

## OUTCOME XM-DAC-41146-ECU\_D\_1.1

**In 2026, the State and society have reduced socioeconomic inequalities and have promoted sustainable productive transformation with added value, the generation of livelihoods and decent work, guaranteeing equal rights and opportunities, and access for women and men to resources (UNSDCF Outcome 3)**

In 2023, significant progress was made within the Ecuadorian legal framework to strengthen the economic empowerment of women. The Care Act and the Equal Pay Act were approved by the National Assembly, addressing structural barriers that limit women's participation in the economy, such as care work and the gender pay gap. On one hand, the Care Act provides protection for workers with caregiving responsibilities, establishes the foundations of the care system, and defines the rights of caregivers and care recipients. The law's scope encompasses rights related to parental leave and the foundational principles of care system coordination. On the other hand, the Equal Pay Act aims to ensure equal pay and any other economic retribution for the performance of the same work. The law includes four actions for its implementation: training, changes in organizational culture, annual reports on actions taken, and a compliance certification. Additionally, the Regulation of the Organic Law to promote the Purple Economy was approved. The regulation includes the enactment of an equality plan within organizations, prevention of harassment and violence in the workplace, and the "Purple Seal" certification for companies that excel in complying with the law. UN Women, through its work with the National Assembly and its Parliamentary Group for Women's Rights, as well as with the Ministry of Labor, provided technical assistance and inputs for the development of these legal frameworks and the generation of instruments for their application. Notable among them is the course on preventing harassment and violence in the workplace, incorporated into the Ministry of Labor's learning platform, and the Business Guide for diverse and inclusive change. Actions to prevent and address workplace harassment and violence were developed by UN Women in partnership with the British Ecuadorian Chamber of Commerce. Regarding the promotion of women-led entrepreneurship, UN Women strengthened 481 women in mobility and rural women with training in business management and seed capital for the establishment of savings groups and the strengthening of their businesses. Additionally, the "Creadoras" e-commerce platform, an adaptation of UN Women's Buy from Women initiative, was launched online. The platform aims to be a space for product commercialization as well as providing training for entrepreneurs.

## OUTCOME XM-DAC-41146-ECU\_D\_2.1

**In 2026, the State improves public management and increases the protection and guarantee of rights, gender equality and social cohesion, while reducing threats to human security and promoting the eradication of all forms of violence. (UNSDCF Outcome 4)**

In 2023, significant achievements were made on several fronts. In the political sphere, during the electoral processes, the parity rule was implemented, resulting in a 19% increase in the presence of women in mayoral offices and 7% in Parliament, totaling 43%. In addition, the cabinet of President-elect Daniel Noboa has a 47% representation of women. UN Women's outstanding contribution was evident in 2023, contributing with the Political Parity Index and presenting key proposals that strengthened women's political participation. In the area of Women, Peace and Security, progress was made in the construction of the National Action Plan for

Resolution 1325, with institutional diagnoses and analysis for Ecuador's Peace and Security Agenda. The leadership of UN Women, in collaboration with the Ministry of Foreign Affairs, set the tone for the development of the plan. In 2023, supported by the UN Women Regional Office, trainings were conducted with an international expert, in which key actors such as the Ministry of the Interior, National Police, Armed Forces, Ministry of Women, Prosecutor's Office and Judicial Council participated. In the prevention and eradication of violence against women, progress was made in sports and universities. The Ministry of Sports approved and implemented the Protocol for action in cases of gender violence in the Ecuadorian sports system. Club Deportivo Aucas also adopted a code of ethics that incorporates the Protocol for the Prevention of Gender-Based Violence. Likewise, Cuenca State University approved a comprehensive protocol for prevention and action in cases of harassment, discrimination and violence based on gender, gender identity and sexual orientation. UN Women provided technical assistance for the development of all these instruments. 29 cities, including Quito, Ibarra, and Guayas, have endorsed the Quito Declaration in the battle against violence targeting women and girls. The Safe Cities Program achieved alliance consolidation at the local level with the successful Sixth Global Forum and Fourth World Meeting of Mayors. UN Women played a significant role in gathering data on technical violence and sexual harassment in human mobility, enabling the development of effective strategies. Tools were devised in the field of public administration to tackle the issues of sexual harassment and violence, encompassing both physical and online environments. Furthermore, four diagnoses were conducted on instances of sexual harassment encountered by women in the context of human migration. Additionally, a methodological guide was developed, outlining strategies to foster safe cities, with a particular focus on individuals in situations of human mobility. New scenarios and intervention strategies were developed to address sexual harassment in public spaces, including interventions in public transportation, the Quito subway, local politics, the cyber realm and exploration of new areas such as safe tourism for women, among others.