

# Country-Level Data for Brazil country Outcome XM-DAC-41146-BRA\_D\_2.1

OUTCOME BRA\_D\_2.1 [XM-DAC-41146-BRA\\_D\\_2.1](#)

**Policies and strategies of public and private companies and institutions to strengthen women’s economic rights and opportunities are adopted, implemented and monitored.**

## OUTCOME DETAILS

### SDG alignment



### Impact areas



Women’s economic empowerment

### Organizational outputs



Norms, laws, policies and institutions

### Policy Marker

GENDER EQUALITY

### Humanitarian Scope

No

### UN System Function

### Outcome Description

IF (i) national and subnational governments, public and private companies and institutions have the capacity to formulate, implement and monitor policies and strategies to promote decent work, gender-responsive social protection and entrepreneurship for women, IF (ii) women’s business enterprises and women entrepreneurs have the capacity to participate in dialogues and to influence strategies of public and private companies and institutions; and IF (iii) women and gender equality advocates have the capacity and the opportunities to participate in decision-making processes and to promote decent work and gender-responsive social protection and macroeconomic policies; THEN (iv) policies and strategies of public and private companies and institutions to strengthen women’s economic rights and opportunities will be adopted, implemented and monitored BECAUSE (v) systems, processes and capacities will be in place and inclusive to promote women’s economic rights and opportunities.

### UN Partners

UNAIDS



UNDP

Capacity development and technical assistance

Comprehensive and disaggregated data (discontinued)

Intergovernmental Normative Support

Support functions



UNFPA

UNICEF

RESOURCES

**\$888.22 K**

Planned Budget

**\$0.00**

Actual Budget

PLANNED BUDGET



OUTCOME INDICATOR AND RESULTS

PLAN PERIOD : 2017-2023

OUTCOME BRA\_D\_2.1

B - Baseline      M - Milestones      T - Target

| OUTCOME STATEMENT  | INDICATOR STATEMENT   | YEAR             | BMTS | REPORTED RESULT |
|--|---|------------------|------|-----------------|
| Policies and strategies of public and private companies and institutions to strengthen women's economic rights and opportunities are adopted, implemented and monitored. | Number of public procurement policies and strategies targeting women's business enterprises (WBEs) (cumulative) | 2019 (Baseline)  | 0    | N/A             |
|  |   | 2017 (Milestone) | 0    | -               |
|  |   | 2018 (Milestone) | 2    | 1               |
|  |   | 2019 (Milestone) | 2    | 1               |
|  |   | 2020 (Milestone) | 100  | 86              |
|  |   | 2021 (Milestone) | 100  | 81              |
|  |   | 2022 (Milestone) | 0    | 0               |
|  |   | 2023 (Target)    | 5    | 16              |

| INDICATOR STATEMENT  | YEAR             | BMTS | REPORTED RESULT |
|--|------------------|------|-----------------|
| Percentage of increase of WEPs and Gender and Race Pro Equity companies sourcing from women's business enterprises (WBEs) (cumulative) | 2015 (Baseline)  | 0    | N/A             |
|  | 2017 (Milestone) | 5    | -               |
|  | 2018 (Milestone) | 10   | 83              |
|  | 2019 (Milestone) | 12   | 0               |
|  | 2020 (Milestone) | 15   | -               |
|  | 2021 (Target)    | 20   | -               |

| INDICATOR STATEMENT   | YEAR             | BMTS | REPORTED RESULT |
|---|------------------|------|-----------------|
| Percentage of women not contributing to the national social security scheme | 2014 (Baseline)  | 37.4 | N/A             |
|   | 2017 (Milestone) | 36   | -               |
|   | 2018 (Milestone) | 35   | 35              |
|   | 2019 (Milestone) | 34   | 34              |
|   | 2020 (Milestone) | 33   | 36              |
|   | 2021 (Milestone) | 32   | 33              |
|   | 2022 (Milestone) | 36   | 33              |
|   | 2023 (Target)    | 33   | 0               |

| INDICATOR STATEMENT   | YEAR             | BMTS | REPORTED RESULT |
|---|------------------|------|-----------------|
| Percentage of black women not contributing to the national social security scheme | 2014 (Baseline)  | 44,2 | N/A             |
|   | 2017 (Milestone) | 43   | -               |
|   | 2018 (Milestone) | 42   | 41              |
|   | 2019 (Milestone) | 40   | 41              |
|   | 2020 (Milestone) | 38   | -               |
|   | 2021 (Target)    | 36   | -               |

| INDICATOR STATEMENT          | YEAR             | BMTS | REPORTED RESULT |
|------------------------------|------------------|------|-----------------|
| Percentage of gender pay gap | 2014 (Baseline)  | 39.7 | N/A             |
|                              | 2017 (Milestone) | 29   | -               |
|                              | 2018 (Milestone) | 28.5 | 22              |
|                              | 2019 (Milestone) | 28   | 22              |
|                              | 2020 (Milestone) | 27.5 | 23              |
|                              | 2021 (Milestone) | 27   | 21              |
|                              | 2022 (Milestone) | 23   | 20.21           |
|                              | 2023 (Target)    | 20   | 20.41           |

| INDICATOR STATEMENT   | YEAR             | BMTS | REPORTED RESULT |
|---|------------------|------|-----------------|
| Number of national and/or local (multi) sectoral strategies, policies and/or action plans that are adopted with a focus on gender equality (CO) | 2021 (Baseline)  | 1    | N/A             |
|   | 2022 (Milestone) | 0    | 0               |
|   | 2023 (Target)    | 2    | 0               |



| INDICATOR STATEMENT  | YEAR             | BMTS | REPORTED RESULT |
|--|------------------|------|-----------------|
| SP 3.9.1: Number of women with strengthened capacities and skills to participate in the economy, including as entrepreneurs, with UN-Women's support | 2019 (Baseline)  | 604  | N/A             |
|  | 2018 (Milestone) | 1000 | 450             |
|  | 2019 (Milestone) | -    | 618             |
|  | 2020 (Milestone) | 600  | 1711            |
|  | 2021 (Target)    | 1000 | 2479            |

| INDICATOR STATEMENT  | YEAR             | BMTS | REPORTED RESULT |
|--|------------------|------|-----------------|
| SP 3.9.2: Number of women entrepreneurs supported to access finance and gender-responsive financial products and services, with UN-Women's support | 2019 (Baseline)  | 0    | N/A             |
|  | 2018 (Milestone) | 200  | 0               |
|  | 2019 (Milestone) | -    | 0               |
|  | 2020 (Milestone) | 4    | 0               |
|  | 2021 (Target)    | 10   | 45              |

| INDICATOR STATEMENT  | YEAR             | BMTS | REPORTED RESULT |
|--|------------------|------|-----------------|
| SP 3.9.3: Number of government entities, companies, and/or international organizations that develop and/or implement gender-responsive procurement policies, with UN-Women's support | 2017 (Baseline)  | 6    | N/A             |
|  | 2018 (Milestone) | 3    | 11              |
|  | 2019 (Milestone) | 3    | 11              |
|  | 2020 (Milestone) | 3    | 4               |
|  | 2021 (Target)    | 3    | 5               |

| INDICATOR STATEMENT  | YEAR             | BMTS | REPORTED RESULT |
|--|------------------|------|-----------------|
| SP 3.9.4: Number of national and international signatories to the Women Empowerment Principles | 2017 (Baseline)  | 149  | N/A             |
|  | 2018 (Milestone) | 100  | 43              |
|  | 2019 (Milestone) | 150  | 110             |
|  | 2020 (Milestone) | 180  | 173             |
|  | 2021 (Target)    | 200  | 122             |

| INDICATOR STATEMENT   | YEAR             | BMTS | REPORTED RESULT |
|---|------------------|------|-----------------|
| SP 3.9.5: Number of countries developing and/or implementing gender-responsive fiscal stimulus packages for COVID-19 economic response and recovery, with UN-Women's support. | 2020 (Baseline)  | No   | N/A             |
|   | 2020 (Milestone) | -    | FALSE           |
|   | 2021 (Target)    | No   | FALSE           |

## OUTPUT INDICATOR AND RESULTS

### OUTPUT BRA\_D\_2.1.1

| OUTCOME STATEMENT  | INDICATOR STATEMENT                                | YEAR             | BMTS | REPORTED RESULT |
|--|--|------------------|------|-----------------|
| National and subnational governments, public and private companies and institutions have enhanced capacity to formulate, implement and monitor policies and strategies to promote decent work, social protection and entrepreneurship for women, particularly those facing multiple forms of discrimination. | Number of companies committed to WEPs (cumulative) | 2015 (Baseline)  | 77   | N/A             |
|  |  | 2017 (Milestone) | 100  | -               |
|  |  | 2018 (Milestone) | 200  | 193             |
|  |  | 2019 (Milestone) | 300  | 302             |
|  |  | 2020 (Milestone) | 40   | 14              |
|  |  | 2021 (Milestone) | 500  | 15              |
|  |  | 2022 (Milestone) | 10   | 16              |
|  |  | 2023 (Target)    | 14   | 31              |

Planned Budget:

**\$5.66 M**

Actual Budget and Shortfall:

**\$4.93 M**

Shortfall: \$737.30 K

Expenses:

**\$4.52 M**

| INDICATOR STATEMENT   | YEAR             | BMTS | REPORTED RESULT |
|---|------------------|------|-----------------|
| Number of companies that received the Gender and Race Pro-Equity Seal in each edition | 2015 (Baseline)  | 68   | N/A             |
|   | 2018 (Milestone) | 70   | 0               |
|   | 2019 (Milestone) | 0    | 0               |
|   | 2020 (Milestone) | 74   | 1               |
|   | 2021 (Milestone) | 2    | 0               |
|   | 2022 (Milestone) | 0    | 2               |
|   | 2023 (Target)    | 4    | 5               |


| INDICATOR STATEMENT  | YEAR             | BMTS | REPORTED RESULT |
|--|------------------|------|-----------------|
| Percentage of public and private WEPs signatory companies publicly reporting its gender equality commitments, according to UN Women's proposed methodology | 2015 (Baseline)  | 68   | N/A             |
|  | 2017 (Milestone) | 72   | -               |
|  | 2018 (Milestone) | 75   | 47              |
|  | 2019 (Milestone) | 80   | 47              |
|  | 2020 (Milestone) | 85   | -               |
|  | 2021 (Target)    | 90   | -               |



| INDICATOR STATEMENT  | YEAR             | BMTS | REPORTED RESULT |
|--|------------------|------|-----------------|
| Number of private and public companies that implement the methodology to measure institutional racism (cumulative) | 2015 (Baseline)  | 0    | N/A             |
|  | 2017 (Milestone) | 2    | -               |
|  | 2018 (Milestone) | 3    | 3               |
|  | 2019 (Milestone) | 4    | 45              |
|  | 2020 (Milestone) | 5    | -               |
|  | 2021 (Target)    | 6    | -               |

| INDICATOR STATEMENT   | YEAR             | BMTS | REPORTED RESULT |
|---|------------------|------|-----------------|
| Number of institutions that have increased capacities to design and implement institutional reforms/strategies/policies that promote gender equality and women's empowerment (CO) | 2021 (Baseline)  | 0    | N/A             |
|   | 2022 (Milestone) | 17   | 23              |
|   | 2023 (Target)    | 20   | 6               |

### OUTPUT BRA\_D\_2.1.3

| OUTCOME STATEMENT  | INDICATOR STATEMENT   | YEAR             | BMTS | REPORTED RESULT |
|--|---|------------------|------|-----------------|
| <p>Women and gender equality advocates, particularly those facing multiple forms of discrimination, have enhanced capacity and opportunities to participate in decision-making processes, and to promote decent work and gender-responsive social protection and macroeconomic policies.</p> <p>Planned Budget:<br/><b>\$920.05 K</b></p>  | Number of dialogue fora created with UN Women's support each year | 2015 (Baseline)  | 1    | N/A             |
|  |   | 2017 (Milestone) | 0    | -               |
|  |   | 2018 (Milestone) | 0    | 1               |
|  |   | 2019 (Milestone) | 1    | 3               |
|  |   | 2020 (Milestone) | 1    | 1               |
|  |   | 2021 (Milestone) | 1    | 2               |
|  |   | 2022 (Milestone) | 7    | 9               |
|  |   | 2023 (Target)    | 6    | 10              |

Actual Budget and Shortfall:

**\$252.74 K**

Shortfall: \$667.32 K



Expenses:

**\$203.01 K**

| INDICATOR STATEMENT  | YEAR             | BMTS | REPORTED RESULT |
|--|------------------|------|-----------------|
| Number of women’s organizations with increased capacities to deliver and/or monitor the quality of services, resources and goods for women in humanitarian and development settings (CO, HQ) | 2021 (Baseline)  | 0    | N/A             |
|  | 2022 (Milestone) | 3    | 4               |
|  | 2023 (Target)    | 4    | 21              |

STRATEGIC NOTE OUTCOME PROGRESS NOTE

SHOWING DATA OF : 2023

**Policies and strategies of public and private companies and institutions to strengthen women’s economic rights and opportunities are adopted, implemented and monitored.**

In 2023, Brazil showed progress in the adoption and implementation of policies and strategies to strengthen women’s economic rights, as a result of public and private companies and institutions enhanced capacities with UN Women’s technical support. The reporting year was marked by great advancements in the development of care policies and strategies in the country. In November 2023, the MERCOSUR countries created the Technical Commission on Care, the first ever intergovernmental fora to discuss and propose care strategies. The commission was created during the 42nd Meeting of Social Development of Mercosur (RMADS), and Brazil had a very protagonist role, while holding the Pro-tempore presidency of the group. It was announced in an international seminar organized in partnership with UN Women Brazil Country Office and aims to foster the commitment of Member States to design, implement and monitor care policies in Mercosur. Moreover, the municipal government of Belém is also developing a municipal care system. In 2023, the city started implementing a more gender and care-sensitive approach in their public policies, due to the municipal government increased capacities following participation in UN Women trainings. For example, in December 2023, the government included in their professional training programme the first course to train paid care workers to care for children and elderly people. Furthermore, civil society organizations of Belém are building advocacy strategies to strengthen women’s rights and opportunities. In the reporting year, 16 organizations created the Network of Care Activists of Belém, as a result of their increased capacities on advocacy and care policies. In this context, the development of a municipal care system in Belém with UN Women support was perceived by the Federal Government as a pioneer experience in the country, which created new opportunities for exchanges and collaboration between national and local authorities, such as the development of a collaborative workplan to foster technical exchanges between the two experiences. In addition to the advancements in the care agenda, with the aim of minimizing historical salary inequality, in 2023 the Brazilian Government approved Law No. 14,611/2023, focused on promoting salary equality and establishing remuneration

criteria for men and women, a result to which UN Women contributed through its advocacy efforts s. over the past years for equal pay for work of equal value and the reduction of the gender pay gap. This law reinforced the impossibility of distinguishing wages between women and men (which was previously guaranteed by the Consolidation of Labor Laws) and brought new developments in relation to measures that, until then, were not provided for in legislation (such as the establishment of mechanisms for salary transparency and the provision of specific channels for reporting salary discrimination). To ensure the implementation of the law, the government also created an Interministerial Working Group (IWG) to design a National Plan for Equal Pay and Labour Equality for Women and Men, which counts with UN Women technical support. It is expected that the Plan is launched in 2024. In addition to the public sector, the private sector plays a crucial role in implementing strategies to strengthen women's economic rights and empowering all women and girls, especially those who face multiple forms of discrimination, such as refugee and migrant women. In the reporting period, 20 companies implemented action plans for the economic empowerment of refugees and migrants as a result of their enhanced capacities on employability and integration of refugee and migrant women in the workplace with the support of UN Women in partnership with UNHCR and UNFPA, in the scope of the Moverse Joint Programme. These companies have committed to at least one of the following fronts: employability and integration of refugee and migrant women in the workplace, supply chain adapted to integrate refugee and migrant women, corporate social responsibility in support of communities and communication that does not reinforce stereotypes and empowers refugee and migrant women. Also in 2023, three companies adapted their corporate purchasing policies to integrate refugee and migrant women, after consultations with six entrepreneurs. As a result, nine women accessed opportunities to sell their products and services to such companies after the modifications, earning over 31,500 USD. Besides the companies, eleven civil society organizations involved in the Brazilian Government's response to the Venezuelan migration flow implemented action plans for mainstream gender in their programs and initiatives, with special attention to the socioeconomic integration of refugee and migrant women, as a result of their enhanced capacities on gender and economic empowerment. In these organizations there was an average increase of 46 per cent in the number of initiatives aimed at the economic empowerment of refugee and migrant women. Three of these CSOs are refugee and migrant women-led organizations that went through the formalization process in 2023 with the support of UN Women. As a result of the formalization, they were able to receive resources from different sources, including by United Nations agencies involved in the response to the Venezuelan migratory flow in Brazil. Also in the reporting year, the Brazilian Government launched the Second National Action Plan on Women, Peace and Security (Stage 1) at the Security Council annual open debate on Women, Peace and Security, during Brazil's presidency of the Security Council, as a result of its enhanced capacities following their participation in UN Women capacity building activities, as well as UN Women advocacy efforts and technical support to the drafting of the document. The Ministry of Foreign Affairs created and coordinated an Interministerial Working Group (IWG) to develop the Plan, also as a result of its increased access to information provided by UN Women through technical meetings, presentations and workshops. The IWG incorporated into the Plan contributions presented by civil society on the women's needs and priorities on this agenda, as a result of their increased knowledge of their demands following their participation in a consultation session held by UN Women Country Office with the support of the UN Women Regional Office for the Americas and the Caribbean.