



Africa Regional Review Thirty Year Review of the Implementation of the Summary Report 2020-2024 Beijing Declaration and Platform for Action (BPfA)+30

THE STATUS OF GENDER EQUALITY AND WOMEN'S EMPOWERMENT
IN AFRICA: 30 YEARS SINCE THE BEIJING DECLARATION AND
PLATFORM FOR ACTION (BEIJING +30)

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EXECUTIVE SUMMARY
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Africa Regional Review Thirty Year Review of the Implementation of the Summary Report 2020-2024 *Beijing Declaration and Platform for Action (BPfA)+30*

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1. Introduction, background and context

Women’s Rights are Human Rights! – This was the message that came out loud and clear from the 1995 Beijing Declaration and Platform for Action (BPfA). It offered a roadmap that sets forth ambitious goals and commitments to address twelve critical areas of concern affecting women and girls, spanning from education and health to economic empowerment, political participation, and human rights. Next year commemorates the thirtieth anniversary of the adoption of the BPfA and is a sombre reminder that we are far from achieving its goals, aspirations and essence.

1. The trajectory of development gains in gender equality and women’s empowerment is not on track to meet the sustainable development goals for several African member States. The Africa Gender Index—which measures inequality of opportunities through social, economic, and business, and women's empowerment and representation dimensions— suggests that gender inequality remains substantial. The index indicates slow progress towards gender equality, with a score of 50.3 per cent in 2023¹, increasing only marginally from 48.8 per cent in 2019². No country in Africa has achieved gender equality, which indicates that the challenges are widespread and impact low-, middle—and high-income countries within the continent.
2. This 30th review of the BPfA reiterates a crucial message to all stakeholders striving to narrow the gender gap on the continent that the adoption of laws, policies, legislation, and action plans is a fundamental step but not sufficient to translate actions into tangible outcomes. Member states must go beyond promulgating, amending, and adopting policies and legislation to effectively implement and enforce them. Well-resourced implementation and enforcement mechanisms, coupled with unwavering political commitment, efficient coordination, effective partnership and real-time disaggregated data by sex, age, geographic, and disability, is essential to accelerating the achievement of gender equality and women’s empowerment in Africa.
3. The Beijing+30 Review is not just important; it is crucial. It is taking place in a world grappling with new and evolving threats—economic crises, security shocks, climate change, shifting geopolitical landscapes, and persistent gender-based discrimination. Markedly, the review covers a time when the resilience of the economies was tested by health shocks such as the COVID-19 pandemic and other public health crises, significantly impacting the progress towards achieving the BPfA goals.
4. By engaging all relevant stakeholders, including governments, civil society organizations, and youths, the review process serves as a powerful mechanism for recognizing Africa's progress, pinpointing areas for improvement, and emphasizing key actions to advance gender equality and women's empowerment. This ensures that women's and girls' rights and voices are respected and advocated for across all levels of society.
5. As mandated by the UN General Assembly under Resolution E/RES/2022/5, the Economic Commission for Africa (ECA) undertook a regional review in 2024 of the achievements made by African

¹ Africa Gender Index Report 2023, In press

² Africa Gender Index Report 2019 (<https://www.afdb.org/en/documents/africa-gender-index-report-2019-analytical-report>)

member states in implementing the Platform for Action in Africa, in partnership with the United Nations Entity for Gender Equality and the Empowerment of Women (UN Women).

6. The review is particularly noteworthy as it coincides with the conclusion of the first phase of the 10-year Implementation of Agenda 2063, the 25th anniversary of the United Nations Security Council Resolution 1325, and the evaluation of the initial decade of the 2030 Agenda for Sustainable Development.

7. The Beijing 30+ review aims to leverage synergies between the BPfA and the 2030 Agenda, thereby consolidating efforts to expedite the realization of key global commitments related to gender equality. The 12 critical areas of concern outlined in the BPfA have been grouped into six clusters, underscoring the alignment of the two frameworks:

- A. People: poverty eradication, social protection, and social services.
- B. Dignity: freedom from violence, stigma, and stereotypes.
- C. Prosperity: inclusive development, shared prosperity, and decent work.
- D. Partnership: accountability, participation, and gender-responsive institutions.
- E. Peace: peaceful and inclusive societies, and;
- F. Planet: environmental conservation, climate action, and resilience-building.

8. Additionally, member States have reported on their accomplishments in the national institutions and processes, as well as data and statistics necessary for advancing the empowerment of women and girls in the region.

9. This review was conducted through a regional online survey and the collection of national review reports submitted by African member States. Of the 54 member States, 39 submitted their national review reports and completed the online survey questionnaires³. Where necessary, data and information from the national reports and the survey were supplemented with data from secondary sources.

2. Key findings

Significant progress has been made in advancing gender equality since the Beijing +25 review, but no African country has fully achieved it—according to the 2023 Africa Gender Index, Africa is only halfway to closing the overall gender gap.

10. Accurate and comprehensive gender statistics are essential for measuring progress towards gender equality, identifying key inequalities for policy action, and meeting global and regional reporting obligations, such as the 2030 Agenda for Sustainable Development and Agenda 2063. The Beijing Platform for Action urges governments to regularly collect and disseminate gender-disaggregated data for planning and evaluation. Over the past five years, many member states have made strides in the collection and use of gender statistics for policy planning, with 22 countries advancing in this area. Nineteen countries have strengthened their capacity to assess and use gender data effectively. Additionally, 32 countries have defined national indicators to monitor progress on SDGs, and 30 have started compiling data on gender-specific SDG indicators.

11. While several member states have made progress in strengthening national statistics systems to facilitate the generation, management and dissemination of quality gender disaggregated data, a

³ Central Africa (Chad, Cameroon, Central African Republic, Congo Republic), East Africa (Burundi, Comoros, Democratic Republic of Congo, Djibouti, Ethiopia, Kenya, Rwanda, Seychelles, Somalia, South Sudan, Uganda, Tanzania), North Africa (Algeria, Egypt, Morocco, Sudan, Tunisia), Southern Africa (Botswana, Eswatini, Lesotho, Malawi, Mozambique, Namibia, South Africa, Zambia, Zimbabwe), West Africa (Benin, Cabo Verde, Cote d'Ivoire, Ghana, Liberia, Mali, Sierra Leone, Senegal, Togo). All the countries listed completed the online survey questionnaire except Senegal and Togo. Conversely, Madagascar and Angola completed the questionnaire but did not submit the national review report. The subregional groupings are based on ECA classification.

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challenge persists in this regard. This impacts the monitoring, accountability and reporting of gender equality commitments.

2.1. Critical Area A – inclusive development, shared prosperity, and decent work

12. Inclusive development, shared prosperity, and decent work are critical to achieving gender equality and empowering women, ensuring equal access to opportunities, resources, and fair wages for all. The 2030 Agenda emphasizes the importance of inclusive development, considering social, economic, and environmental factors to promote sustainable progress. In line with this, African countries have continuously reviewed, adopted, and implemented policies that address the needs of women and girls in the world of work, unpaid care and domestic work, the gender digital divide and gender equal economy. Although the overarching commitments remain similar, the diversity in approaches is evident, with some initiatives integrated into national development frameworks and others specifically targeting gender equality in the world of work (a), reduce/redistribute unpaid care and domestic work (b), reduce the gender digital divide (c), and support a more gender-equal economy through macroeconomic policies (d) reform of discriminatory laws and customary practices that impede women's ownership, access and control to productive resources .

13. Gender gaps in labour force participation persist, with women facing higher vulnerability (68 per cent of women compared to 57 per cent of men), informality (73 per cent of women in the informal sector from 2020 to 2024 vs 72 per cent from 2015 to 2019), and a disproportionate burden of unpaid care and domestic work (women: 249 minutes/day; men: 87 minutes/day).

14. Despite member States implementing initiatives and promulgating legal frameworks for inclusive development, women in Africa continue to lag behind men in labour force participation, access to digital goods and services, access to and control over productive resources, including land and financial services, and failure to recognize, reduce and redistribute unpaid care and domestic work, hinders shared prosperity and decent work opportunities.

2.2. Critical Area B – Poverty eradication, social protection, and social services

Poverty significantly impacts individuals' quality of life, particularly for women and girls, and restricts their ability to make decisions related to education, health, and employment. Countries have implemented measures to reduce poverty among women and girls. These measures to eradicate poverty among women and girls entail an array of interventions across different countries in Africa that focus on, inter alia, strategy to reduce poverty among women and girls (a), social protection programs (b) and inclusive complementary health (c) and education (d) programmes.

15. Recent efforts to address poverty, expand and improve social protection for women include expanding social protection programs, supporting entrepreneurship, increasing access to productive resources, and implementing cash transfers through targeted, gender-responsive initiatives. However, challenges persist in ensuring adequate coverage and resources for women across the continent. Social protection spending remains low at 3.8 per cent of GDP, while the ILO estimates that providing four basic social protection benefits would require 8.5 per cent of GDP.

16. African countries have made notable strides in improving women's health outcomes, as evidenced by a 1.7 per cent decrease in maternal mortality between 2016 and 2020, and a drop in adolescent fertility rates from 88.9 in 2020 to 84.6 in 2022. Additionally, access to family planning services has improved. Ongoing efforts aim to enhance healthcare access in urban, rural, and remote areas, with a focus on sexual and reproductive health and chronic diseases among women. However, significant challenges remain, including strengthening health systems for effective responses to combat pandemic and epidemic outbreaks such as COVID-19, monkeypox, Ebola and malaria. Inadequate infrastructure in rural areas, and disparities in healthcare access among marginalized communities negatively impacts access to good quality healthcare.

17. African member States have made significant strides in primary, secondary, and tertiary education, achieving female-to-male ratios of 0.99 in primary, 1.01 in secondary, and 1.02 in tertiary education. This progress is bolstered by the growing emphasis on Technical and Vocational Education and Training (TVET) for women and girls, as well as initiatives that apply skills training that address occupational segregation, gender-sensitive teacher training and enhanced learning environments aimed at addressing challenges and promoting women's skills development in STEM and digital fields.

18. The gender digital divide persists, as women (28 per cent between 2020-2023) have less access to the internet and digital opportunities compared to men (38 per cent in the same period), with a 10-percentage-point disparity on average between 2020 and 2023. This digital divide contributes to lack of access to financial, digital and property assets as more member states embrace use of technology.

2.3. Critical Area C – Freedom from violence, stigma, and stereotypes

19. Violence against women and girls is widespread and remains the most pervasive human rights violation across Africa. VAWG manifests in various forms including domestic violence, early, child and forced marriage, Female Genital Mutilation and human trafficking. Twenty-nine out of thirty-nine member states prioritised child, early, and forced marriages, domestic violence, intimate partner violence, and sexual harassment for action over the past five years. Technology-facilitated violence and Female Genital Mutilation (FGM) have also been prioritized in 25 and 20 countries respectively. Additionally, VAWG in conflict settings, the media, and politics, and femicide, proliferates in many member states, reflecting deeply rooted socio-economic disparities and harmful stereotypes.

20. Significant achievements have been made in advancing women's human rights, including in the enactment of legislation that criminalises violence against women and girls and in the repeal of personal and family laws that discriminate against women's right to inheritance of property. However, barriers remain in addressing access to justice for women in particular for survivors of violence seeking accountability and remedies in formal and informal justice mechanisms. Discriminatory social, gender and cultural norms perpetuate VAWG, harmful stereotypes and stigmatize women seeking justice.

21. Discriminatory social, cultural and gender norms, persist in a majority of African member states — 56 per cent of the reviewed countries— continue to grapple with systems that enable systemic and structural discrimination against women and girls despite enabling gender sensitive legal frameworks with the end result of depriving them of their dignity and opportunities in economic and political life.

2.4. Critical Area D – Participation, accountability, and gender-responsive institutions

22. The establishment of national institutions and processes is crucial for implementing gender equality commitments outlined in the Beijing Platform for Action (BPfA) and the 2030 Agenda. Formalizing gender equality within national systems ensures that policies move beyond symbolic gestures to tangible action, embedding gender equality within governance, law, and social policy. This creates sustainable pathways for progress by promoting accountability and ensuring that gender equality policies are effectively implemented through national strategies, action plans, and coordinated mechanisms.

23. Over the past five years, 36 out of 39 African countries have established national strategies or action plans for gender equality, with mechanisms in place to involve various stakeholders. Of these, 23 countries developed plans to implement recommendations from United Nations human rights mechanisms, and 28 countries created action plans based on the Committee on the Elimination of Discrimination against Women (CEDAW) recommendations. Additionally, 15 countries have implemented recommendations from the Universal Periodic Review.

24. Member States in all African subregions have recorded progress in strengthening institutional mechanisms for gender equality, however, these efforts are constrained by intermittent lack of adequate organizational, human, and financial resources.

25. Women's participation in public life and decision-making is critical in advancing gender equality and ensuring that policies and actions are inclusive. Member States have implemented measures to enhance women's participation in public life and decision-making (a) in the media (b), national machineries (c), in the integration of gender perspectives across various sectors and, (d) within national human rights institutions.

26. Africa faces slow and uneven progress in women's representation and participation in public life and decision-making, with only a 1 per cent increase in parliamentary representation from 25 per cent in 2021 to 26 per cent in 2024, while the Horn and North Africa saw a 2 per cent decline.

27. Women's representation in the media has improved, promoting their inclusion in leadership within the sector and in positive portrayal across various platforms.

2.5. Critical Area E – Peaceful and Inclusive Societies

28. Peaceful and inclusive societies require the meaningful participation of women in peace processes, security agreements, humanitarian action, conflict resolution and crisis response. In Africa, protracted conflicts of unparalleled magnitude, intricacy, and interdependence have persisted, exacerbating the vulnerability of women to violence, exploitation, and violation of their rights. These conflicts have resulted in extensive displacements and increased spending on weapons, necessitating humanitarian interventions on a large scale, surpassing levels from over a decade ago. To build peaceful and inclusive societies, member States have implemented many measures in various areas, including operationalising the United Nations Security Resolution 1325 on women, peace and security

(a) promoting women's participation in peacebuilding initiatives, (b) reducing military spending, (c) promoting non-violent conflict resolution, (d) protecting women in conflict zones, and eliminating discrimination against the girl child .

29. Member States are actively working towards peaceful and inclusive societies by integrating the Women Peace and Security Agenda (WPS) into their National Action Plans. Yet, women are still underrepresented in decision-making in peacekeeping and conflict resolution, and women and girls continue to be at risk due to the resurgence of security shocks, terrorism, and armed conflict.

2.6. Critical Area F – Environmental conservation, climate action and resilience-building

30. Despite contributing only 4 per cent of global carbon emissions, Africa faces a disproportionate impact from climate change, with 17 of the 20 most vulnerable countries located on the continent⁴. The effects of climate variability, including extreme weather events and disruptions to agriculture, threaten food security, ecosystems, and economies and increase the risk of conflicts over scarce resources. This has led to widespread displacement and migration, further exacerbating challenges such as VAWG. Women bear a disproportionate burden from climate change due to their roles in caregiving, food and water provision, and dependence on natural resources for livelihoods, making them more vulnerable during disasters.

31. Efforts to address these gender disparities have been emphasised in global frameworks like the BPfA, where member States pledged to involve women in environmental decision-making and integrate gender perspectives into sustainable development policies. Recognizing women's roles as agents of change in disaster risk reduction is critical to ensuring climate resilience (a) and advancing sustainable development across Africa. Ignoring gender-related vulnerabilities could worsen inequalities and hinder progress in achieving climate resilience (b).

32. Many member states recognise the importance of building women's resilience against shocks including those caused by natural disasters and climate change and are integrating gender perspectives into government policies and development plans, including disaster risk reduction and mitigation programs, to foster more resilient and equitable responses to environmental challenges. However, progress is hampered by the underrepresentation of women in decision-making roles, insufficient financial resources and expertise and a lack of a whole-of-government approach to ensure effective mainstreaming of gender perspectives into environmental policies.

3. Key messages and priority actions

33. To achieve gender equality, member States have identified five priority areas⁵ for action over the next five years. Transformative policies and actions that address institutional barriers and target structural causes of gender inequality , including addressing social gender and cultural norms and ensuring adequate and predictable financial resources, are imperative to advancing gender equality and women's empowerment .

A. Inclusive development, shared prosperity and decent work.

⁴ Source : <https://www.uneca.org/stories/17-out-of-the-20-countries-most-threatened-by-climate-change-are-in-africa%2C-but-there-are>.

⁵ Priority areas have been identified based on the responses of countries to Question 7 in UN Women's "Guidance Note for Comprehensive National-Level Reviews," published in September 2024.

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Poverty eradication, agricultural productivity, and food security: Several countries highlighted the necessity to promote women's rights and ensure equal access to financial resources, technology, and social services, which are essential in urban, rural, and remote areas for improving agricultural productivity, enhancing food security, and addressing poverty. Measures should be directed towards:

- Ensuring equal access by rural women to land, capital and technology and addressing barriers to trading their products in national, regional, and international markets.
- Collaborating with local authorities to raise awareness about women's land rights in rural and remote areas.
- Investing in quality, affordable and accessible care services, ensuring that social protection systems are care-friendly and gender-responsive, and implementing comprehensive maternity, paternity, and parental leave policies to reduce the burden of unpaid care work on women and time poverty.
- Recognising the contributions of both paid and unpaid work by integrating unpaid work in national statistics.
- Enhancing access to agricultural technology by collaborating with tech companies to offer affordable and gender-sensitive agricultural technologies, such as irrigation systems and mobile apps for farming and providing capacity-building workshops that teach women how to utilize these technologies to increase productivity.
- Establishing community-led safety net programs that provide direct support to vulnerable women and girls engaged in informal agricultural activities. This could involve local committees assessing needs and distributing resources like seeds, tools, or food during lean seasons.
- Implementing community-led food security initiatives that integrate social protection mechanisms with local agricultural practices. This could involve creating food banks that distribute surplus food from local farmers to vulnerable households while providing informal workers with a small stipend for their labour in the food distribution process.
- Promoting market access for women by developing national and regional programs to help women-led agricultural businesses connect with supply chains and markets, offer trade facilitation and capacity-building programs to enhance women's ability to meet the standards for international markets, and create cooperatives or farmer associations that empower women to sell their products collectively and negotiate better prices.

B. Poverty eradication, social protection and social services.

Quality education, training, and lifelong learning for women and girls are vital. 49 per cent of member States in the review, particularly the East, Southern, West and Central Africa subregions, prioritise quality education, training, and lifelong learning for women and girls because of the need to be prepared to meet future workforce demands. To make the workforce competitive, countries are turning to providing TVET training and skills development for men and women. In countries such as Seychelles and Namibia, where the gender parity in secondary enrolment and school

completion is widening in favour of girls, a new model will be critical to address the challenge. Amid the looming threat of automation, efforts should be directed towards:

- Integrating digital literacy, automation, and emerging technology skills into school curricula to prepare students for the future workforce.
- Creating pathways for women to engage in continuous education and upskilling throughout their careers, focusing on adaptability to changing labour market needs.
- Fostering partnerships with industries to align TVET programs with market demands and provide internships or job placements for students, particularly women and girls.
- Collaborating with tech companies to offer internships and apprenticeships for women in science and technology careers.
- Partnering with international online education providers to offer courses in local languages and contexts.
- Partnering with global education organizations to deliver workshops and continuous learning opportunities for teachers.
- Encouraging the private sector to sponsor TVET and STEM training and provide hands-on learning opportunities.

C. Freedom from violence, stigma and stereotype

Eliminating violence against women and girls. Although member States have undertaken various initiatives to combat violence against women and girls, including improving services for survivors, enforcing existing laws, introducing new laws, and enhancing women's access to justice, Africa still faces significant challenges in addressing violence against women and girls (VAWG), as indicated by a significant majority of the reviewed countries (90 per cent). This persistent challenge transcends all the African subregions. Efforts should be directed towards:

- Strengthening the capacity of government officials to develop, implement, and enforce relevant laws and policies.
- Launching and scaling collaborative public education and awareness campaigns with community leaders, ensuring that men and boys are engaged in these campaigns.
- Ensure that social protection programs explicitly address VAWG by including components such as access to emergency shelters, psychological support, legal assistance, and reintegration services for survivors.
- Disseminating information about available legal recourses against it and encouraging the reporting of VAWG.
- Adopting multi-sectoral approaches, as governments are increasingly using multi-stakeholder strategies to involve communities.
- Fostering partnerships to secure the effective participation of all stakeholders, including public institutions at all levels, civil society organisations, and development partners.
- Resourcing and equipping the centres, including scaling them to remote areas where they are much needed.
- Training teachers and school staff in VAWG prevention by developing curricula and training programs for teachers and students to raise awareness about VAWG, promote gender equality, and impart skills for conflict resolution and respectful relationships.

- I. **Equality and non-discrimination under the law and access to justice.** 39 per cent of the countries reviewed, particularly those in the Southern Africa subregion, have prioritised equality and non-discrimination under the law and access to justice for the next five years. Further, several countries have highlighted the importance of enacting and enforcing equality and non-discrimination laws in the coming five years. However, in some countries, customary and religious laws are still upheld by their constitutions, often entrenching discrimination and

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the denial of women and girls' full rights as guaranteed by national constitutions. Efforts should be directed towards:

- Renewing partnerships and improving coordination between the public and private sectors and civil society organisations, accompanied by policy reforms and legal protection to address emerging gaps and establish a more inclusive environment for women and girls, including sexual and gender minorities.
- In addition to promulgating progressive legislation, efforts towards ensuring their efficient and effective implementation and enforcement is critical.
- Prioritising the reform and harmonisation of laws, including customary laws, to align with human rights instruments.
- Strengthening programmes to enhance women's awareness of their rights and the means to claim them.
- Improving the collection of quality data disaggregated by sex, age, disability, ethnicity, location, and socioeconomic status for targeting policy reforms and assessing their effectiveness.
- Prioritizing the improvement and scaling up of successful initiatives such as community-based alternative justice systems in the next five years to help resolve local disputes and promote restorative justice in cases where formal justice mechanisms are not easily accessible.
- Implementing legal aid programs to offer legal aid services to those in need to improve the reach and effectiveness of these services.
- Adopting and adhering to the principles of gender-responsive budgeting to ensure a more equitable allocation of resources to help fund the initiatives.
- Fostering effective collaboration and partnerships between governments, civil society organisations and the private sector to address resource limitations and promote gender equality and access to justice.

D. Participation, accountability and gender responsive institutions.

Promoting women's Political participation and representation: Although member States have made strides in women's political participation over the past 30 years, only about one-third of the member States in Africa achieved the threshold of 30 per cent female. The importance of fostering women's involvement in politics and ensuring their representation is a crucial issue across all subregions, although North Africa prioritized other initiatives over this. Initiatives are needed to address barriers such as the unequal burden of unpaid labour, a backlash against women in power, and the perception of leadership as male dominated. Thus, member States should prioritize:

- Strengthening programs for leadership development, networking, and mentorship.
- Strengthening enforcement mechanisms to guarantee the effective implementation of gender electoral quotas.
- Assisting countries that have not yet adopted gender parity laws to establish appropriate measures to speed up their implementation and effective enforcement.
- Expanding the civic space and safeguarding the rights of women's movements and women's human rights defenders (WHRDs).

- Preventing, investigating, prosecuting, and punishing violence against women in politics and public life are also essential. Emphasis should be placed on ensuring that the increased representation of women in politics and public life leads to the adoption of legislation and policies that advance gender equality and help address the negative portrayal of women and girls in the media.
- Facilitating public awareness campaigns, male engagement and community engagements, as they have been instrumental in shifting attitudes and promoting the acceptance of women's leadership roles.
- Investing in education, mentorship, leadership and training programs for women. These programs should prioritise young women and girls and marginalised groups and focus on developing skills in leadership, public speaking, and political campaigning.
- Creating and nurturing innovative partnerships and collaborating with civil society organizations and academia to expand mentorship programs that provide guidance, increase resources and support to women who aspire to positions of political leadership.
- Leveraging advanced data analytics to identify potential female candidates for mentoring and establishing robust monitoring and accountability systems to monitor progress in including women in different political and leadership positions, including assessing the impact of gender-specific policies.

E. Peaceful and inclusive society

The convergence of Beijing+30, the twenty-fifth anniversary of United Nations Security Council resolution 1325, and ten years of the 2030 Agenda provide an opportunity to reflect on the progress made in actualizing the women, peace and security agenda as well as identifying best practices and innovative approaches that can be adopted going forward.

- Need for adequate funding to advance the WPS Agenda: To put policy into action, National Action Plans on WPS need increased funding, monitoring and evaluation, and localization.
- It is crucial to prioritize structural changes in the Justice sector. Ensuring the safety and security of women human rights defenders (WHRDs), in the context of increased violent extremism, pushback on human rights and a shrinking civic space shrinks across the region.
- Increase civic education on WPS Agenda: The misconception persists that women's, peace, and security agendas are only relevant for conflict contexts or humanitarian zones, and civic education is needed.
- Strengthen the collection and analysis of gender-disaggregated data
- Addressing these challenges will require greater investment in the relevant ministries and gender machineries, improved coordination mechanisms, and strengthened partnerships to advance gender equality and women's empowerment effectively.
- Increasing Women representation and participation in different peace and negotiation processes including as mediators and negotiators.

F. Environmental conservation, climate action and resilience-building

The challenges of integrating gender into environmental Policies and Disaster risk reduction are multifaceted and deeply rooted. Addressing these barriers is essential to ensure that climate policies and programs in Africa achieve gender equality and enhance resilience to environmental challenges.

Moving forward, it is imperative that member States prioritize the following:

- Capacity-building initiatives that address cultural and social norms that negatively influence gender dynamics within governments and other institutions involved in climate policy and action.
- Collecting and utilizing gender-disaggregated data to inform policies and programs effectively. Monitoring, evaluation and learning (MEL) activities should go beyond data



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disaggregation to promote gender-responsive MEL systems. Member States could utilize established think tanks, regional bodies, and research institutes across the continent to access technical expertise in establishing gender-responsive MEL systems.

- Strengthening institutional frameworks to ensure adequate accountability and effective collaboration between gender and climate ministries to advance gender integration.
- Exploring innovative ways of mobilizing funds to fund gender-responsive environment policies and disaster risk reduction initiatives.
- Fostering partnerships and collaborations between governments, civil society organizations, women's groups, research institutions, and the private sector to leverage expertise, resources, and networks for integrating gender into climate action.
- Increasing women's involvement in decision-making roles within climate-related sectors at national, regional, and international levels by establishing or enforcing gender quotas and targets.