



REDESIGNING THE FUTURE: REWIRING THE WORLD FOR WOMEN



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The world was not designed for women – but that is rapidly changing. Across science, technology and finance, governments are embedding gender equity into policy, companies are redesigning products around women’s realities, and investors are directing capital towards women-centric solutions.



Collective efforts of Equity 2030 Alliance members¹

232 ongoing actions

USD 6.4 billion

invested in advancing gender-equitable and women-centric actions

208+ million women and girls

reached directly or indirectly by the actions of members

183+ million users

benefited from digital products developed using inclusive and gender-equitable design

154+ research papers

and policy briefs published highlighting evidence of the significance of gender equity in research and development



278+ products and services

developed ensuring gender-equitable and women-centric design



87+ advocacy campaigns

and programmes launched addressing the need of women-centric solutions and investment



100
members



13
champions



17
experts

and the Alliance continues to grow

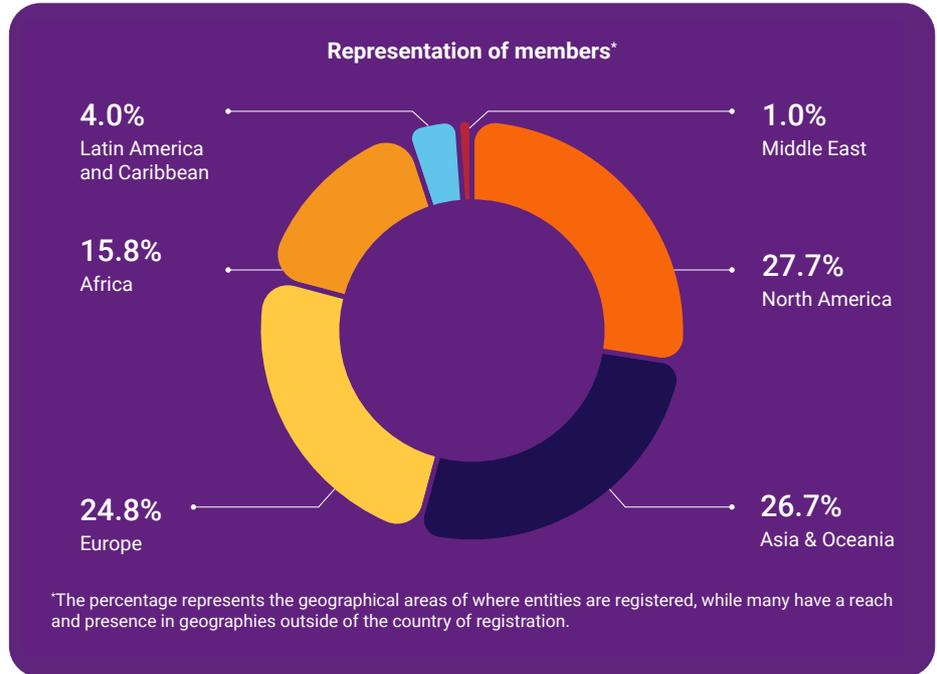
¹ The resources and solutions included in this article are those of the entities featured within the Equity 2030 Alliance and do not necessarily reflect the official policy or position of UNFPA. The inclusion or presentation of any resources, solutions or products in this report does not constitute an endorsement or recommendation by UNFPA.

The Equity 2030 Alliance, launched by UNFPA and co-championed by Ghana and Norway, brings together leaders from business, academia and government to make gender equity standard in how the world designs, funds and scales innovation.

While progress extends beyond the Alliance, its evidence, advocacy and investments are influencing policies and markets, showing how collective action can shift entire systems. This momentum comes at a time of shrinking global health and development resources, yet the economic case for investing in women has never been stronger.

Effective solutions exist, but they often fail to reach those who need them most. By bridging science, technology and financing, the Alliance demonstrates how data-driven collaboration can embed gender equity into innovation and investment structures.

Two years in, the ripple effects are visible – from research labs to design studios to boardrooms. The rewiring of systems for women, and therefore for all, is well under way.²



HOW IS THE WORLD REDESIGNING ITSELF FOR WOMEN AND GIRLS?



² The cumulative results are drawn from publicly available reports of Alliance members related to their actions, as outlined on the Equity 2030 Alliance website, or based on data that is self-reported by Alliance members to UNFPA. The results have not been independently verified by UNFPA, and they may not necessarily be directly attributable to their Alliance membership.

The timelines for cumulative results differ per organization, but the results were mainly achieved in 2022–2025. Timelines include some investments that have not yet been implemented.



@Ahmed Gaber

The Equity 2030 Alliance is a global initiative uniting leaders from business, government and academia to **accelerate gender equity across science, technology and finance by 2030**.

It acts as a catalyst for systemic change – amplifying what works, challenging what does not, and proving that gender equity is not only a moral imperative, but an economic and innovation advantage.

The Alliance brings together:



100+
members



13
champions



17
experts

from 37 countries to:

- **Amplify** cumulative global power to disrupt the current status quo;
- **Accelerate** gender-transformative norms and principles;
- **Advocate** for gender-responsive policies and accountability frameworks;
- **Inform** through data-driven arguments and strategies to close gender equity gaps;
- **Scale** investment in women-focused and gender-inclusive solutions.



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“Through the Equity 2030 Alliance, we are changing how science and technology solutions are developed and funded, with the specific needs of women front and centre. Our aim is to build an equitable future for all, not just a few.”

Diene Keita,
United Nations Under Secretary-General
UNFPA Executive Director

I. RESEARCH AND DEVELOPMENT: OVERCOMING GENDER BIASES



Proof of change:

Research and innovation are beginning to correct a long-standing imbalance: for decades, women's bodies and experiences were treated as "outliers" in scientific inquiry. That dynamic is shifting. Around the world, new policies, tools and investments are embedding gender equity into research and development (R&D), with the Equity 2030 Alliance and its members helping to drive this momentum.

Global institutions are expanding the knowledge base:

- Stanford's Gendered Innovations Lab published [55 case studies](#) and tools integrating sex and gender into research.
- In Ghana, a new [handbook](#) for women farmers shows gender-responsive research extends beyond health.
- [The Women's Health Innovation Opportunity Map](#), supported by the Gates Foundation, identifies **50 high-return innovation opportunities** for women's health.

"When women are fully represented in research, innovation delivers greater impact and greater equity,"

Dr. Ru Cheng,
Director of Women's Health Innovations,
Gates Foundation

Governments are reinforcing this shift. Norway's [Gender Equality Strategy 2025–2030](#) calls for gender-specific treatment approaches; Canada has increased integration of sex and gender analysis in research grants from [22 per cent to 83 per cent](#); [80 per cent of Horizon Europe](#) funding calls now include gender dimensions (compared to 23 per cent in 2014-2020); and India has introduced women-centric programmes across [40 ministries](#), signalling that gender equity is becoming a national standard.

Persistent gaps

Despite progress, gender bias remains deeply embedded in research systems and women's health conditions continue to be overlooked:

10 years

is the average delay to diagnose endometriosis.

- For every woman diagnosed with a female health-related condition, 4 women remain undiagnosed.

4 per cent

of clinical trials in the past decade included pregnant women.

70 per cent

of the health workforce are women, yet protective gear, surgical instruments and clinical protocols are still designed around the "average male body."



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Building momentum

Major funders such as the Wellcome Trust are increasingly [requiring sex, gender and pregnancy-inclusive approaches in R&D](#), catalysing a new era of women-centric innovation. The Gates Foundation, Pivotal Ventures and Wellcome Leap have pledged significant funding for women-centric research and innovation. And the growing recognition that poorly designed clinical environments and instruments contribute to worse health outcomes for female clinicians is prompting [calls for change](#).

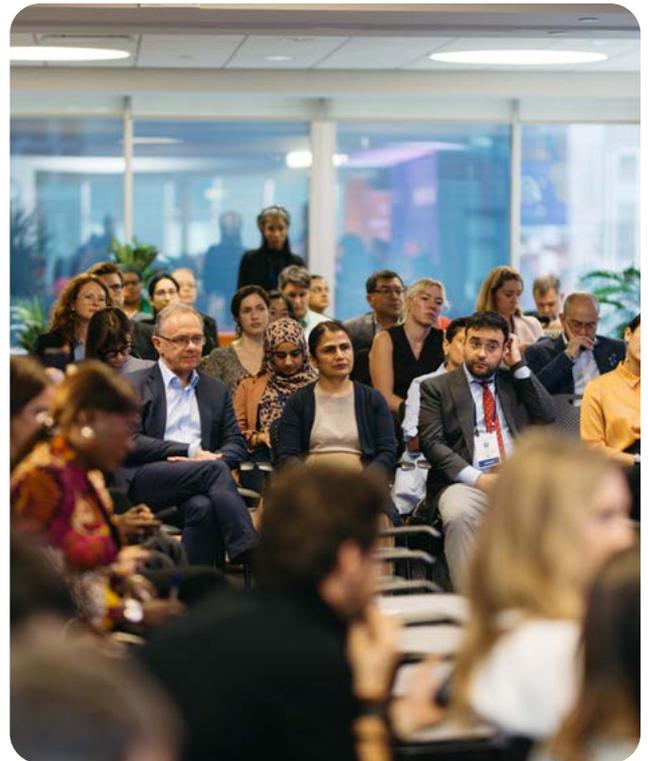
“A shift towards gender inclusive R&D will result in accelerated breakthroughs that benefit entire societies. The progress we’re witnessing today is proof that intentional, equity driven innovation works.”

Noha Salem,
Global Women’s Health Policy Lead,
Organon

Alliance members are advancing this shift by prioritizing research areas where women’s needs have been historically overlooked and by supporting user-centred product design and market modelling.

“Integrating gender considerations into research creates better data, safer technologies and solutions that serve everyone more equitably.”

Paula Bellostas Muguerra,
Senior Partner and Global Healthcare & Life Sciences Practice Leader, Kearney



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Concrete progress is visible across regions:

- Through its NEXUS project, Population Services International – an Alliance member – is shaping global markets for early-stage innovations in women’s health.
- Concept Foundation, Medicines for Malaria Venture and regulatory authorities in 10 African countries are [taking steps to include pregnant and lactating women in medical research](#).
- Aga Khan University is integrating sex and gender analysis into medical education.
- [Kearney’s \[w\]Health Index](#) is helping institutions track and measure their progress towards gender-equitable research ecosystems.



For more insights, listen to [Women’s World:](#)

[Equity By Design](#) the

podcast, a collaboration between UNFPA’s Equity 2030 Alliance and City St George’s, University of London. Dive into the episode on healthcare [here](#) and sport [here](#).

Asia-Pacific: building momentum at a critical juncture



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UNFPA Asia and the Pacific Regional Office launched the regional pillar of the Equity 2030 Alliance in 2024, aiming to position the region as a key driver of gender-responsive innovation and investment. The Asia-Pacific region now accounts for the second-largest share of Alliance membership globally, representing 27 per cent of partners.

Since its launch, the regional Alliance has catalysed collaboration among private sector actors, innovators, financial institutions and development partners to advance gender-equitable solutions tailored to the region's diverse contexts. Regional partners are increasingly prioritizing the design and scaling of products and services that respond to women's specific needs, including femtech and digital health solutions, gender-responsive financial and banking services, and inclusive digital platforms that expand women's access to technology, markets and information.

The efforts are being accelerated at the country level as well. In India, for example, the local cluster is advancing women-led development, leveraging multi-sector partnerships to drive change in health, education and economic empowerment. Through the Equity 2030 Alliance, Asia and the Pacific is emerging as a hub for translating gender equality commitments into practical, scalable solutions that contribute directly to the achievement of the Sustainable Development Goals by 2030.

East and Southern Africa: laying the groundwork for continental impact



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UNFPA's East and Southern Africa Regional Office is laying critical groundwork for Equity 2030 Alliance expansion, having joined a FemTech Africa network to connect with sector leaders and grassroots innovators already making headway throughout the continent. Plans are underway to host a regional stakeholder forum in 2026 to establish an Alliance framework and engage continental bodies on policy advocacy and innovative financing mechanisms.

A landscape analysis determined that initial focus areas will include mobilizing the femtech ecosystem and advancing digital inclusion to reach women and girls in remote areas. This foundation positions the region as a strong entry point for advancing gender-equitable innovations, given robust innovation ecosystems and government commitment to gender equality, while addressing persistent gaps in technology access.

II. MORE WOMEN-CENTRIC TECHNOLOGY – MORE ACCURATE TECHNOLOGY



Proof of change:

Technology is only as intelligent as the data behind it – and for too long, that data excluded women. Gender-blind design shaped everything from car safety standards to clinical algorithms. Today, this is shifting: industries are embedding gender equity into every stage of technology design.

183+

million users

benefited from digital products developed using inclusive and gender-equitable design



These innovations demonstrate that, when technology is designed for women, accuracy, usability and impact improve for everyone.

Practical guidance is also emerging. A key example is the [Equity by Design](#) framework, which offers a road map for integrating equity, accessibility and well-being across environments – from workplaces to sports arenas to public spaces.

Governments are helping drive this shift. Germany's [Third Gender Equality Report](#) calls for gender-equitable digital design across policies and decision-making. Nordic countries are investing in artificial intelligence (AI) that eliminates bias and enhances digital literacy for women and girls. Iceland, for example, [calls for AI systems](#) grounded in safe design and bias-free algorithms. Regulators from Singapore, the United Kingdom and Vietnam are also collaborating to strengthen AI governance and oversight to ensure fairness, safety and inclusivity.

Persistent gaps

Despite progress, major inequities remain:

- Women face **lower access** to the internet, digital tools and technical training.
- Only **12 per cent of AI researchers** are women, meaning technologies often mirror the blind spots of male-dominated design teams.
- Online spaces remain unsafe: **80 per cent of women** report experiencing [technology-facilitated gender-based violence](#).
- Weak ethical AI frameworks allow algorithmic bias to persist or increase.
- Self-regulation has not delivered structural change, and digital bias remains largely unmapped.

Building momentum

Acceleration is under way across digital health and technology:

- Tech companies and health systems are combining **clinical data, AI diagnostics and user-centred interfaces** to transform access to care.
- The University of Washington is developing a [visualization tool](#) to map sex differences across diseases and geographies.
- The **femtech sector** is expanding rapidly beyond reproductive health into long-neglected areas that manifest differently in women, such as chronic pain, cognitive and cardiovascular health, generating critical data sets for equitable R&D.

Tech companies are also integrating [gender sensitivity throughout the digital product lifecycle](#). Globally, frameworks like the [Global Digital Compact](#) aim to ensure a safer, more equitable digital future for all.

These advances signal a paradigm shift: there is growing recognition that women's needs can no longer be an afterthought to innovation, but is central to its success.

"When technology ecosystems embrace gender equity, innovation becomes more precise and more capable of meeting real-world needs."

Rachel Bartholomew,
Founder, Femtech Canada & Femtech
Across Borders



For more insights, listen to the [Women's World: Equity By Design](#) podcast.

For more stories on equitable technology, [here](#).

And for inclusive design, [here](#).



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III. FINANCING DRIVES THE MOMENTUM



In just over two years, Equity 2030 Alliance members have mobilized USD 6.4 billion for gender-equitable and women-centric initiatives, reflecting growing commitment from capital providers to address gender equity gaps.

“When finance supports gender equity, opportunities multiply, and everyone benefits from it.”

Etienne de Belloy,
Fund Manager for the Global Gender-Smart Fund (GGSF) and Associate Director, Impact

US\$ 6.4 billion

invested in advancing gender-equitable and women-centric actions

Governments are embedding [gender equity into public budgets](#). Victoria, Australia became the first state to apply [gender-responsive budgeting](#) across its fiscal cycle.

Development finance and investors are directing capital towards women’s economic participation:

- **USD 871 million** invested by the British International Investment, targeting women-owned and women-led enterprises, accompanied by a practical [toolkit on gender-smart investing](#).
- **USD 312 million** invested by the Global Gender-Smart Fund to expand women’s entrepreneurship and inclusive innovation in 24 countries.
- **1.6 million clients** (96 per cent women) reached via **microfinance** by BRAC International, driving grassroots economic empowerment.



@Oliver Farshi

Global markets are also responding. Gender-lens investing has grown **30 per cent** in private markets in recent years. Investments in women's health surged 300 per cent over five years, reaching USD 10.7 billion in 2024 and outpacing healthcare overall.

Persistent gaps

Despite momentum, major inequities remain in how finance values women's potential:

- Current systems struggle to track, let alone close, the gap.
- Closing the women's health gap could unlock \$400 billion in global GDP annually by 2040.
- Only **8 per cent** of sexual and reproductive health and rights' R&D funding targets conditions unique to women compared to **24 per cent** for malaria (as reported via G-FINDER).

Building momentum

Women's health financing is shifting from the philanthropic margins to the mainstream of global capital. Closing the women's health gap could unlock USD 1 trillion in annual global GDP by 2040.

Recent commitments signal accelerating momentum towards gender equity:

- USD 2.5 billion pledged by the Gates Foundation for women's health innovations;
- USD 100 million from Pivotal Ventures and Wellcome Leap to advance women's health R&D;
- Within the Alliance, UNFPA's WomenX Collective is pioneering blended finance models to de-risk and scale women's health innovations across low- and middle-income countries.



For more insights, listen to the Women's World: Equity By Design podcast to hear more on how financing and investments are reshaping gender equity here.

IV. WHAT'S NEXT



Gender equity is emerging as a central driver of innovation, economic growth and resilience. While gaps persist – from chronic underinvestment in women’s health to gender-blind design and financing – a global coalition of public, private and academic actors is shifting the trajectory.

The Equity 2030 Alliance shows that data-driven, cross-sector collaboration can reshape systems. Tailwinds across global markets are unlocking new capital, new partnerships and political will to embed gender equity into mainstream research, technology design and investment decisions.

Women – long treated as an afterthought in these systems – are increasingly recognized as central to economic and innovation strategies. The initiatives highlighted here represent only a fraction of the global movement proving that inclusive innovation is both powerful and profitable.

Embedding gender equity **across the innovation ecosystem** will be essential to unlocking the projected [USD 1 trillion](#) in economic gains, alongside improved well-being and reduced health costs.

UNFPA calls on governments, investors, philanthropies and industry leaders to [join the Equity 2030 Alliance](#) and invest boldly in solutions that reflect the realities of women and girls. The [actions](#) of Alliance members are critical to ensuring that gender-equitable design is embedded in every research grant, investment portfolio and innovation pipeline.

The future is already being redesigned – the real question is not whether we can afford to invest in women, but whether we can afford not to.



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“Redesigning the world for women builds systems that work better for all. Gender equity is not a side agenda - it is the blueprint for growth.”

Dr. Nigina Muntean,
Chief of Innovation and Transformation
Branch, UNFPA