



VISION AND STRATEGY

for Generation Equality Multi-Stakeholder Partnerships 2026–2030



UN WOMEN

UN Women is the United Nations entity dedicated to gender equality and the empowerment of women. UN Women exists to advance women's rights, gender equality and the empowerment of all women and girls. As the lead United Nations entity on gender equality, we shift laws, institutions, social norms and services to close the gender gap and build an equal world for all women and girls. We keep the rights of women and girls at the centre of global progress – always, everywhere. Because gender equality is not just what we do. It is who we are.

GENERATION EQUALITY

Generation Equality is a multi-stakeholder initiative convened by UN Women in partnership with the UN system, civil society, youth, governments, the private sector and philanthropists to catalyse partners, increase investments, drive results and accelerate the full and effective implementation of the Beijing Declaration and Platform for Action and the Sustainable Development Goals. Generation Equality is anchored in the UN Decade of Action. It emphasizes the achievement of Sustainable Development Goal 5 on gender equality and the delivery of the 2030 Agenda for Sustainable Development to benefit women and girls in all their diversity.

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Produced by UN Women, New York, June 2026.

UN Women. 2026. Generation Equality Vision and Strategy.

New York: UN Women.

Editing: Jennifer Ross

Design: Blossom

Cover photo: UN Women/Ryan Brown

PREAMBLE



This Vision and Strategy was prepared between July 2025 and April 2026 through a co-creative process led by a Working Group comprised of Action Coalition Leaders and Women, Peace, and Security and Humanitarian Action Compact Board Members. It reflects the evolving global reality and priorities and the far-reaching impacts these have on work on gender equality and women and girls. As such, this Vision and Strategy is a living document, enabling continued adaptation to changing circumstances, including resourcing for Generation Equality work. This document echoes elements of the existing Global Acceleration Plan and the Compact Framework that are common across the

Action Coalitions and Compact, with decision on its uptake and interpretation sitting with each. Leaders and Board Members will make decisions for their groups, with an intention to coordinate on elements that are common or require joint efforts across the Action Coalitions and the Compact.

This Vision and Strategy is co-owned by all members of the Action Coalitions and Compact and thus the responsibility of everyone, within their means, to support its implementation. UN Women will support, to the extent possible, the transition towards a structure that contributes to achieving this Vision and Strategy.

OVERVIEW



Over the past five years, the Generation Equality initiative has channelled global, regional, national and local efforts to accelerate progress on gender equality and women's empowerment through coordinated multi-stakeholder partnerships and action unprecedented in innovation, inclusion and scale. Guided by three founding principles – intersectionality, feminist leadership and transformation – it has had a major impact, fuelling concrete improvements in the lives of women and girls, strengthening feminist and women's rights movements and alliances, driving substantial increases in public and private funding, and mobilizing political and financial commitments towards gender equality.

In 2024, the initiative catapulted 3,506 new or expanded partnerships, directly benefiting millions of women and girls worldwide and spurred a cumulative total of \$50.3 billion in pledges, significantly surpassing the initial \$40 billion announced at the Generation Equality Forum in Paris, with over \$40 billion secured and more than \$21 billion spent. It has galvanized collective efforts to create gender-responsive policies and prevent policy regressions, such as resisting attempts to repeal the ban on female genital mutilation (FGM) in The Gambia. It has contributed to: South Africa's inclusion of gender in its green economy transition; Bosnia and Herzegovina's 2024–2030 Social and Child

Protection System Strategy; Argentina's Sexual and Reproductive Health Policy, which significantly expanded access to contraceptives; Kenya's policy for integrated responses to gender-based violence; Chile's inclusion of gender-responsive policing; Sweden's mainstreaming of a gender perspective in requirements for its global work; and more. The initiative has sparked myriad global and local conversations and alliances across generations, sectors, geographies and communities. According to the *2024 Generation Equality Accountability Report*, as of April 2024, Commitment Makers had launched 1,926 new or scaled-up policies, 4,448 programmes and 5,739 advocacy initiatives.

Launched in 2021 at events in Mexico and France, before Heads of State, CEOs, philanthropists, civil society, youth leaders and activists, Generation Equality catalysed more than 2,500 concrete commitments to achieve by 2026. Its approach is embodied in the shared leadership and ownership of the more than 1,000 organizations involved, uniting through alliances and constituencies from different sectors. With UN Women as its convenor during this initial period, the initiative features a global Compact on Women, Peace, Security and Humanitarian Action (WPS-HA Compact) and six thematic Action Coalitions (ACs).¹ Each has its own collective leadership and blueprint detailing

1 The AC themes are: Gender-Based Violence; Economic Justice & Rights; Bodily Autonomy & Sexual and Reproductive Health Rights; Feminist Action for Climate Justice; Technology & Innovation for Gender Equality; Feminist Movements & Leaderships.

a targeted set of concrete, ambitious and immediate actions to deliver tangible impact on gender equality and human rights, as laid out in a [Global Acceleration Plan for 2021–2026](#). UN Women has been supported by a 23-member [Multi-Stakeholder Leadership Group](#) (MSLG) composed of selected Commitment Makers, Action Coalition Leaders and Compact Signatories. The initiative has also been driven by the tireless visible and behind-the-scenes work and movement-building of countless organizations, networks, multilateral institutions, groups and individuals, including grass-roots feminist organizations, youth-led movements and civil society actors whose contributions have been central to its impact.

According to the 2024 [Generation Equality Accountability Report](#), an overwhelming 94% of Commitment Makers believe the initiative should be scaled up beyond 2026, as an accelerator for the 2030 Agenda.

More than 360 global and local [women's rights and gender equality organizations](#) called on UN leadership to strengthen and resource existing multi-stakeholder platforms, including Generation Equality – a clear testament to its continuing relevance. To build on its achievements and recognition of its value, a 28-member Working Group (WG) was convened to co-create a vision and strategy for 2026–2030, composed of five MSLG members, at least two leaders from each AC and the WPS-HA Compact Board, UN Women representatives, and Germany's Partnerships 2030 as the facilitator. As such, WG inputs, AC and Compact consultations, a global Generation Equality town hall in January 2026 and a dialogue at the Commission on the Status of Women in March 2026, collectively contributed to the drafting of this vision and strategy as a truly living document, reflecting both a global framework and the diversity, autonomy and dynamism of the ecosystem it represents between July 2025–April 2026.



CONTEXT



Thirty years after the [Beijing Declaration and Platform for Action](#) and with less than 5 years left to achieve the [Sustainable Development Goals](#) (SDGs), progress has been slow and uneven, while anti-rights backlash, far-right movements and other threats are rising fast. The [Equal Measures 2030 SDG Gender Index](#) found that no country is on track to achieve gender equality by 2030, and nearly 40% of countries experienced [stagnation or regression](#) on gender equality between 2019 and 2022. The [World Economic Forum 2025 Gender Gap Report](#) of 148 countries shows the global gender gap has closed by 68.8%, but full parity will take another 123 years at the current rate.

According to UN Women's [Gender Snapshot 2025](#), over the past five years, 99 positive legal reforms removed discriminatory laws and established gender equality legislation around the world, yet only 38 countries have set the minimum marriage age at 18, and only 63 have rape laws based on the lack of consent. As of January 2026, women held 27.5% of seats in national parliaments and 35.5% of seats on local councils, but 101 countries have had no woman Head of State or Government. Women hold 30% of managerial positions globally, but gender parity in management will take a century at this rate. Likewise, women and girls devote 2.5 times as many hours per day to unpaid domestic and care work compared to men. On average, employed women globally earn about 78 cents for every dollar earned by male workers. Wo-

men's global workforce participation is now 64.5%, but 27.6% of women's jobs are potentially exposed to generative AI, compared to 21.1% of men's. At the same time, closing the gender digital divide by 2050 would benefit nearly 350 million women and girls and pump an additional \$1.5 trillion into the global economy by 2030. Meanwhile, 676 million women and girls lived within 50 kilometres of a deadly conflict in 2024, the highest recorded number since the 1990s. And, inexcusably, 1 in 3 women still suffer physical or sexual violence in their lifetime, while only 56.3% of partnered women aged 15-49 have full decision-making power over their sexual and reproductive health and rights. In addition, [80% of people](#) displaced by climate change are women and girls.

Around the world, growing challenges to multilateralism and advancing gender equality and women's rights are manifesting through regressions in laws and protections, barriers in building consensus in global policymaking spaces, the polarization of views, growing backlash and support for actors advocating against established universal human and labour rights and the shrinking of civic freedom and space. For the first time, an [IPSOS survey](#) across 31 countries found younger men to be more conservative than previous generations, with 60% of Gen Z men believing women's equality discriminates against men. And in the 2025 [UN Secretary-General's 30-year-review of the Beijing Declaration and Platform for Action](#), States



cited various factors negatively affecting implementation, such as: the COVID-19 pandemic (97%); the climate crisis (54%); food and fuel crises (27%); and the backlash against gender equality (24%).

Funding for gender equality is low and uneven. The Development Assistance Committee of the Organisation for Economic Co-operation and Development (OECD DAC) projects a 9 to 17% drop in official development assistance (ODA) in 2025. This comes on top of a 9% drop in 2024. ODA to women's rights organizations, movements and government institutions in particular dropped to \$499.1 million in 2022-2023, down from \$625.5 million in 2020-2021, and only 2.5% of 'other official flows' were dedicated to programmes with gender equality as a significant objective in 2022-2023, down from 4% in 2020-2021. The world faces an annual \$4.2 trillion SDG financing gap

- beyond the reach of ODA alone. And UNCTAD estimates that developing countries are falling short by an estimated \$420 billion a year in the funding needed to achieve gender equality under the SDGs. Meanwhile, 57% of organizations surveyed globally report rising risks for women human rights defenders and activists.

In this context, the Generation Equality multi-stakeholder model, spanning constituencies, issues and regions, is more critical than ever as a political and coordination mechanism, amid these mushrooming challenges and funding constraints. Its innovative dynamism has been an antidote to stagnant progress on gender equality - a political methodology that can be leveraged and strengthened to counter growing backlash and regression, although its structure must be reimagined due to changed resource realities and to maximize impact.

VISION



We, as the leaders, Commitment Makers and allies of Generation Equality, can and will see gender equality achieved in this generation. We can't afford to wait another century, another decade, another year, another day. Because every second that women and girls are losing their lives, freedom, dignity or well-being is too long to wait.

We envision a world where all women and girls are free and equal. Free from violence and conflict. Free to lead and make their own decisions about their bodies and lives. And with equal rights and opportunities to men and boys to study, work, lead, decide, innovate, use technology and enjoy public life, land and natural resources.

Our theory of change is that this vision can be achieved through a stronger gender-equal, trust and familiarity-building multi-stakeholder partnership:

IF we strengthen feminist, intersectional multi-stakeholder partnerships that connect local action, national implementation and global advocacy to address systemic inequalities;

THEN we will accelerate gender equality through policy change, resource mobilization, norm-setting and accountability;

BECAUSE coordinated, diverse and politically aligned actors can shift power and systems more effectively than isolated efforts.

We continue to be guided by the foundational Beijing Declaration and Platform for Action, sharpened by the Action Coalition blueprints, goals and realism, and the need to respond to new and emerging challenges. In line with our Generation Equality [Young Feminist Manifesto](#), we will continue to serve as an inspiration for future multi-stakeholder and multigenerational processes by setting an example for a bold and transformative space that centres co-leadership, co-ownership and co-creation, with young people shaping every part of the process.

Building on the momentum and proven success of Generation Equality, so unique in scale, representation and convening power, we will keep what has worked. We will retain many of the original goals and structures of Generation Equality 2021-2025 – albeit leaner, sharper and more collective in nature, with adjustments based on lessons learned and the changing political and economic realities to be detailed further in our strategy.

Intersectionality, feminist leadership and transformation remain the core principles that inspire and guide how we work with multiple stakeholders and

constituencies, as well as what we aspire to achieve. We will continue to harness intergenerational, intersectional solidarity but move beyond symbolic inclusion towards the more meaningful participation and leadership of marginalized groups. We will elevate youth in all their diversity, meaningfully engaging rural, Indigenous, Afrodescendant, migrant, LGBTQI+ women and girls with disabilities, communities discriminated against based on work or descent, among others. We recognize the collective rights of grass-roots and Indigenous Peoples and will ensure the effective (not merely symbolic) participation and leadership of all these women and youth in our governance and leadership structures.

As such, we aim to more intentionally include their voices more strategically, engaging a more diverse group of stakeholders, including as leaders. This needs to be a space, a partnership and a movement that is both built by and for all women and young women in particular, in all their diversity.

The initiative will remain an inclusive, horizontal, political and transformative space that enables innovation and advances new forms of shared feminist

leadership, decision-making and accountability as a means to dismantle entrenched discriminatory beliefs and practices – even amid limited resources.

This is not a moment to scale back our ambitions. This moment calls on us to deepen political engagement, confronting structural inequalities, transforming social norms, shifting dominant narratives, deepening human rights and mobilizing collective action against backlash. It requires raising our voices louder, and collectively, to push progress forward together.

By mobilizing our collective energy, knowledge, expertise, insights and creativity, we will spearhead and advance new and progressive approaches, communications and campaigns to collectively push forward against the pushback on gender equality. This will include leveraging emerging technologies, including AI, in ethical, green, feminist and sustainable rights-based ways – turning the very same technology and innovations that are being used against us towards ethical uses for good. We will reclaim the tools often used to perpetuate harm and redirect them towards social justice and inclusion, while working to ensure equal, safe and meaningful digital access for all women and girls.



We will continue to provide a safe, inclusive and enabling platform where anyone can participate without fear of repercussions. A space that acknowledges that different actors have different levels of power yet allows for genuine collective work and collaboration, with feminist power-sharing methodologies as our guide.

Our ability to unite, create momentum and coordinate dispersed actors around collective action will continue to be a defining feature and value of our multi-stakeholder partnerships. We foresee a more flexible and inclusive approach, enabling participation for shorter periods of time, to keep existing partners energized. We will also reach out to and engage new actors and organizations, allowing space for autonomy of action on collective goals.

We will deepen our focus on localized and regionalized action and alliances, led not only by individuals and organizations but also by collectives, networks, groups, movements and emerging gender equality mechanisms and alliances. By further decentralizing and tailoring our work, we will continue to deliver results and real change.

Beyond the Generation Equality Action Coalitions themselves, other good examples and practices of multi-stakeholder feminist governance and collective accountability that we aim to promote and emulate include the: Alliance for Feminist Movements; Global

Alliance for Care; Global Alliance for Queer Leaders; Global Digital Compact; Climate Action Network; EQUALS Global Partnership; Equal Pay International Coalition; global Feminist Municipal Movement led by United Cities and Local Governments; [Ibero-American Network of Women Mediators](#), and the [Equality in Law for Women and Girls by 2030 Multi-stakeholder Strategy](#), among others.

Our engagement needs to go beyond events to influence decisions through strong movement-led architecture. To this end, we will map the multiplicity of participation models and make the space accessible to all. We will also continue the impactful movement-building we've consolidated over the past five years, such as our youth constituency influencing the Declaration on Future Generations in the Pact for the Future, the Agreed Conclusions for the past five CSW and climate change COPs, the creation of a UN Youth Office, or the powerful [allied advocacy](#) that prevented the repeal of the Law against FGM in The Gambia.

At this critical moment, the world faces myriad social, political, economic, technological and environmental changes. As such, strong multi-stakeholder partnerships, coordination, collaboration and synergies are more important than ever to address current and future challenges. Together, we can counter the backlash and create a more equitable, peaceful and sustainable future for us all, and for generations to come.

We understand the current constraints. We know we need to do more with less. At the same time, we refuse to shrink our ambitions or normalize austerity. We refuse to become a footnote amid the dearth of funding. We will not give up or give in.



We will continue to form alliances and leverage partnerships to mobilize resources while working to transform power and funding flows, as gender equality cannot be realized without investment. Realizing our ambition of a more equal, inclusive, peaceful and sustainable world requires financing that matches commitments, systems that support scale and flexible, sustained investment in the people and movements driving change.

Multi-stakeholder cooperation is at the core of our philosophy of change. We need corresponding commitments to renew resourcing for what works – not in spite of the current environment, but *because* of it.

We will achieve gender equality in this generation, and the strategy that follows lays out our plan and concrete steps to enable us to significantly move the needle towards this end goal in the next five years. The 2030 timeline for our vision and strategy purposely coincides with several key global processes – such as Beijing+30, the SDGs deadline and the post-2030 discussions – as well as other key local, national and regional spaces that are aligned with our goals and that we also aim to influence. Having a time-bound vision and strategy also helps us to measure progress and take stock of its continued relevance.

STRATEGY

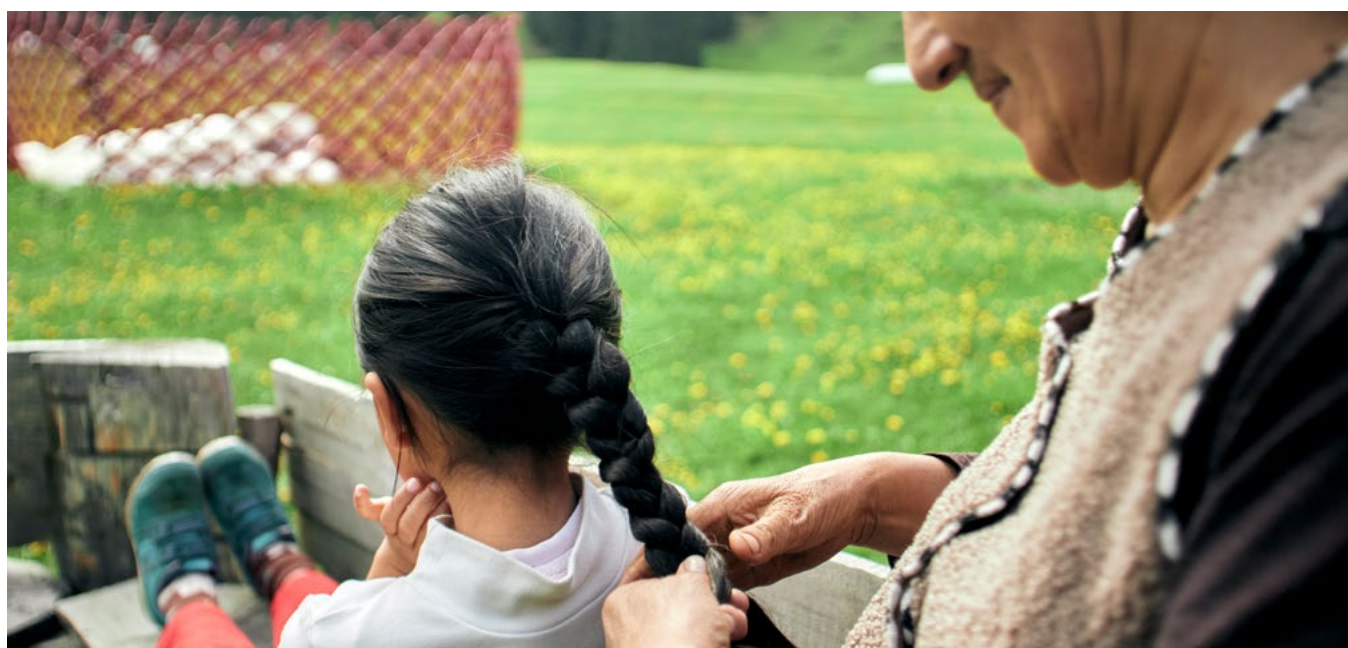


Key strategic areas for action include: increasing investment, advocating for policy and programme changes, countering the pushback against gender equality and human rights, increasing collaboration across Action Coalitions and the Compact, and mobilizing action and commitment from various organizations and constituencies.

We aim to concentrate on processes, action and opportunities driven by our founding blueprints.

KEEPING WHAT WORKS

- We will keep some existing structures from Generation Equality 2021–2025, namely the [WPS-HA Compact](#) and [six thematic Action Coalitions](#) on: bodily autonomy and sexual and reproductive health and rights; economic justice and rights; feminist action for climate justice; feminist movements and leadership; gender-based violence; and technology and innovation for gender equality.
- We will stay true to the original [Global Acceleration Plan](#) and our founding blueprints, which have not yet been achieved but remain the north stars of our work, including with their strong gender equality accountability standards. We will continue to support and deepen the flexibility for ACs and the Compact to adapt approaches to their contexts, while remaining anchored in a shared vision and collective principles.
- We will continue engaging Commitment Makers to fulfil existing [commitments](#), while strengthening pathways towards collective outcomes and systemic change. This includes reinforcing collective accountability, transparency and learning across coalitions.
- We will continue to generate and share knowledge and evidence to inform strategy, advocacy and accountability, and build on the trust, relationships and solidarity developed across stakeholders as a core asset of Generation Equality.
- We will retain Generation Equality as a political, multi-stakeholder platform that enables agenda-setting, collective advocacy, and coordinated influence across global and regional processes.
- We will continue to centre the leadership of feminist movements, grass-roots organizations, youth and those most-affected, ensuring meaningful participation, leadership and decision-making beyond consultation. We will sustain and deepen intergenerational and intersectional co-leadership as a defining feature of our approach.
- Generation Equality will continue to be shaped and further strengthened by politically engaged leadership that drives agenda-setting, builds alliances and advances collective positions across local, global, regional and national processes. It has brought together and will continue to engage local and regional government representatives, parliamentarians and other political decision-makers in governments, alongside feminist movements and civil society, as well as the private sector, to influence policy and shift systems.
- We will continue to foster cross-Action Coalition collaboration to address interconnected challenges and strengthen collective impact, while maintaining strong linkages with key multilateral processes, including CSW, Beijing+30 and other agendas.



WHAT'S NEW

- The convenor role will be streamlined and refocused to prioritize facilitation, coordination and enabling functions, rather than centralized management. It will support the functioning of Generation Equality by coordinating meetings, ensuring language interpretation, supporting agenda-setting, maintaining shared systems and contact databases, and connecting existing and prospective stakeholders. Each Action Coalition and the Compact will determine its own (co-)convenor approach, ideally including a UN agency, with convenors accountable to AC/Compact leadership. In this capacity, the convenor function will also support coherence, alignment and continuity across the initiative, while enabling shared leadership and collective decision-making. All coordination and convening functions should be accompanied by minimal but clearly identified resourcing, to avoid reliance on voluntary or unevenly distributed labour.
- Given the need for a leaner structure, the [Multi-Stakeholder Leadership Group](#) will be eliminated. In its place, coordination, alignment and strategic direction will be collectively held through ACs, the Compact and light coordination mechanisms to ensure coherence across the initiative. Its role will be reimagined through more distributed and politically grounded forms of coordination and alignment across Action Coalitions, the Compact and the broader ecosystem.
- Action Coalitions will take on a more proactive, less-siloed and more autonomous role as leaders and co-convenors. They will hold, mobilize and manage resources and budgets, lead collective fundraising and drive substantive work in line with their respective blueprints. They will develop and drive high-level workplans, respond to strategic global and regional opportunities and guide internal priority-setting and decision-making through inclusive, participatory and transparent processes. ACs will continue to prioritize their original blueprints, which remain relevant and offer scope for significant progress, while retaining the flexibility to adapt and update them in response to emerging challenges and contexts. They will also strengthen cross-coalition collaboration, knowledge-sharing and joint action. Leadership transitions within ACs will be encouraged to bring in diverse perspectives and sustain momentum.



- The Compact will similarly become more autonomous, with a greater focus on collaboration and coordination at national and regional levels, as well as with relevant AC and Compact partners. The Compact Framework will be updated to reflect emerging issues and reporting will be further streamlined for efficiency and effectiveness. Mobilizing resources will be critical to fulfil these objectives. The Compact will also strengthen its role in connecting national and regional implementation with global advocacy, including through clearer coordination mechanisms and engagement with partners across levels. Resource mobilization and alignment with AC priorities will be central to this approach.
- In addition to existing formal Commitments and their extensions, participation will evolve to include more flexible, time-bound and informal engagement enabling a broader range of actors to contribute to collective and concrete action. A commitment to work through multi-stakeholder partnerships in the thematic area of the AC/Compact will remain necessary to engage in a leadership role in Generation Equality, going forward. Our meaningful participation model will ensure the space is more accessible and inclusive for all. It will enable different modes and levels of participation, from short-term engagement to sustained leadership, while centring those most affected by inequality. This approach will enable Generation Equality to become a more open, responsive and movement-aligned space, strengthening collective action and fostering deeper, more accountable forms of engagement.

CONVERGING PROCESSES

- Our approach will complement and draw on key related multilateral processes, like SDG implementation and renewal, Beijing reviews, CSW and Financing for Development.
- We will advocate for a strong gender dimension in intergovernmental processes, especially for the post-2030 SDG renewal.
- We will position key gender equality priorities in critical spaces, including in those not focused on gender.
- We will bring our unique approach to national and regional planning and implementation mechanisms.

CO-CREATION/COLLABORATION

- **Transformative partnerships:** We will focus on co-creation processes that are not only outcome-driven but transformative in themselves. This will entail embedding dialogue, access, care and mutual accountability into how multi-stakeholder partnerships operate and collaborate. This also requires clarity of roles, expectations, and accountability across partners to ensure co-creation processes are effective and do not rely on informal or uneven contributions.
- **Expand collaboration:** We will seek to broaden the group of stakeholders that are agile in collaborating through Generation Equality. We will make it a priority to engage, or re-engage, different constituencies, especially youth, the private sector, media, academia, grass-roots women and others.
- **Cross-coalition sharing:** To break silos, we will encourage exchange and regular open spaces for ACs, the Compact, Commitment Makers and other partners to connect, beyond events. We will build on existing models, such as AC co-convened dialogues, to create an ecosystem of exchange. We will take a more holistic approach across Action Coalitions to collaborate and maintain action. This means empowering and cross-fertilizing AC knowledge and sharing resources to overcome isolation and ensure sustained engagement. These spaces will be integrated into existing convenings and processes to ensure sustainability and avoid creating additional coordination burdens.
- **Common themes:** We will prioritize collaboration and action around common and cross-cutting themes. We will also focus on goals that require expertise and advocacy across multiple thematic priorities. This also includes creating space for collective positioning and joint advocacy on emerging political issues, including in response to backlash and shrinking civic space. And we will not back away from politically complicated questions or exposing the root causes of current conflicts. And in light of the current global reality, this means we may need to be more radical, creative and provocative than we have in the past. If we don't confront the bigger picture, nothing will change.

POWER/LEADERSHIP

- **Shared power:** We will use power analysis, feminist methodologies and more horizontal, decentralized and intersectional power-sharing models, experimenting with feminist leadership forms and adopt more inclusive decision-making approaches.
- **Intergenerational intersectional leadership:** We will foster, promote and propel youth leadership, intersectionality and the inclusion of grass-roots, Indigenous, gender-diverse and LGBTIQ+, disability and women human rights defender groups in Generation Equality structures and in other global fora. We believe that diverse voices must not only be at the table, but also influence or shape the agenda. This requires moving beyond participation towards shared authority and co-ownership of processes and outcomes.

ACTION/ENGAGEMENT

- **Collective action:** We will harness the multi-stakeholder partnerships approach of bringing together organizations, actors and to work with and as constituencies from all corners of society to catalyse progress and efforts. This includes joint action on collective commitments, as well as advocacy, events, campaigns, norm-setting and co-ordinated communication, including across ACs.
- **Youth engagement:** We will continue to meaningfully and not tokenistically engage and elevate youth in global, regional, national and local fora. We will urge investments in movement-building and capacity-strengthening for young people.
- **Corporate engagement:** We will seek to further expand private sector engagement and participation in all efforts, beyond merely attending events and presenting activities. Preferably, this will take the shape of joint action on the ground.

VISIBILITY/COMMUNICATION

- **Collective messaging:** We will develop bold, shared and provocative messaging across partners – not just for campaigns, but feminist communications that shift public and institutional attitudes. We will produce localized conversation-starters, particularly where women lack access to technology.

- **Communications plans:** We will develop a simple communications plan to ensure our messages reach different stakeholders and environments, building on existing partner synergies. We will also develop a separate shared communications strategy to counter the backlash.
- **Shared comms resources:** We will cooperate and leverage partners' data, human resources, tools, platforms and advocacy approaches to increase visibility, awareness and knowledge-sharing.
- **Revising language:** We will continue to mainstream feminist and inclusive gender equality language and its accessibility to stakeholders in international human rights instruments, dialogues and processes, and ensuring interpretation.

RESOURCING

- **Reliable resourcing:** We will engage in proactive resource-mobilization to increase financing, donors and Commitment Makers – including from philanthropy and the private sector. We will seek to secure more predictable funding for regular Generation Equality processes, for improved planning, monitoring and collective action.
- **Resource-mobilization plan:** We will develop a budget and dedicated resource-mobilization plan to seek out new investments for Generation Equality work, including the ACs.
- **Transformed funding:** We will seek to redefine resourcing models towards core, flexible support for feminist organizing and capacity-building. This will help underresourced organizations meaningfully participate.
- **Prioritizing youth and all marginalized women:** Supporting and mobilizing flexible funding to youth-led organizations is a high priority. We will advocate for direct, flexible and multi-year funding for organizations led by young women and by Indigenous women in particular. We will seek to identify and remove administrative, linguistic and legal barriers that currently limit their access to funding.
- **Making the business case:** We will communicate the societal and economic benefits of gender equality for long-term positive change to encourage investment and multi-stakeholder action. This is spelled out in the investment pitch that will be included as an annex to this vision and strategy.

ACCOUNTABILITY/TRANSPARENCY:

- **Rights holder agency:** We will reframe Generation Equality as a model that strengthens the ability of rights holders to hold all governments and corporations to account. This means ensuring that partners engaging in Generation Equality are consequent – respecting the environment and human rights – with clear red lines and exit strategies.
- **Monitoring:** The monitoring framework needs to be lean, meaningful, collectively owned and resource-efficient, focusing on a few key metrics instead of an extensive annual survey. We will track the success of this strategy, and of the partnerships approach in particular, rather than merely commitments, including outcomes stemming from spaces of exchange, joint strategizing and collective responses to political moments. This will be monitored through digital tools, an open dashboard, surveys, community-level evaluations, qualitative human impact stories, learning reflections and other existing accountability tools and mechanisms, such as Voluntary National Reviews and Beijing reports.
- **Transparent resource-management:** We will create more transparency in Generation Equality resource management, with ACs taking on a more direct role in holding budgets.



LEARNING/SUSTAINABILITY

- **Shared knowledge:** We will preserve feminist institutional knowledge in leadership structures for continuity. We will document and transmit good practices and lessons learned from Action Coalitions and other partners to improve effectiveness and for sustainability through transitions.
- **Localization:** We will further adapt and undertake our efforts at the national and subnational levels with the support of national and local focal points and networks. In some places, this may rely on re-

gional committees overseeing national committees. This will include tapping into synergies to translate messages into local languages and widely accessible formats. It will also ensure that we are better targeting our actions to local contexts and realities.

- **Fluidity:** In line with the rapidly shifting times, this strategy is a fluid model that is mindful of the current context and adaptable as the context changes. As such, this document will also remain fluid as a living document that can be adjusted as needed, over time.



UN WOMEN EXISTS TO ADVANCE WOMEN'S RIGHTS, GENDER EQUALITY AND THE EMPOWERMENT OF ALL WOMEN AND GIRLS.

As the lead United Nations entity on gender equality and secretariat of the UN Commission on the Status of Women, we shift laws, institutions, social norms and services to close the gender gap and build an equal world for all women and girls. Our partnerships with governments, women's movements and the private sector, coupled with our coordination of the broader United Nations, deliver lasting changes. We make strides in four areas: leadership, economic empowerment, freedom from violence, and peace, security and humanitarian action.

UN Women keeps the rights of women and girls at the centre of global progress – always, everywhere. Because gender equality is not just what we do. It is who we are.



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