within its Monitoring and Reporting Framework.<sup>16</sup> UN Women integrated the relevant QCPR indicators within its Strategic Plan 2022-2025, including within Systemic Outcome 7.<sup>17</sup>
18. In 2021, the UNSG's Our Common Agenda report was a call for joint action to accelerate the implementation of agreements including the SDGs. The report explicitly called for women and girls to be placed at the center of a more streamlined intergovernmental process and included five transformative actions on gender equality.<sup>18</sup> To ensure that the UN system pivots to effectively deliver for women and girls, in 2023 the UNSG conducted an *Independent Review of the UN System's Capacity to Deliver on Gender Equality*. The results of the review are being implemented through the new *UN System Clara Call and Implementation Plan on Gender Equality (2023)* against which UN Women is developing a specific updated coordination offer.<sup>19</sup>
19. In 2022, in recognition of the centrality and growing importance of its gender and thematic coordination mandate on GEWE, the UN Women Strategic Plan 2022 to 2025 included UN coordination as an independent component of its development results framework – the current Systemic Outcome 7 – which has elevated it from its prior placement solely in the organizational, efficiency and effectiveness framework (OEEF) of the previous strategic plans.
20. In her inaugural speech to the UN Women Executive Board in April 2022, the incoming Executive Director of UN Women, identified **a greatly strengthened coordination role for UN Women** as one of three priorities for the organization in line with the SG's Our Common Agenda. Overall implementation of the UN Women Strategic Plan (2022-2025) and a pivot to the field were the two other priorities identified, both of which will be supported by a strengthened coordination role.
21. Accordingly, in 2023 UN Women established six new Regional Coordination Specialists posts, enhancing the organization's coordination architecture to *inter alia* implement Outcome 7.

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<sup>15</sup> Para 12 calls upon all entities of the United Nations development system to continue to promote gender equality and the empowerment of all women and girls by enhancing and accelerating gender mainstreaming through the full implementation of the System-wide Action Plan on Gender Equality and the Empowerment of Women, developed under the leadership of the United Nations Entity for Gender Equality and the Empowerment of Women (UN-Women), as well as the United Nations country team performance indicators for gender equality and the empowerment of women (the UNCT SWAP "scorecard").

<sup>16</sup> UNGA Resolution Quadrennial comprehensive policy review of operational activities for development of the United Nations system A/RES/75/233.

<sup>17</sup> Para 39 encourages United Nations development system entities, in accordance with their respective mandates, to assist Governments in taking action to prevent and eliminate all forms of violence and discrimination against women and girls, including through the strengthening of institutional mechanisms and legal frameworks, and through multisectoral and coordinated approaches, and to support Governments, upon their request, to adopt specific measures to protect the poor, women, youth and children from all forms of violence and discrimination;)

<sup>18</sup> The SG's Our Common Agenda calls for accelerating the following five actions: repeal of gender-discriminatory laws; promote gender parity, including through quotas and special measures; facilitate women's economic inclusion, including investment in the care economy and support for women entrepreneurs; include voices of younger women; and eradication of violence against women and girls, including through an emergency response plan.

<sup>19</sup> This implementation plan is expected to be finalized by March 2024.

To further strengthen overall thematic coordination to support SP implementation, UN Women also developed the **Gender Equality Accelerators**,<sup>20</sup> a set of key solutions to address the most pressing challenges for the realization of the human rights of women and girls and the achievement of gender equality across the SDGs. These Accelerators are **well aligned with the areas delineated by Outcome 7 of the SP** that have established greater links between the entity's normative support, UN system coordination and operational activities. It is expected that this will both strengthen coordination results and make them more visible.

## 2.2 Outcome 7, Strategic Plan 2022-2025

*"To champion a more coordinated UN system united in the advancement of gender equality, we will significantly step up our UN coordination work, including supporting gender mainstreaming in all policies and programmes in the UN system and developing frameworks through which to hold the UN accountable to its commitments on gender equality."*

- UN Women Strategic Plan (2022 – 2025)

22. Although one of three core organizational mandates, for its first decade UN system coordination was included only as an output area of the Organizational Effectiveness and Efficiency Framework in prior UN Women Strategic Plans, the background and context described above has led to greater attention to the UN Women coordination mandate which was elevated for the first time to a systemic development outcome within the UN Women Strategic Plan 2022-2025.
23. The endorsement of the current Strategic Plan (2022 – 2025) signified an intention to address this shortcoming by both enhancing the organization's work on UN system coordination<sup>21</sup> and including it within the development results framework as one of seven new systemic outcome areas.<sup>22</sup>
24. The UN Women Strategic Plan 2022-2025 includes for the first time a development outcome, Outcome 7, to measure the effects of its coordination mandate.<sup>23</sup>
  - *Outcome 7: "the UN System coherently and systematically contributes to progress on gender equality and the empowerment of women and girls."* The outcome has 9

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<sup>20</sup> The objective of the GE Accelerators is to drive focused and collective action on gender equality challenges that are hindering progress on the SDGs and achieve accelerated and scaled up results for women and girls.

<sup>21</sup> UN Women committed "to champion a more coordinated UN system united in the advancement of gender equality, we will significantly step up our UN coordination work, including supporting gender mainstreaming in all policies and programmes in the UN system and developing frameworks through which to hold the UN accountable to its commitments on gender equality."; UN Women Strategic Plan (2022 – 2025).

<sup>22</sup> Systemic outcome areas were included based on a growing understanding that not all work fell within strategic thematic area. The other 6 systemic outcome areas are *global normative frameworks, and gender-responsive laws, policies and institutions; financing for gender equality; positive social norms, including by engaging men and boys; women's equitable access to services, goods, and resources; women's voice, leadership and agency; production, and analysis and use of gender statistic and sex-disaggregated data.*

<sup>23</sup> See Annex 1 for a full list of outcome and output indicators.

associated indicators related to gender mainstreaming and thematic coordination results.

- *Output 7: “changes attributed to UN Women in skills or abilities and capacities of individuals or institutions and/or the availability of new products and services contributing to UN system coordination for gender equality.” The output has 8 associated indicators related to inter-agency coordination mechanisms, joint products and services, joint programmes, financial accountability and thematic.*<sup>24</sup>
25. This UN Coordination Strategy aims to increase coherence in implementation of Outcome 7, while also looking at outcome level results where contributions can be pursued and documented. The analysis of 2022 reporting indicates that more coherence is needed to implement Outcome 7 and to support the generation of amplified results. The development and implementation of this Strategy is a key avenue for doing so.

### 3. Definition

26. The key UN Women outcome result for UN system coordination on GEWE is defined as “*the UN system coherently and systematically contribute to progress on gender equality and the empowerment of women and girls*”.
27. A level of coordination is required to enable the UN system – a large and complex system composed of many different parts – to work coherently and systematically towards any objective.
28. The key UN Women output result for UN system coordination on GEWE is defined as the “*changes attributed to UN-Women in skills or abilities and capacities of individuals or institutions and/or the availability of new products and services contributing to UN system coordination for gender equality*”. This is predicated on UN Women’s comparative advantage to support the UN system due to its gender equality and thematic expertise and thought leadership.
29. UN Women adopts a systems’ thinking approach to the development of its operational definition for UN system coordination mandate. For the purposes of this strategy, UN system coordination is defined as *the ability of UN Women to catalyse changes or actions among UN system entities (individually and/or collectively) that improves their ability to prioritize GEWE consistently and increases their capacity to deliver coherent and transformative GEWE results that are greater than the sum of any individual entity contributions that lead to SDG acceleration.*

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<sup>24</sup> One output Indicator (7.b) is on hold.

30. UN System coordination is undertaken at three levels: country, regional, global/entity. With the pivot to the field underway, increasing attention is placed on the country and regional levels and a focus on how global/entity levels can influence and support field level results.

## 4. Eight Guiding Principles for Coordination (the 8 Cs)

31. The following eight principles will guide the overall implementation of the UN System Coordination Strategy. Together, these “8 Cs” form the cornerstone of UN Women’s commitment to advance GEWE with purposeful leadership.

1. **Coherence:** Endeavor to work together with other UN entities to increase the effectiveness, relevance and efficiency of the UN system to generate sustainable GEWE results at all levels.
2. **Comparative Advantage:** Identify, leverage and respect the unique comparative advantages of UN system partners to advance GEWE.
3. **Consultation:** Adopt positive consultation measures with UN system partners to increase the relevance and ownership of efforts to enhance the system’s effectiveness to advance GEWE.
4. **Collaborative Engagement:** Facilitate collaboration in the design, implementation and assessment of coordination efforts towards the common goal of advancing GEWE.
5. **Capacity:** Build the capacities of UN system partners and the UN system through its systemic levers and structures on GEWE in all coordination efforts.
6. **Convening Power:** Harness UN Women’s convening power to develop and deliver joint actions and initiatives on GEWE.
7. **Collective Outcomes:** Pursue joint progress and partnerships with UN system actors working across the nexus of development, peace and humanitarian action to achieve collective outcomes on GEWE that reduce risk and vulnerability.
8. **Commitment to LNOB/Intersectional Approaches:** Ensure integration of an LNOB lens in implementing the coordination mandate and aim to complement and collaborate with other intersectional frameworks.

## 5. Theory of Change

32. UN Women's vision, guided by its mandate, is to achieve gender equality, the empowerment of all women and girls and the full enjoyment of their human rights.
33. Yet, the UN system as a whole is responsible for integrating a gender perspective in its work as a cross-cutting issue and a collective outcome at the center of SDG acceleration. It is also broadly understood that UN Women cannot meet its overall organizational vision working unilaterally.
34. At the same time, UN Women does have the gender mainstreaming and thematic experience and expertise on gender equality across sectors to support and provide thought leadership to UN system entities to strengthen their contributions towards this mutual goal.
35. The vision for UN Women's work on UN coordination is to accelerate the achievement of gender equality, the empowerment of all women and girls and the full enjoyment of their human rights across the SDGs through gender mainstreaming and through leading, coordinating and promoting and to lead, coordinate and promote accountability of the UN system on GEWE.
36. The Theory of Change provides the general theory as to the "how" of UN Women's approach to achieve its vision on UN system coordination with the goal of contributing to the achievement of the agreed results under *Systemic Outcome 7* and the *UN Systemwide Clara Implementation Plan on Gender Equality*, once finalized.
37. More specifically, UN Women will contribute within its available capacities and resources to support the UN system to contribute coherently and systematically to achieving progress on gender equality and the empowerment of women and girls. This will be pursued through strengthened support for *three pillars of priority action* and a set of *prominent drivers of change* that make the best use of UN Women's comparative advantage to respond to the needs and challenges of the UN system to advance on its commitments to GEWE. The Pillars and their Drivers of Change described in more detail in Figure 1 and Section 6 on how UN Women will bring about the changes in skills, abilities and capacities of individuals and institutions in the UN system through the development of new products and services.
38. When UN Women can effectively implement its Pillars of Action and Drivers of Change across all levels of the organization, it should generate strong coordination results on GEWE that significantly contribute to improving the UN system's ability to coherently and systematically contribute to increased progress on GEWE at all levels, including through implementation of the Clara Plan.



39. This is expected to lead to transformative collective outcomes on GEWE at country-level that add up to more than sum of each entity's individual contributions through gains made from increased coherence and efficiency.
40. The collective coordination outcomes are expected to lead to increased progress across all SDGs targets and goals within countries, thereby contributing to gender-responsive and transformative results in all areas.
41. The key assumptions for this Theory of Change are that UN Women will receive adequate financial and human resourcing to pursue all three Pillars of Action and that UN system agencies will engage collaboratively on coordination activities. These are also the key risks to its implementation.

**Figure 1 UN Women's Theory of Change for UN System Coordination**



## 6. Pillars of Priority Action and Drivers of Change

To systematically and coherently implement the objectives of the SP and the specific results compiled under Outcome 7 at all levels, UN Women will pursue three main pillars of priority action as outlined above and shown in Figure 1 and further elaborated below. In addition, Annex 2 provides an Implementation Matrix that contains a more detailed elaboration of each pillar and its levers/drivers to define further the ‘what’, ‘how’ and the ‘who’ of its implementation. The Implementation Matrix includes most key actions, but will be updated to align with the final agreed coordination offer to the UN System Clara Implementation Plan. Regional coordination strategies, where developed, will guide regional implementation with relevant offices such as those in HQ, RO and M/CO, further elaborating their distinct contributions through Strategic Notes/Annual Work Plans (SN/AWPs), as appropriate.

### Pillar 1: Gender Mainstreaming and Thematic Coordination

42. This pillar highlights UN Women’s central role in gender mainstreaming and thematic coordination in the UN system to accelerate GEWE results across SDGs and sectors. To do so, it will concentrate its efforts to pursue seven drivers of change at all levels of the UN system.

- Driver 1:** Deepen collective contributions in SDG 5 thematic areas through joint policy and programming frameworks and standards.
- Driver 2:** Pivot to propel progress on GEWE across SDGs including through joint programming and data and knowledge production.
- Driver 3:** Mainstream a gender perspective in humanitarian response and the triple nexus.
- Driver 4:** Ensure the implementation of the SG’s Directives on Women, Peace and Security are properly monitored and reported.
- Driver 5:** Make the data revolution a revolution on gender data.
- Driver 6:** Ensure a gender transformative approach to Leaving No One Behind.
- Driver 7:** Ensure thematic coordination within Gender Equality Accelerators and other thematic programmes across a critical mass of countries.

### Pillar 2: Drive Accountability and Support Leadership of RCs/UNCTs

43. UN Women will work to drive accountability and support the leadership of RCs/UNCTs to ensure that GEWE is placed at the center of SDG implementation in countries. To do so, it will concentrate its efforts to pursue five key drivers of change at the country-level.

- Driver 1:** Strengthen CCAs and UN Cooperation Frameworks and build UNCT capacities to include GEWE results to achieve the SDGs.
- Driver 2:** Strengthen joint Humanitarian Response Plans and implementation of IASC Gender Policy Accountability framework.
- Driver 3:** Incentivize leadership commitments for gender equality results.
- Driver 4:** Lead GTG/GiHA group that sit at a senior level and report to the UNCT.
- Driver 5:** Lead the preparation of confidential UNCT CEDAW reports submitted to inform the CEDAW Committee periodic reviews of countries' progress.

### **Pillar 3: Drive Increased Financing and Promote Accountability**

UN Women will work to drive increased financing and promote accountability and gender mainstreaming across the UN system. To do so, it will concentrate its efforts to pursue four key drivers of change at all levels of the UN system.

- Driver 1:** Drive mandatory financial tracking for GEWE across the UN system.
- Driver 2:** Influence pooled funds for SDG progress.
- Driver 3:** Enhance system-wide accountability at entity and country team levels.
- Driver 4:** Strengthen gender mainstreaming in key UN system inter-agency mechanisms.

Overall, gender and thematic coordination results will be captured in aggregate through a more harmonized application of this strategy, including through programmes with common objectives implemented in a critical mass across entities, UNCTs and countries.

## **7. Roles and Responsibilities**

44. The implementation of the UN System coordination mandate - as one of the three key mandates of the organization – is the responsibility of all UN Women Divisions and Offices which shall contribute to coordination results in their normative, operational or geographic area of focus. Coordination work as outlined under this strategy will be integrated within respective SNs/AWPs and within the Policy, Procedures and Guidance Framework (PPG). More specifically,
  - a. The Executive Leadership Team is responsible for approving the strategy and ensuring that adequate resources - both human and financial – are made available for its effective implementation.
  - b. Coordination Steering Group chaired by the UNSCD and PPID will be responsible for coordinating the Indicator Management Teams for Outcome 7, annual reporting and

reviewing the implementation of this strategy. The Streeting Group will be responsible for driving the visibility, clarity and coherence of the coordination mandate and what it involves, championing the definition, approaches, actions and institutional arrangements.

- c. The UNSCD is responsible for the overall coordination of the function within UN Women and is directly responsible for the implementation of key aspects of this strategy, broadly corresponding to Pillar 3, related to 1) accountability for gender mainstreaming, including hosting the Secretariats for the UN-SWAP and the UNCT-SWAP 2) supporting gender analysis required for mainstreaming gender perspectives in CCA/UNSDCF processes at country levels and mandates and emerging areas at the entity level and 3) accountability for UN system financing for GEWE. The Division is responsible for developing guidance and tools, promoting learning and knowledge exchange, and supporting the mobilization of resources for UN system coordination on GEWE, if feasible. The Division will be primarily responsible for coordinating the implementation of gender mainstreaming outcome indicators 7.1, 7.2 and 7.3 and output indicators 7.b, 7.c, 7.e, 7.f, and 7.g.
- d. The PPID is responsible for ensuring the implementation of the strategy within thematic policy areas, systemic outcome areas, system-wide and joint programming, and within the inter-governmental normative support work, broadly corresponding to Pillars 1 and 2. This includes integrating UN system coordination within division strategies, SNs/AWPs and the development of guidance on joint programmes/programming. The Division will be primarily responsible for coordinating the implementation of thematic-related outcome indicators 7.4, 7.5, 7.6, 7.7, 7.8 and 7.9. and output indicators 7.a, 7.c, 7.d and 7h.
- e. Regional Coordination Specialists will be in all 6 regions and will report directly to Regional Directors. They will support strategy implementation at the regional and country level working closely with UN system coordination focal points across the organization, particularly in thematic units and at country-level.<sup>25</sup> They will support the development of regional coordination strategies and the integration of the strategy within regional and country level SNs/AWPs.
- f. The Department of Management and Administration is responsible for the implementation of the strategy within its work areas with particular attention to resolving operational bottlenecks that impede efforts towards UN system coordination.
- g. Regional Offices are responsible for both implementation of the strategy at the regional level (e.g., working with Regional Collaborative Platforms, regional joint programmes, etc.) and coordinating and supporting the coherent implementation of the strategy at the multi-country and country level in the region and in line with guidance provided by HQ divisions through regional coordination strategies and SNs/AWPs. Regional Coordination Specialists and Regional Thematic Specialists located in each region are expected to play a unique role in supporting coherence and increasing capacity and providing technical support to country-offices for all three strategy pillars.

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<sup>25</sup> Please see Annex 3 for the ToR for Regional Coordination Specialists.

- h. Multi-Country, Country and Programme Presence Offices will be responsible for working in coordination with UNSCD and PPID to ensure the coherent implementation of the strategy at the multi-country and country level to support RCs, UNCTs and HCTs through SNs/AWPs and in alignment with UNSDCF and UNSDG output indicator framework<sup>26</sup>. In particular, they will ensure support to RCOs to place GEWE at the heart of SDG Implementation at the country level through development of strong Country Gender Equality Profiles (CGEP). They will make use of Regional Coordination Specialists and Regional Thematic Specialists to support their implementation of the all three pillars of the strategy at country-level.
- i. Business owners are also responsible for leading coordination on GEWE within the respective professional networks they engage such as the United Nations Evaluation Group (UNEG), the United Nations Representatives of Internal Audit Services (UN RIAS), and the Chief Executives Board Finance and Budget Network (CEB FBN).
- j. Annex 3 includes the ToR for the Regional Coordination Specialists.

## 8. Monitoring and Learning

- 45. Implementation of the strategy will be monitored and reported on against the results framework of Systemic Outcome 7 annually through UN Women's corporate RMS system with progress published within the Transparency Portal.
- 46. An analysis of corporate annual reporting on Outcome 7 will allow for assessing progress and support learning on how to improve implementation, as well as generate best practices, lessons learned and a better understanding of emerging challenges and opportunities.
- 47. The strategy will be considered successfully implemented through the generation of aggregated results which meet or exceed the targets set within Systemic Outcome 7. Further measures of success include the enhanced responsiveness to requests for assistance, increase in resources explicitly directed at supporting UN system coordination work and a more systematic evidence base demonstrating coherence and link between coordination and stronger development results on GEWE, albeit by contribution rather than direct attribution.

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<sup>26</sup> The United Nations Sustainable Development Group (UNSDG) Output Indicator Framework was launched globally in November 2022. It ensures cohesive functioning of the UN by facilitating the design and implementation of UN Sustainable Development Cooperation Framework (Cooperation Framework), at the level of the Cooperation Framework outputs and producing/providing quality-assured SDG-focused corporate-level output indicators.

## 9. Review and follow up

48. This strategy will be reviewed and updated as warranted by the outcomes and conclusions of the processes mentioned in Section 1 and any other significant changes emerging in the UN system coordination context, particularly as reflected in the next Strategic Plan of UN Women.
49. The review will also provide an opportunity to reflect on and revise the Theory of Change for UN System Coordination based on empirical evidence from its practical application. An evaluation of the strategy may be commissioned to support this process if relevant and feasible.

## ANNEXES



## Annex 1: Outcome 7 of UN Women's Strategic Plan (2022 – 2025)

Outcome 7: The UN system coherently and systematically contributes to progress on gender equality and the empowerment of women and girls		Output 7: Changes attributed to UN-Women in skills or abilities and capacities of individuals or institutions and/or the availability of new products and services contributing to UN system coordination for gender equality <sup>27</sup>	
Outcome Indicator 7.1	Percentage of ratings of reporting entities that meet or exceed UN-SWAP standards ( <i>derived from QCPR indicator 1.4.13</i> )	Output Indicator 7. a	Number of thematic interagency mechanisms/teams that effectively address gender mainstreaming in priority areas
Outcome Indicator 7.2	Percentage of UNCTs that conducted the comprehensive UNCT-SWAP Gender Equality Scorecard in the past four years, and met or exceeded requirements for at least 60% of UNCT-SWAP standards ( <i>derived from QCPR indicator 1.4.15</i> )	Output Indicator 7. b	Number of UN System coordination mechanisms in which UN-Women is actively engaged that drive progress on gender mainstreaming mandates and commitments at global, regional and country levels ( <i>on hold</i> )
Outcome Indicator 7.3	Percentage of UN Sustainable Development Cooperation Frameworks that have a) a dedicated gender equality outcome; and/or b) that mainstream gender equality perspectives across Cooperation Framework outcomes ( <i>derived from QCPR indicator 1.4.16</i> )	Output Indicator 7.c	Number of interagency products or services with a focus on gender equality and women's empowerment developed and made available
Outcome Indicator 7.4	Percentage of UNCTs meeting/exceeding requirements in preventing and eliminating all forms of violence and discrimination against women and girls through multisectoral and coordinated approaches ( <i>derived from QCPR indicator 1.4.22</i> )	Output Indicator 7. d	Percentage of UN Joint-Programmes with a focus on gender equality in which UN-Women participates as a Participating United Nations Organization (derived from QCPR indicator 1.4.17)
Outcome Indicator 7.5	Number of action points to advance the implementation of UN-system commitments on women, peace and security ( <i>S/2019/800, paragraph 120</i> ) that show progress	Output Indicator 7. e	Percentage of inter-agency pooled funds that are applying a gender marker and allocating 15% or more of their resources to programmes with gender equality and/or to women and girls as their principal objective (derived from QCPR indicators 1.4.20 and 1.4.21)
Outcome Indicator 7.6	Percentage of HCT response plans and strategies that demonstrate the integration of gender equality ( <i>IASC Gender Accountability Framework Report</i> )	Output Indicator 7. f	Percentage of UN entities that track and report on allocations and/or expenditures on gender equality using gender equality markers and are allocating substantial resources to programmes with gender equality as their principal objective (derived from QCPR indicator 1.4.19)
Outcome Indicator 7.7	Number of UN entities implementing disaster risk reduction, resilience or recovery initiatives with a focus on gender equality and women's empowerment ( <i>United Nations Plan of Action on Disaster Risk Reduction for Resilience</i> ) (UNDP, UNICEF)	Output Indicator 7. g	Proportion out of total UNCTs with a Joint Work Plan in UN INFO 2.0 that allocated 70% or more of the UNCT annual funding framework available resources to activities with gender equality as a principal or significant objective (derived from QCPR indicator 1.4.18)
Outcome Indicator 7.8	Number of UNCTs implementing UN-system commitments and advocacy on women's equal participation in elections and temporary special measures in their support to Member States	Output Indicator 7.h	Number of Peacebuilding processes inclusive of young women supported by UN-Women (UNFPA, UNICEF)
Outcome Indicator 7.9	Number of countries that have endorsed a youth, peace and security framework ( <i>key recommendations of the Secretary-General's 2022 report to the Security Council</i> ) (UNDP, UNFPA)		

## Annex 2: Implementation Matrix for the Coordination Aspects of the Strategic Plan (2022 - 2025)<sup>28</sup>

Key Drivers	What	Level	Who	SP Indicator
<b>Pillar 1: Gender mainstreaming and thematic coordination in the UN system to accelerate GEWE results across SDGs and sectors.</b>				
<b>Driver 1:</b> <b>Deepen collective contributions in SDG 5 thematic areas through joint policy and programming frameworks and standards.</b>	EVAW Results Accountability Framework	UNCT	PPID, EVAW Unit	0.7.4. Fraction of UNCTs meeting/exceeding requirements in preventing & eliminating all forms of violence & discrimination against women and girls through multi-sectoral and coordinated approaches (QCPR 1.4.22)
	Spotlight Initiative on EVAW		PPID, EVAW Unit	0.7.d. Fraction of UN Joint-Programmes with a focus on gender equality in which UN- Women participates as a Participating United Nations Organization (QCPR 1.4.17)
	UN Note and Key Messages on Temporary Special Measures	UNCT	PPID, WPP Unit	0.7.8. Number of UNCTs implementing UN- system commitments and advocacy on women's equal participation in elections and temporary special measures in their support to Member States
	UN Policy directives on electoral assistance	UNCT	PPID, WPP Unit	0.7.8. Number of UNCTs implementing UN- system commitments and advocacy on women's equal participation in elections and temporary special measures in their support to Member States
	Common Chapter			0.7.d. Fraction of UN Joint-Programmes with a focus on gender equality in which UN- Women participates as a Participating United Nations Organization (QCPR 1.4.17)
	Joint Programmes	Entity RCT UNCT	PPID RO CO	0.7.d. Fraction of UN Joint-Programmes with a focus on gender equality in which UN- Women participates as a Participating United Nations Organization (QCPR 1.4.17)

<sup>28</sup> The tables include many of the key activities ('the what') that UN Women is pursuing for UN Coordination, but the list is indicative and not fully comprehensive of all activities under each Driver. The final coordination offer to the UN System Clara Call and Implementation Plan on Gender Equality (2023) will be incorporated once finalized.

Key Drivers	What	Level	Who	SP Indicator
<b>Driver 2: Pivot to propel progress on GEWE across SDGs (e.g.: DRR, infrastructure, climate change, etc.), including through joint programming and data/ knowledge production.</b>	Joint Programmes	Entity RCT UNCT	PPID RO CO	<i>0.7.d.</i> Fraction of UN Joint-Programmes with a focus on gender equality in which UN- Women participates as a Participating United Nations Organization (QCPR 1.4.17)
	United Nations Plan of Action on Disaster Risk Reduction for Resilience	Entity	PPID, DRR Unit	<i>0.7.7.</i> Number of UN entities implementing disaster risk reduction, resilience or recovery initiatives with a focus on gender equality and women's empowerment. (UNDP, UNICEF)
	Data and knowledge production	Entity RCT UNCT	PPID RO CO	<i>0.7.c.</i> Number of interagency products or services with a focus on gender equality and women's empowerment developed and made available
<b>Driver 3: Mainstreaming a gender perspective in humanitarian response and nexus</b>	HRPs	HCT	PPID, HA Unit RO CO	<i>0.7.6.</i> Percentage of HCT response plans and strategies that demonstrate the integration of gender equality
<b>Driver 4: Ensure the implementation of the S-G's Directives on Women, Peace and Security are properly monitored and reported.</b>	SG's 21 Action Points		PPID, WPS Unit	<i>0.7.5.</i> Extent of progress made against core UN- system commitments on women, peace and security (S/2019/800, paragraph120)
	Youth, Peace and Security Framework	UNCT	PPID, WPS Unit RO CO	<i>0.7.9.</i> Number of countries that have endorsed a youth, peace and security framework (UNDP, UNFPA)
	Support inclusion of young women in peace processes	UNCT	PPID, WPS Unit RO COs	<i>7.h</i> Number of Peacebuilding processes inclusive of young women supported by UN-Women (UNFPA, UNICEF)

Key Drivers	What	Level	Who	SP Indicator
<b>Driver 5: Make the data revolution a revolution on gender data.</b>	Data and Knowledge Production			0.7.c. Number of interagency products or services with a focus on gender equality and women's empowerment developed and made available
	Joint Programmes			0.7.c. Number of interagency products or services with a focus on gender equality and women's empowerment developed and made available
<b>Driver 6: Ensure a gender transformative approach to Leaving no one Behind</b>	Joint Programmes	Entity RCT UNCT		0.7.d. Fraction of UN Joint-Programmes with a focus on gender equality in which UN- Women participates as a Participating United Nations Organization (QCPR 1.4.17)
	DIS	Entity UNCT		0.7.c. Number of interagency products or services with a focus on gender equality and women's empowerment developed and made available
<b>Driver 7: Ensure a thematic coordination in Gender Equality Accelerators</b>	Joint Programmes	Entity RCT UNCT		0.7.d. Fraction of UN Joint-Programmes with a focus on gender equality in which UN- Women participates as a Participating United Nations Organization (QCPR 1.4.17)

**Pillar 2: Drive accountability and support the leadership of RCs/UNCTs to ensure that GEWE is placed at the center of SDG implementation in countries.**

<b>Driver 1: Strengthen CCAs and UN Cooperation Frameworks and build UNCT capacities to include GEWE results to achieve the SDGs.</b>	Gender Equality Country Profiles	UNCT	CO (lead) RO PPID	7.3 Percentage of UN Sustainable Development Cooperation Frameworks that have a) a dedicated gender equality outcome; and/or b) that mainstream gender equality perspectives across Cooperation Framework outcomes <i>(derived from QCPR indicator 1.4.16)</i>
	CF results groups		CO (lead) RO PPID	7.3 Percentage of UN Sustainable Development Cooperation Frameworks that have a) a dedicated gender equality outcome; and/or b) that mainstream gender equality perspectives across Cooperation Framework outcomes <i>(derived from QCPR indicator 1.4.16)</i>
	Helpdesks	UNCT	CO (lead) RO PPID	7.3 Percentage of UN Sustainable Development Cooperation Frameworks that have a) a dedicated gender equality outcome; and/or b) that mainstream gender equality perspectives across Cooperation Framework outcomes <i>(derived from QCPR indicator 1.4.16)</i>

Key Drivers	What	Level	Who	SP Indicator
				0.7.c. Number of interagency products or services with a focus on gender equality and women's empowerment developed and made available
	Technical Support	UNCT	CO (lead) RO PPID	0.7.c. Number of interagency products or services with a focus on gender equality and women's empowerment developed and made available
<b>Driver 2:</b> Strengthen joint humanitarian response plans and implementation of the IASC Gender Policy Accountability framework.	IASC Acc	HCT	CO (lead) RO PPID	
<b>Driver 3: Incentivize leadership commitments for GEWE results.</b>	Management Accountability Framework for RCs	RC		No corresponding O7 indicator
	CLARA Leadership Accountability Framework			<i>No corresponding O7 Indicator</i>
<b>Driver 4: Lead GTG/GIHA group that sits at a senior level and reports to the UNCT.</b>	GTG	UNCT		0.7.b. Number of UN system coordination mechanisms in which UN-Women is actively engaged that drive progress on gender mainstreaming mandates and commitments at global, regional and country levels
	GiHA	UNCT		0.7.a. Number of thematic interagency mechanisms/teams that effectively address gender mainstreaming in priority areas
<b>Driver 5: Lead the preparation of confidential UNCT CEDAW reports submitted to inform the CEDAW Committee</b>	UNCT CEDAW Reports			7. c Number of interagency products or services with a focus on gender equality and women's empowerment developed and made available

Key Drivers	What	Level	Who	SP Indicator
periodic reviews of countries' progress.				
	Joint Products and Services	Entity RCT UNCT	UNSCD, PPID HQ Units RO CO	7. c Number of interagency products or services with a focus on gender equality and women's empowerment developed and made available
	Joint Programmes	Entity RCT UNCT	PPID ROs COs	7.d Percentage of UN Joint-Programmes with a focus on gender equality in which UN-Women participates as a Participating United Nations Organization (derived from QCPR indicator 1.4.17)
<b>Pillar 3: Drive increased financing and promote accountability and gender mainstreaming across the UN system.</b>				
<b>Driver 1:</b> <i>Drive mandatory financial tracking for GEWE across the UN System</i>	High Level Taskforce on Financing	Global	UNSCD	0.7.a. Number of thematic interagency mechanisms/teams that effectively address gender mainstreaming in priority areas
	Entity GEM	Entity	UNSCD	0.7.1. Percentage of ratings of reporting entities that meet or exceed UN-SWAP standards (QCPR 1.4.13)  0.7.f Percentage of UN entities that track and report on allocations and/or expenditures on gender equality using gender equality markers and are allocating substantial resources to programmes with gender equality as their principal objective (derived from QCPR indicator 1.4.19)
	UNCT GEM	UNCT	UNSCD (lead) PPID RO CO	0.7.2 Fraction of UNCTs that conducted the comprehensive UNCT-SWAP Gender Equality Scorecard in the past four years and met or exceeded requirements for at least 60% of UNCT-SWAP standards. (QCPR 1.4.15)
<b>Driver 2: Influence pooled funds for SDG progress</b>	Pooled Funding GEM	Pooled Funding Mechanism	UNSCD	0.7.e Percentage of inter-agency pooled funds that are applying a gender marker and allocating 15% or more of their resources to programmes with gender equality and/or to women and girls as their principal objective (derived from QCPR indicators 1.4.20 and 1.4.21)

Key Drivers	What	Level	Who	SP Indicator
<b>Driver 3:</b> Enhance System-wide accountability at entity and country team levels.	UN SWAP	Entity	UNSCD	0.7.1. Percentage of ratings of reporting entities that meet or exceed UN-SWAP standards (QCPR 1.4.13)
	UNCT-SWAP Scorecard	Country Team	UNSCD (lead) RO CO	0.7.2 Fraction of UNCTs that conducted the comprehensive UNCT-SWAP Gender Equality Scorecard in the past four years and met or exceeded requirements for at least 60% of UNCT-SWAP standards. (QCPR 1.4.15)
<b>Driver 4: Strengthen gender mainstreaming in key UN system inter-agency mechanisms</b>	CEB	Global	UNSCD	0.7.b. Number of UN system coordination mechanisms in which UN-Women is actively engaged that drive progress on gender mainstreaming mandates and commitments at global, regional and country levels
	UNSDG	Global	UNSCD	0.7.b. Number of UN system coordination mechanisms in which UN-Women is actively engaged that drive progress on gender mainstreaming mandates and commitments at global, regional and country levels
	IANGWE		UNSCD	0.7.b. Number of UN system coordination mechanisms in which UN-Women is actively engaged that drive progress on gender mainstreaming mandates and commitments at global, regional and country levels
	Environmental Management Group for Sustainability	Global	UNSCD	0.7.b. Number of UN system coordination mechanisms in which UN-Women is actively engaged that drive progress on gender mainstreaming mandates and commitments at global, regional and country levels
	UN Energy	Global	UNSCD	0.7.b. Number of UN system coordination mechanisms in which UN-Women is actively engaged that drive progress on gender mainstreaming mandates and commitments at global, regional and country levels

### Annex 3: ToR of Regional Coordination Specialists

	<b>JOB DESCRIPTION</b>
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#### 10. I. Position Information

<b>Job Title:</b> Regional Coordination Specialist <b>Unit/Office:</b> Regional Office in XXX <b>Duty Station:</b> To be specified by the RO <b>Reports to (Title/Level):</b> Regional Director or Deputy RD (depending on RO) with matrix reporting to the Director, UN System Coordination, PPID	<b>Contract Modality:</b> FTA <b>Grade Level:</b> P4/NOD <b>Position Number (if available):</b> to be provided by each RO <b>JD last reviewed:</b> 11/2023
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#### 11. II. Organizational Context

UN Women, grounded in the vision of equality enshrined in the Charter of the United Nations, works for the elimination of discrimination against women and girls; the empowerment of women; and the achievement of equality between women and men as partners and beneficiaries of development, human rights, humanitarian action and peace and security. Support for gender mainstreaming within the UN System through its coordination mandate remains integral to the work of UN Women as mandated in its founding resolution (GA 64/289, para.58).

Through the General Assembly Resolutions 75/233 on the Quadrennial Comprehensive Policy Review (QCPR) and 72/279 on UN repositioning, the United Nations Development System (UNDS) is presented with a mandate to respond to the ambition of the 2030 Agenda. The QCPR places strong emphasis on the fundamental importance of promoting gender equality and empowerment of all women and girls, noting the multiplier effect for achieving sustained and inclusive economic growth, poverty eradication and sustainable development. It calls upon all entities of the UNDS to continue to promote women's empowerment and gender equality by enhancing and accelerating gender mainstreaming through the full implementation of the UNCT performance indicators for Gender Equality and Women's Empowerment (GEWE) (the "UNCT-SWAP Gender Equality Scorecard") and calls on UN entities to draw on gender expertise, including in UN Women, to assist with gender mainstreaming in the preparation of the United Nations Sustainable Development Cooperation Framework. As also recognized by the UNSDG Guidance for the Cooperation Framework, gender equality and women's empowerment should be mainstreamed through UN programming, and it is identified as a priority for the Decade of Action. In addition, the UN Women Strategic Plan 2022-25 in its development results framework includes an explicit Outcome 7 which frames the coordination work of UN Women on which it is also expected to report to the Executive Board.

The Secretary-General's System-wide Strategy on Gender Parity includes recommended actions to reach gender parity at all levels across the UN System by 2028 UN Women is committed to supporting the UN entities to reach gender parity, based on its mandate to lead, promote and coordinate efforts to advance the full realization of women's rights and opportunities.



*Insert a paragraph on the RO unit's work and key priorities. Include which priorities govern or provide direction for the work of the position to demonstrate link between the RO/unit priorities and position priorities/expected outcomes of incumbent.*

Under the guidance and direct supervision of the Regional Director (or Deputy Regional Director), with matrix reporting to the Director, UN Coordination Division, PPID, the Regional Coordination Specialist is responsible for supporting UN Women country presences on the ground in their coordination roles within the United Nations Country Teams, in the identification of technical expertise for the implementation of corporate-level accountability tools; with an emphasis on the United Nations Sustainable Development Cooperation Framework (UNSDCF) processes, the new Gender Theme Groups (GTG) Standards and Procedures, the System-wide Strategy on Gender Parity, Intergovernmental processes such as CSW, CEDAW, Beijing platform for Action and SDGs as well as other relevant Regional level normative processes. The Regional Coordination Specialist is also expected to work closely with the Resident Coordinators Offices and other UN agencies to support create enabling environments in order to achieve and maintain gender parity within UNCTs. The Regional Coordination Specialist will lead on capacity building related to gender mainstreaming and UN coordination in their region, including providing input and technical advice to other UN Entities' gender mainstreaming in the development and implementation of programmes and policies. The Regional Coordination Specialist will seek regional opportunities for partnerships on coordination including joint financing initiatives for GEWE.

The Regional Coordination Specialist works in close collaboration with the Gender Equality Coordinator to the UN Resident Coordinator (where applicable), UN System Coordination Division, PAPDU/PPID, the Office of the Focal Point for Women in the UN System (on gender parity matters), local Gender Focal Points and, on Inter-Governmental/GEF issues, the Regional Coordination Specialist collaborates with the Inter-Governmental Division and manages and implements activities to enhance UN system wide coherence on gender equality and the empowerment of women.

## 12. III. Key Functions and Accountabilities

### 1. Provide technical support to the Regional Director as well as Country Offices on inter-agency coordination

- Provide technical support and guidance to the Regional Director, including through participation in regional groups and interagency coordination efforts and related technical bodies as well as the Regional Coordination Mechanism.
- Provide analysis and advice to COs and MCO on engaging United Nations Country Teams (UNCT) and Resident Coordinators (RCs) on gender responsive development assistance.
- Provide substantive support and representation at conferences, high-level meetings, joint programme development, joint advocacy, financing opportunities, and research.
- Provide technical support and ensure guidance to RCOs and UNCTs related to system-wide processes and requirement related to GEWE in countries where UN Women has no presence.
- Provide technical support to UN Women Country Representatives and offices, as requested, on inter-agency coordination - helping Country Offices to identify thematic strategic entry points, including inter-agency pooled funds, and partners to significantly advance GEWE through targeted coordination and technical assistance.
- Provide substantive support to UN Women Country Representatives and offices, as requested, to scale up their provision of technical assistance and sectoral specific gender analysis on gender equality and women's empowerment across the UNCT, enabling UN Women to act as the UNCT 'Think Tank' on gender equality.
- Where humanitarian clusters exist, support UN Women Country Offices, as requested, to ensure that they are actively engaged in leading the promotion of gender in humanitarian action - providing quality and operational technical assistance, trainings, and gender analysis, as needed in the country context.

- Provide support to UN Women Country Representatives and offices, as requested, to monitor the work of GTGs to ensure that these are effective in bringing partners together around strategic actions on GEWE.
2. **Provide technical advisory support on gender equality and women's empowerment (GEWE) as a guiding principle during the development and implementation of the Cooperation Framework**
    - Provide advice and inputs on the UNSDCF Roadmap to ensure that the UNSDCF development process will ensure strong integration of GEWE, in line with the UNCT-SWAP requirements, and facilitate active engagement of women's CSOs and women's machineries.
    - Provide substantive support in the development of a rigorous gender analysis in the Common Country Analysis (CCA) to explain immediate, underlying and root causes of gender inequalities and gender-based discrimination, and differentiated impacts.
    - As Peer Support Group Member (PSG), and in close collaboration with DCO, review and provide technical guidance and inputs to each step of the UNSDCF to ensure the integration of gender equality considerations on the strategic prioritization, results matrix, joint programmes, and monitoring and evaluation.
    - Provide technical advice to RCs/UNCTs for national GEWE policy and legal framework development and monitoring, especially in countries where UN Women has no presence.
  3. **Provide overall coordination and quality assurance for the UNCT-SWAP Gender Equality Scorecard exercise**
    - Inform and support RCs and UNCTs to meet or exceed UNCT-SWAP requirements and ensure coherence in application and implementation within the region by tracking the implementation of the action plan and related recommendations.
    - In close cooperation with the UNCT-SWAP helpdesk, review, quality assure and support to ensure reporting of the UNCT-SWAP comprehensive and annual reports undertaken by the COs through the online platform.
    - Ensure the action plan informs the GTG workplan and the UNSDCF process.
    - Provide advisory support to UNCTs and UN Women COs to strengthen UNCT reporting and usage of the UNCT GEM, with the aim of increasing financial allocations for GEWE at country level.  
Support UNCTs and GTG capacities building by rolling out learning and training materials in collaboration with UNSCD on the UNCT SWAP and UNCT GEM.
  4. **Provide coordination support to GEWE intergovernmental and normative work of UNCTs and national partners**
    - Support initiatives related to the Commission on the Status of Women, including contributions to relevant global/regional reports and background documents.
    - Provide technical support on gender related SDG consultations.
    - Facilitate regular review of the progress on implementation of the Beijing Platform for Action.
    - Provide coordination support for other regional and global GEWE processes.
    - Foster collaboration and support joint action and coordination of the new Regional Collaborative Platform bringing regional expertise, capacity, and data to provide analytical, policy, and operational support to countries.
    - Support Regional Economic Commissions (RECs) and Agencies Fund and Programs (AFPs) to deliver bolder GEWE solutions, with lasting, largescale impact.
    - Participate in the Regional Collaborative Platform and Issue-based Coalitions and support Member States and stakeholders through these platforms to renew and refresh their relationships within the UN.
  5. **Provide coordination support to RCs and UNCTs on advancing gender parity, in cooperation with Office of the Focal Point for Women in the UN System**
    - Monitor the implementation of the UN System-wide Strategy on Gender Parity and UN Women's implementation plan in the UNCTs in the region and report the progress and identified gaps to Office of the Focal Points for Women in the UN System.
    - Provide coordination support, in cooperation with Office of the Focal Points for Women in the UN System, to RCs/UNCTs on advancing gender parity where UN Women has no presence.
    - Promote tools such as the UN System-wide Dashboard on Gender Parity, the UN System-wide Knowledge Hub on addressing Sexual Harassment.

<ul style="list-style-type: none"> <li>• Further promote <a href="#">communication products</a> on gender parity from the Office of the Focal Point for Women in the UN system</li> <li>• Contribute to collaboration with the Office of the Focal Point for Women in the UN system and local Gender Focal Points in the region and explore ideas and tools for enhancing parity in their region.</li> </ul> <p><b>6. Provide technical support and guidance to the development of partnerships and resource mobilization as it relates to coordination efforts</b></p> <ul style="list-style-type: none"> <li>• Provide technical support and guidance to MCO and COs on managing activities and other promotional events to engage bilateral and multilateral institutions/donors, private sector and civil society to expand and/or sustain interest and resources for UN Women programmes and joint UN system programmes;</li> <li>• As part of strategic planning, provide support and advice to MCO and COs in forging and implementing strategic partnerships to increase UN Women's positioning in country;</li> <li>• Liaise with key stakeholders from Government, academia, civil society, the private sector and key international actors to build and strengthen strategic alliances and partnerships on women's rights and gender equality initiatives.</li> </ul> <p><b>7. Facilitate knowledge building and sharing</b></p> <ul style="list-style-type: none"> <li>• As part of UN Women strategic planning exercise, and in close collaboration with the Strategic Planning Specialist, support and oversee the reporting on outcome 7 and produce regional analysis including global trends and identifying challenges.</li> <li>• Lead the development and dissemination of good practices and lessons learned on coordination and gender mainstreaming at the UNCT and regional levels; ensure they are incorporated into programme development.</li> <li>• Provide capacity development support to regional and country level colleagues on coordination mandate and gender mainstreaming.</li> <li>• Develop capacity development initiatives on gender-related issues and priorities as needed.</li> </ul> <p><b>8. Lead and manage personnel under their supervision <a href="#">[If the incumbent supervises personnel]</a></b></p> <ul style="list-style-type: none"> <li>• Manage the performance of personnel under their supervision by provide managerial direction, guidance and leadership as well as performance feedback and coaching.</li> <li>• Ensure performance assessment are completed on time and identify learning and development opportunities to support personnel's engagement.</li> <li>• Ensure all personnel under their supervision are fully aware of UN Women's workplace relations policies.</li> </ul> <p><b>9. The incumbent performs other duties within their functional profile as deemed necessary for the efficient functioning of the Office and the Organization.</b></p>	<p><b>Supervisory/Managerial Responsibilities:</b> <a href="#">Describe the size of the team and levels of personnel under the position's direct supervision. Include matrix management relationships and all affiliate personnel. E.g.: The incumbent leads a team of 20, which includes 5 direct reports (four P4 staff, 1 G7 staff), as well as 15 affiliate personnel (SC, consultants and interns).</a></p> <p>The incumbent leads a team of X... <a href="#">(To be completed by the RO)</a></p>
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## 13. IV. Competencies

### Core Values:

- Respect for Diversity
- Integrity
- Professionalism

**Core Competencies:**

- Awareness and Sensitivity Regarding Gender Issues
- Accountability
- Creative Problem Solving
- Effective Communication
- Inclusive Collaboration
- Stakeholder Engagement
- Leading by Example

Please visit this link for more information on UN Women's Core Values and Competencies:

<https://www.unwomen.org/en/about-us/employment/application-process# Values>

**FUNCTIONAL COMPETENCIES:**

- Excellent knowledge of gender equality and women's empowerment issues
- Excellent knowledge of UN system and understanding of inter-agency coordination processes
- Excellent knowledge on UNDS reform content and its implementation at the country level
- Ability to promote and monitor inclusion of gender-specific objectives, indicators, targets and activities in the UN Entities' programmes

## 14. V. Recruitment Qualifications

<b>Education and Certification:</b>	<ul style="list-style-type: none"> <li>• Master's degree or equivalent in international development, public administration, public policy, or other relevant social science field is required.</li> <li>• A first-level university degree in combination with two additional years of qualifying experience <b>may be accepted</b> in lieu of the advanced university degree.</li> </ul>
<b>Experience</b>	<ul style="list-style-type: none"> <li>• At least 7 years of progressively responsible experience working with inter-agency coordination is required.</li> <li>• Experience in supporting or developing UNCT-SWAP Gender Equality Scorecard and its action plan or other system wide processes on Gender equality such as UN System-wide Strategy on Gender Parity, CEDAW UNCT report, GTG and UNCT GEM is required.</li> <li>• Experience in delivering capacity building activities is required.</li> <li>• Experience working in gender equality and women's rights at the international level is desirable.</li> <li>• Experience working in developing countries within the UN system, Agencies, Funds or Programs is desirable.</li> <li>• <b>[For supervisory positions]</b> Experience leading and coaching staff in international settings is required.</li> <li>• Experience in the use of computers, office software packages (MS Word, Excel, etc.), spreadsheet and database packages is required.</li> <li>• Experience in the use of a modern web-based ERP System, preferably Oracle Cloud, is desirable.</li> </ul>
<b>Languages</b>	<ul style="list-style-type: none"> <li>• Fluency in English is required.</li> <li>• Fluency in <b>XXX</b> is desirable. <b>To be revised or modified by the RO</b></li> <li>• Knowledge of another official UN language is desirable (French, Arabic, Chinese, Russian or Spanish).</li> </ul>

## Annex 4 – Stakeholder Consultations (2022-2023)

PARTNERS		
<b>Donors</b>		
1	Adyogan, Oezge	Switzerland.
2	Annells, Agnes	UK Foreign, Commonwealth and Development Office
3	Frey, Benjamin	Switzerland
4	Haapea, Kateriina	Finland (Pending)
5	Horemans, Bastien	Belgium
6	Kari-Marie Traedel Thorsen.	Senior Advisor and UN Women Focal Point, NORAD
7	Kelson, Matthew	Australia (New York)
8	Leikas-Botta, Tanja	Finland (pending)
9	Mona Froystad.	First Secretary, Climate & Security, WPS & UN Women Focal Point, Mission of Norway to the UN
10	Mulas, Caroline	Australia (Canberra)
11	Paul, Jacqueline	Australia (Canberra)
12	Sidsel Bieken.	Ambassador for Women’s Rights, Ministry of International Development, Norway
13	Van Peteghem, Frederic	Belgium
<b>UN System Focal Points</b>		
1	Cannevali, Ilaria	UN COVID 19 Multi-Partner Trust Fund
2	Ugaz Estrada, Cecilia	UNIDO
3	Cisneros, Antonio	DCO
4	Frazer, Helena	DCO
5	Jha, Shreyasi	UNICEF
6	Lagunas, Raquel	UNDP
7	Sherafi, Leyla	UNFPA
<b>Resident Coordinators and RCOs</b>		
1	Baiocchi, Allegra	Resident Coordinator, Costa Rica
2	Richardson, Ulrika	Resident Coordinator, Haiti
3	Sundstrom, Monica	Gender Advisor, RCO Georgia
UN WOMEN FIELD PERSONNEL		
<b>Regional Offices</b>		
1	Bishop, Jo-Anne	Regional Coordination and Planning Specialist, ECARO
2	El Yassir, Alia	Regional Director, ECARO/APRO
3	Formisano, Maritza	Regional Coordination and Planning Specialist, WCARO
4	Houinato, Maxime	Regional Director, ESARO
5	Knibbs, Sarah	Regional Director a.i. APRO
6	Kukler, Janneke	Deputy Regional Director, ASRO
7	Mikhail, Suzanne	Regional Director, ASRO
8	Ouma, Hulda	Regional Coordination and Planning Specialist, APRO
9	Raes, Florence	Deputy Regional Director a.i. WCARO
10	Vaeza, Maria-Noel	Regional Director ACRO

### Country Offices

1	Anynagwe, Clara Mah	Representative, Malawi
2	Bernklau, Sandra	Representative, Fiji
3	Fernandez, Elisa	Representative, Vietnam
4	Kalua, Themba	Representative, PNG
4	Rehagen, Anne	Gender Theme Group Coordinator, Fiji
5	Serumaga, Delphine	Representative, Ethiopia
6	Stutsel, Melissa	Deputy Representative, Fiji

### UN WOMEN HEADQUARTERS PERSONNEL

1	Alvarez, Priya	UN Coordination Advisor, UN-SWAP Unit, UNSCD
2	Amer, Janette	Policy Advisor, Leadership and Governance Unit, PPID
3	Basty-Hamimi, Florence	Deputy Director, UNSCD
4	Bhatia, Anita	Deputy Executive Director
5	Das, Mitushi	Special Advisor to Deputy Executive Director
6	Hendricks, Sarah	Deputy Executive Director a.i. and Director, Policy, Programme and Intergovernmental Division (PPID)
7	Jatfors, Anna-Karin	Director, Strategy, Planning, Resources & Effectiveness Division (SPRED)
8	Jimenez, Alethia	Policy & Programme Advisor, Spotlight Initiative, PPID
9	Kannisto, Paivi	Chief, Peace, Security, Humanitarian and Resilience Section, PPID
10	Mehrotra, Aparna	Director, UN System Coordination Division (UNSCD)
11	Mingeirou, Kalliopi	Chief, End Violence Against Women Unit, PPID
12	Naciri, Mohammed	Chief of Staff to the Executive Director
13	Nylin, Louise	Chief, Political Analysis and Programme Development Unit, PPID
14	Pehrman, Katja	Head, Independent Office of the Focal Point for Women
15	Pellaux, Julien	Former Special Advisor to the Executive Director
16	Rajander, Silja	Coordination Specialist, UNCT-SWAP Unit, UNSCD
17	Regner, Asa	Deputy Executive Director
18	Ryhl, Asger	Special Advisor to Deputy Executive Director
19	Sasaki, Shinobu	Gender Parity Specialist
20	Sebastian Rottmair	Advisor, Business Transformation
21	Seck, Papa	Chief, Research and Data Unit, PPID
22	Seymour, Daniel	Director, Strategic Partnerships Division (SPD)
23	Taylor, Sharon	Coordination Advisor, UNSCD

### ADVISORY GROUP

Grimwade, Donna	Deputy Director Financial Management, Division of Management and Administration
Ishikawa, Shoko (co-Chair)	Deputy Director, Policy, Programme and Intergovernmental Division
Jatfors, Anna-Karin	Director, Strategy, Planning, Resources & Effectiveness Division
Jimenez, Alethia	Policy & Programme Advisor, Spotlight Initiative
Kalua, Themba	Representative, Papua New Guinea
Kannisto, Paivi	Chief, Peace, Security, Humanitarian and Resilience Section

Mikhail, Susanne	Regional Director, Arab States Regional Office
Nylin, Louise	Chief, Political Analysis and Programme Development Unit
Rusten, Caroline	Chief Public Partnerships Section, Strategic Partnerships Division
Trevino, Ernesto	Regional Coordination and Planning Specialist, Regional office for the Americas and the Caribbean
Valji, Nahla	Senior Gender Advisor, Executive Office of the Secretary-General
<b>UNSCD</b>	
Alvarez, Priya	UN Coordination Advisor, UN-SWAP Team
Basty, Florence	Deputy Director, UNCT-SWAP Team
Chen, Angela Rong	Inter-agency Coordination Specialist, UN-SWAP Team
Mehrotra, Aparna (co-Chair)	Director, UN System Coordination Division
Pandey, Anju	Administrative Associate

## Annex 5 – Presentation to the Executive Board

Key elements of the strategy were presented at the Executive Board Annual Orientation session on 26 January 2024, in the context of an overall presentation on implementing the UN Women Strategic Plan 2022-2025, in particular its triple mandate. The below slide which was presented provides some updated data points about the implementation of the coordination mandate that will further inform the implementation of this strategy.



### UN women's coordination mandate - support of the SDGs

#### GENDER MAINSTREAMING to accelerate results across SDGs

CONTINUE

Drive collective progress on SDG5 through **JOINT FRAMEWORKS AND STANDARDS** (e.g., EVAW – Spotlight, Essential Services)

EXPAND

Pivot to **PROPEL PROGRESS ON GEWE ACROSS SDGs** joint programming and common data and knowledge (e.g., DRR, Climate Change, Humanitarian Response and Nexus; Women, Peace and Security; Gender Data)

SNAPSHOT

By 2022, **30%** of UNW's expenditures came from joint programmes, from 14% in 2018

#### SUPPORT RCs/UNCTs TO PLACE GEWE AT THE CENTRE of SDG implementation at country level

Strengthen **CCAs, UNSDCFs, JOINT HUMANITARIAN RESPONSE PLANS and UNCT capacities** to embed gender results. **53%** of the CFs developed in 2022 included a dedicated outcome

Support **SYSTEM-WIDE GEWE ACCOUNTABILITY** in 2023 **97** UNCTs (73%) completed a UNCT SWAP scorecard report (20 more than in 2022). Coverage of UNCT -SWAP → 85% UNCTs

**89%** UNCTs have a **UN Gender Theme Groups (GTG)**. UNSDG endorsed **GTG Standards and Procedures** to enhance UNCT gender results

#### DRIVE INCREASED FINANCING AND ACCOUNTABILITY on GEWE across the UN system

Influence **POOLED FUNDS** COVID MPTF and PBF have demonstrated that the combined use of markers and financial targets increases resources for GEWE

Enhance **USE OF THE GENDER EQUALITY MARKER (GEM)** in all UN entities, UNCTs and inter-agency pooled funds with a focus on quality reporting on current investments in GEWE and increased financing for GEWE

As of 2022, **28** entities, **91** UNCTs, and **34** pooled funds have implemented the GEM.



## Annex 6 - References

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- UN Women (2016) Corporate Evaluation of UN Women's Contribution to UN System Coordination on GEWE
- UN Women (2021a). Corporate Evaluation of UN women's UN system Coordination and Broader Convening Role in Ending Violence Against Women
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- UNSDG (2021). Monitoring and Accountability Framework (MAF)
- UNSDG (2022). Standards and Procedures for Gender Theme Group

