



UN WOMEN: COORDINATION STRATEGY 2024

UN Women Coordination Strategy
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Acronyms

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

MPTF	Multi-Partner Trust Fund
NWOW	New Ways of Working
OECD	Organisation for Economic Cooperation and Development
OEEF	Organizational Effectiveness and Efficiency Framework
PPG	Policy, Procedures and Guidance Framework
PPID	Policy Programme and Intergovernmental Division
PSG	Programme Support Group
QCPR	Quadrennial Comprehensive Policy Review
RC	Resident Coordinator
RCO	Resident Coordinator's Office
RO	Regional Office
SDG	Sustainable Development Goal
SMT	Senior Management Team
SN	Strategic Note
SP	Strategic Plan
SPRED	Strategy, Planning, Resources and Effectiveness Division
UN	United Nations
UNCT	UN Country Team
UNDS	UN Development System
UNEG	United Nations Evaluation Group
UNGA	United Nations General Assembly
UN RIAS	United Nations Representatives of Internal Audit Services
UN-SWAP	United Nations System-Wide Action Plan
UNCT-SWAP	United Nations Country Team System-Wide Action Plan (Gender Equality Scorecard)
UNSC	United Nations Security Council
UNSCD	UN System Coordination Division
UNSG	United Nations Secretary General
UN Women	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)**. It is meant to guide and support the entity to implement its UN system coordination mandate to its maximum potential.¹
2. It outlines the operational definitions, key principles, theory of change, priority pillars of action and drivers of change, roles and responsibilities across the organization, and the process for socializing the strategy across the entity and its monitoring and review process.
3. It comes at a time when increased importance has been placed on UN System coordination for achieving gender equality and the empowerment of women (GEWE) as a means to achieve the 2030 Agenda and all 17 Sustainable Development Goals (SDGs). This in turn has led to calls - both internally and externally² - for strengthening UN Women's organizational coherence across its UN System coordination efforts.
4. UN System coordination is one of UN Women's three core mandates with the entity's efforts expected to *"lead to more effective coordination, coherence and gender mainstreaming across the United Nations system"*³. It is a **distinct and unique area of the entity's overall work** that is separate – although connected – to its engagement with non-UN System national, regional and international stakeholders.⁴
5. The UN System coordination mandate is embedded in the **Development Results Framework (DRF) of UN Women's Strategic Plan (2022 – 2025)**. More specifically, **Systemic Outcome 7** - in the main⁵ - frames the organization's UN system coordination work on GEWE.⁶
6. In 2024, the **SG's UN System-Wide Gender Equality Acceleration Plan (GEAP)**⁷ and **Implementation Plan** was finalized. It contains 5 Accelerators to be pursued through a set of specific actions. UN Women is expected to play a central role acting not only as the GEAP

¹ Key elements of its implementation were presented to the Executive Board in the context of strengthening implementation of UN Women's Strategic Plan (2022 – 2025). See Annex 6 on the presentation to the Executive Board.

² Internally, this is evidenced by the elevation of UN System coordination to the Development Results Framework as a systemic outcome. Externally, a number of evaluations and assessments can be cited including *Understanding the Current Reality: A Deep Dive Desk Review on Coordination (2024)*; *Meta-Analysis of Existing Evidence and Lessons Learned: Workstream of the MTR of the UN Women Strategic Plan 2022-2025 (2024)*; *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)*. In addition, the priorities outlined in the 2020 QCPR, and in the most recent 2024 UN System-Wide Gender Equality Acceleration Plan (GEAP) and its Implementation Plan.

³ A/RES/64/289

⁴ UN system coordination is not the same as strategic partnerships, coordination of national or regional stakeholders, etc.

⁵ 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.

⁶ Please see Annex 1 for the Systemic Outcome 7 results framework.

⁷ The plan was developed 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).

Secretariat, but also responsible for delivering specific actions which are now incorporated into this strategy and the organization's UN System coordination offer at all levels.⁸

7. Given the evolving landscape of UN reform and the pending outcomes of the MOPAN assessment, UN Women's Pivot to the Field process, and the preparation of the new Strategic Plan for 2026, this strategy may require ongoing adaptation and constitutes a living document.

1.1 Process and Methodology

8. 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) that outlines UN Women's vision and results framework for UN system coordination work.
9. 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. It is based on a desk review of relevant documents, an in-depth analysis of the first year of reporting against Systemic Outcome 7, and consultations with 62 internal and external stakeholders that include donors, UN System Focal Points, Resident Coordinators, RCO staff, and UN Women staff at the country, regional and headquarters levels. Inputs were also provided by an Advisory Group constituted for this purpose, co-chaired by the UNSCD and the PPID.⁹
10. The strategy was finalized and endorsed by the Advisory Group in 2023 and key elements of its implementation were presented to the Executive Board in the context of strengthening implementation of UN Women's Strategic Plan (2022 – 2025) in January 2024.¹⁰
11. The strategy was last updated in July 2024 in response to the finalization of the UN GEAP and its Implementation Plan. The changes were consulted with the Advisory Group and endorsed by the ELT.

2. UN Women Coordination Mandate

2.1 Evolution of the Mandate

12. 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

⁸ Please see Annex 2 for UN Women's Country Level Coordination Offer (Draft, Oct 2023)

⁹ See Annex 4 for a list of stakeholders consulted between February and September 2022 and Advisory Group members. See Annex 6 for a full list of references.

¹⁰ See Annex 5.

entities¹¹ and imbued the new entity with a third – entirely new - mandate on UN system coordination.

13. The new 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”*¹² with UN Women expected to *“lead to more effective coordination, coherence and gender mainstreaming across the United Nations system”*¹³ 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”*.¹⁴
14. In its first decade, UN Women developed and coordinated a system-wide accountability framework for GEWE - in execution of the 2006 CEB UN System-Wide Policy on GEWE¹⁵ - 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.
15. These frameworks constituted some of the first system wide tools for reporting progress against commonly agreed and implemented performance indicators across the UN system and have acted as a model for other system-wide accountability frameworks.¹⁶ Currently in their second iterations, 73 UN System entities and 82 UN Country Teams report against the UN-SWAP and UNCT-SWAP, respectively.¹⁷
16. Over time, however, the demand for the entity’s support to and role in UN system coordination on GEWE has evolved and expanded due to two key developments:
 - An increased recognition of the importance of GEWE for accelerating process against the 2030 Agenda and the Sustainable Development Goals - including including through the UNSC Resolutions for advancing the women, peace and security agenda – has led to a prioritization of GEWE within overall UN system thematic coordination efforts.
 - The reform and reinvigoration of the Resident Coordination system created an impetus (and opportunities) for increased UN System coordination at the UNCT level with an on joint programming and enhanced financing for GEWE with a focus on delivering GEWE SDG-related results at the country-level.
 - A growing understanding of how grossly insufficient resourcing for GEWE has been to deliver the types of transformative changes needed to achieve the SDGs and the

¹¹ 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).

¹² UNGA Resolution A/RES/64/289.

¹³ Ibid.

¹⁴ Ibid.

¹⁵ 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

¹⁶ 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.

¹⁷ These figures are based on 2023 reporting data.

- intractability of increasing funding even in the face of mounting evidence of its centrality to the 2030 Agenda.
17. In response to these demands, UN Women undertook to deepen and strengthen its UN System coordination work, including:
 - leading a coordinated effort to increase its joint programming on GEWE which in 2023 represented 30 percent of all UN Women’s funding— up from 14 percent in 2018.
 - leading the development and implementation of Gender Equality Markers (GEMs) to track the allocation of UN system finances for GEWE at the entity, UNCT and inter-agency pooled fund levels to increase accountability and disrupt assumptions.
 18. Following the World Humanitarian Summit in 2016, the UNSG outlined a New Way of Working (NWOW) that 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 time.¹⁸ 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.
 19. Further, the 2020 UNGA Resolution on the Quadrennial Comprehensive Policy Review (QCPR 2020), paragraph 12,¹⁹ 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.²⁰ UN Women integrated the relevant QCPR indicators within its Strategic Plan 2022-2025, including within Systemic Outcome 7.²¹
 20. In 2021, the UNSG’s Our Common Agenda report called 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.²²

¹⁸ UNSG Report One Humanity: Shared Responsibility - Report of the Secretary-General for the World Humanitarian Summit (A/70/709)

¹⁹ 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”).

²⁰ UNGA Resolution Quadrennial comprehensive policy review of operational activities for development of the United Nations system A/RES/75/233.

²¹ 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;)

²² 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

21. 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 DRF – the current Systemic Outcome 7 – which elevated it from its prior placement in the organizational, efficiency and effectiveness framework (OEEF) of previous strategic plans.
22. In her inaugural speech to the UN Women Executive Board in April 2022, the UN Women Executive Director, 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. The two other prioritised identified - overall implementation of the UN Women Strategic Plan (2022-2025) and a pivot to the field – would also be supported by a strengthened coordination role. Accordingly, in 2023 UN Women established six new Regional Coordination Specialists posts, enhancing the organization’s coordination architecture and capacity to implement Outcome 7.
23. To further strengthen overall thematic coordination to support SP implementation, UN Women also developed **Gender Equality Accelerators**,²³ a set of 10 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** and have established links between the entity’s normative support, UN system coordination and operational activities. It is expected that these will both strengthen coordination results and make them more visible.
24. Finally, 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 led to the development of the new **UN GEAP (2024 – 2030)** and an associated **Implementation Plan** outlining five key Accelerators and an initial 44 specific actions to be implemented by 2025.²⁴ UN Women is to act as the Secretariat for the UN GEAP and is expected to play a central role across its implementation with the entity assigned to lead or co-lead 20 actions across the plan.²⁵
25. In response, UN Women is incorporating the UN GEAP and its Implementation Plan within its overall work including an update UN System coordination strategy and offer in line with the plan and based on the entity’s comparative advantage.²⁶

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.

²³ 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. Please see Annex X for a full list of GE Accelerators.

²⁴ The five accelerators of the \GEAP include 1) a **aClarion Call** on gender equality to clearly demonstrate that the UN stands with women and girls in all their diversity everywhere, 2) **gender-responsive leadership** that personally and actively advance gender equality in the workplace and in all external activities everywhere, 3) **accountability** for gender equality results will unlock the transformative power of the Gender Equality Acceleration Plan, 4) **resourcing** the change we want to see through internal reprioritization as well as a shift in funder priorities, 5) taking **action** to build partnerships and engage with UN stakeholders to build momentum for the system-wide pivot on gender equality and advance normative gains.

²⁵ Please see Annex X

²⁶ Please see Annex X for the UN Women Coordination Offer at Country-Level.

2.2 UN System Coordination in the 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)

26. The UN Women Strategic Plan 2022-2025 includes for the first time a **Systemic Outcome 7** (with one output area) that outlines the entities expected UN System coordination results on GEWE.²⁷
27. The key outcome result is defined as **“the UN system coherently and systematically contribute to progress on gender equality and the empowerment of women and girls”**. This outcome has **9 associated indicators** related to gender mainstreaming and thematic coordination results.
28. The key output result 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 overall thought leadership and expertise on gender equality, including in thematic areas.. The output has **8 associated indicators** related to inter-agency coordination mechanisms, joint products and services, joint programmes, financial accountability and thematic.²⁸
29. An analysis of 2022 reporting against Outcome 7 – its first year of implementation – suggested that **greater coherence in implementing the UN system coordination mandate across the entity would enable amplified results** through more systematic implementation, documentation and reporting of aggregated results. However, coherence across the entity requires further clarification around definition, principles, prioritization of actions and roles and responsibilities at each level.

3. Definition

30. UN Women’s high-level definition of UN system coordination included in its founding resolution is complemented by a more specific and systemic **operational definition** below for

²⁷ See Annex 2 for a full list of outcome and output indicators.

²⁸ One output Indicator (7.b) is on hold.

the purposes of this strategy in terms of supporting clarity and coherence in implementation, especially at the country-level.

31. UN system coordination on GEWE is defined as ***the ability of UN Women to catalyse changes or actions among UN system entities (individually and collectively) that increases their accountability and adherence to agreed system-wide policies, standards and targets related to GEWE in institutional processes and thematic areas, thereby increasing the UN system's capacity to deliver more coherent, consistent and transformative results on GEWE to support SDG acceleration than would be possible in the absence of such coordination.***
32. 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 common objectives. The underlying premise is that when UN system entities are coordinated to work in a coherent manner and systematically mainstream gender equality, it will enhance efficiencies, accountability and results for GEWE.
33. With the pivot to the field, UN system coordination has a vertical element – ensuring that global/entity levels efforts guide implementation at regional and country-levels – as well as a horizontal element that requires coordination across UN system entities at country level.
34. Important to note is that UN Women coordinates and convenes a wide-range of stakeholders at all levels. However, UN system coordination is only a small sub-set of this important overall coordination work and its boundary is limited to its efforts to bring UN system entities together to drive accountability and coherence for GEWE by the UN system overall.

4. UN System Coordination Guiding Principles (the 8 Cs)

35. The following eight UN system coordination principles guide the overall implementation of the strategy. Together, the “8 Cs” form the cornerstone of UN Women’s commitment to advance GEWE with purposeful leadership in implementing its mandate.
 1. **Coherence:** Endeavor to work together with other UN system 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 entities to advance GEWE, while also promoting and reinforcing UN Women’s comparative advantage in

gender equality expertise and thought leadership in the thematic areas of its Strategic Plan.

3. **Consultation:** Adopt positive consultation measures with UN system entities 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 UN system coordination efforts towards the common goal of advancing GEWE. (NOTE: Can combine principle 3 and 4?)
5. **Capacity:** Build the capacities of individual UN entities and the UN system as a whole through all UN system coordination efforts.
6. **Convening Power:** Harness UN Women's significant convening power to develop and deliver enhanced joint actions and initiatives on GEWE with UN system entities.
7. **Collective Outcomes:** Pursue joint progress and partnerships with UN system entities by working across the humanitarian – development – peace nexus to achieve collective outcomes that reduce risk and vulnerability for all women and girls.
8. **Commitment to LNOB/Intersectional Approaches:** Integrate an LNOB/intersectional lens and aim to complement and collaborate with intersectional frameworks in the pursuit of UN system coordination results.

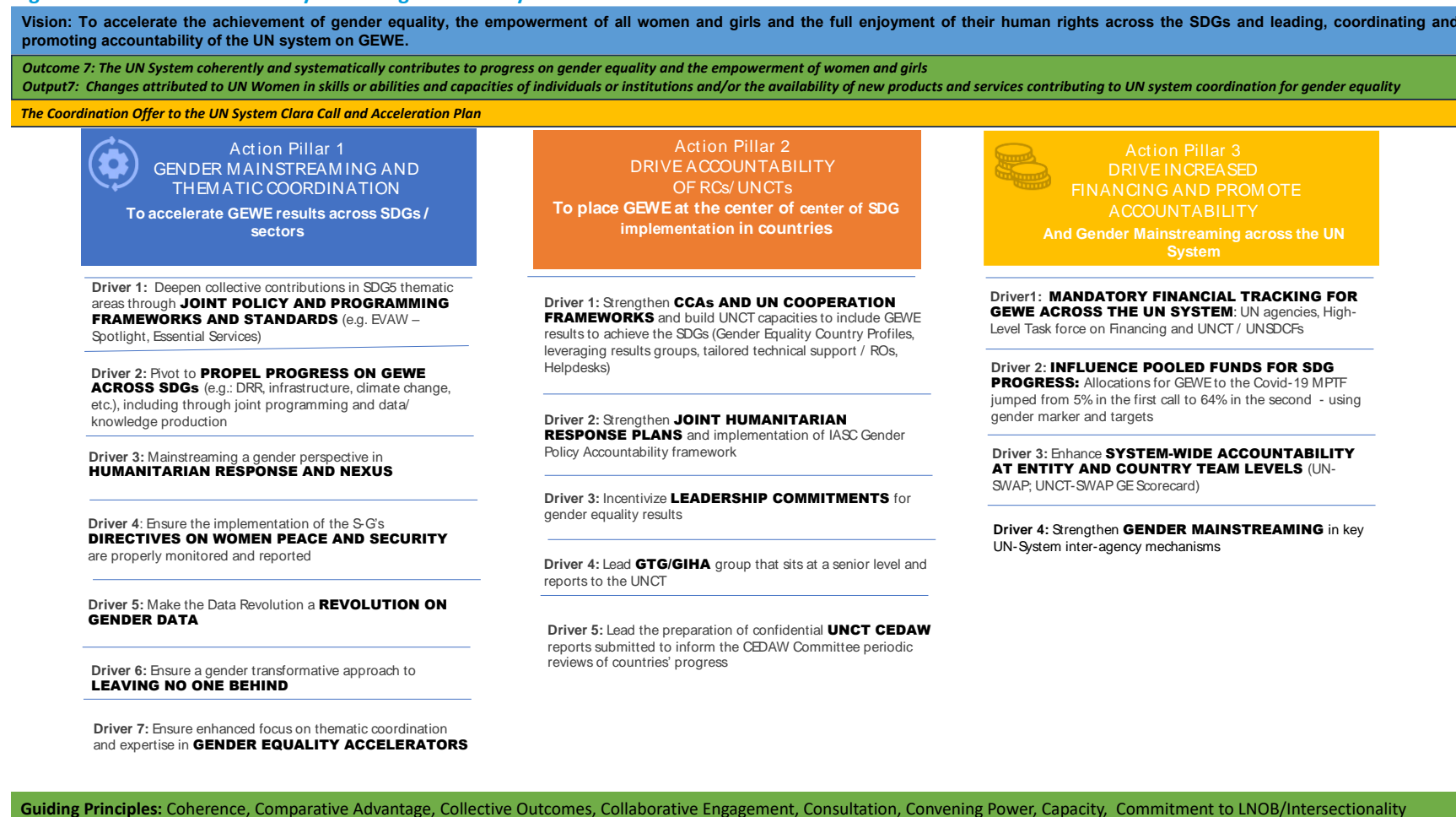
5. Theory of Change

36. UN Women's vision, guided by its mandate, is to achieve gender equality, the empowerment of all women and girls through the full enjoyment of their human rights. Yet, it is broadly understood that UN Women cannot meet its overall organizational vision working unilaterally.
37. The UN system as a whole is also responsible for integrating a gender perspective in its work as a cross-cutting issue and as a collective outcome at the center of SDG acceleration. However, UN Women has the gender mainstreaming and thematic experience and expertise on gender equality across sectors to support and provide thought leadership to the UN system that can strengthen contributions towards this mutual goal.
38. The vision for UN Women's work on UN system 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 accountability of the UN system on GEWE.

39. The UN System Coordination 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 Gender Equality Acceleration Plan.
40. 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.
41. 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.
42. 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.
43. 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.
44. 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. Strategy Implementation

45. To systematically and coherently pursue Outcome 7, UN Women will pursue the **three key Pillars** of work outlined in the Theory of Change (*Figure 1*) through a prioritization of **x Drivers** to be implemented by committing to undertake **X Actions** – all drawn from Outcome 7 and the UN GEAP.²⁹

Pillar 1: Gender Mainstreaming and Thematic Coordination

46. 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 6 key areas of action.

1. **Develop, monitor and report on accountability frameworks for mainstreaming gender within thematic and nexus areas.**
 - a. ERAW Results Accountability Framework
 - b. UN Note and Key Messages on Temporary Special Measures
 - c. UN Policy directives on electoral assistance
 - d. IASC Gender Policy Accountability framework
 - e. United Nations Plan of Action on Disaster Risk Reduction for Resilience
 - f. SG's 21 Action Points
 - g. Youth, Peace and Security Framework
2. **Deepen collective contributions to gender equality across thematic and nexus areas by developing programmatic frameworks to advance substantive UN system coherence.**
 - a. Common Chapter
 - b. Gender Equality Accelerators
3. **Participate in thematic and nexus related inter-agency coordination mechanisms to support the integration of gender in system-wide policy frameworks on thematic and nexus areas and their implementation, as well as to coordinate efforts to uphold normative gains in intergovernmental spaces.**
 - a. IASC

²⁹ Annex 1 provides an **Implementation Matrix** that contains a more detailed elaboration of each pillar, driver and action by defining further the 'what', 'how' and the 'who' of implementation.

- b. UN Energy
 - c. Normative Support
- 4. **Support the UN System to adopt a coherent gender transformative approach to LNOB/ intersectionality in thematic and nexus work and integrate gender within intersectional accountability frameworks.**
 - a. Gendered intersectional guidance and training
 - b. Data and knowledge production on intersectional issues
 - c. DIS
- 5. **Lead and participate in joint programmes at global and regional levels within thematic and nexus areas.**
 - a. Spotlight Initiative
 - b. Other global and regional joint programmes
- 6. **Support the development and use of UN system gender data across thematic and nexus areas.**
 - a. Data and Knowledge Products

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

47. 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 through leadership and participation in UNCT coordination mechanisms and joint programming.

1. Lead or Co-Lead the UNCT Gender Theme Group (or equivalent GEWE coordination mechanism)

In 2023, UN Women led or co-lead x Gender Theme Groups at the country-level. UN Women will work to address existing gaps in leadership at country-level and will make use of use of roster capacity and RO staff in the short-term, including specific support from Regional Coordination Specialists and Regional Thematic Specialists where needed.

In addition to ensuring coverage, engagement will also be deepened to further promote accountability (including through the roll out of the UN GEAP at country level) and further defined to bring coherence to the work with GTGs drawing lessons globally and across regions to enhance and improve effectiveness.

- a. Develop **Country Level Gender Equality Profiles** to support strong inclusion of GEWE within Common Country Assessments.
 - b. Mobilise **greater mainstreaming of GEWE and wherever possible ensuring standalone pillars** in the UN Coordination frameworks.
 - c. Strengthen the integration of GEWE in **UN Cooperation Frameworks** as a stand alone goal and mainstreamed throughout.
 - d. Seek to strengthen **financial investment** as captured by the integrated financing framework of the UNSDCF, including through the use of the GEM.
 - e. Establish mechanisms to to **protect WHRDs**.
 - f. Develop **UNCT capacities** to include GEWE.
 - g. **Incentivize leadership commitments** for gender equality results .
 - i. Management Accountability Framework for RCs
 - ii. Conduct a UNCT Intersectional Gender Power and Conflict Analysis
 - h. Lead the **UNCT-SWAP** reporting and follow-up on recommendations
 - i. Supporting the SRSG/RC/HC to convene the biannual **Country Level Gender Equality Review** with the support of regional mechanisms that includes a review of the Scorecard, GEM, UNCT Annual Reports and normative results.
 - j. Lead the preparation of confidential **UNCT CEDAW reports** submitted to inform the CEDAW Committee periodic reviews of countries' progress, building on the Country Level Gender Equality Reviews.
2. **Lead or Co-Lead the GiHA group**
- a. Strengthen joint **Humanitarian Response Plans**
 - b. Support implementation of the **IASC Gender Policy Accountability framework**.
3. **Participate in selected thematic/nexus/institutional UNCT Coordination Mechanisms**
- a. CF Results Groups
 - b. UN Communications Group
 - c. Other
4. **Lead or participate in country-level joint programmes to advance gender equality in SDG achievements.**

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 in five key areas:

- 1. Facilitate coordinated mobilization of resources for UN system work on GEWE.**
 - a. Joint UN Gender Equality Investment Plan and Appeal
 - b. Thematic Resource Mobilization
- 2. Drive mandatory financial tracking for GEWE across the UN System**
 - a. Entity-Level GEM
 - b. UNCT GEM
 - c. Pooled Funding GEM
- 3. Pivoting the UN system to deliver for women and girls.**
 - a. Develop and widely disseminate the Clarion Call and Political Strategy
 - b. Leadership Compact
 - c. UN-wide Competency Framework for Gender Equality
 - d. Gender Equality Roster
- 4. Enhance accountability at system, entity and country team levels by serving as the Secretariat for the three main system-wide accountability frameworks.**
 - a. UN GEAP Secretariat, including establish Civil Society Advisory Groups
 - b. UN-SWAP Secretariat
 - c. UNCT-SWAP Secretariat
- 5. Strengthen gender mainstreaming in key UN system inter-agency mechanisms on GEWE and institutional areas.**

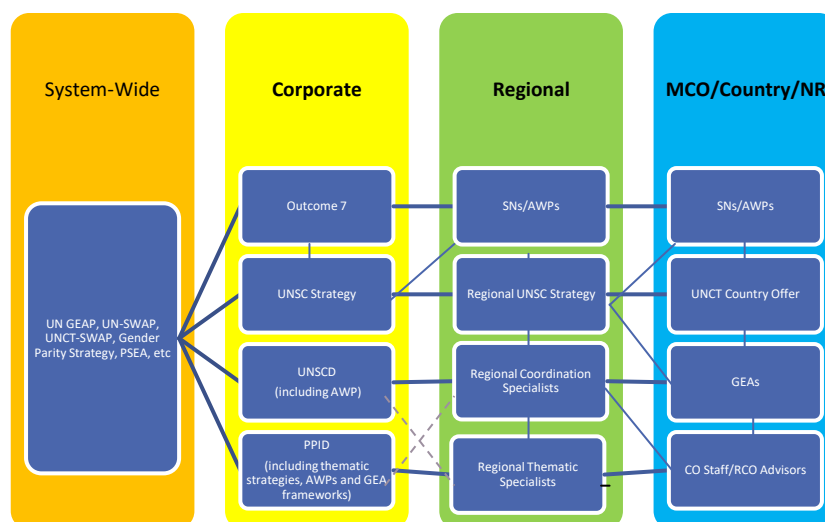
UN Women will proactively engage in a number of priority inter-agency mechanisms where it has the comparative advantage to for advancing accountability for GEWE at the global level.

 - a. UN Gender Steering Group
 - b. Coordination Mechanisms of the Chief Executives Board (CEB)

- c. UN SDG Task Teams
 - d. Inter-Agency Network on Gender Equality and Women’s Empowerment (IANGWE) - Chair
 - e. Inter-Agency Standing Committee (IASC)
 - f. Environmental Management Group for Sustainability
 - g. High Level Task Force on Financing (HLTF) – co-Chair
48. 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.
49. Strategy implementation involves different but connected actions at the global/system/corporate, regional and country levels. At the global/corporate level, the strategy will be integrated within relevant ***thematic strategies, HQ AWP and GEA frameworks***. **Figure 2** below captures how the strategy will be implemented at each level and outlines the key actors and how they are connected.
50. ***Regional UN system coordination strategies*** will be developed to guide implementation within the six regions and will be integrated in regional SNs/AWPs and regional thematic strategies as appropriate. Regional strategies are expected to define which thematic areas will be prioritized for UN system coordination based on the entities comparative advantage in the region.³⁰
51. M/COs and NR will align with the regional UN system coordination strategy to develop explicit ***“UNCT coordination offers”*** that will be integrated within SNs/AWPs.

Figure 2: UN System Coordination Strategy Implementation

³⁰ Regional UN system coordination strategies can be developed as stand alone documents, incorporated within a broader coordination strategy or integrated within regional SN/AWPs. UNSCD (in consultation with PPID) will develop a concise guidance note to support offices to include the minimal elements necessary.



7. Roles and Responsibilities

52. The implementation of the UN System coordination mandate is the responsibility of all UN Women Divisions and Offices who shall contribute within their respective work areas - normative, operational, geographic, institutional, etc. More specifically:
 - a. The Executive Leadership Team is responsible for approving this 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 overseeing the Indicator Management Team for Outcome 7, annual reporting and reviewing the implementation of this strategy and its update. The Steering Group will be responsible for driving the visibility, clarity and coherence of the UN system coordination mandate across the entity.
 - c. The UNSCD is responsible for the overall UN System coordination function and is directly responsible for the implementation of key aspects of this strategy, broadly corresponding to Pillar 3, related to accountability for gender mainstreaming and financing for GEWE at global, and country levels. The Division is also responsible for developing guidance and tools, hosting inter-agency GEWE coordination mechanisms, supporting disability inclusion and intersectionality and promoting learning and knowledge exchange, and supporting the mobilization of resources for UN system coordination on GEWE. 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 broadly corresponding to Pillars 1 and 2 related to thematic policy areas, systemic outcome areas, system-wide and joint programming, and with respect to inter-governmental normative support. 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. 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.
- f. 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 Thematic Specialists located in each region are expected to play a role in supporting coherence and providing technical support to country-offices specifically for mainstreaming gender thematic coordination and engaging with issue-based coalitions.
- g. 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.³¹ They will support the development of regional coordination strategies and the integration of the strategy within regional and country level SNs/AWPs. Annex 7 includes the ToR for the 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 framework³². 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

³¹ Please see Annex 7 for the ToR for Regional Coordination Specialists.

³² 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.

Group (UNEG), the United Nations Representatives of Internal Audit Services (UN RIAS), and the Chief Executives Board Finance and Budget Network (CEB FBN).

8. Communication and Dissemination

53. Internally, the strategy (and associated regional strategies) will be widely disseminated and communicated specifically targeting field offices to ensure clarity of purpose and coherence in implementation. This will include information notes, webinars and the use of Communities of Practice. Regional Coordination Specialists will play a key role in socializing the strategy among personnel in their respective regions.
54. Externally, the strategy will be communicated to UN system entities to align understandings of how UN Women expects to implement its UN system coordination mandate at all levels, as well as what it will not . It will support a common understanding of what is also not considered part of the UN This will also help clarify the boundary around what This will clarify the boundary for UN system partners and external stakeholders.

9. Monitoring and Learning

55. 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.
56. 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 for strategy implementation.
57. The strategy will be considered successfully implemented through the generation of aggregated UN system coordination 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 the contribution of UN system coordination results to stronger development results on GEWE.

10. Review and follow up

58. This strategy will be reviewed and updated in response to significant changes emerging in UN Women and/or the UN system coordination context such as the process of pivoting to the field and the finalization of the new UN Women Strategic Plan.
59. Regular 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 external review or evaluation of the strategy may be commissioned to support this process if relevant and feasible.

10. ANNEXES

Annex 1: Coordination Strategy Implementation Plan³³

³³ 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 at the country-level and in response to the UN GEAP is still pending.

	What	Level	Who	SP Indicator/GEAP Implementation Plan Action
Pillar 1: Gender mainstreaming and thematic coordination in the UN system to accelerate GEWE results across SDGs and sectors.				
Driver 1: <i>Develop, monitor and report on system-wide accountability frameworks for mainstreaming gender within thematic and nexus areas.</i>	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)
	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
	IASC Gender Policy Accountability framework	IASC	CO	0.7.6. Percentage of HCT response plans and strategies that demonstrate the integration of gender equality
	United Nations Plan of Action on Disaster Risk Reduction for Resilience	Entity	PPID, DRR Unit	0.7.7. Number of UN entities implementing disaster risk reduction, resilience or recovery initiatives with a focus on gender equality and women's empowerment. (UNDP, UNICEF)
	SG's 21 Action Points	EOSG	PPID, WPS Unit	0.7.5. Extent of progress made against core UN- system commitments on women, peace and security (S/2019/800, paragraph120)
	Youth, Peace and Security Framework	EOSG/Security Council	PPID, WPS Unit RO CO	0.7.9. 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	7.h Number of Peacebuilding processes inclusive of young women supported by UN-Women (UNFPA, UNICEF)
Driver 2: Deepen collective contributions	Common Chapter	Entity		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)

	What	Level	Who	SP Indicator/GEAP Implementation Plan Action
to gender equality across thematic and nexus areas by developing programmatic frameworks to advance substantive UN system coherence.	Gender Equality Accelerators	UNCT	PPID 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)
Driver 3: Participate in thematic and nexus related inter-agency coordination mechanisms to support the integration of gender in system-wide policy frameworks on thematic and nexus areas and their implementation, as well as to coordinate efforts to uphold normative gains in intergovernmental spaces.	IASC		PPID	0.7.a. Number of thematic interagency mechanisms/teams that effectively address gender mainstreaming in priority areas
	UN Energy	Global	UNSCD	0.7.a. Number of thematic interagency mechanisms/teams that effectively address gender mainstreaming in priority areas
	Normative Support	Global Regional	PPID ROs	Accelerator 5, Action 5.1 Working with Member States, uphold normative gains on gender equality in all intergovernmental spaces and CSW Revitalisation
Driver 4: Support the UN System to adopt a coherent gender transformative approach to LNOB/Intersectionality in thematic and nexus work and integrate gender within intersectional accountability frameworks.	Gendered Intersectional Guidance and Training	Entity RCT UNCT	UNSCD and PPID	0.7.c. Number of interagency products or services with a focus on gender equality and women's empowerment developed and made available
	Data and Knowledge Production		PPID	0.7.c. Number of interagency products or services with a focus on gender equality and women's empowerment developed and made available
	DIS (can be moved to Pillar 3)		UNSCD	

	What	Level	Who	SP Indicator/GEAP Implementation Plan Action
Driver 5: Lead and participate in joint programmes at global and regional levels within thematic and nexus areas.	Spotlight Initiative on ERAW	Entity	PPID, ERAW Unit ROs COs	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)
Driver 6: Support the development and use of UN system gender data across thematic and nexus areas.	Data and Knowledge Production		PPID	0.7.c. Number of interagency products or services with a focus on gender equality and women's empowerment developed and made available

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.

Driver 1: Lead or Co-Lead the UNCT Gender Theme Group (or equivalent GEWE coordination mechanism)	Strengthen the CCA by developing Gender Equality Country Profiles	UNCT	CO (lead) RO PPID	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 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> Accelerator 3, Action 3.8: Develop Country Gender Equality Profiles
	Strengthen the integration of GEWE in UN Cooperation Frameworks as a stand-alone goal		CO (lead) RO PPID	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 7.3 Percentage of UN Sustainable Development Cooperation Frameworks that have a) a dedicated gender equality outcome; and/or b) that mainstream gender equality

	What	Level	Who	SP Indicator/GEAP Implementation Plan Action
	and mainstreamed throughout.			perspectives across Cooperation Framework outcomes (<i>derived from QCPR indicator 1.4.16</i>)
	Increase financial investment in the integrated financing framework of the UNSDCF, including through the use of the GEM			<p>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</p> <p>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)</p>
	Establish protection mechanisms for WHRDs	UNCT	PPID, EVAW Unit, COs (OHCHR,DPPA, DPO) COs	<p>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</p> <p>Accelerator 1</p> <p>Action 1.4: Take stock of existing mechanisms for protection and action on reprisals against women's human rights defenders (WHRDs)</p> <p>Action 1.5: Identify and designate a standing mechanism in all countries for regular coordination, information sharing and action on risks and threats to WHRDs</p>
	Incentivize leadership commitments for GEWE results through the R Management Accountability Framework for RCs and an intersectional Gender Power and Conflict Analysis			<p>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</p> <p>Accelerator 2, Action 2.7 Draft guidance for intersectional gender power and conflict analysis at the institutional and country-levels</p>
	Develop UNCT capacities on GEWE through technical support, helpdesks,	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

	What	Level	Who	SP Indicator/GEAP Implementation Plan Action
	training and roster support.			<p>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</p> <p>Accelerator 2, Action 2.13 Elevation and systematization of specialized UN expertise on gender equality as a pooled capacity – roster</p>
	Lead UNCT-SWAP reporting and follow-up on recommendations	UNCT	CO (Lead) RO UNSCD	<p>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</p> <p>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)</p>
	Support the Biannual Country-Level Gender Country			<p>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</p> <p>Action 3.6: Drafting of ToRs of Country Level Gender Equality Review</p> <p>Action 3.7: Convening of Country-Level Gender Equality Reviews (Supporting UPR/VNR/etc.)</p>
	Lead the preparation of confidential UNCT CEDAW reports submitted to inform the CEDAW Committee			<p>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.</p> <p>7. c Number of interagency products or services with a focus on gender equality and women's empowerment developed and made available.</p> <p>Accelerator 5, Action 5.1 Working with Member States, uphold normative gains on gender equality in all intergovernmental spaces and CSW Revitalisation</p>
Driver 2: Lead or Co-Lead the GiHA group	Strengthen joint humanitarian response plans	HCT	CO (lead) RO PPID	0.7.a. Number of thematic interagency mechanisms/teams that effectively address gender mainstreaming in priority areas
	Support implementation of the IASC Gender Policy	HCT	CO (lead)	0.7.a. Number of thematic interagency mechanisms/teams that effectively address gender mainstreaming in priority areas

	What	Level	Who	SP Indicator/GEAP Implementation Plan Action
	Accountability framework.			
Driver 3: Participate in selected thematic/nexus/institutional UNCT Coordination Mechanisms	CF results groups/others	UNCT	CO	0.7.a. Number of thematic interagency mechanisms/teams that effectively address gender mainstreaming in priority areas
	UNCT Communications Group			
Driver 4: Lead or participate in country-level joint programmes	Joint Programmes	UNCT	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)
Pillar 3: Drive increased financing and promote accountability and gender mainstreaming across the UN system.				
Driver 1: Facilitate coordinated mobilization of resources for UN system work on GEWE	Joint UN Gender Equality Investment Plan and Appeal	Global	SPD, Task Team	Accelerator 4, Action 4.6: Develop a Joint UN Gender Equality Investment Plan and Appeal
	Thematic Resource Mobilization	Global	Women's Peace and Humanitarian Fund Secretariat	Accelerator 4, Action 4.7: Mobilise \$300 million for women's organisations in conflict and crisis settings
Driver 2: Drive mandatory financial tracking for GEWE across the UN System	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)

	What	Level	Who	SP Indicator/GEAP Implementation Plan Action
	Pooled Funding GEM	MDTF	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)
Driver 3: Pivoting the United Nations to effectively deliver for women and girls	Develop the Clarion Call and Political Strategy and widely disseminate it	Global/System	PPID, EOSG	Accelerator 1 Action 1.1 Drafting of the Clarion Call Action 1.2 Drafting of the political strategy to address the pushback on women's rights Action 1.3 Dissemination of Clarion Call and Political Strategy to all Principals, discussion at SE seminar/SG WPS meeting with SRSGs, RC/HC Annual Retreats, regional consultations, UNSCDF development, CSW/CEDAW reporting
	Leadership Compact	System	HR BTAD/DMSPC	Accelerator 2, Action 2.1: Revision of Leadership Compact Template
	UN-wide Competency Framework for Gender Equality	System	HR DMSPC/DOS	Accelerator 2 Action 2.9 Develop UN-wide Competency Framework for Gender Equality - core competency for all personnel Action 2.12 Adaptation of internal practices, procedures and HR policies
	Gender Equality Roster	Global	HR	Accelerator 2, Action 2.13 Elevation and systematization of specialized UN expertise on gender equality as a pooled capacity – roster
Driver 4: Enhance accountability at system, entity and country team levels.	UN GEAP Secretariat, including establish Civil Society Advisory Groups	System Entity CO	UN GEAP Secretariat CS Unit COs (SRSG/RC/HC with UNW and regional mechanisms)	Accelerator 3 Action 3.1: Drafting of ToRs for new Gender Steering Group Action 3.2: Establishment of Gender Steering Group Action 3.6: Drafting of ToRs of Country Level Gender Equality Review Action 3.7: Convening of Country-Level Gender Equality Reviews (Supporting UPR/VNR/etc.) Accelerator 5, Action 5.5: Establish Civil Society Advisory Groups to provide advice to UN entities on key political issues, policy, and programmatic matters, regularly consulting with women's organizations at country, regional and global levels.
	UN SWAP Secretariat	Entity	UNSCD	0.7.1. Percentage of ratings of reporting entities that meet or exceed UN-SWAP standards (QCPR 1.4.13) Accelerator 3, Action 3.9: Revise System-Wide Action Plan on Gender Equality Scorecard

	What	Level	Who	SP Indicator/GEAP Implementation Plan Action
	UNCT-SWAP Scorecard Secretariat	UNCT	UNSCD (lead) RO CO	<p>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)</p> <p>Accelerator 3, Action 3.9: Revise System-Wide Action Plan on Gender Equality Scorecard</p>
Driver 5: Strengthen gender mainstreaming in key UN system inter-agency mechanisms on GEWE and Institutional Issues	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
	UN Gender Steering Committee	Global	UN GEAP Secretariat	<p>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</p> <p>Action 3.1: Drafting of ToRs for new Gender Steering Group</p> <p>Action 3.2: Establishment of Gender Steering Group</p>
	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.a. Number of thematic interagency mechanisms/teams that effectively address gender mainstreaming in priority areas
	High Level Taskforce on Financing	Global	UNSCD	0.7.a. Number of thematic interagency mechanisms/teams that effectively address gender mainstreaming in priority areas

Annex 2: 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 ³⁴	
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 3 – Gender Equality Accelerators³⁵

UN Women's 10 Gender Equality Accelerators (GEAs) are a set of essential solutions presented as flexible frameworks for driving progress on gender equality in thematic areas in partnership with stakeholders. These GEAs outline the areas where UN Women has a comparative advantage to support gender mainstreaming in thematic coordination.

1. **Women's Equal Participation in Political Decision-Making and Institutions**
Addressing the systemic barriers to women's political participation through evidence-based programming advocacy and greater system-wide accountability to accelerate progress towards achieving gender balance in political decision making and institutions.
2. **Gender-Responsive Planning and Budgeting**
Sharing evidence, capacities, and skills to embed gender equality in government planning and budgeting.
3. **Transforming the Care Economy**
Comprehensive "5R" policies: to recognize, reduce, redistribute, represent, and reward paid and unpaid care and domestic work, by boosting public investments in social care infrastructure and sparking the creation of millions of decent jobs for women.
4. **Decent Work and Entrepreneurship**
Leveraging social protection and gender-responsive procurement for women in business, promoting decent work, and ensuring income security.
5. **Gender-Responsive Climate Action and Green/Blue Economies**
Promoting gender equality and women's rights while transitioning to sustainable economies with a focus on resilience, leadership, and livelihoods.
6. **Ending Violence Against Women and Girls**
Preventing and responding to all forms of violence against women and girls, in all their diversity. This includes addressing the multiple root causes fueling this violence and strengthening coordination and delivery of quality, essential services across different sectors and settings.
7. **Women, Peace, and Security**
Increasing global peace and security through women's leadership and inclusion in prevention, peacemaking, peace-building, gender-responsive justice, and protection.
8. **LEAP – Women's Leadership, Access, Empowerment, and Protection in Humanitarian Coordination and Response**
Promoting women's leadership, safety, education, and livelihoods during humanitarian emergencies and protracted crises through partnerships with local women's organizations, national governments, and UN agencies.
9. **Women's Resilience to Disasters**
Empowering women to lead in disaster and climate risk reduction and resilience efforts. Ensuring decision-making and governance systems are gender-responsive,

³⁵ <https://www.unwomen.org/en/what-we-do/gender-equality-accelerators>

and implementing measures to boost the resilience of women and girls against current and future disasters and threats.

10. **Making Every Woman and Girl Count**

Supporting countries to improve the production and use of gender-disaggregated data to monitor progress on the SDGs and scale up data-driven policy action for women and girls globally.

Annex 4 – UNW specific actions in the UN GEAP Implementation Plan (2024)

UNW Specific Actions/UN GEAP Implementation Plan							
Accelerator	Actions	Roles and Responsibilities	Q2	Q3	Q4	Q1	Budget if required
1. Clarion Call	1.1 Drafting of the Clarion Call	UNW/EOSG	x				
	1.2 Drafting of the political strategy to address the pushback on women's rights	UNW/EOSG	x				
	1.3 Dissemination of Clarion Call and Political Strategy to all Principals, discussion at SE seminar/SG WPS meeting with SRSs, RC/HC Annual Retreats, regional consultations, UNSCDF development, CSW/CEDAW reporting	EOSG/UNW/DCO/RECs/Country leadership	x	x	x	x	
	1.4 Take stock of existing mechanisms for protection and action on reprisals against women's human rights defenders (WHRDs)	UNW/OHCHR/DPPA/DPO	x				
	1.5 Identify and designate a standing mechanism in all countries for regular coordination, information sharing and action on risks and threats to WHRDs	UNW/OHCHR/DPPA/DPO	x				
2. Gender-transformative Leadership	2.1 Revision of Leadership Compact Template	BTAD/DMSPC/UNW	x				
	2.7 Draft guidance for intersectional gender power and conflict analysis at the institutional and country-levels	UNW	x				
	2.9 Develop UN-wide Competency Framework for Gender Equality - core competency for all personnel	UNW/DMSPC/DOS	x				
	2.12 Adaptation of internal practices, procedures and HR policies	Each entity/UNW/DMSPC/DOS			x	x	
	2.13 Elevation and systematization of specialized UN expertise on gender equality as a pooled capacity – roster	UNW/each entity	x	x	x	x	
3. Accountability for gender equality results	3.1 Drafting of ToRs for new Gender Steering Group	Secretariat/UNW	x				
	3.2 Establishment of Gender Steering Group	EOSG/UNW	x		x		
	3.6 Drafting of ToRs of Country Level Gender Equality Review	UNW	x				
	3.7 Convening of Country-level Gender Equality Reviews (supporting UPR/VNR/etc)	SRS/RC/HC with UNW and regional mechanisms	x	x	x	x	
	3.8 Develop Country Gender Equality Profiles	UNCTs with the guidance of UNW	x	x	x	x	
4. Resourcing	3.9 Revise System-wide Action Plan on Gender Equality Scorecard	UNW	x	x			
	4.6 Develop a Joint UN Gender Equality Investment Plan and Appeal	UNW/Task Team	x				

	4.7 Mobilise \$300 million for women's organisations in conflict and crisis settings	Each Entity/Women's Peace and Humanitarian Fund	x	x	x	x	
5. Action	5.1 Working with Member States, uphold normative gains on gender equality in all intergovernmental spaces and CSW Revitalisation	Each Entity/UNW	x	x	x	x	
	5.5 Establish Civil Society Advisory Groups to provide advice to UN entities on key political issues, policy and programmatic matters, regularly consulting with women's organizations at country, regional and global levels.	UNW	x				

Annex 5 – Complementary Outcome 7 and UNSDG Output Indicators

SDG Indicators	UNSDG Output indicators	UN Women Outcome 7 Indicators	Level of alignment
5.5.1 5.5.2 16.7.1	5.3 Extent that measures developed/implemented with UN support advance women's and girl's leadership and equal participation in decision-making, with UN support, in: a) Public institutions; b) Elected positions, including parliaments; c) Judiciary; d) Private sector; e) Mediation, reconciliation and peacebuilding mechanisms; and f) Natural resource management	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	Complementary
16.1.2	16.3 Number of gender-responsive, conflict-sensitive development institutions, policies, plans, or cross-border initiatives in place, with UN support that, promote and protect human rights, prevent systemic human rights violations to: a) Address conflict drivers; b) Strengthen social cohesion; c) Prevent risk of conflict, including climate security; and d) End all forms of violence, promote the rule of law, and ensure equal access to justice for all	7.5 Number of action points to advance the implementation of UN-system commitments on women, peace and security (S/2019/800, paragraph120) that show progress 7.9 Number of countries that have endorsed a youth, peace and security framework	Complementary

Annex 6 – Draft Coordination Offer at Country Level (Oct 2023)

Service Line	Minimum Package	Standard Package	The Ideal
Leadership and Accountability	<ul style="list-style-type: none"> Leading UN GTG/GiHA group that sits at a senior level and reports to the UNCT. Leading the use of UNCT SWAP Scorecard and GEM in coordination with the UN RC/SRSG/Head of integrated mission. Mobilising greater mainstreaming of GEWE and wherever possible ensuring standalone pillars in the UN Coordination frameworks. Seeks to strengthen financial investment as captured by the integrated financing framework of the UNSDCF, including through the use of the GEM. Leading the preparation of confidential UNCT CEDAW reports submitted to inform the CEDAW Committee periodic reviews of countries' progress. 	<ul style="list-style-type: none"> Leading UN GTG/GiHA group that sits at a senior level and reports to the UNCT. Leading the use of UNCT SWAP Scorecard and GEM in coordination with the UN RC/SRSG/Head of integrated mission. Mobilising greater mainstreaming of GEWE and wherever possible ensuring standalone pillars in the UN Coordination frameworks. Seeks to strengthen financial investment as captured by the integrated financing framework of the UNSDCF, including through the use of the GEM. Leading the preparation of confidential UNCT CEDAW reports submitted to inform the CEDAW Committee periodic reviews of countries' progress. 	<ul style="list-style-type: none"> Leading UN GTG/GiHA group that sits at a senior level and reports to the UNCT. Leading the use of UNCT SWAP Scorecard and GEM in coordination with the UN RC/SRSG/Head of integrated mission. Mobilising greater mainstreaming of GEWE and wherever possible ensuring standalone pillars in the UN Coordination frameworks. Seeks to strengthen financial investment as captured by the integrated financing framework of the UNSDCF, including through the use of the GEM. Leading the preparation of confidential UNCT CEDAW reports submitted to inform the CEDAW Committee periodic reviews of countries' progress. Annual stock take of progress on gender equality – in discussion with CSOs, Government, Development Partners, UNCT – based on a collation of the results of the Scorecard, GEM and UNCT Annual Reports. Enhanced Country and Regional level dialogue with Principles (HQ), RDs, Member States, and RCs every two years on how far the country has gone in moving the needle on the normative; and where are the gaps.
Coordination	<ul style="list-style-type: none"> Ensuring empowered leadership of the GTG. Ensuring empowered leadership of a GiHA or equivalent working group in HA contexts. Secretariat of the SWAP. Empowered capacity to develop and influence joint programmes. 	<ul style="list-style-type: none"> Ensuring empowered leadership of the GTG. Ensuring empowered leadership of a GiHA or equivalent working group in HA contexts. Secretariat of the SWAP. Empowered capacity to develop and influence joint programmes. Coordination on political engagement and messaging re: gender issues. 	<ul style="list-style-type: none"> Ensuring empowered leadership of the GTG. Ensuring empowered leadership of a GiHA or equivalent working group in HA contexts. Secretariat of the SWAP. Empowered capacity to develop and influence joint programmes. Coordination on political engagement and messaging re: gender issues. Lead in building the capacity of GTG members. Contribute to the evaluation of Gender Focal points and RCs on GEWE.

		<ul style="list-style-type: none"> • Lead in building the capacity of GTG members. • Contribute to the evaluation of Gender Focal points and RCs on GEWE. 	<ul style="list-style-type: none"> • Capacity to mobilise UNCT and DPs around key normative gains and/or bottlenecks, including integrating GEWE into broad intergovernmental dialogues.
Data and Statistics/Gender Analysis	<ul style="list-style-type: none"> • Lead in the joint development of Gender country profiles. • Coordinate and guide development of gender chapter/analysis of CCA's, emergency appeals and other UNCT/HCT documents. • Coordinate the formulation of gender related policy briefs at national level, and the input of gender analysis into key UNCT/HCT briefs. • Support validation of all relevant planning documents, analyses, and reports by women's organizations and networks, leveraging UN Women's convening power, access and credibility. • Capacity to collate analytics across the UNCT using global and country level accountability tools (GEM, Scorecard, Annual reporting). 	<ul style="list-style-type: none"> • Lead in the joint development of Gender country profiles. • Coordinate and guide development of gender chapter/analysis of CCA's, emergency appeals and other UNCT/HCT documents. • Coordinate the formulation of gender related policy briefs at national level, and the input of gender analysis into key UNCT/HCT briefs. • Support validation of all relevant planning documents, analyses, and reports by women's organizations and networks, leveraging UN Women's convening power, access and credibility. • Capacity to collate analytics across the UNCT using global and country level accountability tools (GEM, Scorecard, Annual reporting). • Develop and publish annual gender stats overview (compilation of UNW plus all other gender data in country, updated annually). • Lead in the production of gender/political analysis, in partnership with UN missions. • Ensure in-house capacity to produce quarterly/ad hoc gender alerts on key issues. 	<ul style="list-style-type: none"> • Lead in the joint development of Gender country profiles. • Coordinate and guide development of gender chapter/analysis of CCA's, emergency appeals and other UNCT/HCT documents. • Coordinate the formulation of gender related policy briefs at national level, and the input of gender analysis into key UNCT/HCT briefs. • Support validation of all relevant planning documents, analyses, and reports by women's organizations and networks, leveraging UN Women's convening power, access and credibility. • Capacity to collate analytics across the UNCT using global and country level accountability tools (GEM, Scorecard, Annual reporting). • Develop and publish annual gender stats overview (compilation of UNW plus all other gender data in country, updated annually) • Lead in the production of gender/political analysis, in partnership with UN missions. • Ensure in-house capacity to produce quarterly/ad hoc gender alerts on key issues. • Ensure and have available in-house gender statistics capacity – to be able to partner with UN agencies and national statistics bodies to ensure availability of gender statistics and data (and as needed, to analyse raw data from UN/govt data sets and produce gender analysis). • Publication (where appropriate) of progress on gender in localization of the SDGs at country or regional level
Technical Assistance	<ul style="list-style-type: none"> • In house substantive expert on GE at the P3/P4/NOB/NOC level with the time/TOR to 	<ul style="list-style-type: none"> • In house substantive expert on GE at the P3/P4/NOB/NOC level with the time/TOR to provide targeted support 	<ul style="list-style-type: none"> • In house substantive expert on GE at the P3/P4/NOB/NOC level with the time/TOR to provide targeted support on gender equality to

	provide targeted support on gender equality to country partners – including UN agencies.	<p>on gender equality to country partners – including RC and UN agencies.</p> <ul style="list-style-type: none"> • Specific expertise and capacity on LNOB – expertise on disability, LGBTIQ, rural women and/or other issues as applicable in country. • Provide leading support to government, civil society and UNCT in development of genda agenda mechanisms such as National Gender Machineries • Normative policy and framework support to member states, civil society and UNCT (CEDAW etc). • Under RCO and working with UN agencies actively programming on GE, support coordination of involvement of OHCHR special rapporteurs on gender issues. 	<p>country partners – including RC and UN agencies.</p> <ul style="list-style-type: none"> • Specific expertise and capacity on LNOB – expertise on disability, LGBTIQ, rural women and/or other issues as applicable in country. • Provide leading support to government, civil society and UNCT in development of genda agenda mechanisms such as National Gender Machineries • Normative policy and framework support to member states, civil society and UNCT (CEDAW etc) Ability to provide trainings to partners (UN, govt etc) on gender mainstreaming, and PSEA. In HA contexts, to provide trainings on protection, LNOB, AAP and localization. • Under RCO and working with UN agencies actively programming on GE, support coordination of involvement of OHCHR special rapporteurs on gender issues.
Strategic Advocacy and Communications	<ul style="list-style-type: none"> • Coordination across all UN communications to ensure appropriate representation of women in all their diversity, within programmatic messaging. • In coordination with UNIC and UN Communications Group, the capacity to develop UN wide advocacy strategies and campaigns on key issues of GE – public and private advocacy and ensure a strong gender perspective in systemwide communications plans and strategies on other key issues. 	<ul style="list-style-type: none"> • Coordination across all UN communications to ensure appropriate representation of women in all their diversity, within programmatic messaging. • In coordination with UNIC and UN Communications Group, the capacity to develop UN wide advocacy strategies and campaigns on key issues of GE – public and private advocacy and ensure a strong gender perspective in systemwide communications plans and strategies on other key issues. 	<ul style="list-style-type: none"> • Coordination across all UN communications to ensure appropriate representation of women in all their diversity, within programmatic messaging. • In coordination with UNIC and UN Communications Group, the capacity to develop UN wide advocacy strategies and campaigns on key issues of GE – public and private advocacy and ensure a strong gender perspective in systemwide communications plans and strategies on other key issues. • Develop ‘if asked’ TPs for the UN on sensitive issues

Annex 7: ToR of Regional Coordination Specialists

	JOB DESCRIPTION
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I. Position Information

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

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.
 - Further promote [communication products](#) on gender parity from the Office of the Focal Point for Women in the UN system
 - 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.

<p>6. Provide technical support and guidance to the development of partnerships and resource mobilization as it relates to coordination efforts</p> <ul style="list-style-type: none"> • 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; • 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; • 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. <p>7. Facilitate knowledge building and sharing</p> <ul style="list-style-type: none"> • 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. • 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. • Provide capacity development support to regional and country level colleagues on coordination mandate and gender mainstreaming. • Develop capacity development initiatives on gender-related issues and priorities as needed. <p>8. Lead and manage personnel under their supervision [If the incumbent supervises personnel]</p> <ul style="list-style-type: none"> • Manage the performance of personnel under their supervision by provide managerial direction, guidance and leadership as well as performance feedback and coaching. • Ensure performance assessment are completed on time and identify learning and development opportunities to support personnel's engagement. • Ensure all personnel under their supervision are fully aware of UN Women's workplace relations policies. <p>9. The incumbent performs other duties within their functional profile as deemed necessary for the efficient functioning of the Office and the Organization.</p> <p>Supervisory/Managerial Responsibilities: 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). The incumbent leads a team of X... (To be completed by the RO)</p>

IV. Competencies
<p>Core Values:</p> <ul style="list-style-type: none"> • Respect for Diversity • Integrity • Professionalism <p>Core Competencies:</p> <ul style="list-style-type: none"> • 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>

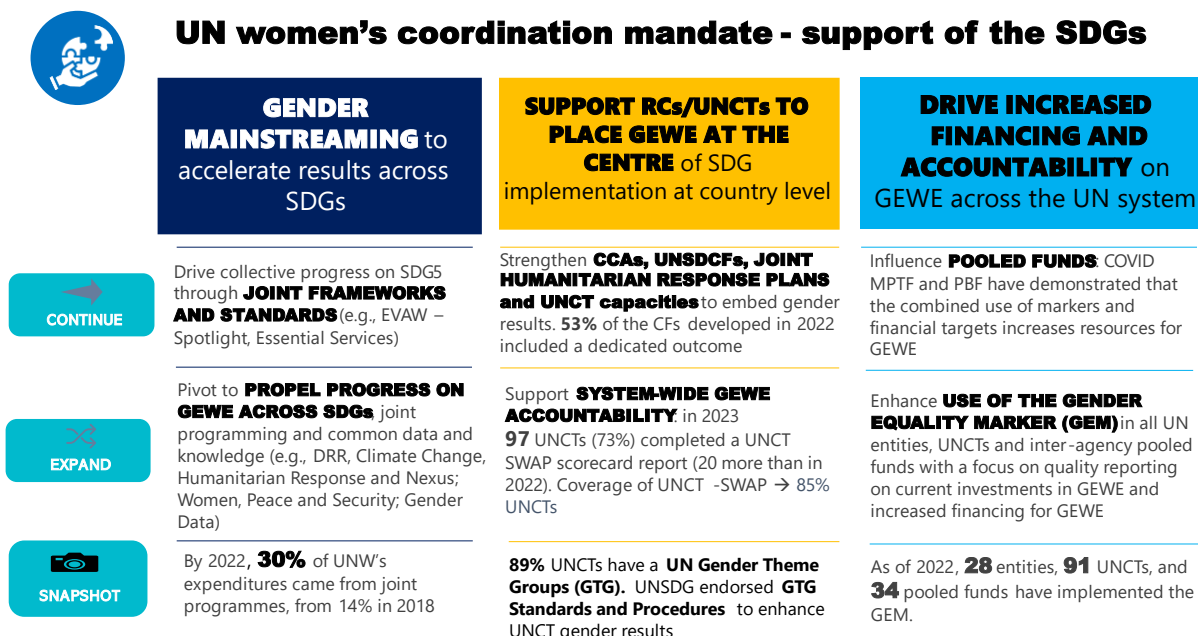
FUNCTIONAL COMPETENCIES:

- 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

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

Annex 8 – Presentation to the Executive Board³⁶ (Suggest to delete)

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.



³⁶ https://www.unwomen.org/sites/default/files/2024-01/eb_orientation_session_sp_26jan2024_1.pdf

Annex 9 – Stakeholder Consultations (2022-2023)

PARTNERS

Donors

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

UN System Focal Points

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

Resident Coordinators and RCOs

1	Baiocchi, Allegra	Resident Coordinator, Costa Rica
2	Richardson, Ulrika	Resident Coordinator, Haiti
3	Sundstrom, Monica	Gender Advisor, RCO Georgia

UN WOMEN FIELD PERSONNEL

Regional Offices

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
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