

OUTCOME XM-DAC-41146-COL_D_1.1

Former FARC combatants in the process of reincorporation and their families have access to a comprehensive and effective reincorporation with the support of the UN Country Team in coordination with the Presidential Council for Stabilisation and Consolidation and the Agency for Reincorporation and Normalisation, in addition to the efforts of the Colombian Government (UNSDCF 1.1)

In 2022, UN Women Colombia made significant progress on outcome 1.1 (on track). Thanks to UN Women contribution in partnership with Norway and MPTF, 705 men and women ex-combatants have stronger capacities, business plans and assets for their productive initiatives, the gender approach was strengthened in the National Council for Reincorporation and a care space was finalized as one of the key strategies to incorporate gender in the reincorporation process. As a part of the strategy to support the overcoming of barriers to meaningful and empowering participation of women ex-combatants in social and economic reincorporation processes with the support of Norway, 625 men and women ex-combatants and community members, belonging to organizations of ex-combatants -have business plans, supplies, machines and tools for their productive enterprises and 80 women and men peace signatories from ASOCUNT, ASOPROPAZ and Manuelitas strengthened their productive initiatives through UN Women's responsible purchasing strategy. For instance, solar panels were installed in Pondoires (La Guajira) to support a productive initiative. In coordination with the European Union, UN Women supported the production of the Technical Report on the Advances and Challenges for the implementation and mainstreaming of the Gender Approach in the Reincorporation of Women and LGBTQI persons by the Gender Group of the National Council for Reincorporation. The technical report was presented to 40 governmental institutions. With the support of UN Women, a pilot of men and women in reincorporation processes was developed and finalized. The dialogue with the Colombian Institution for Family Welfare (ICBF) to determine the functioning of the care space advanced in 2022.

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Communities of the PDET municipalities prioritized by the National Government improve their well-being through the design and implementation of strategies within the framework of the PDET roadmap, with a differential and gender approach, and with the support of the UN Country Team as a complement to the efforts of the Colombian State (UNSDCF 1.2)

In 2022, UN Women Colombia made significant progress on outcome 1.2 (on track). Strong support was provided to peace implementation at the local level, including via a new gender policy of the Territorial Renewal Agency (ART) and the implementation of gender-specific initiatives at the local level, including via calls for proposals for civil society organizations. UN Women contributed to mainstreaming gender in the roadmap of the Development Plans with Territorial Approach (PDET) by formulating technical guidelines, provision of capacity building and implementation of productive projects. In particular, UN Women contributed to the implementation of 3 initiatives labeled "women and gender" in PDET Municipalities: Contribution to the new public policy on gender equality of the ART. As a part of this effort, UN Women raised awareness with 669 persons from PDET municipalities regarding gender approach, elimination of GBV, sexual and reproductive rights; delivered capacity building to 88 civil servants of the ART

and local entities in Darien and Riosucio in Chocó; to monitor the incorporation of the gender approach in PDET initiatives in partnership with SENA and supported women's productive initiatives. Ethno-development plans with a gender focus : With UN Women's support , four (4) Community Councils in PDET municipalities developed a document that compiles input regarding the socio-political context, challenges faced by the community and their proposals on identity, cultural autonomy, territorial development, and social welfare, together with a proposal and recommendations for action. The inputs were developed through participatory spaces with women of the 4 Community Councils. Developed safe spaces for women (adaptation of two houses in Riosucio and Darien in Chocó;). Moreover, during the year, UN Women achieved substantive results in the implementation of its strategy to prioritize young women thanks to the implementation of a new Joint Programme funded by the PBF GYPI for the participation and advocacy of young women in civic spaces of Cauca and Nariño. In particular, the programme is supporting 7 organizational processes of diverse young women and 4 innovative initiatives for the care of life, the non-repetition of armed conflict and peacebuilding with a gender approach. Also, the capacities of educative Institutions of Riosucio and Cuvaradó; in Chocó; were strengthened. To conclude, Thanks to competitive funding mechanisms for civil society led by the Technical Secretariat of UN Women together with the programme team, over 50 CSOs have been implementing projects (and/or were selected) as a part of the Women's Peace and Humanitarian Fund (WPHF), PBF GYPI and Koica call for proposals. In particular, with the support of the Women's Peace and Humanitarian Fund , the CO is strengthening the capacities of women victims of internal forced displacement and for women's participation in peacebuilding. 26 CSOs (including afrocolombian, ex-combatants and transgender women CSOs) are implementing projects that have already benefited 2,254 women, young women and men . These include 10 small grants that are strengthening the organizational capacities of local CSOs. With the support of KOICA , the CO selected 26 initiatives (and related CSOs) to promote rural women's leadership in agricultural local businesses in the context of peace implementation with a focus on PDET municipalities.

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Judicial and non-judicial monitoring, control, clarification and investigation bodies and humanitarian response key stakeholders strengthen their capacities for care of prioritized population and the administration of justice with a differential approach, with the support of the UN Country Team for state efforts (UNSDCF 3.5)

In 2022, UN Women Colombia made significant progress on outcome 1.3 (on track). The System of Truth, Justice, Reparation and Guarantees of Non-repetition (SIVJRN) and the Special Instance for Women were strengthened, and 7,021 women leaders and human rights defenders have enhanced their capacities for prevention and protection thanks to the Profedensoras Programme . In 2022, UN Women continued its work with the institutions of the Integral System for Truth, Justice, Reparation and Non-Repetition (SIVJRN). In 2022, UN Women continued its work with the institutions of the Integral System for Truth, Justice, Reparation and Non-Repetition (SIVJRN) for the mainstreaming of the gender approach within the internal and external procedures of its institutions. Regarding the Special Jurisdiction for Peace (JEP), UN Women supported the enhancement of the technical capacities of the JEP to investigate and judge cases of GBV and sexual violence in 3 macro-cases [1] and provided technical inputs for the JEP to open macro-case No. 11 on Sexual Violence, Reproductive Violence and other crimes based on Gender, Sex, and Sexual Identity or Orientation [2] . UN Women –in alliance with the Embassy of Sweden–worked with the Truth Commission (CEV) on the finalization of the documentary “When the Waters Flow as One”; –which showcases the contribution of Colombian women to the construction of peace in the last 20 years. The documentary was submitted to national and international film festivals. UN Women also strengthened the Gender Technical Roundtable –part of the legacy of the CEV that finished its mandate in 2022–as the instance for CSOs to engage in dialogue with the SIVJRN. Finally, UN Women also supported the Search Unit for Missing Persons (UBPD) in the development of its gender

workplace policy by providing technical and financial assistance. UN Women continued to support the Special Instance of Women, a mechanism that was created through the Peace Agreement for the monitoring of the implementation of gender measures. UN Women also contributed via advocacy and interinstitutional coordination –including the Presidential Council for Women and the Ministry of Foreign Affairs–to start the formulation process of the National Action Plan of Resolution 1325 of the UN Security Council. On the other hand, UN Women implemented capacity-building initiatives geared towards the mainstreaming of the gender approach into the prevention, protection and self-protection strategies regarding women leaders and human rights defenders (WLRD), and the safeguarding of their safe spaces. UN Women also continued to work with the Ombudsman’s Office to strengthen the capacities of its officers regarding, firstly, the initiative of prevention and self-protection strategies of WLRD, and secondly, innovative strategies to improve the participation of young women in civic spaces. In particular, 11 CSOs (3 of indigenous and 2 of afro women) are finalizing projects as a part of ProDefensoras for the prevention and protection of women social leaders and human rights defenders that have benefited 7,021 women leaders and defenders (including 667 indigenous women and 2591 afrocolombian women) in 71 municipalities. Also, as a part of the programme, 13 self-protection and self-care strategies and 4 emergency and rapid response funds were implemented and supported institutional response capacity via 4 Ombudsman’s Office Reports that issued recommendations to public entities for the prevention and protection of women’s human rights defenders. With the support of the PBF-GYPI, the CO selected 8 CSOs and platforms (1 of them of deaf women) of young women that promote their advocacy and innovative practices for peacebuilding in local civic spaces. As a part of the UNDIS, the CO has benefited women with disabilities (WwD). For instance, with the support of the CERF, UN Women delivered resilience kits to 134 women with disabilities affected by humanitarian crises. The CO has also incorporated the disability approach in its reincorporation JP financed by the UN MPTF for Sustaining Peace. [1] Case 04 – Territorial situation of Urabá, Case 07 – Forced Child Recruitment, and Case 08 – Crimes Committed by Public Force and Paramilitary Forces. [2] The JEP opened this macro-case on July 11 th through Auto SRVR No. 103 of 2022.

OUTCOME XM-DAC-41146-COL_D_2.1

Women and girls in Venezuela's migrant population, returned Colombian population and host communities receive humanitarian care in an integrated, differential, coordinated and quality manner; enjoy enabling environments; access quality and differentiated services; and access the labour market and entrepreneurship opportunities expeditiously and massively; in the framework of the combined action of state institutions, relevant non-governmental actors and other actors, with UN Women's contribution to the efforts of the National Government and in coordination with the UN Country Team (UNSDCF 2.1, 2.2, 2.3, 2.4)

In 2022, UN Women Colombia made significant progress on outcome 2.1 (on track). Thanks to UN Women contribution, an innovative model of a comprehensive response to the migrant population and host communities was consolidated. UN Women supported the integration of migrant Venezuelan women, returned Colombian women, and host communities with a model for their socioeconomic integration, where it was urgent to act against GBV and xenophobia in coordination with local public authorities. This included advocacy actions to position key messages in favor of women’s rights and the promotion of alternatives to improve their access to livelihoods through the commercialization of their entrepreneurship products and strengthening of their soft and hard skills. The model allowed the regularization of 4,015 migrants (64% girls and women), the promotion of leadership of 1,014 women, the strengthening of 11 local organizations, care of 87 cases of GBV, employability and entrepreneurship programs for 955 women, and support to 48 enterprises. The model is implemented within the Venezuelan Migration Response Plan (RMRP) coordinated by the regional platform designated by the Secretary General (Response for Venezuelan Migration – R4V), which includes several UN and other cooperation agencies. In addition, UN

Women continued with the provision of inputs and advocacy for the inclusion of the gender approach and the importance of the prevention of sexual exploitation and abuse with GIFMM partners.

OUTCOME XM-DAC-41146-COL_D_3.1

The national government and local entities strengthen their capacities to accelerate the 2030 Agenda and the SDGs with the support of the UN Women, strengthening the production, analysis and use of gender statistics (UNSDCF 3.1)

In 2022, UN Women Colombia made significant progress on Outcome 3.1 (on track). Thanks to the development and launch of the second edition of Colombia's Gender Profile – known as "Women and men: gender gaps in Colombia" (2022) –, the bases for the new National Development Plan 2022 – 2026 include a specific section for women called "Women, power of change" that incorporates the analysis made in the publication. The publication was developed in partnership with the National Administrative Department of Statistics (DANE) and was launched on November 17th 2022 by UN Women together with DANE and the Presidential Council for Women's Equality (CPEM). During the event, the National Planning Department (DNP) acknowledged the important contribution of the publication to the new development plan. As part of its strategy to strengthen the production, analysis and use of gender statistics, UN Women informed the participation of women's organizations in the National Binding Dialogues by disseminating with them strategic summaries and presentations on the Gender Profile. This allowed women's organizations to prepare evidence-based proposals and present them in the Dialogues to position their needs and priorities. UN Women also presented "Women and Men: Gender gaps in Colombia" to diverse institutional stakeholders, including the National Planning Department (DNP), national and local entities to present the analysis of progress and lags on gender equality, as well as recommendations to bridge gender gaps through affirmative actions. As part of its efforts to enhance the production, analysis and use of gender statistics at a local level, UN Women developed and socialized 4 Territorial Summaries of the most relevant data and information contained in the second edition of Colombia's Gender Profile for the departments of Chocó, Nariño, Cauca and Bogotá. These were used as a key input for the Regional Binding Dialogues, and informed the participation of local women organizations within them, and the creation of local care systems with a territorial approach in Bogotá. Finally, UN Women continued with its work to support the strengthening of local Gender Observatories through the development of an assistance strategy that responds to the particular need of each of the 5 observatories.

OUTCOME XM-DAC-41146-COL_D_3.2

The national government and territorial governments, in particular category 5 and 6 municipalities, implement gender equality policies, plans, programmes and projects with the support of the United Nations Country Team and in accordance with national government guidelines (UNSDCF 3.2)

In 2022, UN Women Colombia made significant progress on outcome 3.2 (on track). With the support of Sweden, UN Women contributed to a multi-stakeholder effort for greater women's political participation in elections, which led to the election of 29.2% of women in Congress, (19% elected in previous ones), as well as to position the gender agenda in the new Congress. Still with Sweden, UN Women provided technical support for the institutional redesign of the National Gender Mechanism, which contributed to the creation of the new Ministry of Equality. In addition, the Office supported the incorporation of gender in the new National Development Plan 2022 – 2026, by promoting women's role in the participatory mechanism, as well as by providing key data: "Women and Men in Colombia". Thanks to its alliance with the Swedish Embassy, a multi-stakeholder effort coordinated by the Gender Roundtable of

International Cooperation (MGCI) was promoted (including training strategies, capacity building, communication, and partnerships) which contributed to almost 30% of women being elected in the new Congress. In the same framework of its alliance with Sweden, UN Women provided inputs to the Legal Commission for Gender Equity of the Congress of the Republic (Women's Caucus) for the analysis and discussion of structural legal reforms that include parity and violence against women in politics, the gender approach in the Tax reform and the creation of the Ministry of Equality. UN Women also provided support to the National Congress for the inclusion of the gender approach in its legislative activity through capacity-building strategies and the provision of technical inputs. As a part of the development of the National Development Plan 2022–26, UN Women provided the National Government with inputs for the inclusion of the gender approach such as the situation of women in the sports sector, women and girls with disabilities, the gender gaps between men and women and the priorities defined with women's organizations and planning advisers. The national government, in alliance with UN Women and the Embassy of Canada, counts on a strategy to promote public management with a gender approach in prioritized sectors to accelerate the closing of gender gaps. Territorial governments have made public investment projects visible through the implementation of the Gender Budget Tracker as a strategic tool for the equality agenda. UN Women also supported the production of inputs from Civil Society Organization for the development of a Fiscal Policy with a gender approach. UN Women—in alliance with Bogotá's Mayor Office—contributed to the development of a District Care System in Bogotá, D.C., as well as to the implementation of a public management strategy with a gender approach through the development of the District Distinction Bogotá in Equality. With the technical support of UN Women and strategic allies, 7 sixth-category municipalities in Nariño (Barbacoas, Leiva, Policarpa, Cumbitara) and Cauca (Buenos Aires, Caldono, Piendamón) received technical support to incorporate the gender approach into their planning and budgeting processes with the support of UN Women and KOICA. Also, as a part of the agreement implemented and funded by the Pasto Mayor's Office and Nariño Local Government, the gender perspective was strengthened in local public policies.

OUTCOME XM-DAC-41146-COL_O_1

UN-Women is an accountable and trustworthy development organization that manages its financial and other resources with integrity and in line with its programmatic ambitions and fiducia

We enhanced the knowledge of the partners through training personalized to avoid mistakes and reduce risks, promoting good practices. UN Women Colombia continues to comply with corporate rules, procedures, policies and recommendations to ensure the management of financial and other resources properly, enhance intern control, accountability and handle the risk associated to the operations. UN Women Colombia continues to contribute to the BOS initiative.

OUTCOME XM-DAC-41146-COL_O_2

UN-Women effectively leverages and expands its partnerships, communications and advocacy capabilities to increase support for and financing of the gender equality agenda, while securing sustainable resourcing for the delivery of its own mandate.

In 2022, UN Women strengthened its partnerships by working with 25 donors, including 6 governmental entities in Colombia and implementing 5 JPs. Moreover, a multiyear JP funded by KOICA (with UNFPA) began its implementation. The CO made strong efforts to increase resource mobilization with solid results: 2022 total revenue was US\$ 8,594,399 with a broader donors' diversification and increase of multiyear bilateral programmes

OUTCOME XM-DAC-41146-COL_O_3

UN-Women strategically plans for and transforms its business model to deliver impact at scale, through agile and ethical leadership rooted in a continuous improvement culture

UNW continues reinforcing Team competencies through training, good practice meetings, retreats, sharing experiences, and reviewing the policies and guidelines updated sent by HQ and RO. Also, via its comms strategy and the Planning, Monitoring and Evaluation Team, the CO strengthened its innovation practices, including the technical secretariat for CSOs calls for proposals, the capacity building initiative for CSOs, the internal gender statistics strategy, the communities of practice of Prodefensoras, etc. UN Women Colombia has enhanced the accountability process, giving support in administrative and financial processes, accompanying to partners in moving forward in amendments to agreements, and promoting the use adequate in PGMAS for reporting in FACEs and programmatic information.

OUTCOME XM-DAC-41146-COL_O_4

With its unique and inclusive culture, UN Women is an employer of choice with a diverse and highly performing cadre of personnel that embodies UN values

HR has worked to ensure that all hiring processes have included women candidates and panel selection too. Strong efforts have been made to ensure staff compliance of mandatory courses.

OUTCOME XM-DAC-41146-COL_O_5

UN-Women efficiently and effectively discharges of all business processes that advance integrated delivery of its normative, operational and coordination mandate at HQ, Regional and Country level, including through shared services

The Planning, Monitoring and Evaluation (PME) function of the CO was enhanced by starting the implementation of the institutional gender statistics strategy (beyond the Women Count Programme) within the PME team, together with the consolidation of the other PME functions and the strengthening of the Technical Secretariat of competitive funding mechanisms for civil society (broader portfolio and team). Biannual work plan implemented and updated as per corporate guidance and timeline. Corporate systems up to date (dams reporting, risks, rms, etc.), as well as M&E and reporting. . Contributed to the UNSDCF related M&E and reporting, including gender theme group presentations in UNSDCF steering committee. Ongoing contribution to CCA development. Also, As a part of the strong commitment to interagency efforts towards the new UNSDCF, UN Women has assumed the co-leadership of the final external evaluation of the current UNSDCF , which will be a key input to the new UNSDCF (evaluation ongoing). On decentralized evaluation, in 2022 the CO was able to implement the MERP as per work plan (with some changes to the timeline of U.S. State Department Evaluation): Finalized the systematization and final external evaluation Profensoras Programme (GATE link). Key lessons include: Finalized the final evaluation of the non-earmarked Swedish support to the SN (delivered the final revised report by the evaluator). Implemented partnership and capacity building of the National Planning Department on evaluation of public policies with a gender perspective. In this regard, promoted the use of the guidance document of gender mainstreaming in evaluation of public policies and participated in key events. UN Women has continued promoting KM activities as a part of the corporate and in-house knowledge management strategies; the production of knowledge was strengthened, including communities of practices of the Prodefensoras program and the development of key research and knowledge products. Key research and knowledge products were launched such as the second edition of Colombia's Gender Profile –known as "Women

and men: gender gaps in Colombia" (2022) . To conclude, the CO has continued consolidating the Technical Secretariat of competitive funding mechanisms for civil society as a structure, led by PME team, to operate resources of large calls for proposals and guarantee projects cycle mgmt., while strengthening CSOs organizational capacities (including via organizational capacities index and capacity building initiative).