

Background Note: Briefing to the Executive Board Annual Session 2026 “Update on the implementation efforts on the repositioning of the United Nations development system”

Introduction

This information note provides an update on the contribution of UN-Women to the implementation of General Assembly resolution [72/279](#) on the repositioning of the United Nations development system (UNDS). The progress reported is situated within the overarching framework of the Quadrennial Comprehensive Policy Review (QCPR) 2024 (General Assembly resolution [79/226](#)) and the review of the reinvigorated Resident Coordinator system ([76/4](#)).

Pursuant to Executive Board decision [2023/6](#), paragraph 6, this note is further informed by the annexed UNDS Reform Checklist. The reporting period covers the 2025 calendar year and developments through April 2026 as relevant.

In accordance with its unique triple mandate—which encompasses normative support, UN system coordination, and operational activities—UN-Women continues to galvanize collective UN action to address the specific needs of women and girls. As reflected in the Executive Director's annual report on the implementation of the 2022–2025 Strategic Plan, the Entity strengthened strategic partnerships and improved coordination mechanisms, thereby amplifying its global impact and accelerating progress toward gender equality and the empowerment of women (GEWE). However, achieving lasting systemic change remains an unfinished task requiring the urgent, collective, and sustained attention and investments of the UNDS and all relevant stakeholders, including Member States.

1. Supporting the consolidation of UN development system reforms

1.1 The Management and Accountability Framework

UN-Women continues to uphold the principles of the UN SDG Management and Accountability Framework (MAF) by embedding mutual accountability, transparency, results-based management, and inter-agency coordination into its operations. Through strengthened monitoring systems, clear reporting structures, and alignment with system-wide strategic priorities, the organization ensures that its programmes deliver measurable impact while remaining accountable to both beneficiaries and stakeholders. By actively participating in UN Country Teams (UNCTs) and promoting collaborative approaches, UN-Women reinforces coherence across the development system. This demonstrates the organization's ongoing commitment to effectiveness, inclusivity, and sustainable development outcomes. A major challenge is the lack of coherent implementation of the MAF by UN system entities and the absence of clear accountability in areas such as political dialogue and fundraising, as is noted in section 2.1. The Entity continues to abide by the MAF regarding performance management and ensuring its implementation by all Regional Directors and Country Representatives.

1.2 Alignment of Country Strategic Notes with United Nations Sustainable Development Cooperation Frameworks

As part of its triple mandate, UN-Women exercises a dedicated UN system coordination role, supporting UNCTs under the leadership of Resident Coordinators (RC) to advance gender equality and ensure adherence to established standards.

In 2025, 16 UN-Women Country Offices¹ developed new Strategic Notes (equivalent to Country Programmes) endorsed by the respective RCs and aligned with the UN Sustainable Development Cooperation Framework (UNSDCF) as well as with UN-Women’s Strategic Plan 2026-2029.

In 2025, progress in integrating GEWE into new UNSDCFs continued, with 61 per cent either mainstreaming gender equality and/or including a dedicated GEWE outcome—up from 44 per cent in 2024. Of these, 54 per cent integrated gender equality across outcomes, while 14 per cent featured a stand-alone outcome. However, the remaining 39 per cent of frameworks that neither mainstream gender equality nor include a dedicated GEWE outcome underscore a persistent challenge, particularly in contexts of backlash, declining prioritization of GEWE, and shrinking investments in gender-responsive action. This requires increased attention from UNDS leadership to ensure that all UNCTs meet normative obligations, including the QCPR 2024 requirements, by integrating gender equality across planning, programmes, and funding so that UN action translates into meaningful, lasting change in the lives of women and girls.

1.3 Funding the Resident Coordinator system

UN-Women’s commitment to the UNDS reform and to the reinvigorated role of Resident Coordinators is demonstrated by its full compliance with funding obligations to the RC system, including the transfer of USD 2.7 million for 2026.

1.4 Inter-agency mobility

The Entity has continued to promote the RC function as a career path for its staff, with several active RC members (two in 2025). UN-Women also continues to nominate and add to the RC/HC Talent Pipeline. Similarly, the Entity continued to leverage inter-agency mobility modalities, including the secondment of two staff members to the Executive Office of the Secretary-General to support UN80 initiatives, the appointment of a senior gender advisor to DCO, and facilitating 22 inter-agency staff movements, both incoming and outgoing through secondments and transfers. This is testament to the Entity’s commitment to continuous professional growth and inter-organizational collaboration.

1.5 Improved and harmonized business practices and efficiency gains

In 2025, UN-Women advanced its business transformation agenda to deliver greater efficiency and impact, as part of the UN system efforts. Functions were repositioned closer to programme countries, and the share of offices co-located in UN common premises increased from 69 per cent in 2021 to 76 per cent in 2025. Under the “pivot to countries and regions,” a revised delegation of authority framework expanded decision-making thresholds across key operational functions. These efforts, combined with continued simplification and expanded use of common services, common back offices, and Business Operations Strategy solutions, generated cost-saving efficiencies totalling USD 15.2 million—3.8 times higher than in the previous reporting period.

2. System-wide support to the 2030 Agenda for Sustainable Development

2.1 Active engagement in the United Nations Sustainable Development Group

The establishment of UN-Women through General Assembly Resolution [64/289](#) in 2010 formed part of the system-wide coherence agenda, laying key institutional foundations for the subsequent repositioning of the UNDS under General Assembly Resolution [72/279](#) in 2018. The Entity has been an active contributor to UN SDG, notwithstanding its modest size and resource base, regularly joining task teams, attending meetings and contributing significant inputs at all levels, and providing expertise to the Development Coordination Office (DCO) as the

¹ Bosnia and Herzegovina, China, Côte d’Ivoire, East Timor, Ethiopia, Georgia, Guatemala, Indonesia, Kazakhstan, Liberia, Rwanda, Somalia, South Africa, Sudan, Turkey and Uganda.

secretariat of the UN SDG. Through its triple mandate, it has made substantive contributions to advancing system-wide coherence on GEWE, including through its recognized coordination function at global, regional, and country levels. At the same time, efforts across the UNDS remain uneven. Strengthening collaboration, particularly in areas such as joint resource mobilization and coordination under the leadership of the RC within the UNCT, remains essential to ensure complementarity, avoid duplication, and enhance coherence, in line with the objectives of the Funding Compact.

In the context of the UN 2.0 and UN80 reform agenda, UN-Women is actively contributing to ongoing discussions and reviews within the UN SDG, including those related to the MAF, the funding of the RC system, country configuration exercises, the regional architecture, UNCT accountability scorecards, and the implementation of the recommendations of the evaluation on the new generation of UNCTs led by UN SDG and DCO. It does so by sharing lessons learned from both its operational work and its system-wide coordination role, while engaging with partners across the UN SDG to help strengthen accountability mechanisms and ensure that frameworks and guidance remain fit for purpose in advancing gender equality outcomes.

DCO has been an important enabler of UN-Women's engagement in UNDS coordination at the global, regional, and country levels. Through its stewardship of the RC system and the broader coordination architecture, DCO has strengthened coherence, accountability, and joint action. Continued and more systematic engagement with UN-Women - particularly in leveraging its expertise and guidance - will be critical to further embed gender equality across all processes led by UN SDG.

At the country level, DCO's guidance, tools, and oversight have strengthened UNCT functioning and supported more consistent integration of gender equality across UN SDG processes, joint workplans, and UNCT-wide results. DCO's convening role and support to RCs have also facilitated UN-Women's engagement with UNCTs on gender equality, including through common country analyses, results frameworks, and system-wide reporting processes. At the regional level, collaboration between DCO regional teams and UN-Women has supported peer learning, coherence, and alignment between global mandates and country-level implementation. Regional coordination mechanisms have provided useful platforms for dialogue on system-wide priorities, including the integration of GEWE across UNCT work (see illustrative examples in section 2.4). At the global level, DCO has contributed to strengthening system-wide coordination through policy guidance, performance frameworks, and accountability mechanisms that support the collective delivery of development results.

2.2 Supporting joint capacity-building initiatives and knowledge management

UN-Women's UN system coordination mandate is about enhancing GEWE standards and the capacities of the UNDS. The Entity continues to spearhead capacity-building initiatives and knowledge management on gender mainstreaming in support of the 2030 Agenda. From 2023 to 2025, the Entity piloted a comprehensive, system-wide capacity-building resource package, tailored for country and regional offices, to strengthen staff capacity in gender mainstreaming across the UNDS. To date, 45,436 UN personnel have enrolled in [UN-Women's I Know Gender](#) online course.

The Entity continues to lead a global network of over 550 Gender Focal Points for gender parity serving as a key institutional mechanism for knowledge exchange, peer learning and dissemination of good practices. It delivered 11 targeted capacity-building sessions in 2025 to support implementation of the [Field-specific Enabling Environment Guidelines](#) to strengthen inclusive, safe and respectful workplaces across diverse duty stations.

Similarly, UN-Women continues to manage the UN System-wide Knowledge Hub on Addressing Sexual Harassment —a centralized, publicly accessible platform that brings together policies, guidance, tools and good practices to support prevention of and response to sexual harassment across the UN system. By consolidating and

standardizing system-wide resources in one place, it reduces duplication of effort, generates efficiencies, and facilitates knowledge-sharing across entities.

UN-Women's global and regional offices provide tailored **capacity building and technical support** to UNCTs on mainstreaming gender equality across policies, programmes and action, to ensure full implementation of UNCT gender mainstreaming standards reflected in the system-wide Gender Equality Acceleration Plan, UNCT-SWAP Gender Scorecard and UNCT Gender Marker. For example, in Latin America and the Caribbean, these efforts were underpinned in 2025 by strengthened quality assurance mechanisms and targeted capacity-building that reached over 300 UN personnel from UNCTs, Gender Theme Groups and RC offices. Capacities were enhanced across the full UNSDCF cycle, including gender mainstreaming in analysis, results frameworks and M&E, the use of the UNCT-GEM to track resources dedicated to GEWE, the development of Country Gender Equality Profiles, and improved compliance and reporting under the UNCT-SWAP. These efforts strengthened transparency, accountability and the systematic use of gender evidence in UN planning and programming.

Through its coordination mandate, UN-Women continues to lead system-wide prevention of sexual exploitation and abuse (PSEA). For example, in the **Caribbean**, the Entity co-led joint capacity-building initiatives with UNFPA, UNDP, UNICEF and RC offices to deliver harmonized PSEA trainings across multiple Caribbean countries, reaching UN personnel across contractual modalities and duty stations. These efforts strengthened a common understanding of standards of conduct, clarified reporting and referral pathways, and reinforced survivor-centred approaches.

2.3 Strengthening joint programmatic impact for the SDGs

UN-Women advances the achievement of the SDGs by fostering joint programming that integrates gender equality across sectors, amplifying collective impact, and aligning partners around shared, transformative outcomes. Inter-agency pooled funds continue to play a critical role in fostering UN system-wide collaboration, ensuring coordinated action on GEWE. The integration of the Gender Equality Marker (GEM) within pooled funding mechanisms strengthens accountability, enabling a clearer assessment of financial commitments to gender equality and reinforcing collective efforts to close resource gaps. In 2025, the proportion of Multi-Partner Trust Funds (MPTFs) applying the GEM increased to 83 per cent, while joint programmes reached 85 per cent, reflecting a modest improvement compared to 77 per cent, for both, in 2024. Notably, 51 per cent of MPTFs and 50 per cent of joint programmes allocated 15 per cent or more of their resources to programmes where gender equality is the principal objective, up from 42 per cent and 45 per cent, respectively, in 2024. Besides, 46 per cent UNCTs (54 out of 117) applied the UNCT Gender Marker to their UNSDCF Joint Work Plan in 2025 and reached or surpassed the 70 per cent of allocations to GEWE, compared to 43 per cent the previous year (46 out of 108). To further institutionalize gender-responsive financing, the UN SDG Fiduciary Management and Oversight Group, with extensive support from UN-Women, reinforced GEM implementation by including the GEM in their data collection templates. The Inter Agency Pooled Funding Training Series included a module on the GEM led by UN-Women, which reached 132 countries with over 1,300 participants across five regions.

UN-Women leverages its coordination mandate to drive **joint UN system action to end violence against women and girls**, notably through inter-agency working groups that strengthen shared data, evidence, and accountability. This includes advancing global estimates for SDG indicators 5.2.1 and 5.2.2 on the prevalence and patterns of violence against women, supporting national capacities with UNODC on femicide data, and partnering with WHO to expand and update the RESPECT Framework, culminating in RESPECT 2.0, to scale evidence-based prevention worldwide.

Similarly, UN Women's administration of the **UN Trust Fund to End Violence against Women** continues to exemplify its coordination mandate through inter-agency collaboration and responsive grant-making on gender

equality within the UN system. This contributes directly to the achievement of the 2030 Agenda —particularly SDG 5 on gender equality— while also catalyzing progress across related goals through support for prevention, services, and accountability efforts. Under its 2026–2030 Strategic Plan, the Fund further strengthens its role as a system-level financing, learning, and accountability platform, bridging Member States, the UN system, and women’s rights organizations to translate commitments into results. UN-Women’s stewardship of the Fund also advances key priorities of the Funding Compact and system-wide financing coherence. The Fund expands the provision of core, flexible, and long-term funding to women’s rights organizations, aligned with localization and resilience objectives. In a context where demand for funding far exceeds available resources, the Fund remains a critical vehicle for channeling predictable, high-quality financing to those on the front lines of ending violence against women and girls.

In 2025, the **Elsie Initiative Fund for Uniformed Women in Peace Operations** continued to translate commitments on women’s participation in peacekeeping into tangible, field-level results. The Fund prioritized investments that addressed both structural and practical barriers limiting the deployment of uniformed women. This included financing targeted projects in troop- and police-contributing countries to assess institutional constraints and implement reforms in recruitment, training, and deployment policies. At the same time, it supported improvements within missions themselves, ensuring that deployed environments are better equipped to meet the needs of women peacekeepers and enable their full and effective participation. Concrete progress was demonstrated through initiatives such as support to the United Nations Mission in **South Sudan**, where the Fund financed portable sanitation kits and relocatable ablution facilities in remote operating bases—addressing long-standing infrastructure gaps that disproportionately affect women’s deployment. In parallel, the Fund launched its Fourth Programming Round in October 2025, expanding opportunities for Member States and UN entities to access financing for barrier assessments, gender-responsive institutional reforms, and the development of “gender-strong” units. Through these combined efforts, the Fund has reinforced its role as a catalytic mechanism—bridging policy commitments and operational realities—and contributing directly to the advancement of the Women, Peace and Security agenda and UN gender parity targets in peace operations.

In 2025, the **Women’s Peace and Humanitarian Fund**, managed by UN-Women, continued to serve as a key financing mechanism for advancing women’s leadership in crisis and conflict settings, with a strong emphasis on channeling resources directly to local women-led organizations. Building on its global mandate, the Fund expanded support across crisis-affected contexts, contributing to a broader UN-Women effort that reached dozens of countries and prioritized women’s participation in humanitarian response, peacebuilding, and recovery processes. By 2025, the Fund was part of a wider system that had supported over 1,600 local women’s organizations in nearly 50 crisis settings, underscoring its role in shifting resources and decision-making power closer to affected communities. At the country level, the Fund demonstrated concrete operational impact. For example, in **Jordan**, WPHF-supported programming strengthened coordination across the humanitarian–peace nexus, including the dissemination of gender analyses and the establishment of national governance structures to guide funding decisions and policy influence. In **Ukraine**, WPHF partners played a direct role in shaping humanitarian planning processes in 2025, ensuring that gender-sensitive and intersectional data informed national response frameworks and future humanitarian needs assessments. Across contexts, the Fund also continued to provide flexible financing that enabled rapid responses to emerging crises while supporting longer-term capacity-building of women-led civil society organizations.

In 2025, UN-Women’s convening of **Generation Equality** continued to strengthen joint programmatic impact for the SDGs by advancing multistakeholder partnerships as a core delivery mechanism for gender equality across the UN system. Efforts such as Finland’s \$60 million spent, in increasing the use of gender lens in investing in technology and innovation, and Canada’s \$15.1 billion supported the construction of 3,472 new units and repair of 2,760 units for survivors of GBV, both exemplifying the initiative’s reach. Globally, Generation Equality spearheaded the inclusion of multistakeholder hearings in the CSW revitalization ([E/RES/2026/2](#)) ensuring diverse, local voices are represented during the CSW deliberations. Cumulatively, these efforts supported over 12,000 new

or scaled-up policies and programmes, reaching nearly 25 million women and girls. At a time of constrained resources, this approach demonstrates how coordinated partnerships can act as a force multiplier, strengthening accountability, aligning financing with results, and accelerating progress towards the SDGs.

2.4. Implementing the reform at the regional and country level

UN-Women is advancing the reconfiguration of its global footprint across global hubs in New York, Bonn, and Nairobi as part of its “pivot to countries and regions” strategy. It serves UNCTs through over 60 country offices and in over 50 additional countries through non-resident forms of programme delivery and GEWE coordination, including from its 6 regional offices.

Regional Offices play a critical system-enabling role by ensuring consistent application of gender equality standards, tools and accountability mechanisms across all UNCTs thereby strengthening system-wide coherence and equity in support. Under the UNDS reform, leadership support and stronger connectivity between regional coordination platforms and UNCTs is essential to ensure that system-wide gender equality commitments translate into measurable results at country level. The coordination structures under the Regional Collaborative Platforms (RCP) operate effectively across most regions and support the delivery of UN-Women’s coordination mandate at country level. These include the RCPs themselves, the Peer Support Groups (PSG) and the Issue-Based Coalitions on gender equality (IBC) where they have been established, which are co-chaired by UN-Women. For example, in 2025 UN-Women’s regional office for **Europe and Central Asia** strengthened the effectiveness of the RCP by consistently elevating gender equality issues during regular meetings. Through the presentation of robust data, insights and recommendations, UN-Women reinforced joint action on GEWE, identifying concrete opportunities for coordinated UN efforts under the Gender Equality Acceleration Plan (GEAP), CSW69 and the Beijing+30 Action Agenda, and the 25th anniversary of Security Council Resolution 1325. Similarly, the IBC on GEWE, co-chaired by UN-Women and UNFPA, provided inter-agency policy and technical support on gender mainstreaming in response to UNCT requests, convened briefings to strengthen GTG engagement with normative processes including CSW and Beijing +30 Action Agenda, issued a joint [Op-Ed by 4 Regional Directors](#) (UN-Women, UNFPA, WHO and DCO) for the 16 Days campaign, and developed improved tools for RCs and UNCTs to support coordinated UN responses to pushback on gender equality, drawing on context analysis and experience of IBC member agencies as well as UN system guidance developed under the GEAP. The IBC also facilitated broad inter-agency contributions to the [SDG 5 Roundtable at the Regional Forum on Sustainable Development](#), led by UN-Women and UNFPA. As a result, governments, civil society and the UN system exchanged approaches to accelerating progress on SDG 5 through policy action, peer learning, and data-driven solutions. UN-Women presented new data and analysis on SDG 5 trends in programme countries, drawing on the [Gender Snapshot for ECA](#), thereby informing regional stakeholders and strengthening evidence-based approaches to GEWE.

UN-Women’s support in the integration of the UNCT-SWAP Gender Scorecard standards into the regional PSG quality assurance criteria has strengthened gender mainstreaming in CCAs and UNSDCF’s across regions. For example, in **Latin America and the Caribbean**, the UN system significantly strengthened its collective capacity to integrate GEWE across interagency coordination mechanisms, planning frameworks, joint programming, advocacy, data, and accountability systems, contributing to more coherent, evidence-based, and transformative support to the achievement of the SDGs, including in contexts where UN-Women has a non-physical presence, reinforcing system-wide ownership of gender equality as a core pillar of UNSDCF. GEWE was systematically mainstreamed into at least 10 UNCTs’ planning processes through UN-Women’s active contribution to the PSG, resulting in strengthened gender responsiveness and coherence of UNSDCF roadmaps, country analysis and final cooperation frameworks. In **Asia and the Pacific**, technical assistance to UNCTs and the regional Virtual Toolkit on UNCT-SWAP supported efforts to ensure progress and avoid regression on gender equality, strengthening peer learning through the identification of good practices. In **Africa and Europe and Central Asia**, UN-Women has

led regional analysis on trends in gender equality integration in UNSDCF identifying progress and gaps that require further collective attention and investment by the UN system. In **Europe and Central Asia**, UN-Women provided capacity building to UNCTs on GEWE standards and technical support and quality assurance to 12 UNCTs to strengthen gender integration in CCAs/UNSDFs in increasingly complex and constrained political contexts.

UN-Women continues to co-lead regional pre-CSW intergovernmental processes in **all regions**, in partnership with Regional Economic Commissions, as well as with the African Union Commission in the case of **Africa**, driving the development of coordinated, evidence-based country positions across regions to inform and influence the global CSW governmental agreements on the priority themes. For example, ahead of CSW69, eight UNCTs in **Asia and the Pacific** received advisory and quality support through interagency mechanisms, including training on rights-based and inclusive approaches. In addition to co-convening a regional consultation, UN-Women contributed to the development of recommendations to further progress on SDG 5 during the 12th Asia Pacific Sustainable Development Forum, bringing together 10 UN entities and co-leading the drafting of an Asia-Pacific SDG 5 Goal Profile and the organization of a multi-stakeholder round table

Further, the Entity contributed to the strengthening of integrated humanitarian-development-peace efforts to ensure the prioritization of gender issues and the protection and participation of women across the world, including through gender analysis and the deployment of gender humanitarian expertise to the UN system. For example, UN-Women in the **Arab region** supported UN humanitarian efforts in Gaza, Jordan, Lebanon, Syria and Yemen and enabled women's participation in UN-led political and peace processes in Libya and Syria.

2.5 Multi-Country Offices and Small Island Developing States

UN-Women's **MCO Caribbean** has operationalized its UN system coordination mandate by strengthening coherence and capacity across UNCTs in the region. As Chair of the Caribbean Regional Gender Theme Group, the office led a structured gender training for UN personnel engaged in the development of the Multi-Country Sustainable Development Cooperation Framework (2027–2031). The training enhanced a shared understanding of core gender concepts, social norms and roles, and their application within the UNSDCF cycle, thereby contributing to more robust gender analysis and integration in joint planning processes. This engagement reflects the repositioned UN development system's emphasis on upstream coherence, strengthened RC leadership, and integrated policy and programming across the cooperation framework lifecycle.

Through its **MCO Pacific**, UN-Women co-led and supported UN system coordination mechanisms to ensure that gender equality was systematically embedded in UNSDFs across Pacific Island countries. This included providing technical expertise, joint planning support, and policy advice to UNCTs and regional platforms, helping align UN programming with gender equality commitments and the Women, Peace and Security agenda.

Similarly, UN-Women's MCOs supported UN partners and governments to integrate gender considerations into resilience policies, disaster preparedness systems, and humanitarian responses, ensuring that UN-supported programmes better reflected the needs and leadership of women and girls in crisis contexts across the Caribbean and Pacific regions.

2.6 UN System's gender equality accountability

UN-Women continues to drive system-wide accountability for gender equality at all levels by stewarding implementation efforts and leading system-wide capacity-building, monitoring, and reporting through its unique UN system gender coordination mandate. In 2025, the Entity supported 75 UN Development System entities in UN-SWAP and 125 UNCTs in implementing the UNCT-SWAP Gender Scorecard

UN-SWAP 3.0 (2025–2030) marked a significant evolution in system-wide accountability, with strengthened performance indicators and a sharper focus on gender-related SDG results, financial accountability, senior leadership responsibility, and institutional capacity. UN-SWAP 3.0 consolidates a more strategic, system-wide approach to accountability, reinforcing coherence across UNDS entities and monitoring and strengthening the UNDS’s collective contribution to SDG 5 and the broader 2030 Agenda. At the same time, 2025 results underscore the need to further strengthen financial commitments, institutional capacity, leadership accountability and the gender architecture to accelerate progress and translate system-wide commitments into sustained, measurable impact.

The Entity continued to support the integration of global gender parity standards and the requirements of the GEAP in UN-SWAP and UNCT-SWAP, and provided guidance, advice and technical support to 140 UN entities, departments, and offices on the implementation of the System-wide Strategy on Gender Parity, monitoring progress through the [Secretary-General’s Report](#) on the Improvement in the Status of Women in the UN System. In partnership with UNDP, the Entity continued to administer the UN System-wide Dashboard on [Gender Parity](#), providing centralized workforce data across 38 UN entities to support evidence-based recruitment and workforce planning decisions.

In 2025 UN-Women introduced a standardized template and guidance note for entity-specific gender parity implementation plans. As a result, 50 entities, departments, offices, and UNCTs submitted updated gender parity strategies and implementation plans using these tools.

As a further contribution to UN reform and coherence, UN-Women is currently co-chairing with the UN Youth Office a task team led by the UN SDG and DCO to consolidate UNCT scorecards (currently tracking progress on gender equality, youth and disability mainstreaming), streamline UNCT reporting and strengthen collective accountability.

2.7 Funding Compact and Structured Dialogue on Financing

UN-Women holds, on an annual basis, informal and formal session of the Structured Dialogue on Financing with its Executive Board, at which UN-Women and Member State progress against UN-Women’s Entity Specific Funding Compact Monitoring Framework is presented. UN-Women regional and country representatives are guided in engaging actively with the relevant pooled funding mechanism such as the SDG Fund, the Spotlight Initiative, the Peacebuilding Fund as well as the UN Trust Fund on Ending Violence against Women and the Women Peace and Humanitarian Fund. UN-Women is working at global level to support the implementation of the gender equality markers in these and the minimum requirements of 15% of the funding to gender equality (see section 2.3).

2.8 System-wide reporting, research and evaluation

In line with the UN-Women’s Planning, Monitoring and Reporting (PMR) Policy and Country Office PMR procedures, Country Offices are required to include not only relevant UNSDCF indicators, including those from UN SDG’s Output Indicator Framework, but also relevant indicators from UN-Women’s Strategic Plan. These efforts reinforce UN-Women’s role in promoting harmonized and results-based reporting across the UNDS under UNSDCFs, while also contributing to aggregation of results across all the offices to report on UN-Women’s Strategic Plan and to communicate externally through its [Transparency Portal](#).

In 2025, UN-Women continued to focus on the needs and interests of the future generation of women and girls using foresight based on science, data and statistics. In this regard, the [SDG Gender Snapshot Report’s 2025 edition](#), produced with DESA, focused on the Beijing+30 action agenda, and specifically on the benefits of closing the

gender digital divide by 2050. This was done using the International Futures Model by the Pardee Center at the University of Denver. The report included forward-looking modelling on the Beijing+30 priority areas, with concrete forecasting on closing the gender digital divide, showing that targeted investment could benefit 343 million women and girls and generate USD 1.5 trillion in global GDP by 2030. It also models a package of interventions, spanning social protection, the green economy, education, and labour markets, that could cut global female extreme poverty from 9.2 per cent in 2025 to 2.7 per cent by 2050. Through this foresight analysis, UN-Women was able to draw attention to two critical needs of the future generations of women and girls, such as economic security and digital skills.

In 2025, UN-Women participated in 40 joint evaluation initiatives, accounting for 33 per cent of all evaluations to which it contributed. This demonstrates UN-Women continuous engagement with collaborative evaluation efforts throughout the UN system. Of these, 29 were system-wide independent evaluations. These included two global-level system-wide evaluations, one global synthesis, three inter-agency humanitarian evaluations (Syria/Türkiye, Somalia, and Sudan), and 23 UNSDCF evaluations. These system-wide and inter-agency evaluation processes show UN-Women’s strategic role in advancing collective accountability and learning at country, regional, and global levels. UN-Women also contributes to the United Nations Evaluation Group and its working groups, including as a co-convenor of the UNEG Gender Equality, Disability and Human Rights and Evaluation Synthesis Working Group, providing guidance and facilitating knowledge-sharing on the integration of gender, disability and human rights considerations in evaluation.

2.9 The Gender Equality Acceleration Plan

UN-Women continues to lead and support coherence, accountability and collective action across the UN system to accelerate progress for all women and girls through the implementation of the [United Nations System-Wide Gender Equality Acceleration Plan \(GEAP\)](#). A key milestone in 2025 was the strengthened implementation of the GEAP at country level, which has advanced gender-responsive planning and programming and reinforced coherence and accountability across the RC system. UNCTs leverage the [GEAP Country Guidance](#) to develop Country Gender Equality Profiles and Biennial Reviews, informing UNSDCFs to support Member States and partners translating commitments into tangible results and lasting progress for all women and girls. However, significant challenges persist, including barriers to women’s leadership, shrinking civic space for women’s rights organizations, and insufficient financing for gender equality. Protecting women human rights defenders and increasing investment in gender equality remain priorities. The 2026 [Progress Report](#) underscores the essential role of gender equality in the effectiveness and credibility of the UN system and reflects the sustained system-wide commitment to advancing its implementation. Political commitment has strengthened through the Secretary-General’s [Gender Equality Clarion Call](#), which promotes coordinated global action urging “all United Nations personnel to stand unwavering and united to uphold a strong policy stance on gender equality everywhere”.

The UN-SWAP and UNCT-SWAP further reinforce the technical implementation of the GEAP by integrating GEAP requirements, thereby anchoring GEAP delivery within the system’s primary accountability frameworks for the UNDS.

The implementation of the GEAP has seen essential progress across entities, but continued and accelerated effort is needed. Achieving scale and impact will require continued investment in the RC system strengthening coherence, accountability and system-wide delivery for gender equality.

3. Conclusion

This note demonstrates that UN-Women plays a central and catalytic role in advancing the repositioning of the UNDS pursuant to General Assembly resolution 72/279, ensuring that gender equality remains integral to system-wide coherence, accountability and results. Through its triple mandate, the Entity has strengthened alignment with UNSDCF, reinforced the MAF, and actively supported the RC system, thereby contributing to more integrated and effective country-level action. This outcome reflects extensive efforts at the county, regional, and global scales, achieved through coordination, technical support, guidance, convening stakeholders, and establishing and executing standards.

UN-Women has further driven system-wide progress by embedding gender equality across joint programming, pooled financing, and common analytical and planning processes, while enhancing capacities, data, and evidence to inform collective action. Its leadership in system-wide accountability frameworks, including Gender Scorecards and parity mechanisms, has strengthened transparency and performance across entities. At regional and country levels, its coordination role has supported more coherent, inclusive and context-responsive United Nations responses, particularly in complex and crisis settings. Building on this foundation, UN-Women actively supports the UN system in shifting from compliance-based accountability to transformative accountability—ensuring that commitments translate into measurable, sustained changes in the lives of women and girls, and advancing gender equality as a central driver of sustainable development outcomes.

Despite progress, gaps remain in effective incentives, leadership, financing, uneven implementation, and ongoing gender equality challenges. This highlights the need for continued commitment and efforts to strengthen the UN gender equality framework and ensure its relevance amid reforms and changes. Continued investment in coordination, accountability, and joint action will be essential to fully realize the objectives of the repositioned development system and to ensure that gender equality is systematically prioritized as a driver of sustainable development outcomes.

**Annex 1. UN DEVELOPMENT SYSTEM REFORM –
CHECKLIST FOR UN SDG ENTITIES’ GOVERNING BODIES**

A NEW GENERATION OF UN COUNTRY TEAMS	Yes/No /NA	Please elaborate
<i>Programmes at the country level/Strategies and UN Sustainable Development Cooperation Frameworks²</i>		
<ul style="list-style-type: none"> Does your entity have guidance or process in place to ensure implementation of the Management and Accountability Framework (MAF) requirement to “consult with the Resident Coordinator at key stages of entity-specific strategic planning”? If yes, please briefly describe how your entity monitors adherence to this requirement? 	Yes	UN-Women Country Offices develop Strategic Notes, which are the equivalent of country programmes. Per UN-Women’s Planning, Monitoring and Reporting (PMR) procedure, Strategic Notes are required to be aligned to the relevant UNSDCF. Country Offices must submit RC’s proof of agreement to UN-Women HQ as a requirement for the approval of Strategic Notes.
<ul style="list-style-type: none"> Does your entity’s guidance or processes require that your country-level development activities/engagement derives from the Cooperation Framework, and, as a result, that it is developed after, or in parallel with Cooperation Framework priorities and outcomes that have been agreed with Government? 	Yes	As specified in UN-Women’s Planning, Monitoring and Reporting (PMR) procedure, UN-Women Country Offices must adopt relevant UNSDCF Outcomes verbatim as their Strategic Note Outcomes. In development contexts, the duration of the Strategic Note must also be harmonized with the UNSDCF cycle.

² Source: Management and Accountability Framework and UN Sustainable Development Cooperation Framework guidance.

<ul style="list-style-type: none"> Does your entity provide the governing body with the opportunity to review the derivation of country programmes from the Cooperation Frameworks? 	N/A	The UN Executive Board does not approve country offices' Strategic Notes.
<ul style="list-style-type: none"> Are all the development activities of your entity at the country level captured in the Joint Workplan of the Cooperation Framework? 	Yes	<p>UN-Women ensures that all development activities (Strategic Note outputs) at the country level are aligned with the Joint Workplan (JWP) of the Cooperation Framework. Given UN-Women's triple mandate—normative support, UN system coordination, and operational activities—the Entity requires that all development activities are reflected in the Joint Workplan, under its triple mandate.</p> <p>In line with corporate procedures, Strategic Note outputs are aligned with Joint Workplan sub-outputs, ensuring coherence between UN-Women programming and the broader UNSDCF.</p> <p>In contexts where all three mandates may not be fully captured in the Joint Workplan, UN-Women ensures that the full scope of its operational development work is reflected and aligned with the UNSDCF.</p> <p>This approach reinforces system-wide coherence, collective accountability, and strategic alignment with national development priorities.</p>
<i>UN Country Team Configuration³⁴</i>		
<ul style="list-style-type: none"> What proportion of your entities' country offices have engaged in a country configuration exercise in line with the agreed Cooperation Framework, in accordance with national development policies, plans, priorities and needs and in consultation with the host government? 	100%	<p>100% of UN-Women country offices undertaking a Strategic Note process engage in a country configuration exercise that aligns with the UNSDCF and national development priorities.</p> <p>This is a mandatory step embedded in UN-Women's Country Programme Planning, Monitoring and Reporting (PMR) Procedure.</p> <p>UN-Women ensures compliance with this requirement through multi-tiered quality assurance and mandatory documentation—including a roadmap, context analysis, and proof of RC endorsement—prior to final SN approval.</p>

³ Source: UN Sustainable Development Cooperation Framework Guidance.

⁴ UNHCR's contribution is without prejudice to the responsibilities conferred on it by the General Assembly, including those outlined in the Statute of the Office and relevant legal instruments such as the international refugee and statelessness conventions.

<ul style="list-style-type: none"> • In how many countries did this exercise lead to a change in your business models, country-level footprint and/or programming? • In how many countries did this exercise lead to an increase in the relative share of policy advice vis-à-vis project implementation, including large-scale procurement support? 	N/A	<p>UN-Women’s country-level programming is built upon the UNSDCF, ensuring that our business model is fully aligned with national priorities and in compliance with system-wide reform principles. As a result, each Strategic Note reflects tailored programming and operational arrangements grounded in the country context.</p> <p>UN-Women’s engagement under the UNSDCF promotes a balanced delivery of its triple mandate. While the emphasis varies by context, the Strategic Note process enables country offices to calibrate the mix of policy advisory support and programmatic interventions based on national priorities. This ensures a responsive and context-driven approach, rather than a one-size-fits-all shift in programming focus.</p>
<i>Multi-Country Office Review⁵</i>		
<ul style="list-style-type: none"> • Has your entity reviewed and adjusted its programme responses and resource allocations in support of the priorities of Small Island Developing States? 	Yes	Our regional and multi-country offices develop Strategic Notes for their respective regions and countries, analyzing the specific context and ensuring programmatic expertise to address the needs. This enables effective contribution within the UN system in small island developing states and MCOs.
<ul style="list-style-type: none"> • In response to the Multi-Country Office review, has your entity taken concrete steps to review the appropriateness of expertise and organizational arrangements in MCO settings, where required? 	Yes	As above
<i>Efficiencies⁶</i>		
<ul style="list-style-type: none"> • What % of your entity’s country offices participate in the country’s Business Operations Strategy (BOS)? 	80%	UN-Women country offices participate in approximately 80% of active BOS arrangements, either as full participants or through selected common services.

⁵ Source: UN General Assembly resolution 74/297.

⁶ Source: UN General Assembly Resolution 72/279 and UN General Assembly Resolution 76/4.

<ul style="list-style-type: none"> • Has your entity put in place a process to track efficiency gains, achieved individually, as well as jointly with other UN entities? • If yes, does the process use the agreed UN SDG common methodology for measuring the impact of efficiency initiatives? 	Yes	
<ul style="list-style-type: none"> • Does your entity report annually to its governing body on (a) entity-specific efficiency gains and (b) contributions to system-wide efficiency gains? 	Yes	
<ul style="list-style-type: none"> • What % of your entity's premises are common premises? 	76%	
<ul style="list-style-type: none"> • What % of your entity's country offices participate in a Common Back Office? 	20%	Based on current arrangements, UN-Women participates in Common Back Offices in 6 countries (Kenya, Tanzania, Viet Nam, Brazil, Jordan, and Senegal), including active, phased, preparatory, or temporarily on-hold configurations. This represents approximately 15–20% of UN-Women country offices globally. Participation is primarily partial and function-specific (e.g. procurement, IT, HR, protocol, events management, and common premises), with several arrangements still in early or phased implementation stages.
<ul style="list-style-type: none"> • Does your organization provide services to other entities through Global Shared Services? • Does your organization obtain services through another entity's Global Shared Service Centers or through other global shared means? • To what extent have you had to front load investment in order to support joint efficiency gains? 	No Yes	UN-Women is actively engaged in BIG and UN80 efforts to advance efficiencies and common standards and services. In this context, UNAA is carrying an assessment on Global Shared Services, and UN-Women is part of the Task Force and would contribute from the customer/user perspective. UN-Women participates in the data collection exercise for the SG's annual report on efficiency gains and effectiveness improvements.

REINVIGORATING THE ROLE OF THE RC SYSTEM ⁷	Yes/No	Please elaborate
<ul style="list-style-type: none"> Has the job description of your entity country representatives been revised as appropriate, following the reform, to: <ul style="list-style-type: none"> (a) Recognize the role and responsibility of the Resident Coordinator? (b) Reflect their accountability to the Resident Coordinator for their contribution to agreed results as defined in the Cooperation Framework and other inter-agency development agreements? (c) Reflect the responsibility for active engagement in UNCT? 	Yes	<p>UN-Women Country Representative job descriptions have been fully revised following the UN development system reform. The job descriptions explicitly state that Country Representatives operate in a matrix management model, primarily accountable to the relevant UN-Women Regional Director on UN-Women-specific mandates, activities and results. Additionally, as UNCT members under the Management and Accountability Framework (MAF), Country Representatives have mutual accountability with the Resident Coordinator for periodically reporting on contributions and support for the implementation of the UNSDCF. The job descriptions include specific duties to: (i) partner with the RC and UN system partners to strengthen interagency coherence; (ii) actively engage in regular UNCT consultations and decision-making processes; (iii) participate in RC and UNCT members' performance appraisal as requested; and (iv) ensure enhanced accountability of the UNCT on gender mainstreaming through implementation of the UNCT-SWAP Gender Equality Scorecard.</p>
<ul style="list-style-type: none"> Does your entity ensure that RCs have an opportunity to provide specific input to your entity's regional directors on the skillsets and leadership profile that would be relevant in a given country context ahead of the selection and deployment of new country representatives? If yes, please briefly describe how your entity monitors adherence to this requirement? 	Yes	<p>UN-Women has established processes to ensure RCs can provide input on the selection of new Country Representatives. As part of the MAF requirements, UN-Women Regional Directors consult with Resident Coordinators at key stages, including in the same the recruitment process for Country Representatives. This consultation ensures alignment between the skillsets and leadership profiles of incoming Country Representatives with the specific country context, UNCT priorities, and the UNSDCF. Adherence is monitored through the Regional Office's oversight of recruitment processes and reporting mechanisms. This practice aligns with UN-Women's commitment to the reinvigorated RC system and strengthens coherent UN development system delivery at the country level.</p>
<ul style="list-style-type: none"> Does the performance assessment system of your entity's country representatives: <ul style="list-style-type: none"> (a) Embed characteristics of the UN leadership framework? (b) Have at least one key result area linked to contribution to collective UNCT results? 	Yes	<p>UN-Women Job Descriptions for Country and regional representatives clearly articulate the work with RCs and UNCTs and the need to apply the leadership framework in their functions. Country representatives have a mandatory performance goal on "UNCT Engagement and Gender Mainstreaming" with the aim of strengthening UN system coordination and ensure gender equality integration across UN system activities while effectively supporting the Resident Coordinator.</p>

⁷ Source: Management and Accountability Framework.

1. In what % of countries has the RC provided input into the performance review of your entity representative?	80%	UN-Women’s performance management system requires that Regional Directors conduct performance reviews of Country Representatives while seeking inputs from the RC on the Country Representative's contributions as a UNCT member. This is explicitly stated in all Country Representative job descriptions and is monitored through UN-Women's corporate performance management system. Similarly, UN-Women Country Representatives are expected to participate in RC and UNCT members' performance appraisal as requested, in line with MAF requirements. This reciprocal feedback mechanism ensures mutual accountability within the UN development system.
2. In what % of countries do your country representatives inform the performance assessment of Resident Coordinators by providing feedback on RC behaviors against the RC leadership profile?	77.45%	In the 2025 RC Feedback exercise, 77.45% of UN-Women UNCT members provided feedback on the leadership behaviors of 125 RCs (which was above the global UNDS average of 66%).
3. REVAMPING THE REGIONAL APPROACH⁸	Yes/No	Please elaborate
<ul style="list-style-type: none"> • Does your entity have guidance or a process in place to ensure your participation in RCP initiatives to allow countries and UNCTs to easily identify and access the expertise, experts, available assets, policy and strategy work, seated in a region in a unified system? • Does your entity have guidance or a process in place to encourage the entity’s active engagement in regional rosters of experts? 	Yes	UN-Women actively participates in Regional Collaborative Platforms (RCPs) across all regions. At the regional level, UN-Women works through regional coordination mechanisms and UN SDG teams. Across all regions, UN-Women chairs or co-chairs dedicated interagency working groups on gender equality and the empowerment of women, focusing on promoting joint action at the regional level in support of SDG implementation and supporting the work of UNCTs on gender mainstreaming. UN-Women has established comprehensive regional rosters of experts and trainers covering various thematic areas including: gender responsive governance, women's economic empowerment, ending violence against women, women peace and security, humanitarian action, and gender statistics. These rosters facilitate rapid deployment of expertise to support UNCTs and RCs. Regional Offices maintain expert rosters (e.g., the ESARO Experts and Trainers Roster, ECA RO Expert Roster on Gender Mainstreaming and EU Accession) that can be accessed by countries and UNCTs.
<ul style="list-style-type: none"> • Do your entity Regional Directors / Executive Secretaries of the Regional Commissions, as members of the Regional Collaborative Platforms 	Yes	UN-Women Regional Directors are full members of Regional Collaborative Platforms and their performance compacts reflect their responsibilities under the UNDS reform. Regional Director job descriptions specify responsibilities to: (i) consult and engage senior partners in the

⁸ Source: Management and Accountability Framework.

<p>(RCPs), include in their individual performance compacts:</p> <p>(a) their role in ensuring implementation of the Management and Accountability Framework at the regional and country level</p> <p>(b) their responsibility in supporting UNCT members to drive joint results at the country level in line with the Cooperation Framework and other inter-agency agreements</p>		<p>Regional Collaborative Platform/UN system in programming, policy discussions, and agenda setting; (ii) actively promote gender equality and women's empowerment issues and their integration in UN programming processes; (iii) provide direction in the formulation of quality regional and country programmes; and (iv) lead the Regional Office senior management team. UN-Women Regional Directors conduct performance reviews of Country Representatives while ensuring inputs from RCs are incorporated, creating a feedback loop that supports MAF implementation. Regional Directors also participate in RC performance appraisals at the regional level, contributing to the mutual accountability mechanisms established under the reformed UN development system. Additionally, UN-Women leads accountability frameworks including the UN-SWAP and UNCT-SWAP Gender Equality Scorecard, which are key tools for tracking system-wide progress on gender mainstreaming.</p>
<ul style="list-style-type: none"> Do your Regional Directors or equivalent representatives of entities that comprise the UNCT contribute to the performance appraisal of the RCs? 	Yes	See above
<p>STRATEGIC DIRECTION, OVERSIGHT AND ACCOUNTABILITY FOR SYSTEM WIDE RESULTS⁸</p>	Yes/No	Please elaborate
<p><i>Strategic Plans</i></p>		
<ul style="list-style-type: none"> Do your entity's strategic planning documents set out how the entity is working as part of the repositioned UN development system at the global, regional and country level? 	Yes	<p>UN-Women regularly updates Regional Offices and specifically Regional Coordination Specialists of any UNDS reforms, updates and revisions and monthly meetings are held to discuss and further advice. These then subsequently update the country teams. Important updates on working methods are also then integrated in the guidance and material produced by UN-Women internally. Paragraph 35 of UN-Women Strategic Plan 2025-2029 says “The United Nations development system reform, the UN80 initiative and the ongoing humanitarian reset present significant opportunities to amplify efforts and create meaningful change in the lives of women and girls. Amid declining official development assistance and calls for enhanced effectiveness and efficiency in the United Nations system, UN-Women prioritizes focus, scale and coherence to maximize its impact across four thematic areas”.</p>

<ul style="list-style-type: none"> Does your entity systematically communicate to all staff and representatives the new working methods needed in line with the reform of the UN development system? If yes, please provide details in the comments section. 	Yes	
<i>Results Reporting</i>		
<ul style="list-style-type: none"> Does your entity systematically contribute to the annual UN Country Results Report on the implementation of the Cooperation Framework? 	Yes	UN-Women is actively contributing to the UNSDCF and their reporting as part of the corporate guidance and requirements.
<ul style="list-style-type: none"> Does your entity ensure the systematic reporting of its results at the country level on the system-wide UN INFO platform? 	Yes	UN-Women is actively contributing to the UNSDCF and their reporting as part of the corporate guidance and requirements. This includes active engagement with UN INFO reporting at the country level. At global level, given its leadership on the UNCT Gender Scorecard it works closely with DCO to integrate that in the data set of UN INFO.
FUNDING THE RC SYSTEM AND DELIVERING ON FUNDING COMPACT COMMITMENTS⁹	Yes/No	Please elaborate
<i>Special Purpose Trust Fund for the RC System</i>		
<ul style="list-style-type: none"> Does your entity adhere to the UN SDG guidance on the 1% levy? Do the amounts contributed by your entity as part of the 1% levy tally with the last available CEB estimates (also published as a funding annex at the ECOSOC OAS annually) of overall tightly earmarked contributions? If no, how do you explain the difference and what steps within the entity's remit have been taken to reduce the gap? 	Yes No	Financial information reported to the CEB, including data on tightly earmarked contributions, is prepared on an IPSAS compliant basis and aligns with UN-Women's corporate financial statements. Under the accounting policies in effect in 2024, tightly earmarked contribution revenue largely reflected the value of contribution agreements and costed amendments signed during the year. By contrast, amounts contributed by UN-Women for the 1% levy are calculated based on actual donor funds received and attributable to the levy. These amounts do not necessarily correspond to the value of agreements signed, particularly in the case of multi-year agreements with installment-based payments.
<i>Funding Compact</i>		

⁹ Source: General Assembly resolution 72/279, 76/4 and Funding Compact.

