

UNITED NATIONS DEVELOPMENT PROGRAMME



UNDP GENDER EQUALITY STRATEGY 2022-2025

2022 ANNUAL REPORT

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FOREWORD

Equality and non-discrimination are fundamental principles of the United Nations (UN) Charter, adopted by the world in 1945. In particular, gender equality and women's empowerment are a proven means to drive forward improvements that yield benefits for all, steering progress across all 17 Sustainable Development Goals, everything from reducing poverty and inequalities to advancing climate action. Leveraging gender equality in this way as a transforming power is the underlying principle behind the United Nations Development Programme's (UNDP) Gender Equality Strategy 2022-2025, underscoring how it is no longer a stand-alone development solution, but embedded into every fiber of our support.

Notably, the Strategy was co-created by 122 UNDP Country Offices and over 1,000 people. As a result, these offices have taken clear ownership, with 85 of them having developed their own gender equality strategy or action plan aligned to this corporate strategy. This 2022 Annual Report on the Gender Equality Strategy 2022-2025 highlights its first year of implementation in the midst of an era of interwoven global crises and a continued backlash against women's rights. The Strategy has informed and spurred on a range of projects and programmes tailored to reduce inequalities and meet women's strategic needs across a range of contexts. That includes transitioning from COVID-19 recovery responses to investing in structural changes to break down gender barriers, such as investing in integrated care systems and putting gender equality at the heart of

national climate strategies. Our programmes continued to respond to the most pressing needs, delivering essential services such as food, water, and shelter to 71.5 million women. Or consider the fact that our engagement provided life-saving responses to gender-based violence in over 90 countries.

The Strategy is also prompting UNDP itself to continue to push new boundaries as a workplace where all personnel can play their unique part in driving forward gender equality. That is reflected in the fact that a record 85 UNDP Country Offices and 1,700 personnel took part in the Gender Equality Seal certification in 2022, which sets standards across a range of key areas including programmes and communications. UNDP was also recognised as one of the best-performing organisations in the United Nations System-wide Action Plan on Gender Equality and the Empowerment of Women, exceeding 94 percent of targets. A range of new partnerships have also flourished, reflected in the fact that 108 Country Offices are now partnering with feminist and women's organisations. Despite marked development financing constraints, 66 percent of UNDP's total expenditures contributed to gender equality in 2022, up from 60 percent in 2021.

In many ways, advancing gender equality will decide our future trajectory as humanity, allowing us to harness the knowledge, skills, and determination of everyone to navigate a path through this age of backlash and uncertainty, from climate change to conflict. To effect the change at the scale and speed needed, UNDP will continue to rely on the support of the UN family including UN Women and our many partners to mobilise and shape an ecosystem where gender equality is no longer an exception to the rule but a global norm. That means ensuring that gender equality is not only a human right as imbued in the UN Charter but a human imperative whereby it is intrinsically linked to the health, wellbeing, and progress of our global community.

Photo: UNDP/Michael Atwood



Achim Steiner
Achim Steiner
Administrator
United Nations
Development Programme

Delivering for Gender Equality and Women's Empowerment

UNDP 2022 HIGHLIGHTS



100 COUNTRIES

included gender equality considerations in their national climate action plans



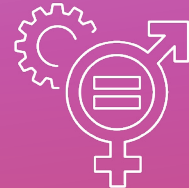
1.6 MILLION WOMEN

gained energy access in 37 countries, opening up livelihood opportunities



90+ COUNTRIES

worked to prevent and respond to gender-based violence



271 INITIATIVES

implemented in 28 countries tackled harmful social norms



5.4 MILLION WOMEN

gained improved livelihoods in 39 countries in crisis or post-crisis settings



71.5 MILLION WOMEN

accessed essential services and 14 million women obtained financial services



36 COUNTRIES

mobilized finance for gender equality and 15 mainstreamed gender in integrated national financing frameworks



1,000+ PEOPLE

engaged in developing UNDP's new Gender Equality Strategy



108 UNDP COUNTRY OFFICES

partnered with women's or feminist organizations



UNDP rated one of the **BEST-PERFORMING UN AGENCIES**

in the UN System-Wide Action Plan

LOST GROUND, HEIGHTENED AMBITION

The era for a new Gender Equality Strategy

Gender equality is losing ground. Overlapping crises – from conflict to climate – are deepening inequalities and putting socioeconomic and planetary systems on high alert. As many around the world experience violence, mass displacement, hunger, and poverty, polarization has spurred a strong backlash against women’s rights and gender equality, threatening to turn back decades of progress.

These times have tested UNDP. But they have also reinforced the organization’s commitment to address immediate human development and human rights concerns while pushing for the structural changes necessary to achieve gender equality and build sustainable societies. This is essential to meeting the Sustainable Development Goals (SDGs).

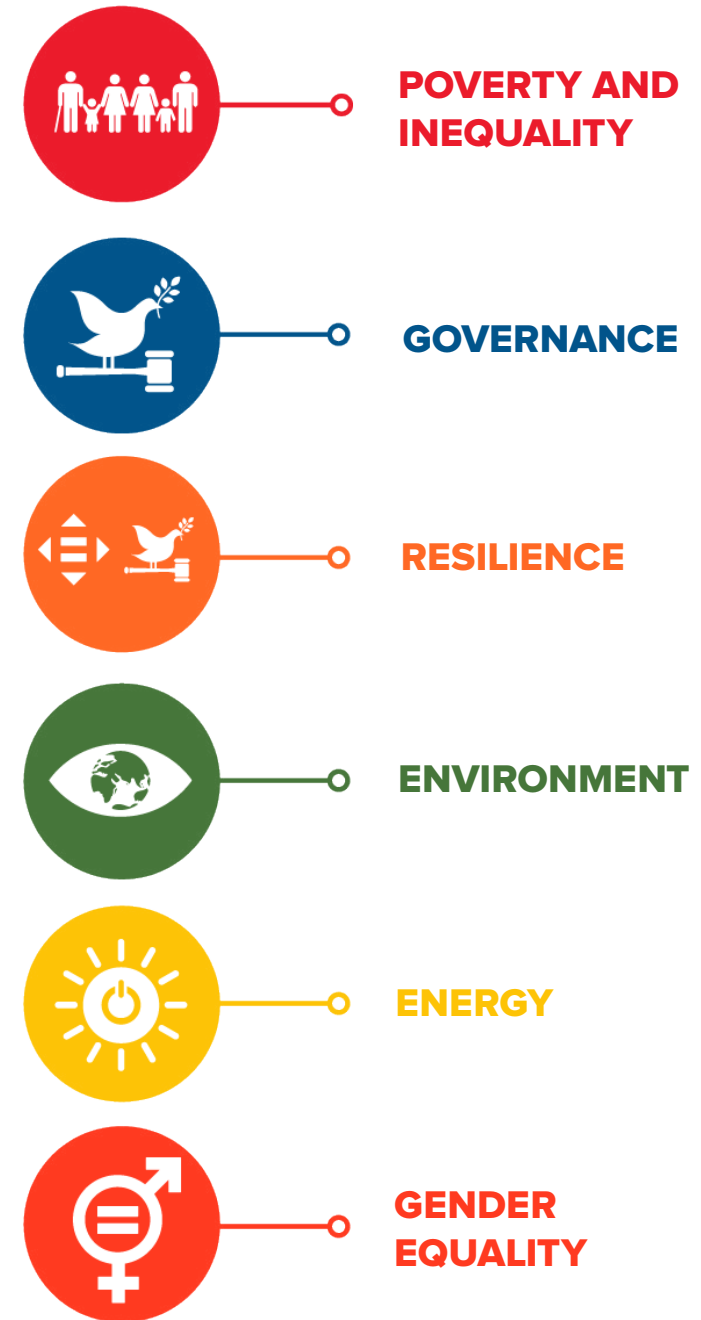
In 2022, UNDP transitioned from COVID-19 recovery response to its new [Strategic Plan 2022-2025](#). A key complement, the new [Gender Equality Strategy 2022-2025](#) built on a foundation of results and focused on accelerators for progress. Hand-in-hand, these plans raise ambition to meet escalating demands, deal with complex overlapping crises and restore the path to meet the SDGs. They put gender equality squarely at the heart of development.



UNDP Costa Rica/Priscilla Mora

SIGNATURE SOLUTIONS

Aligned to UNDP's Strategic Plan 2022-2025, the Gender Equality Strategy 2022-2025 focuses on accelerators for gender equality across each of UNDP's six Signature Solutions:



The Strategy recognizes that achieving gender equality requires sustained action and investment over time. UNDP combines shorter-term incremental changes that reach individuals and communities now, with investments to reduce structural barriers across social, economic, and other systems for long-term transformation. The following are highlights from across each Signature Solution.



Signature Solution 1: Poverty and Inequality

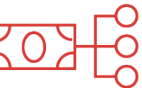
UNDP continued to work to improve women’s access to basic services and financial and non-financial assets, including digital assets. With the new Gender Equality Strategy in hand, it has expanded its focus on structural reforms to tackle poverty and inequality, particularly through fiscal policies and via universal and gender-responsive social protection and care services.

The current global economic context has created new urgency around investing in social protection. In 2022, UNDP backed evidence-based pilots, legal revisions, governance mechanisms and capacity development for public officials in 49 countries. In **Cambodia**, for example, UNDP tested a graduation-based social protection model involving cash, productive assets, and training.

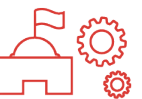
More 2022 Highlights



71.5 million women accessed essential services and 14 million women obtained financial services with UNDP support. Through the Rising **Djibouti** initiative, for example, UNDP supported a national strategy for financial inclusion and developed a local programme for women to access finance while learning to read and write.



UNDP worked with 36 countries on financing gender equality through gender-responsive budgeting, blended finance, investor maps and integrated national financing frameworks. Among 15 new financing frameworks in 2022, 86 percent prioritized gender equality.



UNDP initiated work on gender equality and taxation with finance ministries in 10 countries, working towards developing methodologies, establishing partnerships, and deepening technical expertise.

Transforming comprehensive care systems across Latin America

Care work is foundational to economies, communities, and families – and redressing imbalances in care work is critical for gender equality. UNDP helped 19 countries develop comprehensive care systems, including in **Colombia, Costa Rica, Dominican Republic, Panama, and Peru**. In the Dominican Republic, UNDP, ILO, UN Women and UNFPA supported a national care policy that has become a model for the Caribbean.

Combining innovative digital tools with traditional gender and urban analysis, UNDP Regional Bureau for Latin America and the Caribbean developed the [Care Georeferencing Tool](#) to generate real-time information about care needs and services. In **Colombia**, UNDP collaborated with Economic Commission for Latin America and the Caribbean to support the municipality of Bogota to use the tool to build a district care system. ECLAC, ILO, UNDP and UN Women have collaborated to build capacities among 120 government officials to deploy the tool.

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Signature Solution 2: Governance

Erosion of democracy pervaded many parts of the world in 2022, as polarization, mistrust and a sense of injustice grew. Pushback against gender equality also became more pronounced, worsening existing legal and social gender discrimination, while attacks against women human rights defenders rose.

Through its Gender Equality Strategy, UNDP intensified efforts to make governance more responsive, inclusive, and accountable in the face of rapidly developing risks, working closely with national and local institutions and civil society.

Key to this, UNDP continues to support women’s collective mobilization, voice, and influence in all spaces. In 2022, 83 percent of UNDP Country Offices partnered with women’s or feminist organizations, mainly to advocate for women’s rights and address gender-based violence. **Forty Country Offices worked with women’s organizations in movement building and expanding civic space.** In **Benin**, for example, UNDP supported networks of women leaders and civil society to lobby for revisions in the national constitution to improve women’s representation. As a result, women’s share of seats on electoral lists rose to 28 percent from 10 percent in 2019.

Preparing public institutions for more gender-responsive policies

In 2022, 63 public institutions implemented UNDP’s flagship Gender Equality Seal for Public Institutions, a big jump from 27 institutions in 2021, and now reaching to traditionally male-dominated sectors such as finance and environment. More than 88,000 public servants (43,000 female and 45,000 male) coming from 18 countries across four regions learned to design gender-responsive public policies through the Seal in 2022 – and with clear results. For example, after the Ministry of Transport in **Colombia** engaged with women’s civil society organizations to formulate its transport policy, over 650 women gained jobs in public transport as well as 4G infrastructure contracts. Moreover, in 2022, UNDP awarded the Icelandic Government’s Directorate for International Affairs and Development Cooperation with the [Gold Gender Equality Seal](#), the first such certification for a donor entity.

More 2022 Highlights



In **Burkina Faso, Côte d’Ivoire, Mali** and **Niger**, UNDP partnered with the West Africa Network for Peacebuilding and the Economic Community of West African States to support cross-generational coalitions of women community leaders who are emerging as powerful advocates for peace and responsive governance.



UNDP supported almost 32 million women in 52 countries to access justice. Women gained greater inclusion in the judiciary, for instance, in **Algeria, Guinea-Bissau** and **Senegal**.



UNDP and UN Women launched the [Gender Justice Platform](#), which links 20 partners including States, civil society, academia, and UN entities. Pooling diverse expertise, they published a report on women’s meaningful participation in transitional justice and collaborated to support the governments of the **Central African Republic, Mali**, and **South Sudan** to address discrimination in legal frameworks and promote gender-sensitive transitional justice.



Promoting peace, tolerance, and dialogue by expanding women's networks

Through UNDP support for expanding women's religious networks in **Somalia**, women's voices are being heard on peace and security and in dialogues to debunk violent religious narratives. A network of 198 mostly female religious leaders in 16 locations promotes a peaceful message of Islam, building on their traditional role as trusted faith-based peacebuilders within their communities. In 2022, the network identified 145 grievance cases resulting from extremism and successfully addressed 115 of them.

©UNDP/Ismaïl Taxta / Arete

Signature Solution 3: Resilience

Crises and shocks are never gender neutral. This was seen once again in 2022 as women and girls continued to face disproportionate impacts, whether in **Ukraine** or **Afghanistan** or from the fallout of the climate emergency. Attacks against women human rights defenders also rose in crisis and conflict settings in 2022.

With its Gender Equality Strategy, UNDP supports equal societies to build resilience, continuing to ensure that disaster risk reduction and management have a gender lens. With UNDP support, 5.4 million women gained jobs and improved livelihoods in 39 countries in crisis or post-crisis settings in 2022, up from 4.8 million women in 2021.

UNDP also exceeded its target to boost women's leadership and equal participation in decision-making in mediation, reconciliation, and peacebuilding mechanisms, establishing 34 measures in 22 countries. In the **United Republic of Tanzania**, together with the Global Peace Foundation, the Office of the Prime Minister and the Center for Youth Dialogue, engaged more than 1,100 women to promote community cohesion through localized peacebuilding activities, neighbourhood watch groups and training on preventing violent extremism. In **Burundi**, women led 37 dialogues and mediation platforms towards the peaceful resolution of conflicts.

More 2022 Highlights



UNDP helped 17 countries to use sex-disaggregated data and gender analysis to inform recovery plans in line with women's needs. Thirteen countries, including **Guyana** and **Viet Nam**, developed gender-responsive early warning systems.



The UNDP Gender and Crisis Facility is supporting eight countries to develop economic recovery programmes based on gender analyses and structural and social norms transformation. Direct support to women caught in economic crises in **Afghanistan, Haiti, Myanmar, Republic of Moldova, Somalia, South Sudan** and **Ukraine** extended life-saving jobs and services.



In **Afghanistan**, UNDP, through the ABADEI programme, has sustained the economic security of 34,000 entrepreneurs, 80 percent of whom are women. While much more must be done, they have gained grants and skills to start and sustain small businesses essential to their survival. In **Ukraine**, amid a wave of conflict-related sexual violence, UNDP acted quickly together with partners to help the Government aid survivors and bolster rights-based legal protections.



Boosting women's leadership for ecosystem resilience and climate adaptation

UNDP is helping the government of **Ethiopia** to build resilience by putting women at the center of crop management and food security choices, partnering with the government and with financing from the Global Environment Facility. Based on a detailed gender gap analysis, UNDP assisted 176 groups, with women making up 76 percent of the groups, to form cooperatives, create small businesses and secure financial support.

Addis Ababa, Ethiopia/ Sunshine Seeds

Signature Solution 4: Environment

Women play crucial roles in climate and environmental action, including as frontline stewards, defenders and everyday managers of natural resources. Despite this – and while continuing to feel disproportionate impacts of climate change and nature's loss – they remain largely missing from environmental and climate change decision-making, as a [new brief by UNDP and the University of Pittsburgh](#) showed in 2022. Such gender gaps remain among the most persistent obstacles to meeting environment and climate goals.

UNDP's Gender Equality Strategy aims to bring gender equality to the heart of environment and climate action. In 2022, UNDP's Climate Promise met its goal of supporting 100 countries to integrate gender equality considerations in their nationally determined contributions (NDCs). Seventy percent of the latest NDCs refer to women or gender in sectoral sections like energy and agriculture and 31 recognize women's equal participation in decision-making. The **Guatemalan** NDC targets, for example, stipulate that at least 30 percent of forests will be managed by women.

UNDP continued to promote gender-responsive natural resource management and ensure gender equality commitments are at the fore of climate plans. **UNDP supported women's leadership to protect and better manage ecosystems and biodiversity in 96 countries**, including through quotas for women in local land and water management committees. In Cambodia, for example, the Ministry of Environment established 223 women's savings groups that provide seed capital for small businesses to manage natural resources.

More 2022 Highlights



In 2022, through national consultations for [Stockholm+50](#), UNDP supported dialogues in 56 countries, convening over 50,000 people. The process ignited a renewed push for integrating inclusive gender equality policies in environmental governance and ensuring women's meaningful participation across environmental decision-making.



Collaborations with women's organizations in 22 countries boosted awareness and advocacy for nature-based solutions that rural and indigenous women value and use every day.



While UNDP helped 140 countries in 2022 to invest and align finance with environment and climate goals, climate financing for gender equality remains an emerging area of work. In **Thailand**, UNDP and the Office of Natural Resources and Environmental Policy and Planning are developing mechanisms to systematically integrate gender and social analysis in the climate change budget formulation at the national and local levels.



Unleashing women's economic empowerment through clean energy

Through the Enhanced Rural Resilience in **Yemen** (ERRY) Joint Programme, UNDP has been supporting women and youth in the provision of solar energy in their communities through solar microenterprises. Trainings and curricula development on solar skills have been empowering rural women to launch their own solar micro businesses and connect with rural and urban dealers' communities. By 2022, 163 solar microgrid enterprises were helping crisis-affected communities in rural Yemen sustain themselves and survive the crisis through income creation and energy generation.

Solar power plant/ Ross Helen

Signature Solution 5: Energy

Clean energy can be transformative for gender equality. When women own and benefit from productive uses of energy, it can unleash opportunities – from education to economic empowerment to resilience. Greening the energy sector can also provide women with new labor opportunities. But gender gaps remain in access to and benefits from modern energy. For example, women still spend up to 18 hours a week collecting fuel for cooking.

UNDP has over two decades of experience in bringing sustainable energy solutions to unconnected communities around the world. With the Gender Equality Strategy, UNDP is developing new expertise and capacities to integrate gender equality more comprehensively across energy infrastructure, programming, and policy work – including to support 250 million more women to access and reap the benefits of clean energy.

In 2022, **1.6 million more women gained energy access with UNDP support in 37 countries, up from 27 countries in 2021**, opening up options for jobs and livelihoods. New work began on integrating gender equality into national energy plans and policies, and UNDP identified 13 countries with significant opportunities to scale up off-grid electrification and deliver immediate benefits to women, including through productive uses of energy for women-led enterprises.

More 2022 Highlights



UNDP supported the governments of **Benin, Guinea-Bissau, Liberia, Nigeria** and **Rwanda** to provide energy-efficient cooking stoves that reduce deforestation, pollution and women's time poverty. Based on a recent evaluation, UNDP will advance efforts to assess how gender norms influence decision-making around the access to and uses of energy technologies.



With the launch of its Sustainable Energy Hub in 2022, UNDP ramped up knowledge and capacities to close gender gaps, working across its energy portfolio.



Signature Solution 6: Gender Equality

UNDP works to advance gender equality across all Signature Solutions of its Strategic Plan – but it prioritizes gender equality as a stand-alone Solution, as well. UNDP targets key accelerators for gender equality, such as the elimination of market segregation, women’s political representation, preventing and responding to gender-based violence, addressing the backlash against gender equality, and generating data to inform policy change.

The following sections feature progress across key accelerators.

Inclusive economies and women’s economic empowerment:



UNDP assisted 25 countries to reduce gender-based discrimination and segregation in labour markets, such as by boosting entrepreneurship and employment in non-traditional sectors. In **Armenia**, UNDP partnered with the Ministry of Labor and Social Affairs and the Ministry of Economy to co-finance a national platform for the economic empowerment of women.



UNDP supported 16 countries to expand women’s access to and control over ownership of land and other property in 2022. In **Sri Lanka**, this resulted in the passage of a bill mandating gender equality in land inheritance.



In 22 countries, UNDP helped expand access to digital technologies, digital finance and digital value chains for women entrepreneurs and women-owned micro, small and medium-sized enterprises. The Government of **Belize**, for example, piloted digital connect centres to reach young, rural women and UNDP mentored women leading digital social enterprises through Four Years From Now, the start-up platform of the global mobile operators’ association (GSMA).

Leveraging the power of digital for equal opportunities and bridging gaps

The Gender Equality Strategy for the first time prioritized closing the gender digital divide to achieve inclusive economies. In Europe and Central Asia, UNDP together with UNICEF developed STEM4ALL, a digital platform dedicated to accelerating gender equality and the representation of women and girls in STEM to meet the demands of the future of work. In 2022, the initiative expanded to cover 34 countries in total. The platform helps close the digital skills divide, accelerating representation and leadership of women and girls in STEM for job security and financial stability, increased innovation, economic growth, and social cohesion.

Equal power and representation:



Amid threats to governance systems, UNDP continued to advance inclusive political processes, helping 38 countries to implement 234 measures to increase women's leadership and equal participation in public and private institutions in 2022.



Women in public offices have gained capacities through women's networks, caucuses, and parliamentary committees. Temporary special measures, including quotas, levelled the playing field in 2022 in **Armenia, Georgia, Côte d'Ivoire, Lesotho, Mongolia, Somalia** and **Zimbabwe**. In **Armenia**, a 30 percent quota resulted in women gaining 35.5 percent of the seats in the National Assembly and 30 percent of those on local councils.



Recognizing cyberviolence's growing threat to women's political participation, UNDP worked in **Kenya, Nepal, Pakistan, Sri Lanka, Timor-Leste** and six **Pacific Island states** to open dialogues among parliamentarians, civil society and media to galvanize action to counter hate speech and disinformation against women leaders.

Preventing and responding to gender-based violence:



UNDP deepened its support in 2022 to end gender-based violence (GBV) in more than 90 countries, including through the [Spotlight initiative](#). In Uganda, for example, UNDP and its Spotlight partners strengthened the capacities of 80 government and civil society organizations to prevent and respond to GBV and supported about 5,000 GBV survivors in accessing legal aid and livelihoods.



Through seven pilot projects in **Bhutan, Indonesia, Iraq, Lebanon, Peru, Republic of Moldova** and **Uganda**, UNDP and its partners showed how integrating dedicated GBV activities into other 'non-GBV' programmes makes a difference: it improved the retention rates of female participants by 40 percent; contributed to social norms change with up to 90 percent of participants reporting more gender-equitable attitudes; and strengthened community resilience by ensuring that ending GBV is prioritized and resourced by local governments.

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Understanding and countering backlash through social media monitoring

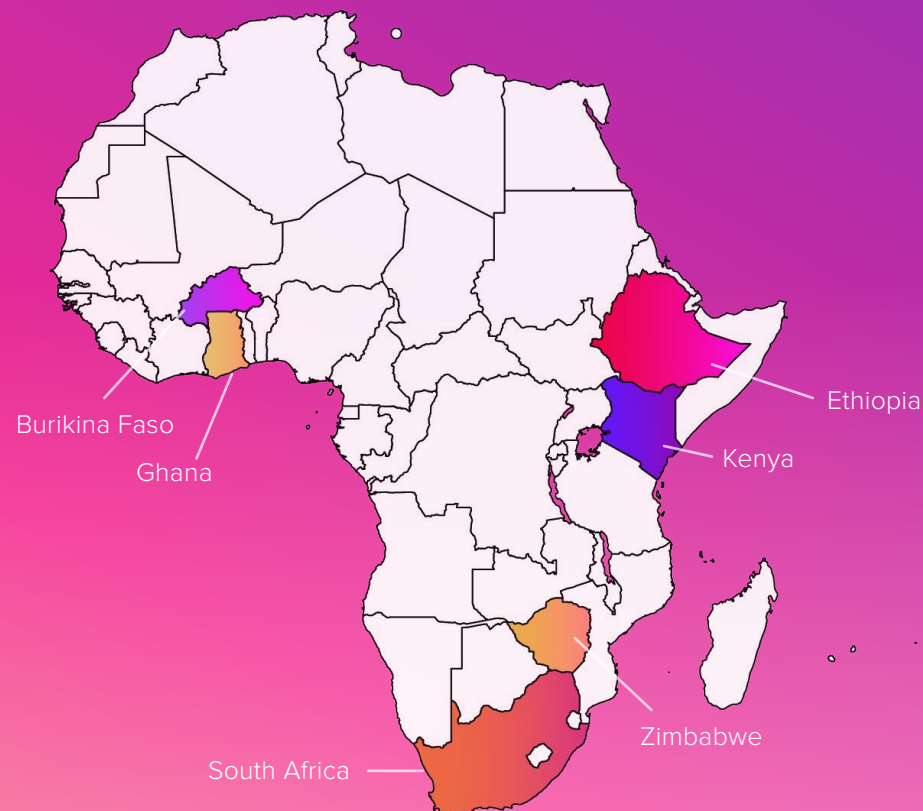
UNDP is using new digital tools to better understand, anticipate and counter the backlash to gender equality – including new forms of abuse online. For example, UNDP developed a [gender social media monitoring tool](#) that uses artificial intelligence to scan for gendered hate speech. Piloted in **Colombia, the Philippines** and **Uganda**, the tool equips policymakers, civil society, and practitioners with data to confront the new wave of technology-facilitated gender-based violence. The tool can generate alerts to quickly respond to misogynistic campaigns. It also guides explorations of legal and digital actions, for example in **Uruguay**, to prevent and combat hate speech online.

Practical policy solutions for gender equality

To build on learnings from the COVID-19 [Global Gender Response Tracker](#), and the nearly 5,000 policy measures it tracked, UNDP and UN Women issued [Government responses to COVID-19: Lessons on gender equality for a world in turmoil](#). As part of the Observatory for Gender Equality initiative, developed thanks to support from the **Republic of Korea**, a second report, *Promising Practices for Gender Equality: A catalogue of practical solutions learned from the COVID-19 response*, will launch in 2023, providing options for governments to increase the gender-responsiveness of policies and build resilience to future shocks.

Building better data to reverse unequal distribution of care work across Africa

In 2022, UNDP and the African Women's Development and Communication Network, known as FEMNET, developed the first regional [Africa Care Index](#) to monitor the evolution of care systems. The index evaluates countries' performances in recognizing, supporting, and redistributing care work, based on 10 metrics, and finds that only six countries attained more than 5 points out of a total 30: **Burkina Faso** (7.25); **Ethiopia** (6.30); **Zimbabwe** (5.95); **South Africa** (5.70); **Kenya** (5.65); and **Ghana** (5.50). The results underline how social recognition and state support for care work will be central to reversing its normalized, unequal distribution. UNDP's next-step plans include developing a global tool based on this model.



UNDP Burkina Faso

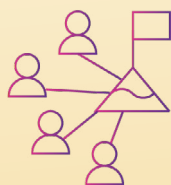
EXPANDING PARTNERSHIPS FOR CHANGE

Strengthening links with civil society



UNDP Country Offices are pursuing more strategic partnerships with civil society, in line with the Gender Equality Strategy's emphasis on reaching people left behind and engaging with diverse feminist groups and movements. **In 2022, 108 Country Offices partnered with women's or feminist organizations.** UNDP is also diversifying its work with partners who can help to shift harmful social norms, with a focus on faith-based organizations and networks of young women innovators and influencers.

Deepening donor engagement



UNDP has deepened its engagement with key donor partners at the global level, including the Governments of **Luxembourg** and the **Republic of Korea**. Innovative projects supported in 2022 included the scale up of the Gender Equality Seal for Public Institutions and creating the Social Media Monitoring tool for countering online gendered hate speech. UNDP has also welcomed fruitful engagements with the Governments of **Germany, Canada, the Netherlands** and **Qatar**, among others.

Leaving no one behind



Partnerships with organizations working with people with disabilities and on intersectional discrimination have become more prominent. In **Egypt**, UNDP partnered with the government, UN Women and UNFPA to publish a study on violence against women focusing on intersections between gender, disability and poverty. In **Côte d'Ivoire**, UNDP efforts to increase the participation of women and people with disabilities resulted in their greater inclusion in revised electoral lists in 2022.



Joining forces with academia and think tanks

UNDP worked with academia and think tanks to advance evidence-based research on gender equality at multiple levels. In partnership with the Arup Group and the University of Liverpool, for example, UNDP produced *Cities Alive: Designing Cities That Work for Women*. Twenty-three Country Offices partnered with universities and think tanks to work on gender equality, such as in **Uruguay**, where UNDP developed an artificial intelligence tracker for gender-based violence with the University of Chile.

Partnering with the private sector



Through the Gender Equality Seal, UNDP expanded collaboration with the private sector to promote women's leadership and participation, develop inclusive workplaces and ensure equal pay for equal work. In 2022, 143 private sector companies were awarded the Seal, including in the energy, telecommunications, and finance sectors, benefiting more than 240,000 workers. The many positive spill-over effects generated by participating companies include a \$50 million gender equality bond issued by Banistmo in **Panama** to fund women-owned enterprises

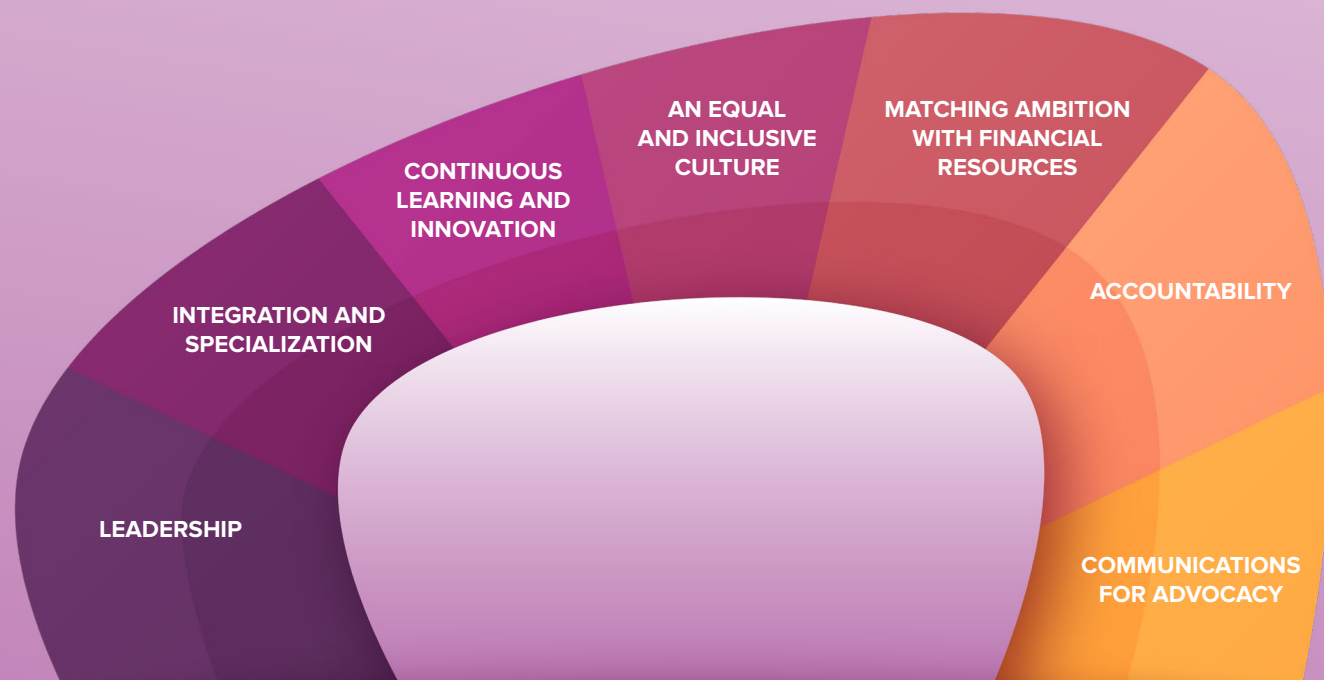
Scaling rights-based solutions for social inclusion and ensuring no one is left behind

UNDP is scaling up rights-based solutions to address intersectional discrimination against women based on sex and gender, intrinsically linked to sexual orientation and identity. In 2022, **13 Country Offices worked on projects supporting the LGBTQI+ community.** UNDP works to improve quality health services provision for LGBTQI+ women, such as in Thailand, and to guide political action, such as in **Costa Rica**, where UNDP supports the new Presidential Commissioner of Social Inclusion to advance a roadmap for the inclusion and services for LGBTQI+ people. UNDP also works to eliminate violence and exclusion, such as in **Brazil**, where it supported the National Council of Justice to implement a survey on Discrimination and Violence against the LGBTQI+ population, which led to the launch of a Record of General Occurrence of Emergencies and Imminent Risk to the LGBTQI+ Community after uncovering an increase of homophobic crimes of nearly 20%.

INSTITUTIONAL TRANSFORMATION FOR GENDER EQUALITY

The Gender Equality Strategy responded to calls from partners for UNDP to play an even stronger role as an advocate, convener, and integrator for gender equality. But to do this, we start at home – with institutional transformation an ongoing priority. In 2022, UNDP was once again rated as one of the best-performing UN agencies in the United Nations System-wide Action Plan 2.0 (UN-SWAP) on gender equality and women’s empowerment, improving its performance and exceeding requirements for 94 percent of relevant indicators.

UNDP moved quickly to operationalize its new Gender Equality Strategy, with 85 Country Offices translating global policy into concrete country-level strategies and plans in 2022. Regional bureaux have also developed their action plans. Progress highlights across each of UNDP’s seven interconnected building blocks for institutional transformation include:



1. LEADERSHIP

In 2022, UNDP delivered a world-class Leadership for Gender Equality Certificate for 30 Resident Representatives with the School of African and Oriental Studies at the University of London and Gender at Work. Additionally, in line with the Secretary-General’s commitment to advocate for gender equality, 65 percent of the UNDP Administrator’s public speeches and statements in 2022 explicitly addressed gender equality.

2. INTEGRATION AND SPECIALIZATION

UNDP is building a gender architecture to help move away from mechanical approaches to gender equality. Sixty percent of Country Offices allocated specific resources to support multidisciplinary gender focal teams, and 70 full-time gender advisors / dedicated specialists support work around the world, including in crisis countries.

3. CONTINUOUS LEARNING AND INNOVATION

To deepen frontier knowledge, UNDP designed the pillars of two new global learning labs – on inclusive economies and on gender equality and sustainable energy, which will roll out in 2023. The UNDP SDG Finance Academy also deepened its gender-related capacities, supporting more than 100 Country Offices in five regions with resources, 11 global case studies and in-depth trainings on gender-responsive private capital.

4. AN EQUAL AND INCLUSIVE CULTURE

UNDP brought together a representative group of men staff as part of the Gender Equality Strategy process to nurture a more inclusive and affirming “gender culture” within the organization. In the **Costa Rica** Office, an informal all-male group has been meeting biweekly as part of the Gender Equality Seal certification to discuss the role of men colleagues in promoting gender equality.

To strengthen internal capacities to prevent and respond to sexual harassment and sexual exploitation and abuse, all bureaux and offices submitted sexual harassment and sexual exploitation and abuse action plans and annual certifications of implementation to the Administrator. UNDP with UN partners jointly conducted an online training for focal points on prevention of sexual exploitation and abuse.

By December 2022, UNDP had achieved full gender parity among all its staff, including Assistant Secretaries-General, Resident Representatives, and Deputy Resident Representatives. To address remaining gaps in different levels, UNDP is creating a pipeline of strong women candidates for future leadership roles. In 2022, the Executive Group approved the new UNDP Gender Parity Strategy 2022-2025, which will guide the organization towards becoming a fully gender-balanced workplace, especially in crisis contexts, as well as sustained efforts to be a family-friendly and flexible workplace.

5. MATCHING AMBITION WITH FINANCIAL RESOURCES

Against a backdrop of development finance now stretched to a breaking point, and with increasing humanitarian expenditure accompanied by less investment in long-term development, UNDP continues to increase its investment in gender equality. In 2022, investments in programming where gender equality was a principal or significant objective increased to 66 percent, up from 60 percent in 2021.

6. ACCOUNTABILITY

The Gender Steering and Implementation Committee, chaired by the Administrator, met twice in 2022. It discussed backlash against gender equality and challenges shared by Country Offices, which informed a road map to address backlash. Furthermore, UNDP integrated the implementation of the new Gender Equality Strategy in performance assessment criteria for all senior and middle managers, and included gender-related technical competencies in the technical competency framework.

7. COMMUNICATIONS FOR ADVOCACY

In 2022, UNDP successfully launched its Gender Equality Strategy 2022-2025, widely communicated through a press release and [social media package](#). At the end of 2022, UNDP had over 7.7 million followers on Twitter, Facebook, LinkedIn and Instagram and 31,600 mentions on Twitter from 9,570 accounts mentioning UNDP and gender-related hashtags. During a special three-week global advocacy campaign, [From the Frontlines](#), UNDP spotlighted the key contributions of women in crises.



UNDP Guatemala

LOOKING AHEAD

As we cross the midpoint to meet the SDGs, it is more essential than ever to build on past accomplishments and lessons learned to ramp up progress. While there has been progress in advancing gender equality since the SDGs were adopted in 2015, **much more needs to be done. UNDP will accelerate efforts to shift power relations, conduct more sophisticated analysis to address the complexities of gender inequalities, and better integrate gender-responsive approaches in work on crises, the environment and energy.** Deepening partnerships with grassroots organizations are sharpening the organization's responsiveness and reaching more people who are left behind. Feminist partnerships are growing.

Key lessons from evaluations also inform our next steps. Going forward, we will:

SUPPORT MORE ADVANCED GENDER EQUALITY PROGRAMMING

More advanced programming is needed to address social norms and reduce gender-discriminatory barriers in energy programming, including those that limit access, use and productive benefits, even when energy systems are in place. UNDP is also promoting next-level gender integration through expertise and guidance under its Sustainable Energy Hub.

FOCUS ON INTERSECTIONALITY

The evaluation of UNDP's integration of the principles of leaving no one behind recommended a specific focus on intersectionality and deeper integration of gender equality as a catalyst for achieving the SDGs. Moving forward, UNDP will better use its corporate systems to measure intersectionality and changes in the lives of people left behind.

MOBILIZE MORE MEN AS PARTNERS FOR GENDER EQUALITY

A key lesson from UNDP male peer groups is to do more to mobilize men for gender equality and recognize male allies and champions of equality. The Gender Equality Strategy commits to enabling all male peer groups to reflect on everyday practices and informal culture towards defining collective action for organizational change.

Overall, the new Gender Equality Strategy 2022-2025 has elevated UNDP's ambitions to help overcome the structural causes of gender inequalities through new ways of working. Together with our partners, we will continue to shift social norms and power dynamics and mobilize an ever-broader spectrum of partners and civil society organizations to advocate for gender equality.





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