

OUTCOME XM-DAC-41146-LAC_D_2.6

More women business owners and enterprises implement a gender equality agenda aligned with the WEPS

In 2022, more women business owners and enterprises of Latin America and the Caribbean implement a gender equality agenda through legislative progress. A total of 4 governments have ratified the ILO Convention on Violence and Harassment C190: El Salvador, Mexico, Panama and Peru. In El Salvador, the ILO Convention on Violence and Harassment C190 was ratified on 7th of June 2022 and will enter into force on 07th of June 2023. In Mexico, the the ILO Convention on Violence and Harassment C190 was ratified on 6th of July 2022 and will enter into force on 6th of July 2023. In Panama, the ILO Convention on Violence and Harassment C190 was ratified on 1st of November 2022 and will enter into force on 1st of November 2023. In Peru, the ILO Convention on Violence and Harassment C190 was ratified on 8th of June 2022 and will enter into force on 8th of June 2023. Furthermore, in Costa Rica, the "Law for the Freedom of Choice of Employment for Women" was approved, which seeks to guarantee women the freedom to choose a job under the same conditions as men. For this great step, the prohibitions currently established in articles 87 and 90 of the Labor Code, which prevent women from performing work considered heavy or dangerous, were eliminated. This legislative measure was approved thanks to the support of the regional initiative for the elimination of discriminatory legislation on women's economic empowerment of UN Women and the General Secretariat of Iberoamerica. Progress was made in terms of SDG indicator 5.c.1 "Proportion of countries with systems to track and make public allocations for gender equality and women's empowerment". In 2021, states from 9 countries in Latin America and the Caribbean: Bolivia, Brazil, Colombia, Dominican Republic, Ecuador, El Salvador, Guatemala, Panama, Paraguay and the Dominican Republic, sent their responses to the voluntary questionnaire that measures the proportion of countries with systems for monitoring and allocating public funds for gender equality and women's empowerment, through three criteria. UN Women has advanced the elaboration of the first draft of the document, searching for inputs of existing information and advancing with the peer review process and have moved forward with the preparation of a specific report to analyze the progress of the SDG indicator 5.c.1 in Latin America and the Caribbean, complementing the Global report that will be prepared and launched by HQ. A total of 12 countries were analyzed in their compliance with indicator 5.c.1 of the SDG 5 for the 2030 Agenda for Sustainable Development. Thanks to this, it was possible to identify government policies and/or programs designed to favor gender equality, the implementation of planning and budgeting tools in the public finance management systems to contribute to the objectives related to gender equality was evidenced, and progress has been made in making public information available on budget allocations for gender equality and women's empowerment. This information will be systematized in a policy document "Gender Responsive Budgeting - A roadmap for its implementation from Latin American experiences", to be launched on the beginning of 2023, which reconsiders the criteria and questions for measuring compliance with indicator 5.c.1 of the SDG 5 for the 2030 Agenda for Sustainable Development. In Costa Rica, it was possible also to advance in women's access to services, goods and resources, through the implementation of the SDG Fund Joint Programme on Social Protection, implemented by UNDP, UN Women, ILO and FAO, which supported national institutions responsible for implementing the Estrategia Puente al Desarrollo, which seeks to articulate multi-sectoral programs and services for families living in poverty. Specifically, institutional capacities were increased and people-centered, gender and environmentally sensitive institutional arrangements were adopted to close gaps in the social protection floor and promote women's economic empowerment. Argentina, Dominican Republic, Panama, Peru, and Paraguay,

with the support of UN Women, are moving towards the implementation of a National Integrated Care System. As part of this process, UN Women has developed key actions such as training and dialogue sessions through the participation in high level events and panels, experts’ meetings, workshops, webinars and virtual launches. Also, a roadmap for the care system that defines the actions to be developed and a preliminary analysis of the supply of care services have been elaborated, including demand and cost of care services. It is important to note that most of the debates were conducted by various agencies, as ECLAC and ILO, and institutions working in alliance, in addition to the importance of the Global Alliance for Care in promoting and developing these discussions. In particular, in Dominican Republic it is being developed an SDG Fund with the purpose of supporting the design and implementation of the Care Communities pilot as part of the National Care Policy carried out by the current Government administration. Additionally, a report on the fiscal stimulus packages in Argentina with a gender focus was elaborated with support of the Regional Office. The document ‘Analysis of Fiscal Stimulus Measures during the COVID-19 Pandemic from a Gender Perspective’ was prepared by Corina Rodriguez and her team in the framework of the Joint Program between UN Women and ILO ‘Promoting decent employment for women through inclusive growth policies and investments in the care economy’, because of its multisectoral strategy. Finally, in Costa Rica, 10 new companies are now implementing the gender equality agenda, since they signed the Women’s Empowerment Principles (WEPs). This adds up for a total of 97 Costa Rican companies implementing a gender equality agenda. This number increases to 146 when companies that signed the WEPs at regional or HQ level and report implementation in Costa Rica are included. UN Women has continued to support companies on WEPs implementation through regional capacity building and good practices sharing regional webinars.

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The legislative frameworks in LAC countries are aligned with international human rights standards on EVAWG and femicide/feminicide, and their implementation is monitored by women’s civil society organizations, including youth and women facing multiple forms of discrimination.

UN Women contributed significantly to the strengthening of the capacities of government institutions for the development and strengthening of their national legal frameworks to prevent and respond to violence against women, including femicide/feminicide, and hence, reduce the rates of femicide/feminicide in the region. UN Women continued its partnership with the Gender Specialized Network of the Iberoamerican Association of Public Ministries, (AIAMP, in Spanish) which is represented by public prosecutors from 22 countries (Andorra, Argentina, Bolivia, Brazil, Chile, Colombia, Costa Rica, Cuba, Dominican Republic, Ecuador, El Salvador, Spain, Guatemala, Honduras, Mexico, Nicaragua, Panama, Paraguay, Peru, Portugal, Uruguay and Venezuela), and the Follow-up Mechanism of the Belém do Pará Convention, two institutions that work towards creating and advocating for better human rights standards across the region. The 22 countries represented in the AIAMP increased their capacities to promote, influence and implement gender-responsive legislation, particularly legislation related to violence against women and girls in the context of organized crime, and on the investigation of sexual violence, through the support of UN Women. In addition, an enabling environment for civil society organizations to monitor and provide inputs to the development of ending violence against women legal frameworks at the national and regional level was created, by a small grants mechanism that disbursed, together with UNDP, USD 240,000 to strengthen the capacities of civil society organizations.

OUTCOME XM-DAC-41146-LAC_D_4.1

Coordination of women’s organization’s peacebuilding efforts is strengthened.

In terms of formal peace processes, Colombia increased its efforts to implement Security Council Resolution 1325 through the elaboration of a participatory approach to develop their first National Action Plan and advocating for the meaningful participation of women in the ongoing peace talks with the National Liberation Army (Ejército de Liberación Nacional). This was done with the support of UN Women and its technical assistance. The government announced gender parity in the composition of their delegation to the peace talks taking place in Caracas; and initiated the National Adaptation Plan (NAP) elaboration process with a commitment to adopt a participatory, intersectional approach, including through five in-country regional fora to gather inputs from women civil society organization, feminist and women's groups, indigenous and afro-descendant communities. To contribute to this process, UN Women supported the organization of the Colloquium "Peace and Security: a feminist approach to these two concepts" with the participation of 12 feminist organizations. In collaboration with the UN Mission of Verification in Colombia, the United Nations Department of Political and Peacebuilding Affairs (DPPA) and the Joint United Nations Development Programme (UNDP)-DPPA on Building National Capacities for Conflict Prevention, UN Women organized a Regional Meeting of Women Peacebuilders that strengthened the links and capacities of 40 women peacebuilders from Bolivia, Chile, Colombia, Ecuador, Guatemala, Mexico, and Venezuela to through identifying participation avenues in the ongoing NAP's design processes (Bolivia, Chile, Colombia), strengthening capacities to influence formal peace processes (Colombia) and to actively participate in conflict prevention, transformation and peacebuilding efforts, including through capacity-development session on mediation and dialogue facilitation focused on community-level processes, particularly relevant for indigenous, afro-descendant women and human rights defenders. In Venezuela, more women and girls influenced two dimensions of the peace process: the humanitarian response and the informal dialogues on social cohesion. The gender multi-level mainstreaming strategy designed with assistance of UN Women achieved the effective participation of women in the humanitarian country team with two representatives of national and international women NGOs. Also, UN Women developed a consultation mechanism for women's organizations to ensure their participation in the Humanitarian Needs Overview (HNO) and its subsequent updates. The efforts for their integration were complemented by institutional gender mainstreaming capacity-building. Due to the gender analysis of the developed humanitarian situation, the gender approach was improved in the projects to be implemented by the Humanitarian Response Plan (HRP). Also, 205 humanitarian actors from 90 organizations increased their knowledge and tools to incorporate a gender perspective in the different clusters of the humanitarian response. To complete these efforts, 150 members of local and national women's, youth, and LGBTI+ organizations increased their knowledge of women's leadership across the nexus of humanitarian action, peace, and development. As a result, the Humanitarian Response Plan 2022-2023 included a chapter on the gender-differentiated impact of the crisis and refers to women's and girls' needs and capacities in the response. Their role as leaders in the recovery efforts has been more visible, but the formal acknowledgment by decision-makers remains a challenge. A capacity-building plan was achieved where 205 humanitarian actors from 90 organizations and agencies increased their knowledge about gender, and a strategy to improve 70 women's organizations' capacities to participate in the response effectively, increasing their levels of influence, visibility, and impact of women's voices. Women participants were able to put into practice their skills in two dialogue spaces facilitated by the UN Women Regional Encounter "The Care society: horizon for a sustainable recovery with gender equality" and the "III Meeting of the WEPs Business Community in Venezuela," where debates were facilitated among women civil society representatives, government, private sector, and academia from different political affiliations. Although the formal dialogue process still needs to have a mechanism to guarantee women's effective participation and influence on decision-making, UN Women implemented actions to increase their capacity to participate and influence the vital conflict prevention and social cohesion processes. With this objective, two Community Tables from La Vega and 23 de Enero sectors in Caracas allowed the participation of 57 Women Peacebuilders in training, actions for common understanding, and the development of collective action for inclusive solutions to local problems. Additionally, representatives from 33 women's organizations from different sectors took ownership of consensual decision-making tools designed to improve their communicational skills as mediators in their communitarian work and advocacy and political dialogue scenarios. As a result, more than 86% of the participants were interested in continuing to develop negotiation skills, which settles

the basis for more women's voices in the negotiation process and social cohesion construction in Venezuela. Also, women civil society organizations improved their work on intersectoral approaches through the Professional Enhancement Course on "Building Peace from Diversity," designed to promote the exchange of knowledge and experiences with traditionally excluded sectors, such as youth, indigenous, afro descendants, and LGBTIQ+. Consequently, 50-course attendees increased their awareness of the links between the WPS Agenda and their human rights work. Finally, as a critical driver to ensure equal participation of women and girls in development, social cohesion, and humanitarian efforts, two women community-based organizations received technical and financial support to lead gender transformative initiatives at the local level, strengthening their influence in the humanitarian architecture. Aliadas en Cadena (Zulia State) and PLAFAM (Miranda State) in Venezuela implemented community-based initiatives to respond to and prevent GBV, promote positive masculinities and prevent women and girls' human trafficking and sexual exploitation in partnership with youth and community-based organizations.

OUTCOME XM-DAC-41146-LAC_D_4.2

A more gendered humanitarian response is ensured.

UN Women advanced in achieving a more gendered humanitarian response. To achieve this, a project proposal titled "Promoting Localized Gender Accountability to Address Inequality and Gender-Based Violence in Humanitarian Crisis" was developed and approved for implementation in Guatemala, Colombia, and Haiti. This mentioned-above project aims at strengthening UN Women's coordination mandate and its gender mainstreaming actions in humanitarian affairs. In August 2022, the biannual Humanitarian Response Plan (HRP) 2022-2023 for Venezuela was published. The document consulted 22 women's organizations in the Humanitarian Needs Overview (HNO). Thanks to the UN Women-OCHA-Gencap joint work, the HRP includes the following: A gender chapter. A new gender coordination mechanism. A roadmap for integrating the gender approach in humanitarian action. As for the Interagency Coordination Platform for Refugees and Migrants from Venezuela (R4V), gender focus was mainstreamed in the 2023-2024 Response Plan (RMRP), and a specific gender chapter was elaborated, reflecting that 92% of R4V partners incorporated gender equality measures in their planning, compared to 80% in 2021. Nevertheless, 15% of R4V partners did not conduct gender analysis to tailor their programs. Therefore, UN Women developed an action plan to strengthen gender mainstreaming for the 2023-2024 RMRP. Finally, humanitarian Response Plans were elaborated in Colombia, Venezuela, Ecuador, Guatemala, El Salvador, and Honduras, with the support of UN Women, Peace, and Security-and Humanitarian Action team.

OUTCOME XM-DAC-41146-LAC_D_6.1

Global and regional setting of norms and standards on GEWE incorporates/is influenced by intergovernmental processes, with the full participation of women in their diversity

In 2022, women in their diversity fully participated in the setting of global and regional norms and standards on GEWE influenced by intergovernmental processes. The XV Regional Conference on Women was held from November 7 to 11, 2022, in the Autonomous City of Buenos Aires. It addressed the care society: horizon for a sustainable recovery with gender equality. This space brought together delegates from 30 countries in Latin America and the Caribbean and other regions. This conference concluded with the adoption of the Buenos Aires Declaration, a key instrument that provides guidelines on how to overcome the care crisis and move towards the care society, a proposal for social organization that enables recovery with equality and sustainability. In this context, a total of 5,590 regional gender advocates increased their capacity to participate and influence this process through their participation in the Conference and the 53 online and face-to-face events and meetings that were organized with the support of UN Women. In addition, Latin

America and the Caribbean Civil Society Organizations were able to participate and give their inputs on the background documents prepared on the priority themes of CSW66 and CSW67 with the aim of incorporating their views and proposals, through the consultations organized by UN Women Regional Office for Latin America and the Caribbean.

OUTCOME XM-DAC-41146-LAC_O_1

Enhanced coordination, coherence and accountability of the UN system for commitments to gender equality and women's empowerment

UN Women's Regional Office for the Americas and the Caribbean (ACRO) made strong progress on this result in 2022. UN Women has been actively engaged on the regional stream of the UN reform: leading the Regional Gender Theme Group (GTG), co-leading the Issue-Based Coalition (IBC) on Crime and Violence and the Working Group on Sustainable Development Goal (SDGs) Data, engaging in the other IBCs and technical interagency groups, participating in the Regional Collaborative Platform (RCP) meetings, and having an active role as a member of the Peer Support Group (PSG) for Latin America and the Caribbean (LAC). Focusing on the need to mainstream gender in Common Country Analyses (CCA), United Nations Sustainable Development Cooperation Framework (UNSDCFs) and other United Nations Country Teams (UNCTs) processes lead by the Resident Coordinators in the region, as well as the gender-responsive implementation of the Sustainable Development Goals (SDGs), the Regional GIG, led by UN Women, strengthened the capacities of national Gender Theme Groups to "provide(s) strategic support and advice to United Nations country teams in enhancing their gender mainstreaming efforts"; in line with the Regional GTG Work Plan and the ECOSOC resolution (E/2019/L.10). This initiative consisted in the organization of two webinars to rollout the new Gender Thematic Group Standards and Procedures (GTG S&P), promulgated this year by the United Nations Sustainable Development Group (UNSDG). The main objectives of these webinars were to reinforce the knowledge and understanding of the Gender Theme Groups, the definition of common objectives, priorities and challenges in the region, and the creation of a network to exchange experiences and lessons learned. A total of 21 GTGs were engaged in this exercise, including gender focal points from most of the AFPs in the UN System, as well as representation of the Resident Coordination Offices. This initiative highlights the role of the Regional GIG as a key actor for leading, promoting and coordinating efforts to mainstream gender within the UN System and advance the full realization of women's rights and opportunities in Latin America and the Caribbean region. Additionally, the joint regional advocacy on gender equality and women's empowerment was strengthened by providing inputs for communication and advocacy campaigns on emblematic dates such as the International Women's Day (March 8) and the 16 Days of Activism against Gender-Based Violence (From November 25 to December 10). The main objective was the positioning of joint UN System messages for advocacy and awareness-raising on gender equality and women's empowerment, and especially on the eradication of violence against women. All the agencies belonging to the Regional GTG participated in this initiative, and the materials were shared on the social networks of each of these Agencies, Funds and Programmes (AFPs). Furthermore, gender mainstreaming was leveraged in the CCAs and UNSDCF in the region. More than 330 UN staff and government officials from Ecuador, Argentina, Bolivia, Paraguay, Brazil, Chile, El Salvador, and Cuba increased their understanding and knowledge on gender equality and women's empowerment (GEWE). A total of 6 capacity development trainings were held by the Regional Office including topics such as gender mainstreaming in the UNSDCF, the application of the UNCT Gender Marker (UNCT GEM) and gender-responsive Monitoring and Evaluation. This resulted in GEWE being integrated into several of the region's UNSDCF inter-agency cycles. These results have been achieved not only because of the strategic positioning and active collaboration of UN Women as part of the regional PSG (Peer Support Group) and the capacity building, but also through bilateral collaboration and technical assistance to country offices. This work will be sustained through 2023, centering the efforts in the development of UNCTs' capacities to design, develop and formulate a strategic, demand-driven, integrated, and transformative UNSDCF, aligned with the UN Reform and national implementation of the

2030 Agenda for Sustainable Development and SDGs. Where UN Women is an NRA, ACRO continued supporting and providing technical assistance in Paraguay, Peru and Cuba. In this area, it is worth mentioning that after a law proposal decreeing a change in the name of the Peruvian “Ministry of Woman and Vulnerable Populations” to “Ministry of the Family and Vulnerable Populations” the agencies, funds and programs of the UNS in Peru agreed to publicize a common message that expressed concern on the setback that this transformation would imply. This was done with the leadership of the RC and in close coordination with UN Women who provided the inputs for this pronouncement. The UNS considered publicly that eliminating the reference to women and replacing it with family would reinforce the exclusive appreciation of women for their reproductive role, making invisible the persistent discrimination and structural inequality against Peruvian women and girls. The coordination mandate was also strengthened and positioned in those countries where there is no physical presence (NRAs): Paraguay, Peru, Costa Rica, Venezuela and Cuba. In addition to the work carried out through the Regional PSG, ACRO has been leveraging gender equality in the UN System through its participation in these UNCTs. As a result, UN Women signed the new UNSDCF in Venezuela and became part of the country team configuration. In Cuba, the capacities were strengthened to ensure that GEWE is integrated into the joint work of the UNCT, including the findings of the UNCT-SWAP Gender Equality Scorecard and the priorities of its Action Plan. Also, the public understanding of the importance of GEWE for the achievement of the SDGs, in particular SDG 5 was strengthened. These results were achieved in the framework of an UN to UN Agreement signed with the Resident Coordinator’s Office in Cuba, which was extended for another year, thus strengthening the close and long-standing relationship with the RCO in the country. Finally, thanks to the efforts and collaboration of UN Women, progress in gender equality was analyzed for Venezuela using the UNCT SWAP Gender Equality Scorecard Assessment methodology. A work plan was collaboratively developed, engaging the different UN entities with a presence in Venezuela.

OUTCOME XM-DAC-41146-LAC_O_2

High-end thematic advisory services and technical assistance to country teams are delivered for more effective programmes

During 2022, ACRO has been actively engaged in oversight and quality assurance to country teams to ensure delivery of more effective programmes. ACRO has prioritized having key standardized programme approaches in order to guarantee high-end thematic advisory services and technical assistance to country teams (please see document attached). For this purpose, ACRO has provided support to Country Offices through the following advisory services and technical assistance: Networking approach: Mutual support arrangements across the region on ad hoc basis and collaboration through operational and programmatic Task Teams and CoPs through Teams and other channels Innovations: Jointly identify new trends and possible innovations to scale up results using design thinking and behavioral science tools. Programmatic advice and support: Programmatic advice and support, including high-level retainer contracts for advisors to standardize regional work on care, GBV, EVAW, WPSH Operational support: Support in operations, oversight, project cycle management and CM In-house training: Implement in-house training series for COs (needs-based) Coordination: Share information and lessons learned from UN Reform and work with UNCTs and partners at country level, accompaniment to negotiations with RCs and high-level partners Coach and mediation: Coach and mediate in sensitive situations or emerging conflicts related to projects, partners, and people management RM: Technical support in development of proposals and project design (national and multi-country), share good practices, first approach by ACRO with regional institutions to facilitate relations at the CO level and promote cross-fertilization in the region Normative support: Technical support and advisory services for the implementation of global and regional normative frameworks including those related to the Beijing Declaration and Platform for Action, CSW, CEDAW, UNSCR1325 and relevant regional and national frameworks. As well as the development of the UPRs.

Improved management of financial and human resources in pursuit of results

Strategic and effective use of financial reports shared on a monthly basis with all project managers to monitor the financial situation of their projects and make timely corrections as needed to achieve results. Effective implementation of finance and procurement users' network to support programme implementation and provide opportunities for professional growth and new experiences across the region. Though utilization of the aforementioned networks, prepare for Quantum implementation through clean up, testing, front loading of activities. Provided all necessary resources to personnel to continue operating with high efficiency with the tele-working arrangements.

Increased engagement of partners in support of UN-Women's mandate

As part of our resource mobilization and partnership building strategies, the Regional Office launched new media and private sector partnerships, with Prisa, MTV and Disney. Disney's partnership allowed UN Women to disseminate the messages of CSW66 through the NatGeo LATAM Channel. UN Women also received the certification as delivery partner by the Green Climate Fund (GCF) for its Readiness Program. This ACRO-led process allows all UN Women offices to apply as delivery partner jointly with National Accredited entities to the GCF - Readiness program. Two LAC projects (Uruguay and Guatemala) were selected this year. Another highlight is the mobilization of \$5,250,000 for the Originarias programme focused on indigenous women in Chile and the opening of about 10 conversations with different private sector potential partners in which we agreed a concept note or proposal development. Different industry sectors were addressed, like medical and beauty care, health supplies for women, IT, Private transport, Telecommunications, among others. Topics in conversations are mostly around Digital inclusion and economic empowerment, STEM, Violence prevention and Climate change.

More women business owners and enterprises implement a gender equality agenda aligned with the WEPS

In December 2021, the Women and Local Territories (MELYT) programme, successfully concluded. This program, funded by the Italian Agency for Development Cooperation (AICD) and implemented by UN Women in Guatemala, Honduras, and El Salvador Program aimed to improve the living conditions of women in three Central American countries, in line with the Sustainable Development Goals by increasing their access and use of products and services for female entrepreneurship and enhancing their financial inclusion. The programme resulted to be highly relevant as it is responding to historical gaps in women's economic autonomy, particularly in terms of access to business development services, financial inclusion, access to markets, as well as the economic and social impacts of the COVID-19 pandemic. The direct beneficiary population of the programme is 600 women, and the indirect beneficiary population is defined as 4,800 women who belonged to the networks of women entrepreneurs. The programme resulted in the improvement of public policies and programs at the SICA (Central America System of regional Integration) level to increase women's access to productive resources, through the reinforcement of CENPROMYPE's programs and its five-year plan to strengthen knowledge management, innovation in business and financial services, enhancing the regional ecosystem for MSMEs and facilitating gender mainstreaming in entrepreneurship promotion regional policy. Additionally, tools were improved to target and provide more relevant services to women entrepreneurs. Particularly important was also the creation of the Emergency

COVID19 Financial Facility launched by the Central American Bank of Integration (CABEI) of over 650 million dollars raised from partners such as the European Union or KfW-Development Bank of the Federal Republic of Germany, to support entrepreneurship as a mean to economically reactivate the countries in Central America, entailing four components: credit, guarantee fund, technical assistance, and capital venture. With the support and technical assistance and the provision of 1 million dollars as a guarantee Fund, UN Women achieved to integrate women as main beneficiaries of the Fund, accessing the four components of it. The MELYT Program has supported 2,457 women in improving their ability to access and use face-to-face and virtual products and services for financial inclusion, business development and access to markets through the support of Centers of Attention for MSMEs (CAMs) or territorial Center for Business Development (CDE). Moreover, with the support of the programme UN Women ACRO produced a Regional Study on Financial Inclusion "Finance for all: experiences and innovative initiatives for women's financial inclusion and recovery with a gender lens in Latin America" launched at the III Financial Inclusion Forum- Finance for all: "Towards an analytical approach to financial inclusion", organized by AICS, UN Women, and BCIE in the framework of MELYT Program, with the participation of different international financial institutions such as CABEI, IDB, WB and the CAF, creating a space for exchange and reflection on financial inclusion, its social impact and gender focus in Central America. More than 529 people participated in the in-Zoom Platform, and more than 150 people in Facebook Live, carried out on December 1st, 2nd, and 3rd. The study achieved to highlight innovative experiences and initiatives that demonstrate good practices in terms of strengthening women's financial capabilities and, as a result, provide greater economic autonomy for women and entrepreneurs in Latin America. Also, as a result of the implementation of the Knowledge management Strategy coordinated by UN Women ACRO, a Systematization of all the knowledge generated throughout the programme was elaborated and consolidated in an Excel Matrix that includes categories for easy use. The Systematization Matrix has been used to the development a document that highlights some knowledge products elaborated throughout the MELYT programme, and that classify them across the 5 pillars of the program's overall focus. This information was also used to elaborate a section in UN Women LAC website (<https://lac.unwomen.org/es/que-hacemos/empoderamiento-economico/melyt/5-pilares>) presenting the knowledge generated by the programme in a more visual way and facilitating learning and scaling-up of the programme's experiences. In 2021, the Win Win Programme, implemented in Costa Rica under the direct supervision of ACRO, concluded with new companies signing the WEPS in Costa Rica, making a total of 87 signatory companies in the country, out of which 85 were a direct outcome of the programme. Furthermore, as a result of the programme, a capacity-building strategy for companies was developed and implemented through webinars, workshops, training cycles, and one-on-one technical assistance. This strategy was implemented with key partners to reach more companies, such the Global Compact Network Secretariat, Alianza Empresarial para el Desarrollo (AED), and business chambers. An increasing number of companies in Costa Rica have not only made a commitment to WEPS but are also implementing concrete actions to advance gender equality in their organizations, value chain and communities. As a result of this process and based on results of a survey and data collected through the Gender Gap Analysis Tool, 84% of signatory companies have already completed their diagnosis, 45% have a specific action plan, 61% are implementing actions related to non-discrimination and equal opportunities in the hiring process, and similar percentages have strategies to promote health and combat violence against women. 30% of companies also mentioned that they are publicly reporting on their advances on gender equality. As a result of the strategic alliances established through the programme, a group of organizations in Costa Rica are now actively promoting the commitment and implementation of WEPS as a mechanism to advance gender equality in the private sector. Alianza Empresarial para el Desarrollo (AED), was a key partner selected for the joint implementation of some activities of the programme to strengthen their capacities for supporting companies in WEPS implementation. AED has the willingness, knowledge, and necessary tools to continue advocating, training, and providing technical assistance to advance WEPS implementation. Business chambers have also been actively involved in the promotion of WEPS. UCCAEP, as union of chambers made a commitment to WEPS and called on member business chambers to also advance this initiative. The National Stock Exchange has also been advocating for more companies of the financial sector to join the WEPS in the annual Ring the Bell ceremony. Buy from Women Costa Rica (Hecho por Mujeres) was developed within the SDG Fund Joint Programme on Social Protection, implemented by UN Women, UNDP,

ILO and FAO with the institutional leadership of the Ministry of Human Development and Social Inclusion, and launched in November 2021, as an innovative solution for women entrepreneurs and businessowners in condition of poverty or economic vulnerability, who had faced limited possibilities of selling their products through traditional channels as a result of the pandemic. This e-commerce platform incorporates a women-centred design and offers women entrepreneurs and businessowners the opportunity to sell their products directly to consumers, as well access to information and training. This platform also serves as a tool to help women entrepreneurs increase their digital skills and to strengthen institutional programs that promote women's entrepreneurship. By the end of 2021, there were 60 women and 3 women and indigenous peoples' organizations registered as sellers in the platform and more than 250 products showcased. Hecho por Mujeres has been transferred to FIDEIMAS, which owns, operates and provides sustainability to the platform and develops the capacities of women entrepreneurs to sell on the platform, with the support of UN Women in Costa Rica. It is also important to mention that several milestones were achieved regarding the enhancement of women's income security, decent work, and economic autonomy. For instance, UN Women ACRO position the Care economy as a fundamental pillar in building back better promoted co-responsibility and Comprehensive Care Systems as a catalyst for socioeconomic recovery, given that it generates a triple dividend by contributing to the well-being of individuals, the direct and indirect creation of quality employment, and the participation of women in the labour force. Through highly specialized consultants and the EE ACRO team, UN Women ACRO has provided substantive support to 10 countries in the region to advancing care policies and implement Comprehensive Care Systems applying the model contained in the publication "Towards the Construction of Comprehensive Care Systems in Latin America and the Caribbean: Elements for their Implementation" produced by UN Women in partnership with ECLAC. Additionally, 30 national and regional debates / events have been held in which economic policy plans, programs and budgets with a gender, decent work, social protection, and care economy perspective have been discussed from a gender equality perspective, most framed in the response to the covid-19 crisis. These discussions have been carried out through the participation in high-level events and technical meetings with decision-makers, public and private institutions that participate in the promotion of economic empowerment of women, civil society, private sector, etc, is estimated that approximately more than 8,000 people were reached. ACRO supported 14 legislative measures, programmes, and policy interventions to enhance women's income security, decent work, and economic autonomy. Among them, the RO in collaboration with the Mexico office supported advocacy efforts to create a General Care Law in Mexico. The regional office has supported the UN Women office in Mexico and the National Institute of Women (INMUJERES) in the creation of the Global Alliance for Care Work, as a collective commitment to mobilize global action to transform culture and reduce inequalities by ensuring the recognition, reduction, and redistribution of care work. Policy intervention to implementing Integrated Care Systems have been carried out in many LAC countries such as Mexico, Argentina, Ecuador, Costa Rica, Colombia, and Panama. Additionally, the regional office participated in the call for proposals of the SDG Fund in the Dominican Republic to support the government in the design and implementation of the pilot of the National Care Policy, which was finally selected to be implemented in 2022-2023. Additionally, as part of the dissemination strategy of the analysis of discriminatory legislation in LAC that is being carried out by SEGIB and UNW, several presentations were made to high political authorities and mechanisms of women in countries such as Bolivia and Costa Rica to influence the legislative reforms needed to close discriminatory gaps in WEE. Specifically, in Costa Rica, a bill on freedom of employment choice for women was passed, modifying articles 87 and 90 of the labor code.

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The legislative frameworks in LAC countries are aligned with international human rights standards on EVAWG and femicide/feminicide, and their implementation is monitored by women's civil society organizations, including youth and women facing multiple forms of discrimination.

To promote advances in the adoption, adaptation and implementation of the Inter-American Model Law to

Prevent, Punish and Eradicate the Violent Death of Women and Girls (Femicide/Feminicide) and to monitor the efforts led by countries to eradicate violence against women and girls (VAWG) and femicide/feminicide (FF), through existing instruments and other commitments, such as the Belem do Pará Convention, the Convention on the Elimination of All Forms of Discrimination Against Women (CEDAW), the Beijing commitments 25+ and others, we collaborate with the Interamerican Mechanism for the Follow-up of the implementation of the Belem Do Pará Convention (MESECVI). As a result of this collaboration, a series of studies were concluded which include recommendations for legislative reforms, on the following topics: analysis of criminal procedural legislation; analysis of civil and family laws; analysis of reparations to victims and survivors; analysis of legislation on cyber violence and cyber bullying; mapping of free legal advice services; guide for the implementation of the Inter-American Model Law to Prevent, Punish and Eradicate the Violent Death of Women and Girls (Femicide/Feminicide); and analysis of measures taken by countries to respond to Covid-19 and their budgets allocated to that end. UN Women has continued working with and supporting the Specialized Gender Network (REG) of the Ibero American Association of Public Ministries (AIAMP) – entity that brings together 22 public ministries and/or prosecutors of Ibero-America. A set of recommendations were developed to strengthen knowledge and capacities of Public Ministries for the investigation and litigation of femicides that occur within the framework of the dynamics of organized crime in the region and a Protocol on the Investigation of Sexual Violence is under development. Furthermore, we jointly continued our joined work in the adaptation and adoption of the Latin American Model Protocol for the investigation of gender-related killings of women (femicide/feminicide) in the countries of the region. UN Women partnered with the OHCHR and the AIAMP and launched the updated Virtual Self-Training Course on the Latin American Protocol for the Investigation of the violent deaths of women due to gender, specifically aimed at training justice operators in the implementation of the Protocol for the Investigation of Femicide/Feminicide. UN Women's work with Civil Society Organizations (CSOs) has been essential to advance the agenda to ending VAWG in the region. UN Women has supported the Interamerican Network of Shelters (RIRE) in developing the Guide of recommendations for shelters and centers for women in the context of Covid-19. In total, 70 shelters in 16 countries that serve migrant women, refugees, victims of trafficking of indigenous people and women, Afro-descendants and women from rural areas were strengthened with the new guidance. In partnership with the Center for Justice and International Law (CEJIL), UN Women supported the development of the La Esperanza Protocol, an international protocol to establish guidelines to investigate threats of violence against human rights defenders, with a special gender focus, that will allow a comprehensive approach to combat impunity for these crimes in Latin America and the Caribbean. The NGO Católicas por el Derecho a Decidir implemented actions on a local and national level to prevent and end VAWG, including through innovative activities of great impact, such as the construction of community spaces called "women's circles" to deal with VAW, in which women were presented as central and leading actors of societies. Other CSOs that received UN Women's support were: Coordinadora Nacional de Mujeres Indígenas de Panamá (CONAMUIP), Centro de Estudios de la Mujer in Honduras, and Centro de Investigación, Capacitación y Apoyo a la Mujer (CICAM) in Guatemala. During 2021, focus on primary prevention strategies for the elimination of VAWG was increased through innovative tools, behavioral sciences, engaging men and boys. For example, UN Women, together with the Behavioral Insights Team (BIT), completed the report "Behaviorally- Informed Strategies to Engage Men in Preventing Violence Against Women and Girls". Furthermore, under the Latin America Regional Programme of the Spotlight Initiative and in partnership with BIT, UN Women built evidence on using behavioral science to change harmful behavior against women and girls online. UN Women conducted an internal training with BIT to showcase the evidence and conducted a global event during the 16 Days of Activism that reached more than 4,000 people. Furthering our work on the use of innovative tools such as big data to address violence against women and girls, we teamed up with IPSOS to develop a study about the reactions and online exchanges on the topic of violence against women and girls before, during and after the COVID-19 pandemic in Brazil, El Salvador, Guatemala, Honduras and Mexico, which is expected to be launch in December 2022.

Global and regional setting of norms and standards on GEWE incorporates/is influenced by intergovernmental processes, with the full participation of women in their diversity

UN Women continued to strengthen its strategic alliance with ECLAC to promote the achievement of the objectives of the Regional Gender Agenda. Within the Regional Conference on Women in Latin America and the Caribbean (RCW), the 60th Meeting of the Presiding Officers (Feb. 2021) had an average of 200 people attended the working- sessions and an even greater number followed the webcast on social networks, including representatives from 32 LAC countries, 10 associated ECLAC's States, and 206 CSO's representatives. During the meeting, delegations reported on the progress made in the implementation of the Santiago Commitment, considering the context of the COVID-19 pandemic. In addition, a special regional consultation session was held prior to the 65th session of the Commission on the Status of Women (CSW65) including panel discussion with international experts and the adoption of a Regional Declaration to be submitted as regional input to feed the CSW65 Agreed Conclusions. The 61st Meeting Presiding Officers (Sep. 2021) concluded with the participation of delegations from 36 LAC States and associate ECLAC's States, 217 CSO's representatives and 67 from other sectors. This meeting focused on advancing the preparations for the XV Regional Conference on Women in Latin America and the Caribbean, to be held in Argentina in 2022, and included a high-level panel on the centrality of the care society in driving a transformative recovery with gender equality and sustainability. Moreover, information was shared on the progress of the Regional Alliance for the Digitalization of Women in Latin America and the Caribbean and on operational aspects of the Regional Fund to Support Women's and Feminist Organizations and Movements, among other issues. In addition, UN Women continued to support the work of the CEDAW Committee of Experts. In this context, UN Women participated in the organization of a public event to disseminate the CEDAW's General Recommendation No.38 (2020) on trafficking in women and girls in the context of global migration and maintained regular contact with the Committee and indigenous women's organizations to feed the process around the drafting of CEDAW's General Recommendation No.39 on the rights of indigenous women and girls, to be adopted in 2022.

OUTCOME XM-DAC-41146-LAC_D_4.1

Coordination of women's organization's peacebuilding efforts is strengthened.

Through the support provided by UN Women Americas and the Caribbean Regional Office, the Regional Network of Women Mediators of the Southern Cone has strengthened its capacities by increasing its knowledge on existing women mediators networks worldwide, governance structures, and possible lines of progress. UN Women ACRO in partnership with FLACSO Argentina defined the content for the first Spanish-language course on Gender Approach and Women's Participation in Peacebuilding. The course will allow 200 women and young leaders from LAC to strengthen their capacities for social and political dialogue through the incorporation of peacebuilding, conflict prevention, and mediation tools. In Venezuela, UN Women has established a partnership with the Resident Coordinators Office to strengthen women's peacebuilding and conflict prevention participation in 2022. This agreement will allow UN Women to support the design and implementation of women-led initiatives on conflict prevention, peacebuilding, and women's involvement in political and social dialogue, reinforcing the coordination of peacebuilding efforts and prevention of violence against women in public life. Similarly, in alliance with the Resident Coordinators Office in Venezuela, UN Women is providing support to the "Women's Community Peacebuilding Roundtables" initiative, designed by advocate Indira Urbaneja, from the organization Reunificados. In this initiative, local women's networks promote social cohesion and participate in decision-making, playing an active role in rebuilding the social fabric and creating new alliances for local well-being.

OUTCOME XM-DAC-41146-LAC_D_4.2

A more gendered humanitarian response is ensured.

Through the provision of technical assistance to regional clusters and country offices, UN Women was successful in ensuring a more gender responsive humanitarian response in Latin America and the Caribbean. At the regional level, UN Women participated as gender focal point in two humanitarian cluster systems: the Inter-Agency Coordination Platform for Refugees and Migrants from Venezuela (R4V) and the Latin America and Caribbean Network of Environmental Funds (REDLAC). UN Women's leadership, along with the United Nations Office for the Coordination of Humanitarian Affairs (OCHA) and the United Nations Development Programme (UNDP), in the REDLAC Gender Group was key to highlight the specific protection and assistance needs of women and girls in the humanitarian response during the Haiti crisis. UN Women's Regional Office also provided technical assistance to Country Offices in Central America (Guatemala, Honduras, and Nicaragua), Colombia and to the Humanitarian team in Venezuela towards strengthening the incorporation of the humanitarian needs and capacities of women and girls in the humanitarian response plans. In Venezuela, UN Women's Regional Office collaborated with OCHA to integrate a gender perspective throughout the Humanitarian Cycle and is financing a specialized consultancy to increase local gender expertise in the clusters, inter-clusters and Humanitarian Team, as well as for the elaboration of a Gender Assessment. 191 humanitarian actors from civil society organizations and UN agencies have strengthened their capacities for the incorporation of the gender approach in humanitarian response through the course "Gender Equality in Humanitarian Action" launched on FLACSO's virtual platform. The course was led by UN Women, as co-leader of the REDLAC Gender Roundtable in Humanitarian Action and in coordination with 17 international organizations and UN agencies. In Venezuela, sixteen women-led organizations strengthened their capacities to aid gender-based violence survivors in emergency contexts, through a course designed by the United Nations Population Fund (UNFPA) and the Center for Women's Studies of the Central University of Venezuela (CEM-UCV) with UN Women's support. Through a specialized consultancy, information on the technical and management capacities of women's organizations will be included in the capacity-building process.