



Holding the Secretary-General's Feet to the Fire: A Report Card on His Progress Advancing a More Feminist United Nations in the First 100 Days

Since taking the oath of office in December 2016, United Nations Secretary-General (SG) Antonio Guterres has articulated several commitments to women's rights and gender equality in the UN system and beyond. The SG took office at a time of unprecedented public and Member State pressure for feminist leadership at the UN—pressure that appears, in this limited window of time, to be working. Most recently, in a speech at the opening session of the 61st Commission on the Status of Women (CSW 61), Mr. Guterres invited civil society to hold the United Nations to account on these promises: “Do not let us in the UN off the hook. Keep our feet on the fire. Keep pushing. Keep inspiring. Keep making a difference.”

In answer to this call, the International Center for Research on Women (ICRW), on behalf of the Feminist UN campaign (which last fall released a [report](#) ↗, *Toward a More Feminist United Nations*, and following the selection of Mr. Guterres released a set of [recommendations](#) ↗ for the Secretary-General's first hundred days in office), has compiled the following progress report outlining the Secretary-General's progress and commitments during his first 100 days in office as measured against our proposals for advancing women's rights and gender equality at the United Nations.

OVERALL SCORE:



In the short space of his first 100 days, this Secretary-General has made an unprecedented number of noteworthy statements in support of various women's rights and feminist issues, an example that is unmatched by historical precedent. While he has not addressed every issue the campaign champions, Mr. Guterres has demonstrated clear commitment to breaking new ground on women's rights in the UN system, as well as to championing gender equality on the global stage. This is a strong foundation upon which to build future progress.

The following scores reflect solid demonstrations of commitment to gender equality by Secretary-General Guterres, as measured against the Feminist UN Campaign's six asks for the first 100 Days, a window of time that better affords a symbolic stand than sufficient time to implement transformative change. We congratulate the Secretary-General on an unprecedented effort to date, and will be following his progress and updating this report card in the course of his first year and term of office.

ITEM:



1 ARTICULATE AND IMPLEMENT A FEMINIST LEADERSHIP AGENDA:

Progress to date: Good progress in articulating many elements of a feminist agenda, the true test of which will be its implementation in the months and years to come.

At CSW 61, Secretary-General Guterres announced that he would be joining the **International Gender Champions (IGC)** ↗ at the launch of its New York network and encouraged senior leaders to follow suit. IGC is a leadership network of female and male decision-makers who have committed to integrating gender parity across all organizational sectors. IGC Champions must pledge to participate in panels only if they reflect a gender balance. This effort seeks to promote women’s representation and influence in all substantive and expert conversations. Furthermore, Champions must make two additional SMART (specific, measurable, achievable, relevant and time-bound) commitments towards gender equality, in either executive management or programmatic work, which can be measurably achieved in one year. The Secretary-General was previously a member of IGC’s Geneva network while serving as High Commissioner for Refugees. In this capacity, he committed to undertaking institutional initiatives to increase women’s meaningful participation in the design and implementation of protection programs, and striving towards community-level acceptance of gender equality programming. He has also committed to setting a roadmap to gender parity (see point 4), and to hold regular town halls with feminist civil society, the first of which was held at CSW 61, and meet with women’s rights defenders on his country missions.

What’s left: The SG should articulate and implement an overarching, unified agenda for action during the course of his term—with specific goals, targets, benchmarks and individuals responsible for achieving them—that brings together the number of independent initiatives he has announced into a coherent strategy that will guide his efforts throughout his term of office and allow civil society and UN actors to hold him to account. He should also finalize a mechanism for civil society input and dialogue.

100 DAY

YEAR 1 GRADE

YEAR 2 GRADE

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ITEM:



2 ENSURE FEMINIST IMPLEMENTATION AND ACCOUNTABILITY FOR THE SUSTAINABLE DEVELOPMENT GOALS (SDGS):

Progress to date: Minimal, but some encouraging rhetoric.

During his town hall with women’s civil society representatives, the Secretary-General claimed the focus should not only be on SDG 5, but on all SDGs, and assured the audience that he was working to find a way to ensure gender mainstreaming across all UN policies.

What’s left: The SG should work to ensure that the Goals have a strong accountability framework and continued focus on gender including and beyond Goal 5, in alignment with women’s rights instruments and processes such as the Beijing Platform for Action, CEDAW and the CSW. As part of the accountability framework and to ensure the Goals are working for women, the SG should call for the collection and use of complete, accurate sex-disaggregated data (i.e., “gender data”) to measure efforts toward and achievement of the targets outlined in SDG 5 and across the SDGs.

100 DAY









YEAR 1 GRADE



YEAR 2 GRADE



ITEM:	100 DAY	YEAR 1 GRADE	YEAR 2 GRADE
 <p>3 FINANCE FOR GENDER EQUALITY:</p> <p>Progress to date: The SG’s town hall comments that he is currently considering financing proposals by which the UN might achieve its goal of gender mainstreaming throughout the system present early cause for optimism.</p> <p>At the CSW 61 town hall, the Secretary-General expressed support for gender mainstreaming across the UN and indicated he is working with his Senior Gender Adviser to review proposals for how the UN could achieve this. We expect to hear something in the future, but a timeline has not yet been provided.</p> <p>What’s left: The SG should mandate gender budgeting across the UN system, champion full funding for UN Women (\$1bn) and convene an annual High Level Panel on Financing for Gender Equality to analyze current funding and make recommendations for improvement to achieve these goals, foster greater investment in women’s rights organizations and feminist movements, and ensure transparency in funding for gender equality by mandating the Gender SWAP be public and applied to all UN bodies.</p>			

ITEM:	100 DAY	YEAR 1 GRADE	YEAR 2 GRADE
 <p>4 UTILIZE FEMINIST LEADERSHIP: PARITY + RIGHTS PROTECTIONS</p>			
<p>PARITY</p>			
<p>Progress to date: Unprecedented commitments, so far matched by solid actions.</p> <p>At his swearing-in ceremony in December 2016 Secretary-General Guterres pledged to establish gender parity in all appointments to the Senior Management Group and Chief Executives Board, as well as at the Under-Secretary-General (USG) and Assistant-Secretary-General (ASG) levels, including special envoys and representatives. Upon assuming office, he named three women to top UN posts: Amina J. Mohammed, Deputy Secretary-General; Maria Luiza Ribeiro Viotti of Brazil, Chef de Cabinet; and Kyung-wha Kang, Special Advisor on Policy (also Chief of the Secretary-General-designate’s Transition Team). Other female appointees include: Ursula Mueller, Assistant Secretary-General for Humanitarian Affairs and Deputy Emergency Relief Coordinator; Tania Patriota, Deputy Special Representative for Colombia; Susan McDade, Assistant Administrator and Director of the Bureau for Management Services at the United Nations Development Programme (UNDP); Lynn St. Amour, Chair of the Internet Governance Forum’s Multistakeholder Advisory Group; Najat Rochdi, Deputy Special Representative, Resident Coordinator in Central African Republic; Louise Arbour, Special Representative for International Migration; and Izumi Nakamitsu, Under-Secretary-General and High Representative for Disarmament Affairs.</p> <p>Furthermore, in his remarks ➔ to a Security Council thematic debate, the Secretary-General promoted more active roles for women as troops, police officers and civilian staff in peace operations saying, “This is not only because gender parity is essential for its own sake, but because the involvement of women is proven to increase the chances of sustained peace, and to reduce incidences of sexual abuse and exploitation.”</p> <p>What’s left: Of these 24 appointments ➔ made to date, 10 appointees have been women. The Senior Management Group ➔ of 43 members, including the Secretary-General, has 16 women and 27 men. Of the 31 heads of specialized organizations ➔ making up the Chief Executives Board, there are seven women and 24 men. While Secretary-General Guterres is demonstrating a movement towards gender parity at the ASG/USG level, there remains a gender gap at the management and executive levels, which he has committed to address over the course of his first term.</p>			

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100 DAY

YEAR 1 GRADE

YEAR 2 GRADE



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UTILIZE FEMINIST LEADERSHIP: PARITY + RIGHTS PROTECTIONS

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RIGHTS PROTECTION

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Progress to date: Clear commitment, new proposals, much more work to be done.

In December 2016, Mr. Guterres committed to taking on the issue of violence against women in the UN system and articulated support for a whistleblower policy. In January 2017, the Secretary-General announced the convening of a High-Level **Task Force** to Improve United Nations Approach for Preventing, Addressing Sexual Abuse. The Task Force, led by Jane Holl Lute, Special Coordinator for improving the UN's response to sexual exploitation and abuse, will develop an urgent strategy for measurable improvement in the UN's role in prevention and response. The Secretary-General's **report**, *Special measures for protection from sexual exploitation and abuse: a new approach*, released this March, outlines a four-part strategy to improving the UN's system-wide prevention and response approach: "putting victims first; ending impunity; engaging civil society and external partners; and improving strategic communications for education and transparency." The report also announces proposals for a new ASG-level position for a system-wide victim rights' advocate; developing a victims' assistance protocol for testing in the field; organizing a high-level meeting on sexual abuse and exploitation before the end of 2017; establishing a circle of leadership, including Heads of State, and a standing advisory board, including civil society and external experts; and resuming monthly meetings of the High-Level Steering Group on sexual abuse and exploitation, among other commitments. Among its recommendations, the report urges Member States to commit to joint investigations of sexual abuse and exploitation with the UN or with independent, external experts to ensure greater transparency in investigation processes. Likewise, the report asks Member States to implement protections for whistleblowers and penalize those who knowingly fail to report crimes. At the CSW town hall, the Secretary-General further clarified that these efforts would apply to all forms of violence, and across the UN system (as opposed to only with regard to peacekeeping). He also expressed support for an independent investigation of these crimes and for the UN Charter's principle of non-discrimination to apply to the protection of the LGBTI community.

What's left: Immediately update the zero-tolerance policy for all forms of violence, and enforce it as well as policies that protect individual whistleblowers and/or agencies that create internal processes who denounce unequal hiring and promotion practices, sexual harassment, and gender discrimination broadly, as well as Member State capture of staff positions. Immediately institute a global commission of inquiry, rooted in the view of and answerable to the people who have been abused. Ensure senior leadership is fully on board with the zero-tolerance policy and sanction senior leaders who conduct, condone or cover up GBV. Introduce performance monitoring for officers that is linked to the zero-tolerance policy and show swift action in the face of any allegations.

ITEM:

100 DAY

YEAR 1 GRADE

YEAR 2 GRADE



5 ENABLE A FEMINIST TRANSFORMATION FOR CSW AND UN WOMEN:

Progress to date: Secretary-General Guterres committed to naming a senior official in his office to serve as a civil society liaison.

At CSW 61, Secretary-General Guterres and his senior leadership held the first-ever **town hall** with women’s civil society representatives, claiming that this would be the start of many similar dialogues, which was organized with and moderated by UN Women. The Secretary-General acknowledged the increasing backlash against women’s human rights defenders and the shrinking space for civil society groups worldwide. In response to a series of questions, Secretary-General Guterres committed to appointing an ASG to serve as a civil society liaison, as well as a new youth envoy who will be a woman. The Secretary-General reiterated his strong commitment to gender parity in the ASG/USG levels, the Chief Executives Board and Senior Management Group, and announced that Senior Policy Adviser Kyung-wha Kang is working with UN Women to develop a roadmap for achieving gender parity across the UN system at all levels by 2030. On the CSW, the Secretary-General called for the “maximum possible participation and the maximum possible impact” of the annual event.

What’s left: Commit to work with ECOSOC, UN Women and civil society to reform the annual meetings of the CSW to protect space for civil society dialogue and defend against governments seeking to close that space. Declare that negotiations will not take place in advance of the actual meeting, effectively shutting out civil society voices, and explore proposals to foster southern participation, such as holding meetings outside of New York City in other UN regions. Convene a plural advisory council that allows for rotating representatives of civil society, unions and the private sector to engage directly with UN Women and each other in support of UN Women’s mandate.

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ITEM:

100 DAY

YEAR 1 GRADE

YEAR 2 GRADE



6 PROMOTE THE FREEDOM OF INFORMATION IN THE UN SYSTEM:

Progress to date: Solid proposals to increase transparency in the SG’s proposals for tackling sexual violence in the UN. The same principle should be extended to many other arenas of work.

There are several commitments in this area within the SG’s proposals for tackling sexual violence and exploitation, including developing data, reporting on States’ actions and fostering a more open and collaborative approach. The SG’s report asks the UN Department of Public Information to establish a system whereby credible reports of sexual exploitation and abuse are released publicly on a regular basis. It also calls for regular and public reporting on the status of Member States’ proceedings, as well as a mechanism whereby Member States can share best practices and lessons learned.

The SG also updated the United Nations whistleblower **policy** ↗, providing increased protection from retaliation for those who report misconduct by staff, contractors, non-UN peacekeepers and others. Furthermore, instead of requiring staff to identify a retaliatory act that justifies seeking protection, the Ethics Office and Office of Internal Oversight Services can take preventive action whenever they recognize a risk of retaliation.

What’s left: These principles should be extended system-wide, to include public information on funding and hiring. The SG should further request that content of meetings between governments and UN country teams be made publicly available, including the workshops and conferences where country programs are negotiated. At headquarters, meetings should be open for civil society participation, or at least webcast. Finally, the SG should institute a system-wide Freedom of Information Policy that would allow civil society to request sex-disaggregated information on UN budgets and hiring, SWAP reports, and archived recordings of open meetings.

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