

Candidacy of Amelia López Huix (Spain, 1974)



# UN Women Executive Director

Making UN Women a 21st-century United Nations agency capable of delivering a global scale and results-driven sustainable impact

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## Delivering High-Level Executive Leadership on Gender Economic and Social Governance at a Global Scale



2022-2030 STRATEGIC VISION AND CANDIDACY PROPOSAL TO FULFILL THE ROLE OF  
UN WOMEN EXECUTIVE DIRECTOR | CANDIDATE AMELIA LÓPEZ HUIX (SPAIN,1974)

**“Establishing gender economic and social governance is a fundamental pillar to all countries' economy and sustainable development. Globally, countries lose \$160 trillion in wealth due to gender inequality.”**

**- Amelia López Huix (Spain,1974)**

**Candidacy Statement for the Position of UN Women Executive Director**



# UN Women

## Candidacy Proposal

Delivering High-Level Executive Leadership on Gender Economic and Social Governance at a Global Scale and Positioning UN Women as the Primary Global Stakeholder for Gender Equality.



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## Candidacy Mission

Making UN Women a 21st-century United Nations agency capable of delivering a global scale and results-driven sustainable impact with a strong focus on **significantly increasing UN Women's financial and management resources.**

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## Candidacy Strategic Expertise

**Delivering High-Level Executive Leadership, Efficiency, and Excellency at all operational levels to Position UN Women as the Primary Stakeholder for Gender Equality and Women's Empowerment at a Country, Regional and Global Level.**



# The Vision

Enhance the significant opportunities for UN Women to foster multi-stakeholder-oriented partnerships and alliances that can create an impulse to operationalize UN Women's mandate and make UN Women a 21st-century agency capable of delivering impact results at global, country, and regional levels by fully achieving the execution of its strategic priorities.

# The Mission

- 01** Provide a high-level executive leadership approach to the SDG5 on gender equality and its cross-cutting impact in the Global Goals, and deliver excellence and influence at all UN Women organizational levels.
- 02** Implement the UN Women strategic plans, driving UN Women to be a service-oriented organization that supports the implementation of the global norms, policies, and standards on gender equality.
- 03** Make a leap of improvement of UN Women's development results and increase effectiveness and efficiency to enhance coordination, coherence, and accountability of the UN system commitments to gender equality and women's empowerment.





# About the Candidacy



**“One further evolution is long overdue. The 21st century must be the century of women’s equality.”**

**- António Guterres, UN Secretary General**

With a profound honor, I, Amelia López Huix (Spain,1974), have decided to apply to his Excellency Secretary General’s seek of the right expertise and leadership for the open position as Executive Director of UN Women. With this application proposal, I aim to receive the UN Secretary General’s acceptance of my candidacy and the opportunity to present a strategic vision and proposal to fulfill this role. The motivation to apply for this candidacy is supported by the ambition to deliver a strategic approach to successfully lead the execution of the UN Women strategic priorities for the successive mandates.

# CANDIDACY MISSION STATEMENT, PURPOSE, STRATEGIC VISION AND IMPERATIVES TO FULFILL THE ROLE OF UN WOMEN EXECUTIVE DIRECTOR

## Candidacy Proposal Contents

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# Gender Economic and Social Governance Overview for UN Women



## Global Strategy & Implementation

My overall ambition in the role of Executive Director of UN Women is to provide a high-level executive leadership approach to the SDG5 on Gender Equality and its cross-cutting impact on the Global Goals by driving UN Women to be a service-oriented organization delivering excellence and influence at all levels.



## Public and Private Sector Stakeholder Engagements

With the urgent and imperative business, sustainability, and human rights case for gender equality, I will focus on fostering multi-stakeholder-oriented partnerships and alliances to create a global impulse to operationalize UN Women's mandate.



## Gender Equality Commitments & Performance

My commitment to fulfilling the role of UN Women Executive Director will be a leap of improvement of development results and the increase of effectiveness and excellence to increase coordination, coherence, and accountability of the UN system commitments to gender equality.



# MAKING UN WOMEN A 21ST-CENTURY UNITED NATIONS AGENCY CAPABLE OF DELIVERING A GLOBAL SCALE AND RESULTS-DRIVEN SUSTAINABLE IMPACT

## **Significantly increasing UN Women's financial and management resources.**

Thanks to the extraordinary outcomes and commitments made during the last Gender Equality Forum and in alignment with the momentum created by the UN Secretary General's call to global leaders both in the public and private sector to accelerate efforts in the implementation of the Global Goals and specifically, his Excellency statement "One further evolution is long overdue. The 21st century must be the century of women's equality", there's an increasing global comprehension that gender equality is key for economic stability and sustainable development of all countries.

With this strategic approach to fulfill the UN Secretary General's expectations for the role of Executive Director of UN Women, I will commit to making a leap of improvement of UN Women's development results, as well as to meaningfully increase effectiveness and efficiency to enhance coordination, coherence, and accountability of the UN system commitments to gender equality and women's empowerment, to increase the engagement of partners and alliances in support of UN Women's mandate, and to improve UN Women's management and financial resources in pursuit of a global scale and results-driven impact.

# DELIVERING HIGH-LEVEL EXECUTIVE LEADERSHIP ON GENDER ECONOMIC AND SOCIAL GOVERNANCE AT A GLOBAL SCALE

## **Positioning UN Women as the Primary Global Stakeholder for Gender Equality**

Governments and the private sector play a key role in integrating systemic driven efforts to close the gender economic gap and deliver results for a country, regional and global levels of capitalization for sustainable social and economic impact.

**With the urgent and imperative business, sustainability, and human rights case for gender equality, the various opportunities of UN Women to foster multi-stakeholder oriented partnerships and alliances can create an impulse for operationalizing UN Women's mandate and to make UN Women a 21st-century agency capable to deliver impact results by fully achieving the execution of its strategic priorities.**



Amelia López Huix  
Spain, 1974



UN, International and Corporate Affairs  
Expert on Gender Economic Governance  
Delivering High-Level Executive  
Leadership on the SDG5 for Gender  
Equality on a Global Scale

## CANDIDACY GLOBAL PURPOSE

With the momentum created by the Decade of Action and the increasing commitment of the global leaders both in the public and private sector for the acceleration of gender equality implementation efforts, my aim to apply for the open position of Executive Director of UN Women is **to give a global impulse to the execution of the second decade (2022-2030) of strategic priorities of UN Women, with a strong focus on increasing financing and accountability for gender equality and women's empowerment, as well as to lead a transformative UN Women strategic framework approach that will strengthen its partnership capabilities and create an empowered workforce delivering excellence and influence for the achievement of its strategic objectives at global, country and regional levels.**





# UN Women Strategic Plans and Priorities

## 2010-2020 FIRST DECADE

Increased Advocacy and Awareness of SDG5

Credibility and Expertise in 4 Key Thematic Areas of Work

Standardized Tools for Gender Mainstreaming & UN collaboration with common chapter

Budget Grew Fourfold to Deliver Projects in 80 countries

Strong engagement and civil society & governments

Committed and passionate personnel achieving clean results

## 2020-2030 SECOND DECADE

Increased Financing and Accountability for GEWE

Integrated Approaches for Transformational Results

Leveraging Coordination Mandate to Affect UN System Wide Results

Programme Approach to Achieve Impact at Scale

Broaden and Deepen Partnerships for Gender Equality (Private Sector and IFIs)

Diverse and Empowered Workforce Delivering Feminist Excellence



# Key Organizational Imperatives for UN Women

## 01 Principled Performance

UN-Women is an accountable and trustworthy development organization that manages its financial and other resources with integrity and in line with its programmatic ambitions and fiduciary obligations.

## 02 Advancing Partnerships and Resources

UN-Women effectively leverages and expands its partnerships, communications, and advocacy capabilities to increase support for and financing of the gender equality agenda, while securing sustainable resourcing for the delivery of its own mandate.

## 03 Business Transformation

UN-Women strategically plans for and transforms its business model to deliver impact at scale, through agile and ethical leadership rooted in a continuous improvement culture.

## 04 Empowering People

With its unique and inclusive culture, UN-Women is an employer of choice with a diverse and highly performing cadre of personnel that embodies UN values.

## 05 Products, Services and Processes

UN-Women efficiently and effectively discharges all business processes that advance integrated delivery of its normative, operational, and coordination mandate at HQ, Regional, and Country level, including through shared services.

# 2022-2030 UN WOMEN STRATEGIC PRIORITIES

## 2030 Vision

Achieve Gender Equality, the Empowerment of All Women and Girls, and the Fulfillment of Their Human Rights.

## Long-Term Results and Impact

- Governance & Participation in Public Life
- Economic Empowerment and Resilience
- Ending Violence Against Women
- Peace, Security, Humanitarian & Disaster Risk Reduction

### Governance and Political Participation

Global Norms, Justice and Legal Reform  
Political Participation and Electoral Assistance  
Financing for Development and Gender Equality  
Health and HIV

### Economic Empowerment and Resilience

Economic Institutions  
Macroeconomics  
Sustainable Development

### Ending Violence Against Women

Essential Services  
Access to Justice  
Prevention of VAWG  
Data

### Women, Peace and Security, Humanitarian Assistance and Disaster Risk Reduction

Women, Peace and Security  
Rule of Law and Justice  
Youth, Peace & Security  
Preventing Violent  
Extremism and Counter-Terrorism  
Humanitarian Action  
Disaster Risk Reduction



# Delivering High-Level Leadership, Efficiency and Excellency at UN Women



Feminist Excellence is rooted in two key components:  
Feminist Leadership and Organizational Excellence

## Feminist Leadership

**Definition:** Commitment to actively use our power in an inclusive, transformational way

**Principles:** Cooperation not competition

Building on the ideas and skills of the whole group

**What this means for UN Women:** Modeling feminist purpose and principles; Inspiring a shared vision based on personal and collective reflexive learning; Empowering and enabling others to act; Embracing flexibility as a reality.

## Organizational Excellence

### Definition

Understanding, meeting, and exceeding the needs and expectations of all of our stakeholders

### Principles

Organizational accountability to results and mandate

Culture of continuous improvement

### What this means for UN Women

Aligning internal incentives to SP priorities

Empowered teams, offices, and personnel who act quickly and efficiently within the SP boundaries

## TRANSFORMATIVE CHANGES REQUIRED FOR GENDER EQUALITY AND WOMEN'S EMPOWERMENT

- Gender-responsive normative frameworks, laws, policies, budgets, and institutions
- Positive Social Norms
- Women's equitable Access to Services, Goods & Resources
- Voice, Leadership & Agency of Women and Girls
- Production, Analysis, and Use if Gender Statistics and Data
- UN System coordination for Gender Equality

### Transformative Changes

### Outcome

A comprehensive and dynamic set of global norms and standards on gender equality and the empowerment of women is strengthened; gender-responsive laws, policies, programmes, and budgets are developed and implemented; and institutions are gender-responsive

Gender-responsive normative frameworks, laws, policies, budgets, and institutions

More women and girls, and men and boys, adopt attitudes, norms and practices that advance GEWE, including those that promote positive masculinities.

Positive Social Norms

More women and girls have equitable access to high-quality public goods, services, and resources that are responsive to their needs

Women's equitable Access to Services, Goods & Resources

More women and girls exercise their voice, agency and leadership, including through an enabling environment that supports women- and youth-led organizations

Voice, Leadership & Agency of Women and Girls

Gender statistics, data, and knowledge are produced, analyzed, and used to inform policy-making, advocacy, and accountability for delivering gender equality and women's empowerment results.

Production, Analysis, and Use if Gender Statistics and Data

The UN System coherently and systematically contributes to progress on gender equality and the empowerment and rights of women and girls across the 2030 Agenda and in accordance with international human rights standards

UN System coordination for Gender Equality



# Strategic Partnerships

## Financing for GEWE Imperatives for UN Women

- Improve results reporting and overall support to the partnership value chain.
- Influence others: leverage
- UN system coordination and pursue innovative financing approaches including with IFIs.
- Deepen **public sector support** and expand UN- Women's partnership base.
- Grow partnerships with the private sector.
- Direct funding of **multi-year strategic notes** at country and regional levels.
- Establish **thematic funds** aligned with Strategic Plan outcomes.

# UN Women's Role in Gender Financing Partnerships

## Influencing Discourse & Capital Direction

- Roundtables of IFIs, Ministries of Finance and Gender, and Donors to influence financing for gender equality
- Contributing to collaborative dialogue on Financing for Development and the Financing in Common agenda to ensure Gender Equality targets are set and funded

## Innovative Financing Instruments

- Sovereign Gender Bonds linked to Gender National Plans and COVID Recovery
- Structuring Support and Expertise
- Technical Assistance and Capacity building

## Standard Setting

- Gender-specific Bond Guidelines, Principles Standards, and Metrics
- Incorporated Gender throughout relevant Frameworks
- Validation, Second Party Opinion



## UN Women Cross-Cutting Levers & Functional Approaches



### Capacity Development and Technical Assistance

Through the implementation of the UN Women strategic plans, the pursue of this candidacy is to drive UN Women to be a service-oriented organization that supports the implementation of the global norms, policies, and standards on gender equality, by delivering excellence and influence at all organizational levels.



Policy Advice and Thought Leadership



Multi-Stakeholders Convening and Partnerships



Support to Civil Society and Grand Giving



Advocacy and Communications





# UN Women Baseline Progress under 2020

## Milestones

As of March 2021, UN-Women has achieved good performance in 83 percent of assessable indicators in the Strategic Plan, including 89 percent of development results milestones at the output level.

### Leaving no one Behind

A number of indicators in the Development Results section of the Strategic Plan's IRRF use disaggregation by basic demographic characteristics, such as age, sex, and geographical location, as part of the Entity's explicit planning and reporting on efforts to leave no one behind. The table below highlights output indicators' results for 2020 and their distribution across these characteristics.



## Programme Expenses by Outcome and Area

Global Norms on Gender Equality

**\$ 26.76 Million**

Ending Violence Against Women

**\$ 101.80 Million**

Leadership & Governance

**\$ 60.33 Million**

Women, Peace and Security, Humanitarian and Disaster Risk Reduction

**\$ 105.52 Million**

Economic Empowerment

**\$ 46.95 Million**

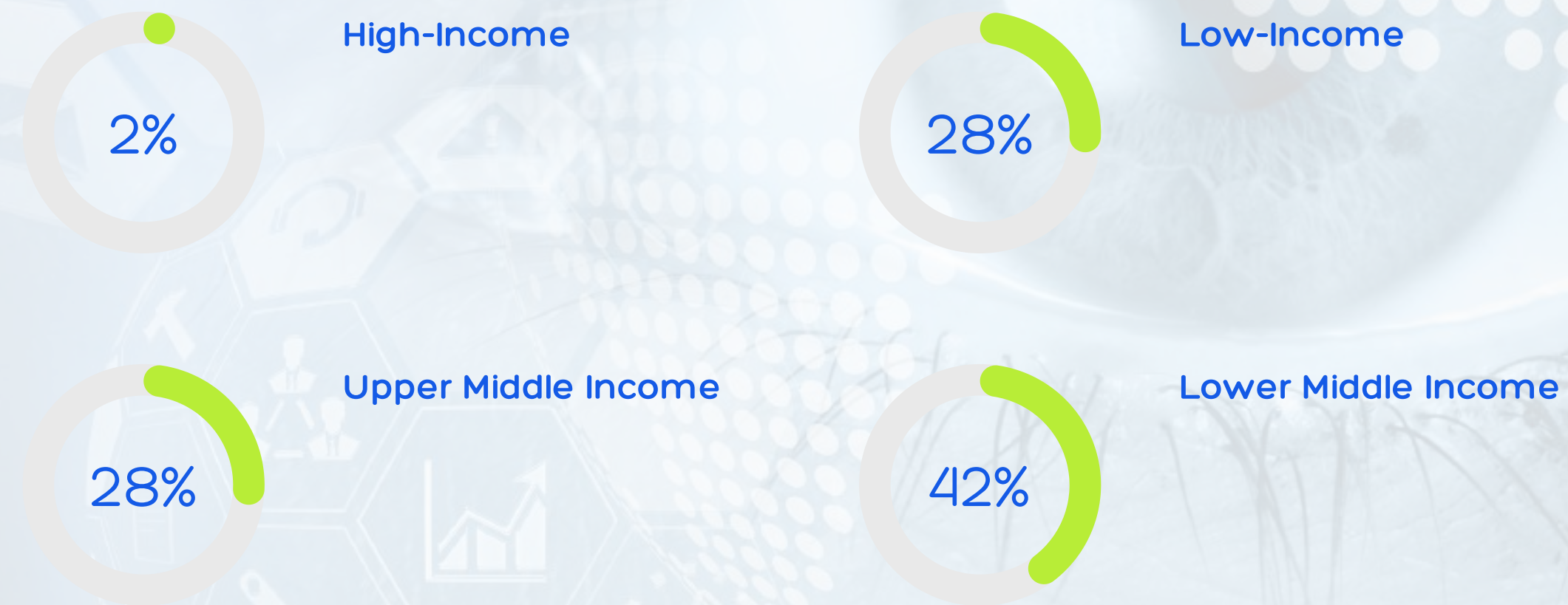
**Total \$ 341.37 Million**

## Distribution of Outcomes by Income Groupings

The pie chart provides the 2020 percentage distribution of outcomes by country typology: low income, lower middle income, upper middle income, and high-income countries/territories. The column chart illustrates the percentage distribution of outcomes by country typology within each outcome. For example, 44 percent of all outcomes that address Economic Empowerment are supported by UN-Women in Lower Middle-Income Countries.

(Source for country classification: The World Bank

<https://datahelpdesk.worldbank.org/knowledgebase/articles/906519-world-bank-country-and-lending-groups>





# Key Stakeholders' Perspectives For UN Women's Next Strategic Plan 2022-2025

## Focus Areas for UN Women

1. New and Persistent Challenges to Gender Equality and Women's Empowerment.
2. UN Women's Strategies and Impact Areas.
3. The Importance of Partnerships.
4. UN Women's Role in the Context of the UN Reforms.



## Key Findings from UN Women Survey on the Development of the Next Strategic Plan 2022-2025

- Strategies to address the **deep under-resourcing** of the gender equality agenda
- Strategies to adopt in the upcoming Strategic Plan to best **incorporate citizen mobilization and engagement.**

## Most Important Thematic Clusters of Action

Poverty eradication, social protection and social services

**92.2%**

Freedom from Violence, stigma and stereotypes

**94.2%**

Participation, gender-responsive institutions and accountability

**90.7%**



# Partnerships with Greatest Potential for UN Women to drive results on gender equality and women's empowerment



## Key Findings from UN Women Survey on the Development of the Next Strategic Plan 2022-2025

Partnerships with civil society organizations/women's rights groups, the UN and other multilateral mechanisms, and governments are seen to have the highest potential for driving results, followed by partnerships with youth networks and movements, and international financial institutions, and regional development banks.

Strengthening engagement with civil society; Strengthening gender data, evidence, and knowledge work; and providing technical support and advisory services to partners to implement commitments, conduct assessments, or establish tracking and accountability mechanisms, are seen to be the most effective partnership strategies for UN Women to achieve greater scale and impact.



# Skills Evolution Timeline



2030

## 2030 Vision and Fulfillment of my Role as Executive Director of UN Women

With the ambition to offer this global role a new impulse for creating a UN Women that reflects the status of Women of the 21st Century, and to lead such a crucial organization towards the vision to achieve gender equality in the 2030 global agenda for sustainable development.

2021

## UN Women Executive Director Application Proposal

With the announcement of the open position for the UN Women Executive Director position, I feel inspired to embark on this mission with the conviction that the empowerment of women and girls is fundamental for peace and prosperity for all humankind.

2020

## UN Global Compact Country Lead Programme in The Netherlands

Due to COVID-19 measures, I decided to focus my gender equality vision of impact in my country of residence, having been appointed as the country program lead of the Global Compact Target Gender Equality for Dutch Multinationals

2018

## Establishing Gender Economic and Social Governance at the Country Level

After almost a decade of supporting companies in the implementation of gender equality strategies at all business levels with an impact in more than 40 countries, I decided to support the establishment of gender economic governance at the country level in the UAE on the occasion of the Prime Minister 2021 Vision

2017

## UN Gender Economic Policy Advisor

With a profound understanding of the root causes for the lack of implementation efforts on gender equality globally, I embarked on the intensive training process to become an expert on gender economic and social governance.

2014

## Graduate in Political Sciences and International Affairs

With the commitment to dedicate my future career to the service of global development, I decided to upgrade my studies to understand international affairs, especially at the UN.

2010

## Creator of a corporation to implement gender equality strategies globally

At the top of my corporate career, I experienced the motherhood penalty, which made me research the systemic causes of gender discrimination. After my first participation at the 2010 UN Commission on the Status of Women, I felt inspired to create a global consulting corporation to implement gender equality strategies on a global scale.

2009

## IT Engineer and European Director

After my swimming career, I entered the University of Barcelona to study IT Engineering, become a graduate, and start my professional career at the age of 19. I became the European Managing Director for Honeywell responsible for 80 locations in 15 countries.

1992

## Spanish Swimmer Champion

At a very young age, I developed a profound love for swimming which brought me to become Catalan and Spanish Champion in 200 butterfly at the age of 14. At the age of 16, I moved to Barcelona to be part of my childhood dream to be at the Olympics in Barcelona 1992.



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Making UN Women a 21st-century United Nations agency capable of delivering a global scale and results-driven impact on gender equality and women's empowerment in the successive mandates.

## Contact

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2022-2030 STRATEGIC VISION AND CANDIDACY PROPOSAL TO FULFILL THE ROLE OF UN WOMEN EXECUTIVE DIRECTOR BY DELIVERING HIGH-LEVEL EXECUTIVE LEADERSHIP ON GENDER ECONOMIC AND SOCIAL GOVERNANCE AT A GLOBAL SCALE | CANDIDATE AMELIA LÓPEZ HUIX (SPAIN,1974,)