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Items 137 and 138 of the preliminary list\*\*

### Proposed programme budget for 2020

#### Programme planning

## Proposed programme budget for 2020

### Part IV

#### International cooperation for development

### Section 17

#### UN-Women

#### Programme 14

#### Gender equality and the empowerment of women

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\* Reissued for technical reasons on 14 May 2019.

\*\* [A/74/50](#).

\*\*\* In keeping with paragraph 11 of resolution [72/266 A](#), the part consisting of the programme plan and programme performance information is submitted through the Committee for Programme and Coordination for the consideration of the General Assembly.

\*\*\*\* In keeping with paragraph 11 of resolution [72/266 A](#), the part consisting of the post and non-post resource requirements is submitted through the Advisory Committee on Administrative and Budgetary Questions for the consideration of the General Assembly.







## Foreword

The year 2020 presents an opportunity to capitalize on the growing momentum for gender equality and women's empowerment around the world. With the twenty-fifth anniversary of the Fourth World Conference on Women and the adoption of the Beijing Platform for Action, we have a chance to intensify action to implement commitments to gender equality and women's empowerment and to galvanize women, men, girls and boys across generations and sectors to ensure that change is irreversible. 2020 will also mark five years of implementation of the 2030 Agenda for Sustainable Development and its strong focus on gender equality and the empowerment of all women and girls. To ensure that we are on track to meet these goals, we must work together on bold actions that will upend the foundations that underpin gender inequality, catalyse change that lasts and secure the dedicated funding needed to accelerate progress.

I have seen the drive for change at first hand, in the stories of the Rohingya women and girls I met at Cox's Bazar, Bangladesh, who demonstrated resilience in the most dire circumstances by joining our women's groups to actively take part in camp management meetings and ensure that the needs of women and girls were given due consideration, and the women of Bentiu and Juba in South Sudan, who after nearly five years of suffering from a civil war that they were not responsible for waging told me that they wanted not only reconciliation, but also accountability from their leaders and the inclusion of women at critical levels in all the decision-making segments of the peace process, and in the global marches and movements such as #MeToo, #TimesUp, #NiUnaMenos and #TotalShutdown that continue to grow around the world. They are all a critical part of the road to 2020.

This document presents steps to ensuring that the United Nations Entity for Gender Equality and the Empowerment of Women (UN-Women) can leverage 2020 to bring together Member States, civil society and grass-roots networks, youth, the private sector and other key partners to drive irreversible progress for all women and girls, everywhere.

*(Signed)* Phumzile **Mlambo-Ngcuka**  
Executive Director, UN-Women

## Overall orientation

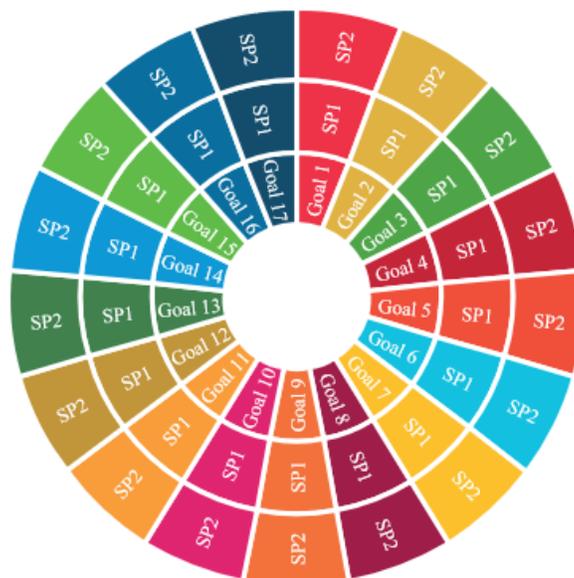
### Mandates and background

- 17.1 The United Nations Entity for Gender Equality and the Empowerment of Women (UN-Women) is responsible for supporting the accelerated realization of gender equality and the empowerment of all women and girls as actors and beneficiaries of sustainable development, human rights, humanitarian action and peace and security. The mandate derives from the priorities established in relevant General Assembly, Economic and Social Council and Security Council resolutions, including General Assembly resolution [64/289](#), in which the Assembly established UN-Women as a composite entity that functions as a secretariat, carries out operational activities at the country and regional level and leads, coordinates and promotes the accountability of the United Nations system in its work on gender equality and the empowerment of women; General Assembly resolution [71/243](#) on the quadrennial comprehensive policy review of operational activities for development of the United Nations system; and General Assembly resolution [72/279](#) on repositioning of the United Nations development system in the context of the quadrennial comprehensive policy review of operational activities for development of the United Nations system.
- 17.2 At a time when no country has fully achieved gender equality and the empowerment of women and girls, UN-Women will provide the evidence, results-oriented policy options and development solutions to end all forms of discrimination and violence against women and girls and to create opportunities for women's full and equal political and economic participation and leadership in all spheres of life. UN-Women has a lead role to play in advocacy and in building partnerships among a wide range of stakeholders to overcome structural barriers and discriminatory social norms and gender stereotypes that deny or restrict the enjoyment by women and girls of all their human rights, especially those facing multiple and intersecting forms of discrimination, vulnerability and marginalization throughout the life course.

### Alignment with the Charter of the United Nations, the Sustainable Development Goals and other transformative agendas

- 17.3 The mandates of the Entity guide the subprogrammes in producing their respective deliverables, which contribute to the attainment of each subprogramme's objective. The objectives of the subprogrammes are aligned with the Organization's purpose to achieve international cooperation in solving international problems of an economic, social, cultural or humanitarian character, and in promoting and encouraging respect for human rights and for fundamental freedoms for all without distinction as to race, sex, language or religion, as stipulated in Article 1 of the Charter of the United Nations. In the context of the 2030 Agenda for Sustainable Development, the purposes stipulated in Article 1 of the Charter are embodied by the Sustainable Development Goals. Figure 17.I summarizes the specific Sustainable Development Goals with which the objectives, and therefore the deliverables, of the respective subprogrammes are aligned.

Figure 17.1  
**UN-Women: alignment of subprogrammes with Sustainable Development Goals**



- 17.4 The objectives of the subprogrammes are also aligned with the Beijing Declaration and Platform for Action and the outcomes of the twenty-third special session of the General Assembly, and the women and peace and security agenda, pursuant to Security Council resolution [1325 \(2000\)](#).

### Recent developments

- 17.5 In 2018, national and international movements such as #MeToo, #BalanceTonPorc, #NiUnaMenos and UN-Women's #HearMeToo evidenced the pervasive nature of violence against women and girls and sexual harassment around the world in the media, politics, workplaces, communities and the private sphere. This gave unprecedented momentum to end impunity and scale up prevention efforts. While 13 countries reformed laws to strengthen protections in these areas between 2016 and 2018, 45 countries remain without specific legislation on domestic violence. The recognition of Dr. Denis Mukwege and Nadia Murad with the award of the Nobel Peace Prize for their work to end the use of sexual violence as a weapon of war and armed conflict was a strong reaffirmation of the urgency for action.
- 17.6 In several countries, women made gains in political representation. Mexico rose to fourth place in women's representation in the legislature, while Trinidad and Tobago and Ethiopia elected their first woman Head of State, and Barbados and Romania elected their first woman Head of Government. In addition, several countries made progress in strengthening their legal frameworks in support of gender equality. In Morocco, historic legislation was adopted to support women's land rights.
- 17.7 The Prime Minister of New Zealand made history as the first world leader to take maternity leave while in office, setting an example of the importance of parental leave for the reconciliation of work and family life. Parental leave is also a key policy instrument for incentivizing men to take on more childcare and for equal sharing of responsibilities.
- 17.8 Women's renewed activism in all parts of the world drew millions onto the streets, especially on International Women's Day, to demand equality, reproductive rights, equal inheritance rights, stronger action against gender-based violence and workplaces free of sexual harassment and abuse in countries ranging from Chile and Argentina to Tunisia, South Africa, Spain and the United States of America.

- 17.9 In December 2018, Member States adopted the gender-responsive Global Compact for Safe, Orderly and Regular Migration. Of the 11.5 million migrant domestic workers in the world, approximately 73 per cent are women, who send back \$300 billion every year – half of all global remittances – making an enormous contribution to the well-being and development of their communities and nations.
- 17.10 The differential impact of climate change on women and girls was recognized with the adoption of the gender action plans under all three Rio Conventions in 2017 and 2018. The launch by Costa Rica, in September 2018, of the For All Coalition for the promotion of gender equality and human rights in the environment agreements now serves as a vehicle for harmonized and concerted action to advance gender-responsive climate action.

### **Strategy and external factors for 2020**

- 17.11 The UN-Women strategic plan, 2018–2021, endorsed by the Executive Board of UN-Women (see [UNW/2017/6/Rev.1](#)), guides the Entity’s activities in response to these developments, and the Entity’s strategic direction, objectives and approaches to support efforts to achieve gender equality and empower all women and girls by 2030.
- 17.12 Accordingly, and building on the results achieved in 2018, the UN-Women strategy is centred on leveraging its normative support function, United Nations system coordination and operational activities, in an integrated and mutually reinforcing manner for transformative results, around five outcomes: (a) a comprehensive and dynamic set of global norms, policies and standards on gender equality and the empowerment of all women and girls is strengthened and implemented; (b) women lead, participate in and benefit equally from governance systems; (c) women have income security, decent work and economic autonomy; (d) all women and girls live a life free from all forms of violence; and (e) women and girls contribute to and have greater influence in building sustainable peace and resilience, and benefit equally from the prevention of natural disasters and conflicts and humanitarian action. Each deliverable related to those outcomes is designed to translate norms into results for women and girls, in collaboration with the United Nations system and its partners, on the basis of a common theory of change, which supports a division of responsibilities and is adjusted to country contexts and capacities. A focus on prevention, wherever possible, is increasingly applied for sustainable results.
- 17.13 UN-Women generates knowledge and provides evidence based on research and data analysis, and offers recommendations for policies, strategies and other interventions, substantive and technical support and expertise to Member States for the systematic integration of a gender perspective into intergovernmental norms and standards. It provides support to Member States, at their request, in implementing commitments to the empowerment of women and girls through operational activities. The Entity works in partnership with a range of actors and supports civil society, the private sector and other relevant stakeholders for accelerated action for gender equality and the empowerment of women and girls.
- 17.14 The repositioning of the United Nations development system, which resulted in a new generation of United Nations country teams and a reinvigorated resident coordinator system, has an impact on the Entity’s positioning and leadership at the country level, with related adaptations to the Entity’s regional architecture and refinement of its headquarters structure, clarification of reporting lines and further strengthening of coherence across the Entity.
- 17.15 With regard to the external factors, the overall plan for 2020 is based on the following planning assumptions:
  - (a) The continued availability of voluntary contributions, which account for approximately 98 per cent of UN-Women resources;
  - (b) The continued political will to achieve consensus in intergovernmental meetings;

- (c) The commitment of Member States to adopt and implement laws, policies and strategies and create and maintain an enabling environment for civil society and women's organizations in their work for the promotion of gender equality and the empowerment of women and girls and enjoyment of their human rights.
- 17.16 The Entity integrates a gender perspective in its operational activities, deliverables and results, as appropriate. It provides support for gender mainstreaming across the United Nations system as an integral part of its programme strategy.
- 17.17 With regard to cooperation with other entities, through its participation in the United Nations System Chief Executives Board for Coordination and its subordinate committees, and the Executive Committee established by the Secretary-General, UN-Women contributes to ongoing reform initiatives and system-wide efforts for greater coherence in support of a more impactful United Nations development system supporting the implementation of the 2030 Agenda for Sustainable Development and other global frameworks. This participation also provides opportunities to leverage the United Nations system for a systematic and system-wide approach to gender mainstreaming.
- 17.18 With regard to inter-agency coordination and liaison, UN-Women continues to chair the Inter-Agency Network on Women and Gender Equality in leading United Nations system-wide coordination and accountability for results. UN-Women is a contributor to the Inter-Agency and Expert Group on Sustainable Development Goal Indicators, supporting methodology development, monitoring and follow-up, as well as capacity development. The Entity is fully engaged with United Nations mechanisms relating to the Sustainable Development Goals, and chairs or co-chairs several results groups and task teams relating to the Goals. Where it has a country presence, the Entity chairs the gender theme groups of United Nations country teams to ensure a coherent United Nations system approach in operational activities. In addition, UN-Women has concluded agreements and memorandums of understanding with an array of international and regional organizations and other actors to enhance common approaches and synergies in various areas of work.

### **Evaluation activities**

- 17.19 The following self-evaluations completed in 2018 have guided the programme plan for 2020:
- (a) Corporate self-evaluation of the UN-Women contribution to women's political participation and leadership;
  - (b) Thirty-two decentralized self-evaluations, including five country portfolio evaluations and five regional self-evaluations.
- 17.20 The findings and the recommendations of the corporate evaluation and the decentralized evaluations, including on prioritizing the principle of "Leaving no one behind" within the Entity's programming at the global, regional and country levels to strengthen alignment with the Sustainable Development Goals and its intersectional approach and developing methods to monitor and report on progress, have been taken into account for the programme plan for 2020, as reflected under the highlighted planned results for 2020 of both subprogrammes 1 and 2. The lessons learned from evaluations will be used to ensure greater focus on improved programming, strengthened staff capacity on results-based management, bridging information gaps in emerging and expanding areas of the Entity's work, and strengthening existing networks.
- 17.21 The following self-evaluations are planned for 2020:
- (a) Corporate self-evaluation of the UN-Women strategic plan, 2018–2021;
  - (b) Further self-evaluations in 2020, to be planned on the basis of the results of an evidence gap analysis and the review of the UN-Women evaluation policy;
  - (c) Decentralized self-evaluations to be planned and undertaken by programmatic offices in accordance with the parameters established in the UN-Women evaluation policy.

## A. Proposed programme plan for 2020 and programme performance for 2018

### Programme of work



#### Subprogramme 1 Intergovernmental support, coordination and strategic partnerships

##### 1. Objective

- 17.22 The objective, to which this subprogramme contributes, is to achieve gender equality and realize the empowerment of all women and girls, including full enjoyment of their human rights.

##### 2. Alignment with the Sustainable Development Goals

- 17.23 Given its broad scope, the objective is aligned with all of the Sustainable Development Goals.

##### 3. Highlighted result in 2018

#### Voices of rural women and girls echoed in the outcome document of the sixty-second session of the Commission on the Status of Women

Women and girls living in rural areas represent approximately 25 per cent of the population and face significant challenges that deserve urgent attention. For example, 19 per cent of girls of primary school age in rural areas are out of school, which compares poorly with girls of primary school age in urban areas.

In 2018, UN-Women actions were focused on amplifying the voices and leadership of rural women and girls and supporting the realization of their rights. Through 24 dedicated activities, UN-Women created space and supported the contribution of women and girls to the sixty-second session of the Commission on the Status of Women. It presented their stories in statistical and photo exhibits, created media opportunities and convened panel discussions and dialogues at the session for rural women and girls to voice their concerns and expectations for sustainable and tangible change and improvements in their lives. On the basis of a proposal by UN-Women, two rural women, one of whom a young woman, had the high-visibility opportunity to address the assembled ministers and government representatives at the opening meeting of the session in the General Assembly Hall to present their expectations and concerns. UN-Women also facilitated the participation of rural women and girls at the session, as well as at four regional consultations prior to the session that led to better awareness of their situation and highlighted areas requiring urgent policy responses. In the report on the priority theme of the session, UN-Women provided evidence and a policy framework for gender equality and the empowerment of rural women and girls and proposed concrete actions in three strategic areas for implementation at the national level. UN-Women also created and facilitated opportunities for rural women and girls to make written contributions and to intervene during the



*Civil society speakers at the opening of the sixty-second session of the Commission on the Status of Women. Source: UN-Women/Ryan Brown*

session. Many drew attention to commitments made by Member States in the Beijing Platform for Action and called for the gender-responsive implementation of the 2030 Agenda for Sustainable Development in a manner that would fully benefit rural women and girls so as to leave no one behind and reach those furthest behind first.

The above actions helped to build momentum and increased expectations and commitment for a positive outcome during the sixty-second session of the Commission.

#### *Result and evidence*

The deliverables contributed to the result, which is increased commitment to address the situation of rural women and girls and the recognition that further action is required to address challenges and create opportunities to achieve gender equality and the empowerment of all women and girls living in rural areas.

Evidence of the result includes consensus agreement by Member States on a road map for action for achieving gender equality and the empowerment of rural women and girls, on 23 March 2018 (see [E/2018/27-E/CN.6/2018/20](#)).

The result demonstrates progress made in 2018 towards the collective attainment of the objective.

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- 17.24 A planned result for 2018, which is enhanced support from UN-Women for the activities of intergovernmental bodies, especially the Commission on the Status of Women, for the promotion of gender equality and the empowerment of women, including the integration of gender perspectives into their spheres of activity, as appropriate, as referred to in the proposed programme budget for the biennium 2018–2019, was achieved, as evidenced by the increased number of activities at the global level (21) and over 20 activities at the national level aimed at supporting the participation of Member States, upon their request, in the deliberations of intergovernmental bodies, with particular emphasis on the Commission on the Status of Women. In two such processes, specific steps have also been taken to integrate gender perspectives in their spheres of activity to redress discrimination against women and girls and proactively contribute to strengthening the global normative framework, with the assistance of UN-Women. For example, the Global Compact for Safe, Orderly and Regular Migration enshrines gender-responsiveness as a cross-cutting guiding principle and commits to actions that will reduce the exposure of women and girls to vulnerabilities, risks and violence at all stages of the migration trajectory. In addition, the parties to the Convention on Biological Diversity set out a trajectory and expectations for the reflection of gender perspectives in the post-2020 biodiversity framework, and for an enhanced gender plan of action for 2020 and beyond. Both advances were achieved with the assistance of UN-Women through capacity-building, technical inputs and the provision of evidence and knowledge.

## **4. Highlighted planned result for 2020**

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### **More than processes, accountability for results**

In 2018, more than 94 per cent of United Nations entities, including Secretariat departments and offices, took steps to fully implement the United Nations System-wide Action Plan on Gender Equality and the Empowerment of Women (UN-SWAP), aimed at accelerating gender mainstreaming in policies and programmes at the corporate level.

While the first UN-SWAP (2012–2017) provided a vehicle to identify system-wide successes and challenges related to gender mainstreaming, the framework was primarily focused on corporate processes and institutional arrangements at the individual entity level.

#### *Challenge and response*

The challenge is the limited ability of UN-Women to monitor and report on the actual results and impact of gender mainstreaming in the work of United Nations entities.

UN-Women, in consultation with United Nations entities, strengthened the UN-SWAP framework in 2018 to include accountability for results relating to gender and the Sustainable Development Goals. UN-SWAP 2.0 (2018–2022) builds on UN-SWAP 1.0 and includes three new results-oriented indicators that include: (a) strategic planning of gender-related Sustainable Development Goal results; (b) reporting on gender-related results; and (c) programmatic gender-related results not directly captured in the strategic plan.

In response, for 2020, UN-Women will support United Nations entities in the implementation of UN-SWAP 2.0 by providing capacity-building and knowledge-sharing workshops for UN-SWAP gender focal points; harmonizing and strengthening gender policies and strategies of United Nations system entities; providing consistent advocacy and knowledge generation, including through an online knowledge management and sharing platform (the UN-SWAP knowledge hub), which systematizes documents relevant to gender mainstreaming and the implementation of UN-SWAP; and providing technical support through the preparation of tools and guidance products, customizable tools and help desks. Through its regular monitoring and reporting on system-wide performance against the UN-SWAP performance indicators, UN-Women will aim to capture United Nations system support to Member States in their efforts to meet gender-related Sustainable Development Goals and demonstrate how institutional change in gender mainstreaming at the corporate level can trickle down to operational activities that benefit women and girls.

*Result and evidence*

The planned deliverables are expected to contribute to the result, which is increased accountability for gender-related results, including those related to the Sustainable Development Goals. For the first time, the United Nations will have in place a mechanism for reporting as a system on results related to gender equality and the empowerment of women.

Evidence of the result, if achieved, will include more robust monitoring of gender-related results by United Nations system entities that includes three new results-oriented indicators within the UN-SWAP 2.0 framework.

The result, if achieved, will demonstrate progress made in 2020 towards the collective attainment of the objective.

*Performance measures*

2018	2019	2020
UN-SWAP 1.0 framework Limited reporting on gender-related results by United Nations system entities	Initiation of robust monitoring on gender-related results by United Nations system entities	Robust monitoring on gender-related results by at least half of all United Nations system entities

17.25 The Entity will continue to be guided by all mandates entrusted to it, which provide the legislative framework for its deliverables.

**5. Deliverables for the period 2018–2020**

17.26 Table 17.1 lists all deliverables, by category and subcategory, for the period 2018–2020 that contributed and are expected to contribute to the attainment of the objective stated above.

Table 17.1

**Subprogramme 1: deliverables for the period 2018–2020, by category and subcategory**

	<i>2018 planned</i>	<i>2018 actual</i>	<i>2019 planned</i>	<i>2020 planned</i>
<b>Quantified deliverables</b>				
<b>A. Facilitation of the intergovernmental process and expert bodies</b>				
Parliamentary documentation (number of documents)	5	5	4	4
Substantive services for meetings (number of three-hour meetings)	50	49	52	52
<b>B. Generation and transfer of knowledge</b>				
Publications (number of publications)	3	3	3	3
Technical materials (number of materials)	5	5	5	5
<b>Non-quantified deliverables</b>				
<b>C. Substantive deliverables</b>				
Consultation, advice and advocacy				
<b>D. Communication deliverables</b>				
Digital platforms and multimedia content				



## Subprogramme 2 Policy and programme activities

### 1. Objective

- 17.27 The objective, to which this subprogramme contributes, is to eliminate and prevent all forms of discrimination and violence against women and girls.

### 2. Alignment with the Sustainable Development Goals

- 17.28 Given its broad scope, the objective is aligned with all of the Sustainable Development Goals.

### 3. Highlighted result in 2018

#### Reform of gender-discriminatory laws for Sustainable Development Goal 5

Since its foundation in 2011, UN-Women has supported Member States in the formulation of laws that advance gender equality and in the reform of discriminatory laws to support their compliance with human rights treaties, such as the Convention on the Elimination of All Forms of Discrimination against Women. The existence of gender-discriminatory laws across regions on a broad array of matters, from age of marriage to the right to inherit property or establish a business, continues to hold back the enjoyment by women and girls of the full range of their human rights. The global reform effort was further reinforced with the inclusion in the global indicator framework of Sustainable Development Goal indicator 5.1.1, which measures government efforts to put in place legal frameworks that promote, enforce and monitor gender equality, including by repealing discriminatory laws. The indicator will be key to accelerating progress in the implementation of Goal 5 and all other gender-related commitments in the 2030 Agenda. When the 2030 Agenda was adopted, it included a number of indicators, among them 5.1.1, for which there were no globally agreed definitions or methodology for gathering the data, and hence no global data set which could be used to benchmark or measure progress.



*The parliament of Tunisia voted to pass its first national law to combat violence against women. Source: Khaled Nasraoui*

Over a two-year period, UN-Women collaborated with the World Bank Group and the Organization for Economic Cooperation and Development (OECD) Development Centre to develop the methodology for Sustainable Development Goal indicator 5.1.1, as a basis upon which data can be monitored. UN-Women was able to bring to the process its expertise on human rights and gender statistics, as well as its long-term experience of working with countries to support the reform of discriminatory laws. Development of the methodology involved a series of activities. Analysis was commissioned, and experts agreed on the areas of law to be covered. A questionnaire was developed for Member States. Pilot data were collected and verified and final answers were arrived at after the process of validation with national women's machineries and/or national statistical offices. Throughout the process, the methodology was continually fine-tuned to ensure its universal relevance, broad coverage and feasibility.

Over a two-year period, UN-Women collaborated with the World Bank Group and the Organization for Economic Cooperation and Development (OECD) Development Centre to develop the methodology for Sustainable Development Goal indicator 5.1.1, as a basis upon which data can be monitored. UN-Women was able to bring to the process its expertise on human rights and gender statistics, as well as its long-term experience of working with countries to support the reform of discriminatory laws. Development of the methodology involved a series of activities. Analysis was commissioned, and experts agreed on the areas of law to be covered. A questionnaire was developed for Member States. Pilot data were collected and verified and final answers were arrived at after the process of validation with national women's machineries and/or national statistical offices. Throughout the process, the methodology was continually fine-tuned to ensure its universal relevance, broad coverage and feasibility.

*Result and evidence*

The deliverable contributed to the result, which is agreement on the methodology to be used to monitor indicator 5.1.1. Evidence of the result includes the approval of the methodology by the Inter-Agency and Expert Group on Sustainable Development Goal Indicators, an intergovernmental body which includes United Nations agencies as observers, in April 2018. UN-Women, in collaboration with the World Bank and OECD, has begun data collection, and data will be reported for the first time in 2019 in the annual report of the Secretary-General on the Sustainable Development Goals. The result demonstrates progress made in 2018 towards the collective attainment of the objective.

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- 17.29 A planned result for 2018, which is enhanced capacity of UN-Women to effectively support, upon the request of Member States, national mechanisms for gender equality, service delivery institutions and civil society organizations in order to advance gender equality and women's empowerment and to protect women's human rights, as referred to in the proposed programme budget for the biennium 2018–2019, was achieved, as evidenced by 56 per cent of programme results funding being dedicated to activities related to strengthening capacity development provided by UN-Women, upon the request of Member States, to national mechanisms for gender equality, service delivery institutions and civil society organizations in over 92 countries. UN-Women recognizes capacity development and national ownership of gender equality and women's empowerment strategies as essential for the achievement of agreed results and adherence to commitments and norms. To that end, and in keeping with the guidance in General Assembly resolution [67/226](#) on strengthening operational and normative linkages for greater sustainability and in line with the quadrennial comprehensive policy review of operational activities for development of the United Nations system, UN-Women programmes continued to incorporate capacity development priorities and approaches, including through support for effective national institutions by providing technical assistance to ministries to integrate gender perspectives into policies, plans and budgets, and by developing the capacity of national women's machineries and women's organizations through training, the deployment of specific expertise and South-South and triangular cooperation.

#### **4. Highlighted planned result for 2020**

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##### **Ending the cycle: prevention of violence against women and girls**

Since 2014, with the support of UN-Women, at least 52 countries, with a combined female population of over 1.5 billion, have taken steps to strengthen legislation to address violence against women and girls. This represents progress, in the light of the fact that 19 per cent of women globally have reported sexual or physical violence in the past 12 months, usually at the hands of an intimate partner.

##### *Challenge and response*

However, alongside progress in responding to violence against women and girls through laws and services to support victims and survivors, the challenge is to generate greater action to prevent such violence from happening in the first place.

In response, for 2020, UN-Women will intensify its support to countries, in partnership with other United Nations agencies and expert stakeholders, to develop prevention strategies as the next step towards prevention of violence. These strategies will build on the first prevention framework prepared by UN-Women and partners in 2015 and will be evidence-based, drawing from established approaches to the prevention of violence against women and girls.

The approaches include those that work with multiple institutions and actors – from schools and workplaces to religious leaders, community groups and women's organizations – to bring about sustainable institutional changes and address the underlying social norms that fail to prevent violence against women. UN-Women will develop guidance and training to advance the strategies. In the next period, programming guidance for media organizations, university campuses, sports institutions and workplaces on their role in challenging the gender stereotypes and discrimination that underpin endemic violence against women and girls will be rolled out for country-level

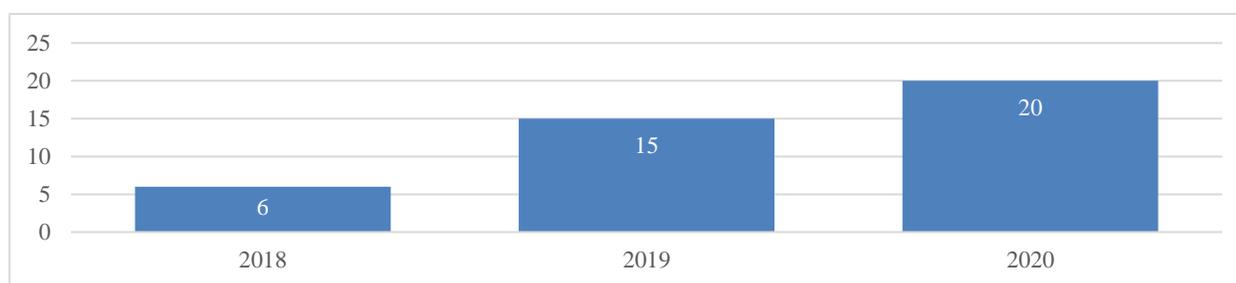
implementation. The work will benefit from synergies with the Spotlight Initiative to eliminate violence against women and girls, a joint United Nations-European Union initiative with a five-year funding commitment of €500 million from the European Union. UN-Women is hosting the global technical team for the Spotlight Initiative, contributing the agency’s decades of experience in this field. The Spotlight Initiative is being implemented in 13 countries, with prevention as one of three pillars.

*Result and evidence*

The planned deliverable is expected to contribute to the result, which is the expansion of the number and geographical scope of strategies aimed at preventing violence against women and girls.

Evidence of the result, if achieved, will include 20 countries from different regions with national prevention strategies in place, developed by a range of partners, including civil society and the Government. The result, if achieved, will demonstrate progress made in 2020 towards the collective attainment of the objective.

*Performance measures: number of national prevention strategies*



17.30 The Entity will continue to be guided by all mandates entrusted to it, which provide the legislative framework for its deliverables.

**5. Deliverables for the period 2018–2020**

17.31 Table 17.2 lists all deliverables, by category and subcategory, for the period 2018–2020 that contributed and are expected to contribute to the attainment of the objective stated above.

Table 17.2

**Subprogramme 2: deliverables for the period 2018–2020, by category and subcategory**

	2018 planned	2018 actual	2019 planned	2020 planned
<b>Quantified deliverables</b>				
<b>A. Facilitation of the intergovernmental process and expert bodies</b>				
Parliamentary documentation (number of documents)	11	11	10	9
<b>B. Generation and transfer of knowledge</b>				
Field and technical cooperation projects (number of projects)	–	–	2	2
Seminars, workshops and training events (number of days)	3	3	2	3
Publications (number of publications)	1	1	2	2
Technical materials (number of materials)	2	2	4	2
<b>Non-quantified deliverables</b>				
<b>C. Substantive deliverables</b>				
Consultation, advice and advocacy				

	<i>2018 planned</i>	<i>2018 actual</i>	<i>2019 planned</i>	<i>2020 planned</i>
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**D. Communication deliverables**

Outreach programmes, special events and information materials

External and media relations

Digital platforms and multimedia content

Library services

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## 6. Most significant relative variances in deliverables

### Variances between the planned figures for 2020 and 2019

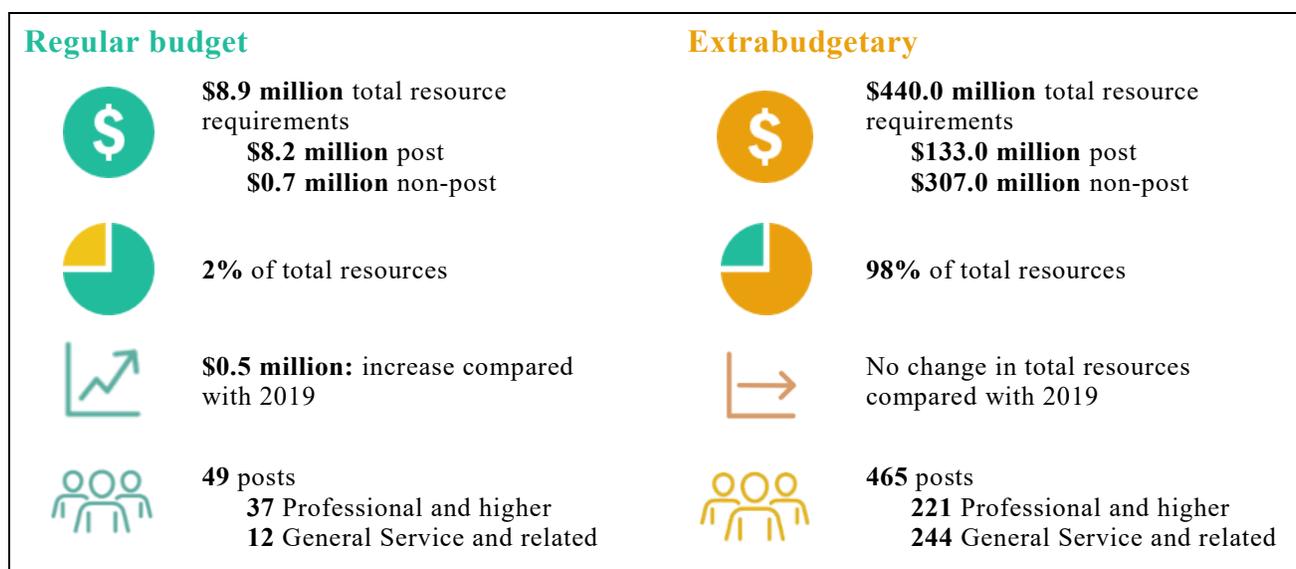
- 17.32 The variance in parliamentary documentation is driven mainly by the report of the Secretary-General to the General Assembly on women in development, owing to its biennial cycle. The report is scheduled to be issued in 2019.
- 17.33 The variance in seminars, workshops and training events is driven mainly by the training event on gender macroeconomics for 2020, owing to the introduction of this new training in response to increased demand in this area.
- 17.34 The variance in technical materials is driven mainly by the two new guidance notes on essential services to respond to violence against women and on integrating gender equality into macroeconomic policy, owing to the change in approach whereby direct technical assistance is provided to Governments, upon their request, in lieu of the guidance notes.

## B. Proposed post and non-post resource requirements for 2020

### Overview

17.35 The total resource requirements for 2020, comprising the regular budget and projected extrabudgetary resources, are reflected in figure 17.II and table 17.3.

Figure 17.II  
2020 in numbers



Note: Estimates before recosting.

Table 17.3

### Overview of financial and post resources by component, subprogramme and funding source

(Thousands of United States dollars/number of posts)

	Regular budget			Extrabudgetary			Total		
	2019 appropriation	2020 estimate (before recosting)	Variance	2019 estimate	2020 estimate	Variance	2019 estimate	2020 estimate	Variance
<b>Financial resources</b>									
Polymaking organs	101.3	101.3	–	685.9	685.9	–	787.2	787.2	–
Executive direction and management	876.2	876.2	–	10 766.6	10 766.6	–	11 642.8	11 642.8	–
Programme of work									
1. Intergovernmental support, coordination and strategic partnerships	3 785.3	4 125.7	340.4	18 189.4	18 189.4	–	21 974.7	22 315.1	340.4
2. Policy and programme activities	2 952.9	3 099.1	146.2	370 891.5	370 891.5	–	373 844.4	373 990.6	146.2
<b>Subtotal, programme of work</b>	<b>6 738.2</b>	<b>7 224.8</b>	<b>486.6</b>	<b>389 080.9</b>	<b>389 080.9</b>	<b>–</b>	<b>395 819.1</b>	<b>396 305.7</b>	<b>486.6</b>

**Section 17 UN-Women**

	Regular budget			Extrabudgetary			Total		
	2019 appropriation	2020 estimate (before recosting)	Variance	2019 estimate	2020 estimate	Variance	2019 estimate	2020 estimate	Variance
Programme support	649.6	649.6	–	39 466.6	39 466.6	–	40 116.2	40 116.2	–
<b>Total</b>	<b>8 365.3</b>	<b>8 851.9</b>	<b>486.6</b>	<b>440 000.0</b>	<b>440 000.0</b>	<b>–</b>	<b>448 365.3</b>	<b>448 851.9</b>	<b>486.6</b>
<b>Post resources</b>									
Executive direction and management	4	4	–	19	19	–	23	23	–
Programme of work									
1. Intergovernmental support, coordination and strategic partnerships	23	24	1	34	34	–	57	58	1
2. Policy and programme activities	19	18	(1)	356	356	–	375	374	(1)
<b>Subtotal, programme of work</b>	<b>42</b>	<b>42</b>	<b>–</b>	<b>390</b>	<b>390</b>	<b>–</b>	<b>432</b>	<b>432</b>	<b>–</b>
Programme support	3	3	–	56	56	–	59	59	–
<b>Total</b>	<b>49</b>	<b>49</b>	<b>–</b>	<b>465</b>	<b>465</b>	<b>–</b>	<b>514</b>	<b>514</b>	<b>–</b>

### Overview of resources for the regular budget

17.36 The proposed regular budget resources for 2020, including the breakdown of resource changes, as applicable, are reflected in tables 17.4 and 17.5. The proposed resource level provides for the full, efficient and effective implementation of mandates.

Table 17.4

#### Evolution of financial resources by component and main category of expenditure

(Thousands of United States dollars)

Component	2018 expenditure	2019 appropriation	Changes					2020 estimate (before recosting)	2020 estimate (after recosting)	
			Technical adjustments	New/ expanded mandates	Other	Total	Percentage			
Policymaking organs	65.9	101.3	–	–	–	–	–	101.3	1.6	102.9
Executive direction and management	891.3	876.2	–	–	–	–	–	876.2	42.5	918.7
Programme of work	7 307.7	6 738.2	486.6	–	–	486.6	7.2	7 224.8	306.9	7 531.7
Programme support	696.3	649.6	–	–	–	–	–	649.6	21.8	671.4
<b>Total</b>	<b>8 961.3</b>	<b>8 365.3</b>	<b>486.6</b>	<b>–</b>	<b>–</b>	<b>486.6</b>	<b>5.8</b>	<b>8 851.9</b>	<b>372.8</b>	<b>9 224.7</b>
<b>Main category of expenditure</b>										
Post	8 369.3	7 673.8	486.6	–	–	486.6	6.3	8 160.4	362.0	8 522.4
Non-post	592.0	691.5	–	–	–	–	–	691.5	10.8	702.3
<b>Total</b>	<b>8 961.3</b>	<b>8 365.3</b>	<b>486.6</b>	<b>–</b>	<b>–</b>	<b>486.6</b>	<b>5.8</b>	<b>8 851.9</b>	<b>372.8</b>	<b>9 224.7</b>

Table 17.5  
Evolution of established post resources by category

	2019 approved	Changes			2020 estimate	Variance
		Technical adjustments	New/expanded mandates	Other		
<b>Professional and higher</b>						
USG	1	–	–	–	1	–
ASG	1	–	–	–	1	–
D-2	3	–	–	–	3	–
D-1	4	–	–	–	4	–
P-5	7	–	–	–	7	–
P-4	8	–	–	–	8	–
P-3	8	–	–	–	8	–
P-2/1	5	–	–	–	5	–
<b>Subtotal</b>	<b>37</b>	<b>–</b>	<b>–</b>	<b>–</b>	<b>37</b>	<b>–</b>
<b>General Service</b>						
Other level	12	–	–	–	12	–
<b>Subtotal</b>	<b>12</b>	<b>–</b>	<b>–</b>	<b>–</b>	<b>12</b>	<b>–</b>
<b>Total</b>	<b>49</b>	<b>–</b>	<b>–</b>	<b>–</b>	<b>49</b>	<b>–</b>

Note: The breakdown of post changes by component, subprogramme and post level is provided in annex II.  
Abbreviations: ASG, Assistant Secretary-General; USG, Under-Secretary-General.

### Policymaking organs

- 17.37 The resources proposed under this component would provide for requirements relating to meetings of the Commission on the Status of Women, the servicing of which is the responsibility of UN-Women. Tables 17.6 and 17.7 provide information on the Commission and related resource requirements under the regular budget.

Table 17.6  
Policymaking organs

	Mandate	Description	Membership		Number of sessions in 2020	Resource requirements (thousands of United States dollars)	
			Governments	Experts		2019 appropriation	2020 estimate (before recosting)
Commission on the Status of Women	Economic and Social Council resolutions 11 (II) and 1989/45	The Commission has a central role within the United Nations system in monitoring the implementation of the Beijing Declaration and Platform for Action and in advising the Economic and Social Council thereon. The Commission holds a ministerial segment, including interactive high-level round tables in parallel chambers, two interactive expert panels on the priority theme of each session, as well as a panel on an emerging issue, an interactive dialogue to review a theme from an earlier session and other high-level interactive dialogues. Under Council resolutions 76 (V), 304 (XI) and 1983/27, the Secretary-General is mandated to prepare lists of confidential and non-confidential communications on the status of women for submission to the Commission	45	–	1: Sixty-fourth session	101.3	101.3
<b>Total</b>						<b>101.3</b>	<b>101.3</b>

17.38 The proposed regular budget resources for 2020 amount to \$101,300 and reflect no resource change compared with the appropriation for 2019. Additional details are reflected in figure 17.III and table 17.7.

Figure 17.III  
Resources for policymaking organs as a percentage of the regular budget

(Millions of United States dollars)



Table 17.7

**Policymaking organs: evolution of financial resources**

(Thousands of United States dollars)

	2018 expenditure	2019 appropriation	Changes				Total	Percentage	Total (before recosting)
			Technical adjustments	New/ expanded mandates	Other				
Non-post									
Travel of representatives	65.9	101.3	–	–	–	–	–	–	101.3

- 17.39 Estimated extrabudgetary resources amount to \$685,900, as reflected in table 17.3. The resources would provide for the Executive Board, in line with the General Assembly resolution [64/289](#) and annex I to General Assembly resolution [48/162](#).

**Executive direction and management**

- 17.40 The Executive Director (Under-Secretary-General) is responsible for the overall direction and management of UN-Women in the implementation of its mandates and approved programme of work. The Under-Secretary-General provides policy advice to the Secretary-General and Deputy Secretary-General on all issues pertaining to the promotion of gender equality and women's empowerment, participates in the work of the United Nations System Chief Executives Board for Coordination and leads, coordinates and promotes the accountability of the United Nations system in its work on gender equality and women's empowerment. The Under-Secretary-General also advocates at the highest level for the promotion of gender equality and the empowerment of women and leads the strengthening of partnerships with all relevant stakeholders to advance the programme of work.
- 17.41 The Under-Secretary-General is assisted by the Assistant Secretary-General for Intergovernmental Support and Strategic Partnerships, who is also responsible for United Nations coordination, the Assistant Secretary-General for Policy and Programme, the Director of the Division of Management and Administration and the Director of Independent Evaluation and Audit Services.
- 17.42 In accordance with the 2030 Agenda for Sustainable Development, in particular target 12.6 of the Sustainable Development Goals, in which organizations are encouraged to integrate sustainability information into their reporting cycles, and in compliance with the cross-cutting mandate set out in paragraph 19 of General Assembly resolution [72/219](#), UN-Women is integrating environmental management practices into its operations. In 2018, highlights included the implementation of PaperSmart, which enables delegations to download documents electronically and substantially reduces the printing of documents while still allowing for printing at the request of delegations. Additionally, the leveraging of videoconferencing and other online collaboration tools for meetings involving remote offices helped to reduce travel. In 2020, the Office of the Under-Secretary-General will enhance its e-procurement by integrating all forms, templates and tools in a single electronic platform that eliminates printing by allowing for electronic approvals. Additionally, the automation of the procurement evaluation process allows for the discontinuation of offline reviews and of the printing of large volumes of documents.
- 17.43 Information on compliance with regard to the timely submission of documentation and advance booking for air travel is reflected in table 17.8.

Table 17.8  
**Compliance rate**

(Percentage)

	<i>Planned 2018</i>	<i>Actual 2018</i>	<i>Planned 2019</i>	<i>Planned 2020</i>
Timely submission of documentation	100	90	100	100
Air tickets purchased at least 2 weeks before the commencement of travel	100	90	100	100

17.44 The proposed regular budget resources for 2020 amount to \$876,200 and reflect no resource change compared with the appropriation for 2019. Additional details are reflected in figure 17.IV and table 17.9.

Figure 17.IV

**Resources for executive direction and management as a percentage of the regular budget**

(Millions of United States dollars)



Table 17.9

**Executive direction and management: evolution of financial and post resources**

(Thousands of United States dollars/number of posts)

	2018 <i>expenditure</i>	2019 <i>appropriation</i>	<i>Changes</i>				<i>Total</i>	<i>Percentage</i>	2020 <i>estimate</i> (before <i>recosting</i> )
			<i>Technical adjustments</i>	<i>New/expanded mandates</i>	<i>Other</i>				
<b>Financial resources by main category of expenditure</b>									
Post	891.3	876.2	–	–	–	–	–	–	876.2
<b>Total</b>	<b>891.3</b>	<b>876.2</b>	<b>–</b>	<b>–</b>	<b>–</b>	<b>–</b>	<b>–</b>	<b>–</b>	<b>876.2</b>
<b>Post resources by category</b>									
Professional and higher		3	–	–	–	–	–	–	3
General Service and related		1	–	–	–	–	–	–	1
<b>Total</b>		<b>4</b>	<b>–</b>	<b>–</b>	<b>–</b>	<b>–</b>	<b>–</b>	<b>–</b>	<b>4</b>

17.45 Estimated extrabudgetary resources amount to \$10,766,600, as reflected in table 17.3. The resources would support the Office of the Under-Secretary-General in overall executive direction and management, including the planning, coordination, management and assessment of the programme of work and strategic plan of the Entity and the delivery of its outputs.

## Programme of work

17.46 The proposed regular budget resources for 2020 are reflected in figures 17.V and 17.VI and table 17.10.

Figure 17.V

### Resources for the programme of work as a percentage of the regular budget

(Millions of United States dollars)

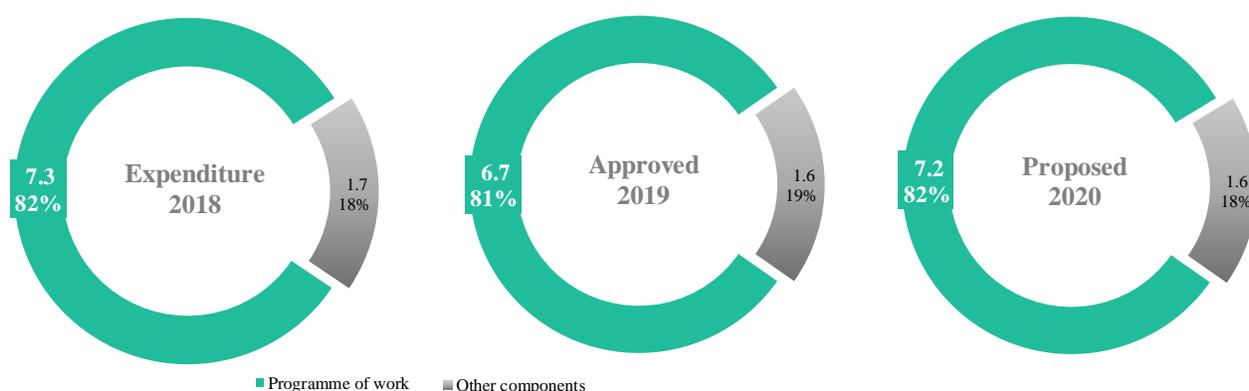


Table 17.10

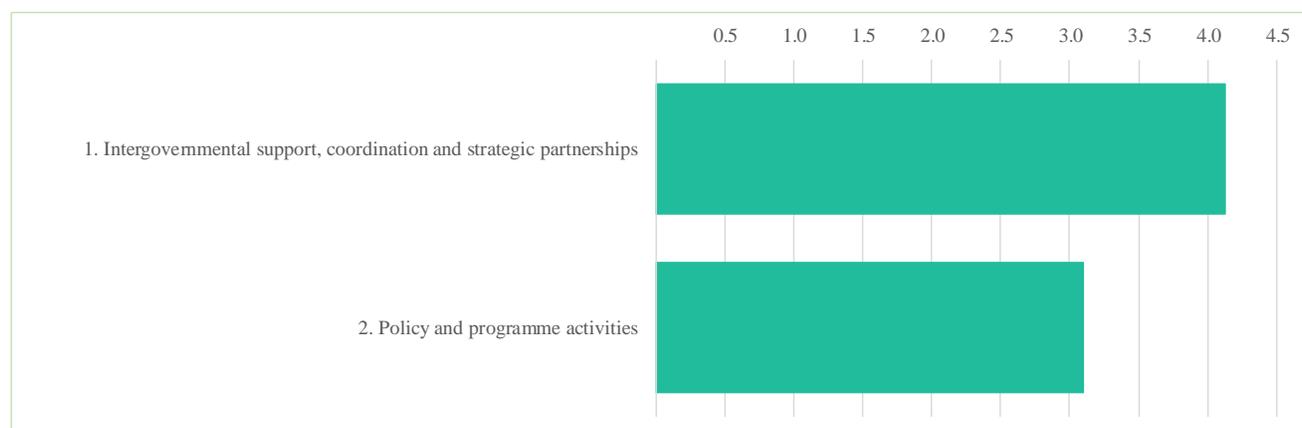
### Programme of work: evolution of financial and post resources

(Thousands of United States dollars/number of posts)

	2018 expenditure	2019 appropriation	Technical adjustments	Changes			Total	Percentage	2020 estimate (before recosting)
				New/expanded mandates	Other				
<b>Financial resources by subprogramme</b>									
1. Intergovernmental support, coordination and strategic partnerships	4 075.7	3 785.3	183.6	–	156.8	340.4	9.0	4 125.7	
2. Policy and programme activities	3 232.0	2 952.9	303.0	–	(156.8)	146.2	5.0	3 099.1	
<b>Total</b>	<b>7 307.7</b>	<b>6 738.2</b>	<b>486.6</b>	<b>–</b>	<b>–</b>	<b>486.6</b>	<b>7.2</b>	<b>7 224.8</b>	
<b>Financial resources by main category of expenditure</b>									
Post	7 019.1	6 409.2	486.6	–	–	486.6	7.6	6 895.8	
Non-post	288.6	329.0	–	–	–	–	–	329.0	
<b>Total</b>	<b>7 307.7</b>	<b>6 738.2</b>	<b>486.6</b>	<b>–</b>	<b>–</b>	<b>486.6</b>	<b>7.2</b>	<b>7 224.8</b>	
<b>Post resources by subprogramme</b>									
1. Intergovernmental support, coordination and strategic partnerships	–	23	–	–	1	1	4.3	24	
2. Policy and programme activities	–	19	–	–	(1)	(1)	(5.3)	18	
<b>Total</b>	<b>–</b>	<b>42</b>	<b>–</b>	<b>–</b>	<b>–</b>	<b>–</b>	<b>–</b>	<b>42</b>	

Figure 17.VI  
**Distribution of proposed resources for 2020 by subprogramme**

(Millions of United States dollars)



### Subprogramme 1

#### Intergovernmental support, coordination and strategic partnerships

17.47 The proposed regular budget resources for 2020 amount to \$4,125,700 and reflect an increase of \$340,400 compared with the appropriation for 2019. Additional details are reflected in table 17.11 and figure 17.VII.

Table 17.11

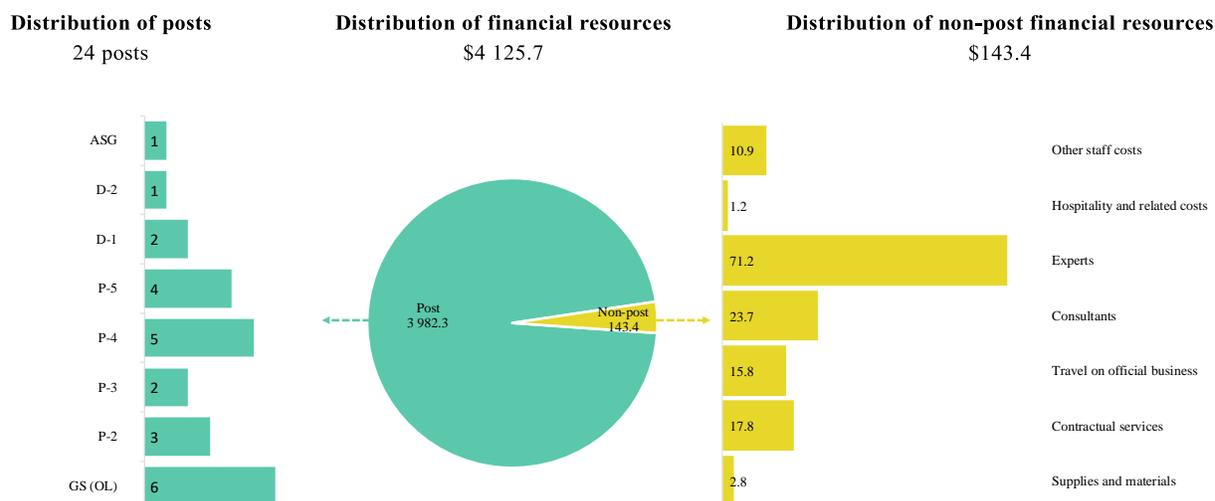
#### Subprogramme 1: evolution of financial and post resources

(Thousands of United States dollars/number of posts)

	2018 expenditure	2019 appropriation	Changes				Total	Percentage	2020 estimate (before recosting)
			Technical adjustments	New/expanded mandates	Other				
<b>Financial resources by main category of expenditure</b>									
Post	3 927.4	3 641.9	183.6	–	156.8	340.4	9.3	3 982.3	
Non-post	148.3	143.4	–	–	–	–	–	143.4	
<b>Total</b>	<b>4 075.7</b>	<b>3 785.3</b>	<b>183.6</b>	<b>–</b>	<b>156.8</b>	<b>340.4</b>	<b>9.0</b>	<b>4 125.7</b>	
<b>Post resources by category</b>									
Professional and higher		17	–	–	1	1	5.9	18	
General Service and related		6	–	–	–	–	–	6	
<b>Total</b>		<b>23</b>	<b>–</b>	<b>–</b>	<b>1</b>	<b>1</b>	<b>4.3</b>	<b>24</b>	

Figure 17.VII  
**Subprogramme 1: distribution of proposed resources for 2020 (before recosting)**

(Number of posts/thousands of United States dollars)



Abbreviations: ASG, Assistant Secretary-General; GS (OL), General Service (Other level).

17.48 The variance of \$340,400 reflects:

- (a) **Technical adjustments.** The annual provision under post resources in the amount of \$183,600 relates to two posts (1 P-4 and 1 P-3) established in the biennium 2018-2019, effective 1 January 2018, pursuant to General Assembly resolution 72/261 in the context of the proposed programme budget for the biennium 2018-2019. The cost of the posts was approved with a 50 per cent vacancy rate for the biennium, which was applied in each year of the biennium;
- (b) **Other changes.** An increase of \$156,800 relates to the inward redeployment of one post of Policy Specialist (P-3) from subprogramme 2. The redeployment would contribute to strengthening the capacity of the United Nations System Coordination Division in its work on gender equality across the United Nations system at the global level, including for women and girls with disabilities.

17.49 Estimated extrabudgetary resources amount to \$18,189,400, as presented in table 17.3. The resources would provide for engagement with intergovernmental bodies and support to its processes aiming at: (a) strengthening the integration of gender equality issues in discussions and outcomes; (b) enhancing consultation with and support to civil society organizations to encourage them to participate in intergovernmental processes, including through increased outreach, funding and capacity-building; (c) promoting system-wide coordination of the gender mainstreaming efforts of the United Nations system; and (d) advocating for system-wide coordination and monitoring of the status of women in the United Nations system and fulfilment of other mandates of the Beijing Declaration and Platform for Action.

## Subprogramme 2 Policy and programme activities

17.50 The proposed regular budget resources for 2020 amount to \$3,099,100 and reflect an increase of \$146,200 compared with the appropriation for 2019. Additional details are reflected in table 17.12 and figure 17.VIII.

Table 17.12

**Subprogramme 2: evolution of financial and post resources**

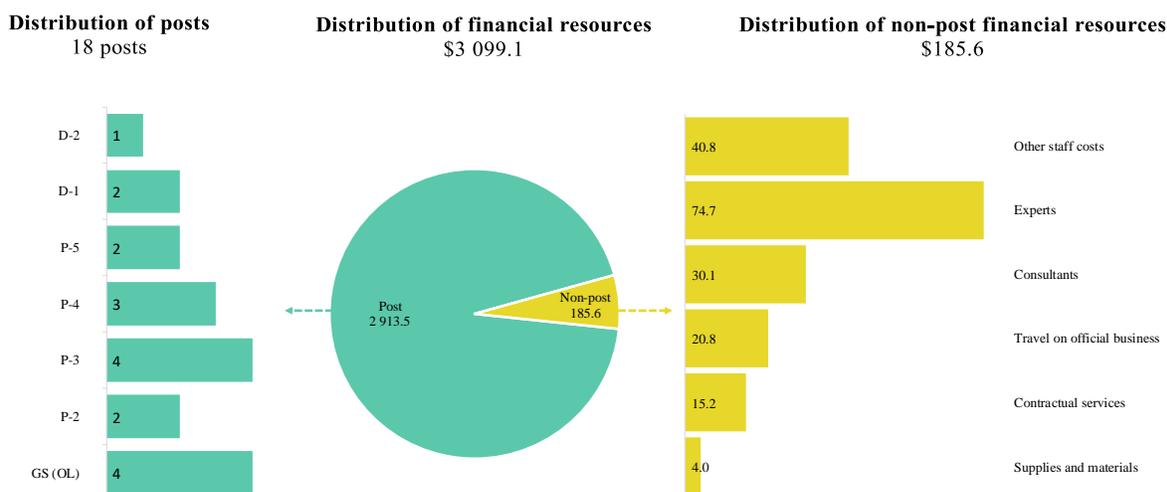
(Thousands of United States dollars/number of posts)

	2018 expenditure	2019 appropriation	Changes				Total	Percentage	2020 estimate (before recosting)
			Technical adjustments	New/expanded mandates	Other				
<b>Financial resources by main category of expenditure</b>									
Post	3 091.7	2 767.3	303.0	–	(156.8)	146.2	5.3	2 913.5	
Non-post	140.3	185.6	–	–	–	–	–	185.6	
<b>Total</b>	<b>3 232.0</b>	<b>2 952.9</b>	<b>303.0</b>	<b>–</b>	<b>(156.8)</b>	<b>146.2</b>	<b>5.0</b>	<b>3 099.1</b>	
<b>Post resources by category</b>									
Professional and higher		15	–	–	(1)	(1)	(6.7)	14	
General Service and related		4	–	–	–	–	–	4	
<b>Total</b>		<b>19</b>	<b>–</b>	<b>–</b>	<b>(1)</b>	<b>(1)</b>	<b>(5.3)</b>	<b>18</b>	

Figure 17.VIII

**Subprogramme 2: distribution of proposed resources for 2020 (before recosting)**

(Number of posts/thousands of United States dollars)



Abbreviation: GS (OL), General Service (Other level).

17.51 The variance of \$146,200 reflects:

- Technical adjustments.** The annual provision under post resources in the amount of \$303,300 relates to three posts (1 D-2, 1 D-1 and 1 P-3) established in the biennium 2018-2019, effective 1 January 2018, pursuant to General Assembly resolution 72/261 in the context of the proposed programme budget for the biennium 2018-2019. The cost of the posts was approved with a 50 per cent vacancy rate for the biennium, which was applied in each year of the biennium;
- Other changes.** The decrease of \$156,800 reflects the outward redeployment of one post of Policy Specialist (P-3) to subprogramme 1. The redeployment would help subprogramme 1 to strengthen the capacity of the United Nations System Coordination Division in its work on

gender equality across the United Nations system at the global level, including for women and girls with disabilities.

17.52 Estimated extrabudgetary resources amount to \$370,891,500, as reflected in table 17.3. The resources would support Member States, upon their request, in the implementation of their national commitments to eliminate discrimination against women and girls, empower women and achieve equality between women and men as partners and beneficiaries of development, human rights, humanitarian action and peace and security.

### Programme support

17.53 Responsibility for this area is vested in the Management and Administration Division of UN-Women. The Division assists the Under-Secretary-General in discharging responsibilities in the areas of human resources, finance and budget, administrative services, procurement and facilities management, information technology services, security, operational oversight and accountability, and audit. In addition, the Division provides administrative and operational support for the implementation of the programme activities of the Entity.

17.54 The proposed regular budget resources for 2020 amount to \$649,600 and reflect no resource change compared with the appropriation for 2019. Additional details are reflected in figures 17.IX and 17.X and table 17.13.

Figure 17.IX  
Resources for programme support as a percentage of the regular budget

(Millions of United States dollars)

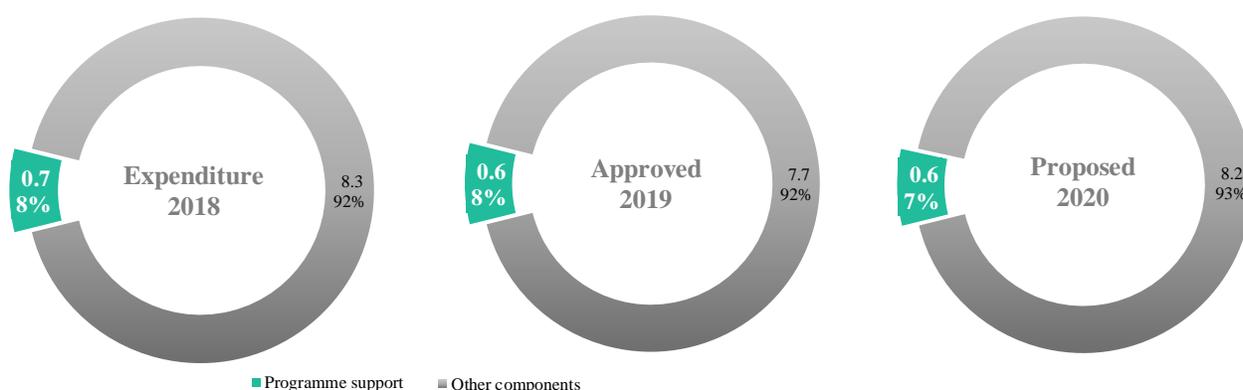


Table 17.13  
Programme support: evolution of financial and post resources

(Thousands of United States dollars/number of posts)

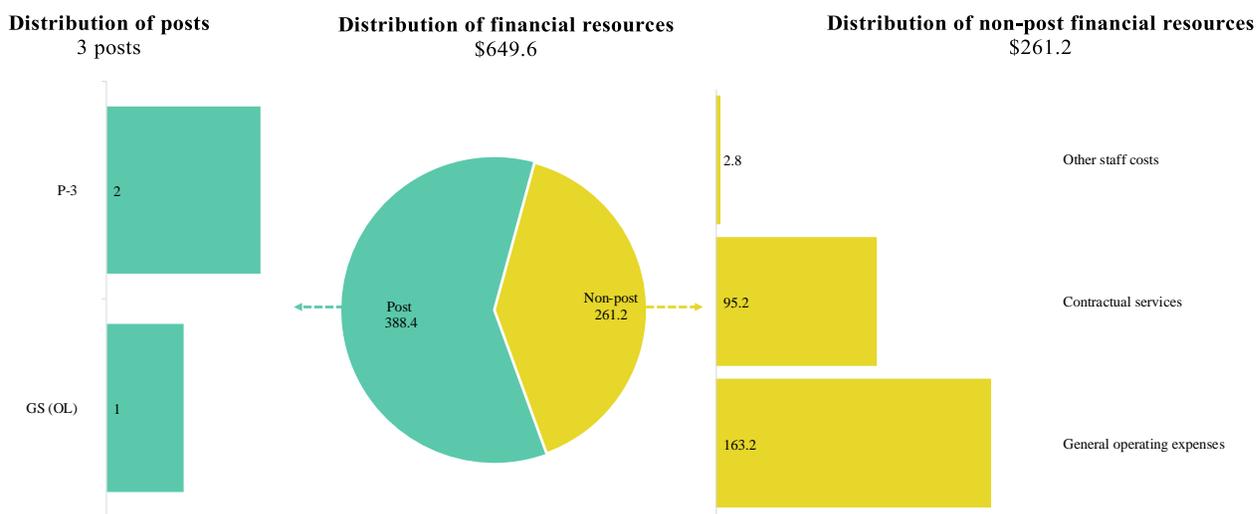
	2018 expenditure	2019 appropriation	Changes			Total	Percentage	2020 estimate (before recosting)
			Technical adjustments	New/expanded mandates	Other			
<b>Financial resources by main category of expenditure</b>								
Post	458.9	388.4	–	–	–	–	–	388.4
Non-post	237.4	261.2	–	–	–	–	–	261.2
<b>Total</b>	<b>696.3</b>	<b>649.6</b>	<b>–</b>	<b>–</b>	<b>–</b>	<b>–</b>	<b>–</b>	<b>649.6</b>

	2018 expenditure	2019 appropriation	Changes				2020 estimate (before recosting)
			Technical adjustments	New/expanded mandates	Other	Total	
<b>Post resources by category</b>							
Professional and higher		2	–	–	–	–	2
General Service and related		1	–	–	–	–	1
<b>Total</b>		<b>3</b>	<b>–</b>	<b>–</b>	<b>–</b>	<b>–</b>	<b>3</b>

Figure 17.X

**Programme support: distribution of proposed resources for 2020 (before recosting)**

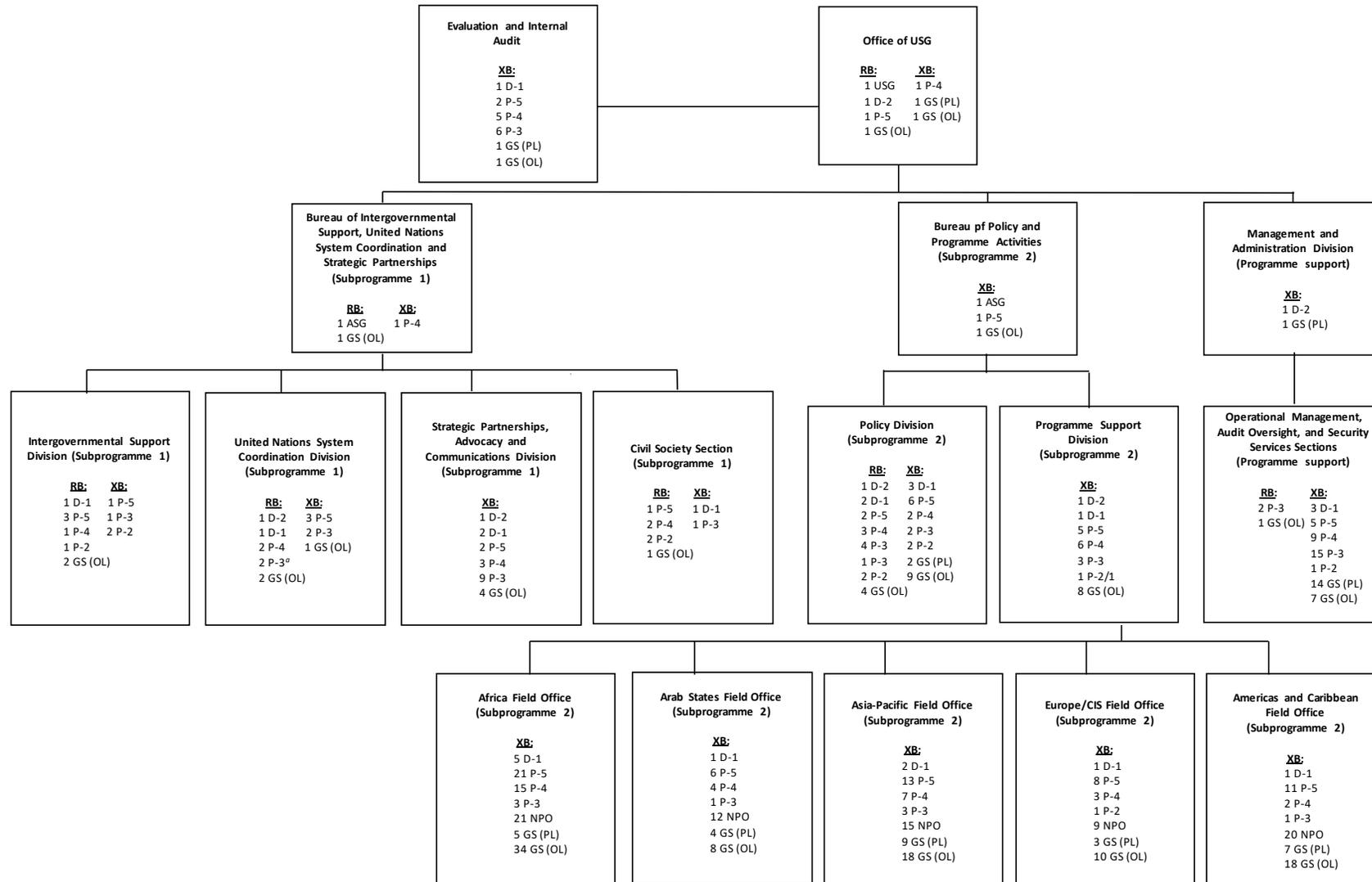
(Number of posts/thousands of United States dollars)



Abbreviation: GS (OL), General Service (Other level).

17.55 Estimated extrabudgetary resources amount to \$39,466,600, as reflected in table 17.3. The resources would provide for the Management and Administration Division to assist the Under-Secretary-General in discharging responsibilities in the areas of personnel, finance and general administration.

Organizational structure and post distribution for 2020



Abbreviations: ASG, Assistant Secretary-General; CIS, Commonwealth of Independent States; GS (OL), General Service (Other level); GS (PL), General Service (Principal level); NPO, National Professional Officer; RB, regular budget; USG, Under-Secretary-General; XB, extrabudgetary.

<sup>a</sup> Proposed redeployment of 1 P-3 post from subprogramme 2 to subprogramme 1.

## Annex II

**Summary of proposed changes in established and temporary posts,  
by component and subprogramme**

	<i>Posts</i>	<i>Level</i>	<i>Description</i>	<i>Reason for change</i>
Subprogramme 1 Intergovernmental support, coordination and strategic partnerships and Subprogramme 2 Policy and programme activities	1	P-3	Redeployment of 1 Policy Specialist from subprogramme 2 to subprogramme 1	To strengthen the inclusion of the rights of women and girls with disabilities in the Entity's efforts to achieve gender equality, the empowerment of all women and girls and the realization of their rights in line with its mandate and international norms and standards, including the Beijing Declaration and Platform for Action, the Convention on the Elimination of All Forms of Discrimination against Women, the Convention on the Rights of Persons with Disabilities and the 2030 Agenda for Sustainable Development, which resolves to leave no one behind. UN-Women undertakes its work in this area through United Nations inter-agency mechanisms and partnerships, including the Inter-Agency Support Group on the Convention on the Rights of Persons with Disabilities and the United Nations Partnership to Promote the Rights of Persons with Disabilities fund
<b>Total</b>	<b>1</b>			