

## 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.

#### OUTCOME XM-DAC-41146-LAC\_D\_3.1

**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 afore mentioned 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 .