

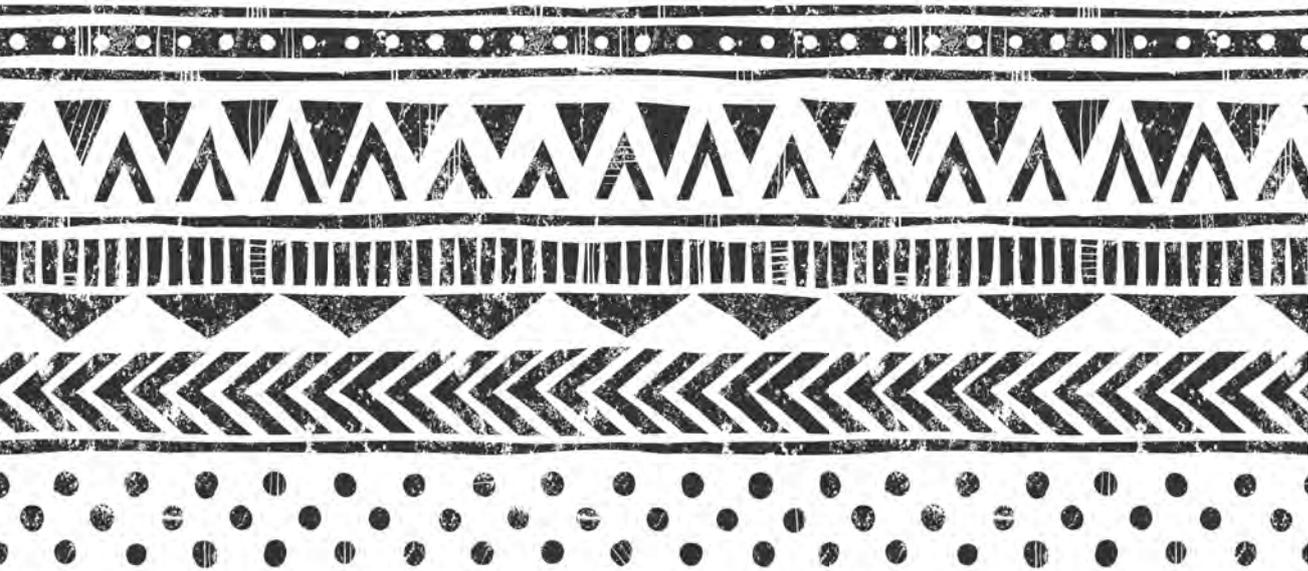


# UN Women East and Southern Africa Strategic Plan 2022-2025

Building a Gender-Equal Africa

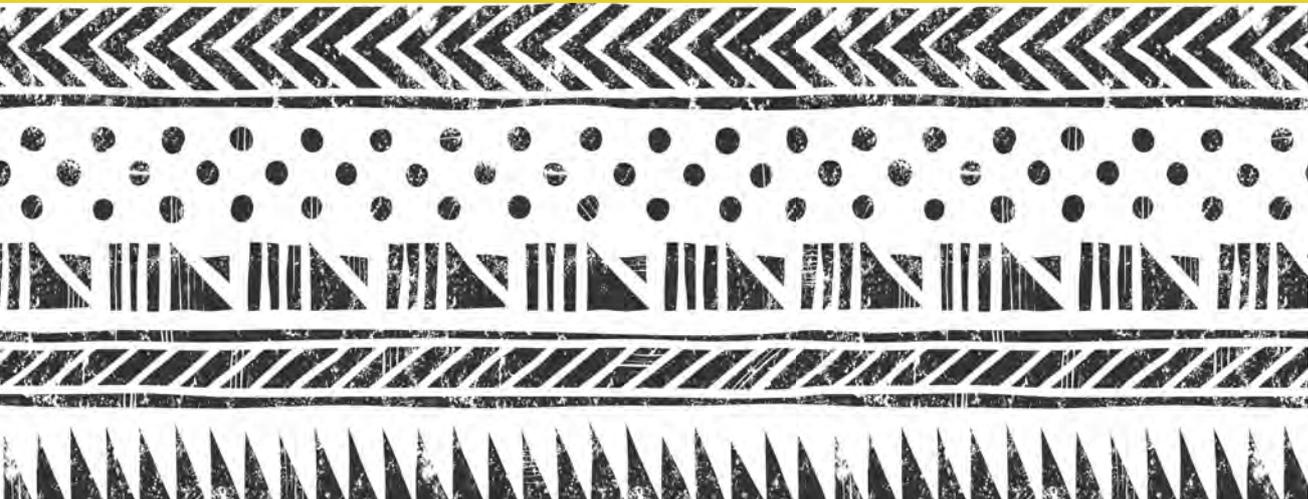






# UN Women East and Southern Africa

Strategic Plan 2022-2025  
Building a Gender-Equal Africa



# UN Women East and Southern Africa



Photo: UN Women Liberia

As the United Nations entity dedicated to gender equality, we work to achieve the empowerment of all women and girls and the full enjoyment of their human rights in East and Southern Africa.



In the East and Southern Africa Region, we are present in 13 countries (Burundi, Ethiopia, Kenya, Malawi, Mozambique, Multi-Country Office in South Africa, Rwanda, Somalia, South Sudan, Sudan, Tanzania, Uganda, and Zimbabwe). The Multi Country Office (SAMCO - South Africa Office) covers Southern Africa Customs Union (SACU)

countries namely Botswana, Lesotho, Namibia, South Africa and Eswatini. In countries where there is no presence, UN Women collaborates with the UN Resident Coordinator's Office to advance gender equality through the work of the UN System.



# Regional Landscape

Women and girls, when empowered, have the potential to be powerful agents of change who can transform communities, countries and the entire world. Despite progress made over the past decade in health, education and representation in parliament, many women and girls in Africa continue to be held back from realizing their full potential by gender and socio-economic barriers.



While female labour force participation is relatively high in Africa, compared to other regions of the world, women are much more likely than men to work in lower paid and precarious jobs. They also face discrimination and violence in both public and private, with more than 36% of women reported having experienced some form of physical and/or sexual violence.



Photo: UN Women Rwanda



Photo: UN Women Mozambique

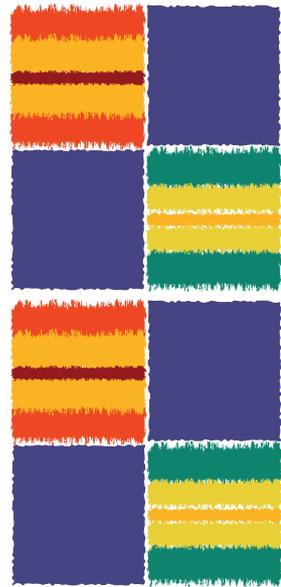
In many countries, child marriages and female genital mutilation (FGM) remain a serious problem. At least one in three young women alive today were married before turning 18. Women's representation, however, has made substantial progress in the East and Southern Africa region where the seats held by women in national parliaments, which stands at 32%, is well above the global average.

This new strategic plan takes effect in the midst of the global COVID-19 pandemic and accelerating climate crisis, which has had a disproportionate impact on women and girls and exacerbated all aspects of gender inequalities. It is clear that bold actions and increased financing are needed to rebuild better and equal, with the needs of women and girls at the heart of all we do, leaving no one behind.



# Our Triple Mandate

As the only UN entity dedicated entirely to gender equality and women's empowerment, UN Women has a special role to play in advancing the global development agenda. Our ability to partner with and engage a range of actors across governments, civil society, the private sector and media truly sets us apart.



Our triple mandate uniquely positions us to:

- **promote coordination across the UN system** to enhance accountability and results for gender equality and women's empowerment;
- **support UN Member States to strengthen global norms and standards for gender equality** and women's empowerment, and to include a gender perspective when advancing other issues; and
- **undertake operational activities at the country and regional levels**, including supporting Member States in developing and implementing gender-responsive laws, policies and strategies that take into account women's lived realities.

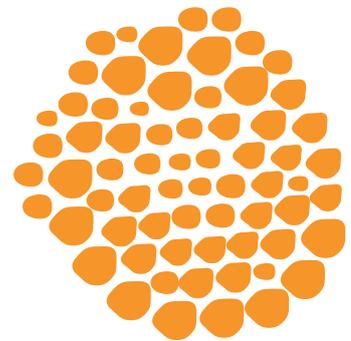


Photo: UN Women Mozambique



Photo: UN Women/Deepika Nath

Photo: UN Women/Yulia Panevina



Photo: UN Women/Karin Schermbrucker

## Our Vision and Guiding Principles

- We seek to **leave no one behind**, by identifying and dismantling structural barriers and unequal power that disadvantage women and girls
- We drive **results, coordination and accountability** to advance gender equality across the UN system
- We support **national ownership**, ensuring that efforts to advance gender equality align with countries' national priorities
- We leverage our **influence and partnerships** to grow sustainable financing for gender equality



Photo: UN Women/Daniel Donald



Photo: UN Women/Ryan Brown



Photo: UN Women/Eva Sibanda



# Regional Strategy

**Vision: we work to build an environment where:**

1. women and girls are safe, their voices heard and make informed choices, and
2. regional entities advance women's human rights, reduce patriarchal barriers of discrimination and create equal opportunities for women and girls in their diversity.



We will achieve this by driving impact across four areas:

## 1. Governance and participation in public life:

We work with key partners so that women in East and Southern Africa are able to fully and equally participate in decision-making, and women and girls

can benefit from gender-responsive laws, policies, budgets, services, and accountable institutions. We do this by supporting countries' efforts to achieve gender balance in decision-making, working to integrate gender equality into electoral processes, leveraging our role as a convener, and contributing to efforts to repeal discriminatory laws and policies, with the overall objective to improve the policy environment for women's equal participation in politics and reduce the current gender gap in representation at national and local government levels.



Top: UN Women/Carlos Ngeleka  
Middle: UN Women/Karin Schermbrucker  
Bottom: UN Women/Ryan Brown





## 2. Women's economic empowerment:

We work to advance the economic empowerment of women so that they have income security, decent work, and economic autonomy. To achieve this, we partner with a range of allies, including UN agencies, government ministries, regional bodies and international financial institutions, regional women's entrepreneurship and business organizations to support women's increased and strengthened participation in the economies in the region. Together, we work to transform various sectors to be more gender responsive and inclusive from a Macro-economic and micro-economic

perspective, particularly in the agriculture sector, the care economy, by pushing for women to be recognized – and paid – for their invisible work, supporting decent work, and by strengthening social protection coverage. We also advocate for equal pay, support women as leaders in the private sector and as entrepreneurs, creating opportunities for women to engage in green jobs and traditionally male dominated fields, and work to close the digital divide to ensure women and girls have equal access to opportunities.



Photo: UN Women/Eva Sibanda





Photo: UN Women/Deepika Nath



### 3. Ending violence against women and girls:

We contribute to integrated approaches to ensure that all women and girls live a life free from all forms of violence. These include supporting Member States, civil society and other partners to advance and monitor comprehensive, evidence-driven approaches to preventing

violence against women and girls and ensuring coordinated multi-sectoral quality services are available to survivors, while promoting accountability to legal and policy commitments, in addition to support for women's rights and civil society movements.

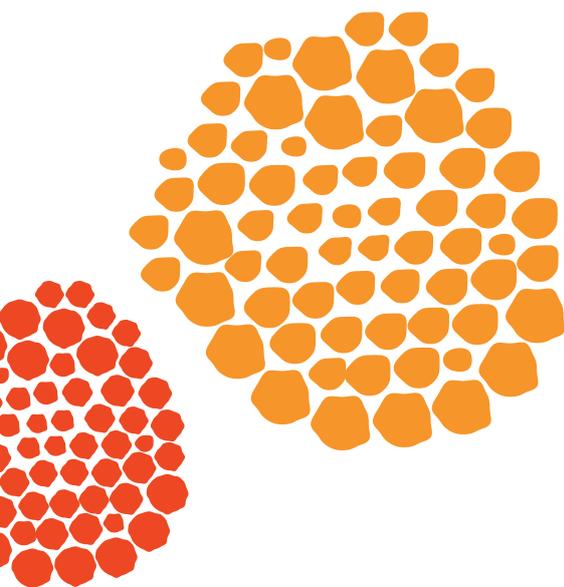


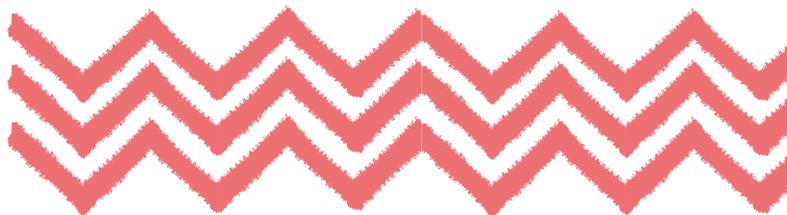
Photo: UN Women/Urjasi Rudra

## 4. Women, peace and security:

We work to ensure that women and girls contribute to and have greater influence in preventing conflict and building sustainable peace. We support Member States, Regional Economic Commissions and UN entities in implementing their commitments on advancing the Women, Peace and Security agenda, by facilitating coordination across sectors, and support the development and implementation of National Action Plans on United Nations Security Council Resolution 1325 on Women, Peace and Security and respond to new emerging threats like violent extremism and climate change.



Photo: UN Women/James Ochweri



## 5. Humanitarian action, and disaster risk reduction:

We recognize and promote the fact that women and girls—like men and boys—have much to contribute to preparing for, mitigating and responding to, crises. We work to ensure women are included in decision-making, contribute to and have greater influence in building

resilience and benefit equally from disaster prevention and from humanitarian action. We work to ensure gender is mainstreamed in key humanitarian response plans and disaster risk reduction measures support the development gender inclusive policies, programmes and national action plans. We develop capacities of stakeholders on gender in humanitarian and DRR as well as generate knowledge to inform policy and programme.



Photo: UN Women/Celma Costa.



Photo: UN Women/Bennie Khanyizira



Photo: UN Women/James Ochweri

## 6. COORDINATION



Through our coordination work, we support the UN system to mainstream gender in key development frameworks such as the Common Country Analysis (CCA) and UN Sustainable Development Cooperation Framework (UNSCDF) and key policies and processes. Our Regional Coordination Strategy focuses on three key areas – the normative, operational/programmatic, and institutional coherence.

As part of our work in the normative area, we coordinate the annual Africa-wide intergovernmental entities and member states convening ahead of the global level commission on status of women (CSW) conference that is held in New York. Our office also helps facilitate national level periodic reviews of Beijing

platform for Action (BPfA) and that of CEDAW. Recently, we embarked on a new initiative to support Generation Equality Forum Action Coalition leaders in the region.

In line with the UN Reform Agenda, we provide technical support including capacity building to UN Country Teams to mainstream gender in key frameworks such as the CCA and UNSDCF by way of taking part in review of these documents coming from across the continent. Annually, we organize UNCT-SWAP Scorecard and Gender Marker related training to further improve the UN's accountability to achieving Gender Equality and the empowerment of women as foreseen in the Agenda 2030, among others.

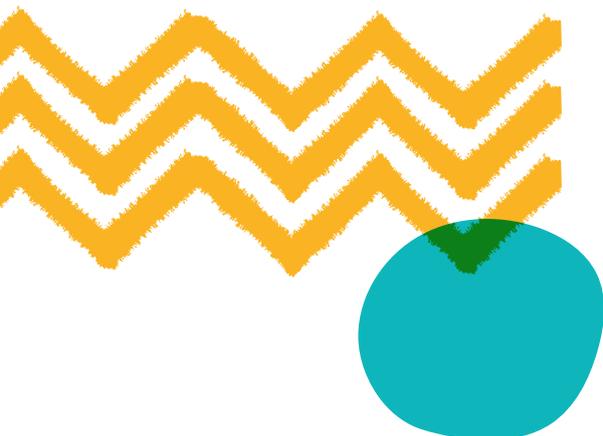


Photo: UN Women/James Ochweri

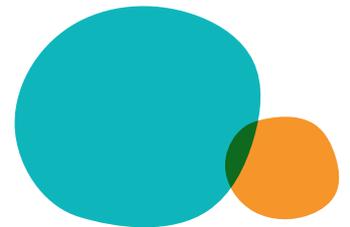


Photo: UN Women/Rashid Hamis Kindamba

## Call to Action

“UN Women in East and Southern Africa counts on a broad partnership between governments, civil society organizations, businesses, and the development community to support women and girls as they transform qualitatively their lives and societies.”

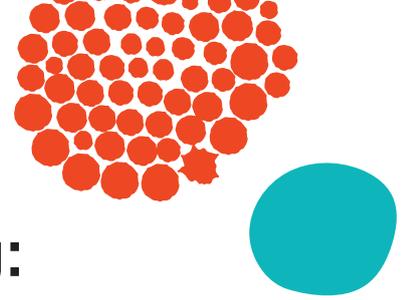
**Dr Maxime Houinato**  
Regional Director



## Regional Programmes

- **Spotlight Initiative:** <https://africa.unwomen.org/en/where-we-are/eastern-and-southern-africa/liaison-office-to-au-and-unece/spotlight-initiative>
- **Women Count** [https://africa.unwomen.org/en/what-we-do/gender-data-and-statistics\\_africa](https://africa.unwomen.org/en/what-we-do/gender-data-and-statistics_africa)
- **Women's Leadership, Empowerment, Access and Protection (LEAP)** <https://africa.unwomen.org/en/what-we-do/humanitarian-action-3>
- **African Girls Can Code** <https://africa.unwomen.org/en/where-we-are/eastern-and-southern-africa/liaison-office-to-au-and-unece/african-girls-can-code-initiative-agcci>
- **Climate-Smart Agriculture:** <https://africa.unwomen.org/en/what-we-do/womens-economic-empowerment/climate-smart-agriculture>

# In 2022-2025 we plan to achieve the following:



1. Member States in East and Southern Africa are accountable for gender equality and women's empowerment commitments
2. Women's movements hold duty bearers accountable
3. Regional actors challenge stereotypes
4. Better knowledge and data, including more regional statistics disaggregated by sex, to inform gender equality strategies
5. UN system mainstream gender in their work



## UN Women ESA Regional Strategy (2022-2025)

GOAL: Achieve gender equality, the empowerment of all women and girls and the fulfillment of their human rights in ESA region.

Global SP  
Impact  
Areas



Governance & Participation in Public Life



Women's Economic Empowerment



Ending Violence Against Women



Women, Peace & Security, Humanitarian Action, & Disaster Risk Reduction

ESARO  
Impact  
Areas



Women and girls are safe, their voices heard and make informed choices



Regional entities advance women's human rights, reduce patriarchal barriers of discrimination and create equal opportunities for women and girls in their diversity

ESARO  
Outcomes



Member States are accountable for GEWE commitments



Women's movements hold duty-bearers accountable



Regional actors challenge stereotypes



Gender data and knowledge products deliver GEWE results in ESA



UN System Coordination to advance in ESA region

How?

Technical support

Deepening partnerships and RM

Co-creating knowledge, building data and evidence

Advocacy and Communications





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