

EXECUTIVE SUMMARY



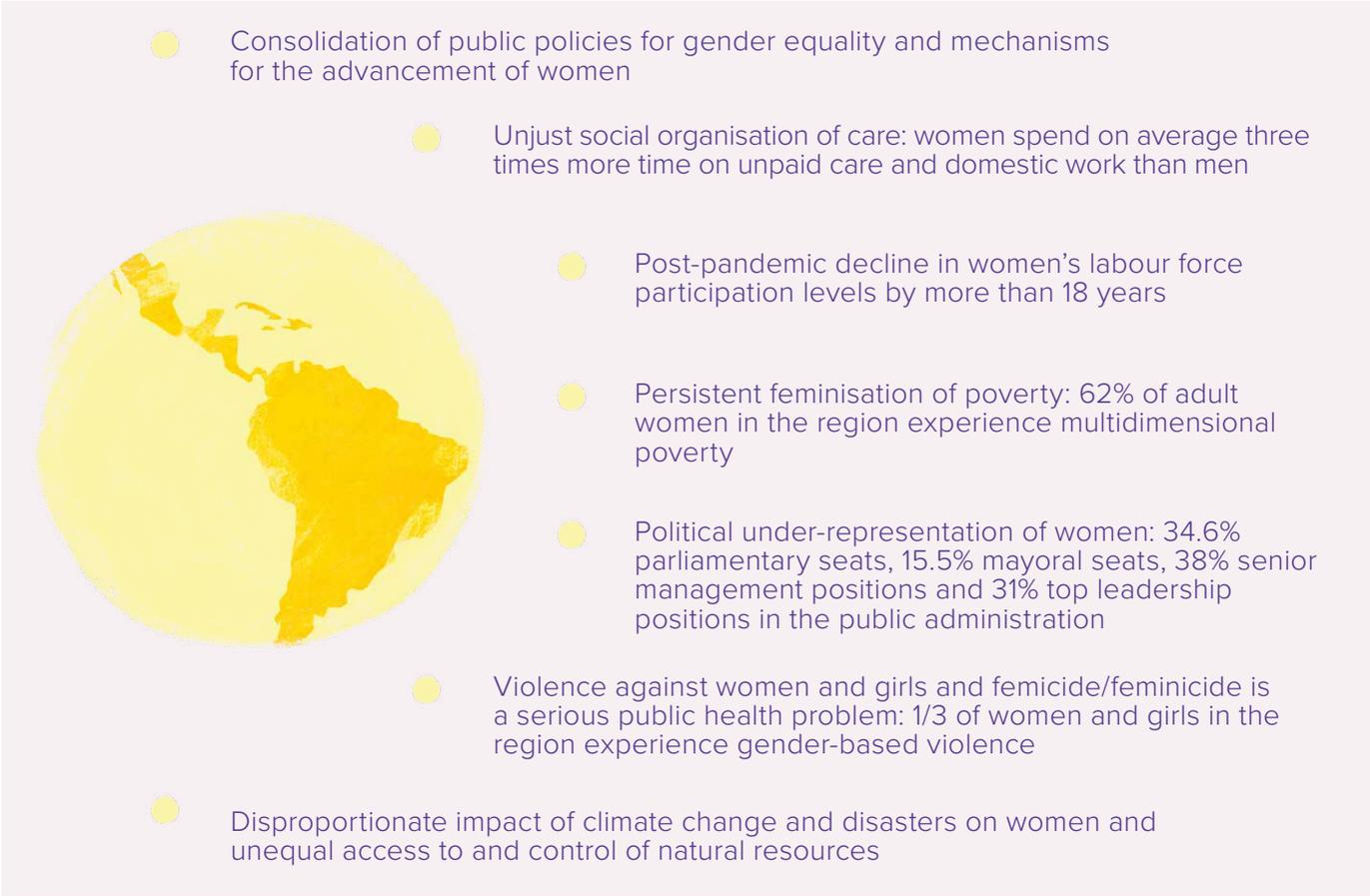
UNITED NATIONS DEVELOPMENT PROGRAMME
**REGIONAL GENDER EQUALITY
STRATEGY FOR LATIN AMERICA
AND THE CARIBBEAN 2023-2025**



The transition to a new development paradigm can only be conceived from a transformative and sustainable perspective that permeates our strategic planning. For this reason, UNDP has developed the Regional Gender Equality Strategy 2023-2025, which is committed to an ambitious, strategic, and transformative agenda for gender equality and the empowerment of women in all their diversity. The foundations are to be found in the international and regional normative framework that guarantees women’s human rights, as well as in the [Regional Gender Agenda](#) and the 2030 Agenda roadmap, which places gender equality at the centre of sustainable development. At the corporate level, three key documents inspire this strategy and frame its content: the [UNDP Strategic Plan 2022-2025](#); the [UNDP Regional Programme 2022-2025](#); and the [UNDP Gender Equality Strategy 2022-2025](#).

REGIONAL CONTEXT

The population of Latin America and the Caribbean (LAC) is currently facing the effects of multiple and overlapping crises: the COVID-19 pandemic is intertwined with persistent crises such as the economic and environmental crisis, the persistence of inequalities and an increase in democratic fragility and weakness in several countries; and other emerging crises, such as the food crisis, the care crisis and global inflation resulting from the Ukrainian-Russian conflict. These complex and multidimensional crises, which generate new types of uncertainty¹, have exacerbated gender inequalities in countries, which in turn are affecting to a greater extent those women who experience different types of discrimination linked to their socio-economic status, race-ethnicity, age, sexual orientation, gender identity or migratory status, among others. In addition, the region faces complex challenges that require systemic solutions:



- Consolidation of public policies for gender equality and mechanisms for the advancement of women
- Unjust social organisation of care: women spend on average three times more time on unpaid care and domestic work than men
- Post-pandemic decline in women’s labour force participation levels by more than 18 years
- Persistent feminisation of poverty: 62% of adult women in the region experience multidimensional poverty
- Political under-representation of women: 34.6% parliamentary seats, 15.5% mayoral seats, 38% senior management positions and 31% top leadership positions in the public administration
- Violence against women and girls and femicide/feminicide is a serious public health problem: 1/3 of women and girls in the region experience gender-based violence
- Disproportionate impact of climate change and disasters on women and unequal access to and control of natural resources

¹ UNDP (2022). UNDP Human Development Report 2021/22. Uncertain times, unstable lives.

DIRECTIONS OF CHANGE

- 1. Promoting structural transformations:** UNDP aims to eliminate the structural knots that perpetuate gender inequality and that have determinant impacts in the economic, social, institutional, and political spheres. To this end, UNDP will continue to work hand in hand with countries and a wide range of stakeholders to address the underlying power systems and structures that impact the achievement of equality between women and men.
- 2. Understanding setbacks and addressing their impacts:** The multidimensional crises and setbacks in the region jeopardise the progress made on gender equality and hinder the implementation of the 2030 Agenda and the Regional Gender Agenda in the countries. In this context, it is essential to understand setbacks and their impacts in order to generate effective strategies for their containment, thus ensuring that women enjoy their human rights and reach their full development potential.
- 3. Re-imagining the future:** While, overall, significant progress has been made towards gender equality in the region in recent decades, the pace of change is still too slow, and we need to accelerate efforts to close gender gaps in the near future. Achieving gender equality can wait no longer. The speed and sequencing of change is as relevant as its directionality. UNDP therefore proposes an ambitious, sustainable, and inclusive Regional Strategy that addresses the structural causes of gender inequalities and puts at the centre a series of transformative elements that will ensure that women in all their diversity are not left behind on the path to sustainable development.

GENDER EQUALITY ACCELERATORS IN LAC

INNOVATION



Drive strategic innovation, transformation and the collective search for innovative solutions to accelerate the achievement of gender equality and contribute to more sustainable and egalitarian societies, in partnership with UNDP Acceleration Labs

DIGITALISATION



Promote digital transformation to close gender gaps in the access, development and use of digital technology, and avoid gender bias in technology development, facilitate the incorporation of women in STEM areas and prevent technology-facilitated gender-based violence

FINANCE



Strengthen partnerships to scale up financing for development, focusing on impact investment, new financing instruments and new public-private financing schemes, the promotion of tax reforms and gender-responsive fiscal policies



OUR PRIORITIES

A. PROMOTING INCLUSIVE ECONOMIES AND WOMEN'S ECONOMIC EMPOWERMENT

SIGNATURE SOLUTION 1: INCLUSIVE AND SUSTAINABLE GROWTH WITH GENDER EQUALITY

- **Increased productivity and sustainability of Micro, Small and Medium Size Enterprises (MSMEs) through improved value chains, access to services, digital technologies and markets:** methodologies for strengthening SMEs and their value chains with a gender perspective.
- **Future of work and gender equality:** Gender Equality Seal in the Private Sector. All Future of Work projects must be GEN 2 and at least 20% will be GEN 3.
- **Financing for gender equality:** Gender Equality Seal in Fiscal and Financial Institutions.

As part of the implementation of this strategic priority, UNDP will collaborate with other UN System agencies, such as UN Women, ECLAC and ILO, governments, the private sector and trade unions, and join forces with UNDP's Inclusive Growth team.

GOALS TO 2025



20 new companies are certified in the Gender Equality Seal for the Private Sector Equality Label



10 financial institutions become certified under the Seal for Financial Institutions and develop financial services for women



100 SMEs, 50 women-owned SMEs, and 2 value chains improve their businesses for gender equality



4 countries improve their fiscal policies for gender equality



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B. CONTRIBUTING TO THE CREATION OF MORE SUSTAINABLE, INCLUSIVE AND EGALITARIAN SOCIETIES

SIGNATURE SOLUTION 2: EQUALITY AND INCLUSION

- **Gender transformative social protection and care systems:** comprehensive care systems at national and local levels. Multidimensional Poverty Index with a focus on women.
- **Ensure that rural, migrant, indigenous and Afro-descendant women have access to digital assets, finance, livelihoods and productive assets.** UNDP’s collaboration with civil society organisations will be key.
- **Addressing setbacks in gender equality and changing discriminatory social norms (gender, racial-ethnic, class, age, sexual orientation and gender identity):** having measurements and analysis on the evolution over time of these norms and their expressions (attitudes and behaviours).

As part of this strategic priority, UNDP will collaborate with other UN System agencies, such as UN Women, UNECLAC, ILO, UNICEF, IOM and UNFPA, governments, civil society and international financial institutions (IFIs) and join efforts with UNDP’s Inclusive Growth team.

GOALS TO 2025



8 countries implement care policies



Creating a network of more than 200 women scientists and the mobilised energy sector



5 countries work on transforming gender social norms

C. PROMOTING A NATURE-BASED, GENDER-TRANSFORMATIVE AND RISK-INFORMED DEVELOPMENT

SIGNATURE SOLUTION 3: ENVIRONMENT

- **Gender-responsive natural resource management:** Promote gender-responsive natural resource management. A Platform for Nature-based Solutions and Gender will be created.
- **Implementation of gender equality commitments in climate action plans:** continue to promote gender equality in the implementation of NDCs/NAPs. Promote gender responsive climate transparency frameworks, incentives, insurance and green bonds.
- **Gender-responsive disaster risk reduction and management:** Gender-responsive early warning systems and gender-responsive recovery programmes will be implemented. Multidimensional resilience index with gender indicators.
- **Access, investment, and new knowledge in sustainable energy to boost women's economic empowerment:** to support a just, sustainable and gender responsive energy transition and promote the development of STEM skills and women's employability in the sustainable and green energy sector.

As part of this strategic priority, UNDP will collaborate with other UN System agencies, such as UNEP, ECLAC, ILO, FAO and UNDRR, governments and regional disaster prevention, mitigation, relief and response agencies, and will join efforts with UNDP Environment Team.

GOALS TO 2025



10 countries have nature-based solutions that promote gender equality



15 countries implement their gender climate change commitments



5 public and private energy companies commit to gender equality



3 countries have gender responsive national disaster risk management policies



D. FOSTERING INCLUSIVE DEMOCRATIC GOVERNANCE WITH WOMEN'S PARTICIPATION AND LEADERSHIP

SIGNATURE SOLUTION 4: EFFECTIVE GOVERNANCE

- **Women's political representation and participation and parity democracy:** generation of data and evidence through the Political Parity Index – Atenea Initiative, capacity building of women politicians and women in decision-making positions (especially at the local level), technical assistance to electoral systems and bodies and parliaments for parity democracy and elimination of violence against women in politics.
- **Towards states that promote gender equality and women's empowerment:** Gender Equality Seal in Public Institutions.
- **Comprehensive approach to violence against women and girls:** generation of data and evidence on Violence against Women and Girls and Femicides/Feminicides, technical support for prevention, care, punishment and reparation, innovation in institutional response, institutional capacity building, gender-equal justice systems and promotion of positive masculinities.

As part of this strategic priority, UNDP will join efforts with other UN System agencies, such as UN Women, ECLAC, UNFPA, UNICEF, Idea International, governments, civil society and academia and will join efforts with UNDP's governance team.

GOALS TO 2025



70 public institutions adhere to the Gender Equality Seal



5 countries are moving forward with legislation in favour of parity democracy and women's political participation



20 countries with institutions with developed capacities to implement actions to comprehensively address VAWG, including femicide

LESSONS LEARNED



Tackling the structural nodes of gender inequalities requires the transformation of power relations



Transformative gender results require gender expertise in all technical teams and investment of adequate resources



The local sphere is a strategic space to advance in the implementation of public policies that promote gender equality



Having more sophisticated analysis to understand gender complexities and intersectionalities



Mobilisation of financial resources for gender equality and women's empowerment remains insufficient



Collaboration with women's and feminist organisations enhances the capacity to influence public policy



OUR ALLIANCES

UNDP will continue to strengthen long-standing partnerships that have produced remarkable results and promote new strategic partnerships for the organization that accelerate the achievement of gender equality with a diversity of actors, including UN agencies, funds and programmes, Multilateral Organisations, Civil Society, Women's Movement and Feminist Organizations, Academia and International Financial Institutions.

INSTITUTIONAL TRANSFORMATION



LEADERSHIP

- LAC Regional Gender Focal Team
- RBLAC Senior Management will advocate for gender equality and women's empowerment (public speeches, statements and advocacy activities)
- Gender balance in meetings and events organised by UNDP



CAPACITIES

- Regional Gender Capacity Building Platform
- 100% of offices participate in the UNDP Gender Equality Seal
- LAC Gender Community of Practice
- Regional Women's Mentoring Programme
- América Latina Genera



INVESTMENT

- RBLAC will progressively allocate 15% of project budget to gender equality (GEN 3), especially in crisis contexts
- RBLAC will progressively dedicate 70% of the budget on gender equality (GEN 2 and GEN 3)
- 15% TRACK2 for GEN 3
- Projects submitted and approved under Funding Windows are GEN 2 and GEN 3
- Integrated Resource Mobilisation (RBLAC/Regional Hub/COs)



FAVOURABLE WORKING ENVIRONMENT

- Monitoring figures, proposing measures and ensuring accountability for gender parity in UNDP RBLAC.
- Zero tolerance for Sexual Harassment and Exploitation and Abuse of Authority through adequate implementation of corporate policies



MONITORING MECHANISMS

To ensure adequate monitoring and implementation of the Regional Gender Equality Strategy 2023-2025, the following mechanisms will be created:

- **Civil Society Advisory Committee:** advice on the implementation of the strategy from the experience, perspective and knowledge of civil society and the women's movement, LGBTIQ+ people and male promoters of gender equality.
- **Governmental Advisory Committee:** advising on the implementation of the strategy to enhance synergies and complementarity with government initiatives to advance the gender agenda in the region.

