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Report of the Twenty-Third Annual Session of the United Nations Inter-Agency Network on Women and Gender Equality

Nairobi, 12-14 May 2026

The Twenty-Third Annual Session of the United Nations Inter-Agency Network on Women and Gender Equality (IANWGE) was held from 12-14 May 2026 in Nairobi. 36 IANWGE member entities participated in a hybrid manner. A key outcome of the annual session was a recommendation that given the current context, IANWGE should aim to move beyond technical coordination toward stronger systemwide strategic positioning and action on gender equality and the empowerment of women and girls. Several priority follow-up actions were agreed upon, including the continuation of regular IANWGE meetings with an emphasis on expanding influence as well as unified messaging and advocacy; fostering high-level leadership through the IANWGE-ASG Group; and the advancement of mapping and strategy development for the UN Gender Equality Architecture. The session concluded with a strong call for solidarity, collective advocacy, and sustained investment in the UN Gender Equality Architecture at this time of systemwide change and transition.

Session 1.1: Opening the 23rd Annual Session of IANWGE

The Twenty-Third Annual Session of the United Nations Inter-Agency Network on Women and Gender Equality (IANWGE) was held from 12–14 May 2026 in Nairobi. In line with ECOSOC resolution on mainstreaming a gender perspective across the United Nations system (E/RES/2025/4), which underscores that IANWGE serves as a key forum for advancing gender equality across the UN System, the Annual Session convened member entities to strengthen coordination on joint gender equality priorities. Co-hosted by the IANWGE Secretariat at the UN System Coordination Division, UN Women and UNFPA, 36 member entities participated in a hybrid manner. Ms. Patricia Keays, External Facilitator, facilitated the Annual Session.

Opening remarks from Ms. Sima Bahous, Executive Director of UN Women and Chair of IANWGE were delivered by Ms. Alice Shackelford, OIC, UN System Coordination Division, UN Women. In her remarks the Chair warmly welcomed all participants and at the outset observed that the 2026 Annual Session is taking place at a time of great change and transition across the UN system. Shifting priorities, tightening resources, evolving institutional configurations, and the broader UN80 reform process are impacting the work of the UN across all spheres, including gender equality and the empowerment of women and girls. It is important to remember that these changes are not abstract, but shape what gets prioritized, what gets funded and ultimately whether the commitments made to women and girls are translated into meaningful change in their lives.

The Chair further emphasized that protecting the UN's gender equality architecture (GEA) is a systemwide imperative. Gender equality cannot rely on individual champions or isolated programmes; but requires coherent structures that connect commitments, coordination, accountability, resources and country-level delivery. In this context, the Chair offered two strategic interventions to frame the deliberations at the Annual Session; first, reform must protect and advance the GEA, and second, the UN system must act together to close the gap between commitments and delivery.

Ms. Leyla Sharafi, Chief, Gender, Human Rights and Inclusion Branch, Programme Division, UNFPA, welcomed participants on behalf of co-host UNFPA. She reiterated the long history of the Network as a space for solidarity among focal points, which is particularly important in this moment of pushback against the multilateral system. Touching on UNFPA's mandate she noted that the work of gender equality remains unfinished, for example, access to sexual and reproductive health and rights continues to be limited; maternal mortality is still a pressing concern; and women's health continues to be deprioritized. More broadly, violence against women, gender pay gap, shrinking space for civil society remain serious concerns. These realities critically underscore why the GEA must be safeguarded through the current institutional transitions.

Session 1.2: Strengthening the UN Gender Equality Architecture (GEA)

Opening the session via a recorded video message, Ms. Nyaradzayi Gumbonzvanda, Deputy Executive Director for Normative Support, UN System Coordination and Programme Results, UN Women, took stock of the current moment and stressed that this is not the time to retreat from work on gender equality, but instead to defend it vigorously. Echoing the Chair, she noted that gender equality is not an add-on to the

work of the United Nations but is central to the promise of the United Nations Charter, and to the three pillars of the UN's work, namely, peace and security, human rights and development.

Highlighting the unique role of IANWGE, Ms. Gumbonzvanda stated the task ahead for IANWGE and more widely, the entire UN system, is not simply to protect the existing GEA, but to modernize it. She cautioned that any reform that weakens the work on gender equality and women's rights weakens the credibility and effectiveness of the UN itself. In this regard, recommendations emerging from this meeting must strengthen the GEA, reinforce accountability, and support a stronger multilateralism that delivers for women and girls in all their diversity. The upcoming 71st session of the Commission of Status of Women was also described as a key milestone in this regard.

Ms. Anna Mutavati, Regional Director for Eastern and Southern Africa, UN Women, highlighted the importance of inter-agency partnerships in responding to growing global challenges. She emphasized that no single entity can deliver transformative change alone and stressed the importance of strengthening the GEA at all levels, namely country, regional and global levels.

Pushback on Gender Equality

Ms. María Noel Estrada, Programme Lead, Gender Justice and Development Programme, UNRISD presented findings from the UNRISD and UN Women publication *Understanding Backlash Against Gender Equality: Evidence, Trends and Policy Responses*. She highlighted that opposition to gender equality has evolved from isolated resistance to a well-orchestrated, transnational, well-funded effort. Anti-gender actors increasingly use the language of rights, development, sustainability and power to restrict the gender equality agenda. In intergovernmental spaces, challenging or reopening previously agreed language, including terms as fundamental as "gender" are rife as is well evidenced. Anti-rights forces are also systematically diluting gender equality mandates, weakening institutions, cutting funding and reducing gender expertise at all levels. Gender equality advocates must recognize at least three important takeaways: first, grasp the scale of the opposition; second, protect gender capacity, programming, partnerships, and accountability mechanisms; and third, ensure that gender equality is not treated as optional during periods of crisis, reform, or budgetary pressure. As the opposition to gender equality becomes increasingly entrenched, responses across the UN system must be equally coherent, strategic, and sustained.

Current Status of GEA at Global, Regional, and Country Levels

Introduction to GEA Mapping

Ms. Ghita El Khyari, Lead Consultant GEA Mapping, presented an initial mapping of the GEA across the global, regional, and country levels. The mapping, developed against the backdrop of the ongoing transitions outlined above, is a living document intended to serve as a snapshot and strategic tool to provide a systemwide overview of the current GEA. It examines four interconnected pillars of the GEA: institutional capacity, coordination mechanisms, accountability frameworks, and financing, while also making note of the normative underpinnings of the GEA as well as the role of civil society in advancing common gender equality outcomes.

At the global level, the mapping identifies the institutional leadership of the Secretary-General and Deputy Secretary-General, UN Women, gender units across UN entities, and coordination mechanisms such as IANWGE, the UN Gender Equality Acceleration Plan (GEAP), and the UN System-Wide Action Plan on Gender Equality and Women's Empowerment (UN-SWAP) as key components of the GEA. Regional, country-level, and thematic structures include Regional Collaborative Platforms, Issue-Based Coalitions (including on WPS and humanitarian coordination), Gender Theme Groups (GTGs), UN Country Teams (UNCTs), and the UNCT-SWAP. The importance of these mechanisms across all levels in promoting coherence, accountability, and implementation of gender equality commitments was emphasized, while also noting the ongoing discussions regarding the integration of multiple UN scorecards and evolving coordination arrangements under reform efforts.

Several structural challenges facing the GEA were identified: fragmentation across all levels and mandates, shrinking gender expertise and institutional capacity, the dilution of gender equality within broader portfolios, weak links between coordination, accountability, and decision-making, and declining funding for both gender equality programming and coordination functions. The mapping highlights the urgent need to strengthen leadership accountability, protect dedicated gender capacities, enhance coherence across the system, and ensure sustainable financing to safeguard and advance gender equality commitments during a period of significant institutional and geopolitical change.

Several entities commended UN Women for its leadership in advancing this effort. There was broad recognition of the value of the GEA mapping exercise in clarifying the complexity of existing structures and identifying opportunities for stronger coordination and clearer linkages across the system. However, there were also concerns over the timing of this exercise and drawing attention to existing gender capacities during ongoing budgets cuts and staffing reductions. UNHCR cautioned that while current reforms carry significant implications for gender equality, from past experience gender specialists are typically not engaged in reform processes. UNCHR further stressed the need to ensure gender experts are engaged in relevant processes from the outset, rather than being consulted after key decisions have already been made.

WHO emphasized the need to strengthen regional architecture as a bridge between global commitments and country-level implementation and asked for deeper reflection on the role and expectations of the regional level within the GEA in this regard. Reflecting on accountability mechanisms, WHO observed that while the UN-SWAP provides systemwide accountability at the entity and country levels, it lacks a regional dimension. Drawing on WHO's experience, introducing regional-level accountability measures could help drive action, improve visibility of regional performance, and strengthen implementation.

DCO emphasized the importance of fully reflecting the role of the Resident Coordinator system, regional coordination mechanisms, and Regional Collaborative Platforms in the mapping and subsequent analysis, recognizing them as key drivers of coherence at the country and regional levels. An examination of the financing pillar is also required.

Linking the discussion to concerns about backlash and implementation gaps, DCO stressed that sustainable progress on gender equality depends not only on UN resources but also on strong domestic financing and national commitment. The ongoing closure or weakening of national gender institutions was cited as an

example of how reduced political and financial support can directly affect GEA's implementation capacity on the ground level.

UNDP, ITU, UNSSC, commended the mapping exercise for providing a comprehensive view of the complexity of the GEA, while seeking greater clarity on its intended purpose and future timeline. UNDP also emphasized the need for a more nuanced assessment of institutional capacity, distinguishing between gender focal points and dedicated gender experts, advisers, and specialists. Drawing on UNDP's experience, the strongest gender equality results are achieved where organizations have full-time senior gender experts, strong leadership commitment, and adequate resources. Cautioning against silos, the importance of integrating gender expertise into broader policy areas such as economics, climate action, and artificial intelligence was also stressed.

UNDP also reflected on the proliferation of systemwide reporting and accountability mechanisms. While acknowledging the important role of accountability frameworks such as the UN-SWAP and GEAP, UNDP suggested that the system may benefit from greater attention to forward-looking incentives for gender equality work. For instance, strengthening incentives for leadership and organizational performance, alongside addressing gaps in regional coordination as well as national implementation was highlighted as a potential avenue for enhancing the effectiveness of the GEA.

In closing, UN Women clarified that the GEA mapping remains a work in progress and will be further refined following the IANWGE session. A revised version is expected by the end of summer and will serve as the basis for engagement with a high-level reference group comprising representatives from the UN system, civil society, and Member States in the fall. UN Women also clarified that the larger objective is to develop a focused advocacy strategy to protect the GEA. Given the current context of UN80 reforms and the forthcoming appointment of a new Secretary-General, the importance of providing clear evidence, strategic recommendations, and coordinated advice to support future leadership on safeguarding the GEA is more critical than ever.

Gender Units – Example of the Merger of the Department of Political and Peacebuilding Affairs (DPPA) and the Department of Peace Operations (DPO) Gender Units

Ms. Abigail Ruane, Gender Unit, DPPA-DPO, shared reflections on the merger of the gender units of the Department of Political and Peacebuilding Affairs (DPPA) and the Department of Peace Operations (DPO), which became operational in January 2026. In her remarks, she underscored the continued relevance and urgency of the Women, Peace and Security (WPS) agenda against a backdrop of rising militarism, authoritarianism, shrinking civic space, and increasing threats to women's rights in conflict-affected contexts. Regarding the merger, Ms. Ruane explained that the restructuring was undertaken to strengthen coherence and impact across the peace and security pillar, with a focus on advancing women's leadership and participation in peace and security processes. Key areas of work which are expected to be enhanced due to the merger include engagement with senior leadership, provision of technical support, capacity-building efforts, and strengthened accountability mechanisms.

Challenges in the merger process included the absence of advance planning and institutional mapping, differences in organizational cultures and operating procedures between the two Departments, and

significant reductions in staffing capacity in the lead up and during the transition period which must be considered while considering any future institutional reorganization efforts. These factors have been compounded by declining gender expertise and funding at field level, including reductions in Senior Gender Adviser positions and programmatic resources. Ms. Ruane concluded by underscoring that WPS agenda remains essential to the UN's mandate and that sustained institutional capacity, coordination, and investment are critical to delivering results in an increasingly difficult political and financial environment.

Trends in gender equality accountability of the UN system at the corporate and country level

Ms. Priya Alvarez, Coordination Advisor, UN-SWAP, UN Women, reflected on the financing dimensions of the GEA, emphasizing the importance of understanding the broader financial landscape of the UN system. Recently UN expenditures have been increasingly concentrated on humanitarian action, while funding allocated to gender equality remains relatively limited. Against this backdrop, the strategic importance of pooled funding mechanisms and the need to better position gender equality within evolving financing structures is critical. Most significantly, she observed that the current context demonstrates the value of gender mainstreaming, noting that years of institutionalization have embedded gender expertise across functions such as statistics, planning, and evaluation, helping to sustain progress even where dedicated gender capacities are under pressure.

Ms. Mitushi Das, Senior Advisor for Coordination, UN Women and Focal Point for Women in the UN System, highlighted progress and persistent challenges in advancing gender parity across the UN. The vital role of leadership commitment, particularly the Secretary-General's sustained advocacy since the launch of the UN System-Wide Strategy on Gender Parity in 2017, in driving institutional change was notable. 2025 marked the first time the UN system achieved gender parity in the international professional and higher categories, as well as at the P3 level, which are important milestones. Progress was also reflected in the widespread adoption and updating of entity-level gender parity action plans and the continued use of systemwide tools such as the Gender Parity Dashboard to strengthen transparency and accountability.

At the same time, Ms. Das emphasized that progress remains uneven across entities, grades, functions, and duty stations. While parity has largely been achieved at headquarters locations, significant challenges persist in field and mission settings, particularly in fragile and conflict-affected contexts. It is important to bear in mind that achieving and sustaining parity requires more than numerical targets as leadership cues, workplace culture, and inclusive decision-making practices are equally important. Looking ahead, Ms. Das underscored the importance of maintaining momentum during the forthcoming leadership transition within the UN system so that the UN can continue to lead by example.

Ms. Victoria Diaz Garcia, Inter-Agency Coordination Specialist, UN Women provided an overview of the UNCT-SWAP Gender Equality Scorecard. Since its launch in 2018, the UNCT-SWAP implementation has expanded significantly, with 125 UN Country Teams reporting against the Scorecard in 2025. The Scorecard serves not only as a reporting mechanism but also as a strategic advocacy tool that helps position gender equality and women's empowerment at the center of UNCT priorities and decision-making.

A new inter-agency task team is exploring the integration of the UNCT-SWAP Gender Equality Scorecard with existing youth, disability, Indigenous Peoples, and LGBTIQ+ scorecards. The objective is to streamline

reporting requirements, reduce duplication, apply a more intersectional approach, and enhance the ability of UNCTs to demonstrate collective impact while safeguarding the integrity of existing mandates. The integrated framework is expected to be developed over the coming years, with implementation envisaged by 2027.

Session 1.3: Recap and Set IANWGE Members' Highest Priorities for Attention on GEA

The session focused on identifying IANWGE members' highest priorities for strengthening the GEA considering the above discussions and informing the Day 2 dialogue with civil society organizations (CSOs) as follows:

Key areas for continued attention:

- Risks of dilution of gender equality capacity through reform, integration, or broader inclusion portfolios;
- Shrinking dedicated gender expertise at headquarters, regional, and country levels;
- Insufficient leadership accountability for gender equality results;
- Weak alignment between coordination, accountability, and financing mechanisms;
- Under-leveraged regional architecture;
- Financing gaps affecting coordination, programming, and women's rights organizations; and
- The need to ensure that efficiency and streamlining do not weaken capacity to deliver with impact.

Technical Inputs for Strengthening the GEA included:

- Protecting dedicated gender units and advisers to ensure capacity;
- Supporting gender focal points to support mainstreaming and coordination;
- Strengthening links between headquarters, regional, and country-level functions;
- Treating funding as a core component of the GEA; and
- Leveraging UN-SWAP, UNCT-SWAP, gender markers, parity dashboards, and related tools as strategic accountability mechanisms.

Inputs to emerging key messages:

- Gender equality is central to delivering on the UN's mandate with effectiveness, credibility, and impact;
- UN reform must strengthen, not weaken, the gender equality architecture;
- Gender equality is not an optional add-on, but essential to mandate delivery;
- Strong architecture requires alignment between mandates, capacities, financing, accountability, and delivery; and
- IANWGE should continue to serve as the key UN systemwide platform on gender equality as well as a space for greater strategic advocacy.

Session 2.1: Opening Session of Day 2 and Session 2.2: Dialogue with Civil Society on the UN GEA

Ms. Keays opened Day 2 by presenting adjustments to the agenda in response to participant feedback from Day 1. A recap of Day 1 was presented by Ms. María-Noel Estrada, UNRISD.

Kicking off the CSO engagement segment, Ms. Foteini Papagioti, Director of Policy & Advocacy at ICRW, underscored the importance of safeguarding the UN Gender Equality Architecture (GEA) and complementing IANWGE's technical expertise with stronger political engagement. While recognizing the value of gender mainstreaming structures, accountability mechanisms, and technical expertise across the UN system, she emphasized that these should ultimately contribute to tangible gender equality outcomes. She called for greater focus on translating intergovernmental mandates and resolutions into concrete national-level action and policy change, and highlighted the need for more transparent, inclusive, and respectful engagement with civil society based on mutual trust and recognition of expertise.

Referring to the GEA mapping exercise, Ms. Papagioti noted that the current architecture may not be functioning optimally, with multiple layers whose roles, relationships, and added value are not always clearly defined. She stressed the importance of clarifying how knowledge and perspectives from different levels are connected and reflected in collective decision-making and priority-setting.

Ms. Kemi Akinfaderin, Global Advocacy Lead, Fos Feminista, highlighted that the UN80 process can be a strategic opportunity for broader reinvigoration of existing structures. For instance, IANWGE has performed its role as a technical coordination platform and now it must evolve to meet the challenges of the moment. IANWGE must be more visible, proactive and politically engaged at this time. Reflecting on GEA, she noted that with the growing external pressures and an increasingly challenging political and financial environment, there is reduced emphasis on gender equality even within parts of the UN system. IANWGE must therefore mobilize the system to resist these pressures, while civil society must apply external pressure to resist the dismantling of longstanding gender capacities within the UN System. The need for strengthened collaboration between IANWGE and civil society actors at global, regional, and country levels was reiterated.

Ms. Syeda Re'em Hussain, NalaFem reflected on the value of existing UN-CSO models of multi-stakeholder partnerships in advancing gender equality and cited experiences at both national and global levels, including Generation Equality. She emphasized the important role played by young women, girls and young feminist organizations in sustaining momentum, accountability, and collective action for common gender equality goals. In this regard, greater representation of young women in decision-making roles within the UN system and including in decision-making about the GEA is critical.

Ms. Maureen Olyaro, FEMNET, echoed the view that gender equality and the empowerment of women and girls is a responsibility that must be shared across the UN system. She emphasized the importance of expanding gender mainstreaming beyond traditional sectors to areas such as labor rights, climate change, digital rights and economic justice, with support from UN entities working in those respective areas. While welcoming opportunities for civil society organizations to provide local perspectives, she stressed the

importance of their meaningful participation in agenda-setting and decision-making processes, rather than being engaged solely in consultative roles after priorities have already been established.

Ms. Mwende Mutinda, Girl Up Kenya, strongly advocated for girl-led organizations to have a voice in UN processes and decisions. She observed that the UN system must reach out to girl-led organizations as youth is a more general collective, while adolescent girls have their own unique needs, perspectives and contributions. On the GEA, there is a gap between the global and country levels which must be bridged. Increasing funding to girl-led organizations should also be a priority.

Ms. Joanne Sandler, Women's Major Group, took a step back to reflect that there has been no real change or major result achieved without inside – outsider strategies that involve gender equality advocates inside and outside the system working together on common goals. Civil society therefore needs to be part of the IANGWE in a much more sustained way to create meaningful change. How can the collective power of IANWGE be harnessed to be a key voice in the UN80 process? How does the IANWGE start to institutionalize a partnership across the UN system and civil society? IANWGE members need to do an out-of-the-box assessment of what are the existing UN modalities that contradict feminist principles and how can the UN partner with CSOs in a way that is respectful and dismantles longstanding patriarchal approaches.

Ms. Ruth Graham Golder, Senior Advisor on Gender Equality, UNICEF underscored the importance of creating meaningful opportunities for adolescent girls to exercise leadership and influence decision-making, including in relation to funding allocations. While progress has been made, challenges remain in ensuring inclusive participation, particularly for girls from rural and marginalized communities.

Session 2.3: Working Groups Recommendations for IANWGE Actions at Global, Regional and Country Levels and Session 2.4: Report-backs from Working Groups, Plenary Discussion

Participants were asked to reflect on the role of IANWGE at all levels of the GEA - country, regional and global – and provide their recommendations for future action. The following recommendations emerged for reflection:

Recommendations from Group 1:

- Mobilize civil society partners as needed for joint advocacy in the UN system;
- Conduct debriefings after global-level events;
- Influence high-level UN leadership, working jointly with women's rights advocates and civil society partners;
- Advocate with existing regional mechanisms such as IBCs, GiHAs, GTGs;
- Monitor and measure how the UN system engages with civil society and Member States systematically (through the UNCT-SWAP Gender Equality Scorecard).

Recommendations from Group 2:

- Ensure that civil society engagement is cross-regional and prioritizes women-led networks and professional bodies that might not be active, but who are essential to shoring up national accountability and political pressure;
- Share intelligence and analysis intentionally with civil society to ensure joint advocacy and engagement;
- Engage in spaces such as G7, G20 for resource mobilization for gender equality and leverage the UN Women National Committees.

Recommendations from Group 3:

- Consider whether the IANWGE mandate should be updated to be more strategic or to remain at the technical coordination level;
- Include a seat/s for civil society in the newly created IANWGE ASG Group;
- Organize civil society dialogues on a regular basis and engage them in GEA discussions in a timely manner;
- Consider creating a mandate database to examine existing UN mandates on gender equality;
- Develop a dedicated IANWGE website to provide key UN resources on gender equality;
- Strengthen engagement pertaining to gender issues at the regional level;
- Integrate humanitarian priorities into key discussions.

Recommendations from Group 4:

- Conduct a mapping of the spaces IANWGE wishes to influence and then tailor the approach;
- Explore how to link the IANWGE and share key information with regional and country levels including through collaboration with Regional Commissions and IBCs on gender-mainstreaming in the UNSDCF and other relevant work;
- Convene an annual session for all UN staff working on gender issues globally (not just IANWGE members) to develop a collective agenda and greater influencing power
- Share IANWGE documentation with RCOs (and with GTGs).

Recommendations from Group 5:

- Issue a press release following IANWGE meetings with strong and clear messaging on gender equality;
- Link the technical coordination with high level political dimension, leveraging the GEAP.
- Establish pathways for civil society engagement, informed by best practices and experiences from the Youth 2030 engagement.

Session 2.5: Continuing Dialogue with Civil Society

In the ensuing discussion, several key insights emerged as follows:

- The current context requires the UN system to move beyond “business as usual” approaches to stronger political advocacy to safeguard the GEA. Fragmented and purely technical responses are no

longer sufficient, more coordinated political positioning and advocacy is needed. In this context, IANWGE has an important but underutilized political role. The Network should function as a strategic political platform whereby it can coordinate common positions, share political intelligence, and craft collective responses to backlash and emerging risks. In this regard, there is a need to clarify the distinction between UN Women's coordination mandate and its priorities versus IANWGE's priorities.

- The central challenge for gender equality work today is not the absence of normative commitments and structures, but weak implementation and accountability. Implementation is the key credibility challenge for the UN system on gender equality. There were calls for stronger evidence sharing with governments and civil society and more systematic implementation tracking across the UN system.
- The GEA is fragmented, duplicative and siloed, and it remains difficult to navigate, including for UN staff. More accessible explanations of structures and mandates; better communication tools and guidance materials; more practical and accessible approaches to explaining how GEA works is required. Overall, reduced duplication and simpler and more connected systems are urgently required. At the same time, there was caution against creating new structures to add more layers to the current GEA.
- Linkages between global coordination platforms; regional issue-based coalitions; GTGs; humanitarian coordination mechanisms and country-level coordination structures must be improved. Many coordination mechanisms continue to operate in silos and thus gender equality actors across the UN system remain disconnected. Regional coordination specialists and regional gender advisers should engage more systematically within IANWGE processes for stronger "vertical accountability" across the system. They are important bridges between policy discussions and country-level implementation realities.
- More structured, sustained, and institutionalized engagement with civil society organizations and feminist movements is required. Feminist movements and women-led organizations are essential strategic partners in responding to backlash, shaping advocacy, and strengthening accountability.
- The continued role of the UN as a convener and bridge-builder was acknowledged. The UN has played an important role in opening political and regional spaces otherwise inaccessible to civil society and UN partnerships provide legitimacy and credibility that strengthen advocacy and access, particularly at regional and country levels.

UN Funding Framework: Ms. Abigail Erikson, Chief, UN Trust Fund on Ending Violence Against Women

Ms. Erickson shared reflections on financing feminist and women-led organizations and ongoing efforts to develop a systemwide funding framework for women's rights organizations. At present, the UN Trust Fund supports 159 civil society and women's rights organizations across 71 countries and territories. During the recent period, funding demand has grown significantly, exceeding USD 2.1 billion in requests. To meet the demand, there is a need for more flexible, long-term, and less risk-averse financing approaches, as well as lower administrative barriers for smaller organizations. Concerns were also raised about the increasing risks faced by feminist organizations, including surveillance, targeting, and exposure of sensitive civil society data.

In the discussion, UNFPA referenced collaboration with UN Women under GEAP to expand CSO engagement ad enhance partnerships with women-led organizations. UNFPA suggested using existing

structures as opposed to the creation of additional frameworks and processes. UNEP highlighted the integration of gender-responsive approaches into environmental programming and financing and extending support to women environmental defenders in this regard. The growing engagement with women's organizations and indigenous groups was also highlighted.

Session 2.6: Closing Day of 2

Ms. Maureen Gitonga, Gender Advisor, DCO provided the closing remarks, and emphasized the key takeaways as follows:

- IANWGE should increasingly function as a political coordination platform, not only a technical mechanism;
- Implementation is the main credibility challenge for the UN system on gender equality;
- Structured partnerships with feminist movements and women civil society are now a strategic necessity;
- Stronger collective political positioning and coordinated responses to backlash are urgently needed.

Session 3.1: Opening of Day 3

The final day opened with remarks from Ms. Zainab Hawa Bangura, Director-General of the United Nations Office at Nairobi and former Special Representative of the Secretary-General on Sexual Violence in Conflict. In her remarks, Ms. Bangura reflected on her personal experiences of gender discrimination and how this early experience shaped her lifelong commitment to gender equality and women's empowerment. She emphasized the transformative role of education in expanding opportunities for women and girls, and highlighted the importance of women's leadership, resilience, and visibility in public life. As a core principle, women should never accept marginalization or invisibility within institutions or decision-making spaces.

Ms. Bangura underscored that gender equality is deeply political and requires persistence, courage, and collective solidarity over the long term to transform norms and societal practices. Within the UN system she underlined the need for female staff to support one another, build strategic alliances, and continue pushing back against institutional barriers. The unique role of IANWGE was also recognized in this regard.

Session 3.2: Minimum Technical Standards to deliver on GEWE Work Systemwide across Various Contexts and Thematic Areas and linkages to IANWGE

Ms. Keays introduced discussions on the substantive technical work carried out across the UN system, and the importance of defining and protecting minimum technical standards for gender equality work. Speakers broadly discussed how backlash, restructuring, funding reductions, and institutional changes are affecting the day-to-day technical work across various thematic areas and contexts.

Rural Women and Girls - Ms. Tacko Ndiaye, Gender Team Leader, FAO

Reflecting on the work on rural women and girls, Ms. Ndiaye emphasized the importance of collective ownership and sustained advocacy throughout the ongoing International Year of the Women Farmer. IANWGE members were encouraged to raise awareness of the contributions, challenges, and priorities of

rural women and women farmers, while ensuring that lessons and evidence generated during the year inform broader policy processes, including upcoming discussions at Commission on the Status of Women and Financing for Development forums. The need to strengthen collaboration across key thematic areas such as land rights, access to credit and markets, education, training, and technology to address persistent gender inequalities affecting rural women was also reiterated. The work of the IANWGE Working Group on Rural Women and Girls was acknowledged, noting how interagency collaboration can jointly sustain work on key priorities during times of reform and budget cuts.

Ending Violence Against Women and Girls - Ms. Kalliopi Mingeirou, Chief, Ending Violence Against Women, UN Women; Ms. Dawn Minott, Programme & Technical Adviser, UNFPA and Ms. Christine Heckman, Gender-Based Violence in Emergencies Lead, UNICEF

Ending Violence against Women and Girls (EVAWG) remains a strong area of commitment for Member States, as reaffirmed through recent intergovernmental processes, including the Commission on the Status of Women and the High-Level Political Forum. However, significant funding reductions are impacting work on EVAWG. To maximize resources in the current environment, the need to strengthen systemwide coordination and integrating EVAWG efforts across broader agendas such as climate action, peace and security, and humanitarian response was also discussed. Establishing common standards for data collection and analysis based on survivor-centered and do-no-harm principles and promoting existing inter-agency frameworks, including the Essential Services Package and the Minimum Initial Service Package are also critical. The work of the inter-agency working group on EVAWG and the inventory of UN system activities on EVAW was also highlighted.

The impact of recent funding cuts on efforts to address gender-based violence (GBV) in humanitarian settings was also highlighted. UNICEF's GBV in Emergencies portfolio experienced a 40 per cent reduction in reach between 2024 and 2025, affecting women and girls in some of the world's most vulnerable contexts. In this resource constrained environment, the importance of integrated programming, including efforts to embed GBV response within other sectors such as nutrition, have demonstrated improved access to services and greater resource efficiency. Sustaining women's participation and leadership in humanitarian action was also identified as critical to maintaining effective support and protection for women and girls in crisis settings.

Women, Peace and Security - Ms. Paivi Kannisto, Chief, Peace and Security, UN Women and Ms. Cecile van Manen, Gender Unit, DPPA-DPO

The WPS agenda is facing growing challenges amid funding reductions, staffing cuts, and broader UN reform processes while the demand for gender-responsive peace and security interventions continues to rise. Overall, the shrinking UN peace and security footprint, including fewer UN (co-)led peace processes and comprehensive peace agreements, drawdown and transition of UN peace operations, and reduced mediation capacities—is weakening the UN's ability to advance peace and security efforts, including the WPS agenda. These constraints make it harder to ensure women's direct participation in peace talks, particularly an increasingly fractionated political context and with gender expertise is increasingly stretched across the system. In this context, the need for leadership to ensure that gender analysis is systematically integrated into conflict analysis and decision-making processes across the UN system is

critical, including as peacekeeping and political missions transition and UNCTs assume greater responsibilities.

Sustaining financing for the WPS agenda, particularly for locally led women's organizations, is another key priority. Existing mechanisms, including the Women's Peace and Humanitarian Fund, were highlighted as important tools for supporting local actors. Continued political and organizational efforts are required to ensure that gender perspectives remain central to peace and security responses despite an increasingly challenging political and financial environment.

Women and the Environment - Ms. Maria Dotsenko, Head of Quality Assurance Section, Policy and Programme Division, UNEP

UNEP's strong institutional commitment to gender mainstreaming, underpinned by leadership support from its Executive Director and close collaboration with UN Women was recounted. Gender equality has been embedded as a mandatory requirement across strategies, policies, programs, and project approval processes, supported by integrated screening systems that require gender analysis, action plans, and dedicated resources. Internal restructuring within UNEP has further strengthened the gender function, consolidating units to enhance influence over project review and approval mechanisms. Ongoing advocacy at global forums such as UNEA, efforts to update UNEP's gender strategy, and continued engagement with Member States, despite uneven political support for gender equality in resolutions, is vital.

A key area of focus is strengthening data systems, particularly the collection and use of sex-disaggregated and gender-environment nexus data to improve results-based reporting from activity to outcome level. Where UNEP has limited field presence, stronger collaboration with UN Women, UNFPA, and UNCTs are required to improve data collection and analysis. Additional priorities include advancing women's leadership in environmental decision-making, youth inclusion, and intersectional approaches that include Indigenous women and women with disabilities. Despite progress in capacity building, gender focal point networks, and joint advocacy at global platforms such as CSW, funding constraints and staff reductions are limiting impact, reinforcing the need for stronger partnerships and more integrated, cross-sectoral action across the UN system.

Women's Economic Empowerment - Ms. Seema Gaikwad, Gender Mainstreaming and Social Inclusion Specialist, UNOPS and Ms. Isatou Badjie, Programme Specialist, UN Women

Women's economic empowerment has evolved beyond microcredit and basic job creation toward more integrated, sustainable, and technology-driven approaches that seek to create systemic transformation for gender equality. In this regard, the importance of intersectional analysis and gender equality and social inclusion (GESI) frameworks in programme design was reiterated. Priority areas include strengthening the care economy as a foundation for women's full economic participation, advancing women's leadership in STEM, artificial intelligence, closing the digital divide, and ensuring women's meaningful participation in green and circular economy transitions. The importance of multi-stakeholder engagement—linking community networks, civil society, and the private sector—was underscored as essential for expanding opportunities, building resilience, strengthening women's social capital, and driving systemic change.

For UN Women, key priorities include strengthening laws, policies, and institutions that protect women's rights at work; expanding access to decent employment; creating opportunities for women entrepreneurs; transforming care systems; and promoting gender-responsive budgeting, procurement, and financing mechanisms that increase access to resources for women-led enterprises. UN Women is also advancing the integration of economic empowerment and climate action through support for gender-responsive climate policies and just transitions to green and blue economies that enhance women's leadership, resilience, and livelihoods. Across all areas, the importance of collaboration among UN entities through IANWGE for stronger coordination, knowledge sharing, and evidence-based advocacy was emphasized.

Humanitarian Action - Ms. Toni-Anne Vinell Stewart, Humanitarian Affairs Officer-Gender Specialist, OCHA and Ms. Asya Varbanova, Chief, Crisis Prevention, Humanitarian Action, UN Women

An overview was provided on the increasingly severe global humanitarian context shaped by escalating armed conflict, climate-related shocks, weakening compliance with international humanitarian law, and sharply rising needs—affecting nearly 240 million people in 2026, half of whom are women and girls. Coupled with shrinking humanitarian funding, declining multilateral trust, and a broader backlash against gender equality, the impacts on women and girls are vast and disproportionated. In response, the Inter-Agency Standing Committee (IASC) humanitarian "reset" is being advanced to adapt systems, improve efficiency, and respond to financing constraints.

The importance of framing the needs of women and girls as non-negotiable rather than optional, particularly in critical services such as GBV prevention, sexual and reproductive health was also reiterated. Extending support to women-led organizations, which are often most vulnerable to budget cuts is also critical. The continued need for stronger gender analysis, expanded women's leadership in humanitarian decision-making, and a 15% target for pooled funding to women-led organizations, alongside the continued importance of sex-, age-, and disability-disaggregated data and sustained gender expertise in humanitarian country teams was also highlighted. The case for a stronger humanitarian-development-peace (HDP) nexus approach was also made. This importance of breaking down silos and positioning gender equality and women-led organizations as central drivers of integrated action across the UN system, including through mechanisms such as IANWGE was also discussed.

Session 3.3: IANWGE Working Groups

The session included report backs from existing working groups as well as the proposal to establish a new Working Group for 2026-27.

Working Group on Rural Women and Girls - Ms. Nozomi Ide, FAO

The Working Group on Rural Women and Girls was reconstituted with updated terms of reference and an open, voluntary membership structure. Bringing together FAO, IFAD, WFP, UN Women, UNFPA, WHO, UNESCO, UNDESA, ITC, and GEF, the working group focuses on collaboration, advocacy, knowledge exchange, and support to global processes related to rural women and agriculture. Core activities include regular information sharing and coordination among members, with programming shaped flexibly based on interest and available engagement. Over the past year, the group has led several joint advocacy

initiatives, including high-visibility events during the ongoing International Year of the Women Farmer International Women's Day, CSW, and Nutrition Week. The group remains open to new members, with a continued focus on identifying opportunities for joint advocacy and technical exchange on rural women's empowerment.

Working Group on the Care Economy - Ms. María Noel Estrada, Programme Lead, UNRISD and Ms. Diana C. Rodriguez, Oficial de Asuntos Sociales / Social Affairs Officer, ECLAC

The Working Group on Transforming Care Systems, co-chaired by UN Women, ILO, and ECLAC, and comprising 12 entities (ECLAC, ESCWA, DESA, ILO, ILO-ITC, OHCHR, UN-Habitat, UNDP, UNICEF, UNRISD, UN Women, and WHO), was established in response to growing global and intergovernmental momentum on the care agenda across the UN system and Member States. The Working Group serves as a coordination platform to strengthen coherence, collaboration, and unified messaging on care systems across the UN system. It identifies synergies across normative, programmatic, and policy work on care systems through a gender equality lens, while supporting joint advocacy during major global processes, promoting shared campaigns such as the International Day of Care and Support, and advancing a gender-transformative approach that links care to broader development priorities, including climate action, financing, and inequality. The Group also provides a space for strategic dialogue on political challenges, counter-narratives, and opportunities to advance a care economy and care society agenda more broadly.

Working Group on Ageing – Ms. Chitralekha Massey, Chief of Section, Rights of Older Persons, OHCHR and Mr. Kejian Chen, Associate Human Rights Officer, OHCHR

The Working Group on Aging was established to strengthen integrated action on gender and aging across the UN system in response to accelerating global demographic change, with the number of older persons projected to reach 1.5 billion by 2050, the majority of whom will be women. Recognizing that older women remain largely invisible in gender equality and development agendas, the group—co-led by UN Women and comprising UNDESA, OHCHR, UNDP, ESCWA, FAO, and UNFPA—promotes collaborative advocacy, knowledge generation, and normative engagement to advance their rights and empowerment. Key achievements include joint contributions to major intergovernmental processes such as the Second World Summit for Social Development in Doha, HLPF side events, and coordinated inputs to systemwide policy and messaging on demographic change and older women's empowerment. Looking ahead, the group will continue providing joint inputs to intergovernmental processes while strengthening the visibility of older women through coordinated advocacy, publications, and convenings.

Proposed Working Group on Ending Violence Against Women and Girls - Ms. Raphaëlle Rafin, Policy Specialist, UN Women

The formalization of an existing UN interagency working group on EVAWG under IANWGE was proposed to strengthen coordination, improve internal coherence between EVAWG and broader gender equality work, and establish regular updates to the Network. This group has been operating informally for several years with the participation of around 17 UN agencies, funds, and initiatives. Its core work includes

maintaining a systemwide inventory of EVAWG activities, producing analytical briefs and reports on systemwide efforts, and coordinating joint advocacy and communications, including through flagship campaigns and engagement in global fora. The group is inviting expressions of interest from IANWGE members who may contact the Secretariat for more information.

Session 3.4: Building Capacities for a Stronger GEA – Gender Responsive Leadership (GRL)

The session was an introduction to recent Gender Responsive Leadership (GRL) training across UN entities led by Ms. Satvika Chalsani, Senior Advisor, UNICEF and Mr. Corneliu Eftodi, Regional Advisor on Gender Equality, UNDP. Speakes referenced the GEAP Working Group on Gender Transformative Leadership Training, co-chaired by UNDP and UNICEF, which focuses on building systemwide leadership competencies, breaking institutional silos, and scaling practical approaches that enable all leaders, not only gender specialists, to integrate gender equality into their work. The working group has developed an options paper on gender-transformative leadership training and is actively promoting engagement with its tools and resources.

Examples of recent GRL training across the system were provided. DPPA-DPO, recognizing GRL as a critical enabler of progress has developed practical tools, including a leadership "boost" programme that brings civilian and uniformed leaders together to develop actionable gender equality plans. UNDP's gender-transformative leadership training is a core component of its broader institutional strategy to embed gender equality across leadership systems and decision-making. UN Women's leadership learning offer includes a self-paced foundational course on leadership in the UN system, a moderated or hybrid "Transformative Leadership for Gender Equality and Women's Rights" programme, and a targeted initiative for women leaders working on specific thematic areas such as climate negotiations. The impact of budget cuts on GRL training was also raised by ITU. One proposed solution is to integrate GRL components into existing leadership development programmes rather than maintaining standalone training streams. Calls were also made for more creative, flexible, and peer-driven approaches to build GRL capacity across the UN system leveraging the IANWGE platform.

Session 3.5: Key Outcomes of the Meeting

Ms. Shackelford summarized the key outcomes of the Annual Session, which will guide the next phase of IANWGE's efforts to strengthen strategic positioning, coordination, and accountability across the UN system. Based on the deliberations, there was strong convergence on the urgent need to safeguard gender units and dedicated capacities, secure sustained and predictable financing, and undertake coordinated, systemwide advocacy to counter the backlash through IANWGE and the IANWGE-ASG Group. There was agreement that funding cuts are not gender neutral and that the UN System must deepen its engagement with the wider ecosystem of Member States, civil society, and other partners that sustain the gender equality agenda. The following priorities were agreed upon:

1. Strategically reposition IANWGE as the UN systemwide strategic platform on gender equality

To respond to the current context, IANWGE will increasingly reposition itself as the key systemwide platform on gender equality, fostering a unified stance and strengthening engagement with all internal

and external stakeholders. This shift will move IANWGE beyond technical coordination toward strategic positioning and advocacy to protect and advance gender equality gains across the UN system. To this end, IANWGE will continue convening regular monthly meetings at the technical level to strengthen systemwide coordination on gender equality. The recently established IANWGE-ASG Group will serve as a key platform for high-level strategic leadership, advocacy, and coordination. Draft TORs for the IANWGE-ASG Group will also be developed based on inputs from the Annual Session.

2. Adopt a whole-of-the-UN front against internal and external pushback on gender equality

IANWGE will identify key budget and staffing cuts impacting the institutional capacity of the GEA based on UN-SWAP and UNCT-SWAP reporting as well as undertake regular pulse-checks to keep track of the growing trend of the integration of gender units into broader diversity and inclusion mandates and structures. Supporting gender mainstreaming in United Nations Sustainable Development Cooperation Frameworks (UNSDCFs) and implementation of the GEAP Political Engagement Strategy against the pushback on gender equality will also be prioritized.

3. Strengthen coherence and efficiency across the UN across coordination mechanisms

IANWGE will ensure complementarity between the Network and the GEAP Task Team by aligning strategic priorities to strengthen systemwide coherence and impact. This will help avoid duplication of efforts and minimize the burden on entities that participate in both structures. A proposal to map and streamline existing UN systemwide reporting requirements on gender equality to be more impact-focused and less duplicative and labour intensive was also made.

4. Anchor the Gender Equality Architecture within its ecosystem

Building on the multi-stakeholder partnership model of Generation Equality, IANWGE will expand strategic dialogues with Member States, women's and feminist organizations, philanthropic foundations, and the private sector. At the country level, IANWGE will strengthen linkages with Gender Theme Groups and promote more meaningful engagement with women civil society organizations. At the regional level, the Network will look to strengthen coordination and linkages with regional mechanisms. Furthermore, IANWGE will continue to support engagement on humanitarian and peace and security issues, emphasizing nexus approaches and with the aim of ensuring that gender equality is reinforced within these spaces. Several upcoming intergovernmental processes requiring coordinated engagement and advocacy were also identified as follows:

- Follow-up to the seventieth session of the Commission on the Status of Women (CSW70).
- IANWGE CSW71 Meeting on Gender Equality and the SDGs (16 June 2026).
- Expert Group Meeting on the CSW71 priority theme from 30 June - 2 July 2026 to inform the Secretary-General's Report for CSW71. As per usual practice, UN system entities are invited to participate therein in an observer capacity.

- High-Level Political Forum 2026 discussions on SDG 17 on partnerships.

5. Advance key next steps

- Finalization and approval of Terms of Reference for IANWGE-ASG Group.
- Development and approval of the IANWGE's workplan.
- Finalization of the GEA package: IANWGE members will provide inputs to the updated mapping and accompanying draft strategy to strengthen the GEA at global, regional, and country levels. Conceived as a living document, the exercise will establish a shared systemwide evidence base and common narrative on the GEA, to support the safeguarding and sustainability of gender equality efforts across the UN system. It will also be informed by consultations with civil society partners. Once finalized, the mapping and strategy will serve as an advocacy and positioning tool for engagement with the incoming Secretary-General, presenting the GEA as a systemwide asset to be strengthened, strategically positioned, and leveraged to accelerate progress towards gender equality.
- Priority advocacy areas for IANWGE members for the coming year will include:
    - Monitor and respond to the defunding and de-prioritization of gender units;
    - Advocate for sustained financing for gender equality in the context of reduced official development assistance (ODA), while reinforcing that funding cuts are not gender neutral;
    - Promote the International Year of Women Farmers;
    - Protect gender equality priorities within humanitarian action.

Session 3.6 Closing of the 23rd Annual Session

On behalf of the IANWGE Secretariat, Ms. Dawn Minott, Programme and Technical Adviser, UNFPA and Ms. Shivangi Shrivastava, Inter-Agency Coordination Specialist, UN Women, closed the annual session with a call for sustained solidarity, collective advocacy, and coordinated action to protect and sustain the GEA so the UN can deliver on gender equality in the years ahead. Both speakers reaffirmed that gender equality is not an optional agenda item, but a prerequisite for effective multilateralism, peace, sustainable development, and the credibility of the United Nations system itself. The annual session ended with a vote of thanks from Ms. Shrivastava to all participants, facilitators, co-hosts and organizers for their engagement and contributions throughout the three-day session.

List of Participants and Speakers (In-Person)			
No.	**Name**	**Title**	**Entity/Organization**
1	Maureen Gitonga	Gender Advisor	DCO
2	Abigail Ruane	Political Affairs Officer	DPPA-DPO
3	Cecile van Manen	Political Affairs Officer	DPPA-DPO
4	Nozomi Ide	Economist	FAO
5	Maureen Olyaro	Policy and Programs Manager	FEMNET
6	Foteini Papagioti	Director, Policy & Advocacy	ICRW
7	Catherine Hingley	Gender Specialist	IOM
8	Arianna Dilauro	Consultant	ITU
9	Syeda Re'em Hussain	Director	NalaFem
10	Maria Dotsenko	Head of Quality Assurance Section	UNEP
11	Bavelyne Mibei		UNEP
12	Leyla Sharafi	Chief, Gender, Human Rights and Inclusion Branch	UNFPA
13	Dawn Minott	Gender Advisor	UNFPA
14	Fanny Benedetti	Senior Expert – Age, Gender and Diversity	UNHCR
15	Zainab Hawa Bangura	Director-General	UNON
16	Maria Noel Estrada Ortiz	Programme Lead	UNRISD
17	Jane Remme	Regional Advisor - Gender, Protection, and Inclusion	WFP
18	Alice Shackelford	OIC and Head of Office	UN Women
19	Anna Mutavati	Regional Director, Eastern and Southern Africa	UN Women
20	Mitushi Das	Senior Advisor and the Focal Point for Women in the UN System	UN Women
21	Shivangi Shrivastava	Inter-Agency Coordination Specialist	UN Women
22	Victoria Diaz Garcia	Inter-Agency Coordination Specialist	UN Women
23	Antonia Sodonon	Representative, Kenya	UN Women
24	Kebedech Ambaye	Coordination and Normative Specialist	UN Women
25	Josephine Moss	Regional Coordination Specialist	UN Women
26	Helen Mary Nolan	Programme Specialist - UN Coordination and Normative Work	UN Women
27	Brianna Harrison	ECA Regional Coordination Specialist	UN Women
28	Sadio Kante	Coordination Specialist	UN Women
29	Ghita El Khyari	Lead Consultant	UN Women
30	Javier Piriz Pacheco	Partnerships and Coordination Consultant	UN Women

31	Ritah Muyambo	Youth Engagement Coordinator	UN Women
32	Joseph Mutuku	Programme Associate	UN Women
	Priscah Arokoh	Protocol and Administrative Consultant	UN Women
33	Kristin Richter	Strategic Planning Specialist	UN Women
34	Joshua Nyaga	ICT Associate	UN Women
35	Jorge Cordoba Rodriguez	E Learning Comms Analyst	UN Women
36	Patricia Keays	Facilitator	UN Women
37	Robyn Twyla Jacob	Facilitation Team	UN Women
List of Participants and Speakers (Online Participation)			
1	Natali Rangel Salas	Consultant	IAEA
2	Evelyn Wonosaputra	Programme Management Officer	DESA
3	Diana Rodriguez	Social Affairs Officer	ECLAC
4	Sara Eriksson	Programme Management Officer	EOSG
5	Tacko Ndiaye	Gender Team Leader	FAO
6	Johanna Schmidt	Gender Equality and Women's Empowerment Specialist	FAO
7	Claudia Valdivielso Sancho	Communication & Advocacy Coordinator	FAO
8	Clara Mi Young	Senior Gender Officer	FAO
9	Memory Kachambwa	Executive Director, the African Women's Development and Communication Network	FEMNET
10	Kemi Akinfaderin	Global Advocacy Lead	Fos Feminista
11	Melissa Kubvoruno	Youth Engagement Specialist	GIMAC
12	Mwende Mutinda	Partnerships and Safeguarding Lead	Girl Up Kenya
13	Loise Maina	Lead Technical Specialist - Gender and Social Inclusion	IFAD
14	Maud Ritz	Gender Specialist	ITC-ILO
15	Toni-Anne Vinell Stewart	Humanitarian Affairs Officer-Gender Specialist	OCHA
16	Chitralekha Massey	Chief of Section, Rights of Older Persons,	OHCHR
17	Kejian Chen	Associate Human Rights Officer	OHCHR
18	Christian Courtis	Human Rights Officer	OHCHR
19	Caroline Ngonze	Senior Adviser, Gender	UNAIDS
20	Gul Unal	Chief, Trade Gender and Development Programme	UNCTAD
21	Ana Cipriano	Programme Management Officer	UNCTAD
22	Raquel Lagunas	Global Director of Gender Equality	UNDP
23	Corneliu Eftodi	Regional Advisor on Gender Equality	UNDP

24	Umutai Dauletova	Programme Specialist	UNDP
25	Andrea Balzano	Gender Specialist	UNDP
26	Aayushi Aggarwal	Gender Specialist	UNDP
27	Nerine Guinee	Policy Specialist, Gender Equality	UNDP
28	Sushant Shrestha	Associate Programme Management Officer	UNEP
29	Raymond Brandes	Programme Management Officer (Gender)	UNEP
30	Aylin Taftali	Programme Specialist	UNESCO
31	Jose-Roberto Luna	Global Lead on Adolescent Girls and Ending Child Marriage	UNFPA
32	Maria Mathew		UNFPA
33	Claudia Scheufler	Associate Human Rights and Social Inclusion Officer	UN-Habitat
34	Esther Kirimi	Protection Officer	UNHCR
35	Daniela Mezzadri	Service Desk Technician	UNICC
36	Ruth Graham Goulder	Senior Advisor, Adolescent Girls	UNICEF
37	Christine Heckman	Gender-Based Violence in Emergencies Lead	UNICEF
38	Satvika Chalasani	Senior Advisor, Gender Equality	UNICEF
39	Kathrina Fuernkranz	Gender Associate	UNIDO
40	Carmen Schuber	Gender Advisor	UNIDO
41	Anne-Luna Ohlsen	Intern	UNIDO
42	Kingsley Solitei Sasine		UNODC
43	Hanna Sands	Programme Coordinator, Gender	UNODC
44	Marian Salema	Programme Management Officer (Gender)	UNODC
45	Jayne Ekema	Contracts and Procurement Officer	UNON
46	Seema Gaikwad	GESI Specialist	UNOPS
47	Simona Costanzo Sow	Chief, Academic Partnerships	UNSSC
48	Aida Ghazaryan	Learning Portfolio Manager	UNSSC
49	Heli Ihalainen-Carli	Coordination Officer	UNSSC
50	Ben Owen	Senior Project Specialist (Gender Focal Point)	UN Tourism
51	Erik Kinnhammar	Programme Analyst, Management	UNV
52	Sudha Balakrishnan	Chief, UN System Coordination and Accountability	UN Youth Office
53	Maryam Pandi	Associate Programme Management Officer	UN Youth Office
54	Helene Rod	Technical Officer	WHO
55	Lubna Hashmat	Gender Specialist	WHO
56	Alia El-Yassir	Director, Gender, Rights, Equity and Sexual Misconduct Prevention	WHO
57	Sara Callegari	Gender and Diversity Specialist	WIPO

58	Joanne Sandler	Independent Expert	Women's Major Group
59	Nyaradzayi Gumbonzvanda	Deputy Executive Director for Normative Support, UN System Coordination, and Programme Results	UN Women
60	Sharon J. Taylor	Coordination Advisor	UN Women
61	Priya Alvarez	Coordination Advisor	UN Women
62	Lopa Banerjee	Director Civil Society Division	UN Women
63	Dan Bazira	Deputy Country Director, Kenya	UN Women
64	Shinobu Sasaki	Programme Coordination Specialist	UN Women
65	Nicole Van Huyssteen	Inter-Agency Coordination Specialist	UN Women
66	Cynthia Boyson	UN Coordination Associate	UN Women
67	Svenja Siemonsen	Coordination Specialist	UN Women
68	Saachi Singh	Consultant	UN Women
69	Isatou Badjie	Programme Specialist	UN Women
70	Asya Varbanova	Chief Humanitarian Action	UN Women
71	David Coffey	Policy Specialist	UN Women
72	Abigail Erikson	Chief, UN Trust Fund for EVAW	UN Women
73	Caroline Hungwe	Communication Consultant	UN Women
74	Kalliopi Mingeirou	Chief, EVAW	UN Women
75	Raphaelle Rafin	Policy Specialist	UN Women
76	Tatyana Jiteneva	Policy Specialist	UN Women
77	Paivi Kaarina Kannisto	Chief, Peace & Security	UN Women
78	Ernesto Treviño Lopez	Coordination Specialist - Americas and Caribbean	UN Women
79	Alicia Noemi Ziffer	Knowledge Management Specialist	UN Women
80	Angela Gichochi	Planning and Coordination Analyst	UN Women
81	Doris Mpoumou	Special Representative, Africa Union Liaison Office	UN Women
82	Katharina Zlattinger	Programme Analyst, JPO	UN Women