

UNITED NATIONS DEVELOPMENT PROGRAMME



UNDP GENDER EQUALITY STRATEGY

2020 ANNUAL REPORT



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Foreword

When the COVID-19 crisis struck in early 2020, it swiftly disrupted the entire world. As the pandemic began to unleash a human development emergency, UNDP moved rapidly with our UN family to help countries prepare and respond to this unprecedented crisis, shifting the Organization's priorities and how it operates.

While the crisis led to an overhaul of our work, one thing it hasn't changed is our commitment to gender equality, which is now stronger and more necessary than ever.

For the first time in recent history, a crisis is threatening to reverse hard-won gains on women's rights and gender equality by worsening pre-existing gender inequalities and power imbalances. We see the disproportionate economic, social and health impacts of the pandemic on women and girls daily, from a surge in gender-based violence to even greater economic insecurity. Women are nearly [twice as likely](#) as men to lose their jobs during this crisis. And yet, alarmingly, women's voices are missing from crucial COVID-19 decision-making spaces, where they remain vastly underrepresented. Without women in decision-making roles and a shift in the power balance, unequal recovery opportunities from the pandemic could be further exacerbated.

While the speed and scale of the response is increasing the risk of women being left behind, we know that with crisis also comes new opportunities. Women are playing a front-and-centre role in the COVID-19 response. As countries determine the best way forward, they can choose to do things differently and to ensure that the rights and needs of women and girls are integrated throughout their recovery efforts. The pandemic can be the tipping point that leads to transformation for people and the planet.

UNDP responded to the COVID-19 crisis together with our partners by moving into different ways of thinking, working and reasserting our gender equality priorities, including through a renewed focus on women's leadership and on the green and care economies. As the technical lead of the UN's socio-economic response to the COVID-19 crisis, gender-responsive social protection was at the forefront of these efforts. UNDP also quickly ramped up actions to support over 80 countries in countering the exponential rise in gender-based violence, including through the [Spotlight Initiative](#), a European Union-UN partnership to eliminate all forms of violence against women and girls. With UN Women, we co-created the groundbreaking [COVID-19 Global Gender Response Tracker](#) to monitor pandemic policy measures and encourage

governments to add a gender lens into their COVID-19 responses. We pushed boundaries to respond to the complex development challenges of today, calling for bold and innovative policies and approaches, including a [temporary basic income specifically for women](#) in developing countries.

This work has been guided by our Gender Equality Strategy 2018-2021. Despite the vast challenges posed by the pandemic, UNDP strongly contributed to a more gender-equitable COVID-19 response, while at the same time making large strides last year in implementing the Strategy. This annual report looks at the key results UNDP achieved with our partners in closing gender gaps in 2020, as well as emerging trends and challenges that lie ahead.

As we begin to draft UNDP's next Strategic Plan and Gender Equality Strategy, for 2022-2025, it will be imperative to consider the lessons learned from the past year. We must also ensure that women have the opportunity to play a full role in shaping the pivotal decisions being made right now, as countries respond to and recover from the pandemic. Only so can we truly build forward better, from the COVID-19 crisis towards the Global Goals, and create more gender-equal and resilient societies.



Photo: UNDP/Michael Atwood

A handwritten signature in black ink, reading 'Achim Steiner'.

Achim Steiner

Administrator

United Nations

Development Programme

UNDP 2020 Highlights

Gender Equality Gains



1.8 MILLION PEOPLE

directly benefited from UNDP cash transfer programmes,

69%

of whom were women



209 MEASURES

put in place to boost women's full and inclusive participation



80+ COUNTRIES

integrated gender-based violence support into their COVID-19 response



COVID-19 Rapid Funding Facility used gender marker to fund

129 GENDER-RESPONSIVE PROJECTS



UNDP rated one of the
BEST-PERFORMING UN AGENCIES

in the UN System-wide Action Plan



UNDP remains a

50:50

gender-balanced organization



UNDP in

TOP 5 PERCENT

of all organizations in the **2020 Global Health 50/50 Gender and Health Index**



80 COUNTRIES

strengthened women's leadership and decision-making in natural resource management



41+ COUNTRIES

improved gender-responsive social protection with UNDP's support



116 PARTNERSHIPS

established to tackle discriminatory gender and social norms

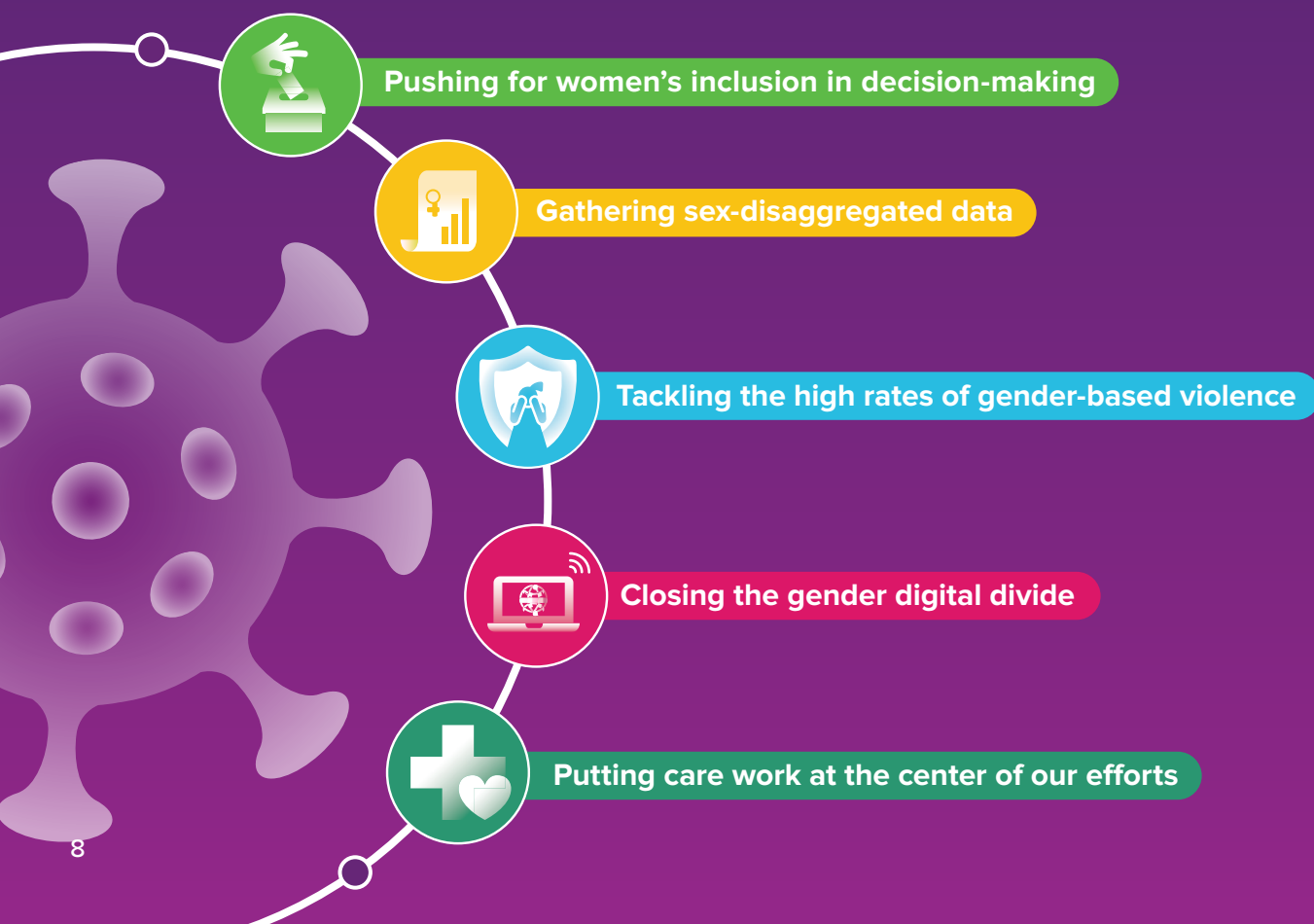
The COVID-19 Crisis:

A Gender-Equitable Response

The COVID-19 pandemic has exposed the fragility of global progress towards gender equality, showing just how deep gender inequalities are in the world's political, social and economic systems. Across every sphere, from health to the economy, security to social protection, the impacts of COVID-19 were exacerbated for women and girls. All of these challenges are even greater in crisis-affected settings.

Once the pandemic hit, UNDP stepped up efforts to provide continued support to governments and our partners and recognized that with crisis also comes the opportunity to do things differently. UNDP quickly identified key priorities to integrate gender equality into the COVID-19 response and established a mandatory gender marker for the new COVID-19 Rapid Funding Facility, which funded 129 gender-responsive projects.

UNDP's key priorities to integrate gender equality into the COVID-19 response include:



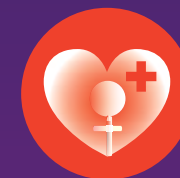
Here are some highlights of UNDP's 2020 gender equality and COVID-19 work:

Gender-based violence



UNDP increased efforts as part of our governance work to address the pandemic-related surge in gender-based violence, supporting more than 80 countries in 2020 to adapt dedicated services and integrate gender-based violence considerations into their COVID-19 efforts. This includes the 26 country offices implementing the [Spotlight Initiative](#), a European Union-UN partnership to eliminate all forms of violence against women and girls.

Social protection



As the technical lead of the UN's socio-economic response to COVID-19, UNDP prioritized gender-responsive social protection. In 2020, with UNDP support over 41 countries boosted gender-responsive social protection and 1.8 million people directly benefited from UNDP cash transfer programmes, of whom 69 percent were women. UNDP also called for bold public policies to improve women's social protection, such as a [temporary basic income specifically for women](#).

Women's leadership



Ensuring that women have a seat at the decision-making table remains a priority for UNDP. The pandemic has highlighted how women are still missing from many decision-making spaces, including in the COVID-19 recovery. To improve women's participation and leadership, 209 measures – from electoral quotas to gender-smart business policies – were put in place with UNDP support in 2020.

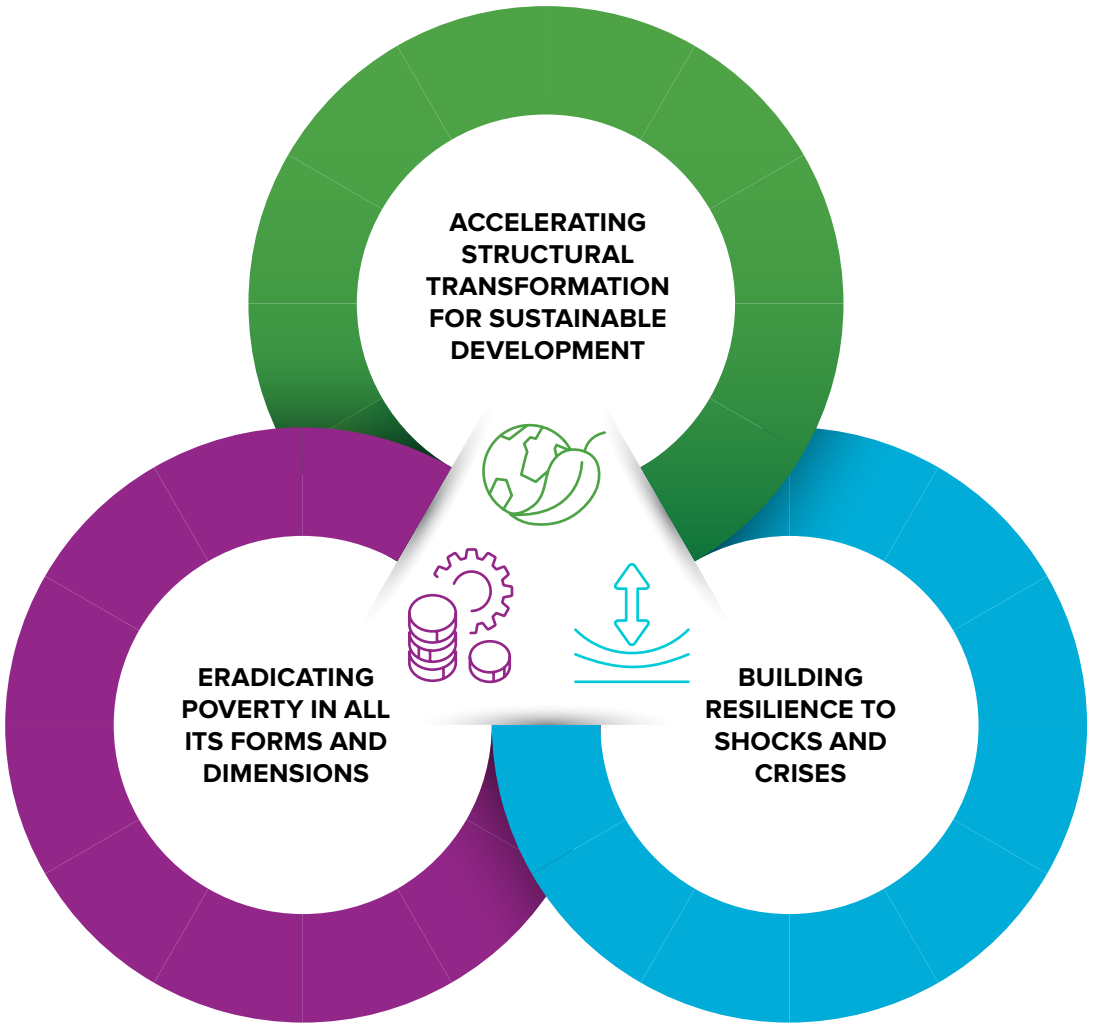
The COVID-19 Global Gender Response Tracker

In 2020 UNDP and UN Women launched the innovative [COVID-19 Global Gender Response Tracker](#) to monitor policy measures and encourage governments to add a gender lens into their COVID-19 efforts. The tracker, which includes over 3,100 measures across 219 countries and territories, shows that the global COVID-19 policy response has so far been largely blind to gender equality. For example, only 24 percent of the measures analysed support women's economic security and unpaid care work.



2020 Progress on the Gender Equality Strategy

UNDP's [Gender Equality Strategy](#) is aligned with our [Strategic Plan 2018-2021](#), which is focused on three development outcomes:



Despite the challenges posed by the COVID-19 crisis in 2020, UNDP continued to make strong progress on implementing the Gender Equality Strategy, including in our response to the pandemic. Here are some highlights under each of the three development outcomes.

Eliminating Poverty

For the first time in over 20 years, global extreme poverty is expected to rise in part because of the COVID-19 crisis, particularly for women and girls. Up to 105 million women and girls, who are already overrepresented among the world's extreme poor, could be pushed into poverty by 2030 because of the pandemic.¹

In 2020 UNDP worked to address the COVID-19-induced feminization of poverty, with a focus on strengthening gender equality in national planning, removing structural barriers to women's economic empowerment, ensuring gender-equitable access to basic services, and supporting care work. The crisis has shown how societies can take women's unpaid work for granted. Research in **Turkey** supported by UNDP, for example, found that women are doing four times as much unpaid care work as men during lockdowns.

UNDP also boosted efforts to tackle the COVID-19-related rise in gender-based violence, including through the Spotlight Initiative. For example, UNDP partnered with the Sunflower Centres in the **Republic of Korea** to promote one-stop service centres for survivors of sexual and gender-based violence during the pandemic, a practice that was replicated in **Albania** and **Indonesia**.

2020 Highlights



In 2018-2020, with UNDP support 43.4 million women gained access to basic services, financial services, and non-financial assets.



UNDP worked to shift social norms and raise awareness about unpaid care work through media and online campaigns in over 15 countries. In **Jordan** and **Lebanon**, UNDP launched the #EqualPartners campaign to promote egalitarian care and household responsibilities



UNDP helped 71 countries improve gender-equal access to quality health care. For instance, in **India** UNDP trained women, who make up 75 percent of 12,000 government health workers, in the implementation of a mobile and cloud-based smart vaccine logistics system.



UNDP and partners provided access to clean energy for 2.6 million women-headed households in 23 countries.

¹. https://sdgintegration.undp.org/sites/default/files/Foundational_research_report.pdf



UNDP recognized for its women's entrepreneurship work in conflict-affected Yemen

The Ashden Award for Humanitarian Energy recognized UNDP's work in 2020 in helping boost women's entrepreneurship in Yemen. As part of the enhanced rural resilience programme, UNDP, with the Food and Agricultural Organization, International Labour Organization and the World Food Programme, supported 700 women in **Yemen** to set up and manage solar microgrids, get jobs and participate in community decision-making. Connectivity to microgrids reduced energy costs by 65 percent and improved access to clean energy for 10,000 people. The award will allow UNDP to scale up local renewable energy solutions.



Structural Transformation for Real Change

Women have been on the frontlines of the COVID-19 response, yet they are still largely being left out of decision-making spaces. The UNDP-UN Women COVID-19 Global Gender Response Tracker shows that women on average still make up only 24 percent of members of the national COVID-19 task forces examined, which could exacerbate unequal recovery from the pandemic.

Recognizing this, UNDP stepped up efforts in 2020 to increase women's leadership and participation in decision-making spaces and continued work to amplify women's voices and address structural barriers and gender-discriminatory practices. Democratic governance remains UNDP's most transformative area of work. For example, UNDP supported temporary special measures, including quotas, in **Armenia, Benin, the Republic of the Congo, Georgia, Guinea-Bissau, Jordan, Liberia, Mali, Niger, Somalia and Ukraine**. UNDP also strengthened women's capacities in public office through women's networks, caucuses and parliamentary committees.

UNDP also works to promote gender equality in natural resource management and climate action initiatives, including in countries taking part in the [UNDP Climate Promise](#). In 2020, UNDP supported 81 countries to improve climate-adaptive and environmentally sustainable livelihoods for women through financing from the Global Environment Facility (GEF) and Green Climate Fund. Women are important users and managers of natural resources and UNDP continued to promote women's participation in environmental management, strengthening women's leadership in natural resource management in 80 countries.

2020 Highlights



With UNDP support, 8.1 million women accessed justice in 35 countries, including through legal aid, alternative dispute resolution mechanisms and more efficient justice services.



55 countries strengthened women-led community-based associations. In **Côte d'Ivoire**, for example, UNDP support for the civil society platform for the Sustainable Development Goals improved advocacy and led to better gender considerations in the National Development Plan 2021-2025.



50 percent of all registered voters supported by UNDP in 42 countries were women.

The UNDP Climate Promise: Gender-responsive climate action

With UNDP support, 114 Climate Promise countries (97 percent of total) committed to enhancing gender considerations in their nationally determined contributions. In **Kenya**, for example, the updated nationally determined contribution looks to improve access to climate funds and credit for women and promote gender-responsive technology transfer to vulnerable populations. In **Chile**, participatory, gender-inclusive consultations by the Ministry of Environment through the Climate Change and Gender Working Group led to greater prominence of gender issues in its latest submission.

Toward Resilient Societies

As in other crises, women and girls are facing greater impacts from the COVID-19 pandemic while at the same time playing a key role in ensuring the well-being of their families and communities. Despite these challenges, the pandemic has shown how shocks can create new opportunities to transform the structural drivers of gender inequalities.

As one of the largest operating entities in humanitarian contexts, UNDP continued to work during the pandemic to improve livelihood and employment opportunities for all, develop a gender-responsive crisis response, prevent violent extremism, and boost women's resilience and participation in economic recovery. In 2020, UNDP worked in 25 countries to ensure that 1.3 million women gained access to jobs and improved livelihoods in crisis or post-crisis settings.

2020 was also a year of reflection on UNDP's gender equality and crisis and recovery work. As part of this, UNDP announced the launch of a new Gender and Crisis Engagement Facility, which provides knowledge and evidence, technical support and seed funding for gender-transformative programming.

2020 Highlights



An inclusive economic recovery can speed up overall recovery and prevent new crises. To support this, in the **Kyrgyz Republic, Nigeria** and **Sierra Leone** UNDP worked with women parliamentarians and community leaders to strengthen the economic components of national and subnational action plans on women, peace and security.



Local women leaders can quickly build key social and economic 'infrastructure' in crisis-affected settings. In **Lebanon**, for example, UNDP and local women leaders responded to gender-based violence through using digital technologies, which provided psychosocial support while building skills to increase the income of women, many of them Syrian refugees.



In 2020, the global programme on strengthening the rule of law and human rights continued to support over 40 conflict- and crisis-affected contexts, including through emergency COVID-19 funds.

Promoting women's leadership in crisis and post-crisis settings

In 2020, UNDP, with UN Women, the Women's International League for Peace and Freedom and the International Civil Society Action Network, launched the global online discussion, "Engaging women in post-conflict political and economic decision-making, including lessons for COVID-19". Contributions to the discussion, which attracted more than 32,000 visitors from over 173 countries, resulted in nine key insights on the topic, which UNDP will leverage to boost women's leadership in crisis and post-crisis settings.



Partnerships for Accelerated Progress

UNDP's transformative work on gender equality is only possible because of strong partnerships, and these partnerships are even more vital in times of crisis like the COVID-19 pandemic. In 2020 UNDP further expanded our collaborations, and established 116 partnerships to address discriminatory gender and social norms. Much of this work was done jointly with UN Women, one of UNDP's biggest partners in advancing gender equality. In line with a memorandum of understanding signed with UN Women in 2019, last year we worked together in 101 countries.

UNDP remains a partner of choice in promoting gender equality around the world. We were ranked highest for our contribution to promoting gender equality, according to the UNDP 2020 partnership survey, with 63 percent of over 3,000 partners recognizing UNDP as doing a "great deal".



FEMINIST ACTION FOR CLIMATE JUSTICE COALITION

At the global level, UNDP is a co-leader of the Feminist Action for Climate Justice Coalition, one of six [action coalitions](#) created as part of the UN Women Generation Equality Forum, which will address gender gaps and inequalities in climate, energy and environment work.



HEART 17

COLLABORATIONS FOR THE ENVIRONMENT

UNDP is a leading member of the GEF Gender Partnership, which works to ensure that global environmental efforts have a gender lens. In 2020 UNDP also supported the development of the gender plan of action for the Convention on Biological Diversity for the post-2020 global biodiversity framework.

AFRICAN UNION PARTNERSHIPS

At the regional level, UNDP strengthened the African Union's capacities to promote young women's leadership and participation in governance and peacebuilding processes.



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PRIVATE SECTOR ENGAGEMENT

UNDP continues to build more strategic partnerships with the private sector. For example, the Gender Equality Seal for Private Enterprises has supported more than 1,000 companies in 16 countries, impacting over 1.7 million workers across industries.



PARTNERSHIPS WITH ACADEMIA

In 2020 UNDP and the University of Pittsburgh continued our partnership on the Gender Equality in Public Administration initiative, developing the Gender Parity in Civil Service Dataset, with data from 171 countries between 1951 and 2020. UNDP also partnered with the United Nations University International Institute for Global Health, UN Women, the United Nations Population Fund, the World Health Organization and others to launch a gender and health hub.



#NextGen Solutions for Gender Equality

Reaching the global gender equality goals requires innovative strategies, such as expanding development choices, finding whole-of-society approaches, and harnessing the power of data and analytics. As the COVID-19 crisis threatens the 2030 Agenda, UNDP has invested in the next generation of innovative and gender-sensitive digital solutions to more effectively respond to today's complex development challenges and to help transform the future of development.

UNDP turned the crisis into an opportunity in 2020 by offering governments in at least 35 countries innovative gender-responsive solutions to the COVID-19 crisis, from behavioural science interventions and digital campaigns to creative ways to adapt to new working conditions created by the pandemic.



NEW TECHNOLOGIES

In **Uganda**, UNDP launched an e-commerce platform to sustain supply chains that prioritize women-owned businesses. In the **Maldives**, UNDP provided digital equipment for a government “Care Portal” that offers social services to survivors of gender-based violence, persons with disabilities and the elderly.



GENDER-RESPONSIVE E-GOVERNANCE

In **Mauritius**, the National Assembly is establishing a gender information system and e-learning to integrate gendered policies in socioeconomic recovery plans. In **Viet Nam**, e-reporting on gender-sensitive social assistance helped improve national capacities to monitor and evaluate the social protection system's contribution to gender equality.



ADDRESSING ONLINE VIOLENCE AGAINST WOMEN

In **Pakistan**, UNDP conducted cutting-edge research on hypermasculinity and hate speech against women in social and digital media, informing campaigns to promote safe online spaces for women.



NEW PARTNERSHIPS TO IMPROVE GOVERNMENT RESPONSIVENESS

In **Peru**, with funding from the **Republic of Korea**, UNDP partnered with 52 companies as part of the #NoEstásSola (“You Are Not Alone”) campaign, disseminating key information on gender-based violence services in supermarkets and pharmacies.

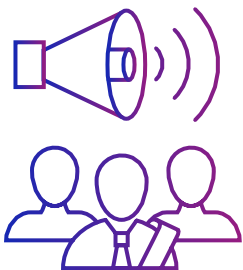


Targeting men, transforming masculinities (TMx2)

TMx2 works with men to challenge expressions of patriarchal power at individual and institutional levels. Instead of defining a corporate framework beforehand, this initiative works directly with country offices to understand their existing work with men and needs for further support. Seven UNDP country offices used this approach in their programming, from youth participation in **Ukraine** to improving mental health in **Thailand**. The UNDP accelerator lab in **Jordan**, with support from the non-governmental organization Nudge **Lebanon**, analysed tweets and conducted a behavioural analysis to design a more strategic social media campaign on men's involvement in unpaid care work.

Walking the Talk

UNDP continued to walk the talk on gender equality even throughout the COVID-19 crisis. We quickly transformed into a new digital working environment while maintaining efforts to address gender equality among our personnel and within our organization. In 2020 UNDP once again was rated as one of the best-performing agencies in the UN system, meeting or exceeding requirements for 88 percent of relevant indicators in the United Nations System-wide Action Plan 2.0 (UN-SWAP). Last year UNDP also launched the Economic Dividends for Gender Equality (EDGE) certification, which showed strong efforts by UNDP to build a gender-equal workplace. UNDP is developing an organization-wide action plan based on the assessment’s results.



LEADING BY EXAMPLE

This success is due in part to high-level leadership for gender equality. In 2020, the UNDP Administrator continued to be a champion for gender equality by putting gender considerations at the heart of the COVID-19 response, including through the COVID-19 Rapid Response Facility and socioeconomic assessments. The Administrator also chaired the two annual meetings of the Gender Steering and Implementation Committee.



GENDER-RESPONSIVE POLICY, PLANNING AND PROGRAMMING

UNDP continues to improve integration of gender equality into all of its policies, planning and programming. In 2020, 69 percent of UNDP country offices reported having a gender equality strategy and action plan.



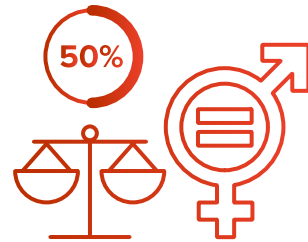
ACCOUNTABILITY AND OVERSIGHT

A culture of accountability for gender equality is cultivated at UNDP’s highest levels through the Gender Steering and Implementation Committee, which meets twice a year to discuss UNDP’s performance on gender equality and gender parity. With one of the strongest institutional results reporting and monitoring systems in the UN system, UNDP also continues to sharpen its focus on gender-responsive results.



FINANCING FOR GENDER EQUALITY

UNDP invests more in gender equality on average than other development actors, with a steady increase of resources going to gender equality. UNDP investments in programming where gender equality was a principal or significant objective rose from 55.4 to 63.8 percent between 2018 and 2020. However, UNDP recognizes that more financial investments and stronger architecture are needed to achieve even better results. In 2020 UNDP conducted a review of financial flows to gender equality to ensure adequate financing and resources.



GENDER PARITY

UNDP continues to be a 50:50 gender-balanced organization overall, including among top and deputy leadership positions. To further this success, UNDP is building a pipeline of women candidates for future leadership roles through programmes such as the African Young Women Leaders Fellowship Programme, implemented by UNDP and the African Union Commission.



INCLUSIVE AND SAFE WORKING ENVIRONMENT

UNDP introduced special measures in 2020 to create a new and safe working environment in the face of COVID-19, including teleworking/telecommuting, tele-health and psychosocial support services. Extra effort was also put into tackling sexual harassment and sexual exploitation and abuse as well as domestic violence, including through bureau action plans on the prevention of sexual harassment and sexual exploitation and abuse and roll out of the Respectful Workplace Facilitator Programme.

Transformational results for gender equality

UNDP’s flagship Gender Seal programme supports transformational gender equality results. In 2020, 31 UNDP country offices were certified with a Gender Seal after two years of intensive work, making it the most successful round of the Gender Equality Seal so far. Examples of countries that have a gold seal include: UNDP **Panama** for its role in granting women access to land ownership titles along the Panama Canal, which opened doors to credit and job training, and UNDP **Guinea** for supporting the adoption of a parity law and new civil code stating that women must make up 50 percent of listed candidates for elective positions. In 2021, the Gender Seal will expand to provide a specialized track for country offices in the Europe and Central Asia and the Asia-Pacific regions, and a targeted effort for offices in crisis settings.

Extensive Global Gender Expertise

As the COVID-19 crisis shone a light on the importance of collaboration, UNDP continued to invest in strengthening knowledge sharing on gender equality within the wider development community.

UNDP has gender expertise across the organization, in every region of the world. Many of these specialists, including gender experts, are part of UNDP's Global Policy Network (GPN), a network of experts that foster knowledge sharing and provide timely support to country offices to help achieve development breakthroughs. In 2020 the GPN communities of practice launched the new platform [SparkBlue](#) for public engagement in e-consultations to help bridge the gap between UNDP personnel, decision makers, the development community and citizens. The gender community of practice has over 1,700 UNDP members.

UNDP also has multidisciplinary gender focal teams in country offices, a Gender Team in headquarters and regional hubs focused specifically on gender equality work. In 2020, 70 percent of UNDP country offices had a multidisciplinary gender focal team led by a senior manager and 63 percent had gender advisers and/or gender specialists.

Prominent Thought Leadership

UNDP is a prominent thought leader on gender equality, helping to shape public discourse and policy debates.

Data analytics is the foundation of our work. UNDP produced numerous flagship publications and evidence-based research in 2020, including two dashboards on gender inequality, human development and COVID-19 with gender-disaggregated data from 189 countries and UNDP's partnership with UN Women to co-create the [COVID-19 Global Gender Response Tracker](#).

Here are some examples of UNDP's 2020 publications on gender equality:



At the global level, a UNDP Human Development report, *Tackling Social Norms: A Game Changer for Gender Inequality*, which includes the Gender Social Norms Index, revealed the urgent need to transform discriminatory social norms.

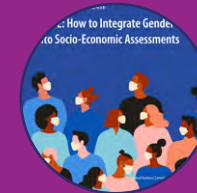
UNDP COVID-19-related publications include:



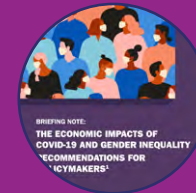
Gender-Based Violence and COVID-19.



Women, peace and human security: A Guidance Note on Parliamentary Engagement During and Post-Covid-19.



Guide: How to Integrate Gender into Socio-Economic Assessments.



UNDP in Latin America and the Caribbean produced a briefing note, *The Economic Impacts of COVID-19 and Gender Equality: Recommendations for Policymakers.*



UNDP partnered with UN Women, the Department of Political and Peacebuilding Affairs and the United Nations Environment Programme to produce *Gender, Climate and Security: Sustaining Inclusive Peace on the Frontlines of Climate Change.*



Regionally, UNDP unpacked gender dynamics in violent extremism in a joint report with UN Women, *Conflicting Identities: The Nexus between Masculinities, Femininities and Violent Extremism in Asia.*



In Europe and Central Asia, UNDP launched an innovative advocacy platform, *Equal Future*, to draw public attention to women in political office.



UNDP Turkey published [compelling research](#) on gender gaps in the care economy during the pandemic, based on the results of a time-use survey.

The Way Forward

While there has been significant progress in advancing global gender equality and in UNDP's implementation of its Gender Equality Strategy, the COVID-19 crisis has revealed how far we still have to go.

Looking ahead, UNDP will continue to move toward a more transformative approach to achieve the 2030 Agenda, including its gender goals, with a strong focus on strengthening the enablers of gender equality: a more inclusive economic system, a more equal social contract and changing gender norms. It is time to choose to work differently to make a gender-equal world possible.

The importance of data

Data and analytics are the first step to closing gender gaps, but there is still too little internationally comparable data available. UNDP will continue to push for and collect better gender-disaggregated data through initiatives like the COVID-19 Global Gender Response Tracker.



Shifting social norms

UNDP's Gender Social Norms Index and the related global media campaign #CheckYourBias revealed the urgent need to change discriminatory norms, biases and perceptions. UNDP will continue to tackle these social norms across our development work and push for a new generation of policies that address biases, norms and power structures, which could be a game changer for gender equality.



Investing in capacities

UNDP learned in 2020 about the benefits of creating spaces for meaningful conversations across teams, of integrating gender experts across other areas and of expert knowledge exchange. UNDP will continue to invest in its gender architecture to provide agile and multidisciplinary responses.



Crisis and fragility settings

In 2020, evaluations revealed that UNDP needs to invest more in capacities to ensure that gender equality is systematically addressed in crisis and post-crisis setting. In response, UNDP developed a road map to accelerate changes and will continue to make bold decisions to put gender equality at the centre of its efforts in crisis and fragility contexts.



Centrality of partnerships

New and innovative approaches were developed during the pandemic between governments, UN agencies, non-profit organizations and the private sector. UNDP will continue to nurture its relationships with partners, including civil society, to build national, regional and global platforms for policy and social change.





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