

UN-WOMEN 2025 EXECUTIVE DIRECTOR'S ANNUAL REPORT AND STRATEGIC PLAN IRRF 2026-2029

Informal Briefing to the
Executive Board

3 June 2026





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Photo: UN Women/Ploy Phutpheng

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2025 Executive Director's Annual Report

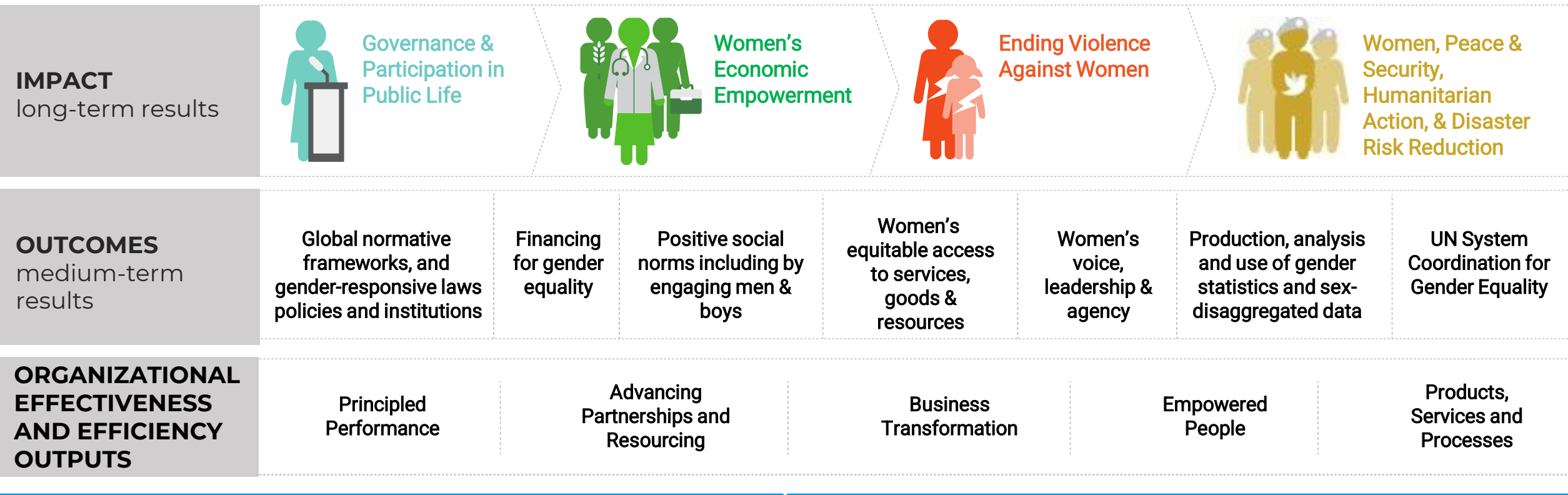


Photo | UN-Women/Karen Shermbrucker



STRATEGIC PLAN 2022-2025: LEVERAGING AN INTEGRATED APPROACH TO DELIVER ON THE TRIPLE MANDATE

Working with Member states, public and private partners, including civil society, UN-Women delivered results across its 4 Impact areas and 7 systemic outcomes



FACING THE HEADWINDS TO DELIVER FOR WOMEN AND GIRLS

As of 2025...



Women's representation in parliaments stagnated at 27.2% – at current rates of change, parity is unlikely before 2063



708 million women are excluded from the labor force due to unpaid care responsibilities



An estimated 840 million women – almost one in three – have been subjected to violence



676 million women and girls live within reach of deadly conflict – yet as of mid-2025, only about 13.5 per cent of aid required for humanitarian response globally had been funded.

In 2022-2025, through UN Women's work:

2.9 billion women and girls stand to gain from over 700 gender-responsive multisectoral policies adopted across 78 countries

Over \$285 million channeled to women's rights organizations and women human rights defenders through targeted Funds

1.7 billion women and girls live in countries and territories where legal and policy frameworks on ending violence against women have been strengthened, in alignment with international standards.

Over 18,300 organizations across 100 countries have strengthened capacities to deliver quality goods, services and resources for women

Over 556 million women and girls expected to benefit from the 36 new National Action Plans on Women, Peace and Security with monitoring frameworks

Governance and participation in public life

Globally, women and civil society representatives safely and meaningfully shaped policy and decision-making through **over 11,400 platforms operationalized across 128 countries**

IN THE ARAB STATES...

Legal frameworks were strengthened across 5 countries to protect and advance women's participation in politics – while draft quota laws are pushing forward in *Jordan, Lebanon and Libya*

Coordinated UN system engagement to ensure sustained gender-advisory role to Member States – including through UN system transitions such as the closure of the UN Assistance Mission to *Iraq*

Rising women's representation in politics and the public sector, including doubling representation in municipal councils in *Lebanon* and the first-ever female mayors elected in *Libya*

Local women-led early warning networks established to prevent, report and address violence against women in politics, including through over \$7 million through the *Women Peace and Humanitarian Fund* in 2025 alone

Platforms for civil society engagement sustained, including through the *Syrian National Dialogue and Electoral Commission* process

Women's Economic Empowerment

Globally, over 230 laws, policies and multisectoral strategies across 70 countries strengthened women's economic rights, expanding their access to decent work, income-generating opportunities, climate-resilient agriculture and care systems

IN SUB-SAHARAN AFRICA...

Gender-responsive procurement continues to be a key lever for decent work and entrepreneurship – with normative progress across 11 countries; in **Niger**, institutional and humanitarian purchases from women reached over \$9 million in 2025, in **Kenya** 58% increase in the contracts awarded to women-owned enterprises between 2024-25

Multistakeholder platforms are catalytic in advancing macroeconomic policies – including through the Taskforce of Feminist Economists which tripled the number of economic reforms in **West and Central Africa** in 2 years

Over 2,500 institutions across Sub-Saharan Africa strengthened their capacities on gender-responsive budgeting – including in **Zimbabwe**, where this led to the integration of gender-responsive initiatives within local-level 2026 budget plans

Joint programmes on economic empowerment are **enhancing gender-responsive measures through informed gender analysis coordinated via Gender Theme Groups**, including in **Malawi, Rwanda, Sierra Leone, Somalia and South Sudan**

Expanded women's access to technology, including through the **African Girls Can Code Initiative** reaching thousands of girls across 11 countries, **leveraging private sector engagement** to advance gender equality and women's empowerment

Women's Economic Empowerment

Globally, 307 institutions implemented policies addressing care-related discrimination and stereotypes, with 259 care-related laws, policies, and strategies strengthened to advance care systems across 52 countries

IN THE AMERICAS AND THE CARIBBEAN...

Care recognized as a fundamental human right – as reflected in 2025 in the Tlatelolco Commitment and by the Inter-American Human Rights Court

Care positioned as a shared policy priority across regions – as echoed in the 2025 EU-LAC Bi-regional Pact for Care - endorsed by the European Union and 17 countries in Latin America and the Caribbean

9 laws adopted, including in Chile and Colombia in 2025 – advancing national frameworks on the right to care

Local municipalities expanding care services – including systems for people living with disabilities and for older adults, across 18 countries in 2025

Over 150 multistakeholder dialogues enabled safe civil society engagement with indigenous women and host communities, advancing policy action

Ending Violence Against Women

Globally, the number of countries with a **comprehensive and coordinated violence against women prevention strategy** at national and/or sub-national government levels **doubled, from 32 in 2022 to 66 in 2025**

IN EUROPE AND CENTRAL ASIA...

*Consolidated UNCT engagement galvanized efforts to change discriminatory laws and set gender-targeted priorities – including via joint recommendations submitted to the **Kazakhstan Parliament** and new Country Gender Equality Profiles in **Albania and Kyrgyzstan** to inform Cooperation Frameworks*

*New and updated legal frameworks strengthening protection against different forms of violence – including discrimination, harassment in **Serbia and Türkiye** among others*

*Private sector increasingly engaged as a partner in changing discriminatory social norms – with **2,884 signatories to the Women's Empowerment Principles** in the region by 2025*

13 countries put in place multistakeholder initiatives to prevent violence against women – and 8 countries reported increases the number of women who accessed services after experiencing violence or discrimination.

*Community mobilization and engagement are strengthening accountability and expanding reach, including with support from the **UN Trust Fund** and regional platforms such as the **Central Asian Alliance to End Gender-Based Violence***

Women, Peace & Security, Humanitarian action and disaster risk reduction

Globally, access to humanitarian financing and decision-making for women-led organizations has improved: the share of funding from country-based pooled funds increased from 4.6% in 2022 to an estimated 18% in 2025; and two thirds of Humanitarian Country Teams count local women's organizations as members

IN ASIA AND THE PACIFIC...

Gender integration in climate and Disaster-Risk Reduction (DRR) governance expanded, including in next-generation climate action plans in 15 countries, 29 climate, renewable energy and DRR policies and plans, and 5 monitoring frameworks

Sustainable engagement of women-led and women-focused organizations across settings, including through the expansion of the **WeRESPOND dashboard now covering 124 organizations in 18 countries** offering data on their presence, activities and capacities

290,000+ women and girls across Afghanistan, Bangladesh and Myanmar accessed **essential services in humanitarian settings** in 2025 alone – indirectly benefitting over 1.3 million people

8 National Action Plans on Women, Peace and Security adopted since 2022 – with the Philippines implementing since 2023 a National Action Plan on Youth, Peace and Security

UN coordination across settings is delivering catalytic support to advance gender-responsive programming – in 2025, \$1 million was allocated to women-led organizations in Myanmar and \$5.07 million in Afghanistan

COORDINATION DRIVES THE UN SYSTEM ON GENDER EQUALITY – GLOBAL LEVEL



UN system coordination

What drives change

- Since 2016, QCPR has included GEWE
- 30 UN entities** applied the Gender Equality Marker (GEM) in 2022 (when it was approved by the CEB) and **50** in 2025
- 22 crisis contexts** and 200+ humanitarian organizations participated in 2025 IASC Gender Accountability Framework (GAF)
- Adoption and implementation of ECOSOC resolutions on gender mainstreaming, and General Assembly resolutions
- Integration of gender equality in the 2024 QCPR resolution and its monitoring framework
- CEB endorsement of UN-SWAP and the GEM as system-wide accountability tools
 - Updated 2024 IASC Gender Policy and first-ever GAF since 2017

Baseline

Key points of departure

In 2024, **80%** of UN-SWAP 2.0 ratings met or exceeded requirements, up from **64%** (2021)

In 2017, **5 UN entities** with gender parity
47% (2021) and 48.8% (2023) of women were International Professionals and higher categories

In 2021, **89,555 participants** enrolled in the *I Know Gender* course

UN-SWAP



Gender parity



Training



Present

Key results achieved

75 UN entities met **62% of UN-SWAP 3.0 requirements** in the first year, demonstrating continued progress on gender mainstreaming and the value of system-wide standards

In 2025, **29 UN entities** and gender parity achieved for the first time in International Professional and higher categories

In 2025, **92,265** participants enrolled, reaching a cumulative total of **738,730** participants since 2014

COORDINATION DRIVES THE UN SYSTEM ON GENDER EQUALITY – COUNTRY LEVEL

Baseline <i>Key points of departure</i>		Present <i>Key results achieved</i>
<p>46% of UNCTs reported on gender equality in 2021</p> <p>61% of UNCTs tracked financial allocations to gender equality</p> <p>70% of Cooperation Frameworks integrated gender equality</p>	<p>UNCTs</p> 	<p>95% of UNCTs reported gender equality results</p> <p>87% of UNCTs tracked resources allocated to gender equality</p> <p>61% of Cooperation Frameworks integrate gender equality in 2025</p>
<p>44% of crisis contexts with active Gender in Humanitarian Action Working Groups (GiHA WG) in 2018</p> <p>55% of Humanitarian Needs Overviews demonstrated use of sex- and age-disaggregated data in 2018</p>	<p>Humanitarian action</p> 	<p>86% of crisis contexts have an active GiHA WG with UN Women co-leading the vast majority (92%) together with women's organizations (55%) in 2025</p> <p>84% of 2025 Humanitarian Needs & Response Plans used sex- and age-disaggregated data</p>
<p>53% of commitments implemented through new/expanded partnerships, reported in 2022</p>	<p>Multi-stakeholder partnerships</p> 	<p>83% of commitments implemented through new/expanded partnerships, reported in 2024</p> <p>Across 126 countries, Generation Equality as a flagship multi-stakeholder partnership with 6 Action Coalitions and WPS-HA Compact under a shared accountability framework</p> <p>\$21B spent and 1,000 organizations involved</p>
<p>Gender Equality Marker applied in 77% of UN entities and 84% of pooled funds</p>	<p>Financial accountability</p> 	<p>3.8% of reported 2024 SDG expenditures were allocated to SDG 5</p>

EMBEDDED ORGANIZATIONAL PERFORMANCE CONTINUES TO DRIVE ORGANIZATIONAL EFFECTIVENESS AND EFFICIENCY (OEE)



Accountability and performance



Resource partnerships and communications



Business transformation and innovation



Empowered people



Programme effectiveness through results-based management

QCPR performance
SP 2022-2025:

102%

Key positives:



Solid principled performance management, meeting all audit targets for all years (0% long-outstanding UNBoA recommendations throughout), performed over 100% on all resource implementation targets, additional 4 Unqualified Audit Opinions (2025: 14th consecutive) met all targets on youth engagement and UNDIS standards



Strong growth in terms of communications and advocacy, with a proactive strategic approach around major moments – i.e. International Women's Day and 16 Days of Activism – increased UN-Women's profile; **an increase of visitors and social media followers by over 5 million (20%) in 2025 compared to 2022**



Improvement on efficiencies, with an increase of over 10% in common premises co-location, up to 76% of UN-Women locations, continued efforts to **simplify operations, increased mutual recognition and use of common services** and shared business solutions – resulting in **\$15 million in cost-saving efficiencies**, almost 4 times higher than in 2024, and a key focus going into next Strategic Plan



Successfully commenced operations in new Global locations, **Nairobi and Bonn**, as per the strategic initiative aimed at strengthening country-based operations to achieve greater impact in advancing gender equality and women's empowerment globally



Challenges, and looking ahead



Commitment to transparency and improve results communication



Enhancing financial stability and sustainability of office footprint



Strengthen and expand the utilization of **Direct Strategic Note Funding (SNDF)** modality

UN-WOMEN TRANSPARENCY PORTAL:

COMMUNICATING OUR RESULTS

Visit <https://open.unwomen.org/> to explore UN-Women's 2025 financial and results data against the Strategic Plan IRRF, Country and Regional Programmes and funding partners. Click [here](#) for a user guide.

The screenshot shows the UN Women Transparency Portal interface. At the top, there are navigation tabs for 'Global' and 'Regions'. Below this is the UN Women logo and the text 'FOR ALL WOMEN AND GIRLS | Transparency Portal'. The main header features the text 'UN Women Transparency Portal' and a sub-header: 'In UN Women, we are committed to the lives of women and girls and reducing inequalities and exclusion around the world. Discover how, with the help of our partners, we work day-to-day to make this a reality.' A search bar with the text 'Search with AI (beta)' is visible.

Top 25 regular resource partners in 2025

Rank	Country	Amount (M)
1	Germany	\$23.13 M
2	Finland	\$21.79 M
3	Switzerland	\$13.97 M
4	Denmark	\$10.48 M
5	Sweden	\$8.92 M
6	Norway	\$8.74 M
7	Netherlands (the)	\$7.83 M
8	Spain	\$5.11 M
9	Australia	\$4.11 M
10	Canada	\$3.11 M
11	Belgium	\$2.11 M
12	United Kingdom	\$1.11 M
13	Japan	\$0.11 M
14	Luxembourg	\$0.11 M
15	Republic of Korea (the)	\$0.11 M
16	Ireland	\$0.11 M
17	China	\$0.11 M

Key aggregate results of the Strategic Plan

2025

Metric	Value	Description
3.1B women and girls	3.1B	across 110 countries now have a more supportive legislative and policy environment protecting their rights following UN-Women's successful collaboration with national partners
394 laws	394	were adopted, revised or repealed to further advance and protect the rights of women and girls, in line with international norms and standards, including 99 on women's economic empowerment and 21 on women's political participation
>18,300 organizations	>18,300	across 100 countries have strengthened capacities to deliver quality goods, services, and resources for women across the humanitarian-development-peace continuum
78 countries	78	adopted 732 gender-responsive national and local multi-sectoral
>\$285.2M US dollars	>\$285.2M	disbursed to civil society organizations, local women-led
>11,400 processes and mechanisms	>11,400	were established to enable the meaningful and safe participation in and over 10,300 civil society leadership capacities across 128

Results stories

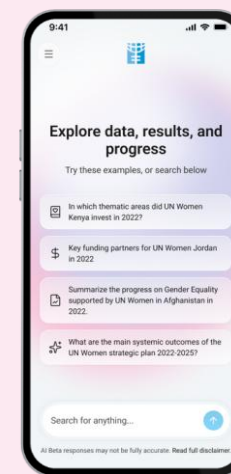
Pacific Women Lead Intergenerational Dialogue to Advance Political Participation
26 May 2026

For All Women and Girls: Ayse Ayata on political representation and gender equality
26 May 2026

How women political leaders are beating the odds in Eastern & Southern Africa
26 May 2026

A journey of reshaping Jordanian Women's role in politics
26 May 2026

What will be new in 2026?



- Improved AI search and mobile application
- Project dashboard
- Pages on programme partners, joint programmes and Strategic Note Direct Funding

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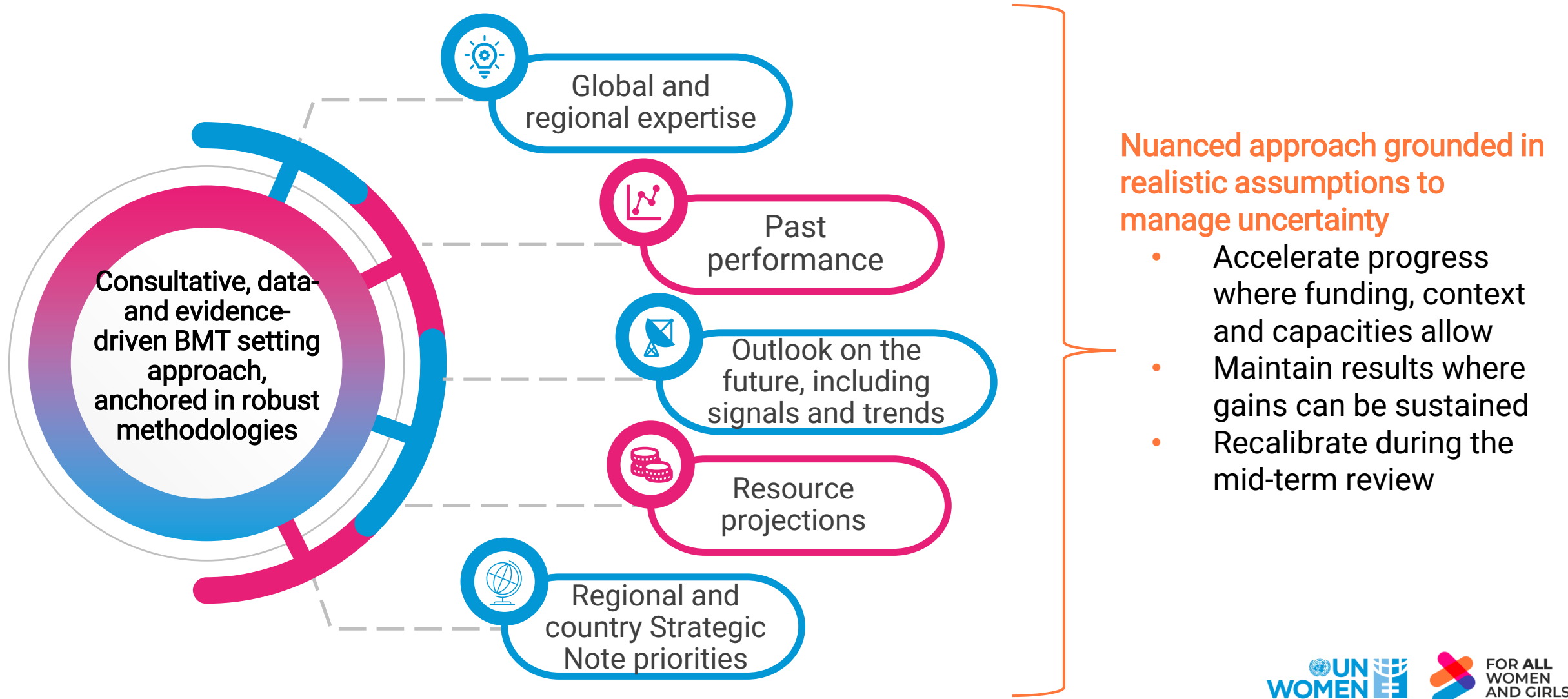
Strategic Plan 2026-2029 revised Integrated Results and Resources Framework



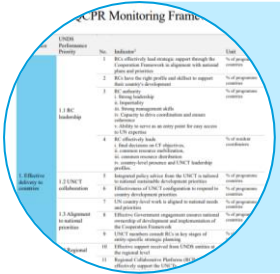
Photo | UN-Women/Ender Baykuş



REVISED IRRF 2026–2029: CREDIBLE BASELINES, MILESTONES AND TARGETS



REVISED IRRF 2026–2029: UN SYSTEM ALIGNMENT STRENGTHENS JOINT DELIVERY



The new QPCR monitoring framework integrated across development and organizational effectiveness and efficiency results indicators

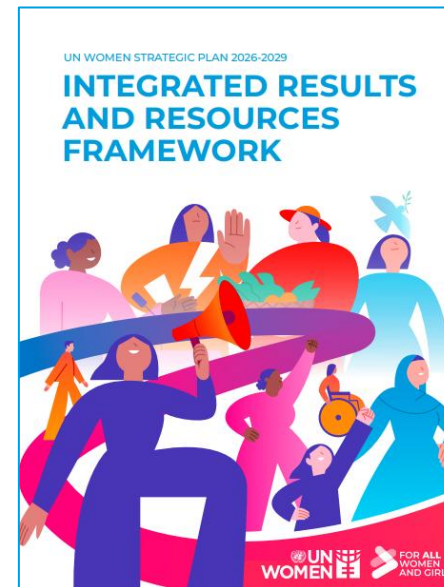


Alignment with the Humanitarian Reset



43 of all indicators are common and/or complementary (57% of all indicators)

Changes since previous (August 2025) version



Total of 76 indicators (6 amendments, 4 deletions)

3 indicators do not have BMTs because of methodological issues – will be set during midterm review

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Timeline and Next Steps for Strategic Plan 2026-2029



Photo | UN-Women/Suleiman Hajji



SP IMPLEMENTATION AND REPORTING

Alignment of Strategic Plan and Strategic Notes

COs, ROs and HQ Divisions align their respective SNs with SP through indicators



COs, ROs and HQ Divisions report annually on SP indicators through PRISM

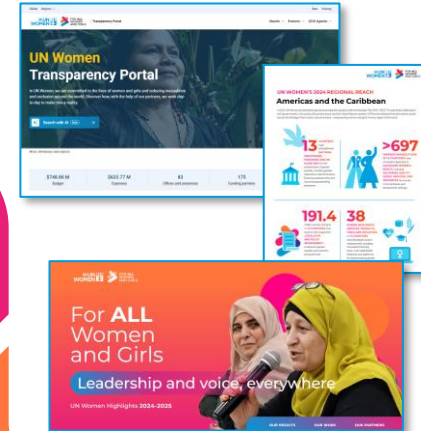
Annual Reports

Executive Director's Annual Report (EDAR)

Results from annual reports are aggregated and compiled into EDAR, and presented to the Executive Board at the Annual Session



SP results published annually on UN-Women's [Transparency Portal](#), website, annual highlights report, regular resources report and others



Transparency and communications

Midterm review (MTR) of the Strategic Plan

Results and lessons from the first two years of implementation are consolidated in the midterm review, and are presented to the Executive Board at the Annual Session



2026

Q1 2027

June 2027

June 2027

2028

THANK YOU

