

GENERATION EQUALITY

Compendium of Lessons Learned 2026



UN 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.

View the report at: <https://commitments.generationequality.org/2026-publications/2026-compendium-lessons-learned>

The views expressed in this publication are those of the authors and do not necessarily represent the views of UN Women, the United Nations, any of its affiliated organizations, or any of the Commitment Makers and Compact Signatories. For a list of any errors or omissions found after printing, please visit our website.

e-ISBN: 9789211576443

ACKNOWLEDGEMENTS

UN Women's UN System Coordination Division, Officer in Charge: Alice Shackelford

Report lead: Laura Gagliardone

Report authors: Laura Gagliardone, Svenja Siemonsen

Production, communication and outreach: Laura Gagliardone

Reviewers and contributors: Isatou Badjie, Bindu Bhandari, Nazneen Damji, Evelyn Selle Letiyo, Helene Molinier, Jeevika Shiv, Paivi Kannisto, Harriette Williams Bright, Lopa Banerjee, Vivek Rai, Ritah Muyambo, Marie Berg, Laura Brady, Javier Piriz (all UN Women).

Copyeditor: Jen Ross

Designer: Blossom

© UN Women 2026.

This work is available open access by complying with the Creative Commons license created for inter-governmental organizations, licensed under CC BY-NC-ND 3.0 IGO.

<https://creativecommons.org/licenses/by-nc-nd/3.0/igo/>.

Publishers must delete the UN Women logo from their edition and create a new cover design.

Publishers should email the file of their edition to: permissions@unwomen.org.

Photocopies and reproductions of excerpts are allowed with proper credits.

FOREWORD

With only a few years remaining to achieve the 2030 Agenda for Sustainable Development, the world stands at a critical juncture for gender equality. While important gains have been made, progress remains uneven and fragile—and in some contexts, it is under threat. Structural inequalities persist, and far too many women and girls continue to face barriers to the full realization of their rights.

This moment, shaped by the thirtieth anniversary of the Beijing Declaration and Platform for Action, brings both urgency and opportunity: urgency to safeguard hard-won gains, and opportunity to strengthen collective, sustained action.

Generation Equality, launched in 2021, was conceived in response to this challenge. It set out not only to mobilize commitments, but to transform how gender equality is advanced by bringing together governments, the United Nations system, civil society, the private sector, philanthropies, and youth in a shared space for leadership, financing, and accountability. Over five years, through its Action Coalitions and the Women, Peace and Security and Humanitarian Action Compact, Generation Equality has catalysed more than 2,500 commitments and mobilized over USD 50 billion in pledged financing, with more than USD 21 billion already reported in expenditures. It has contributed to policy reform, the scaling-up of programmes, stronger coordination, and heightened political visibility for gender equality at national, regional, and global levels.

This Compendium of Lessons Learned distils these experiences into a set of strategic insights. It highlights a central lesson: progress accelerates when gender equality is embedded within systems. When governance, financing, and accountability are aligned—and when feminist movements and young people are recognized not as stakeholders, but as co-leaders—change becomes more coherent, scalable, and sustainable.



As partners look ahead to the sixty-first session of the Commission on the Status of Women and to shaping the post-2030 development agenda, the lessons presented here provide both a timely reflection and a practical roadmap.

The experience of Generation Equality demonstrates that collective, multistakeholder ambition can drive meaningful results across a progressive agenda of change for women and girls' rights and gender equality. Yet ambition alone is not enough—it must be institutionalized to endure. By embedding feminist leadership, deepening partnerships, particularly with youth, and ensuring that resources reach those leading change on the ground, we can accelerate progress and deliver lasting transformation for women and girls everywhere.

SIMA BAHOUS

Under Secretary General and
UN Women Executive Director

TABLE OF CONTENTS

FOREWORD	3
ACRONYMS	7
EXECUTIVE SUMMARY	8
KEY TAKEAWAYS	9
INTRODUCTION	11
1. SNAPSHOT OF CONTRIBUTIONS BY ACTION COALITIONS AND THE WPS-HA COMPACT	13
Ending Gender-Based Violence AC: From global norms to local systems	14
Economic Justice and Rights AC: Driving economic transformation for women and girls	16
Bodily Autonomy and Sexual and Reproductive Health and Rights AC:	18
Advancing universal access through multi-stakeholder commitments and coordinated action	18
Technology & Innovation AC: Closing digital gender gaps and preventing online violence	20
Feminist Movements and Leadership: Addressing power in decision-making	22
Feminist Action for Climate Justice AC: Gender-responsive climate and environmental action	24
WPS-HA Compact: Promoting women's leadership and protection in crisis, conflict and humanitarian settings through coordinated humanitarian and peacebuilding efforts	26
2. LESSONS LEARNED AND GOOD PRACTICES	28
2.1 The Generation Equality multi-stakeholder partnerships approach as an innovative leadership model	29
2.2 Convening power and partnership-building	32
2.3 Youth leadership and intergenerational partnership strategy	34
2.4 Financing gender equality: from commitments to budget integration	37
2.5. Data, measurement and accountability innovations: From frameworks to decision-making tools	40
CONCLUSIONS	44
OVERALL RECOMMENDATIONS	45
RESOURCES	46
ENDNOTES	47

ACRONYMS

AC	Action Coalition
AI	Artificial intelligence
BDPfA	Beijing Declaration and Platform for Action
CEDAW	Committee on the Elimination of Discrimination against Women
COP	Conference of Parties
CPD	Commission on Population and Development
CSO	Civil society organization
CSW	Commission on the Status of Women
EJR	Economic Justice and Rights
EU	European Union
EVAW	Ending Violence against Women
FACJ	Feminist Action for Climate Justice
FfD4	Fourth International Conference on Financing for Development
FGM	Female genital mutilation
FML	Feminist Movements and Leadership
GBV	Gender-Based Violence
HDP	Humanitarian-development-peace
ICPD	International Conference on Population and Development
ILO	International Labour Organization
IUCN	International Union for Conservation of Nature
MEL	Monitoring, evaluation and learning
MSP	Multi-stakeholder partnerships
SDGs	Sustainable Development Goals
SRHR	Bodily Autonomy and Sexual and Reproductive Health and Rights
STEM	Science, technology, engineering and mathematics
T&I	Technology and Innovation
TF GBV	Technology-facilitated gender-based violence
UN Women	United Nations Entity for Gender Equality and the Empowerment of Women
USD	United States dollar
WPS-HA	Women, Peace and Security and Humanitarian Action
WSIS	World Summit on the Information Society

EXECUTIVE SUMMARY

The **Generation Equality Compendium of Lessons Learned** synthesizes five years of implementation experience under **Generation Equality (2021-2026)**, documenting how a **feminist, intergenerational and multi-stakeholder partnership model** translated global ambition into system-level changes, concrete policy influence, financing shifts and accountability practices. Convened by UN Women, Generation Equality responded to inconsistent political will and persistent fragmentation in gender equality action, by establishing a **shared architecture for leadership, coordination and accountability** across governments, philanthropies, multilateral organizations, the private sector, civil society and youth-led organizations.

Drawing on implementation data, accountability reporting and financial analysis across the six **Action Coalitions (ACs) and the Global Compact on Women, Peace and Security and Humanitarian Action (WPS-HA Compact)**, the Compendium reflects lessons emerging from their convening, leading to **more than 2,500 commitments, USD 50.3 billion in pledged financing and over USD 21 billion in reported expenditures**. It captures progress and learning across priority areas, including ending gender-based violence, economic justice and rights, feminist movements and youth leadership, climate justice, technology and innovation, bodily autonomy and sexual and reproductive health and rights, women's leadership in crisis and humanitarian settings, financing for gender equality, as well as data, measurement and accountability. Across these areas, Generation Equality contributed to **policy reforms, programme scale-up, strengthened coordination and increased political visibility for gender equality** at national, regional and global levels, including in critical moments where coordinated multi-stakeholder advocacy helped defend legal protections, such as the 2015 female genital mutilation (FGM) ban in The Gambia.

Generation Equality also contributed to shaping global normative processes, including influencing outcomes in the Pact for the Future, advancing gender equality in the Global Digital Compact, and catalysing more systematic multi-stakeholder engagement in intergovernmental platforms such as the Commission on the Status of Women (CSW).

A central finding of the Compendium is that **gender equality advances most effectively when convening power is paired with institutionalized accountability**, when **financing is predictable and embedded within public systems**, when **feminist movements and youth exercise shared leadership** rather than consultative participation, and when **data and accountability frameworks are used as tools for collective learning and decision-making**. Where these conditions were present, Generation Equality was most effective at strengthening **policy coherence**, enabling **cross-sectoral collaboration** and supporting more **durable pathways to impact**.

At the same time, the Compendium highlights **persistent structural barriers** that continue to constrain sustainability. **Power asymmetries, underfinancing of feminist and youth-led organizations, bureaucratic constraints on disbursement, uneven reporting capacity** and reliance on **timebound partnership arrangements** limit the translation of commitments into lasting systems change. As Generation Equality approaches its transition beyond 2026, the lessons captured in this Compendium provide a **practical road map for sustaining progress**. Institutionalizing multi-stakeholder partnerships, embedding gender equality commitments within public finance and policy frameworks, strengthening accountability as a learning function and rebalancing power towards feminist movements, youth and local actors emerge as core conditions for durable and transformative change.

KEY TAKEAWAYS

- **Generation Equality demonstrates that accelerating gender equality requires not only stronger commitments, but fundamentally different ways of working together.** Through the ACs and the WPS-HA Compact, a feminist, intergenerational and multi-stakeholder governance model enabled sustained collaboration across governments, philanthropies, multilateral organizations, the private sector, civil society and youth-led organizations. When deliberately designed, resourced

and stewarded, convening functioned as governance infrastructure, aligning agendas, strengthening coordination and enabling collective action across a highly fragmented global landscape, while also influencing global normative frameworks and intergovernmental processes.

- **Durable impact depends on system-level integration rather than isolated interventions.** Across thematic areas, whole-of-society coordination, integrated service-delivery and alignment



between policy frameworks, financing mechanisms, data systems and delivery structures consistently outperformed siloed approaches. For example, the Global Alliance for Care, catalysed through the Economic Justice and Rights Action Coalition, translated collective advocacy into a structured global platform that accelerated policy reforms, financing and coordination on care systems. Women's leadership, particularly from grass-roots, Indigenous, youth and crisis-affected contexts, strengthened resilience, legitimacy and sustainability, when meaningfully supported.

- **Feminist movements and youth leadership consistently are key drivers of legitimacy, accountability and reform.** Generation Equality demonstrated that when feminist movements and young feminists are positioned as co-leaders, they strengthen the relevance, accountability and political courage within multi-stakeholder partnerships. The institutionalization of the multi-stakeholder partnerships approach was also shaped by the Young Feminist Manifesto, which called for a feminist, transformative, and intersectional Generation Equality process, grounded in co-design and the redistribution of power to ensure multi-stakeholder spaces deliver real change for young women, girls, and those facing multiple and intersecting forms of discrimination. The meaningful engagement and inclusion of young feminists in the processes of Generation Equality focused on issues of power and accountability where young women and girls' participation involved shared decision-making including supporting enabling conditions (such as transparency, adequate resources, and institutionalization) that translate their inputs into tangible outcomes, with mechanisms for follow-up and trust-building between institutions and youth constituencies. The youth co-leadership led to system-level change that saw the establishment of the Youth Interactive Dialogue at the Commission on the Status of Women and contributed to the creation of the UN Youth Office. While intergenerational collaboration strengthened both innovation and movement sustainability, chronic underfinancing, shrinking civic space and short-term funding models continue constrain impact. The experience of the ACs demonstrates that feminist movements and youth leadership require more than consultation or visibility: they require protected civic space,

predictable and flexible financing, access to decision-making processes and adequately resourced convening infrastructure.

- **Financing is both a major achievement and a central learning area.** The mobilization of USD 50.3 billion in pledges reflected unprecedented political commitment, yet also revealed the limits of voluntary, project-based financing models. Predictable and system-embedded government financing proved most effective, particularly when integrated into national budgets through gender-responsive budgeting frameworks. In contrast, rigid funding models and uneven disbursement continued to constrain impact, especially for feminist, grass-roots and youth-led organizations. Sustainable progress depends on shifting from short-term projects towards institutionalized, accountable financing linked to national policy and budget systems.
- **Accountability systems designed for learning and decision-making deliver stronger results than compliance-driven approaches.** Generation Equality's shared accountability architecture improved transparency across more than 2,500 commitments, strengthened peer learning and supported evidence-based course correction. Open data tools and accountability reports increased reporting rates and visibility, while exposing persistent challenges related to reporting burdens, data quality and institutional integration. Accountability had the greatest impact when embedded within planning, budgeting and policy processes, and when used to inform collective action rather than individual compliance.
- **Looking beyond 2026, the central lesson is that collective ambition must be institutionalized to endure.** Multi-stakeholder collaboration needs to be embedded beyond timebound initiatives. The UN system needs to continue expanding the gender architecture to include all constituencies advancing gender equality. Gender equality commitments must be rooted in public finance, data and policy systems. Accountability must function as a learning mechanism. Power and resources must shift towards feminist movements, youth and local actors. When convening, financing and accountability are treated as core functions, collective commitments can translate into lasting systems change.

INTRODUCTION

Launched at a moment of profound global disruption, converging crises and growing backlash against gender equality, **Generation Equality emerged as the mobilizing initiative for the 25th anniversary of the Beijing Declaration and Platform for Action (BDPfA)**. It became increasingly evident that the multilateral system, historically a key driver of normative and policy advances in gender equality, was no longer consistently generating the political momentum required to accelerate implementation at scale. At the same time, **feminist movements and grass-roots activism were gaining renewed strength globally**, with movements such as Me Too, Ni Una Menos, Fees Must Fall, climate justice and abortion rights mobilizing pu-

blic engagement and advancing demands for structural change, often led by young feminists. **Generation Equality was conceived to bridge these dynamics, bringing the energy, leadership and accountability of feminist movements into closer alignment with multilateral processes**. Through a multi-stakeholder, intergenerational and intersectional coalition model, Generation Equality aimed to catalyse political commitment, strengthen collective action and mobilize investment across governments, civil society, youth, the private sector and international organizations.

In parallel, **young feminists, particularly young and adolescent girls, were not systematically included**

“Generation Equality reminded us that protecting and advancing gender equality is a shared political responsibility. Its strength came from the energy and leadership of feminist movements, young people and local actors who brought this agenda to life in communities, countries and global spaces alike. The lessons outlined in this Compendium clearly shows that Generation Equality lives through the people and partnerships who continue this work every day, sustaining collective action, resisting backlash and keeping gender equality at the centre of global progress.”

Ms. Nyaradzayi Gumbonzvanda, Assistant Secretary-General and Deputy Executive Director at UN Women

in formal decision-making spaces. The articulation of youth expectations through early processes such as the Young Feminist Manifesto underscored the gap between existing participation models and the demand for meaningful co-leadership, intersectional approaches and shared ownership. Across sectors, efforts were fragmented and siloed, with governments, civil society, the private sector and multilateral actors advancing gender equality largely in caucus-based coalitions. Existing approaches, often single-issue and insufficiently coordinated, struggled to deliver change commensurate with the scale and urgency of entrenched structural inequalities. Collective ambition did not match the scale of injustice, and the leadership structures needed to connect efforts and enable coordinated action remained underdeveloped.

Generation Equality was conceived as a deliberate effort to redefine multi-stakeholder partnerships, creating a space for coordinated action that bridges normative processes and country-level implementation, and breaks down traditional silos across sectors and actors. Generation Equality sought not only to mobilize commitments, but to **transform how the system of delivering gender equality is governed, financed and held accountable.** Anchored in the BDPfA and the 2030 Agenda for Sustainable Development, it **brought together governments, philanthropies, multilateral organizations, the private sector, civil society and youth-led organizations** through a shared architecture of Action Coalitions (ACs) and the Global Compact on Women, Peace and Security and Humanitarian Action (WPS-HA Compact), grounded in a set of feminist principles. Over the five-year period, close to 1,000 organizations launched more than **2,500 commitments** and at least **USD 50.3 billion in financing was pledged** to advance gender equality across priority thematic areas. Some 120 organizations assumed leadership responsibilities in spearheading collective leadership and action across the ACs and Compact. By 2024, partners reported over **USD 21 billion in expenditures**, translating political commitments into policy reforms, programmes, advocacy initiatives, and financing shifts at national, regional and global levels.

The Generation Equality Compendium of Lessons Learned **documents and synthesizes key evidence, insights and institutional learning** emerging from five years of implementation of Generation Equality (2021–2026). This Compendium responds to a central question: **What have we learned about what it takes to move from global ambition to sustained systems change for gender equality?**

Drawing on implementation data, accountability and financial reporting, thematic case examples and the knowledge of convening the ACs and the WPS-HA Compact, it captures a set of lessons across their interconnected areas, including: ending gender-based violence (GBV), economic justice and rights (EJR), feminist movements and leadership (FML), feminist action for climate justice (FACJ), technology and innovation (T&I), bodily autonomy and sexual and reproductive health and rights (SRHR), women, peace and security, and humanitarian action (WPS-HA), as well as cross-cutting areas like the multi-stakeholder partnerships (MSP) model, youth leadership, financing for gender equality, and data and accountability innovations.

Across these areas, a **consistent set of insights emerged.** Progress accelerated where convening power was paired with institutionalized accountability, where financing was embedded within national systems rather than delivered through stand-alone projects, where feminist and youth-led actors exercised shared leadership moving beyond symbolic participation, and where data were used to inform decision-making and course correction, not only reporting. At the same time, the Compendium highlights the **limits of voluntary coordination**, projectized financing and uneven systems integration, underscoring the structural barriers that continue to constrain scale and sustainability.

By making a set of lessons visible, the Compendium provides informed reflections designed to protect gains, address persistent gaps and inform future approaches to gender equality action. As Generation Equality transitions beyond 2026, the **knowledge captured in this report offers practical tips** for institutionalizing feminist leadership, accountability and financing within systems, ensuring that collective ambition can translate into durable and transformative change for women and girls in all their diversity.

I. SNAPSHOT OF CONTRIBUTIONS BY ACTION COALITIONS AND THE WPS-HA COMPACT



ENDING GENDER-BASED VIOLENCE AC: FROM GLOBAL NORMS TO LOCAL SYSTEMS



CHALLENGE (2021)

GBV prevention and response efforts remained constrained by a persistent gap between global commitments and implementation. Evidence, policies and political were not consistently translated into sustained, adequately resourced action at scale.

Efforts were often fragmented across sectors and institutions, weakening coordination and limiting the effectiveness of integrated, whole-of-society approaches. In addition, emerging forms of violence, particularly those enabled by digital technologies, were evolving faster than existing policy and programming frameworks. Together, these challenges hindered the delivery of coherent, adaptive and scalable solutions, underscoring the need for stronger coordination, sustained investment and more responsive systems to effectively prevent and respond to GBV.

QUICK FACTS¹



736 MILLION

women globally

(≈1 in 3) have experienced physical and/or sexual violence in their lifetime, largely by an intimate partner.



4 MILLION

girls are at risk of undergoing FGM. Most girls are cut before they reach **the age of 15.**



LESS THAN 1%

of global development aid for gender equality

goes directly to women's rights organizations, despite their front-line role in GBV prevention and response.

STRUCTURAL BARRIERS

- **Laws and policies:** Legal and policy frameworks were often weak, fragmented or inadequately aligned with international standards. Even where legislation existed, enforcement was inconsistent and financing insufficient, limiting their effectiveness in preventing violence and ensuring accountability.
- **Prevention:** Prevention efforts remained limited in scale and scope, with insufficient investment in addressing root causes of violence. In particular, programmes often failed to systematically challenge the harmful social norms, gender inequalities and rigid constructions of masculinity that drive violence.
- **Services:** Survivor-centred services were unevenly available, with significant gaps in accessibility, quality and coordination. Many women and girls – especially those in marginalized or rural communities – faced barriers to accessing timely, integrated and rights-based support.
- **Women's movements and organizations:** Women's rights organizations, despite being at the forefront of prevention and response efforts, faced chronic underresourcing. This constrained their ability to sustain programming, influence policy and hold institutions accountable, limiting the overall effectiveness and reach of GBV interventions.

WHAT CHANGED WITH THE GENERATION EQUALITY CONTRIBUTION (2021–2026)

Convened by UN Women, the Gender-Based Violence Action Coalition (GBV AC) mobilized the largest share of commitments, valued at USD 10.4 billion under Generation Equality, driving coordinated global action to prevent and respond to violence against women and girls, including emerging forms such as technology-facilitated violence. Through the MSP model, the coalition brought together governments, civil society, philanthropies and the private sector to scale policy reform, strengthen prevention and service-delivery, and advance advocacy through women's rights organizations. Between 2022 and 2025, the GBV AC elevated the goal of ending GBV as a global political priority, strengthened legal protections and expanded survivor-centred and preventive approaches across global, regional and national levels, demonstrating the impact of coordinated, cross-sector action to end violence against women (EVAW).

KEY CONTRIBUTIONS

- Drove **over 1,100 policies, 1,000 programmes and 3,600 advocacy initiatives** to address GBV globally, accelerating reforms across legal, service-delivery and prevention ecosystems, including a Call to Action urging 60 national governments to accelerate action to end violence against women and girls.
- Catalysed over **800 commitments**, unlocking new financing, innovations and cross-regional movement-building to sustain momentum beyond individual programmes. In 2025, the **Kering Foundation** reinforced its commitment to combating GBV through interventions at systemic, corporate and community levels. With a total investment of EUR 3.4 million (approximately USD 4 million), the Foundation focused on three strategic priorities: expanding access to integrated support services for survivors; reaching younger and wider audiences through violence prevention and education initiatives; and strengthening the ecosystem of anti-violence actors. **Kenya invested USD 25 million** in shelters and GBV courts; and the **European Union (EU) allocated EUR 41 million and EUR 22 million** for GBV in emergencies and for the **EU-UN Women ACT to End Violence against Women Programme**, respectively.
- Influenced global norms-setting, including the promotion and ratification of International Labour Organization (ILO) **Convention 190**, and made substantive contributions to the Commission on the Status of Women (CSW) sessions 67–68, the UN General Assembly, the Summit of the Future and Beijing+30 processes. Among other outcomes, this contributed to **the inclusion of EVAW as a key theme in CSW68 (2024) Agreed Conclusions**.
- Led coordinated advocacy to defend legal protections, including contributing to **upholding The Gambia's 2015 ban on Female Genital Mutilation (FGM)**. By partnering closely with Generation Equality partners, the GBV AC amplified youth activism in legislative advocacy and created momentum for both national and international advocacy efforts.
- Strengthened the capacity of grass-roots organizations through targeted funding, programmatic tools, evidence-generation and policy. Moreover, 170 civil society organizations (CSOs) through the UN Women/EU ACT Programme enhanced their capacity to mobilize resources and lead policy advocacy as a result of EU investments through the GBV AC.

ECONOMIC JUSTICE AND RIGHTS AC: DRIVING ECONOMIC TRANSFORMATION FOR WOMEN AND GIRLS



CHALLENGE (2021)

Women's economic justice and rights were hindered by structural inequalities across labour markets, social protection, fiscal policy and economic governance, resulting in lower participation, higher informality, persistent wage gaps, and unequal access to resources and services.

These disparities were rooted in women's disproportionate responsibility for unpaid care and domestic work, which remained largely invisible in economic systems despite underpinning households, labour markets and public services. The COVID-19 pandemic intensified these vulnerabilities, with women bearing greater job losses, income insecurity, care burdens and exposure to violence, while crisis responses often reinforced austerity and exclusion. Collectively, these conditions highlighted the need for transformative, systemic economic reform driven by collective multi-stakeholder action rather than isolated or sector-specific interventions.

QUICK FACTS²

The global gender pay gap stood at

16–22%

and, at current rates, it will take over 135 years to reach pay parity.



Women perform **THREE TIMES** more unpaid care and domestic work than men globally, a pattern unchanged for decades.



46.4% of working-age women were employed, compared to 69.5% of men.³

STRUCTURAL BARRIERS

- **Gendered labour market inequalities:** Persistent disadvantages included occupational segregation, wage gaps, informality, weak labour rights enforcement and limited access to collective bargaining, skills-development and leadership, particularly in informal, migrant and care-related work.
- **Inadequate and unequal social protection:** Social protection systems excluded unpaid care workers and those in informal or precarious employment, while crisis responses often lacked gender integration.
- **Unequal unpaid care burden:** Disproportionate responsibilities for unpaid care and domestic work, combined with insufficient public care services and limited engagement from men, employers and institutions, constrained women's economic participation and rights.
- **Gender-blind macroeconomic frameworks and financing deficits:** Austerity-driven fiscal policies, minimal gender-responsive budgeting, underinvestment in public services and social infrastructure, chronic underfinancing in gender equality, fragmented funding flows and weak accountability mechanisms limited progress.

WHAT CHANGED WITH THE GENERATION EQUALITY CONTRIBUTION (2021–2026)

Convened by UN Women, the **Economic Justice and Rights Action Coalition (EJR AC)** brought together governments, civil society, feminist movements, youth, trade unions, international organizations, the private sector and philanthropy **to drive systemic economic transformation for women and girls.** Grounded in the Global Acceleration Plan and guided by strategic blueprints, **the EJR AC developed and advanced collective action across four mutually reinforcing pillars:** transforming the care economy; expanding decent work and employment; increasing women's access to and control over productive resources; and promoting gender-transformative economies. Between 2021 and 2026, the EJR AC translated political commitments into tangible results at global, regional and national levels through coordinated policy reform, programme implementation, advocacy and financing.

KEY CONTRIBUTIONS

- **Mobilized over USD 30 billion** in pledges from Commitment Makers to advance women's economic justice and rights.
- **Supported over 300 policies and nearly 900 programmes,** accelerating implementation across regions. For instance, it launched and expanded the **Global Alliance for Care from 40 to over 150 Commitment Makers,** strengthening global collaboration on care systems.
- Contributed to the establishment of the **International Day of Care and Support (29 October)** in 2023, advancing global recognition of care as a public good.
- Enabled **financial literacy programmes reaching 2 million women in Latin America.**
- Supported **16 new ratifications of ILO Convention 190,** including through capacity-building and advocacy activities in the context of the collective commitment with the GBV AC on ending violence and harassment in the world of work.
- Strengthened global norm-setting, including the integration of gender equality and women's empowerment in the **Compromiso de Sevilla outcome of the Fourth International Conference on Financing for Development (FfD4),** in June–July 2025, and in the process leading up to the FfD4 Conference by promoting recommendations from the EJR Blueprints at capacity-building workshops, side events and the FfD4 Feminist Forum.

BODILY AUTONOMY AND SEXUAL AND REPRODUCTIVE HEALTH AND RIGHTS AC:

Advancing universal access through multi-stakeholder commitments and coordinated action



CHALLENGE (2021)

In the Sustainable Development Goals (SDGs) adopted in 2015, countries committed to targets on reduced maternal mortality, ending the AIDS epidemic, and providing universal access to sexual and reproductive health and rights (SRHR), including family planning.

However, almost halfway to the target, progress on SRHR was uneven and fragile. Unequal gender norms, including those pushed by anti-gender movements, often prevented women and girls from making their own decisions about their body and life and drove harmful practices such as GBV, child marriage and FGM. Structural barriers driven by gender inequality, such as restrictive laws and policies and lack of funding for SRHR programmes, also limited access to sexual and reproductive health services. Groups marginalized by poverty, age, race and disability status, for example, faced even more significant challenges, experiencing multiple barriers to realizing their rights and accessing care.

QUICK FACTS⁴



Globally, **ONLY 55%** of women aged 15-49 could make autonomous decisions regarding sexual relations, contraception and healthcare.⁵

While the number of women using modern contraceptive methods had increased,

20% OF WOMEN in the least-developed countries

who wanted to avoid pregnancy were not using any contraceptive method.⁶



The global maternal mortality ratio **DROPPED BY 34%**

from 2000 to 2020, yet almost 800 women still died every day from preventable pregnancy and childbirth-related causes.⁷

Of the 1.5 million new HIV infections,

45% were in sub-Saharan Africa, where adolescent girls and young women accounted for 25% of HIV infections despite representing just 10% of the population.⁸



STRUCTURAL BARRIERS

- **Restrictive laws and policies:** Only 73 per cent of the laws and regulations required to guarantee full and equal access to SRHR were in place globally.⁹ Laws criminalizing HIV or abortion or requiring age and marital consent restricted access to services, while limits on comprehensive sexuality education undermined the ability to make informed decisions about SRHR.
- **Lack of funding:** Funding for SRH services in low- and middle-income countries was often insufficient, and contraceptive commodities and HIV programming relied heavily on donor funding.¹⁰ The need for investments in funding for civil society on SRHR advocacy far exceeded availability.¹¹
- **Gaps in SRH services:** Lack of health sector funding limited the availability and quality of SRH services, and they were often not fully integrated into national health systems, humanitarian response or Universal Health Coverage benefit packages.
- **Leadership:** Most nurses and midwives globally were women, in positions with lower status and lower pay. Women held around 70 per cent of health-worker jobs globally but only 25 per cent of leadership roles.¹² This demoralized the health workforce and diminished health system performance.

WHAT CHANGED WITH THE GENERATION EQUALITY CONTRIBUTION (2021–2026)

The SRHR AC worked towards scaling up universal access to SRHR globally and to ensure no one is left behind. This included eliminating legal and policy barriers, investing in education, increasing financing, and addressing harmful social norms that prevent women and girls from making informed decisions about their bodies. Through the Action Coalition, over 300 stakeholders collaborated to implement concerted actions across four areas:

- Expanding comprehensive sexuality education
- Increasing access to contraception and abortion
- Increasing women's SRHR decision-making power and bodily autonomy
- Strengthening feminist movements and networks and organizations of women and girls to promote access to SRHR.

KEY CONTRIBUTIONS

- **Mobilized USD 6.7 billion in pledges**, with 181 commitments from civil society, governments, youth-led organizations and philanthropy.
 - 75 per cent of commitments **prioritized marginalized groups**, who experienced greater barriers in SRHR.
 - 80 per cent of collective commitments focused on **advocacy**, particularly on SRHR and GBV.
- **Multiplied partnerships**, including over 500 partnerships between CSOs, governments and media.
 - 83 per cent engaged new partners or expanded their ongoing collaborations.
- **Increased visibility of SRHR and integration** in global, regional and national agreements and frameworks. For example:
 - Cross-coalition collaboration resulted in strong language on SRHR in outcome documents for global meetings such as the UN Climate Change Conferences and the Summit of the Future. Advocacy extended to regional and national levels.
 - Leadership by **Burkina Faso** resulted in the new West Africa Regional Road Map combatting SRHR with country operational plans.
- **Strengthened legal protections for SRHR**, such as:
 - Coalition efforts resulted in enshrining constitutional protection of abortion in France, prevention the repeal of the 2015 ban on FGM in **The Gambia**, and new by-laws outlawing harmful practices related to menstrual health in **Malawi**.
 - Advocacy in **El Salvador** resulted in a landmark ruling with stronger legal protections for maternal health and access to SRHR services.
- **Expanded availability of SRHR information and services**, including:
 - Increased funding for SRHR programmes, expanded availability of contraception and abortion services and menstrual health products, and better-equipped health facilities.
 - Increased awareness of SRHR, with grass-roots and digital campaigns reaching millions, such as regional online initiatives in **Kenya** and **India** engaging more than 1 million and 5 million people, respectively, to challenge harmful social norms.

TECHNOLOGY & INNOVATION AC: CLOSING DIGITAL GENDER GAPS AND PREVENTING ONLINE VIOLENCE



CHALLENGE (2021)

Prior to the launch of the Generation Equality Forum in 2021, gender considerations were inconsistently integrated into digital transformation processes, often resulting in the reinforcement of existing structural inequalities rather than their systematic prevention.

Barriers extended beyond access and participation to include safe and meaningful use of technology, leadership and decision-making power in digital ecosystems, and influence over the design and governance of emerging technologies. Technology-facilitated gender-based violence (TF GBV) was increasing globally, while legal, regulatory and platform accountability mechanisms remained weak or unevenly enforced. At the same time, emerging technologies such as artificial intelligence (AI) were being developed and deployed without adequate safeguards to prevent gender bias and discrimination.

QUICK FACTS¹³



In low and middle-income countries, women were 20% less likely than men to use mobile Internet, translating to

300 MILLION
fewer women
online.



NEARLY 40%
of women

in surveyed countries reported experiencing online harassment or violence, with 85% witnessing online abuse, including TF GBV.



Women remained
UNREPRESENTED
in science, technology,
engineering and mathematics
(STEM) education pipelines
and technology leadership,
limiting their influence over digital
innovation and governance.

STRUCTURAL AND SYSTEMIC BARRIERS IN DIGITAL ECOSYSTEMS

- **Unequal participation in digital ecosystems:** Barriers included affordability and digital skills, but also social norms, safety concerns, discriminatory design, accessibility barriers, language exclusions, and limited opportunities for leadership and innovation.
- **Gaps in legal, policy and law enforcement frameworks:** Many countries lacked adequate or fit-for-purpose legislation addressing TF GBV, alongside implementation and enforcement challenges, and limited platform accountability linked to prevailing business models.
- **Gender gaps in STEM:** Structural barriers in education systems and labour markets limited girls' and women's entry, retention and advancement in STEM fields.
- **Gender bias across the artificial intelligence life cycle:** Gender bias emerged across the design, development, deployment and governance of AI systems, driven by biased data, opaque models and limited accountability mechanisms.

WHAT CHANGED WITH THE GENERATION EQUALITY CONTRIBUTION (2021–2026)

Through the Technology and Innovation (T&I) AC, Generation Equality advanced **gender-responsive, rights-based and intersectional digital transformation**, spanning digital inclusion, freedom from TF GBV, inclusive innovation ecosystems and feminist technology governance.

Generation Equality commitments advanced policy reform, financing, advocacy and multi-stakeholder collaboration to ensure digital transformation fosters gender equality rather than deepening structural inequalities. Throughout 2021–2026, **multi-stakeholder leadership by governments, civil society the UN system and the private sector** sustained momentum for gender-responsive digital transformation, including coordinated engagement with processes such as the Global Digital Compact, World Summit on the Information Society (WSIS)+20 and Beijing+30.

These converging global processes created a **strategic policy window**, used by the T&I AC, to anchor gender equality as a structural principle within emerging global digital governance frameworks. From the design stage, the T&I AC **pushed boundaries of traditional gender and traditional technology agendas** by elevating issues often treated as peripheral and repositioning gender equality as central for systemic transformation in the technology sector.

Driven by the momentum created by the inception of the T&I AC, Generation Equality commitments advanced policy reform, financing, advocacy and multi-stakeholder collaboration to ensure digital transformation fosters gender equality rather than deepening structural inequalities.

KEY CONTRIBUTIONS

- **Digital inclusion strategies:** Expanded women's access to digital technologies through affordable connectivity, digital literacy and skills programmes and gender-responsive national digital policies, helping close digital gender gaps and strengthen participation in digital economies and public life.
- **Regulation of TF GBV:** Advanced legal and policy measures to address online abuse, strengthened platform accountability and reporting systems, and promoted survivor-centred approaches, improving protection and access to justice in digital spaces.
- **Women in STEM pipelines:** Increased women's participation in STEM through girls' education initiatives, mentorship and leadership programmes and private sector partnerships addressing workplace discrimination, supporting more inclusive education-to-employment pathways in tech and innovation.
- **AI governance and bias mitigation:** Promoted gender-responsive AI governance by addressing bias across data and algorithm systems, encouraging inclusive and transparent AI development, and integrating feminist principles into global AI policy and governance frameworks between 2021–2026.

FEMINIST MOVEMENTS AND LEADERSHIP AC: ADDRESSING POWER IN DECISION-MAKING



QUICK FACTS¹⁴

Feminist organizations and movements remained chronically underresourced: Women's rights organizations and movements received

LESS THAN 1% of overseas development assistance (ODA)

committed for gender equality and women's empowerment and similarly low funding flows from private philanthropy.



The ways in which funding was allocated made it INACCESSIBLE

to many feminist movements, including those which are girl-led and young feminist groups.



Available data in 2018 showed that women made up 45% of the public administration workforce but

ONLY 34% of decision-making positions.

CHALLENGE (2021)

Before the launch of the Generation Equality Forum in 2021, feminist movements, leaders, civil society, youth and CSOs played a critical but often underresourced role in shaping policy and holding institutions accountable.

Feminist movements faced shrinking civic space, limited access to decision-making platforms and chronic underfunding, despite being central to advancing gender equality, democratic participation and human rights. Women remained significantly underrepresented in political and public decision-making structures globally.

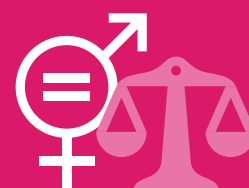


ONLY 8% of gender-focused aid to CSOs

went directly to those in "developing countries" in 2014.

Women's representation in national parliaments grew from only 12% in 1995 to an average of 25.5% in 2020.

At this rate, it was estimated that **gender parity in national legislative bodies would not be achieved BEFORE 2063.**



STRUCTURAL BARRIERS

- **Restricted civic space:** Increasing criminalization of dissent and targeted attacks on women human rights defenders, feminist activists and youth-led organizations limited organizing, advocacy and accountability functions.
- **Limited participation in governance:** Women and feminist leaders were underrepresented in political, economic and public decision-making systems, with parity in national legislatures projected only after 2060.
- **Fragmented engagement mechanisms:** CSO participation in national reform platforms was often ad hoc and consultative rather than influencing decision-making and not institutionalized.

WHAT CHANGED WITH THE GENERATION EQUALITY CONTRIBUTION (2021–2026)

Convened by UN Women, the FML AC positioned feminist movements, particularly youth-led, grass-roots and Indigenous women's organizations, as central actors within Generation Equality's MSP model. Anchored in four Action Areas – strengthening civic space, advancing feminist leadership, securing resourcing and enabling intergenerational organizing – the coalition expanded access to decision-making spaces, funding and global advocacy platforms. Between 2022 and 2025, the FML AC translated feminist collaboration into concrete outcomes across global, regional and national levels, advancing inclusive governance, accountability and feminist leadership in multilateral processes.

KEY CONTRIBUTIONS

- **Mobilized USD 1.7 billion in pledges (2024)**, with 166 commitments reported, **83 per cent involving new or expanded partnerships**.
- **Contributed to global norm-setting**, including Committee on the Elimination of Discrimination against Women (CEDAW) General Recommendation 40 (on the equal and inclusive representation of women in decision-making systems), CSW68–70 outcomes, the Pact for the Future and Beijing+30 regional review processes.
- **Advanced Beijing+30 and strengthened connections** between feminist movements and multi-lateral policy processes.
- Supported the adoption or revision of at least **seven policies and programmes** and the implementation of **15 collective actions** across regions.
- Enabled over **700 grass-roots organizations** to co-create the **Feminist Accountability Framework**, now embedded in Generation Equality's accountability ecosystem.
- **Hosted over 30 high-level convenings** and contributed to eight knowledge products and six stakeholder engagement strategies.

FEMINIST ACTION FOR CLIMATE JUSTICE AC: GENDER-RESPONSIVE CLIMATE AND ENVIRONMENTAL ACTION



CHALLENGE (2021)

The climate crisis is not gender neutral. Systemic gender inequalities and harmful gender norms directly impact women and girls' capacity to respond to climate impacts.

Prior to the launch of the Generation Equality Forum in 2021, gender equality was often weakly integrated into climate commitments, financing instruments and national climate policies, and women's leadership, particularly from grass-roots, Indigenous and front-line communities, was underrepresented in climate governance and decision-making processes. Key gaps included limited access to climate finance for women and girls, insufficient recognition of women-led adaptation and mitigation solutions, and inconsistent alignment between national climate plans and gender equality frameworks.

QUICK FACTS¹⁵



Women owned
LESS THAN 15%
of land globally,
despite playing central
roles in agriculture, food
systems and climate
resilience.



ONLY 3%
of philanthropic
environmental
funding
supported women- and
girl-led climate action.

STRUCTURAL BARRIERS

- **Gender-blind climate finance:** Climate finance flows rarely reached women-led, grass-roots and feminist organizations, reflecting risk frameworks and funding models that marginalized local actors.
- **Underrepresentation in decision-making:** Women and girls, particularly from Indigenous, rural and front-line communities, were underrepresented in climate negotiations and environmental governance institutions.
- **Limited data and accountability:** Weak availability of sex-disaggregated and gender-environment data constrained the design, monitoring and accountability of gender-responsive climate action.
- **Fragmented policy alignment:** National climate commitments were often insufficiently aligned with gender equality and human rights frameworks, limiting systemic impact.

WHAT CHANGED WITH THE GENERATION EQUALITY CONTRIBUTION (2021–2026)

The FACJ AC brought together stakeholders to advance a feminist, rights-based response to the climate crisis within Generation Equality. Anchored in the Global Acceleration Plan, the coalition advanced collective action at the intersection of gender equality, climate change, biodiversity loss and environmental governance, centring the leadership, knowledge and lived realities of those most affected by climate injustice. Between 2022 and 2025, the FACJ AC operationalized Generation Equality's multi-stakeholder partnership model to translate commitments into concrete policy influence, programmatic implementation, capacity-building and advocacy across global, regional and national levels. By prioritizing locally led action, power-sharing and intersectionality, the coalition strengthened feminist climate governance and ensured that women and girls in all their diversity, particularly Indigenous women, young feminists and grass-roots leaders, were recognized as agents of climate solutions, not just victims of the climate crisis.

KEY CONTRIBUTIONS

- **Supported 65 new or revised policies, 378 programmes and 224 advocacy initiatives** addressing the gender-climate nexus across regions, strengthening feminist climate responses at scale.
- **Prioritized local leadership**, with nearly **70 per cent of commitments focused on local implementation**, shifting resources and decision-making closer to those communities most affected by climate change.
- **Amplified grass-roots and Indigenous women's leadership**, including initiatives empowering Indigenous women in Colombia to lead biodiversity protection efforts and women-led community financing and land-based adaptation initiatives in East Africa.
- **Strengthened feminist participation in global environmental governance**, enabling Commitment Makers to engage more effectively in the Rio Conventions (UNFCCC, CBD and UNCCD) through targeted trainings, peer learning and Conference of Parties (COP) and pre-COP convenings.
- **Built sustained capacity for advocacy and negotiation**, including trainings delivered in partnership with the International Union for Conservation of Nature (IUCN), Women4Biodiversity and other experts to equip feminist actors with tools to influence multilateral environmental processes.
- **Produced and disseminated feminist knowledge products**, including the *Feminist Climate Justice: A Framework for Action* and the *Stories of Change* series, documenting diverse, context-specific feminist climate solutions from around the world.

WPS-HA COMPACT: PROMOTING WOMEN'S LEADERSHIP AND PROTECTION IN CRISIS, CONFLICT AND HUMANITARIAN SETTINGS THROUGH COORDINATED HUMANITARIAN AND PEACEBUILDING EFFORTS



CHALLENGE (2021)

Women and girls continue to be disproportionately affected by conflict, crisis and humanitarian emergencies. Prior to the launch of the WPS-HA Compact at the Generation Equality Forum in 2021, women's leadership in peacebuilding and humanitarian response was limited,

and protection mechanisms were unevenly applied. Financing for gender equality in conflict and crisis settings remained severely inadequate relative to needs, and coordination across the humanitarian-development-peace (HDP) nexus was often fragmented.

PROBLEMS¹⁶

- **A lack of adequate, sustained and flexible funding** has been a serious and persistent obstacle to the implementation of commitments to women, peace and security and the empowerment of women and girls in humanitarian action.
- **Women in all their diversity, including local women peacebuilders and young women, remain significantly excluded from formal and informal peace processes**, their implementation and broad efforts to build sustainable peace, despite their continued contributions to preventing crises and resolve conflicts, broker peace informally and formally, despite human rights-based obligations, and despite evidence that inclusive peace processes are more likely to be successful and lead to better and more durable agreements.
- **Too often the economic needs and essential contributions of conflict- and crisis-affected women and girls are absent** from peace processes, prioritized peacebuilding, and immediate and long-term response and recovery plans. This directly impacts the ability of affected communities to fully recover from crisis and conflict shocks, hindering sustained peace, recovery and achievement of the SDGs.
- **Harmful gender norms, lack of political will, shrinking civic space, reprisals against women peacebuilders and intersecting forms of discrimination create persistent barriers** to the full, equal and meaningful participation and leadership of women and girls, in all their diversity, in peace, security and humanitarian sectors and processes.
- **Given existent structural gender inequalities, women and girls in conflict and crisis situations are at increased risk of human rights violations.** This prevents them from fully benefiting from, meaningfully participating in, and leading efforts around peace and security, relief and recovery, and humanitarian action and assistance.

WHAT CHANGED WITH THE GENERATION EQUALITY CONTRIBUTION (2021–2026)

The WPS-HA Compact has played a catalytic role within Generation Equality's multi-stakeholder partnership model, centering the voices and leadership of women and girls in conflict and crisis settings.

Anchored in thematic areas that advance financing, participation, protection, leadership and economic security, the Compact has driven transformative action across Africa, Asia, Europe, Latin America and the Middle East while strengthening accountability through a first-of-its-kind global multi-stakeholder self-reporting mechanism defined by six principles of transformation to measure impact.

Since its launch in 2021, the Compact translated commitments into tangible results, advancing women's rights and leadership in peacebuilding and humanitarian contexts and contributing to global norm-setting, including the integration of WPS commitments into the Pact for the Future.

KEY CONTRIBUTIONS¹⁷

- **Mobilized USD 4.64 billion** as the approximate amount of money invested by signatories between 2022 and 2024.
- **Reached approximately 74.5 million** women and girls between 2022 and 2024.
- **Increased the number of signatories by over 100 per cent**, up from 120 in 2021 to over 245 in 2026.
- **Intensified action in countries most impacted by conflicts and crises**: 52 per cent of signatories collaborated with another signatory in 2024.
- **Enhanced signatory engagement in emerging issues**: 64 per cent in climate security and 40 per cent in cybersecurity in 2024.
- **Strengthened protection mechanisms among 57 per cent of signatories**, through enhanced coordination and capacity-building in 2024.
- **Strengthened intergenerational action**, reported by 88 per cent of signatories in 2024.
- **Conducted advocacy and strategic engagement for the Pact for the Future**, contributing to the inclusion of Action 19 on women, peace and security implementation.
- **Served as a platform for discussions on peace and security and women's situation in conflict contexts that were considered too sensitive to be addressed in other forums.** The WPS-HA Compact created a trusted space that brought together diverse actors and enabled open and constructive dialogue on issues that were difficult to discuss in formal intergovernmental settings.

2. LESSONS LEARNED AND GOOD PRACTICES



2.1 THE GENERATION EQUALITY MULTI-STAKEHOLDER PARTNERSHIPS APPROACH AS AN INNOVATIVE LEADERSHIP MODEL

The Generation Equality MSP model is distinguished by **trust-based collaboration that prioritizes long-term relationships and shared impact over transactional engagement**. Beyond their thematic focus, the ACs and the WPS-HA Compact functioned as multi-stakeholder partnership ecosystems rather than conventional working groups, intentionally combining agenda-setting, commitment mobilization, advocacy, accountability and implementation within a shared architecture. Partners worked in complementary and non-competitive ways, avoiding duplication while strengthening collective outcomes, encouraged to “think collectively while acting individually.” **Humility, mutual respect and a shared sense of purpose** across sectors and regions enabled diverse actors to align ambition with sustained action.

LESSONS LEARNED

1. Shared feminist leadership enables political outcomes that cannot be achieved by isolated actors alone. Shared feminist and intergenerational leadership strengthens political coherence and legitimacy to influence policy and defend rights, but remains contingent and time-bound unless institutionalized beyond individuals, political cycles and initial momentum.

- Through the FML, GBV and BA-SRHR ACs, coordinated leadership and collective positioning enabled rapid, cross-coalition action that contributed to preventing the rollback of The Gambia’s 2015 ban on FGM. The ACs functioned as a coordination platform linking locally led advocacy with international actors, aligning messaging, mobilizing multi-stakeholder support and applying sustained, multi-level pressure on decision-makers, an outcome unlikely to have been achieved through fragmented advocacy (see transferable practice below for further details).
- Aligned advocacy by SRHR AC leaders at CPD57 demonstrated how shared messaging, coordinated engagement, and partnerships with Member States amplify political influence. This collective approach strengthened support for gender equality and universal SRHR access, countered backlash, and contributed to adopting a Political Declaration reaffirming global commitments.
- Through the Feminist Movements and Leadership (FML) Action Coalition, leaders, Commitment Makers, youth-led organizations, Indigenous women, women with disabilities, local governments, parliamentarians, and UN partners worked collectively to support the development, adoption and dissemination of CEDAW General Recommendation No. 40 on equal and inclusive representation. FML convened global and regional dialogues, mobilized diverse constituencies to contribute inputs to the drafting process, and subsequently coordinated advocacy and capacity-building efforts to promote implementation. This demonstrated how shared feminist and intergenerational leadership can shape global normative frameworks and strengthen collective influence on decision-making and political participation.
- The EJR Action Coalition mobilized partners to influence FfD4 by identifying key policy entry points, advancing the EJR Blueprints and UN Women Resource Paper, and providing technical support, advocacy tools and capacitybuilding. Through coordinated convening, including the Feminist Forum, it aligned diverse constituencies to promote gender-transformative financing prioritizing women and girls.

2. Multi-stakeholder partnerships are most effective when they function as integrated ecosystems, not thematic silos. ACs delivered stronger and more durable outcomes when they operated as integrated partnership ecosystems, linking agenda-setting, commitment-making, implementation, advocacy and accountability, rather than as stand-alone thematic platforms.

- The EJR AC aligned governments, feminist economists, trade unions, philanthropy and the private sector around a shared reform agenda. This enabled systemic shifts, including expansion of the Global Alliance for Care, recognition of care as a public good, promotion of ILO Convention 190, and integration of gender equality priorities into global policy processes (FfD4, COP and Second World Summit on Social Development).
- The FACJ AC combined collective agenda-setting, financing alignment, capacity-building and accountability to reposition women, particularly Indigenous, grass-roots and youth leaders – as

agents of climate solutions, while strengthening coherence between climate, gender and human rights frameworks.

- Generation Equality's ecosystem model enabled issue-specific spinoff alliances beyond the initiative. Networks such as the Global Alliance for Care and the Alliance for Feminist Movements built on Action Coalition trust, leadership and collaboration, expanding membership and governance to advance dedicated agendas while sustaining multi-stakeholder coordination and influence across global and regional platforms.
- The SRHR and FML Action Coalitions convened governments, UN agencies, civil society and youth through a high-level side event on the 30th International Conference on Population and Development (ICPD30) and Beijing+30. This secured strong commitments from governments to expand SRHR investment and universal access, generated a key advocacy outcome document, and contributed to reaffirming global commitments to ICPD and the BDPfA in the Pact for the Future.



3. Feminist multi-stakeholder governance requires continuous adaptation, not fixed models. Generation Equality underscored that participatory, feminist governance is an evolving political process shaped by reflection, course correction and collective adjustment in response to shifting power dynamics, resourcing constraints and changing contexts. Across Action Coalitions and the WPS-HA Compact, this adaptive approach informed leadership arrangements, coordination mechanisms and collective accountability practices, contributing to the development of a distinct feminist governance model grounded in learning, flexibility and shared responsibility.

- Across ACs, partners navigated recurring challenges related to representation, workload distribution, uneven resourcing and voluntary coordination, prompting iterative adjustments to leadership arrangements, coordination mechanisms and accountability practices (see further details in the convenor section below).
- The Multi-Stakeholder Leadership Group emerged from earlier cross-coordination bodies that helped shape the formulation of Generation Equality. While intended to retain a cross-cutting governance function, it operated largely in parallel to AC and Compact leadership due to the absence of a clearly defined mandate and decision-making authority, limiting its influence and underscoring the need to align advisory bodies with where authority and accountability reside.

TRANSFERABLE GOOD PRACTICES

Cross-AC collective leadership: When threats emerged to repeal The Gambia's 2015 ban on FGM, Generation Equality partners activated coordinated leadership across the FML, GBV and SRHR Action Coalitions. Feminist and youth-led organizations aligned analysis, messaging and advocacy across coalitions, linking locally-led mobilization with global political engagement. UN entities and governments supported amplification through Generation Equality channels without displacing movement leadership.

Established cross-coalition relationships and legitimacy enabled rapid, coherent action that contributed to defending the law.

Collective Commitments spur cross-sector collaboration: Collective commitments such as *'Ending violence and harassment in the world of work'* by the EJR and GBV Action Coalitions created shared governance spaces to address intersecting gender equality challenges beyond single mandates, strengthening coordination across coalitions. Through collective commitments and sustained political alignment among AC leaders, Generation Equality enabled meaningful collaboration across thematic areas.

Collective action to influence global norms and policy: The T&I AC pursued sustained institutional engagement to advance feminist digital policy beyond advocacy moments. Partners aligned around the Global Digital Compact as a strategic anchor, coordinating joint positioning, shared statements and repeated interventions across CSW, UN General Assembly, WSIS+20, and the Internet Governance Forum. This long-term, collective strategy enabled gender equality, TF GBV and feminist AI governance to be embedded within global digital norms, translating momentum into durable policy influence.

SCALABILITY LENS: THREE CORE PRINCIPLES FOR EFFECTIVE AND DURABLE MSPS

Generation Equality's experience demonstrates **three core principles underpinning effective and durable multi-stakeholder partnerships:**

- Multi-stakeholder partnerships remain effective only when reflection, transparency, accountability and collective learning are embedded as core governance practices, rather than treated as optional or episodic.
- Participatory leadership is not a static solution, but an ongoing political process that requires continuous investment, reflection and collective stewardship to remain credible and impactful.
- Light but intentional structures are essential to support continuity, follow-through and inclusive participation, without recentralizing power or overformalizing collaboration.
- Scaling multi-stakeholder partnerships means scaling political coherence and accountability.

2.2 CONVENING POWER AND PARTNERSHIP-BUILDING



In Generation Equality, the **convenor role refers to the use of legitimacy, neutrality, access and facilitation power** to bring diverse actors together and enable collective action. Convening took different forms across Action Coalitions and the WPS-HA Compact, including centralized stewardship and shared or co-convening models. Beyond logistics, convening involved shaping agendas, enabling participation, sustaining trust, and linking global norms to regional and national action in adaptive ways.

LESSONS LEARNED

1. Multi-stakeholder convening filled a structural gap for joint agenda-setting. Generation Equality demonstrated that convening power is most impactful when it fills an unmet structural gap by enabling sustained, cross-thematic, intergenerational and cross-constituency agenda-setting that did not previously exist at scale.

- The establishment of six ACs and the WPS-HA Compact created the first global architecture where governments, feminist movements, youth,

UN entities, philanthropy and the private sector could jointly define priorities and act collectively across multiple gender equality domains.

- This space enabled cross-thematic, coordinated positioning that influenced intergovernmental outcomes, including CSW Agreed Conclusions, CSW revitalization, and the articulation and integration of intercepting thematic gender equality priorities into the Pact for the Future, ICPD, COPs and others.
- The EJRA AC, through joint convening with governments, CSOs and multilaterals, elevated care as a cross-cutting economic issue, contributing to the establishment of the International Day of Care and Support (29 October).

2. Effective convening at scale requires clear ownership and stewardship to sustain collaboration. Experience showed that multi-stakeholder partnerships do not sustain themselves through goodwill alone and require explicit responsibility for convening, coordination and follow-up. Where this was absent, stakeholders tended to revert to existing bilateral partnerships or parallel networks.

- Regular, intentionally curated convenings at global and regional levels, such as Action Coalition Leader meetings, regional dialogues and WPS-HA Compact symposia (e.g. Nairobi and Geneva), maintained momentum, shared learning, and reinforced collective priorities across diverse actors and geographies.
- In **Kenya, Tanzania** and **Rwanda**, national and subnational steering committees aligned global commitments with national and local planning, strengthened coherence across levels and embedded shared decision-making (see [2023 Localization Case Study](#)).
- The Government of **Burkina Faso**, SRHR AC leader, spearheaded efforts with countries including **Benin, Guinea, Mali, Niger** and **Togo** to develop, adopt and implement a West Africa Regional Road Map on SRHR. Each participating country developed five-year national operational plans addressing shared priorities including stronger legal protections, expanded comprehensive sexuality education and improved access to SRHR services. Burkina Faso has also led the road map's progress monitoring.

3. Convening power is shaping power and requires explicit feminist governance safeguards.

Generation Equality confirmed that convening is a political act that redistributes power, and feminist principles must be intentionally operationalized to prevent the reproduction of hierarchical dynamics.

- The Accountability Framework enabled tracking of progress against deliverables and moving from outcomes to partnership processes through examining collective power dynamics and course correction across the ACs and the WPS-HA Compact (see further details in section 2.5 below).
- Institutionalized intergenerational leadership across ACs and the WPS-HA Compact, including formal leadership roles for youth-led organizations, shifted participation towards shared authority and influenced global processes such as CSW (see further details in section 2.3 below).
- Clear separation between convening and representation roles ensured that UN entities supported facilitation, access and continuity without speaking on behalf of feminist movements, sa-

feguarding movement autonomy while enabling participation in high-level political spaces.

- Civil society leaders shaped agendas, sustained trust and held institutional memory across ACs. However, where this role was underresourced, coalitions lost political coherence, demonstrating that convening power must be recognized and protected as a political function.

4. Convening ambition at scale creates coordination complexity and resource demands.

Convening six ACs and the WPS-HA Compact across global, regional and country levels involved a high degree of structural and operational complexity. Generation Equality showed that convening at scale requires coordination, facilitation and resourcing to sustain alignment, credibility and momentum.

- Coordinating multiple coalitions and multi-stakeholder spaces across levels required continuous effort to ensure coherence, align priorities and activate diverse networks.
- Sustained convening depended on financial contributions and in-kind investments from UN entities, governments and partners, including staff time, technical expertise and political capital.
- Convening across diverse stakeholder and geographies required ongoing facilitation and translation between political, technical and movement spaces to bridge different institutional cultures, capacities and timelines.

SCALABILITY LENS: FEMINIST CONVENING

Generation Equality demonstrated the scalability of **a shared agreement that binds diverse stakeholders not only to common goals, but to common ways of working**. Through its ACs and the WPS-HA Compact, Generation Equality embedded feminist principles, such as power-sharing, intersectionality and intergenerational leadership, into governance arrangements, accountability mechanisms and collective review spaces. This approach enabled joint agenda-setting while making power dynamics explicit and open to challenge. The feminist convening contract offers a transferable model for sustaining multi-stakeholder partnerships across issues and levels of governance.

2.3 YOUTH LEADERSHIP AND INTERGENERATIONAL PARTNERSHIP STRATEGY

LESSONS LEARNED

1. ACs and the WPS-HA Compact enabled young people to evolve into agenda-shapers and change-makers.

Generation Equality demonstrates that youth leadership becomes transformative when multi-stakeholder spaces are intentionally designed for shared agenda-setting, decision-making and political influence. These spaces enabled young people to evolve into change-makers, while youth in turn took ownership of and sustained these spaces because of the legitimacy, power and accountability they enabled.

- Action Coalitions provided sustained, intergenerational governance spaces where youth co-defined priorities, political narratives and collective strategies, particularly within the FML AC.
- The *Young Feminist Manifesto* (2021) articulated youth-defined standards for co-ownership, co-leadership and agenda-setting within Generation Equality. It anchored youth expectations of meaningful engagement and reinforced youth ownership over the process by defining what legitimacy and power-sharing should entail. Through sustained engagement around CSW, culminating in the institutionalization of the Youth Interactive Dialogue at CSW, Generation Equality youth helped shift youth participation from side events to recognized agenda-shaping formats within UN intergovernmental processes.
- Youth leadership practices piloted through the Action Coalitions informed institutional design choices, including the UN Youth Office's use of a youth-led reference group for strategic planning and youth participation in the Pact for the Future's implementation working structures.

2. Intergenerational partnership builds youth political capacity and confidence to act in intergovernmental systems.

Generation Equality demon-

strates that intergenerational partnership is not only a fairness principle but a capacity-building mechanism. Sustained engagement alongside seasoned feminist leaders, civil society actors and institutions enabled young people to develop political confidence, negotiation skills and institutional literacy – empowering them to engage boldly in intergovernmental spaces traditionally viewed as inaccessible. Youth leadership was thus not only exercised but actively produced through partnership. Across the ACs, young feminists participated in sustained strategic dialogue with governments, UN entities and movements, gaining exposure to policy negotiation, multilateral procedures and collective advocacy strategies, e.g. UN Women's training ahead of Beijing+30 built procedural fluency and credibility contributing to youth actors engaging confidently in formal UN processes beyond Generation Equality.

- Since the inception of Generation Equality, Young Leaders established a process to develop annual recommendations based on the priority theme of the Commission on the Status of Women. These recommendations are shared with Member States to support the negotiation of the Agreed Conclusions. In addition, they are also used by young advocates to promote the inclusion of specific language in the zero draft. The engagement has grown from 1,500 young people in 2021 to 23,000 young people in 2026 who have submitted recommendations for Member States to consider during the review of the zero draft, helping to ensure that youth priorities are reflected in the final Agreed Conclusions.
- The Development Agenda for Girls and Women in Africa Network, an SRHR Commitment Maker, strengthened the capacity of adolescent girls and young women to engage in budget advocacy and financial decision-making. Through training and collective action, adolescent girls and young women contributed evidence-based inputs to na-

tional budget consultations, promoting increased domestic health financing and prioritization of SRHR within public expenditure frameworks.

3. Youth leadership strengthened accountability by bridging global commitments and national-level change.

Accountability in Generation Equality was strengthened where youth leadership was embedded upstream in agenda-setting. When young people helped define priorities and benchmarks, they were better positioned to interrogate implementation gaps and hold other constituencies to account, making accountability more political, visible and relevant.

- The Youth Coalition and Fridays for Future, leaders and Commitments Makers in the SRHR AC, worked together to build collective advocacy strategies and drive accountability on SRHR, climate change and population dynamics. These initiatives included youth-led discussions on the

connection between bodily autonomy and climate change. Their collective strategies – and the experience of working together to find solutions to the pressing problems facing our society – is essential for the generation of future leaders.

- Generation Equality youth leaders co-authored the Declaration for Future Generations, annexed to the Pact for the Future, translating movement-rooted priorities into formal normative language.

4. Youth leadership requires deliberate financial enablement to be equitable and sustainable.

Despite its centrality to Generation Equality's achievements, youth leadership remains chronically underfunded, constraining who can participate and for how long. The *2024 Generation Equality Accountability Report* identifies an estimated USD 500 million funding gap for youth-led and youth-focused commitments, highlighting a systemic mismatch between ambition and investment.



- Many youth leaders were only able to participate meaningfully in intergovernmental spaces when active sponsorship and financial support were provided, including during the Generation Equality Midpoint Moment.
- The EJR AC enabled youth leadership by covering travel and participation costs for both Leaders' Retreats. Following a competitive selection process, the EJR Action Coalition awarded eight Youth Commitment Makers small grants of USD 5,000 per grantee to build capacity and support the implementation of their commitments on women's and girls' economic justice and rights. In addition, the EJR Action Coalition offered capacity-building opportunities to youth and grass-roots actors on all action areas of the EJR blueprints.

TRANSFERABLE GOOD PRACTICES

Youth-led accountability driving Generation Equality results

Between 2023 and 2024, youth activists and youth-led organizations played a critical role in accelerating accountability under Generation Equality. Young feminists mobilized public discourse, peer pressure and targeted advocacy to push Commitment Makers to report on and implement their pledges. Crucially, youth engagement was linked directly to formal accountability mechanisms, connecting activism to reporting timelines, evidence requirements and public scrutiny. This approach contributed to a 40-percentage-point increase in reported commitments between 2022 and 2024 and brought 165 first-time Commitment Makers into the habit of systematically tracking progress on gender equality commitments. It reinforced youth legitimacy as credible accountability actors within multi-lateral gender equality processes. In addition, as far as the WPS-HA Compact is concerned, the *Accountability Report 2025* mentioned that 88 per cent of Signatories referenced youth in their reporting.

High-Impact Youth Leadership: Nala Feminist Collective's contribution to Generation Equality

The Nala Feminist Collective (Nalafem) emerged through engagement in Generation Equality as a youth-led feminist movement rooted in African contexts. Enabled through Action Coalition participation, Nalafem translated visibility in global governance

into regional movement-building, leadership development and coordinated advocacy. Nalafem was successful in engaging fiscal partners, creating an accountability toolkit and building long-term relationships with governments. Across Africa, Nalafem delivered feminist leadership, digital safety and political participation training, with 72 per cent of participants reporting improved confidence. Summits in Abuja, Nairobi, Windhoek and Freetown produced 100 Commitments for women's political leadership. Subgrants contributed to advocacy efforts that advanced policy reforms in Malawi and Kenya, strengthened disability rights in Rwanda and mobilized women leaders in Sudan. Regional advocacy influenced African Union policy, while the Nalafem App improved secure communication and protection. These impacts represent durable structural and normative change.

Embedding youth leadership in national governance through Generation Equality platforms

In Finland, engagement in Generation Equality led to the establishment of a Generation Equality Youth Group, coordinated by UN Women Finland and Plan International Finland, and formally linked to government action. The group advises decision-makers, represents Finland in intergovernmental spaces and authors youth-led policy proposals, including the Right to Be Online Manifesto addressing online gender-based violence. This model enabled youth priorities to shape national positions while translating global commitments into domestic governance practice.

SCALABILITY LENS: YOUTH LEADERSHIP

The Generation Equality experience demonstrates that youth leadership scales when it is institutionalized within governance architectures, enabled through multi-stakeholder spaces that build political capacity, linked to national follow-through, anchored in accountability systems and sustained through predictable resourcing. **Scaling youth leadership therefore requires design choices that redistribute power, resources and decision-making authority**, not the multiplication of ad hoc participation opportunities.

2.4 FINANCING GENDER EQUALITY: FROM COMMITMENTS TO BUDGET INTEGRATION

LESSONS LEARNED

1. Generation Equality primarily functioned as a political and visibility mechanism for financing gender equality. Generation Equality elevated financing for gender equality as a political priority, mobilizing visibility around financial commitments and placing gender equality financing at the centre of global policy, philanthropic and private sector discourse. At the Generation Equality Forum in Paris in 2021, USD 40 billion in financial commitments were announced, increasing to USD 50.3 billion by

2024 through expanded reporting and additional commitments. Commitments comprised a mix of new and pre-existing funding, often accelerated or reframed through the Generation Equality process.

- The 2026 *Financial Commitments Analysis* found that governments increasingly used national budgets and prevention allocations as a strong proxy for strengthening gender-responsive systems. Private financing volumes were significant but remained highly concentrated, pointing to the need for broader and more diverse investment.



- The *2023 Financial Commitments Case Study* documents that commitments included both new and preexisting investments, and often accelerated or reframed existing ones rather than newly creating.

2. Multi-stakeholder partnerships enable effective resource mobilization and catalyse financing ecosystems.

Generation Equality created a global platform that increased the visibility and legitimacy of feminist, civil society and youth-led actors, facilitating access to funding opportunities. Convening reduced informational, political and relational barriers between funders and implementers and enabled indirect financing effects over time.

- ACs and the WPS-HA Compact enabled organizations to form new partnerships, expand networks, and engage philanthropies and donors not previously accessed. They enabled match-making between funders and implementers, including through flexible financing windows and targeted grants.
- High-level dialogues, such as CSW68 and FfD4 side events, catalysed discussions on feminist financing, SRHR investments and support to grass-roots and women-led organizations.
- The WYDE Women's Leadership Initiative supports civil society and women's rights organizations, including youth-led organizations, anchored in the FML AC.
- ACs used programmable convening budgets to provide small grants, travel support and stipends, enabling youth-led participation.

3. Expectations of direct financial benefit for participating organizations were higher than what the model could deliver.

The announcement of USD 40 billion during the Generation Equality Forum in Paris raised expectations of benefiting from direct grant funding to support commitment implementation.

- Accountability reports and shadow reports highlight that these expectations were not consistently met, generating frustration and reinforcing concerns about structural underfunding of feminist movements.

4. Generation Equality accelerated shifts towards feminist financing norms, even in the absence of large-scale redistribution.

Generation Equality accelerated normative shifts in how financing for gender equality is discussed and practiced, including through AC dialogue, especially within FML, EJR and SRHR ACs, on feminist financing approaches.

- Philanthropic funders expanded general operating support for feminist organizations following Generation Equality dialogues.
- ACs explicitly promoted feminist financing principles in high-level policy spaces, such as CSW and FfD4 side events, reinforcing these norms beyond the initiative itself, e.g. dialogue on innovative financing solutions to address the intersection of poverty and SRHR was catalysed at a side-event at CSW68.

5. Transparency and tracing of funding flows are the critical financing frontier.

The *2026 Financial Commitments Analysis* significantly improved collective visibility on the scale and composition of gender equality financing, while also revealing limits in tracing funds to final recipients. Gaps in identifying whether resources reached feminist, grass-roots and youth-led organizations highlighted the need for more refined markers and recipient-focused tracking.

- The *2026 Financial Commitments Analysis* consolidated self-reported data across governments, philanthropy, multilaterals and the private sector, enabling comparison of pledged, secured and spent resources for the first time at this scale, while also demonstrating that aggregate figures often mask duplications and unclear funding pathways.
- Accountability reporting revealed that many Commitment Makers were unable to indicate whether young people were among funding recipients, despite youth being consistently identified as underfunded. This evidence informed discussions on introducing youth and feminist movement markers to better illuminate funding flows and inequities.

TRANSFERABLE GOOD PRACTICES

Predictable, flexible and timely disbursement models

Government-led financing provides the most predictable and timely disbursement across ACs, with USD 10.4 billion, about 78 per cent of secured government funding, flowing through public budgets. This contrasts sharply with more fragmented funding streams: civil society and youth-led organizations face concentrated, project-based grants and a documented USD 577 million financing gap, alongside bureaucratic hurdles identified as the single-largest barrier to disbursement across stakeholder groups. Predictability and flexibility, enabled through multi-year public financing, reduced administrative burdens, and less-earmarked funding are critical to ensure that resources reach implementing partners on time and can respond to evolving needs, particularly for feminist and grass-roots organizations.

Results-oriented financing linked to impact

Financial commitments aligned with clear outcomes deliver stronger results. GBV is identified as the most heavily financed AC, with USD 7.7 billion in government pledges for prevention, reflecting intentional alignment between financing and systemic impact. Commitments that integrate impact indicators and accountability mechanisms at design stage are better positioned to connect financial flows to access to justice, survivor services and prevention outcomes. Linking financial commitments to measurable, equity-focused results, rather than expenditure alone, strengthens accountability and ensures that resources contribute to systemic change, particularly for underserved regions and populations.

Using convening to improve the equity and traceability of gender equality financing

Design convening processes that link political commitment, financing dialogue and accountability from the outset. Generation Equality demonstrated that convening can shape financing outcomes when it intentionally connects funders, intermediaries and implementers in shared spaces, while embedding accountability tools that track not only pledged amounts but also funding pathways and recipients. Pairing high-level mobilization with recipient-focused reporting (e.g. markers for youth and feminist movements), small catalytic resources for participation and continuous dialogue on feminist funding practices helps ensure that financing ecosystems become more transparent, equitable and responsive to those most underresourced.

SCALABILITY LENS: EMBEDDING GENDER MARKERS WITHIN FINANCIAL SYSTEMS

A central lesson from Generation Equality is the importance of **embedding gender markers within financial management and budget systems**. Integrating gender markers into public financial management enables governments and partners to track allocations, expenditures and results, supporting institutionalization beyond individual projects. The *2026 Financial Commitments Analysis* confirms that sustained impact depends on shifting from project-specific grants to system-level financing embedded in national budgets.

2.5. DATA, MEASUREMENT AND ACCOUNTABILITY INNOVATIONS: FROM FRAMEWORKS TO DECISION-MAKING TOOLS

LESSONS LEARNED

1. Accountability frameworks are most effective when structure is established early and flexibility is intentionally built into the design

- Accountability was integral to the formulation of the AC blueprints, as set out in the Global Acceleration Plan. The blueprints combined time-bound targets, indicators and commitments with an explicit emphasis on monitoring progress, transformative process and impact. Established through a co-creative process, the **Accountability Framework is organized in four elements: commitments, targets, transformative process and stories of impact**. Its purpose was to track progress over time; however, commitments made by organizations aimed at fulfilling the blueprints lacked a formal structure from the outset, resulting in scattered and difficult tracking. While this approach enabled flexibility and broader engagement, allowing Commitment Markers to define their own outputs and outcomes, it also led to a monitoring framework that was not methodologically robust in providing the insights it was designed to deliver.

ader engagement, allowing Commitment Markers to define their own outputs and outcomes, it also led to a monitoring framework that was not methodologically robust in providing the insights it was designed to deliver.

- In contrast, the **WPS-HA Compact Monitoring Framework** was more deliberate and structured, with Signatories committing to pre-determined actions. This ensured a clear and well-organized approach to monitoring, and linkages to existing intergovernmental peace and security processes, yet it offered limited flexibility to adapt to evolving contexts.

Gaps:

- Limited comparability of Commitment data across ACs and the WPS-HA Compact.
- Heavy reliance on self-reported data without harmonized indicators.
- Weak institutional integration of monitoring and accountability within national systems.

Figure 1. Elements of the Action Coalitions' monitoring and accountability framework



2. Data systems and reporting approaches shape accountability outcomes

The Accountability Framework needed to be simple, accessible and clear, to ensure the collection of quality data, while also capturing the complexity of progress that can demonstrate how individual commitments and thematic leadership are driving tangible change or are facing implementation roadblocks. In practice, self-reporting was the primary reporting modality, which created uneven depth and quality of data. Some Commitment Makers and Signatories reported selectively, inconsistently or not at all, further limiting full comparability across ACs and Compact.

Gaps:

- Insufficient data inhibit the data disaggregation needed to translate complex monitoring data into actionable insights for decision-makers.
- Data quality differ based on an organizations' capacities, understanding of the survey tool, and familiarity with M&E frameworks.
- Dashboard data remain primarily descriptive and require stronger analytical capacity to inform decision-making.

3. Accountability systems require sustained resources and capacity

Implementing the Generation Equality Monitoring and Accountability Framework is resource-intensive, in particular because the framework for the ACs was created as a stand-alone monitoring tool without benefiting from reporting to other existing accountability mechanisms, such as CSW, Voluntary National Reviews, SDG data, etc. It is thus difficult to sustain over time. In addition, reporting fatigue and capacity constraints persist among respondents, particularly among smaller CSOs and youth-led organizations, affecting the consistency and quality of reporting. Project-based funding structures and rigid financing models can limit operational flexibility and slow the delivery of results.

Gaps:

- Stand-alone accountability frameworks requiring additional reporting strain already strained capacities.

- Resource and capacity constraints undermine sustained reporting and engagement, particularly for smaller CSOs and youth-led organizations.
- Rigid, project-based funding limits adaptability and timely implementation.

4. Accountability reporting and case studies strengthen evidence but reveal persistent constraints

The findings presented in the **Accountability Reports** rely on statistically significant response rates. With close to 1,000 organizations invited to report on their commitments, significant outreach was required to ensure timely submissions. Regular, personal follow-ups, transparent communication and ownership of the process enabled 53 per cent of Commitment Makers to report on 71 per cent of commitments as of 2024, representing a 40-percentage point increase from 2022, while total documented pledges reached USD 50.3 billion across governments, philanthropies, multilaterals, the private sector and civil society organizations, including youth-led groups. The Accountability Reports, including the thematic reports **on GBV, EJR and SRHR, as well as the six thematic case studies** demonstrate how accountability data inform progress on policy reform, coordination and resource allocation.

In parallel, 50 per cent of Signatories' self-reported data were used for the *WPS-HA Compact Accountability Report 2025*; and 71 per cent of Member States provided reporting on 2024 implementation. This indicates a notable increase in reporting.

Gaps:

- Available data do not consistently capture the quality, outcomes or transformational depth of interventions.
- Evidence remains stronger on outputs and financial tracking than on long-term impact.

5. Feminist monitoring, evaluation and learning (MEL) must capture process, power shifts and relational outcomes

The Accountability Framework set out to monitor the transformative nature of Generation Equality, acknowledging that traditional indicators fail to capture pro-

cess, power shifts and relational outcomes. Element 3 of the AC framework and the principles of transformation in the Compact Framework set out to measure who is at the table, how decisions are made and whether trust has been built, thereby relying on a set of questions traditionally not asked. It must ask “how, by whom, and at what cost?” to track shifts in power, voice and participation across multiple levels, within individuals, between organizations and across institutions.

Gaps:

- Traditional indicators fail to capture process, power shifts and relational outcomes.
- MEL frameworks often do not track shifts in power, voice and participation across multiple levels.

TRANSFERABLE GOOD PRACTICES

Co-ownership of MEL is required to reflect shared power and participation

Efforts undertaken to co-design the survey instrument and data-collection tools increased ownership and the relevance of the data collected between 2022 and 2025, thereby ensuring that the accountability framework remained true to its co-creative establishment with shared power and co-leadership at its core. Critical is that all stakeholders, including civil society actors, shaped the frameworks, not merely responded to them. Yet, while the implementation of commitments was well documented, documenting the transformative, systematic impact of the ACs and the WPS-HA Compact fell short. In this regard, a light, accessible annual survey tool could serve as a practical mechanism for collecting qualitative data on process inclusivity, relationship-building, organizational shifts and perceived impact, but only if it is designed with and by those it seeks to engage, rather than simply being administered to them.

Open data and transparency through dashboards and reporting

The public [Commitments Dashboard](#) provides searchable access to more than 2,500 commitments across six ACs, with disaggregation by ACs, Commitment Makers, geography and thematic area, as well as visualizations including charts, maps and trend comparisons across reporting cycles. Open access supports

accountability, advocacy and peer learning, while dashboard data feed directly into annual Accountability Reports, enabling synthesis across qualitative and quantitative evidence. Case studies further complement dashboard data by illustrating how commitments translate into policy and programmatic change.

SCALABILITY LENS: INTEGRATING ACCOUNTABILITY INTO INSTITUTIONAL FRAMEWORKS

Scaling monitoring frameworks requires balancing structure with flexibility by maintaining standardized indicators and harmonized reporting systems while accommodating diverse commitments and evolving contexts. Simplified reporting tools and stronger analytical capacity are essential to translate data into actionable insights and support decision-making at scale. Expanding open-access dashboards and integrating qualitative case studies can further strengthen transparency, peer learning and evidence-based policy influence.

Key enablers for scalability include:

- Sustained investment in resources and capacity, particularly for smaller civil society and youth-led organizations, to ensure consistent participation and reduce reporting fatigue.
- Alignment with global frameworks to strengthen coherence, comparability and long-term sustainability.
- Stronger integration of accountability within national systems to sustain efforts beyond individual initiatives.
- Improved data quality and consistency, while capturing not only outputs but also transformational outcomes and long-term impact.

ACTION COALITIONS COMMITMENTS DASHBOARD

COMMITMENTS

2023 SURVEY

2024 SURVEY

Charts

Map

Directory

Filters



Gender-Based
Violence (GBV)



Economic Justice &
Rights (EJR)



Feminist Action for
Climate Justice
(FACJ)



Bodily Autonomy &
SRHR (SRHR)



Feminist
Movements &
Leadership (FML)



Technology &
Innovation (TI)

Commitment Type

All



Organization Type



Region of Implementation

All



Partnerships

All



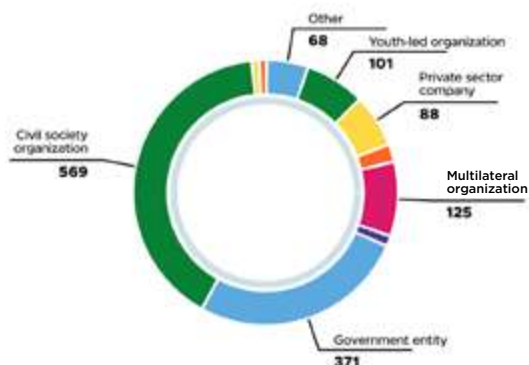
Collective Commitments



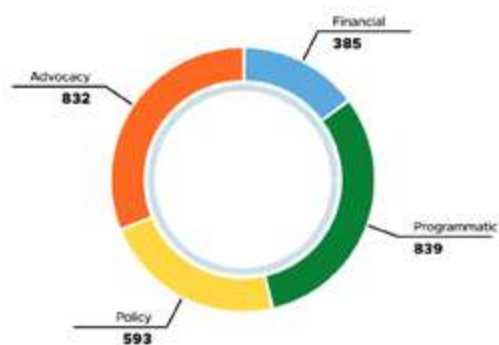
Reset

1386 commitments

No. of Commitments per Organization Type



No. of Commitments per Commitment Type



CONCLUSIONS

The following conclusions emerge from the key lessons outlined above by thematic area. The *Compendium of Lessons Learned* demonstrates that advancing gender equality at scale requires a transformation in how systems are governed, financed and held accountable. Across five years of implementation, a consistent set of conclusions emerges.

1. Multi-stakeholder partnerships function most effectively as governance systems, not mere coordination platforms

Generation Equality shows that MSPs deliver the greatest impact when they integrate agenda-setting, implementation, financing and accountability within a single architecture. Shared feminist leadership enabled collective political influence and coordination across constituencies, but outcomes remained contingent where governance arrangements were not fully institutionalized. Clear mandates, defined coordination mechanisms and sustained stewardship are essential to move from time-bound collaboration to durable systems change.

2. Convening is a core governance function that shapes power, alignment and results

Convening at scale filled a structural gap for joint agenda-setting across sectors and constituencies. Its effectiveness depended on explicit mandates, predictable resourcing and continuous facilitation. Generation Equality confirms that convening is not neutral: it shapes agendas, redistributes power and determines participation. Without deliberate safeguards, resourcing and ownership, convening risks fragmentation and reinforces existing inequalities.

3. Youth leadership strengthens legitimacy, accountability and policy outcomes when institutionalized

Youth engagement translated into transformative leadership where spaces enabled shared decision-making, agenda-setting and accountability roles. Intergenerational partnership functioned as both a governance model and a capacity-building mechanism, strengthening political participation and influen-

ce. However, youth leadership remains structurally constrained by financing gaps, indicating that participation is only sustainable when resourced.

4. Financing for gender equality requires a shift from mobilization to systems integration

Generation Equality mobilized significant financial commitments and elevated political attention to gender equality financing. However, impact was strongest where financing was embedded in public systems, particularly through national budgets. Voluntary, project-based and fragmented funding limited sustainability and accessibility, especially for feminist and youth-led organizations. Future progress depends on predictable, systems-integrated financing and improved transparency in tracking resource flows.

5. Accountability is most effective when designed as a learning and decision-making system

Accountability mechanisms strengthened transparency, reporting and visibility of commitments. Their impact was greatest where they informed planning, budgeting and collective decision-making rather than functioning as compliance tools. At the same time, uneven data quality, reporting burdens and limited systems integration constrained their effectiveness. Capturing transformational change requires moving beyond output tracking towards measuring power shifts, partnerships and long-term outcomes.

6. Durable progress depends on institutionalizing feminist principles across systems

Across all thematic areas, progress accelerated when feminist principles, power-sharing, participation, intersectionality and accountability were embedded in governance, financing and data systems. Conversely, reliance on voluntary arrangements, short-term funding and fragmented approaches limited sustainability. The central conclusion is that gender equality advances most effectively when collective ambition is translated into institutionalized systems that endure beyond individual initiatives.

OVERALL RECOMMENDATIONS

Building on these lessons and conclusions, the following recommendations spell out the priority actions required to institutionalize progress and sustain gender equality outcomes beyond the life cycle of Generation Equality.

1. Institutionalize multi-stakeholder governance as a core system function

Embed feminist, intergenerational and multi-stakeholder partnership models within UN system architecture, national coordination mechanisms and global governance processes. Establish clear mandates, decision-making structures and accountability lines to sustain collaboration beyond time-bound initiatives.

2. Resource and formalize convening as a governance responsibility

Recognize convening, coordination and partnership stewardship as core institutional functions. Allocate predictable financing, clarify ownership and strengthen facilitation capacities to maintain alignment, coherence and collective action at scale.

3. Rebalance power towards feminist movements, youth and local actors

Institutionalize participatory governance by ensuring that feminist organizations, youth-led groups and grass-roots actors act as agenda-setters and accountability drivers. Expand direct, flexible and accessible financing to support sustained leadership and engagement.

4. Transition to system-integrated financing for gender equality

Shift from project-based funding towards predictable, multi-year financing embedded in national budgets and public financial systems. Expand gender-responsive budgeting and develop tracking mechanisms that ensure resources reach feminist, youth-led and grass-roots organizations.

5. Strengthen accountability as a tool for learning, not only reporting

Integrate accountability systems into planning, budgeting and policy cycles. Simplify reporting, improve data quality and invest in analytical capacity to ensure that data inform decision-making, course correction and collective action.

6. Build data systems that capture equity, outcomes and transformation

Improve the availability, comparability and use of disaggregated data, while expanding tools to measure qualitative change, including power shifts, participation and partnership dynamics. Align data systems with national and global frameworks to ensure sustainability.

7. Scale whole-of-government and cross-sectoral approaches

Promote integrated policy frameworks that align gender equality across sectors, including economic policy, climate action, digital transformation, peacebuilding and humanitarian action, to reduce fragmentation and increase systemic impact.

8. Protect enabling environments for feminist and youth leadership

Strengthen legal, political and institutional protections for civic space, including safeguarding women human rights defenders and supporting enabling conditions for participation in decision-making at all levels.

RESOURCES

- Generation Equality Forum: [website](#).
- Action Coalitions Commitments Dashboard: [webpage](#).
- 2022 Accountability Report: download [here](#).
- 2022 WPS-HA Compact Accountability Report: download [here](#).
- 2023 Innovation and Technological Change, and Education in the Digital Age for Achieving Gender Equality and the Empowerment of all Women and Girls: download [here](#).
- 2023 Accountability Report: download [here](#). This website also includes:
 - 6 case studies
 - Gender-Based Violence Accountability Report
 - Economic Justice and Rights Accountability Report.
- 2023 WPS-HA Compact Year in Review: [webpage](#).
- 2024 Centring women's economic empowerment in the Fourth International Conference on Financing for Development: download [here](#).
- 2024 On the road to an inclusive and safer world of work: Ratifying ILO C190 and R206: download [here](#).
- 2024 Accountability Report: download [here](#). This website also includes:
 - SRHR Accountability Report
 - 7 accountability factsheets.
- 2024 WPS-HA Compact Accountability Report: download [here](#).
- 2025 EJR blueprints: download [here](#).
- 2025 FACJ Action Coalition's 61 stories of impact: download [here](#).
- 2025 WPS-HA Compact Accountability Report: download [here](#).
- 2026 Financial Commitments Analysis Report: download [here](#). This website also includes:
 - 6 advocacy factsheets.
- 2021 Young Feminist Manifesto: download [here](#).
- 2024 Global Alliance for Care: download [here](#).

ENDNOTES

- 1 Generation Equality Forum 2022.
- 2 Ibid.
- 3 UN DESA and UN Women. 2025. *Progress on the Sustainable Development Goals: The Gender Snapshot 2025*.
- 4 Generation Equality Forum 2022.
- 5 UNFPA (United Nations Population Fund). 2021. *State of the World's Population 2021*.
- 6 Ibid.
- 7 Generation Equality. 2025. *Generation Equality Accountability Report 2024*.
- 8 UNAIDS. 2021. *Global AIDS Update 2021*.
- 9 UN Women. 2021. *Progress on the Sustainable Development Goals: The Gender Snapshot 2021*.
- 10 Meyer-Rath, G. et al. 2025. "Who pays and what pays off in sexual and reproductive health? A review of the cost and cost-effectiveness of interventions and implications for future funding and markets." *The Lancet*. 406, 10515: pp. 2152-2167.
- 11 Mallik, R., E. Kismodi, and T.K. Sundari Ravindran. 2022. "The dynamics of funding for sexual and reproductive health and rights (SRHR) advocacy and movement building." *Sexual and Reproductive Health Matters*.
- 12 Boniol, M., M. Mclsaac, L. Xu et al. 2019. *Gender equity in the health workforce: analysis of 104 countries*. Geneva: WHO.
- 13 Generation Equality Forum 2022.
- 14 Ibid.
- 15 Ibid.
- 16 WPS-HA Compact. 2024. *WPS-HA Compact Accountability Report 2024*.
- 17 WPS-HA Compact. 2025. *WPS-HA Compact Accountability Report 2025*.

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.



220 E 42nd Street
New York, NY 10017
United States of America

www.unwomen.org