

AGENCY, CHOICE AND ACCESS

UNFPA Strategy for Promoting Gender Equality
and the Rights of Women and Adolescent Girls

CONTENTS

ACRONYMS.....	3
FOREWORD	4
GLOSSARY OF TERMS AND CONCEPTS	5
OVERVIEW.....	8
THE VISION.....	9
CONTEXT AND LESSONS	13
WHAT NEEDS TO CHANGE? AGENCY, CHOICE, AND ACCESS	20
IMPLEMENTING THE ACA FRAMEWORK	21
PATHWAY 1 Ensure gender-responsive services for sexual and reproductive health.....	23
PATHWAY 2 Reduce gender-based violence and harmful practices	26
PATHWAY 3 Promote gender and rights-based opportunities and services for adolescents and youth.....	27
PATHWAY 4 Collect, analyse and use population data and research for human rights and gender equality	29
ENABLER 1 Strengthen accountability mechanisms: Laws, policies, institutions and systems	31
ENABLER 2 Promote equitable social and gender norms	32
ENABLER 3 Strengthen feminist movements.....	35
LINKAGE 1 Enhance synergies between women’s economic and reproductive empowerment.....	36
LINKAGE 2 Support gender-responsive climate action	37
LINKAGE 3 Support gender-responsive innovation and technology	38
ACHIEVING INSTITUTIONAL RESULTS.....	39
ACHIEVING PROGRAMMATIC RESULTS	41

ACRONYMS

AIDS	Acquired immunodeficiency syndrome
ACA	Agency, Choice and Access
CEDAW	Convention on the Elimination of all forms of Discrimination Against Women
CRVS	Civil registration and vital statistics
COVID-19	Coronavirus disease of 2019
CSE	Comprehensive sexuality education
CSO	Civil society organization
FGM	Female genital mutilation
GBV	Gender-based violence
GTA	Gender-transformative approach
HIV	Human immunodeficiency virus
HCT	Humanitarian Country Team
HNO	Humanitarian Needs Overviews
HPC	Humanitarian Programme Cycle
HRP	Humanitarian Response Plans
IASC	Inter-Agency Standing Committee
ICPD	International Conference on Population and Development
ICPD PoA	International Conference on Population and Development Programme of Action
JIAF	Joint Intersectoral Analysis Framework
LGBTQI+	Lesbian, gay, bisexual, transgender, queer/questioning, intersex, and other minority groups
SDGs	Sustainable Development Goals
SERP	Socio-Economic Response Plan
SOGIE	Sexual orientation, gender identity, and gender expression
SRH	Sexual and reproductive health
SRHR	Sexual and reproductive health and rights
STI	Sexually transmitted infections
SWAP	System-Wide Action Plan (on gender equality and the empowerment of women)
TFGBV	Technology facilitated gender-based violence
UNCT	United Nations country team
UNCT SWAP	United Nations country team SWAP scorecard
UNFPA	United Nations Population Fund

FOREWORD

The International Conference of Population and Development and its Programme of Action set out in 1994 reminds us that gender equality continues to be central to sustainable and just development.

Over the years, UNFPA has demonstrated through action that the gender and human rights dimensions of sexual and reproductive health and population issues are powerful catalysts for transformational change across socio-economic, humanitarian and environmental development sectors. Global work to achieve gender equality has strengthened women's movements, enabled transnational alliances, and resulted in revision of discriminatory legislation in many countries.

Although gains are evident across many indicators of gender equality and women's and girls' rights, results overtime have been inconsistent, and millions of women around the world continue to be denied the fundamental right to make decisions over their bodies and futures. Two hundred million women lack access to modern methods of family planning; six of seven new HIV infections in adolescents occur in girls, and the emergence of pronatalist population policies and gender-biased sex selection is undermining women's bodily autonomy and creating problematic population dynamics. Moreover, if the current trend continues, 68 million girls will be at risk of FGM by 2030. These challenges are exacerbated by issues including climate change, demographic shifts, continued conflicts, and the COVID-19 pandemic. We at UNFPA believe that in our common future there is no room for negotiation when it comes to human rights.

In view of the existing, emerging and highly complex global challenges, it is up to us to work towards a world where agency, choice and access are a daily reality for all women and girls. Moving ahead with this conviction, we build on existing efforts as we introduce a forward looking framework that helps pave the path towards gender equality and advancing women's and girls' rights.

With **Agency, Choice and Access: Strategy for Promoting Gender Equality and The Rights of Women and Adolescent Girls**, we have a chance to address the multiple and intersecting forms of discrimination, the inequalities, and the exclusion as the world rethinks all systems in the wake of the pandemic and global pushback on gender equality and reproductive rights.

With an eye to 2030, to delivering on the Sustainable Development Goals and leaving no one behind, UNFPA is fully committed to achieving this vision with our partners, and hand in hand with women and girls in all their diversity.



Diene Keita

UNFPA Deputy Executive Director, Programme

GLOSSARY OF TERMS AND CONCEPTS



Agency: The capacity of individuals to have the power and resources to fulfil their potential and make choices.



Bodily autonomy: The concept of bodily autonomy encompasses an individual's power and agency to make choices about their own body and future, without being subject to violence or coercion. This includes whether, when and with whom to have sex and/or become pregnant. It means the freedom to seek health care without needing permission from anyone.



Formal and substantive equality: Formal equality, which is often referred to as “de jure” equality, requires that States provide equality in law and in treatment for all groups, eliminating distinctions in laws and policies based on group characteristics, such as race or gender. International human rights bodies have also recognized the principle of substantive equality, or “de facto” equality, which seeks to remedy entrenched discrimination by requiring States to take positive measures to address the diverse inequalities that groups face.



Gender analysis: A critical and systematic examination of differences in the constraints and opportunities available to an individual or group of individuals based on their sex and/or gender expression and identity.



Gender-Based Violence Area of Responsibility (GBV AoR): Global level coordination for gender-based violence that works collectively to improve the effectiveness and accountability of humanitarian response for the prevention, risk mitigation and response to all forms of gender-based violence, to ensure that the agency and capacity of survivors is recognized and reinforced and that primary prevention efforts are effectively employed to address underlying gender inequality.



Gender equality: The concept that all human beings, both women and men, are free to develop their personal abilities and make choices without limitations set by stereotypes, gender norms or roles, or prejudices. Gender equality is the equal valuing by society of women and men in all their diversity and the roles they play.



Gender equity: Fairness of treatment for men and women. This may include equal treatment or treatment that is different but considered equivalent in terms of rights, benefits, obligations and opportunities. Gender equity measures are generally designed to compensate for historical and social disadvantages faced by women.



Gender gap: A disparity between the condition or position of women and men, or boys and girls, in society, based on gendered norms and expectations.



Gender justice: Full equality and equity between women and men across all levels and social categorizations. In a gender-just world, women and men will jointly and equally define and shape the policies, structures and decision-making that affect their individual lives and society as a whole.



Gender mainstreaming: Assessing the implications for women and men of any planned action, including legislation, policies or programmes, in all areas and at all levels. It is a strategy for making women's as well as men's concerns and experiences an integral dimension of the design, implementation, monitoring and evaluation of policies and programmes in all political, economic and societal spheres.



Gender norms: Accepted attributes and characteristics of male and female gendered identity at a particular point in time for a specific society or community. Gender norms are ideas about how men and women should be and act.



Gender parity: A numerical concept concerning relative equality in terms of numbers and proportions of men, women, girls and boys.



Gender-responsive: Intentionally employing gender considerations to affect the design and implementation of legislation, policies, budgets, plans or programmes.



Gender-transformative approaches (GTA): challenge gender inequality by transforming harmful gender norms, roles and relations, while working towards redistributing resources more equally.



Gender stereotyping: A gender stereotype is a generalized view or preconception about attributes or characteristics, or the roles that are or ought to be possessed by, or performed by, women and men. A gender stereotype is harmful when it limits women's and men's capacity to develop their personal abilities, pursue their professional careers and/or make choices about their lives. Whether overtly hostile (such as "women are irrational") or seemingly benign ("women are nurturing"), harmful stereotypes perpetuate inequalities. For example, the traditional view of women as care givers means that child care responsibilities often fall exclusively on women.



Gender synchronization: Working with men and women, boys and girls, in an intentional and mutually reinforcing way that challenges gender norms, catalyzes the achievement of gender equality, and improves health.



Generational change and the demographic dividend: Gender inequality is perpetuated through the transference of discriminatory social norms from one generation to the next. Working with adolescents and youth to raise awareness of the benefits of gender equality for both young women and young men will accelerate positive social change. In countries with large youth populations, investment in generational change for gender equality will counter extremism and backlash against women's rights and gender justice.



Grand Bargain: A unique agreement launched during the World Humanitarian Summit in 2016 in which some of the largest donors and humanitarian organizations committed to get more means into the hands of people in need and to improve the effectiveness and efficiency of humanitarian action.



Humanitarian Needs Overview: A coordinated approach to the assessment of an emergency and to the prioritization of the needs of affected people lays the foundation for a coherent and efficient humanitarian response and forms a base for the Humanitarian Response Plan.



Humanitarian Response Plan (HRP): A plan that articulates the shared vision required for any humanitarian crisis requiring the support of multiple agencies. It is prepared for an emergency that requires international humanitarian assistance. It demonstrates how to respond to the assessed and expressed needs of the affected population.



Inter-Agency Standing Committee (IASC): The highest-level humanitarian coordination forum of the United Nations system. The committee brings together the executive heads of 18 organizations to formulate policy, set strategic priorities and mobilize resources in response to humanitarian crises. The IASC strengthens collective humanitarian action through the implementation of a coherent, unified response.



Intersectionality: A perspective that acknowledges the concrete experiences of inequality and power that result from the interaction of gender with other social markers of difference. These markers may include one or a combination of age, race, economic status, class, ability, gender identity and expression, and sexual orientation.



Non-binary: An umbrella term for gender identities that sit within, outside of, across or between the spectrum of the male and female binary. A non-binary person might identify as gender fluid, trans masculine, trans feminine or could be agender (without a feeling of having any gender or having neutral feelings about gender).



Positive masculinities: highlights the beneficial aspects of the masculine identity, while practicing positive, peaceful and gender-equitable forms of masculinities, which challenge the typical characterizations and expectations of men and boys as being aggressive, violent, unemotional, non-nurturing, or risk taking.



Prevention of sexual exploitation, abuse and harassment (PSEAH): Is the term used by the United Nations and non-governmental organisations to refer to measures taken to protect people from SEAH by their own staff and associated personnel. Sexual exploitation, abuse and harassment is widespread and can have severe mental, physical, social and other consequences for the survivor / victim as well as often for the organisation (loss of qualified staff, negative work atmosphere etc.)



Reproductive labour: Paid as well as unpaid activities that reproduce society. This includes reproduction of the workforce, culture and contributing to children's life skills and health status. It also includes daily activities such as cooking, laundry and cleaning as well as community work and caregiving to children and elderly and disabled family members. This term is used interchangeably with the terms unpaid care work and care work.



Reproductive violence: A form of gender-based violence, including abuse, coercion or exploitation, that compromises reproductive autonomy and self-determination, that is, the ability to decide if, when, how and under what conditions to have and raise children. It is a unifying framework for the denial of access to reproductive rights and it manifests in, and is driven by, policy, practices, behaviours and norms.



Sexual orientation: A person's physical, romantic and/or emotional attraction towards people of a particular sex or gender.



Gender identity: A person's internal and individual experience of their own gender, which may or may not correspond with the sex assigned at birth.



Gender expression: Gender expression is the way in which we express our gender through actions and appearance, including dress, speech

and mannerisms. A person's gender expression is not always linked to the person's biological sex, gender identity or sexual orientation.



System wide action plan on gender equality and the empowerment of women: An Action Plan that works to implement the 2006 United Nations System-wide Policy on gender mainstreaming. The accountability framework launched in 2012, provides the UN system with one action plan to standardize its approach to mainstreaming gender across respective work.



Social norms: Unwritten "rules" governing behaviour shared by members of a given group or society. These are informal, often implicit, rules that most people accept and abide by.



The UNCT-SWAP Scorecard: a standardized assessment of UN country-level gender mainstreaming practices and performance that is aimed at ensuring accountability of senior managers and improving UNCT performance.



United Nations Sustainable Development Cooperation Framework (UNSDCF): The Cooperation Framework represents the UN development system's collective offer to support countries in addressing key SDG priorities and gaps. The Cooperation Framework guides the entire programme cycle, driving planning, implementation, monitoring, reporting and evaluation of collective UN support for achieving the 2030 Agenda, at the country level.



Women's and girls' empowerment and advancement: Increasing the ability of women and girls to take control of their lives and achieve gender equality. Empowerment increases women's choice, agency and ability to assert their knowledge, opinions and skills in a way that is recognized, respected and valued by society.



World Humanitarian Summit: The United Nations convened in 2016 with various stakeholders to discuss the pressing challenges related to meeting the needs of millions of people affected by conflicts and disasters. At the World Humanitarian Summit there were widespread calls for gender equality, women's empowerment and women's rights to become pillars of humanitarian action.

OVERVIEW

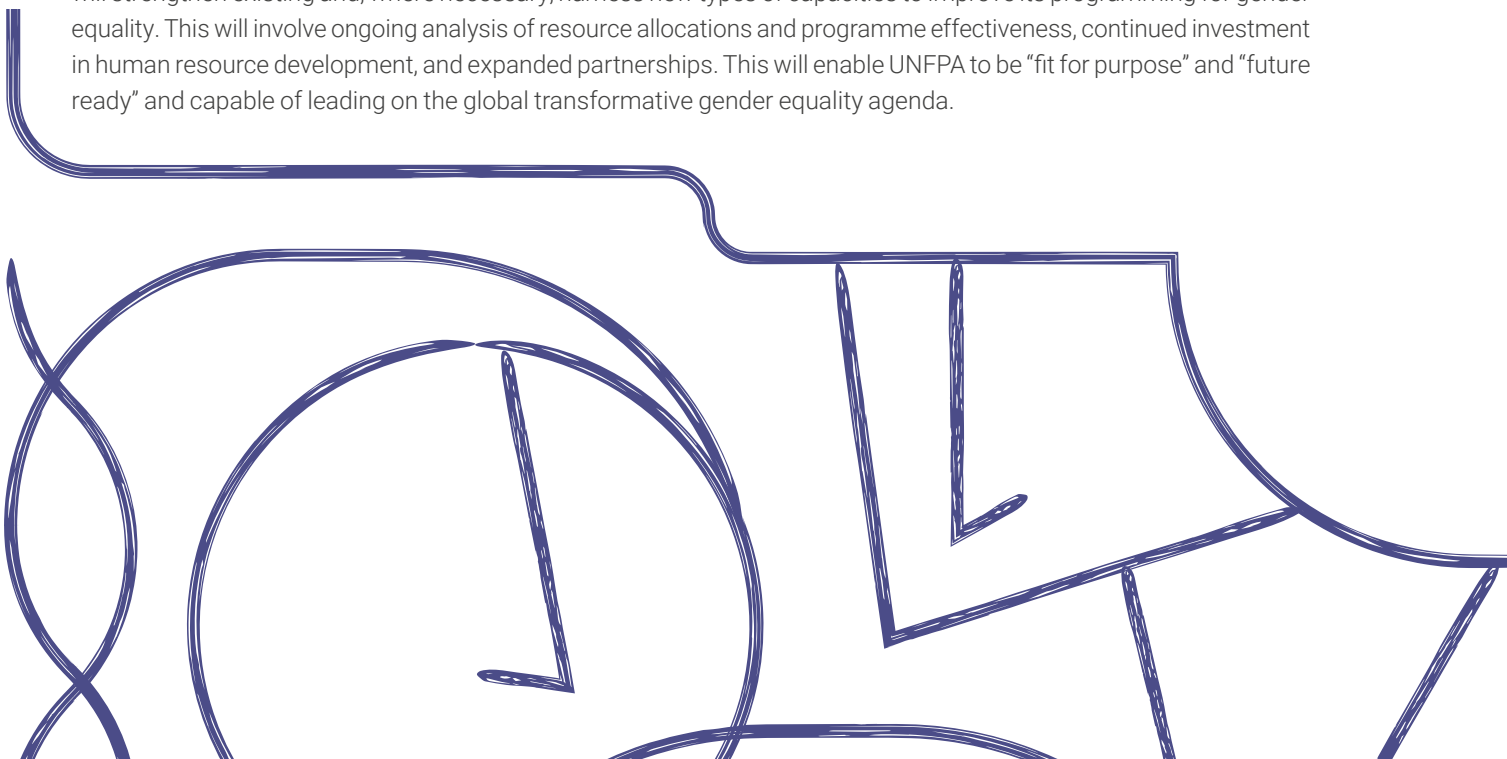
The United Nations Population Fund's (UNFPA) **Agency, Choice and Access: Strategy for Promoting Gender Equality and The Rights of Women and Adolescent Girls** is grounded in the principles of the 1994 International Conference on Population and Development (ICPD). Therefore, UNFPA, as a key actor in development, peace and humanitarian sectors, recognizes its responsibility to ensure that the rights of women and girls to basic services, protection and opportunities are upheld.

The strategy provides direction for integrating gender equality and human rights into UNFPA planning and programming, and includes a strong focus on approaches that advance the rights of women of all ages. This is UNFPA's third 'Gender Equality Strategy' and contributes to achieving the three transformational results of the UNFPA strategic plan 2022–2025. The vision of the strategic plan is to "achieve universal access to sexual and reproductive health, realize reproductive rights, and accelerate progress on the implementation of the International Conference on Population and Development Programme of Action". The Strategy emphasizes that in order for this goal to be realized, women and adolescent girls must have greater **agency, choice, and access (ACA)** to and for the realization of sexual and reproductive health and rights (SRHR). The strategic plan applies a life-course approach and recognizes that while programming primarily targets women of reproductive age, adolescents and youth, programmes should also be adaptable to meet the SRHR needs of all persons, with no exceptions, across the life course.

Acceleration of progress

UNFPA has made important contributions to gender equality through the different roles it plays at global, regional and country levels. Significant gains have been made on women's and adolescent girls' empowerment and rights, as well as their sexual and reproductive health (SRH), across all areas of the UNFPA mandate and in collaboration with other United Nations agencies.

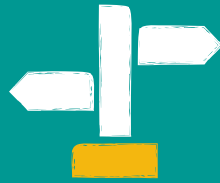
Moving forward, UNFPA will have to increase the adaptability of its programmes. More flexibility will enable more effective responses to existing, emerging and highly complex global challenges. These include climate change, demographic shifts, continued conflicts, extremism and related pushback on women's and girls' human rights, and the COVID-19 pandemic. These events have all threatened development gains in the areas of gender equality, ending gender-based violence (GBV), ending harmful practices and upholding women's and adolescent girls' rights. UNFPA will strengthen existing and, where necessary, harness new types of capacities to improve its programming for gender equality. This will involve ongoing analysis of resource allocations and programme effectiveness, continued investment in human resource development, and expanded partnerships. This will enable UNFPA to be "fit for purpose" and "future ready" and capable of leading on the global transformative gender equality agenda.



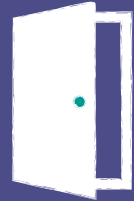
THE VISION



AGENCY



CHOICE



ACCESS

Achieving the vision

The Gender Equality Strategy supports the UNFPA goal of achieving sexual and reproductive health rights for all in all contexts. UNFPA, as a key actor in development, peace and humanitarian sectors, recognizes its responsibility to ensure that the rights of women and girls to basic services, protection and opportunities to better their lives are upheld. The strategy presents a framework that is applicable across all UNFPA's areas of work. The "areas for action" described for each pathway, enabler and linkage reflect an awareness that intersecting power dynamics – geopolitical, economic, gender and cultural – disadvantage women and girls, increase their vulnerability, compromise their human rights and leave them far behind. The strategy focuses on promoting and safeguarding the human rights of women and girls in development and humanitarian settings, recognizing that women's and girls' bodies, choices and lives are greatly impacted by discrimination and violence linked to SRHR. Other groups can also be disadvantaged by patriarchy and intersecting power dynamics, and the strategy highlights where synergies can be created through rights-based advocacy initiatives that address broader gender justice in relation to sexual orientation, gender identity, and gender expression (SOGIE). The UNFPA Gender Equality Strategy will support the application of gender-transformative approaches (GTAs) to all UNFPA programmes with an emphasis on ensuring agency, choice and access for all women and girls, so they are able to exercise their bodily autonomy and decision-making within and outside the home and advance their well-being. This means having more access to opportunities, services, participation and resources.

WHAT DOES A GENDER TRANSFORMATIVE APPROACH MEAN?

Gender transformative approaches (GTA) seek to challenge gender inequality by transforming harmful gender norms, roles and relations, while working towards redistributing resources more equally.

A gender-transformative approach attempts to promote gender equality as follows: by fostering critical examination of inequalities and gender roles, norms and dynamics; recognizing and strengthening positive norms that support equality and an enabling environment; and by promoting the relative position of women, girls and marginalized groups and transforming the underlying social structures, policies and broadly held social norms that perpetuate and legitimize gender inequalities. They are about the equal distribution of power, resources and opportunities between women and men. GTAs are human rights-based approaches as they:

- **Facilitate the empowerment of women and girls to claim their rights as "rights-holders"**
- **Strengthen the capacity of government institutions to promote and protect gender equality and SRHR for all as "duty-bearers."**
- **Promote positive masculinities by engaging men and boys as partners for and beneficiaries of a more gender equitable world**

WHY APPLY A GENDER TRANSFORMATIVE APPROACH?

Programmes and training that include a gender and power perspective are more effective at achieving positive health outcomes such as reducing rates of unintended pregnancy, maternal mortality and sexually transmitted infections.

- **Gender-transformative approaches are more effective at achieving change and, most importantly, the changes are more likely to be sustained.**
- **Gender-transformative approaches are relevant for the three transformative results set out in the UNFPA strategic plan 2022–2025 and applying GTAs when designing programmes can have a broader positive impact since improved gender equality contributes to SRHR and sustainable development overall.**

As shown in Figure 1, the Gender Strategy will be mainstreamed across all UNFPA divisions and at all operational levels. This will require increased institutional investment to build technical capacity and to monitor and evaluate initiatives.

Figure 1 | Achieving the UNFPA Gender Equality Strategy



Background

The 1994 ICPD Programme of Action (ICPD PoA) and the outcomes of the ICPD25 identify that gender equality continues to be central to sustainable and just development. Both emphasize that the gender and human rights dimensions of SRH and population issues can be powerful catalysts for transformational change across socioeconomic and environmental development sectors. One of the key takeaways from the 2019 Nairobi Summit on ICPD25 stated: “Government partners, representatives of civil society and academia all agreed: the essential package of sexual and reproductive health and rights interventions is the basis for transformative change.”¹

Other frameworks and international conventions link to and support ICPD objectives for gender equality and human rights. Most notably these include the Convention on Elimination of all forms of Discrimination Against Women (CEDAW) and the 1995 Beijing Declaration and Platform for Action. Global work to achieve the objectives of these landmark agreements and the Sustainable Development Goals (SDGs) has strengthened women’s movements, enabled transnational alliances and resulted in revision of discriminatory legislation in many countries.

The objectives of the ICPD PoA continue to be integral to meeting international and national commitments to gender equality, as articulated in CEDAW, Beijing Platform for Action and the SDGs. Unfortunately, results over time have been inconsistent.

¹ UNFPA (2019). Sexual and Reproductive Health and Rights : An Essential Element of Universal Health Coverage. New York : UNFPA. www.unfpa.org/featured-publication/sexual-and-reproductive-health-and-rights-essential-element-universal-health.

Progress, stagnation, and losses and in gender equality

Gains are evident across many indicators of women's and girls' rights, including: (i) increasing equality between boys and girls in primary school enrolments, with gender gaps in low-income countries halving over the past 25 years; (ii) an estimated 35 per cent decline in maternal deaths between 2000 and 2017; (iii) a lower unmet need for family planning; (iv) better tracking of workplace inequalities and how women and men use their time in general; (v) greater recognition of the scale and impact of GBV leading to reduced acceptance and increased reporting; and (vi) a rising number of women in political, private sector and community leadership positions.²

In other areas gender equality has stagnated namely the promise of economic empowerment for the majority of the world's women. Globally, the gender gap in labour force participation among adults (25-54) has stagnated over the past 20 years. Less than two thirds of women (62 per cent) are in the labour force, compared to 93 per cent of men. In many other areas, women are still being left behind: (i) over 300,000 women die from preventable causes related to pregnancy and childbirth every year, and more than 50% of women dying in child birth are in countries facing humanitarian crises and/or with fragile environmental or political settings; (ii) 200 million women lack access to modern methods of family planning; (iii) just over half of women worldwide say they make their own SRHR related decisions; (iv) one in three women faces violence during her lifetime; (v) 53 per cent of all people living with HIV are women and girls – in sub-Saharan Africa, six of seven new HIV infections in adolescents occur in girls, and women and girls make up 63 per cent of all new HIV infections in sub-Saharan Africa; and (vi) the emergence of pronatalist population policies and gender-biased sex selection is undermining women's bodily autonomy and creating problematic population dynamics.³ In addition, millions of girls suffer lifelong negative health, social and economic consequences from early, forced and child marriage, female genital mutilation (FGM) and GBV. The UNFPA strategic plan 2022–2025 notes that some 650 million girls and women around the world have been married as children, over 200 million have undergone FGM and 68 million girls will be at risk of FGM by 2030 if the current trend continues.

As the world enters the final decade of the SDGs, it is confronted by multiple and intersecting crises that disproportionately affect women and girls. These crises often evolve into humanitarian emergencies, including: (i) climate change and ecological breakdown; (ii) economic inequality; (iii) persistent civil and international conflicts; (iv) large-scale human rights abuses; (v) famines; and (vi) disease outbreaks, including COVID-19.

In every crisis situation gender inequality and an absence of human rights' protections increase deprivation and inhibit recovery efforts, often creating cycles of increased divisiveness, strife and radicalization.

UNFPA recognizes that gender equality, human rights and social justice are instrumental in overcoming complex global challenges. In response, it is actively collaborating with partners at all levels to open pathways for change and tailor responses to needs across a continuum of development and humanitarian settings.

2 UNESCO (2020). #HerEducationOurFuture: Fact Sheet on Girls' Education. ED/GEM/MRT/2020/FS/1/REV. Paris: UNESCO. <https://unesdoc.unesco.org/ark:/48223/pf0000372963>. WHO and others (2019). *Trends in Maternal Mortality 2000 to 2017: Estimates by WHO, UNICEF, UNFPA, World Bank Group and the United Nations Population Division*. Geneva: WHO. www.unfpa.org/sites/default/files/pub-pdf/Maternal_mortality_report.pdf.

3 UNFPA (2020). *Costing the Three Transformative Results*. New York: UNFPA. https://www.unfpa.org/sites/default/files/pub-pdf/Transformative_results_journal_23-online.pdf

CONTEXT AND LESSONS



UNFPA is learning from and with partners, including women-led organizations (WLO), and continues to analyse approaches, investments and partnerships for gender equality. Coordination and collaboration with donors, governments, civil society and other United Nations agencies contribute to ongoing efforts to promote women's rights, bodily autonomy, and the transformation of discriminatory social and gender norms that perpetuate gender inequality.

Promoting women's and adolescent girls' rights and ensuring inclusion

Analysis of intersectionality and diversity has increasingly influenced gender equality theory and practice in the development, humanitarian and peace continuum. It is critical for UNFPA to continue to engage with partners to understand and address SRHR in the context of age, disability, race, sexual orientation, gender identity and expression, geography, urbanization, digitalization and climate change.

At the same time the UNFPA mandate areas that focus on gender justice, maternal health, the agency of women and girls, and ending GBV and harmful practices require a continued focus on women and adolescent girls of all ages as the primary target groups.

UNFPA gender equality evaluation

A 2021 evaluation of UNFPA support to gender equality across the development, humanitarian and peace continuum provided valuable lessons.⁴

Overall, the independent evaluation conducted by the UNFPA Evaluation Office found that UNFPA has contributed globally to the advancement of gender equality through its focus on SRHR and its use of integrated approaches. Several institutional processes and systems, including organizational capacity, strategic leadership and advocacy, make UNFPA a strong contributor to gender equality and women's empowerment in both development and humanitarian contexts. The evaluation also highlighted the notable role played by UNFPA in the global response to the increase in domestic violence and GBV recorded during the COVID-19 pandemic. The evaluation findings showed alignment of programmes with international processes and national policies, as well as significant gender mainstreaming across programmes and operational levels, and harmonization of country programmes with governments' plans and strategies on gender equality and with United Nations Sustainable Development Cooperation Frameworks.

To strengthen the work of UNFPA, the evaluation stressed that more strategic long-term partnerships and funding streams, plus strengthened integration of gender into SRHR programmes, are required to accelerate the gender equality agenda. The evaluation made a number of specific recommendations related to leveraging expertise in SRH, reproductive rights, population and data to enhance collaborative work and mainstreaming; strengthening work to change discriminatory social and gender norms; integrating human rights and GTAs across UNFPA work programmes; and amplifying its leadership and position in responding to and preventing GBV in all settings.

Cooperation and coordination

UNFPA brings together and leverages its multiple areas of thematic expertise to support gender equality across different settings. It plays a strong inter-agency coordination role as co-chair in many United Nations country team (UNCT) Gender Theme Groups, and in establishing standards for preventing and responding to GBV in emergencies. As the GBV Area of Responsibility (AoR) lead under the Global Protection Cluster of the Inter-Agency Standing Committee (IASC), UNFPA supports gender equality in the provision of survivor centred services; and gender equality is one of the four foundational principles of the GBV AoR. In emergencies, UNFPA supports enhanced field level accountability through the inclusion of key gender equality considerations in the Humanitarian Country Team (HCT) compact, Protection Strategy, Humanitarian Needs Overviews (HNOs) / Humanitarian Response Plans (HRPs).

⁴ UNFPA Evaluation Office (2021). *Evaluation of UNFPA Support to Gender Equality and Women's Empowerment (2012–2020)*. New York : UNFPA Evaluation Office.

As a member of the IASC, UNFPA works on the principle that gender equality is essential to the success of action across its mandate. In the context of its work, UNFPA supports governments, donor partners and stakeholders to implement international and national laws that uphold gender equality and to integrate humanitarian-linked gender equality standards and guidelines. UNFPA recognizes that effective, equitable and participatory development and humanitarian action cannot be achieved without understanding and responding to the specific needs, priorities and capacities of women and adolescent girls through mainstreaming of gender equality and human rights considerations into SRHR and other areas of its mandate.

Since the ICPD PoA, UNFPA has been a staunch supporter of the feminist movement, and of working hand-in-hand with civil society across the globe. On an ongoing basis, UNFPA is advocating and building capacities for inclusion of gender equality in humanitarian action including incorporation of the sex and age marker into humanitarian response plans to strengthen participation of women and youth led organizations. In the absence of effective entry points to policy processes, UNFPA is working in several countries to build and mobilize WLOs and grass-roots organizations capacities to advocate for SRHR. Funding for women-led grass-roots organizations and human rights defenders, and the adoption of innovative approaches to policy advocacy and social accountability for universal access to SRHR, including online civic engagement, are creating myriad opportunities for building stronger feminist movements. Such movements have historically proven effective in introducing policies and legislation that protect women's right to bodily autonomy as well as in shifting discriminatory social and gender norms.

Gender Equality in Humanitarian Action

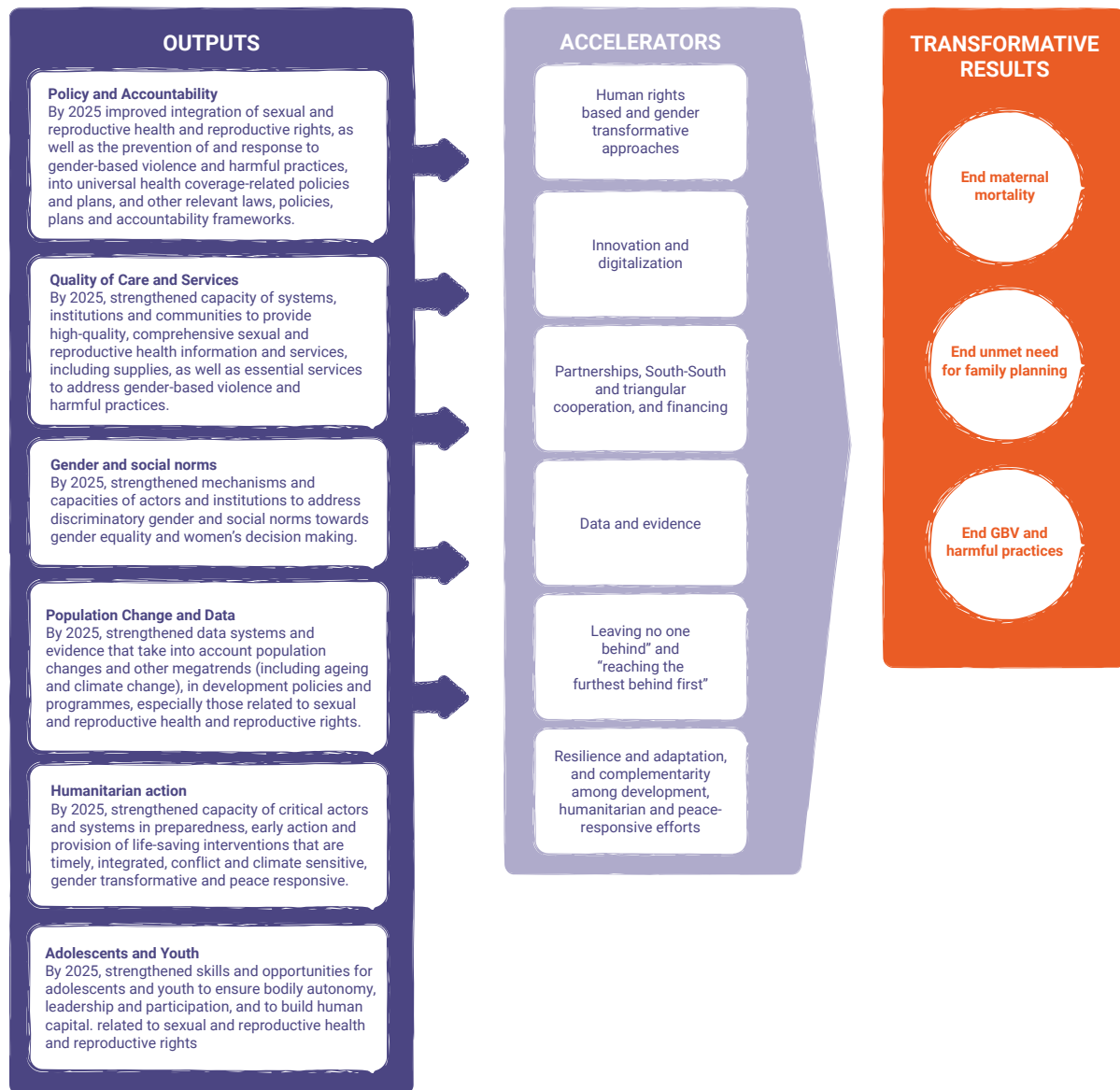
When women and men are included equitably in development and humanitarian action, communities and governments benefit. As members of crisis-affected communities, women's inputs into identification of humanitarian needs, including needs linked to SRHR, are crucial in formulating comprehensive, successful responses. Women's organisations at all levels can be key influencers for positive action, as well as sources of data on household and community level impacts of crises. Crisis changes socio-cultural structures quickly, which can create opportunities to redefine gender norms and contribute to the re-balancing of gender power relations. Local women's groups are often well placed to mobilize their members, identify solutions and support transformative and generational change.

Adequate financing to enable this inclusion is key. As part of the preparations for the World Humanitarian Summit (WHS) in 2016, the High-Level Panel on Humanitarian Financing sought solutions to close the humanitarian financing gap. Their report made recommendations to broaden the resource base for humanitarian action, and improve delivery. It suggested "a Grand Bargain between donors and humanitarian organisations in humanitarian aid". The Grand Bargain, is a unique agreement and aims to put more resources into the hands of people in need, and improve the effectiveness and efficiency of the humanitarian action. UNFPA participates within the Grand Bargain working groups and reports annually on progress advancing gender equality in humanitarian settings through localization of work and provision of support to gender inclusive national and community actors.

Institutional context for action

The gender equality strategy that will enhance and accelerate ACA is designed to guide tailored and gender transformative programming at global, regional and country levels. It is aligned with the six output areas of the UNFPA strategic plan 2022 – 2025 and are supported by six cross-cutting accelerators (see Figure 2) which will lead to the achievement of three transformative results and facilitate positive change in the lives of women and girls.

Figure 2 | Output areas, cross-cutting accelerators and desired transformative results



Megatrends and new realities for gender equality

The mandate of UNFPA is impacted by multiple megatrends, including climate change, increased displacement due to conflict and man-made natural hazards, demographic shifts, ageing populations, inequalities and digitalization. These megatrends can intersect and overlap to create complexity, but also positive opportunities for change. COVID-19 has demonstrated that pandemics can exacerbate the negative impacts of social, economic and environmental inequality.



INEQUALITIES

Over the past several decades, poverty in conjunction with rising disparities in income, unequal access to natural resources and the marginalization of certain population groups from decision-making and equal economic gains have undermined development, exacerbated climate change and eroded the enjoyment of universal human rights, including gender equality. Since 2020 the Covid-19 pandemic and its response has worsened inequalities that were already widening before the pandemic.

Evidence suggests that poverty, growing inequality, combined with the COVID-19 pandemic has had a disproportionate negative impact on women and girls in low- and middle-income countries. Before the pandemic, women's labour force participation, access to finance, opportunities for quality employment, pay and advancement were already unequal to men's, and the pandemic and subsequent global recession are predicted to exacerbate these gaps. Women are affected in all areas, from front-line health-care workers who are overburdened and at risk, to micro and small entrepreneurs losing jobs as the informal economy shrinks, to women at home facing an increase in unpaid care work and an alarming spike in domestic violence, trafficking, and child marriage. These challenges threaten to push 47 million additional women into extreme poverty.⁵

UNFPA estimates that the pandemic, combined with global economic upheaval, supply chain disruptions and ongoing conflicts, has disrupted access to family planning services for 12 million women.⁶ These disruptions could cause a one-third reduction in progress towards ending GBV and a one-third reduction towards ending FGM by 2030. While over 200 countries and territories have put in place or enhanced social protection policies to help communities recover from the pandemic, the extent to which these policies are reaching and benefiting women and girls, especially those furthest behind, remains unclear. An analysis of UNCT Socio-Economic Impact Assessments and Socio-Economic Response Plans (SERPs) to COVID-19 showed that only 10 per cent of SERPs incorporated gender analysis of the most vulnerable groups.⁷



CLIMATE CHANGE

The United Nations Framework Convention on Climate Change has recognized that climate change has differential gender impacts and that involving women in climate change policy and planning at all levels is critical to the success of mitigation and adaptation efforts. Women make up the majority of the world's poor and the effects of climate change can increase their workloads and make it more difficult to source food, fuel and water.⁸ In addition, climate change and extreme weather events – with their associated impacts on food security, water supply and transportation – negatively affect women's reproductive health, especially in low- and middle-income countries. Increased workloads and adaptation-linked demands are time intensive and reduce women's and girls' opportunities to participate in public decision-making, paid employment, education and leisure activities. This in turn can harm women's physical and mental health, contribute to higher household stress levels and increase the risk of GBV.⁹



DEMOGRAPHIC SHIFTS

The world is demographically more diverse than ever. Falling fertility rates and large-scale population ageing dominate the demographic trends of some countries, while high fertility and growing, youthful populations define others. Demographic structures have profound implications for sustainable development, particularly regarding the abilities of states to provide social protection and health services, and secure reproductive rights. Diversity in demographic profiles means that countries often face unique constellations of challenges when gender inequality is manifested in their support for human capital and social protection, and in the consequent threats to the health and well-being of women and girls.

5 UNDP (2021). COVID-19 Gender Response Tracker. <https://data.undp.org/gendertracker/>.

6 UNFPA (2021). New UNFPA data reveals that nearly 12 million women lost access to contraception due to disruptions caused by the pandemic, leading to 1.4 million unintended pregnancies. www.unfpa.org/press/new-unfpa-data-reveals-nearly-12-million-women-lost-access-contraception-due-disruptions.

7 UN IANWGE (2020). *Minimum Requirements Checklist for Integrating Gender Equality in the Implementation of the UN Framework for the Socio-Economic Response to COVID-19*. www.unwomen.org/sites/default/files/Headquarters/Attachments/Sections/Library/Publications/2020/IANWGE-Minimum-requirements-checklist-for-integrating-gender-equality-in-COVID-19-response-en.pdf.

8 UNFCCC (2021). Outcomes of COP26 and what's coming up in 2022: gender and climate change. <https://unfccc.int/sites/default/files/resource/COP26%20outcome%20on%20gender.pdf>.

9 Desai, Zalak and Ying Zhang (2021). Climate change and women's health: a scoping review. *GeoHealth* 5(9), e2021GH000386

Gender inequality is a prevailing concern for the social protection systems of countries with ageing populations, as older women typically have fewer assets, lower pension coverage and lower lifetime earnings than men. These countries are also characterized by low fertility, and threats of declining population, particularly in Eastern Europe and East Asia. This situation has led to the growing adoption of national and state policies and incentives to increase fertility. Many such policies provide financial support to young mothers and families, but others have reversed access to SRH services, reduced access to family planning commodities and reduced coverage of comprehensive sexuality education (CSE).

In a context of growing demand for population policy advice, UNFPA provides analysis and evidence to countries on the short- and long-term impact of pronatalist policies, and the essential need for reproductive rights and choices, and women's expanding freedoms, within sustainable development. Policy advice in low-fertility countries is complemented by a growing list of global and regional policy dialogues.

UNFPA also supports countries in building demographic resilience, to strengthen the capacity of national institutions to anticipate the population dynamics that they are experiencing and to thrive amidst unfolding demographic change. This calls for understanding, planning for, and shaping demographic changes through evidence, gender-responsive and human rights-based policies.

Many countries continue to have high fertility and youthful populations, and in these countries UNFPA works closely with adolescents as agents of generational change to promote prospects for a demographic dividend. Through engagement and education, and in the urgency of converging megatrends, youth can better understand their rights, advance gender equality and redress historic norms.

Examples from individual countries provide guidance on how megatrends such as climate change, migration and urbanization are impacting progress on the three zeros, and shaping the opportunities for young people to make informed decisions on reproductive health and exercise bodily autonomy. For example, as conflict and climate disruption have increased the mobility and urban clustering of young persons in West Africa, service delivery and advocacy programmes need to recalibrate to serve youth in these dense urban areas. UNFPA undertakes a range of collaborative analyses on the impact of these and other megatrends on programming and advocacy for gender equality and the rights of women.



DIGITALIZATION

The post-pandemic world has become more digitalized, yielding new opportunities for some, but also exacerbating a gender digital divide that leaves millions of women and girls unable to access or safely navigate the new technologies. Misinformation, cybercrime and technology-facilitated GBV undermine health and justice institutions and erode public trust, compromising the health and welfare of the marginalized and leaving them further behind in development. Worldwide, roughly 327 million fewer women than men have a smartphone and can access mobile Internet. Addressing this requires realizing that digital technologies are part of a wider, socio-political and economic context that shapes their design, purpose and use. Digital technologies, particularly information and communication technologies, can empower women and transform gender relations, and be used to provide services, such as through the use of mobile phones that help connect women and girls to SRHR services including for GBV. At the same time, the digitalization of the world is also a space through which harm may be perpetrated. Research shows that at least 38 per cent of women globally have experienced online violence, or technology-facilitated gender-based violence (TFGBV), and that this rate is rising.¹⁰ Harnessing the positive aspects of the accelerated digital transformation and addressing the negative implications such as TFGBV in support of gender equality and women's and girls' SRHR will require investment and partnerships. In this rapidly changing world, opportunities can be better equalized and dynamic solutions created through innovation to meet the needs of women and girls and deliver SRHR for all, as UNFPA programmes have done to connect survivors with services in many countries.

¹⁰ Khoo, C. (2021). *Deplatforming misogyny: report on platform liability for technology-facilitated gender-based violence*. LEAF. Available at: <https://www.leaf.ca/publication/deplatforming-misogyny/>.

Strategic approaches to opportunities and challenges

UNFPA work on gender equality, women's empowerment and human rights is carried out in the context of evolving global, regional and national realities. The analysis of opportunities and challenges is a recurring process that influences strategy development, planning and investment at each operational level. The diverse, and sometimes geographically specific, issues that UNFPA faces are highlighted in Figure 3. Each region and country must assess their priorities for programming and the strategy guidance can then be applied to shape policy dialogues, planning, programming and monitoring with national governments and regional agencies, and collaborations with civil society including women-led organizations.

Figure 3 | Opportunities and challenges in achieving gender equality

Opportunities

- Power of social movements, including youth for climate change action
- Women, peace and security, and the youth, peace and security movements
- Increased attention to social justice, including gender, reproductive, and racial justice
- Power of innovation and technological breakthroughs to address programmatic challenges
- Technological improvements in programming and communication
- More attention to socioeconomic aspects of women's reproductive labour and care work
- United Nations reform increases capacity, accountability and collaboration
- ICPD25, Beijing25 and Generation Equality Forum
- COVID-19 and the Build Back Better fosters positive change
- Increased focus on feminist approaches across development and humanitarian work support transformational programming
- Shifting demographic realities create opportunities to integrate women's rights and engagement
- More women represented in political institutions and leadership positions in some countries
- Increased recognition about the importance of supporting women led and grassroots organizations, in development and humanitarian work

Challenges

- Increased prevalence of GBV and harmful practices linked to COVID-19 restrictions and isolation, including TFGBV
- Women's continued limited autonomy and influence over SRH decisions and outcomes
- Widespread negative economic impacts of COVID-19 and decreased donor spending on gender equality and GBV due to global economic situation
- Lack of intersectional analysis in budgeting decisions leads to gaps in programming for those furthest behind
- Regional increases in pronatalist policies
- Increases in populism, social polarization, and conservative views of social and gender norms including masculinity
- Backlash against women's rights, and LGBTIQ+
- Increasing attacks on human rights defenders
- Digital divide (gender, age, disability, other diversity)
- Use of digital platforms to foment hate and misogyny, TFGBV, combined with the prevailing culture of impunity
- Lack of digital safety/data privacy and protection mechanisms
- Lack of meaningful global responses to climate crisis
- Ongoing humanitarian crises exacerbated by COVID-19 and economic realities
- Ongoing conflicts and women's and youth's lack of presence in peace processes
- Continued poverty, increased inequalities, and deprivation
- Weak health and social protection systems that lack adequate gender analysis
- Data systems that do not effectively disaggregate to address inequality and marginalization
- Current volatility and political strife negatively impacting the development, humanitarian and peace continuum

WHAT NEEDS TO CHANGE?

Agency, Choice, and Access

UNFPA recognizes that decades of work on gender equality have demonstrated how prevalent and inherent discrimination is in societies and systems. Transformation of discriminatory norms and structures can empower women and girls and enable them to claim and exercise their human rights without fear of violence or reprisal. In order for gender equality to be realized and for all women and girls to exercise their rights free from violence, discrimination and harmful practices, change must happen at all levels – from structural to individual level - and that women and adolescent girls need **Agency, Choice, and Access (ACA)** in order to have greater decision-making and bodily autonomy over their SRHR. When women and adolescent girls live free of discrimination and violence, and have the capacity to take action and pursue their goals, they are exercising their **agency**. When they have the power to exercise **choice**, they can chart their own decisions about their lives and bodies. When they have access to acceptable, accessible, available and quality services, they survive and thrive. **UNFPA will support this effort through core pathways of change to gender equality that will enhance and accelerate ACA.**

The ACA Framework is the basis of this Gender Equality Strategy and will contribute directly to the achievement of the three transformative results defined by UNFPA. It consists of pathways, enablers, and linkages, that will catalyze change and prioritize attention to partnerships, wide-ranging advocacy and support for women's and adolescent girls' agency, choice and access. Action areas linked to each pathway, enabler and linkage framework provide strategic guidance that will influence change at the individual, community, health system and socioeconomic, and political/legal-policy levels using holistic gender-transformative programming. Regional and country offices can use conceptual elements of the ACA framework to engage in policy dialogue with partners and prioritize programme investments. The ACA framework and its elements (see Figure 4) presented in the next section provide guidance on how programming can be shaped by the suggested action areas, tailored to regional and country- level situations, and delivered in collaboration with national governments, civil society, private sector, and donors.

What bodily autonomy means...

Bodily autonomy for adolescent girls and women means they can exercise choice about what happens to their bodies. In matters related to reproduction and sexuality, bodily autonomy means women and adolescent girls determine their lives and their future, and have the information, services and means to do so, free from discrimination, coercion and violence.

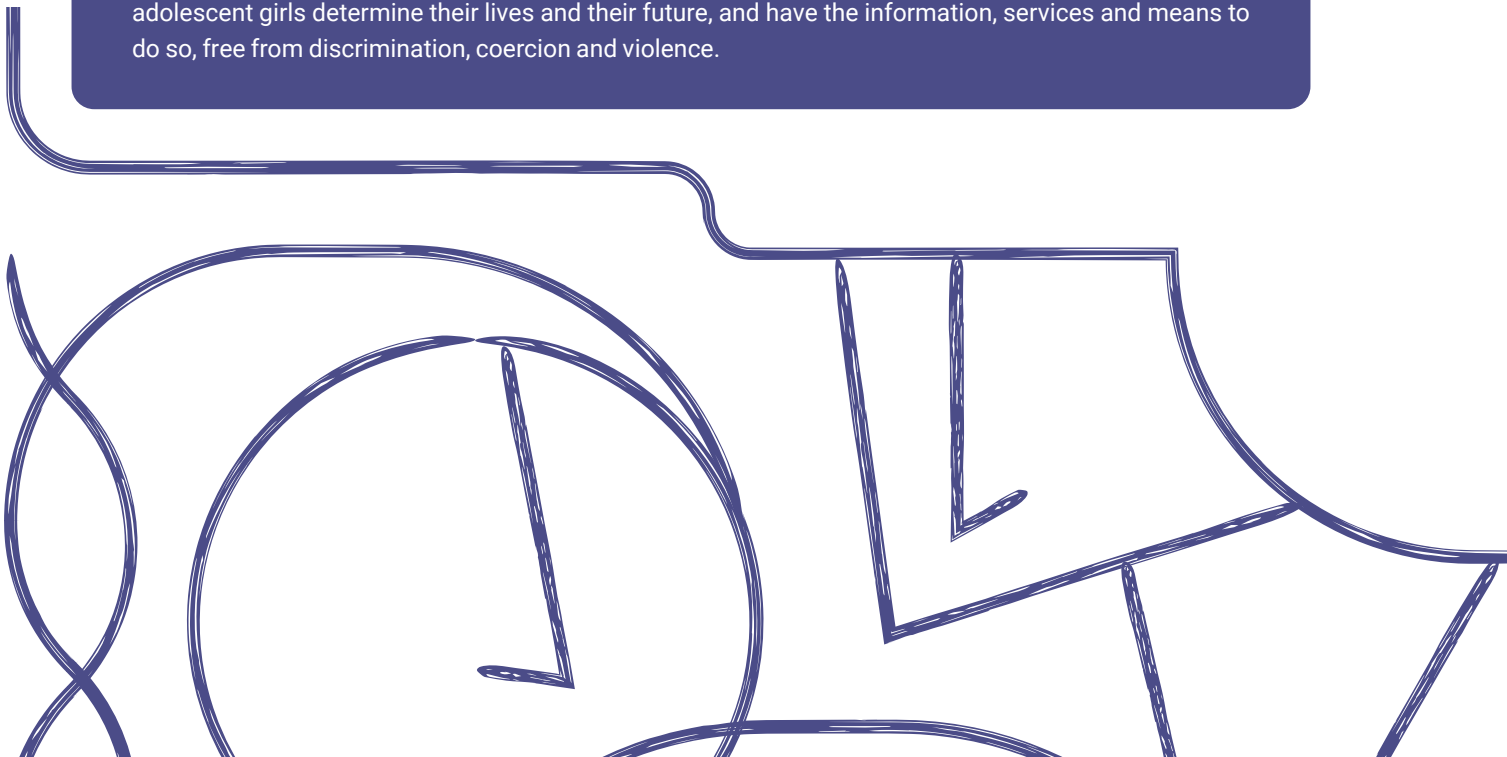
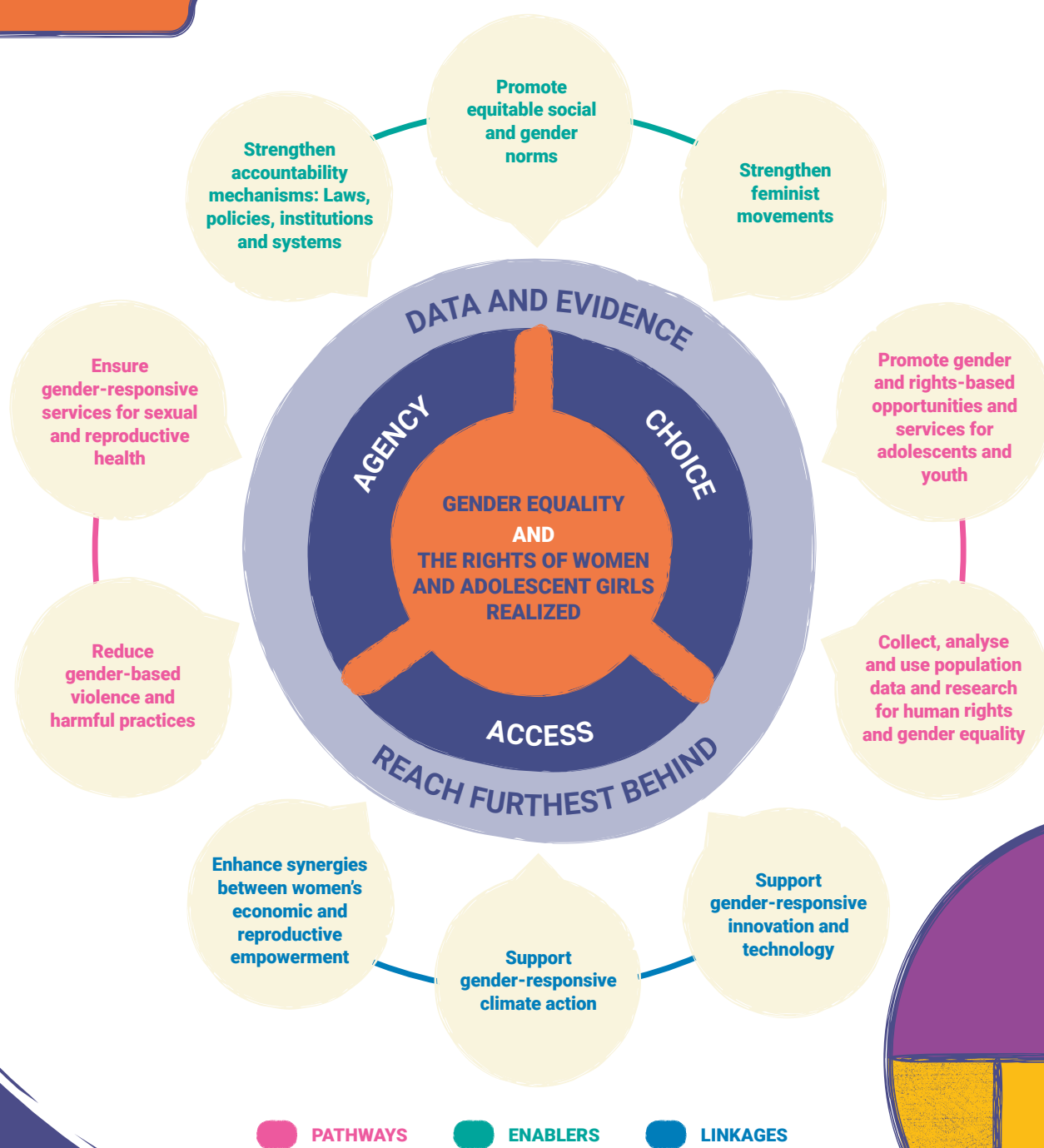


Figure 4 | The Agency, Choice, and Access (ACA) framework

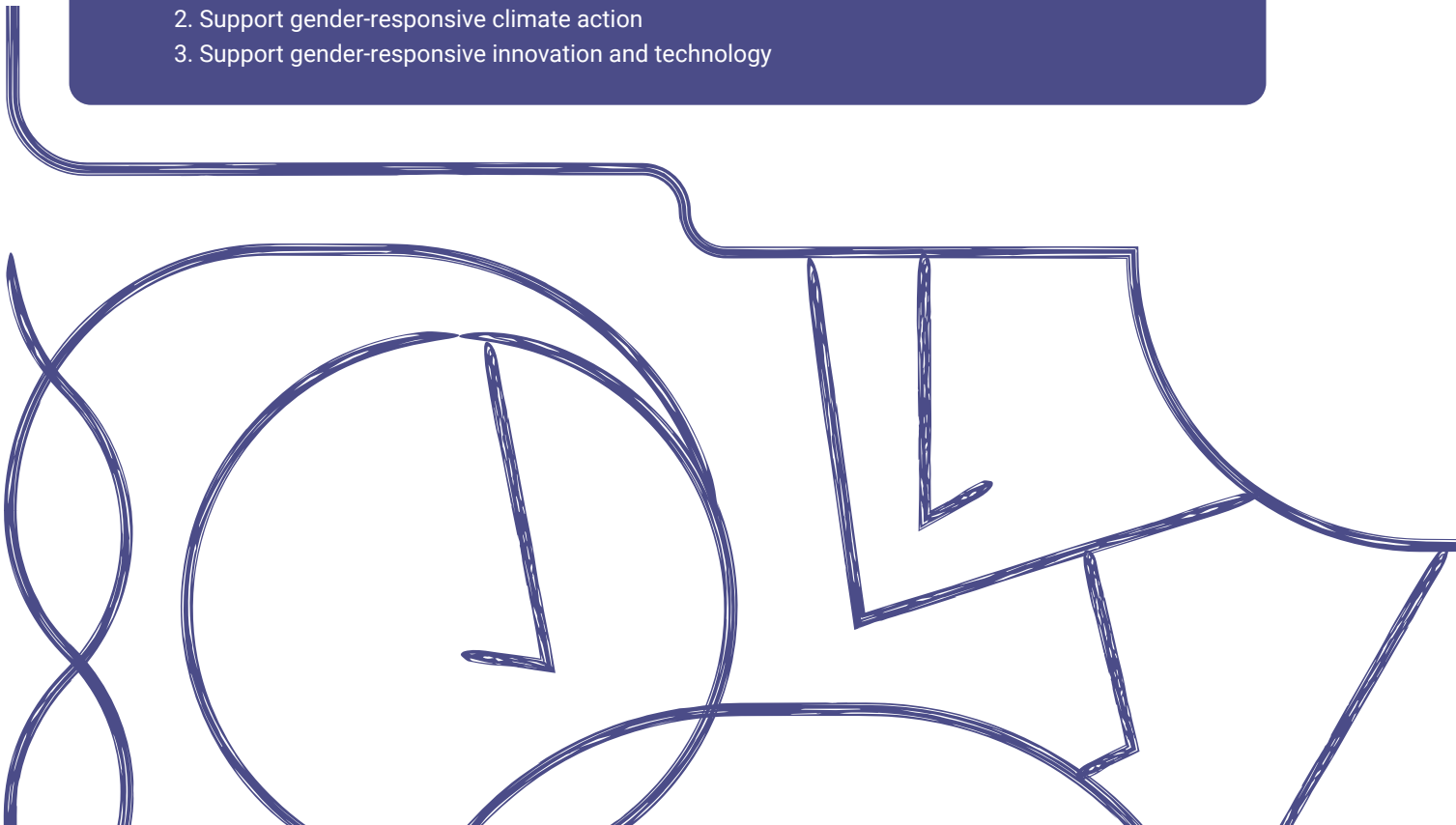
IMPLEMENTING THE ACA FRAMEWORK



Four pathways, three enablers and three linkages comprise the plan to implement the ACA Framework. Advancing gender equality requires work to happen concurrently on multiple fronts. Multifaceted approaches create mutually reinforcing changes in attitudes, norms and values at individual, family and community level, and among decision makers who develop laws and policies. The UNFPA Gender Equality Strategy presents a framework that will accelerate structural change, support social change movements and enhance gender transformative programming and service delivery. Actions built on this plan will, in turn, influence a transformational shift in gender power dynamics leading to women's and adolescent girls' agency, choice and access, and ultimately, gender equality.

The ACA framework consists of three key elements:

- **Pathways** are core areas where structural change, enhanced gender transformative programming, and service delivery are accelerated.
 1. Ensure gender-responsive services for sexual and reproductive health
 2. Reduce gender-based violence and harmful practices
 3. Promote gender and rights-based opportunities and services for adolescents and youth
 4. Collect, analyze and use population data and research for human rights and gender equality
- **Enablers** create environments that can support and sustain the pathways so they can catalyze change.
 1. Strengthen accountability mechanisms: Laws, policies, institutions and systems
 2. Promote equitable social and gender norms
 3. Strengthen feminist movements
- **Linkages** are issues and strategies that need to be addressed and leveraged, to support UNFPA in improving its adaptability and flexibility in dealing with emergent crises, environments, and trends.
 1. Enhance synergies between women's economic and reproductive empowerment
 2. Support gender-responsive climate action
 3. Support gender-responsive innovation and technology



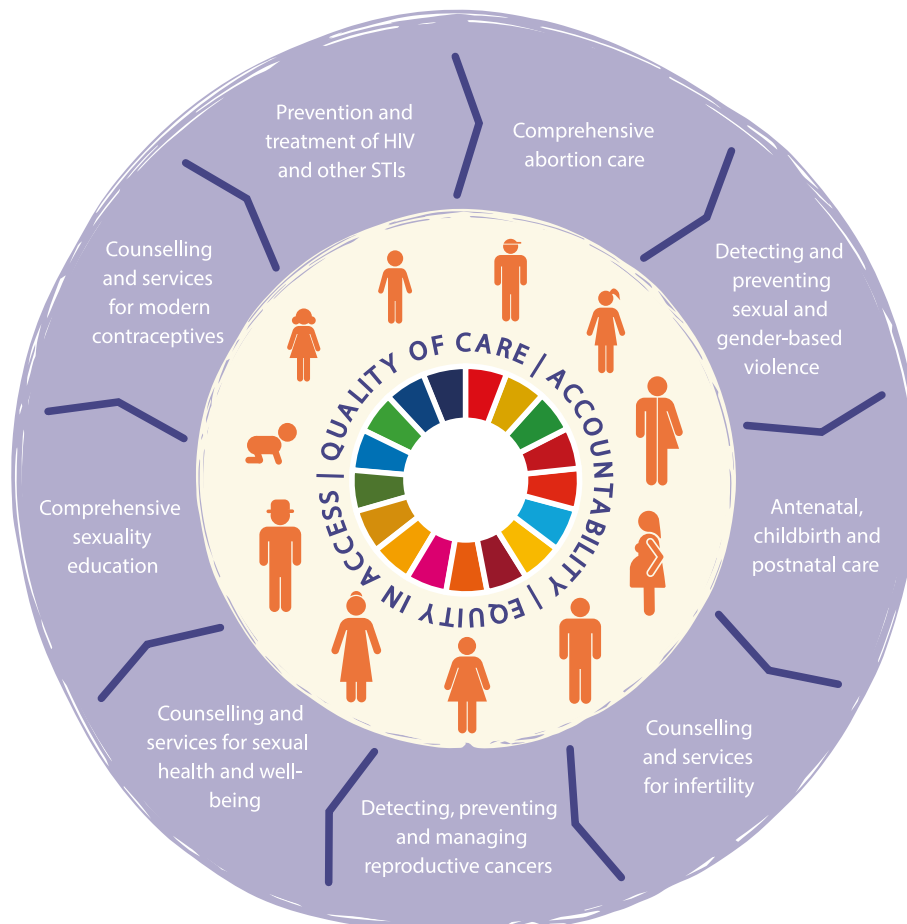
Pathways are core areas where structural change, enhanced gender transformative programming and service delivery are accelerated.

Pathway 1

Ensure gender-responsive services for sexual and reproductive health

Sexual and reproductive health and rights are at the core of the work of UNFPA, and central to promoting gender equality. When women have access to a full range of comprehensive SRH services, including being able to choose the number and spacing of their children, they are more likely to be empowered in all aspects of their lives. To effectively meet the SRHR needs of people, a comprehensive approach is required, as depicted by Figure 5 below. Taking a comprehensive approach to SRHR entails adopting the full definition of SRHR and providing an essential package of SRHR interventions with a life course approach¹¹, applying equity in access, quality of care, without discrimination, and accountability across implementation.

Figure 5 | A comprehensive definition of sexual and reproductive health and rights



¹¹ A life-course approach considers an individual's entire progress throughout life to explain why certain outcomes result. The outcomes depend on the interaction of multiple protective and risk factors throughout people's lives. A life-course approach examines how biological (including genetics), social and behavioural factors throughout life and across generations act independently, cumulatively and interactively to influence health outcomes.

WHERE DOES THIS PATHWAY LEAD?

This pathway leads to well-funded, gender-inclusive and equitable health systems and services for all people.

A significant portion of UNFPA programming and resources will be dedicated to improving the availability, acceptability, affordability and quality of services in order to achieve reduced unmet need for family planning, reduced maternal mortality, reduced GBV and harmful practices. Ensuring that this work fully integrates organizational commitments to changing harmful social and gender norms, which may also pose barriers to access, promoting gender equality, non-discrimination and leaving no one behind is critical. Supporting states to digitize health information systems can increase and improve evidence-based, targeted interventions that improve services for specific groups. The UNFPA mandate positions it to integrate gender equality, women's empowerment and tackling GBV and harmful practices into all SRHR interventions. UNFPA utilizes demographic data analysis to inform that work, using a life-course approach.

In such case, it would be important to be able to articulate the barriers that people face (or the myths, stereotypes etc.) and unpack the ones that are linked with gender inequalities. Also, to set the principles of what interventions we need to increase demand and use of family planning. UNFPA does work well and knows what works with the health system (and education) but more needs to be understood with regards to how social and gender norms create barriers to the use of family planning methods.

AREAS FOR ACTION

Family planning

Strengthen the agency and decision-making of women and adolescent girls to demand human rights- based family planning. This will include a focus on the behaviour, agency and autonomy of the individual and related social and gender norms, bolstering demand creation and fulfilment, behaviour change communication programmes, reproductive rights literacy to support women to make informed and independent decisions related to their SRH intentions, increasing comprehensive knowledge of SRHR through community-based programmes. This work should also focus on promoting shared responsibility of contraceptive use between partners, and encourage use of male use methods including condoms and vasectomy.

Ensure gender-transformative and human rights-based contraceptive delivery for women and adolescent girls in all their diversity, individuals including from marginalized populations, and couples. The aim of this action will be to increase contraceptive access and choice for all reproductive age cohorts by applying a life-course approach to meet individuals' evolving needs during their lives. This will facilitate access to rights-based information and services, tackle stigma that impedes use, as well as reduce access to barriers. It will also leverage family planning programmes as an opportunity to shift access to power, resources and opportunities for women and adolescent girls. This will help foster gender equality and better SRHR outcomes.

Support revision of national legislation and policies to ensure there is a legal and policy environment conducive to human rights-based family planning programmes. This means promoting an environment supportive of women's and adolescent girls' reproductive rights (e.g. reforming laws requiring husbands' permission to access contraception, raising the minimum age of marriage, and consent for services, etc.).

Encourage development partners to integrate family planning into work on CSE, ending obstetric fistula, preventing adolescent pregnancy and eliminating harmful practices, including child marriage and FGM. In addition, encourage humanitarian partners to integrate family planning services into emergency preparedness, humanitarian response and disaster risk reduction. This also includes providing technical assistance to integrate family planning into gender-transformative programmes that address GBV, for the promotion of gender equality.

Maternal health

Maintain a gender lens while working towards SRHR as an essential part of universal health coverage. Key to this will be considering how the SRHR needs of women and adolescent girls are met throughout their life course, from infancy and childhood through adolescence and into adulthood and old age. In part this will require mobilizing key stakeholders within and beyond the health sector including from WLOs; analysing SRHR needs among all people and throughout the life course; mapping the resources available and systems constraints; and prioritizing and progressively implementing interventions at various levels of the health system and beyond for ensuring access to an essential package of SRHR interventions.

Ensure accessibility of emergency obstetric and newborn care services for all women and adolescent girls. This should include addressing sociocultural barriers limiting access, including for marginalized groups and women who are most at risk due to poverty, costs, and other barriers.

Provide training on the Minimum Initial Service Package (MISP) for health service providers and managers. Such training and its integration across clinical practice should aim to reduce service barriers faced by women and adolescent girls and can include strategies that will transform social and gender norms through the involvement of male partners and the engagement of gatekeepers.

Integrate gender analysis modules into pre-service curricula of accredited midwifery schools and other types of medical training institutions to improve quality of service. Curricula should include content on preventing stigma and discrimination against marginalized women and adolescent girls, respectful care in the context of women and girls living in poverty, and from ethnic minorities, culturally acceptable services in the case of indigenous women and adolescent girls, accessible services for women and adolescent girls with disabilities, male involvement and measures to support women and adolescent girls to be confident and vocal about their health care needs.

Use women's experience to inform health systems' strengthening and related workforce training. Women, especially those furthest behind, should be consulted about their health issues. This information should then be incorporated into training on quality and delivery of care to help health systems respond to women's experiences. In addition, sensitization of health workforces to the importance of client/patient feedback and client satisfaction with the services provided is critical.

Sexually Transmitted Infections including HIV

Intensify combination HIV prevention programmes and empower women, adolescent girls and key populations¹² to protect themselves from HIV, other STIs and support their access to SRHR services, free from stigma and judgement based on their age, gender, sexuality and profession.

Systematically embrace a people-centred and integrated approach to meaningful engagement and funding of the community (on the principle of "nothing about us without us") in the development and implementation of HIV and STI prevention programmes and referral for case management. This includes a rights-based approach to family planning, comprehensive condom and lubricant programming, and CSE for individuals both in and out of schools.

12 Sex workers, transgender people, people who inject drugs.

The key populations at risk of acquiring HIV infection in 2020

- In sub-Saharan Africa, six in seven new HIV infections among adolescents aged 15–19 years occurred in girls. In some regions, women who had experienced intimate partner violence were 1.5 times more likely to acquire HIV.
- Female sex workers, are 26 times greater risk than women in the general population.
- Transgender women, are 34 times greater risk than other adults.

Pathway 2

Reduce gender-based violence and harmful practices

Gender-based violence and harmful practices comprise the world's most pervasive and silent human rights violations. These human rights violations are exacerbated by megatrends including climate change, health emergencies including the COVID-19 pandemic, humanitarian crises, including conflicts, and the digital revolution. UNFPA addresses GBV and harmful practices within a comprehensive strategy that reflects an understanding of the systemic nature of gender inequality as the root cause of GBV and harmful practices.

WHERE DOES THIS PATHWAY LEAD?

This pathway leads to financed, gender-inclusive, accessible and equitable GBV interventions and action plans to ensure safe and ethical response services, activities to accelerate prevention and rigorous, survivor-centred data collection and analysis.

To guarantee access to SRHR and bodily autonomy, women and adolescent girls must have the opportunity to live without fear of violence, and harmful practices including FGM, child marriage, or gender biased sex selection. As such, guided by UNFPA's GBV Operational Plan 'Flourish', a significant portion of UNFPA programming and resources will be dedicated to improving the quality and coverage of multisectoral and survivor-centred response services as well as accelerated prevention programmes, including investment in systemic evaluations, within a human rights-compliant law and policy environment. Ensuring that this work is evidence based, data driven, and fully integrates organizational commitments to changing harmful social and gender norms, gender equality, non-discrimination and leaving no one behind, is critical.

AREAS FOR ACTION

Increase capacity to prevent and respond to GBV and harmful practices, including prioritizing services as part of preparedness, response and recovery. Under the framework of the Essential Services Package for Women and Girls subject to Violence, this action will focus on ensuring access to survivor-centered comprehensive physical and mental health services, including SRH and clinical management of rape, as well as social, security and legal services supported by strong case management, governance and legal and policy frameworks.¹³ Prevention interventions will focus on transformation of inequitable gender and social norms across the socioecological model. This implies institutionalizing prevention across health and education systems including through the provision of CSE for in-school and out-of-school young people as a transformative platform for the prevention of violence; engaging men and boys to transform harmful masculinities; and strengthening social protection systems through the integration of cash and voucher transfers into case management systems, and interventions aimed at empowering women and adolescent girls and engaging communities in changing

13 UN Women, UNFPA, WHO, UNDP & UNODC (2015). *Essential Services Package for Women and Girls Subject to Violence*.

discriminatory gender and social norms. Addressing all forms of violence in all spaces and contexts is a priority for UNFPA, including reproductive violence, TFGBV, and mitigating the impact of and building resilience of women and girls in the face of climate change.

Invest in human rights-compliant laws and policies that respond to GBV and harmful practices and contribute to tackling the inequitable social and gender norms that permeate this space. Investment in laws and policies to increase women's education, supporting women to take on higher-level roles within health and judicial systems, supporting the professionalization of social work, and recognizing the role of community health workers, educators, and volunteers will have a significant impact on ending GBV and harmful practices. More feminist leadership in decision-making roles across the spectrum can help address the discrimination and barriers that women and adolescent girls face as they access services as survivors of violence. In addition, building capacity and putting in place accountability mechanisms to ensure enforcement of legislation addressing GBV and harmful practices will ensure greater impact and sustainability.

Encourage ethical generation and use of data and research to ensure that programmes are targeted and effective. Resources invested in ending GBV and harmful practices must address the right forms of violence in the right locations and with the right service to meet the needs of survivors. For this to happen, investment in the collection and analysis of prevalence and administrative data is critical in not only portraying the reality faced by women and girls, but to support advocacy for human rights-based laws, policies and programmes. This is also critical for national financing and for tailoring services and ensuring prevention programmes are effective.

It will be critical to continue to strengthen GBV integration in global inter-agency data initiatives, processes and Humanitarian Programme Cycle (HPC) related fora, ensuring that analysis and indicators for GBV needs and risks are incorporated into the Joint Intersectoral Analysis Framework (JIAF), HNOs and HRPs. UNFPA also will expand the mixed methods methodology used to create 'VOICES' in new contexts. This methodology has been evaluated as being instrumental in integrating GBV in the HNO and the HRP by supporting the development and implementation of humanitarian programmes to prevent and respond to GBV, and assisting other sectors/clusters to better understand the risks of GBV that need to be mitigated throughout their response.

Pathway 3

Promote gender and rights-based opportunities and services for adolescents and youth

Full engagement with, and support for, adolescents and youth is a prerequisite to improving gender equality and sustainable results across UNFPA areas of work, as outlined in the UNFPA global strategy for adolescents and youth, My Body, My Life, My World. Human rights-focused inter-generational change, across the life course and driven by young women and men committed to gender equality, is a key aspect of transformational change. It can create social, economic and environmental demographic dividends, particularly in countries with large youth populations. As such, all UNFPA programmes should identify how they can increase youth participation that socializes both boys and girls to see gender equality and inclusion as desirable norms; builds the human capital of the next generation; encourages young people's individual and group agency; and builds adolescents' influence within national, regional and international networks.

Socializing boys and girls to expect and contribute to gender equality can be achieved through school, faith-based, community and out-of-school programmes, including CSE. Collaborating with local partners, such as faith leaders and local officials, to implement programmes can also strategically engage gatekeepers and reduce resistance to change. This will foster wider acceptance of the benefits of both gender equality and diversity in gender identity.

WHERE DOES THIS PATHWAY LEAD?

This pathway leads to recognition and respect for the rights and potential of adolescents, and will foster sustainable generational change and gender equality. The result is robust adolescent girls-centered programming, meaningful youth participation and movement building.

Ensuring that young people, particularly young women, have access to information and the opportunity to develop their capacity and agency will empower them to make informed decisions about their lives, including their SRHR. It will entrench respect for principles of equality concurrently with encouraging confidence to think critically and participate in decision-making at all levels. The pathway will mitigate adolescents' risk of embracing harmful behaviours while promoting positive and protective factors that support youth development. Adolescents and youth will also be recognized as leaders/collaborators throughout the work in this pathway.

Working with boys and young men on models of positive masculinity will provide them with the opportunity to reflect on how they can effectively contribute to respectful, equitable, non-violent relationships and more stable and safe communities. Young men need to be supported to challenge harmful and restrictive gender norms that constrain them from participating in, and benefiting from, what have previously been considered feminine roles of care work, child-rearing and community activities. At the same time, empowerment and asset-building work with adolescent girls will also be critical to promoting gender equality.

AREAS FOR ACTION

Actions to engage young people in the promotion of gender equality will be in line with the UNFPA global strategy for adolescents and youth, *My Body, My Life, My World*.

Participation initiatives, from international to community levels, must prioritize the equitable participation and leadership of young women and adolescent girls and establish standards and safeguards that reduce risk and prevent exploitation. Participation of adolescent girls and young women should be a requirement for UNFPA programmes involving stakeholders and communities. This also includes robust partnership with youth led organizations, including young WLOs, and institutions that support youth engagement.

Comprehensive inclusion of young people. This is a priority for UNFPA programming and participation guidelines need to be tailored to engage vulnerable and/or marginalized young people, including those with disabilities, indigenous youth, LGBTQI+ youth and isolated or secluded adolescent girls. Promoting generational and transformational change helps to ensure no one is left behind. Ensure that throughout UNFPA's efforts to promote meaningful inclusion of youth, setting up intergenerational platforms and fostering leadership skills, it does so through a gender transformative and rights-based lens.

Community outreach through engagement of young women and men, and use of information technologies and development innovations, can be used to change discriminatory social and gender norms. Establishing monitoring and evaluation criteria for such initiatives will support analysis of how different strategies influence social and gender norms and reduce GBV and harmful practices.

Policies and programmes in health and education must assess and respond to social and gender driven determinants of adolescent SRH and well-being. To tailor effective programmes, it is critical to generate and disseminate knowledge about how determinants differ and intersect with specific programme priorities and approaches.

Support programmes centered on adolescent girls that focus on building their health, social, economic and cognitive assets and reach the most marginalized.

Support governments and CSOs to develop and use strategies to deliver in-school and out-of-school CSE that reaches all young people, including marginalized youth. Ensuring support for marginalized and excluded young women and men will accelerate the ending of an unmet need for family planning, maternal mortality and GBV. Working with a full range of partners including young people will be important to help dismantle harmful practices and rites of passage that do not support human rights and equitable social and gender norms at the core.

Humanitarian responses to crises should include young women in decision-making and support them to be leaders. Ensure that young women and adolescent girls are included in formal and informal peace processes and in the planning and implementation of humanitarian response plans. These processes must also proactively seek the participation of young people at risk of being left behind, including marginalized youth, young persons with disabilities, indigenous youth, LGBTQI+ youth and others facing multiple and intersecting forms of discrimination.

Pathway 4

Collect, analyse and use population data and research for human rights and gender equality

UNFPA's work on gender and human rights will be supported by quality gender-transformative data collection, analysis and research dissemination that promote evidence-based planning and programming. Regular gender and age analysis of census data, production of census gender monographs, visual data displays and creation of factsheets can improve users' ability to access and understand data. It can also provide more and better evidence on what demographic intersections exacerbate discrimination. Gender equality advocates at all levels can then use this information to influence development of rights-based policy and legislation.

WHERE DOES THIS PATHWAY LEAD?

This pathway leads to the development of high-quality analysis and evidence that can inform gender-equitable decision-making by UNFPA and all of its government and civil society partners, and other stakeholders.

UNFPA will work to enhance the collection and analysis of sex- and age-disaggregated data so that all women and girls are counted and that gender and age differentials and the dynamics of SRHR and gender equality are more fully articulated and understood across age groups. It will continue collaborations to develop gender indicators relevant to advancing women's human rights. It will also promote the use and dissemination of evidence as a contribution to measuring change, improving programming and building the knowledge base supporting gender equality work. It will partner with academia on implementation research, diagnostics and surveys.

UNFPA recognizes that women and girls are consistently among those left furthest behind and that flexible, tailored action and creative investments are needed to improve their SRHR. Addressing the intersecting factors of discrimination faced by women and girls living in poverty, in minority or indigenous populations, in remote or conflict-affected areas and those who may have disabilities is a significant challenge. Addressing it will require all levels of UNFPA, working closely with government and partners, to ensure women and girls are engaged in gender-inclusive "leave no one behind" analyses informed by disaggregated data that clarify "furthest behind" variables. The UNFPA Gender Equality Strategy, in support of UNFPA's strategies on census, civil registration and vital statistics, and other approaches, will be the provision of systematic support to countries to collect and use sex-disaggregated data; increase the use of geo-referenced census and registry data to locate those furthest behind in various dimensions of gender equality, including locations of high intimate partner violence or sex selection; and promote the routine collection of the United Nations minimum recommended gender statistics to ensure that the needs of those furthest behind are recognized and addressed.

AREAS FOR ACTION

Strengthen safe and ethical data collection and research methodologies, analysis and utilization to inform GBV and harmful practice interventions as well as advocacy and communication programming, in all settings across the peace, development, and humanitarian nexus.

Increase monitoring and reporting on gender-related SDG indicators and increase data coverage. This will enable more comprehensive contextualization of indicators under SDG target 5.6, which calls on countries to “ensure universal access to sexual and reproductive health and reproductive rights”. In general strengthening quality data collection and analysis on all SDG5 targets is key, especially targets 5.2, 5.3, and 5.6.

Supplement quantitative data collection and analysis with qualitative and operational-level studies to support gender-responsive planning and programming. Areas for further research include how demand-side interventions support access to family planning; how demand generation contributes to bodily autonomy; whether access to family planning can contribute to reductions in harmful practices; and the linkages between family planning and GBV.

Support innovative data dissemination through social media and across other development avenues to enhance the relevance and effectiveness of work in development, humanitarian and peacebuilding contexts. In addition, gender statistics should be disseminated geospatially and through innovative tools such as interactive dashboards. Gender data should be disaggregated at the lowest geographical level possible to capture information about, and respond to, the needs of those furthest behind. It should be made available in user-friendly formats for easy access and analysis by those whose lives it reflects.

Support participation of women, adolescent girls and marginalized groups in development and analysis of census questionnaires, DHS, and other data collection related to gender equality including around men, masculinities, and gender equality such as the IMAGES surveys. This will generate more accurate assessment of gender power dynamics, discrimination and inequality. It will require programming and resource mobilization for its inclusion, awareness and capacity building, and information dissemination.

Increase collection of data disaggregated by sex, gender, disability, ethnicity, and age and cross-analyse it with qualitative research to support more gender-responsive and inclusive programming across all settings.

Incorporate gender analysis into work on administrative data, including civil registration and vital statistics (CRVS). This contributes to the collection of more accurate population data, ensuring all women and adolescent girls are represented in the data, while leveraging the existing data, including CRVS, to highlight gender inequalities, discrimination and violence against women and adolescent girls.

Support governments to integrate gender and rights-based analysis into capacity building with national statistics offices and national development planning. Data collected should include sex-disaggregated information analysed for planning in response to demographic changes including changing age structures, population distribution, urbanization, education levels and health outcomes. This information can inform and improve gender mainstreaming and budgeting, national action plans on ending GBV and sector planning for health, education and climate change and demographic resilience.

ConVERGE

Connecting Vital Events Registration and Gender Equality – was a joint multicountry initiative of UNFPA and the Centre of Excellence on Civil Registration and Vital Statistics Systems. It highlighted the strategic value of inclusive civil registration and vital statistics systems and their foundational role in advancing gender equality, women’s and adolescent girls’ rights including bodily autonomy.

Enablers create environments that can support and sustain the pathways so they can catalyze change.

Enabler 1

Strengthen accountability mechanisms: laws, policies, institutions and systems

Gender-based discrimination is prohibited under international human rights law.

Accountability mechanisms include courts, laws, national, regional and international human rights mechanisms, as well as non-judicial mechanisms such as social accountability mechanisms. They have a mandate to ensure that the State complies with its human rights obligations and, where their mandates allow, can provide effective legal remedies to victims. International human rights law, enshrined in conventions, covenants and treaties, establishes standards that guide States as they tailor national level laws and policies to support the environment of rights for all. Functioning human rights-based accountability mechanisms are needed at all levels to ensure transparent, equitable, sustainable and rights-based development outcomes.

WHAT DOES THIS ENABLER DO?

This enabler allows for systematic change in national structures, laws and policies to advance women's rights and gender equality, and the empowerment of women and girls to claim their rights.

At international and national levels, strengthening accountability mechanisms such as the judiciary and national human rights institutions, and establishing robust checks and balances, improves the ability of States and multilateral agencies to fulfil legal obligations to gender equality and women's rights. As an example, international and national human rights mechanisms can identify patterns of discrimination that need to be addressed by the State.

Accountability in development, humanitarian and peace-building settings requires not just transparency but meaningful participation by women and girls, youth, and civil society groups. Effective accountability also requires individuals, families and groups, including women from marginalized populations, to be aware of their entitlements with regard to sexual and reproductive health and to be empowered to make claims grounded in them. Women's networks and feminist organisations are critical actors in the process of ensuring accountability and assisting women to understand, demand and exercise their rights.

AREAS FOR ACTION

Ensuring avenues for justice. Engage in policy dialogue for development and reform of policy and legal frameworks to ensure they are supportive of sexual and reproductive health and rights, and gender equality. Support capacity development of law enforcement and strengthen the expertise of justice systems on laws related to GBV and SRHR to ensure that there are effective avenues for justice and redress when rights are violated. Support awareness raising and rights education and literacy to empower individuals to claim their rights when they have been violated.

Developing strategic partnerships with national human rights institutions to monitor state compliance with their human rights obligations on gender equality, and SRHR issues.

Supporting development and use of social accountability mechanisms to promote agency of women and girls, by strengthening their voice and participation in the development process. These may include, for example, citizen advocacy against pro-natalist policies, community report cards on health and GBV, and social audits.

Engaging strategically with treaty bodies¹⁴ to facilitate engagement by governments and civil society and women's movements. Engagement and dialogue will empower women to be advocates for change in high-level decisions.

Engaging strategically with special procedures and contributing to thematic reports linked to UNFPA's mandate, as well as supporting in-country visits of special procedures. Bringing national and regional gender-focused networks to the table will ensure that women's interests are clearly presented for consideration.

Engaging strategically with the universal periodic review (UPR) of the human rights council throughout the different stages of the UPR, including by supporting states, civil society and marginalized groups to participate in the UPR process. Support and advocate with states in implementing recommendations related to the ICPD and gender equality.

Enabler 2

Promote equitable social and gender norms

2.1. WOMEN'S AND ADOLESCENT GIRLS' AGENCY AND DECISION-MAKING

A key objective for UNFPA in the current strategic plan period 2022 – 2025 will be to strengthen girls' and women's ability to exercise their agency and claim their rights to bodily autonomy, decision-making, leadership, empowerment including economic empowerment, and self-determination.

WHAT DOES THIS ENABLER DO?

This enabler focuses specifically on increasing the capacity and ability of women and adolescent girls to fully participate in their societies and make informed decisions on their own behalf. As women and adolescent girls engage with their partners and parents, they can assert their own choices in relation to their bodies, their health, including SRHR, and the health of their dependents. When women and adolescent girls have personal agency, they are more adept participants and more effective leaders in organizations, communities or politics.

AREAS FOR ACTION

Women who make and assert their own decisions about contraceptive use, reproductive health care and sexual relations are considered empowered to exercise their reproductive rights. Based on available evidence, four main areas of action are proposed to strengthen women's and adolescent girls' agency and decision-making.

Promote agency and decision-making by implementing programmes that increase women's and adolescent girls' reproductive rights literacy, lifelong learning and non-formal education, access to life skills' education and CSE, and ability to access assets related to social, economic, civil, and political spheres.

Address root causes of gender inequality and the discriminatory social and gender norms that constrain women's independent choices about their own SRHR. This may involve providing technical and financial support to scale up and improve research on policy and programme supports to social and gender norms change. It may also involve concurrent design of high-quality pilot interventions that build agency in relation to SRHR.

Build advocacy capacity to influence policy and programming consultations. Collaboration with country- and regional-level WLOs, feminist organizations, and donors can support capacity development of women and adolescent girls, and youth, allowing them to have a voice in health, social protection, climate initiatives, humanitarian action, and peacebuilding processes.

¹⁴ Treaty bodies include the Committee on the Elimination of Discrimination Against Women (CEDAW); Committee on Economic, Social and Cultural Rights (CESCR), Committee on the Rights of Persons with Disabilities; Committee on Civil and Political Rights, Committee on Ending Racial Discrimination, among others.

Close the research gap by further analysing data trends, drivers of policy changes and the quality of reported independent and joint decision-making as indicators of agency. Also, ensure that SDG Indicator 5.6.1 is monitored, disaggregated and analysed by age, sex, geography, income and, where possible, cultural or ethnic difference, disability, and marital status. This information can then shape programming targeted at those left furthest behind.

Social and gender norms: what's the difference?

SOCIAL NORMS > are implicit and informal rules that most people accept and follow. They are influenced by our beliefs, economic and political circumstances and sometimes by the rewards and sanctions we might expect for either adhering to or disobeying them. Some social norms reflect and reinforce power inequalities related, for example, to class, age, sexual orientation or ethnicity (identity-based norms); others govern expected behaviour in a specific situation – such as expectations around the use of family planning or the sorts of care mothers and infants should receive in the period after birth.

GENDER NORMS > encompass the informal rules for how we are expected to behave as a result of the way we or others identify and dictate our gender. They almost always reflect and reinforce gendered power inequalities and usually disadvantage women, girls, gender-non-conforming men and boys, and people of diverse gender identities. Some norms – including many gender norms – form part of socialisation processes from childhood onwards and are thus so deep-seated that they become “invisible” and beyond what can be questioned. Gendered power inequalities and expectations about behaviour have a very direct and specific influence on SRHR. This makes it vital to understand and address gender norms specifically, as well as other social norms.

2.2. PROMOTE POSITIVE MASCULINITIES

This enabler focuses on changing patriarchal norms that discriminate against women and reinforce harmful gender stereotypes and replacing them with positive alternatives that promote equitable, nurturing, and non-violent masculinity, while building women's agency. This can be achieved through CSE and other evidence based programmatic approaches that support nurturing a generation of caring and respectful boys and young men. The UNFPA Gender Equality Strategy outlines efforts that can be supported to end discriminatory gender and social norms in order to transform the root causes of inequality.

WHAT DOES THIS ENABLER DO?

This enabler leads to transformed gender power relations and flexible, equitable gender roles.

Positive masculinities, defined as practicing positive, peaceful and gender-equitable forms of masculinities, which challenge typical characterizations and expectations of men and boys as being aggressive, violent, unemotional, non-nurturing, or risk taking, will accelerate transformational change. Men and boys who promote gender equality and challenge discriminatory social and gender norms and behaviours make a valuable contribution to gender justice. They can model alternative gender power relations, and advocate against discrimination and violence based on gender, sexual orientation, gender identity or gender expression. This can contribute to ending GBV and harmful practices, improving SRHR outcomes for all, and enhancing physical and mental health outcomes for children, adolescents and youth.

AREAS FOR ACTION

Social norms, gender roles and gender power relationships influence all spheres of life, from the family to community dynamics to structures of government. As a result, it is necessary to continuously analyse root causes of inequality and address them through action at multiple levels. Weak social protection systems that fail to support childcare, pension systems that do not account for reproductive roles, gaps in CSE, laws limiting women's bodily autonomy and economically driven divisions of reproductive labour are examples of systemic and structural biases rooted in discriminatory social and gender norms. The following are examples of actions that can be integrated into UNFPA programmes at different levels.

Work with men and boys to promote gender equality. This has been an ongoing area of focus for UNFPA.

- UNFPA can increase its efforts in this area by, for example, working with civil society organizations (CSOs) and regional networks to develop sustainable and evidence based programmes that engage men and boys in SRHR and ending GBV.
- Foster new data on men, masculinities, and gender equality, using surveys like the International Men and Gender Equality Survey (IMAGES) and its subsequent analyses, will be critical for deeper understanding and informed policymaking.¹⁵
- Utilizing CSE, and programmes that engage men as partners and fathers with the support of gender-responsive family policies, can be key avenues for transforming the norms within the gender power system.
- Support adolescent boys in adopting positive masculinities by engaging them in evidence based programmes aimed at fostering equitable gender norms and behaviors.
- Engage men as fathers with the support of initiatives such as MenCare, and other fatherhood initiatives, along with gender-responsive family policies, to help shift and share reproductive labor/care work.

Engage community leaders. Discriminatory social and gender norms also underpin many behaviours that expose women and adolescent girls to harmful practices. Faith, traditional and/or political leaders as well as community elders can often be custodians of such norms. These individuals can either be facilitators of social and gender norms change and women's agency, or gatekeepers of the status quo.

Encourage gender-synchronized approaches. Engage women and men, girls and boys in activities and SRHR education, in an intentional and mutually reinforcing way. Such approaches have been linked to better reproductive health outcomes and increased agency of women and adolescent girls. Facilitating dialogues between couples about mutually supportive gender roles is another promising approach to increasing joint decision-making and introducing non-violent communication skills. Supporting initiatives that promote women's and adolescent girls' decision-making, agency and autonomy, including for SRHR, through awareness raising, education and reproductive rights literacy will be key to addressing harmful gender and social norms.

Promoting the rights of women and girls who are furthest behind

Integrating gender and rights analyses will enhance UNFPA demographic and SRH programming in both development and humanitarian contexts and support "targeting the furthest behind first" to achieve operational and high-level organizational outcomes and results. Eliminating discrimination and violence faced by women and girls furthest behind will require the following.

- Apply gender equality and a leaving no one behind analysis in all planning and programming to clarify and address factors and characteristics associated with discrimination and exclusion, including (a) gender identity and sexual orientation; (b) age; (c) culture, ethnicity, race, language and religion; (d) disability; (e) geographic remoteness and/or social isolation; (f) migration, asylum, refugee and displacement status; (g) socioeconomic status and related factors; and (h) other factors such as HIV and AIDS; and other factors in the country that could lead to individuals and groups being excluded. This is in line with UNFPA's operational plan on leaving no one behind and reaching the furthest behind.
- Working with gender-responsive organisations and organisations that represent those groups most marginalised at all operational levels will help to tailor UNFPA programmes to specific contexts and facilitate more effective and sustainable outreach. These organizations can include those that work in informal settlements, with widows, single mothers or women living with HIV, women with disabilities, indigenous women, women of African descent and those working in remote and isolated areas.

15 <http://menandgenderequality.org/>

Enabler 3

Strengthen feminist movements

Human rights and feminist networks, and women-led organizations across the world are fighting for social justice in varying ways. In some cases they operate in clandestine ways and at considerable risk, while in others they function freely. In all cases they seek to raise awareness, increase government accountability and advocate for justice for a wider range of diverse stakeholders, often the most vulnerable and marginalized. They bring forward and add the weight of media to the voices and priorities of women and girls in specific locations and on specific topics, including harmful practices, gender bias in health and justice systems, violence against women and girls and limitations on bodily autonomy.

Young feminist activism of the twenty-first century is markedly different from the feminist movement of the 1970s, 80s and 90s. While there may be little or no difference in the issues adult and young feminists tackle, in many instances young feminists establish their own organizations, make extensive use of social media to advance issues, and consistently articulate and explain complex issues and types of intersectionality (race, ethnicity, age, ability, religion, sexual orientation and gender identity/expression, economics and climate change) more than in previous generations.

UNFPA and other United Nations agencies recognize the importance of these strategic partners in advancing understanding of human rights, gender equality, women's rights, and feminist principles.

WHAT DOES THIS ENABLER DO?

This enabler leads to stronger and sustainable coalitions working strategically to advance women's and adolescent girls' human rights. Considering the global pushback against sexual and reproductive health and rights, working closely with women led organizations and feminist movements to advocate and advance gender equality will be key.

The UNFPA vision as outlined in this Strategy, includes working with feminist and rights-based women's organizations to build and sustain support for women's SRHR and to end all forms of discrimination against women and adolescent girls. Investing time, sharing experience and analysis, and supporting these groups to bring their voices to international and national development and humanitarian forums, is essential for transforming discriminatory social and gender norms.

AREAS FOR ACTION

Some examples of actions that can support feminist movements include:

Bringing feminist voices into international arenas to amplify voices from groups left furthest behind, including women living in humanitarian settings. Women's organizations and feminist movements from around the globe often work with grass-roots networks that can reach out-of-school adolescent girls, secluded women or women living in informal settlements. Bringing these voices forward to forums like the Commission on the Status of Women and climate conferences can enrich discussion, analysis and decision-making, while concurrently enlarging support bases for feminist and women's and young women's networks.

Supporting participation in national development processes and as front-line responders in emergency and protracted humanitarian settings. This can help organizations like UNFPA access hard-to-reach target groups but will require more flexible and advocacy-oriented ways of working, as supporting social movements is different from traditional partnership with more established implementing partners and CSOs.

Strengthening capacities in lobbying and advocacy for SRHR in all settings, including across the development, humanitarian, and peace continuum. This will increase the reach and effectiveness of messaging about gender equality, ending GBV, women's SRHR and bodily autonomy.

Facilitating access to human and financial resources for feminist leadership, especially young feminists and advocates, women's rights organizations and human rights defenders. This will enable organizations to function more sustainably with funding that is flexible, multi-year and directed to core activities. It can also advance transformational change by supporting continuity of staffing and organizational stability. This, in turn, can foster longitudinal information collection, leading to improved analysis of the root causes of inequality at local levels where groups operate, and more scalable and sustainable programming.

Strengthening the administrative capacity of young feminists and their organizations (in financing, networking, convening) to open new avenues for responding to backlash and resistance to women's rights, gender equality and reproductive rights. Activist movements can act more quickly and more flexibly across multiple communication platforms and spread messages that are important to maintaining gains UNFPA has made in fighting GBV and harmful practices, and promoting women's right to make independent decisions about SRHR.

Linkages are issues and strategies that need to be addressed and leveraged, to support UNFPA in improving its adaptability and flexibility in dealing with emergent crises, environments, and trends.

Linkage 1

Enhance synergies between women's economic and reproductive empowerment

A key objective for UNFPA in the next strategic plan period (2022 – 2025) will be to strengthen women's and adolescent girls' agency and bodily autonomy. These objectives are linked to supporting women's equitable participation in decision-making, leadership, and the economy.

WHY DOES THIS LINKAGE MATTER?

Enhancing synergies between women's economic and reproductive empowerment leads to more accurate analysis of structural barriers to gender equality and higher levels of agency for women and adolescent girls.

Sexual and reproductive health and access to care influence the choices women are able to make about participation in economic activities. The extent to which women have reproductive choices and can exercise control over their own bodies influences their reproductive empowerment, their ability to take advantage of economic empowerment opportunities, and their confidence to respond to sexual harassment in the workplace. When women's health, family size, child spacing and economic circumstances are balanced and planned, they can better manage caregiving and employment. The result is increased agency and well-being of available human capital. This balance can be facilitated by a range of private and public interventions, including increased sharing of care work and reproductive labour in the household and more gender-responsive health and social protection policies.

AREAS FOR ACTION

Social and research networks, gender equality advocates and development practitioners are working together to build knowledge about the intersections and mutual benefits of SRHR, bodily autonomy and women's economic empowerment. The UNFPA mandate and focus on gender equality and SRHR, as well as its data collection and analysis capabilities, make it a natural contributor to collaborative knowledge building and programming.

Identify relevant social protection systems that can be delivered through humanitarian and development programming to address the needs of women and girls who are furthest behind. These may include education and awareness programmes, subsidies or cash transfers, free or subsidized health- and childcare, and the inclusion of family planning and SRHR in social insurance mechanisms. Tailored to context, these approaches can boost women's ability to access both SRHR services and employment.

Facilitate collaboration between networks of researchers and SRHR activists and practitioners at different operational levels to deepen knowledge and contribute to more accurate targeting of interventions for both women's economic empowerment and SRHR.

Collect and analyse data on the intersections between SRHR, care work and reproductive labour, and economic empowerment. This may also include analysing time use surveys and data, to assess how men and women spend their time. This will make valuable contributions to this emerging area of knowledge generation and programming.

Encourage policies in support of gender equality, including those that enable equitable access to modern contraception, quality family planning information and services, and gender-responsive family policies such as parental leave, affordable childcare, shared parenting and household responsibilities.

Linkage 2

Support gender-responsive climate action

In the past decade there has been increasing cross-sector analysis of the impacts of climate change. It is clear that climate variations and climate-related disasters, and challenges related to biodiversity, have a strong impact on women's rights including their time, health and contributions to their families and the economy. All these factors impact gender relations, women's risk of violence and their ability to access SRHR services.

The climate crisis will affect men, women and children differently and exacerbate existing vulnerabilities of the rural and urban poor and those most reliant on fragile natural resource systems. Including women in climate change decision-making and planning and discussions around biodiversity can proactively identify how to maintain SRHR services, including for GBV, in settings where women's work burdens increase in response to environmental stressors and climate-related migration.

WHY DOES THIS LINKAGE MATTER?

Supporting gender-responsive climate action leads to clearer understanding of how climate change impacts gender equality planning and programming, and can enable UNFPA to support climate adaptation and build resilience.

UNFPA will work with policymakers and partners to implement gender-responsive climate action focused on: (i) analysis of gender differences in needs, opportunities and capacities related to climate action; (ii) ensuring equitable participation and influence by women and men in climate-related decision-making processes; and (iii) supporting women's organizations to access emerging financial resources, climate information, technologies and services to address climate change.

AREAS FOR ACTION

Understanding the gendered implications of climate change can lead to improved early warning systems based on women's specific environmental knowledge of agriculture, fisheries and forest management as well as more accurately tailored climate adaptation measures for both rural and urban women. These steps can reduce food insecurity and risks posed by catastrophic events like droughts, floods, cyclones and fires. This, in turn, will help to maintain social stability, which is critical to reducing household stress and the risk for GBV and harmful practices.

There is increasing evidence that women and girls face higher risks and greater burdens from the impacts of climate change, especially in situations of poverty. Comprehensive and consistent gender-responsive climate action currently remains elusive.¹⁶ UNFPA will therefore increase attention to, and integration of, climate considerations across its programming. Examples of how this can be done within the UNFPA mandate include the following.

Research, data analysis and evidence creation on relationships between climate change, women's access and bodily autonomy for SRHR, social and gender norms, and implications for GBV and harmful practices will be a key step to tailoring UNFPA's capacity to address SRHR in the context of climate-induced emergencies. As an example, UNFPA has undertaken vulnerability mappings to assess the risks and threats to pregnant, older and/or women with disabilities, who live in low-elevation coastal zones and areas threatened by increased drought and heat.

Clarifying regional and national-level climate change threats to SRHR services and commodity security, and working with partners and climate change specialists will identify mitigation and adaptation strategies, build resilience of services including for GBV, and minimize impact to women and adolescent girls.

¹⁶ The IUCN and others have highlighted how gender issues are overlooked in the "climate agenda" due to the inequitable participation of women in climate change response bodies at all levels. See: www.iucn.org/resources/issues-briefs/gender-and-climate-change and www.ipas.org/news/cop26-gender-and-reproductive-justice-are-essential-to-avoid-a-greater-climate-catastrophe/.

Proactively addressing GBV and harmful practices risks in disaster management planning for climate emergencies will protect women and girls, support women's human rights and improve disaster responses.

Developing interventions to strengthen women's and households' resilience to the impact of climate change will support women's health and well-being, enabling them to cope with climate-induced changes and stress.

Linkage 3

Support gender-responsive innovation and technology

Technology and innovations represent untapped potential to advance gender equality and create new solutions that respond to women's and adolescent girls' needs and rights. This linkage focuses on ensuring that innovation and technological advances can be leveraged for the broader goals of gender equality and gender-transformative programming, especially with and for women, adolescent girls and youth, to claim their SRHR. Leveraging the power of the media will also be key throughout the implementation of the UNFPA strategic plan 2022-2025 and this Strategy.

WHY DOES THIS LINKAGE MATTER?

Supporting gender-responsive innovation and technology will bring forth new interventions, services, approaches, and partnerships for promoting UNFPA's priorities in gender equality and women and adolescent girls' empowerment. It also recognizes the need to build on existing evidenced-based interventions in UNFPA's focused gender priorities, while harnessing emerging trends and technological advances that can bring greater speed, impact, and scale in approaches. The substantive priorities that would benefit from innovative approaches include SRHR, social and gender norms change, GBV, harmful practices, and bodily autonomy.

AREAS FOR ACTION

Bridge the gender digital divide across generations and for furthest behind populations by accelerating meaningful access for women and adolescent girls to digital technologies, the internet, and universal digital literacy – all crucial for them to equally participate in today's increasingly technology-driven society, while contributing to economic growth and development. This requires improving financing and accessibility of digital services and learning tools for women and adolescent girls, and advocating for early, sustained investments in science, technology, engineering, and math (STEM) and entrepreneurial programmes that equip them with the needed skills for life-long learning and today's workforce. Many of these programmes operate outside of the SRH sector, but nonetheless require UNFPA's expertise in addressing gender roles, stereotypes and biases. Partnering with these programmes are crucial and complementary to ongoing UNFPA-supported efforts such as CSE and adjacent programmes for adolescent girls and young women to also build their self-efficacy and life skills.

Invest in feminist technology and innovation for gender equality by supporting feminist technologies, especially by female founders, and increasing the number of women working in STEM, women and adolescent girls to design and execute innovative solutions that directly meet their own realities, including in connection to SRHR. This also includes creating and nurturing feminist networks in the innovation ecosystem, and ensuring that within laws and policies, women and girls' leadership and entrepreneurial programmes are strengthened. Work closely with partners, especially the private sector with ESG (environment, social and governance) ambitions that align with UNFPA.

Leverage frontier technologies and non-tech interventions and innovations for gender equality. Potential entry points include the prevention of TFGBV and discrimination, and working with tech companies to prioritize the safety, rights and well-being of women and girls. Partnering with fellowship programmes, incubators, accelerators, and universities as strategic resources and capacity development partners for social enterprises as well as feminist organizations, and female founders to build and sustain innovations for gender equality will be key. Explore ways to engage with investors interested in gender equality, and flexible funding mechanisms that enable early-seed support in feminist innovations, in order to demonstrate promising results, build traction and eventual adoption by scaling partners, such as national governments and the private sector.

Partner with the media as it plays a critical role in achieving gender equality in societies. Create gender-transformative content that breaks traditional social and gender norms and gender stereotypes portrayed in the media. Support access to information which empowers women to claim their rights and make more informed decisions, while gender equitable, ethical and rights-based media reporting can help bring about social change. Invest in opportunities and programmes that enable women and adolescent girls to be content creators and tell their own stories across diverse media spaces and platforms.

ACHIEVING INSTITUTIONAL RESULTS

UNFPA has made notable progress in mainstreaming gender in programmatic and institutional areas and in building an organizational culture that supports and integrates transformational change. In concert with gender programming, tools and guidance, UNFPA human resource policies support inclusion, diversity and women's leadership. These commitments align with wider United Nations system commitments and initiatives.

The United Nations System Wide Action Plan on gender equality and the empowerment of women (SWAP) has promoted more focused internal discussions on gender equality and gender budgeting issues. Over the years, UNFPA worked to meet the benchmarks laid out in the SWAP accountability framework, leading to UNFPA meeting or exceeding all of the SWAP standards. Fifty-one per cent of UNFPA Country Offices have used the UNCT-SWAP Scorecard to assess gender mainstreaming practices and performance at the country level, and this number continues to grow. While there is still more to be done on this front, these results indicate a high level of political will with demonstrable changes in organizational culture and accountability mechanisms. Support for gender equality initiatives at the country level needs to be more closely assessed to understand the state of enabling environments for gender equality.

UNFPA gender architecture provides a foundation for gender work but it is stretched in its capacity to support gender-responsive and gender transformative approaches across each UNFPA thematic area. Evaluations of UNFPA support to gender equality¹⁷ and towards ending GBV¹⁸ both showed that more capacity and human resources are needed to achieve these objectives. More resources will offset the considerable shortfalls that exist in capacity and technical expertise needed to achieve sustainable GTAs, which is the organization's ambition.¹⁹

UNFPA contributes to collaborative work on gender equality, women's empowerment and human rights and SDG 5 targets alongside multiple United Nations agencies. This work is ongoing and cross-cutting, but achieving complementarity between what different agencies contribute can be challenging because of a lack of clarity around roles. The United Nations Sustainable Development Cooperation Framework aims to elevate the level of complementarity and collaboration towards gender mainstreaming in country programmes and UNFPA as an institution needs to proactively support this.

UNFPA also has opportunities to engage in critical mechanisms aimed at providing system wide support to gender equality, including at the regional level, such as the Issue Based Coalitions (IBCs), and at the country level through UNCT Gender Theme Groups (GTGs).²⁰

17 UNFPA Evaluation Office (2021). *Evaluation of UNFPA Support to Gender Equality and Women's Empowerment (2012–2020)*. New York: UNFPA Evaluation Office.

18 UNFPA (2018). *Corporate Evaluation of UNFPA support to the prevention, response to and elimination of gender-based violence and harmful practices*. www.unfpa.org/updates/corporate-evaluation-unfpa-support-prevention-response-and-elimination-gender-based-violence.

19 A review of reported staff positions (excluding contractors and consultants) indicates 81 per cent of UNFPA staff dedicated to gender and GBV have limited working experience and are found at entry-level positions. Nineteen per cent of UNFPA gender and GBV staff are at levels P5 or P4/NOD. While this level is supplemented by short-term hiring of consultants and contractors, relatively few core senior/mid-level positions have scope for sustained attention to gender and GBV, technical quality, innovation, partnerships and visibility. Approximately 174 positions were non-staff, accounting for 29.5 per cent of the total gender and GBV workforce of UNFPA. Technical expertise for gender and GBV is outsourced to a significant extent, contributing to organizational flexibility but potentially impacting institutional capacity. Asked to identify key needs, 91 per cent of country offices noted that improved resource mobilization is a priority, and 73 per cent reported a need for more focus on GTAs to programming. Other top needs expressed were support for accelerating research (70 per cent), gender- and GBV-sensitive approaches to monitoring and evaluation (69 per cent) and improved mainstreaming of GBV and gender into programming (63 per cent).

20 United Nations Sustainable Development Group (2021). *Gender Theme Groups: Standards and Procedures*. New York: UNSDG.

Building on strong leadership to prevent and respond to GBV

A mapping conducted by UNFPA showed that the organization has a broad presence in GBV prevention and response worldwide, encompassing over 400 programmes between 2018 and 2020. The results indicate key strengths in accelerating an end to GBV and show areas requiring intensified efforts. A consistent theme is that generating quality data, research and evidence is a prime accelerator of gender-transformative programming. A second theme is the importance of skilled and purposeful engagement with young people, civil society and women-led organizations. Increased, longer-term and more predictable investments in GBV interventions, and greater visibility, innovation and scale-up capacity could speed up results.

UNFPA supports programmes to prevent, respond to and mitigate GBV in over 153 countries and territories (111 country offices):

- 66%** of UNFPA offices worked on GBV as part of Universal Health Coverage
- 96%** of UNFPA offices supported the development of national laws and policies that comply with international laws and agreements
- 92%** of UNFPA offices invested in health system strengthening
- 88%** of UNFPA offices worked to strengthen social services
- 69%** of UNFPA offices engaged in strengthening judicial services
- 94%** of UNFPA offices worked with CSOs
- 88%** of UNFPA offices worked on research and evidence generation
- 93%** of UNFPA offices were engaged in improving GBV data availability and quality
- 97%** of UNFPA country, regional and subregional offices were involved in multisectoral engagement and coordination
- 88%** of UNFPA country offices made prevention and response services available to groups who may otherwise be left behind
- 95%** of UNFPA offices worked on integrating GBV and SRH services
- 96%** of UNFPA offices worked with men and boys on GBV prevention and response
- 99%** of UNFPA offices supported GBV interventions adapted to COVID-19
- 38%** of UNFPA offices addressed GBV in a context of environmental degradation and climate change

Institutional results during the 2022–2025 Strategic Plan period

During the 2022–2025 period a number of results are expected that will advance UNFPA's commitment to the three transformative results of ending preventable maternal mortality, ending unmet need for family planning and ending GBV and harmful practices. In addition, UNFPA will ensure a gender lens is applied to its work on adolescents and youth, and population and development. Throughout its work UNFPA will continue to leverage intervention areas of advocacy, capacity development, policy dialogue, partnerships and South-South/triangular cooperation.

Data and evaluation findings on gender equality programming will be translated into lessons learned and used in all planning processes to facilitate and accelerate rights-based transformational change and achieve the organizational objectives of UNFPA.

Partnerships with civil society, including feminist organizations and women led organizations, will be supported at all levels. This will enhance the reach of advocacy efforts and the impact of social movements working for gender equality, including ending GBV and ending harmful practices. Inter-agency coordination and South-South/triangular cooperation on gender equality and human rights will be actively promoted at global, regional and national levels. This will be done in concert with advocacy for better national and international financing for gender equality.

Internal human resource policies and practices that promote fair and transparent appointments, gender parity at all levels, an equitable organizational culture and family-friendly regulations will continue to be implemented and strengthened. Building on existing and new accountability approaches, including a senior accountability mechanism for gender equality, SWAP performance, and the gender marker, will continue to reinforce UNFPA's internal commitment. At the interface between human resource management and operations, the application of policies and protocols on preventing sexual exploitation and abuse within UNFPA, and in all settings where UNFPA operates, will be monitored and reported on regularly and transparently.

ACHIEVING PROGRAMMATIC RESULTS

In support of its theory of change, the Gender Equality Strategy provides guidance for two interrelated ways of working. The first uses targeted approaches, working with women and adolescent girls, women's organizations and male advocates to advance gender equality. The second integrates gender equality considerations into thematic programming, management direction, budgeting and administrative systems to "mainstream" gender .



TARGETED APPROACHES.

The direct objective of targeted gender equality and women's empowerment initiatives is to address the strategic interests of women and girls and create transformational change in gender power relations. This targeted approach is reflected in UNFPA's strategic plan 2022-2025 with a focus, including an output, on addressing gender equality through social and gender norms change.



MAINSTREAMING

Gender across UNFPA thematic programming areas is intended to improve outcomes in data collection and demographic analysis, SRHR, youth within development, humanitarian and sustaining peace interventions. This is done across UNFPA's 6 x 6 accelerators and outputs in the strategic plan 2022-2025 through capacity building and improvements in programmatic and organizational systems and the use of gender-responsive approaches and tools. Gender mainstreaming aims to create multifaceted gains that will advance gender equality and human rights.

Targeted and mainstreaming approaches contribute to the transformation of social and gender norms, generational change in societal values and increased agency, choice and access for women and adolescent girls. Gender mainstreaming in UNFPA can become more in-depth and effective as staff capacity for gender analysis and gender-responsive and gender transformative financing, planning and implementation increases. Integration of gender analysis, partnerships with progressive women's organizations, and integrating feminist and generational change elements will all add value to UNFPA programmes. Over time, gender transformative approaches will be comprehensively and consistently applied across all thematic areas.

Being Future Ready

UNFPA has made important contributions to gender equality through the different roles it plays at global, regional and country levels.

Significant gains have been made on women and adolescent girls' empowerment and rights, as well as their sexual and reproductive health, across all areas of UNFPA's mandate; and in collaboration with other UN agencies. Moving forward, UNFPA will need to be future ready, increasing the adaptability of programmes. More flexibility will enable more effective responses to existing, emerging and highly complex global challenges. These include climate change, humanitarian crises, demographic shifts, digitalization, increased conservatism, and related resistance to women and girls' human rights. These events have all threatened development gains in the areas of gender equality, eliminating GBV, ending harmful practices and upholding women and adolescent girls' rights. UNFPA will strengthen and, where necessary, harness new types of capacities to improve its programming for gender equality. This will involve ongoing analysis of resource allocations and programme effectiveness, continued investment in human resource development, and expanded partnerships that will enable UNFPA to be 'be future ready' and capable of leading on the global transformative gender equality agenda.

Tracking results for Gender Equality and Women's Empowerment

UNFPA applies multiple strategies and approaches in its work towards gender equality and the elimination of GBV and harmful practices. These approaches are tailored to meet specific contexts and are applied across programme areas and at each operational level. Figure 6 highlights a sample of results to be achieved during the 2022–2025 strategic plan period. These, and others detailed in this Strategy are aligned with the UNFPA strategic plan and can be monitored through both SDG and strategic plan indicators as shown below.

Figure 6 | Selected desired results for the 2022–2025 strategic plan period and related indicators

Selected desired results	Related SDG and strategic plan indicators
<ul style="list-style-type: none"> Improved access to justice and redress for violations of women's and girls' human rights in programmes. This includes targeted efforts to uphold their reproductive rights and right to live free from violence, abuse and sexual exploitation. 	<ul style="list-style-type: none"> SDG 5.1.1 Whether legal frameworks are in place to promote, enforce and monitor equality and non-discrimination on the basis of sex. SP OP3.1 Proportion of countries with national or subnational mechanisms to address discriminatory social norms, stereotypes, practices and power relations at the individual, social and institutional levels related to the three transformative results.
<ul style="list-style-type: none"> Social and gender norms are transformed, with indicators showing increases in women's and girls' bodily autonomy, levels of agency and participation in decision-making. Increased evidence of positive masculinities. 	<ul style="list-style-type: none"> SP OP3.1. (see above). SP OP3.2 Proportion of countries that have rolled out the social norms empowerment package that supports women and girls to become agents of change promoting egalitarian gender beliefs, social and gender norms. SP OP3.5 Proportion of countries with a functional national mechanism to engage men's and boys' organizations/networks/coalitions promoting positive masculinities that actively advocate for achieving the transformative results.

Selected desired results	Related SDG and strategic plan indicators
<ul style="list-style-type: none"> Programmatic data collection and analysis of megatrends such as ageing and climate change will integrate gender and human rights criteria. 	<ul style="list-style-type: none"> SP OP4.5 Proportion of countries conducting situation analysis on population changes and diversity and the impact of megatrends, including climate change, on achieving the three transformative results and ICPD PoA.
<ul style="list-style-type: none"> SRHR programmes will integrate gender analysis frameworks for the design and delivery of maternal health, family planning, adolescent and youth SRHR, CSE and STIs/HIV interventions. 	<ul style="list-style-type: none"> SDG 5.6.1 Proportion of women aged 15–49 years who make their own informed decisions regarding sexual relations, contraceptive use and reproductive health care. SDG 5.6.2 Number of countries with laws and regulations that guarantee women aged 15–49 years access to SRH care information and education. SP OP1.2 Proportion of countries that increase domestic resources for (i) SRH, including (and differentiated for) family planning; and (ii) GBV and harmful practices.
<ul style="list-style-type: none"> Approaches and intervention models that address marginalized populations, particularly women and youth furthest behind, will be strengthened and implemented more widely and consistently. 	<ul style="list-style-type: none"> SP OP2.11 Number of women, adolescents and youth, including women and young people with disabilities, benefiting from high-quality services related to SRH, prevention and protection from GBV (including services related to mental health and psychosocial support) and harmful practices. SP OP4.2 Proportion of countries that collect, map and report disaggregated data (including by age, sex, race, ethnicity, wealth, disability and other leaving no one behind factors) on the incidences of GBV and harmful practices.
<ul style="list-style-type: none"> Programmes designed to build women’s human capital will be enhanced through investment in specific thematic areas, including women’s health, social protection, analysis of economic empowerment and reproductive labour, and family-friendly employment policies. 	<ul style="list-style-type: none"> SDG 5.A.1 Proportion of total agricultural population with (i) ownership of secure rights over agricultural land, by sex and (ii) share of women among owners or rights bearers of agricultural land, by type of tenure. SP OP3.2 Proportion of countries that have rolled out the social norms empowerment package that supports women and girls to become agents of change promoting egalitarian gender beliefs, social and gender norms.
<ul style="list-style-type: none"> GBV and harmful practices prevention services will receive increased investment and will be strengthened across the development, humanitarian and peace nexus. 	<ul style="list-style-type: none"> SP OP1.2 Proportion of countries that increased domestic resources for (i) SRH, including (and differentiated for) family planning; and (ii) GBV and harmful practices.
<ul style="list-style-type: none"> UNFPA programmes supporting demographic intelligence will apply gender analysis frameworks from design through to analysis and information dissemination. 	<ul style="list-style-type: none"> SP OP1.10 Number of countries with national development plans addressing SRHR and gender equality that explicitly integrate population changes, including changing age structures, population distribution and urbanization. SP OP4.1 Proportion of countries in which SRH indicators are routinely collected as part of the national health information system and made publicly available.
<ul style="list-style-type: none"> Adolescent and youth programmes will become more gender-responsive and promote generational and transformational change. 	<ul style="list-style-type: none"> SP OP6.3 Proportion of countries that involve adolescents and youth, including youth with disabilities and those affected by other UNFPA core furthest behind factors, in the formulation and implementation of policies and programmes related to the three transformational results and climate change.

