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Proposed programme budget for 2024

Programme planning

Proposed programme budget for 2024

Part IV

International cooperation for development

Section 17

UN-Women

Programme 14

Gender equality and the empowerment of women

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* [A/78/50](#).

** In keeping with paragraph 10 of General Assembly resolution [77/267](#), the part consisting of the programme plan and programme performance information (part II) is submitted through the Committee for Programme and Coordination for the consideration of the Assembly.

*** In keeping with paragraph 10 of General Assembly resolution [77/267](#), the part consisting of the post and non-post resource requirements (part III) is submitted through the Advisory Committee on Administrative and Budgetary Questions for the consideration of the Assembly.



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Foreword

In 2024, the United Nations Entity for Gender Equality and the Empowerment of Women (UN-Women), in line with its mandate of normative, United Nations system coordination and programmatic support, will implement the programme plan, in alignment with its strategic plan 2022–2025. At the same time, UN-Women will work closely with Member States and partners across and outside of the United Nations system to drive the acceleration of the implementation of the Beijing Declaration and Platform for Action and the achievement of the 2030 Agenda for Sustainable Development.

The Entity will further build its role as a global knowledge centre on gender equality and the empowerment of all women and girls, providing thought leadership, advocacy and capacity-building on key issues to fill critical knowledge gaps and improve the lives of the women and girls of the world.

The proposed programme plan is intended to create opportunities for greater inclusion, leadership and participation of all women, with an enhanced focus on UN-Women country offices engaging in activities related to the empowerment of women and girls with disabilities within the continued focus on leaving no one behind. In addition, among other planned results for 2024, UN-Women will respond to the global care crisis and the transformation of the care economy by enhancing its capacity-building support to policymakers to improve the provision of essential services, goods and/or resources for women.

In addition, the proposed programme plan sets out examples of progress, including measures to ensure that UN-Women continues to achieve measurable results and builds long-term resilience among the women and girls of the world.

(Signed) Sima **Bahous**
Under-Secretary-General/Executive Director, UN-Women

A. Proposed programme plan for 2024 and programme performance in 2022

Overall orientation

Mandates and background

- 17.1 The United Nations Entity for Gender Equality and the Empowerment of Women (UN-Women) is responsible for supporting the achievement of gender equality and the empowerment of all women and girls as actors and beneficiaries of sustainable development, human rights, humanitarian action and peace and security. The mandate derives from the priorities established in relevant General Assembly, Economic and Social Council and Security Council resolutions, including General Assembly resolutions [64/289](#), in which the Assembly established UN-Women as a composite entity that functions as a secretariat, carries out operational activities at the country and regional levels, and leads, coordinates and promotes the accountability of the United Nations system in its work on gender equality and the empowerment of women; [70/1](#) on the 2030 Agenda for Sustainable Development, pursuant to which UN-Women supports systematic mainstreaming of a gender perspective in the implementation of the 2030 Agenda; [72/279](#) on the repositioning of the United Nations development system in the context of the quadrennial comprehensive policy review of operational activities for development of the United Nations system; and [75/233](#) on the quadrennial comprehensive policy review of operational activities for development of the United Nations system, in which the Assembly called on the United Nations development system to enhance and accelerate gender mainstreaming through the full implementation of the System-wide Action Plan on Gender Equality and the Empowerment of Women, developed under the leadership of UN-Women.
- 17.2 The mandate of UN-Women endows it with a unique role and capacity to: (a) support the strengthening and development of global norms and standards, including with country-level experiences; (b) promote more effective coordination, coherence and gender mainstreaming across the United Nations system in support of commitments for gender equality and the empowerment of women; and (c) support Member States, upon request, to translate global norms and standards into legislation, policies and development plans as part of its operational activities. UN-Women also has a critical role in supporting the mobilization of civil society, the private sector and other relevant stakeholders, at all levels, in support of the implementation of the Beijing Declaration and Platform for Action and the gender-responsive implementation of the 2030 Agenda.

Strategy and external factors for 2024

- 17.3 The UN-Women strategic plan 2022–2025 guides the Entity's activities and its strategic direction, objectives and approaches to support the efforts of Member States to accelerate the realization of gender equality and the empowerment of all women and girls, as well as the enjoyment of all human rights by women and girls (General Assembly resolution [76/142](#)).
- 17.4 The strategic plan is based on an extensive consultative process and draws from analysis of progress and persistent challenges, including recommendations from the 25-year review and appraisal of the implementation of the Beijing Declaration and Platform for Action, as well as lessons learned from the Entity's first decade.
- 17.5 In 2024, UN-Women will continue its work on its established thematic impact areas: (a) governance and participation in public life; (b) women's economic empowerment; (c) ending violence against women and girls; and (d) women and peace and security, humanitarian action and disaster risk reduction. UN-Women will continue to focus on integrated approaches to address the root causes of gender inequality and effect broader systems change by advancing seven systemic outcomes across the four thematic impact areas, given the interconnected nature of global challenges: (a) the strengthening of global normative frameworks and gender-responsive laws, policies and institutions; (b) financing for gender equality; (c) positive social norms, including by engaging men and boys; (d) equitable

access by women to services, goods and resources; (e) women's voices, leadership and agency; (f) the production, analysis and use of gender statistics, sex-disaggregated data, and knowledge; and (g) United Nations system coordination for gender equality and the empowerment of women.

- 17.6 UN-Women will continue to implement its programme by leveraging its normative support function, United Nations system coordination and operational activities, as mandated by its founding resolution, in an integrated and mutually reinforcing manner for transformative results.
- 17.7 UN-Women will continue to act as a knowledge hub to support gender mainstreaming and provide research and data analysis to inform policies, strategies and other interventions, and substantive and technical support and expertise to Member States upon request. It will continue to facilitate the mainstreaming of a gender perspective into intergovernmental norms and standards. It will also provide support to Member States, upon request, in implementing commitments to gender equality and the empowerment of women and girls through operational activities. UN-Women will continue to work in partnership with a range of actors and support, at the request of Member States, civil society, the private sector and other relevant stakeholders, for accelerated action for gender equality and the empowerment of women and girls.
- 17.8 UN-Women will continue to engage closely as a key partner in a repositioned United Nations development system, as it is a strong priority of the Under-Secretary-General/Executive Director to enhance the engagement of the Entity in that area. Thus, UN-Women will take full advantage of the repositioned United Nations development system opportunities for integrated, cost-effective support to partners. Furthermore, the Entity has placed and will continue to place business transformation at the heart of its new organizational effectiveness and efficiency framework, creating a stronger culture of accountability and strengthening organizational performance management through a cascading internal management system to ensure that the organizational effectiveness and efficiency is a comprehensive management and leadership process to drive the implementation of the strategic plan.
- 17.9 With regard to inter-agency coordination and liaison, UN-Women will continue to comprehensively leverage its coordination mandate for gender equality and the empowerment of women. UN-Women will continue to enhance support for gender mainstreaming, including through inter-agency mechanisms, and the implementation of the United Nations System-wide Action Plan on Gender Equality and the Empowerment of Women and the United Nations country team System-wide Action Plan gender equality scorecard. With a view to working better together, UN-Women will continue to build strategic partnerships with United Nations entities, including through inter-agency mechanisms, to deliver results for women and girls in a coordinated and coherent way. Further, the Entity will collaborate with other United Nations entities, including through the Inter-Agency and Expert Group on Sustainable Development Goal Indicators, providing a gender perspective on methodology development, monitoring and follow-up, as well as capacity development. UN-Women will also collaborate specifically with departments and offices of the Secretariat, including on issues related to women and peace and security, sexual violence in conflict, gender mainstreaming in peacekeeping operations and gender parity. UN-Women will continue its cooperation with and support to the Security Council and Human Rights Council, as requested. This includes, among other things, country briefs with an emphasis on gender equality and women's empowerment for the universal periodic review and inputs to several special procedures reports, panels and interactive dialogues and related side events. UN-Women will continue to brief the Security Council, upon request, as well as provide secretariat services to the Security Council's Informal Expert Group on Women and Peace and Security.
- 17.10 Where it has a country presence, UN-Women will support the integration of a gender perspective in United Nations country team programming processes, including the United Nations Sustainable Development Cooperation Framework roll-out process, joint initiatives, collective advocacy and coordination to ensure a coherent system-wide approach in operational activities. UN-Women will continue to chair or co-chair the gender theme groups¹ of United Nations country teams and provide technical leadership for the implementation of the United Nations country team System-wide Action Plan gender equality scorecard and the United Nations country team gender equality marker.

¹ See <https://unsdg.un.org/resources/gender-theme-groups-standards-and-procedures>.

- 17.11 With regard to the external factors, the overall plan for 2024 is based on the following planning assumptions:
- (a) The continued availability of voluntary contributions, which account for approximately 98 per cent of UN-Women resources;
 - (b) The commitment of Member States to advance gender equality and the empowerment of all women and girls, including by achieving consensus in relevant intergovernmental meetings;
 - (c) The commitment of Member States to adopt and implement laws, policies and strategies and create and maintain an enabling environment for civil society and women's organizations in their work for the promotion of gender equality and the empowerment of women and girls.
- 17.12 In line with the United Nations Disability Inclusion Strategy and the UN-Women global strategy on disability inclusion, the Entity will continue to contribute to accelerating the effective mainstreaming of disability inclusion in its institutional processes and programming, including mitigating measures to overcome any operational challenges. At the corporate level, UN-Women will chair the United Nations Inter-agency Group on Gender Equality and Disability Inclusion. Where it has a country presence, UN-Women will support gender-responsive disability inclusion and an intersectional approach in United Nations country team programming processes, including joint initiatives, collective advocacy and coordination to ensure a coherent system-wide approach in operational activities. Together with United Nations partners, the Entity will promote gender-responsive disability inclusion work with organizations of persons with disabilities.

Impact of the pandemic and lessons learned

- 17.13 The continuation of the coronavirus disease (COVID-19) pandemic into 2022 had less impact on the implementation of mandates compared with previous years, as the lifting of mitigation measures allowed for an increase in the number of in-person meetings and travel. The main impact was on the convening capacity of the Commission on the Status of Women and the norm-setting work of all subprogrammes. For example, the sixty-sixth session of the Commission was held in person, with some hybrid elements to take into account the health and safety guidelines implemented at United Nations Headquarters. In-person intergovernmental negotiations were supported effectively and resulted in a normative outcome: the agreed conclusions on the priority theme of the Commission.
- 17.14 UN-Women continues to mainstream lessons learned and best practices related to the adjustments to and adaptation of the programme owing to the COVID-19 pandemic. For example, UN-Women produced knowledge products based on extensive research on government responses to the pandemic and developed concrete recommendations to strengthen gender-sensitive approaches to emergency response and recovery efforts, which will enhance resilience and preparedness in the future and provide support to Member States, upon their request. Rapid assessments, in collaboration with national statistical offices, government entities and other partners, resulted in new data that shed a critical light on the pandemic's impact on women and girls and helped inform national responses related to humanitarian emergencies and income support to informal workers.

Legislative mandates

- 17.15 The list below provides all mandates entrusted to the programme.

General Assembly resolutions

34/180	Convention on the Elimination of All Forms of Discrimination against Women	54/4	Optional Protocol to the Convention on the Elimination of All Forms of Discrimination against Women
50/42	Fourth World Conference on Women		
50/203	Follow-up to the Fourth World Conference on Women and full implementation of the Beijing Declaration and Platform for Action	54/134	International Day for the Elimination of Violence against Women
		S-23/2	Political declaration

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S-23/3	Further actions and initiatives to implement the Beijing Declaration and Platform for Action	74/235 ; 77/181 75/158 ; 77/194 75/160 ; 77/195	Women in development Trafficking in women and girls
64/289	System-wide coherence		Intensifying global efforts for the elimination of female genital mutilation
66/130	Women and political participation	75/161	Intensification of efforts to prevent and eliminate all forms of violence against women and girls: sexual harassment
69/313	Addis Ababa Action Agenda of the Third International Conference on Financing for Development	75/233	Quadrennial comprehensive policy review of operational activities for development of the United Nations system
70/1	Transforming our world: the 2030 Agenda for Sustainable Development		Improvement of the situation of women and girls in rural areas
72/279	Repositioning of the United Nations development system in the context of the quadrennial comprehensive policy review of operational activities for development of the United Nations system	76/140 76/141 77/193	Violence against women migrant workers Intensification of efforts to prevent and eliminate all forms of violence against women and girls: gender stereotypes and negative social norms
74/128 ; 76/142	Follow-up to the Fourth World Conference on Women and full implementation of the Beijing Declaration and Platform for Action and the outcome of the twenty-third special session of the General Assembly		

Economic and Social Council resolutions and decisions

76 (V)	Communications concerning the status of women	2005/232	Declaration of the Commission on the Status of Women on the occasion of the tenth anniversary of the Fourth World Conference on Women
304 (XI)	Report of the Commission on the Status of Women (fourth session)		
1992/19	Communications on the status of women	2009/16	Working Group on Communications on the Status of Women of the Commission on the Status of Women
1996/6	Follow-up to the Fourth World Conference on Women	2015/6	Future organization and methods of work of the Commission on the Status of Women
1996/31	Consultative relationship between the United Nations and non-governmental organizations	2019/2 ; 2020/9 ; 2021/7	Mainstreaming a gender perspective into all policies and programmes in the United Nations system
1999/257	Enabling the Commission on the Status of Women to continue to carry out its mandate	2020/15	Multi-year programme of work of the Commission on the Status of Women

Security Council resolutions

[1325 \(2000\)](#),
[1820 \(2008\)](#),
[1888 \(2009\)](#),
[1889 \(2009\)](#),
[1960 \(2010\)](#),
[2106 \(2013\)](#),
[2122 \(2013\)](#),
[2242 \(2015\)](#),
[2467 \(2019\)](#),
[2493 \(2019\)](#)

Agreed conclusions of the Commission on the Status of Women

1996	Implementation of strategic objectives and action in the critical area of concern: poverty	2006	Equal participation of women and men in decision-making processes at all levels
1996	Women and the media	2007	Elimination of all forms of discrimination and violence against the girl child
1996	Child and dependent care, including sharing of work and family responsibilities	2008	Financing for gender equality and the empowerment of women
1997	Women and the environment	2009	The equal sharing of responsibilities between women and men, including caregiving in the context of HIV/AIDS
1997	Women in power and decision-making		
1997	Women and the economy		
1997	Education and training of women	2011	Access and participation of women and girls in education, training and science and technology, including for the promotion of women's equal access to full employment and decent work
1998	Violence against women		
1998	Women and armed conflict		
1998	Human rights of women		
1998	The girl child	2013	Elimination and prevention of all forms of violence against women and girls
1999	Women and health	2014	Challenges and achievements in the implementation of the Millennium Development Goals for women and girls
1999	Institutional mechanisms for the advancement of women		
2001	Women, the girl child and human immunodeficiency virus/acquired immunodeficiency syndrome	2015	Political declaration on the occasion of the twentieth anniversary of the Fourth World Conference on Women
2001	Gender and all forms of discrimination, in particular racism, racial discrimination, xenophobia and related intolerance	2016	Women's empowerment and the link to sustainable development
2002	Eradicating poverty, including through the empowerment of women throughout their life cycle, in a globalizing world	2017	Women's empowerment in the changing world of work
2002	Environmental management and the mitigation of natural disasters	2018	Challenges and opportunities in achieving gender equality and the empowerment of rural women and girls
2003	Participation in and access of women to the media, and information and communication technologies and their impact on and use as an instrument for the advancement and empowerment of women	2019	Social protection systems, access to public services and sustainable infrastructure for gender equality and the empowerment of women and girls
2004	The role of men and boys in achieving gender equality	2020	Political declaration on the occasion of the twenty-fifth anniversary of the Fourth World Conference on Women
2004	Women's equal participation in conflict prevention, management and resolution and in post-conflict peacebuilding	2021	Women's full and effective participation and decision-making in public life, as well as the elimination of violence, for achieving gender equality and the empowerment of all women and girls
2005	Political declaration on the occasion of the tenth anniversary of the Fourth World Conference on Women	2022	Achieving gender equality and the empowerment of all women and girls in the context of climate change, environmental and disaster risk reduction policies and programmes
2006	Enhanced participation of women in development: an enabling environment for achieving gender equality and the advancement of women, taking into account, inter alia, the fields of education, health and work		

Deliverables

17.16 Table 17.1 lists all cross-cutting deliverables of the programme.

Table 17.1

Cross-cutting deliverables for the period 2022–2024, by category and subcategory

<i>Category and subcategory</i>	<i>2022 planned</i>	<i>2022 actual</i>	<i>2023 planned</i>	<i>2024 planned</i>
A. Facilitation of the intergovernmental process and expert bodies				
Parliamentary documentation (number of documents)	1	1	2	1
1. Annual report of the Under-Secretary-General/Executive Director of the United Nations Entity for Gender Equality and the Empowerment of Women	1	1	1	1
2. Biennial integrated budget estimates for UN-Women	–	–	1	–
Substantive services for meetings (number of three-hour meetings)	3	3	3	3
Meeting of:				
3. The Fifth Committee	1	1	1	1
4. The Committee for Programme and Coordination	1	1	1	1
5. The Advisory Committee on Administrative and Budgetary Questions	1	1	1	1

Evaluation activities

- 17.17 The following evaluations completed by the UN-Women Independent Evaluation Service in 2022 have guided the proposed programme plan for 2024:
- (a) Evaluation on the Entity’s policy advocacy work;
 - (b) Evaluation on the Entity’s capacity development.
- 17.18 The results and lessons of the evaluations referenced above have been taken into account for the proposed programme plan for 2024. For example, the evaluation on the Entity’s policy advocacy work found that the global policy priorities established through the operationalization of the strategic plan, including cross-cutting outcome 1, were resulting in cohesive policy advocacy approaches. In response to the evaluation findings, UN-Women will further strengthen data, knowledge-generation and knowledge management to support gender analysis and gender mainstreaming. Gender statistics, sex-disaggregated data, and knowledge will be produced, analysed and used to inform policymaking, advocacy and accountability for delivering results which support gender equality and the empowerment of women. UN-Women will strengthen its approach to capacity development that helps to support groups that are left behind.
- 17.19 The following evaluations are planned for 2024:
- (a) Work of UN-Women in the area of governance and participation in public life;
 - (b) Work of UN-Women on changing social norms;
 - (c) Work of UN-Women on financing for gender equality;

Programme of work
Subprogramme 1
Intergovernmental support, coordination and strategic partnerships
Objective

- 17.20 The objective, to which this subprogramme contributes, is to strengthen the achievement of gender equality and the empowerment of all women and girls, including full enjoyment of their human rights.

Strategy

- 17.21 To contribute to the objective, the subprogramme will:
- (a) Support the normative processes of intergovernmental bodies, including the Commission on the Status of Women, by facilitating the exchange of good practices and lessons learned among Governments and other relevant stakeholders, including through meetings, the issuance of reports and the presentation of analyses and policy options that enable discussion on key gender equality issues;
 - (b) Lead, coordinate and promote the accountability of the United Nations system for gender equality and the empowerment of women, and gender mainstreaming. This includes providing expertise, advocacy, monitoring of the development of relevant tools and guidance and capacity-building within the United Nations system. Actions towards system-wide improvement of the status of women will also be undertaken;
 - (c) Develop strategic partnerships by enabling civil society actors and other stakeholders to contribute to relevant intergovernmental processes, including through information dissemination, the convening of stakeholders to share lessons learned and recommendations for actions and the provision of funding for attending capacity- and alliance-building opportunities.
- 17.22 In doing so, the subprogramme will assist Member States in their efforts to achieve Sustainable Development Goal 5 and in the systematic mainstreaming of a gender perspective in the implementation of the 2030 Agenda.
- 17.23 The above-mentioned work is expected to result in:
- (a) A strengthened global normative framework and increased reflection of a gender perspective in the outcomes of intergovernmental processes;
 - (b) An enabling working environment to accelerate gender mainstreaming and gender parity goals in the United Nations system, leading to greater achievement of results towards gender equality;
 - (c) Enhanced cooperation among stakeholders and Governments on gender equality and the empowerment of women, as well as enhanced opportunities for stakeholders to present lessons learned and good practices in conjunction with intergovernmental processes, and the availability of a growing resource base.

Programme performance in 2022

Leveraging the influence of high-level women leaders

- 17.24 Building on the Beijing Declaration and Platform for Action, which included women in power and decision-making among its 12 critical areas of concern, UN-Women supported the Presidents of the seventy-sixth and seventy-seventh sessions of the General Assembly in institutionalizing a regular meeting of women Heads of State and Government during the Assembly's high-level week. The aim of the meeting was for women leaders to share experiences and effective policies to respond to interrelated and complex global crises. UN-Women liaised with the President of the seventy-seventh session to organize the first meeting of the General Assembly's Platform of Women Leaders on 21 September 2022 on the topic of transformative solutions by women leaders to today's interlinked challenges. The subprogramme built on analysis, research and evidence on the political participation of women in politics worldwide, and the guidance, tools and training programmes of UN-Women to support women's leadership and participation.
- 17.25 Progress towards the objective is presented in the performance measure below (see table 17.2).

Table 17.2
Performance measure

2020 (actual)	2021 (actual)	2022 (actual)
—	—	The President of the General Assembly convened the Assembly's Platform of Women Leaders, which increased the visibility of the influence and role of women leaders in national and global decision-making in support of the goals of the United Nations

Planned results for 2024

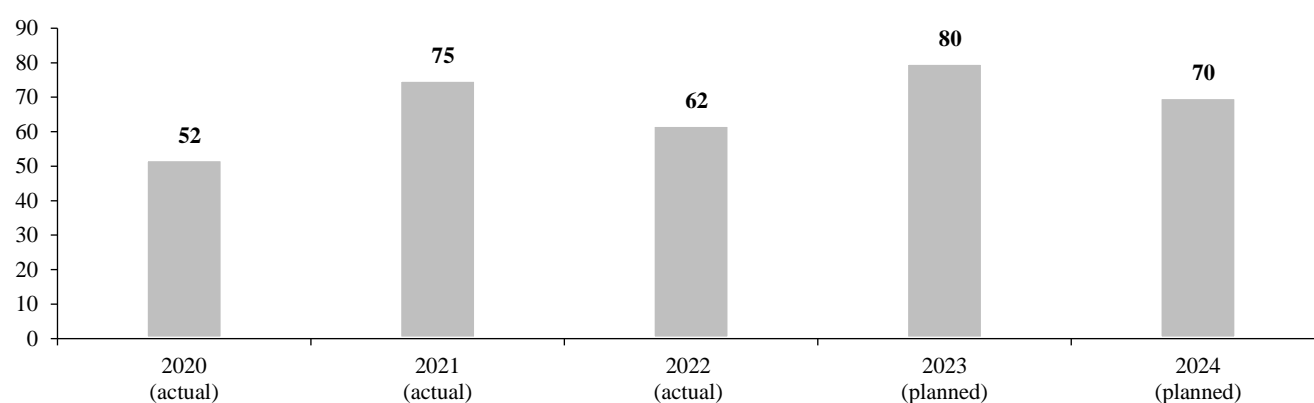
Result 1: systematic mainstreaming of a gender perspective in the implementation of the 2030 Agenda for Sustainable Development

Programme performance in 2022 and target for 2024

- 17.26 The subprogramme's work contributed to 62 per cent of countries mainstreaming a gender perspective into the voluntary national reviews at the high-level political forum on sustainable development, which exceeded the planned target of 56 per cent.
- 17.27 Progress towards the objective and the target for 2024 are presented in the performance measure below (see figure 17.I).

Figure 17.I

Performance measure: percentage of national voluntary reviews at the high-level political forum on sustainable development that mainstream a gender perspective (General Assembly resolution 76/142) (annual)



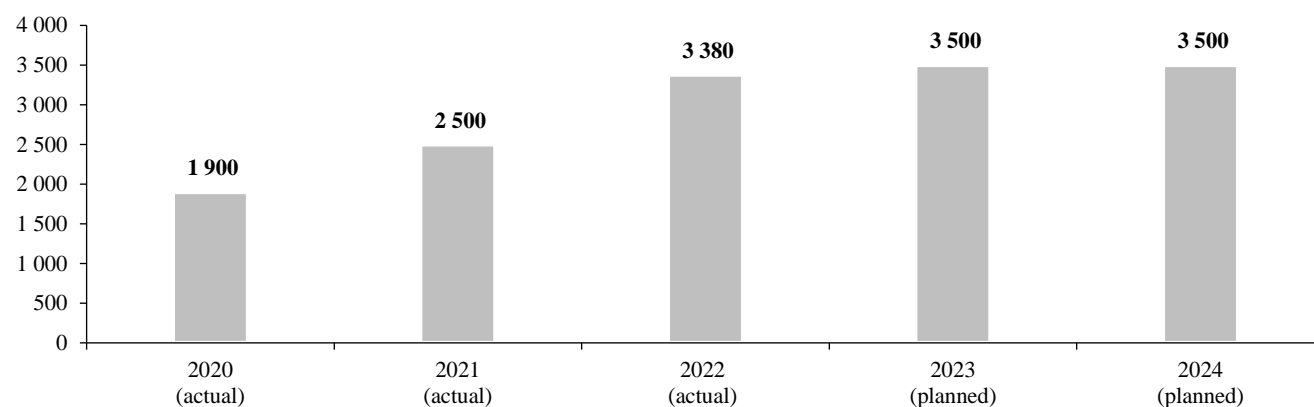
Result 2: youth as agents of change in the achievement of the Sustainable Development Goals

Programme performance in 2022 and target for 2024

- 17.28 The subprogramme's work contributed to 3,380 young women and girls with strengthened capacities to contribute to relevant intergovernmental policy discussions and forums, which exceeded the planned target of 3,000 young women and girls.
- 17.29 Progress towards the objective and the target for 2024 are presented in the performance measure below (see figure 17.II).

Figure 17.II

Performance measure: number of young women and girls with strengthened capacities to contribute to relevant intergovernmental policy discussions and forums (annual)



Result 3: leaving no women or girls with disabilities behind

Proposed programme plan for 2024

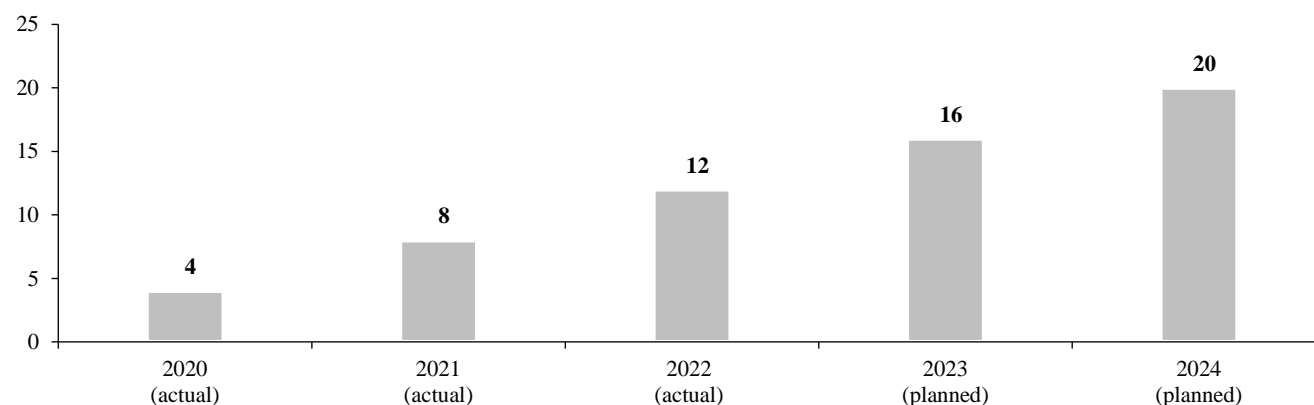
- 17.30 In line with the principle of leave no one behind, as called for in the 2030 Agenda, UN-Women strives to accelerate the effective mainstreaming of disability inclusion in its work.
- 17.31 The subprogramme has enabled the increased engagement of UN-Women country offices in activities related to the empowerment of women and girls with disabilities and disability inclusion. Several catalytic initiatives have been provided through the subprogramme, including normative guidance, integrated policy advice, operational support, knowledge and capacity development in leadership and governance, economic and legal empowerment, ending violence against women and girls, rule of law, peace and security, humanitarian action and disaster risk reduction. This resulted in enhanced inter-agency coordination and collaboration to systematically address the situation of women and girls with disabilities. The subprogramme supported the development of global inter-agency guidance on an intersectional approach to leaving no one behind to support United Nations country teams and diverse stakeholders in implementing an effective approach to disability inclusion. In addition, a United Nations inter-agency joint programme was implemented to support countries in the design and implementation of disability-inclusive COVID-19 response and recovery strategies, as well as the holding of regular consultations with organizations of persons with disabilities.

Lessons learned and planned change

- 17.32 The lesson for the subprogramme was the need to enhance engagement with organizations of persons with disabilities, especially where UN-Women has a country presence. In applying this lesson, the subprogramme will therefore strengthen its partnership with such organizations to address the specific needs and demands of women and girls with disabilities in the work of United Nations country teams and other partners. This translates, among other things, into joint initiatives, advocacy, knowledge-generation and knowledge-sharing, capacity development, the leveraging of networks and communities of practice, and the provision of help desk support.
- 17.33 Expected progress towards the objective is presented in the performance measure below (see figure 17.III)

Figure 17.III

Performance measure: number of organizations of persons with disabilities partnering with United Nations country offices to address the specific needs and demands of women and girls with disabilities (cumulative)



Deliverables

17.34 Table 17.3 lists all deliverables of the subprogramme.

Table 17.3

Subprogramme 1: deliverables for the period 2022–2024, by category and subcategory

Category and subcategory	2022 planned	2022 actual	2023 planned	2024 planned
A. Facilitation of the intergovernmental process and expert bodies				
Parliamentary documentation (number of documents)	2	2	4	2
Reports for:				
1. The General Assembly, including on the improvement of the status of women	—	—	2	—
2. The Economic and Social Council, including on mainstreaming a gender perspective in the United Nations system	1	1	1	1
3. The Commission on the Status of Women on the normative aspects of the work of UN-Women	1	1	1	1
Substantive services for meetings (number of three-hour meetings)	46	46	46	46
Meetings of:				
4. The General Assembly, including formal and informal meetings of the Second and Third Committees	10	10	10	10
5. The Security Council on women and peace and security	3	3	3	3
6. The Economic and Social Council	1	1	1	1
7. The Commission on the Status of Women, including consultations by the Bureau and meetings by the Commission to implement its organization of work	32	32	32	32
B. Generation and transfer of knowledge				
Publications (number of publications)	3	—	3	3
8. <i>Network</i> (Gender equality and the empowerment of women)	3	—	3	3
Technical materials (number of materials)	11	8	10	4
9. On gender parity in the United Nations system and on the implementation of the System-wide Action Plan on Gender Equality and the Empowerment of Women, the United Nations country team System-wide Action Plan gender equality scorecard and the United Nations country team gender equality marker	11	8	10	4

Category and subcategory	2022 planned	2022 actual	2023 planned	2024 planned
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C. Substantive deliverables

Consultation, advice and advocacy: cross-sectoral interactive dialogues and ministerial round tables, with broad regional representation and participation from Governments, United Nations entities, women's organizations and the private sector; multi-stakeholder expert side events on gender equality and the empowerment of women in key meetings, conferences and summits, for an average of 100 participants per event, comprising representatives of Member States, women's and other civil society organizations, United Nations entities and think tanks; expert consultations on gender mainstreaming in a thematic area or sector in which gender considerations are absent or need strengthening, with at least 4 to 6 experts and representatives of Governments, United Nations entities and civil society organizations (per consultation).

D. Communication deliverables

Digital platforms and multimedia content: UN-Women website.

Subprogramme 2 Policy and programme activities

Objective

- 17.35 The objective, to which this subprogramme contributes, is to enhance efforts in the elimination of discrimination against women and girls and the achievement of gender equality in, among other things, the fields of sustainable development, human rights and peace and security, including through enhanced accountability of the United Nations system.

Strategy

- 17.36 To contribute to the objective, the subprogramme will:
- (a) Serve as a global knowledge centre on gender equality and the empowerment of women, including in the areas of women and peace and security, ending violence against women, the economic empowerment of women, and gender-responsive governance, by undertaking and disseminating research, analysis and evaluation of trends, including on new and emerging issues and their impact on the situation of women;
 - (b) Provide advisory, technical and advocacy support, training and capacity development, including through field offices, to Member States, upon request, to advance the implementation of their commitments on gender equality and the empowerment of women, in line with their national priorities;
 - (c) Ensure the accountability of the United Nations system, including the United Nations country and regional teams and their gender theme groups, by offering guidance and through engagement in their work on gender equality and the empowerment of women.
- 17.37 In doing so, the subprogramme will assist Member States in their efforts to achieve Sustainable Development Goal 5 and in the systematic mainstreaming of a gender perspective in the implementation of the 2030 Agenda.
- 17.38 The above-mentioned work is expected to result in:
- (a) Policies and actions taken by national and regional bodies to implement United Nations instruments, standards and resolutions that contribute to gender equality and the empowerment of women, focusing on the Beijing Declaration and Platform for Action, the outcome of the twenty-third special session of the General Assembly and the Convention on the Elimination of All Forms of Discrimination against Women;
 - (b) Increased capacity of Member States to implement, monitor and evaluate laws, policies and strategies that contribute to the achievement of gender equality and the empowerment of women and girls and the realization of their human rights (General Assembly resolution [76/142](#));

- (c) Improved ability of United Nations programmes to support more effectively Member States, at their request, in the implementation of commitments to eliminate discrimination against women and girls.

Programme performance in 2022

Strengthened responses on gender equality and the empowerment of women and girls in emergency situations

- 17.39 The subprogramme has been serving as a global knowledge centre, providing reports, policy briefs and flagship publications to inform gender-responsive policymaking in the context of multiple emergencies and repeated shocks. Shortly after the outbreak of the pandemic, in collaboration with the United Nations Development Programme (UNDP), UN-Women launched a new virtual platform, the COVID-19 Global Gender Response Tracker. Over 18 months, a total of almost 5,000 government response measures were compiled and assessed from a gender perspective.
- 17.40 In 2022, UN-Women and UNDP conducted in-depth research and data analysis based on the Tracker and other sources to produce a comprehensive assessment report entitled *Government Responses to COVID-19: Lessons on Gender Equality for a World in Turmoil*. The report identified the factors that enabled a stronger response with regard to gender equality across countries and outlined a forward-looking policy agenda for preventing deterioration in and ensuring progress on gender equality and the empowerment of women and girls during emergencies. It thus provided important guidance, support and good practices for policymakers, not only in the context of the pandemic, but also in relation to new and emerging emergency situations. To support awareness-raising and further exchange of good practices, the report has been publicized through virtual outreach events and engagements with Member States at the global, regional and national levels.
- 17.41 Progress towards the objective is presented in the performance measure below (see table 17.4).

Table 17.4

Performance measure

2020 (actual)	2021 (actual)	2022 (actual)
—	—	Member States, through a comprehensive gender assessment of COVID-19 response measures, use evidence-based information to strengthen policy and programmatic linkages on gender-responsive emergency and recovery measures.

Planned results for 2024

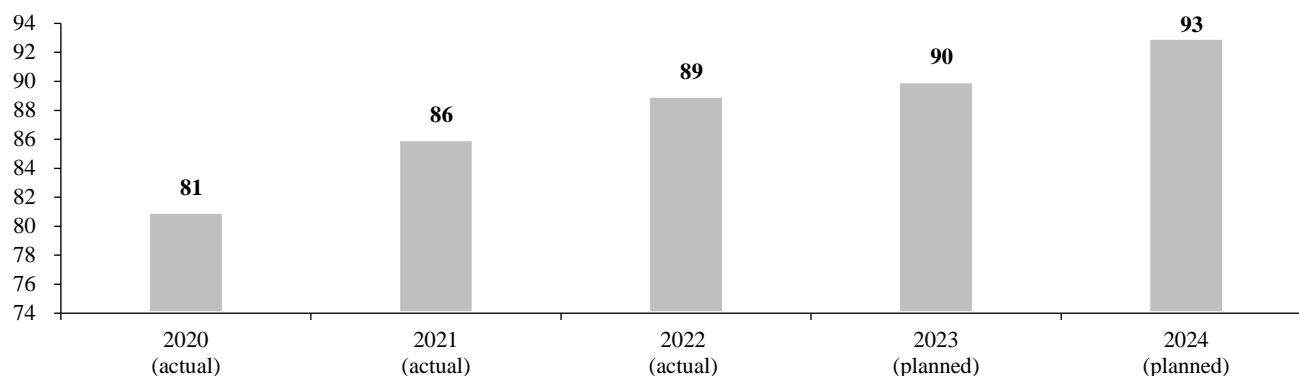
Result 1: data-based and results-driven implementation of national action plans on women and peace and security

Programme performance in 2022 and target for 2024

- 17.42 The subprogramme's work contributed to 89 adopted national action plans on women and peace and security with monitoring indicators, which exceeded the target of 87 plans.
- 17.43 Progress towards the objective and the target for 2024 are presented in the performance measure below (see figure 17.IV).

Figure 17.IV

Performance measure: number of adopted national action plans on women and peace and security with monitoring indicators (cumulative)



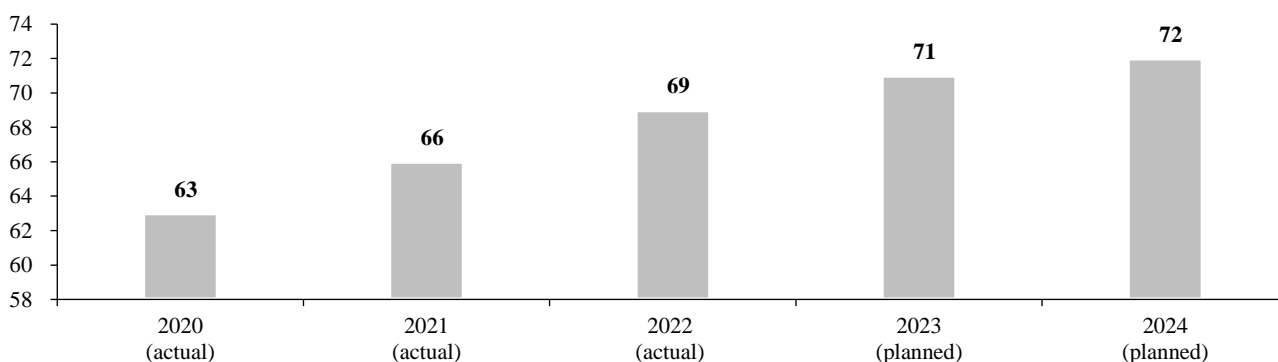
Result 2: towards women's full and equal participation in political life

Programme performance in 2022 and target for 2024

- 17.44 The subprogramme's work contributed to 69 legislative frameworks that promote gender balance in elections and decision-making institutions, which exceeded the planned target of 68 legislative frameworks.
- 17.45 Progress towards the objective and the target for 2024 are presented in the performance measure below (see figure 17.V).

Figure 17.V

Performance measure: number of legislative frameworks that promote gender balance in elections and decision-making institutions (cumulative)



Result 3: Governments adopt policies and make investments to transform the care economy

Proposed programme plan for 2024

- 17.46 Women spend on average three times as many hours on unpaid domestic work and care work as men.² Rising demand for care during the COVID-19 pandemic and response has deepened already existing inequalities in the gender division of labour, placing a disproportionate burden on women and girls.³

² See www.unwomen.org/sites/default/files/Headquarters/Attachments/Sections/Library/Publications/2021/Progress-on-the-Sustainable-Development-Goals-The-gender-snapshot-2021-en.pdf.

³ See www.unwomen.org/en/digital-library/publications/2021/04/policy-tool-care-economy.

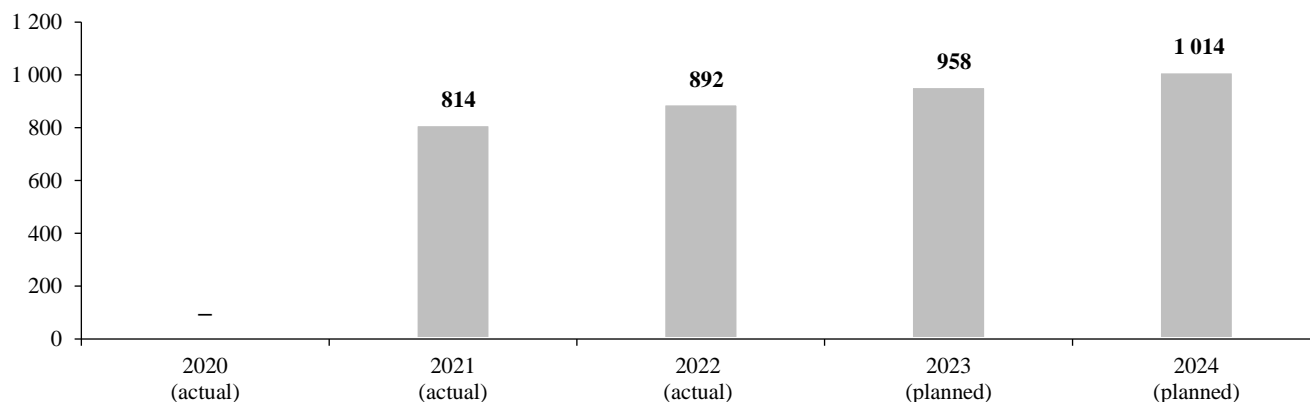
- 17.47 Against this backdrop, the subprogramme has led the development of an applied policy tool to strengthen the capacity of policymakers to address the care economy and women's employment in the context of COVID-19. The policy tool provides an effective programmatic approach to costing care needs, assessing coverage gaps and estimating the employment and fiscal returns of increasing investment in care infrastructure. Twenty-six UN-Women country offices are currently working with a range of partners – government, civil society and other development actors – to advance the policy agenda to transform the care economy. Furthermore, UN-Women has participated in the High-level Committee on Programmes core group on beyond gross domestic product to ensure that a focus on unpaid care measures is included in the recommendations.

Lessons learned and planned change

- 17.48 The lesson for the subprogramme was the need to first focus on building technical capacity, at both the regional and country levels. In applying the lesson, the subprogramme will integrate capacity development initiatives upstream of programmatic implementation to ensure that policymakers and various stakeholders possess the skills necessary to apply and implement the tools developed. Furthermore, the subprogramme will strengthen advocacy efforts to accelerate political buy-in at the national level to create an enabling environment for the implementation of gender-responsive policies and programmes.
- 17.49 Expected progress towards the objective is presented in the performance measure below (see figure 17.VI).

Figure 17.VI

Performance measure: number of institutions benefiting from the support of the Entity to improve the provision of essential services, goods and/or resources for women (cumulative)



Deliverables

- 17.50 Table 17.5 lists all deliverables of the subprogramme.

Table 17.5

Subprogramme 2: deliverables for the period 2022–2024, by category and subcategory

Category and subcategory	2022 planned	2022 actual	2023 planned	2024 planned
A. Facilitation of the intergovernmental process and expert bodies				
Parliamentary documentation (number of documents)	10	6	8	11
Reports for:				
1. The General Assembly, including on violence against women, trafficking in women, the world survey on the role of women in development, women in development, improvement in the situation of women and girls in rural areas and violence against women migrant workers	4	4	2	5
2. The Security Council on women and peace and security	1	1	1	1
3. The Commission on the Status of Women, including on priority themes and the confidential list	5	1	5	5
B. Generation and transfer of knowledge				
Field and technical cooperation projects (number of projects)	67	64	70	73
4. On the Safe Cities Free of Violence Against Women and Girls and Safe Cities and Safe Public Spaces initiatives	67	64	70	73
Seminars, workshops and training events (number of days)	37	35	34	37
5. Courses on gender equality and macroeconomics	3	4	3	6
Workshops on:				
6. Women and peace and security	1	1	1	1
7. Gender-responsive budgeting	3	4	5	5
8. Gender statistics	30	26	25	25
Publications (number of publications)	1	1	2	1
9. Inventory of United Nations activities to end violence against women	1	1	1	1
10. <i>Progress of the World's Women</i>	–	–	1	–
Technical materials (number of materials)	4	6	5	8
11. On the priority themes/issues decided by the Commission on the Status of Women	1	1	1	1
12. On essential services to respond to violence against women and on integrating gender equality into macroeconomic policies	2	4	3	6
13. On the implementation of Security Council resolution 1325 (2000) on women and peace and security and its agenda	1	1	1	1
C. Substantive deliverables				
Consultation, advice and advocacy: technical advice to Member States, at their request, and non-governmental organizations on access to financial markets and services for women, gender-responsive budgeting, gender-responsive development plans at the national and local levels, gender equality policies, strategies and action plans; technical advice to strengthen the role of national women's machinery in the development, implementation and monitoring of gender equality policies, strategies and action plans; country-level advice and assistance on the implementation of the women and peace and security agenda to develop and implement national action plans; consultation on priority themes and issues in preparation for the session of the Commission on the Status of Women; technical advice to ministries of finance, planning and women's affairs, at their request, on integrating a gender perspective into policies on macroeconomics, social protection systems, decent work and the care economy, environmental degradation and climate change to achieve the Sustainable Development Goals.				
Databases and substantive digital materials: Global Database on Violence against Women.				
D. Communication deliverables				
Outreach programmes, special events and information materials: brochures for the promotion of the Commission on the Status of Women and booklets and pamphlets on various topics relevant to gender equality and the empowerment of women.				
External and media relations: media releases reaching global and geographically diverse public, technical expert and Government audiences on various topics related to women, including on UN-Women flagship publications.				
Digital platforms and multimedia content: web platforms on financing for gender equality, the political participation of women, gender equality and HIV/AIDS and gender-responsive climate policies. ^a				
Library services: preserved documentation of the institutional memory related to UN-Women.				

^a General Assembly resolution [76/300](#).

B. Proposed post and non-post resource requirements for 2024

Overview

17.51 The proposed regular budget resources for 2024, including the breakdown of resource changes, as applicable, are reflected in tables 17.6 to 17.8.

Table 17.6

Overall: evolution of financial resources by object of expenditure^a

(Thousands of United States dollars)

Object of expenditure	2022 expenditure	2023 appropriation	Changes					2024 estimate (before recosting)
			Technical adjustments	New/expanded mandates	Other	Total	Percentage	
Posts	9 427.8	10 002.9	—	—	—	—	—	10 002.9
Other staff costs	28.1	62.1	—	—	—	—	—	62.1
Hospitality	—	0.5	—	—	—	—	—	0.5
Consultants	62.0	40.2	—	—	—	—	—	40.2
Experts	46.6	121.8	—	—	—	—	—	121.8
Travel of representatives	23.2	124.4	—	—	—	—	—	124.4
Travel of staff	26.1	25.0	—	—	—	—	—	25.0
Contractual services	262.3	74.0	—	—	—	—	—	74.0
General operating expenses	134.9	157.5	—	—	—	—	—	157.5
Supplies and materials	—	6.0	—	—	—	—	—	6.0
Total	10 011.2	10 614.4	—	—	—	—	—	10 614.4

^a At the time of reporting, the expenditures presented in this table and in subsequent tables are not final and may be subject to adjustments that could result in minor differences between the information contained in the present report and the financial statements to be published by 31 March 2023.

Table 17.7

Overall: proposed posts for 2024

(Number of posts)

	Number	Details
Approved for 2023	49	1 USG, 1 ASG, 3 D-2, 4 D-1, 7 P-5, 9 P-4, 7 P-3, 5 P-2/1, 12 GS (OL)
Proposed for 2024	49	1 USG, 1 ASG, 3 D-2, 4 D-1, 7 P-5, 9 P-4, 7 P-3, 5 P-2/1, 12 GS (OL)

Note: The following abbreviations are used in tables and figures: USG, Under-Secretary-General; ASG, Assistant Secretary-General; GS (OL), General Service (Other level).

Table 17.8
Overall: proposed posts by category and grade

(Number of posts)

Category and grade	Changes					2024 proposed
	2023 approved	Technical adjustments	New/expanded mandates	Other	Total	
Professional and higher						
USG	1	—	—	—	—	1
ASG	1	—	—	—	—	1
D-2	3	—	—	—	—	3
D-1	4	—	—	—	—	4
P-5	7	—	—	—	—	7
P-4	9	—	—	—	—	9
P-3	7	—	—	—	—	7
P-2/1	5	—	—	—	—	5
Subtotal	37	—	—	—	—	37
General Service and related						
GS (OL)	12	—	—	—	—	12
Subtotal	12	—	—	—	—	12
Total	49	—	—	—	—	49

17.52 Additional details on the distribution of the proposed resources for 2024 are reflected in tables 17.9 to 17.11 and figure 17.VII.

17.53 As reflected in tables 17.9 (1) and 17.10 (1), the overall resources proposed for 2024 amount to \$10,614,400 before recosting, reflecting no change compared with the appropriation for 2023. The proposed level of resources provides for the full, efficient and effective implementation of mandates.

Table 17.9

Overall: evolution of financial resources by source of funding, component and subprogramme

(Thousands of United States dollars)

(1) Regular budget

Component/subprogramme	2022 expenditure	2023 appropriation	Changes					2024 estimate (before recosting)
			Technical adjustments	New/expanded mandates	Other	Total	Percentage	
A. Policymaking organs	23.2	124.4	–	–	–	–	–	124.4
B. Executive direction and management	1 160.4	1 030.4	–	–	–	–	–	1 030.4
C. Programme of work								
1. Intergovernmental support, coordination and strategic partnerships	4 486.5	4 983.8	–	–	0.5	0.5	–	4 984.3
2. Policy and programme activities	3 646.5	3 751.1	–	–	(0.5)	(0.5)	–	3 750.6
Subtotal, C	8 133.0	8 734.9	–	–	–	–	–	8 734.9
D. Programme support	694.6	724.7	–	–	–	–	–	724.7
Subtotal, 1	10 011.2	10 614.4	–	–	–	–	–	10 614.4

(2) Extrabudgetary

Component/subprogramme	2022 expenditure	2023 estimate	Total changes	Percentage	2024 estimate
A. Policymaking organs	301.8	818.1	–	–	818.1
B. Executive direction and management	14 877.8	12 660.8	616.4	–	13 277.2
C. Programme of work					
1. Intergovernmental support, coordination and strategic partnerships	23 343.5	22 042.2	(616.4)	–	21 425.8
2. Policy and programme activities	479 265.5	426 734.5	–	–	426 734.5
Subtotal, C	502 609.0	448 776.7	–	–	448 160.3
D. Programme support	37 681.2	37 744.4	–	–	37 744.4
Subtotal, 2	555 469.9	500 000.0	–	–	500 000.0
Total	565 481.0	510 614.4	–	–	510 614.4

Table 17.10

Overall: proposed posts for 2024 by source of funding, component and subprogramme

(1) *Regular budget*

Component/subprogramme	Changes					2024 proposed
	2023 approved	Technical adjustments	New/expanded mandates	Other	Total	
A. Policymaking organs	—	—	—	—	—	—
B. Executive direction and management	4	—	—	—	—	4
C. Programme of work						
1. Intergovernmental support, coordination and strategic partnerships	24	—	—	—	—	24
2. Policy and programme activities	18	—	—	—	—	18
Subtotal, C	42	—	—	—	—	42
D. Programme support	3	—	—	—	—	3
Subtotal, 1	49	—	—	—	—	49

(2) *Extrabudgetary*

Component/subprogramme	2023 estimate	Total changes	2024 estimate
A. Policymaking organs	—	—	—
B. Executive direction and management	26	3	29
C. Programme of work			
1. Intergovernmental support, coordination and strategic partnerships	33	(3)	30
2. Policy and programme activities	355	—	355
Subtotal, C	388	—	385
D. Programme support	51	—	51
Subtotal, 2	465	—	465
Total	514	—	514

Table 17.11

Overall: evolution of financial and post resources

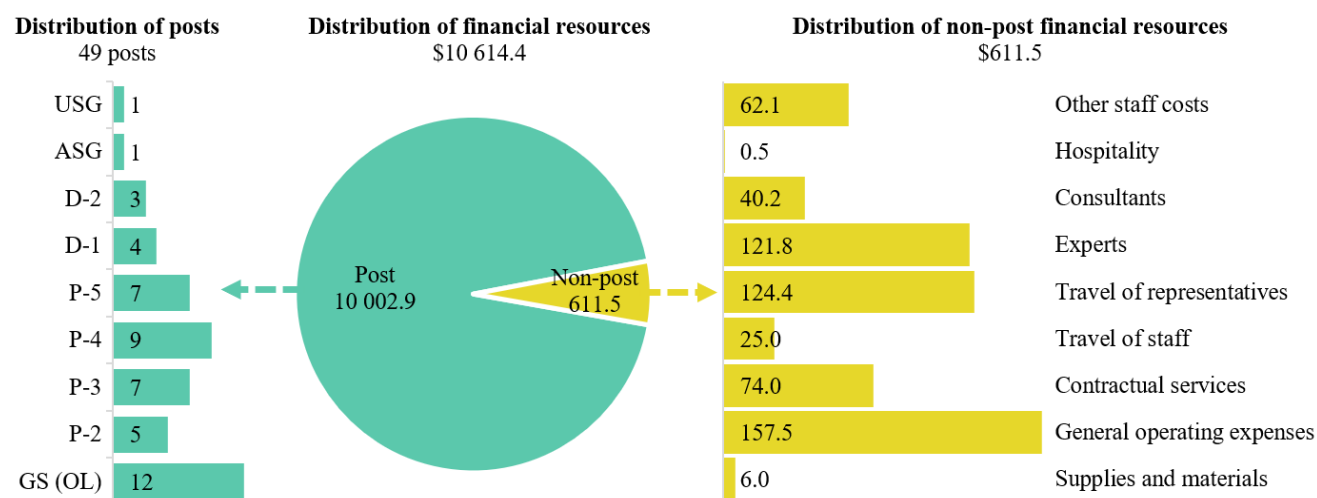
(Thousands of United States dollars/number of posts)

	2022 expenditure	2023 appropriation	Changes					2024 estimate (before recosting)	
			Technical adjustments	New/expanded mandates	Other	Total	Percentage		
Financial resources by main category of expenditure									
Post	9 427.8	10 002.9	—	—	—	—	—	10 002.9	
Non-post	583.4	611.5	—	—	—	—	—	611.5	
Total	10 011.2	10 614.4	—	—	—	—	—	10 614.4	
Post resources by category									
Professional and higher		37	—	—	—	—	—	37	
General Service and related		12	—	—	—	—	—	12	
Total		49	—	—	—	—	—	49	

Figure 17.VII

Distribution of proposed resources for 2024 (before recosting)

(Number of posts/thousands of United States dollars)

**Extrabudgetary resources**

- 17.54 As reflected in tables 17.9 (2) and 17.10 (2), extrabudgetary resources amount to \$500,000,000. The resources would complement regular budget resources and would be used mainly to provide support for overall executive direction and management, including the planning, coordination, management and assessment of the programme of work and the strategic plan of UN-Women and the production of the programme's deliverables. In addition, the resources under subprogramme 1 would enable the engagement with intergovernmental bodies and, under subprogramme 2, would provide support to Member States, at their request, in the implementation of their national commitments to eliminating discrimination against women and girls, empowering women and achieving equality between women and men as partners and beneficiaries of sustainable development, human rights of women and girls, humanitarian action and peace and security. Extrabudgetary resources represent 98.0 per cent of the total resources for this section.

- 17.55 The extrabudgetary resources under the present section are subject to the oversight of the Executive Board of UN-Women.

Polymaking organs

- 17.56 The resources proposed under this component would provide for requirements relating to the substantive servicing of meetings of the Commission on the Status of Women. Table 17.12 provides information on the standing intergovernmental organs and related resource requirements under the regular budget.

Table 17.12

Polymaking organs

(Thousands of United States dollars)

Polymaking organ	Description	Additional info	2023	2024
			appropriation	estimate (before recosting)
Commission on the Status of Women	The Commission has a central role within the United Nations system in monitoring the implementation of the Beijing Declaration and Platform for Action and in advising the Economic and Social Council thereon. The Commission holds a ministerial segment, including interactive high-level round tables in parallel chambers, two interactive expert panels on the priority theme of each session, a panel on an emerging issue, an interactive dialogue to review a theme from an earlier session and other high-level interactive dialogues. Under Council resolutions 76 (V), 304 (XI) and 1983/27, the Secretary-General is mandated to prepare lists of confidential and non-confidential communications on the status of women for submission to the Commission.	Mandate: Economic and Social Council resolutions 11 (II) and 1989/45 Membership: 45 government officials Number of sessions in 2024: 1 (sixty-eighth session)	124.4	124.4
Total			124.4	124.4

- 17.57 The proposed regular budget resources for 2024 amount to \$124,400 and reflect no change in the resource level compared with the appropriation for 2023. Additional details on the distribution of the proposed resources for 2024 are reflected in table 17.13.

Table 17.13

Polymaking organs: evolution of financial resources

(Thousands of United States dollars)

	2022 expenditure	2023 appropriation	Changes					2024 estimate (before recosting)
			Technical adjustments	New/expanded mandates	Other	Total	Percentage	
Non-post								
Travel of representatives	23.2	124.4	—	—	—	—	—	124.4
Total	23.2	124.4	—	—	—	—	—	124.4

Extrabudgetary resources

- 17.58 Extrabudgetary resources for this component amount to \$818,100. The resources would complement regular budget resources and would be used mainly for conference services, including document preparation, translation and conference facilities to support the meetings of the Executive Board.

Executive direction and management

- 17.59 The executive direction and management component comprises the Office of the Under-Secretary-General/Executive Director and the Independent Evaluation and Audit Services.
- 17.60 The overall responsibilities of the executive direction and management component include the following functions:
- (a) Assist and support the Under-Secretary-General/Executive Director in the overall executive direction and management of UN-Women, including the planning, coordination, management and assessment of the programme of work of UN-Women;
 - (b) Facilitate inter-office cooperation in the implementation of organizational priorities, workplans and administrative matters;
 - (c) Ensure the timely implementation of decisions and coordination of input from all organizational units to the activities of the Office;
 - (d) Coordinate and provide guidance for the support of the intergovernmental process, operational activities in the field and United Nations system coordination efforts;
 - (e) Provide strategic policy support and support in managing communications with Member States, the United Nations system and civil society, and coordinate organizational efforts for advocacy, expanding partnerships and seizing new opportunities to promote gender equality and the empowerment of women;
 - (f) Provide, through its Independent Evaluation and Audit Services office, independent assurance and advice to the Under-Secretary-General/Executive Director on UN-Women programmes, controls, business systems and processes;
 - (g) Through the Strategy, Planning, Resources and Effectiveness Division, integrate corporate strategy, resource management and performance measurement and monitor corporate performance and budget implementation to support improved decision-making and governance to manage for results, while ensuring increased transparency and accountability.
- 17.61 In accordance with the 2030 Agenda, in particular target 12.6 of the Sustainable Development Goals, in which organizations are encouraged to integrate sustainability information into their reporting cycles, and in compliance with the cross-cutting mandate set out in paragraph 19 of General Assembly resolution [72/219](#), UN-Women continues to integrate environmental management practices into its operations. In 2022, UN-Women continued to use its e-filing system and its PaperSmart tool, which enables delegations to download documents electronically and substantially reduces the printing of documents, while still allowing for printing at the request of delegations. In 2024, UN-Women will further enhance its use of videoconferencing and other online collaboration tools for meetings involving remote offices to help reduce travel.
- 17.62 Information on the timely submission of documentation and advance booking for air travel is reflected in table 17.14. Senior management is committed to the implementation of the advance purchasing and travel policy. With a steady uptick in the volume of travel since the loosening of COVID-related travel restrictions, UN-Women achieved a 70 per cent compliance rate in 2022, through travel planning during the formulation of each division's annual workplan. The lower than planned rate of compliance in 2022 is due to last-minute requirements from Governments, civil society and other partners for UN-Women personnel to attend events. Management will continue to reinforce the requirement of adequate planning and advance purchasing of tickets in 2023 and beyond to ensure that the advance booking policy is complied with.

Table 17.14
Compliance rate

(Percentage)

	<i>Actual 2020</i>	<i>Actual 2021</i>	<i>Actual 2022</i>	<i>Planned 2023</i>	<i>Planned 2024</i>
Timely submission of documentation	90	19	70	100	100
Air tickets purchased at least 2 weeks before the commencement of travel	90	19	70	100	100

17.63 The proposed regular budget resources for 2024 amount to \$1,030,400 and reflect no change compared with the appropriation for 2023. Additional details on the distribution of the proposed resources for 2024 are reflected in table 17.15 and figure 17.VIII.

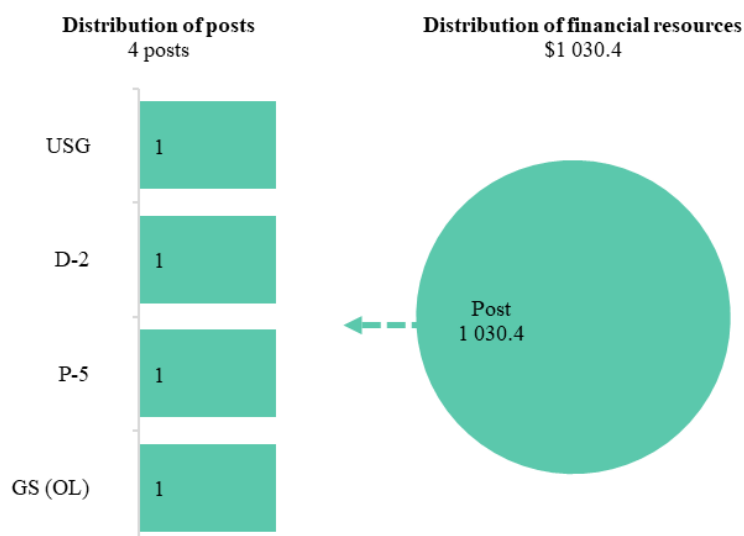
Table 17.15
Executive direction and management: evolution of financial and post resources

(Thousands of United States dollars/number of posts)

	2022 expenditure	2023 appropriation	Changes					2024 estimate (before recosting)
			Technical adjustments	New/expanded mandates	Other	Total	Percentage	
Financial resources by main category of expenditure								
Post	1 158.7	1 030.4	—	—	—	—	—	1 030.4
Non-post	1.7	—	—	—	—	—	—	—
Total	1 160.4	1 030.4	—	—	—	—	—	1 030.4
Post resources by category								
Professional and higher		3	—	—	—	—	—	3
General Service and related		1	—	—	—	—	—	1
Total		4	—	—	—	—	—	4

Figure 17.VIII
Executive direction and management: distribution of proposed resources for 2024 (before recosting)

(Number of posts/thousands of United States dollars)



Extrabudgetary resources

- 17.64 Extrabudgetary resources for this component amount to \$13,277,200. The resources would complement regular budget resources and would be used mainly to assist in the overall executive direction and management of UN-Women, including the planning, coordination, management and assessment of its programme of work and strategic plan. The change in resources reflects the move of the Executive Board secretariat section (1 P-5, 1 P-3 and 1 P-2) from subprogramme 1 to executive direction and management. The move is aimed at enhancing the coordination and provision of guidance for the support of the intergovernmental process and increasing engagement with Executive Board members.

Programme of work**Subprogramme 1****Intergovernmental support, coordination and strategic partnerships**

- 17.65 The proposed regular budget resources for 2024 amount to \$4,984,300 and reflect an increase of \$500 compared with the appropriation for 2023. Resource changes result from an inward redeployment from subprogramme 2, under travel of staff. Additional details on the distribution of the proposed resources for 2024 are reflected in table 17.16 and figure 17.IX.

Table 17.16

Subprogramme 1: evolution of financial and post resources

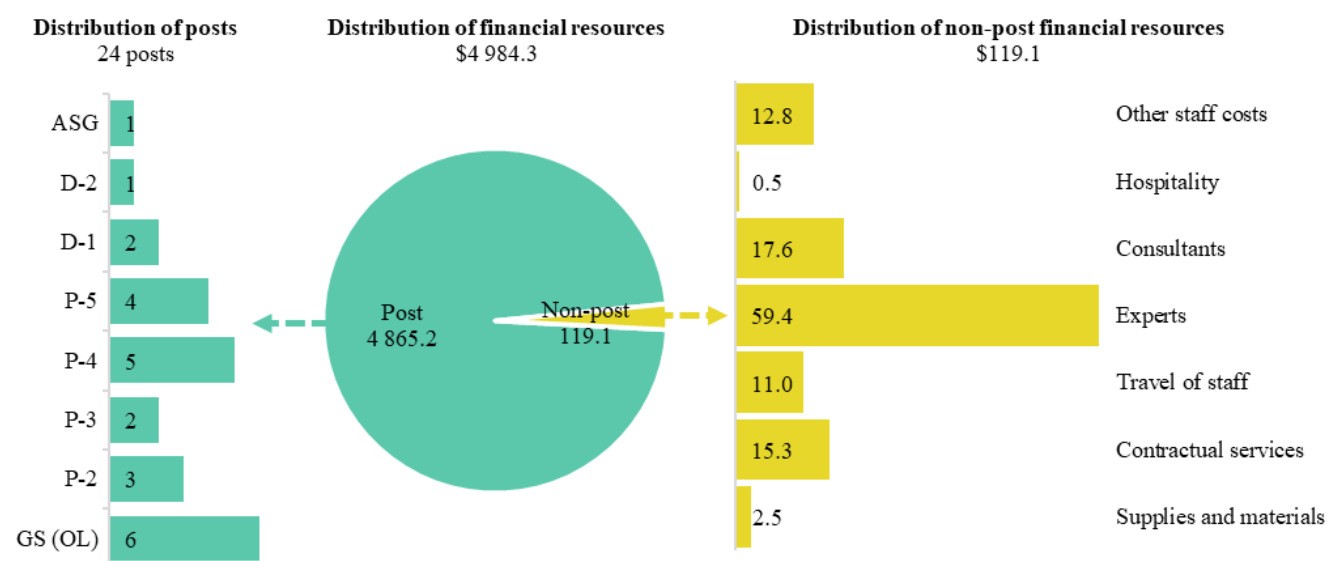
(Thousands of United States dollars/number of posts)

	2022 expenditure	2023 appropriation	Changes					2024 estimate (before recosting)
			Technical adjustments	New/expanded mandates	Other	Total	Percentage	
Financial resources by main category of expenditure								
Post	4 307.4	4 865.2	—	—	—	—	—	4 865.2
Non-post	179.1	118.6	—	—	0.5	0.5	0.4	119.1
Total	4 486.5	4 983.8	—	—	0.5	0.5	0.1	4 984.3
Post resources by category								
Professional and higher		18	—	—	—	—	—	18
General Service and related		6	—	—	—	—	—	6
Total		24	—	—	—	—	—	24

Figure 17.IX

Subprogramme 1: distribution of proposed resources for 2024 (before recosting)

(Number of posts/thousands of United States dollars)

**Extrabudgetary resources**

- 17.66 Extrabudgetary resources for this subprogramme amount to \$21,425,800. The resources would complement regular budget resources and would be used mainly to engage with and support the intergovernmental bodies and processes to strengthen the integration of gender equality issues in discussions and outcomes; enhance consultation with and support for civil society organizations to participate in intergovernmental processes, including through increased outreach, funding and capacity-building; and carry out system-wide coordination of the gender mainstreaming efforts of the United Nations system, as well as system-wide coordination and monitoring of the status of women in the United Nations system and fulfilment of other commitments of the Beijing Declaration and Platform for Action. The decrease in resources reflects the move of the Executive Board secretariat section (1 P-5, 1 P-3 and 1 P-2) from subprogramme 1 to executive direction and management. The move is aimed at enhancing the coordination and provision of guidance for the support of the intergovernmental process and increasing engagement with Executive Board members.

Subprogramme 2
Policy and programme activities

- 17.67 The proposed regular budget resources for 2024 amount to \$3,750,600 and reflect a decrease of \$500 compared with the appropriation for 2023. The resource changes result from an outward redeployment to subprogramme 1, under travel of staff. Additional details on the distribution of the proposed resources for 2024 are reflected in table 17.17 and figure 17.X.

Table 17.17

Subprogramme 2: evolution of financial and post resources

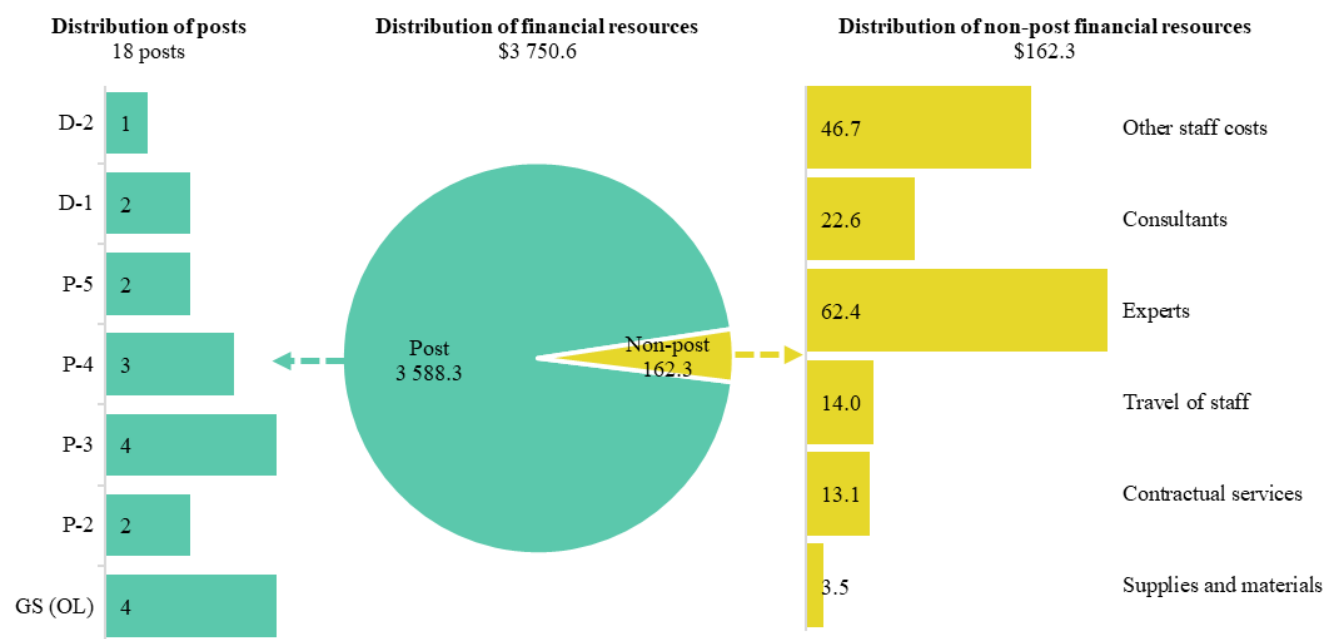
(Thousands of United States dollars/number of posts)

	2022 expenditure	2023 appropriation	Changes					2024 estimate (before recosting)
			Technical adjustments	New/expanded mandates	Other	Total	Percentage	
Financial resources by main category of expenditure								
Post	3 498.5	3 588.3	—	—	—	—	—	3 588.3
Non-post	148.0	162.8	—	—	(0.5)	(0.5)	(0.3)	162.3
Total	3 646.5	3 751.1	—	—	(0.5)	(0.5)	(0.1)	3 750.6
Post resources by category								
Professional and higher		14	—	—	—	—	—	14
General Service and related		4	—	—	—	—	—	4
Total		18	—	—	—	—	—	18

Figure 17.X

Subprogramme 2: distribution of proposed resources for 2024 (before recosting)

(Number of posts/thousands of United States dollars)

**Extrabudgetary resources**

- 17.68 Extrabudgetary resources for the subprogramme amount to \$426,734,500. The resources would complement regular budget resources and would be used mainly to enable support for Member States, upon their request, in the implementation of their national commitments to eliminate discrimination against women and girls, empower women and achieve equality between women and men as partners and beneficiaries of development, human rights, humanitarian action and peace and security.

Programme support

- 17.69 Responsibility for this area is vested in the Management and Administration Division, the Human Resources Division and, partially, the Strategy, Planning, Resources and Effectiveness Division of UN-Women. The Divisions assist the Under-Secretary-General/Executive Director in discharging responsibilities in the areas of finance and budget, administrative services, procurement and facilities management, information technology services, security, operational oversight and accountability, audit coordination and human resources. In addition, the Divisions provide administrative and operational support for the implementation of the programme activities of UN-Women.
- 17.70 The proposed regular budget resources for 2024 amount to \$724,700 and reflect no change compared with the appropriation for 2023. Additional details on the distribution of resources in 2024 are reflected in table 17.18 and figure 17.XI.

Table 17.18

Programme support: evolution of financial resources by main category of expenditure

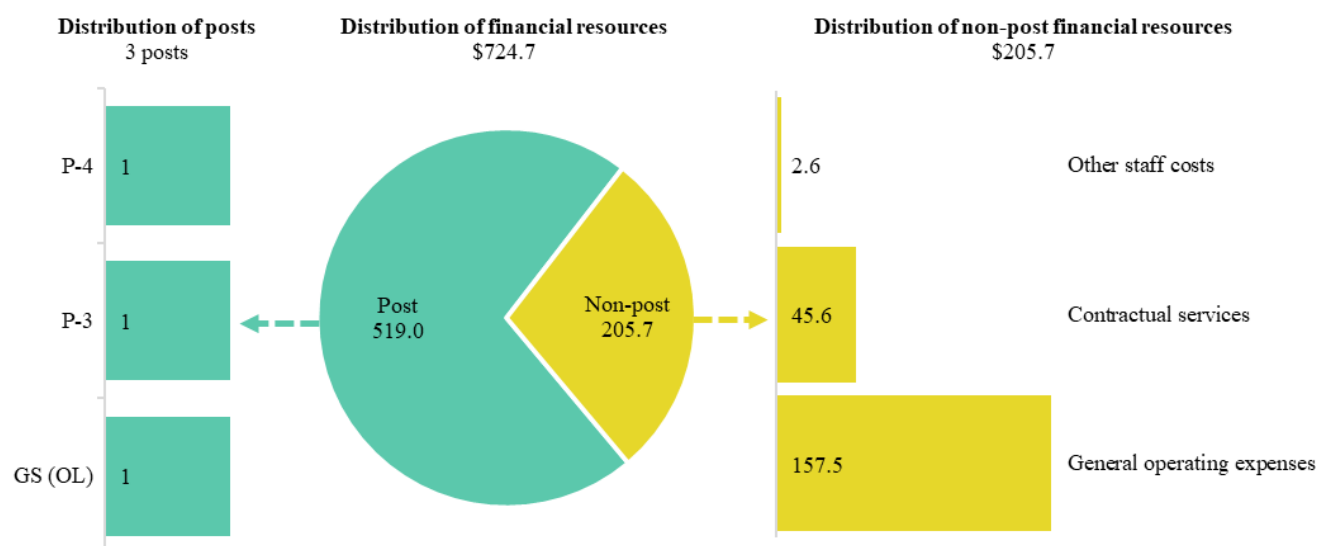
(Thousands of United States dollars/number of posts)

	2022 expenditure	2023 appropriation	Changes					2024 estimate (before recosting)
			Technical adjustments	New/expanded mandates	Other	Total	Percentage	
Financial resources by main category of expenditure								
Post	463.3	519.0	—	—	—	—	—	519.0
Non-post	231.3	205.7	—	—	—	—	—	205.7
Total	694.6	724.7	—	—	—	—	—	724.7
Post resources by category								
Professional and higher		2	—	—	—	—	—	2
General Service and related		1	—	—	—	—	—	1
Total		3	—	—	—	—	—	3

Figure 17.XI

Programme support: distribution of proposed resources for 2024 (before recosting)

(Number of posts/thousands of United States dollars)



Extrabudgetary resources

- 17.71 Extrabudgetary resources for the subprogramme amount to \$37,744,400. The resources would complement regular budget resources and would be used mainly to assist the Under-Secretary-General/Executive Director in discharging responsibilities in the areas of human resources, finance, information technology, procurement and general administration.

Annex I

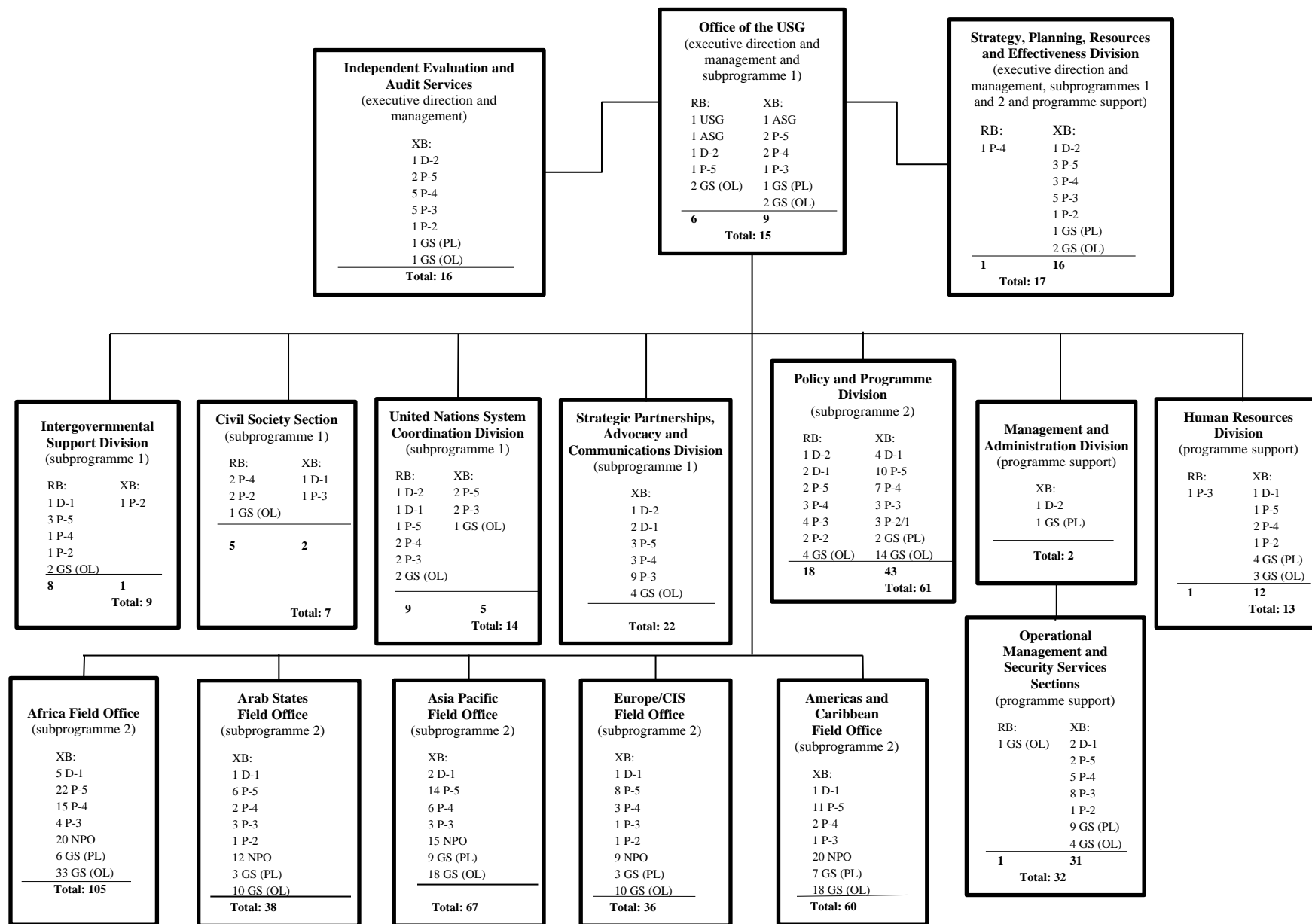
Organizational structure and post distribution for 2024

Two charts showing the organizational structure of the United Nations Entity for Gender Equality and the Empowerment of Women (UN-Women) are presented below. Chart A reproduces the organizational structure for 2023, as contained in document [A/77/6 \(Sect. 17\)](#). Chart B presents the organizational structure for 2024.

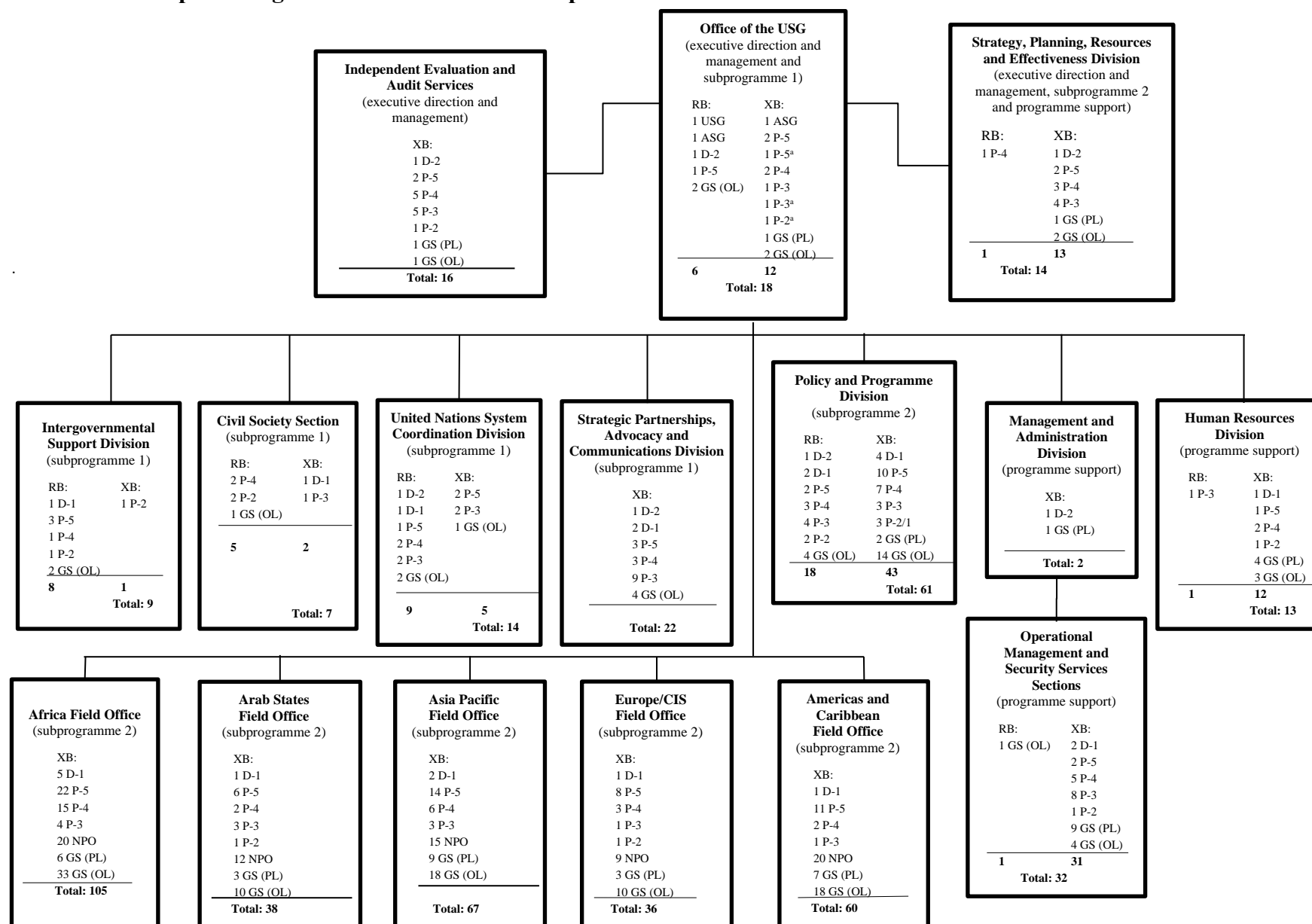
Justification for the proposed changes

The change in the organizational structure reflects the move of the Executive Board secretariat section (1 P-5, 1 P-3 and 1 P-2) from subprogramme 1 to executive direction and management. The move is aimed at enhancing the coordination and provision of guidance for the support of the intergovernmental process and increasing engagement with the Executive Board members.

A. Approved organizational structure and post distribution for 2023



B. Proposed organizational structure and post distribution for 2024



Abbreviations: ASG, Assistant Secretary-General; GS (OL), General Service (Other level); GS (PL), General Service (Principal level); NPO, National Professional Officer; RB, regular budget; USG, Under Secretary-General; XB, extrabudgetary.
^a Redeployment.

Annex II

Summary of follow-up action taken to implement relevant recommendations of the advisory and oversight bodies

*Brief description of the recommendation**Action taken to implement the recommendation*

Advisory Committee on Administrative and Budgetary Questions

[A/77/7](#)

The Advisory Committee notes the continued cooperation of UN-Women with the United Nations development system, as well as its continued support to the implementation of mandates of the Security Council and Human Rights Council, when requested. The Committee is of the view that such cooperation can be further enhanced, and encourages the Secretary-General to continue his efforts towards that end (para. IV.181).

The programme plan for 2024 contained in part A reflects the continued efforts towards cooperating with the Security Council and the Human Rights Council.