



## Safety and Wellbeing Presentation (UN Women India, 2022)



This presentation, delivered by UN Women India, outlines good practice examples on how to foster security and wellbeing among UN personnel.

The presentation focuses on the action plan from the UNCT-SWAP India action plan from 2021, which includes recommendations on addressing gender parity in the UN system, disability inclusion and **increasing safety and wellbeing for UN personnel** – and outlines the initiatives taken to respond to this recommendation.

The initiatives taken can support advancing Question 6 in the **PI 4.2 organizational culture survey**, “The UN system in this country has adequate procedures in place to protect my personal safety and security”.



## Performance Indicator 4.2 Organizational Culture

<b>Approaches Minimum Requirements</b>	Survey results of personnel perception of organizational environment for promotion of gender equality scored a positive rating of <b>50-64 percent.</b>
<b>Meets Minimum Requirements</b>	Survey results of personnel perception of organizational environment for promotion of gender equality scored a positive rating of <b>65-80 percent.</b>
<b>Exceeds Minimum Requirements</b>	Survey results of personnel perception of organizational environment for promotion of gender equality scored a positive rating of <b>over 80 percent.</b>



# Safety and Wellbeing

Presenter - UN Women India Office



# Scorecard Assessment 2017 and 2021

Overall, across the 3 indicators for Leadership and Organisational Culture, there is no status change – Meets Minimum Requirement. However, within the indicators, there has been encouraging change.

- More Staff responses on the organizational culture survey conducted in 2021.
- This informed of the opinions of staff regarding their capacities on understanding and implementing GESI principles, management investments in growth, including work-life balance, safety perceptions etc.
- On gender parity, which was scored 'Missing' in 2017, improved to 'Approaching Minimum Requirements', demonstrating positive trends in parity and associated steps taken in last few years.

## **Recommendation from 2021 - Mainstream gender in India BOS:**

- a) Include in the BOS Annual Plans specific gender parity targets according to the requirements of the System-Wide Strategy on Gender Parity. **Special focus should be put on advancing gender parity at field offices and on GS positions where the biggest gender gaps are found.**
  
- b) Integrate a gender perspective in the **"Disability and Inclusion Training to UN Staff"** action of the BOS, to accommodate specific concerns and priorities of women with disabilities.

UN activities (UN Cares & UN Day) that seek to streamline implementation around promoting inclusiveness within the organization should be informed by a gender lens to advance women's empowerment. A very simple system, coordinated by OMT, can be put in place, just as it was done for the Gender Scorecard Assessment. If possible, it is recommended that data is also disaggregated by age and disability.

# Initiatives undertaken by UNCT-India

Taking forward the recommendations from Scorecard 2017, and their reiteration in Scorecard 2021, following steps have been continued to ensure staff safety and well-being:

- Used the **Women Safety Audit (WSA)** methodology of the UN Women's Flagship Programme – Safe and Inclusive Cities to map hotspots, in support from UNDSS.
- Capacity building workshops with staff (at all levels, including support staff and third-party contractors) on Prevention of Sexual Harassment (SH), Exploitation and Abuse (SEA).
- Setting up committees, SOPs and agency-specific focal points for SH and SEA.
- Mental wellbeing sessions with all staff, with recruitment of 2 mental health experts.
- Infrastructural changes in the office to accommodate wellbeing concerns, including ramps, resting rooms, socialization gazebos, ventilated workstations etc.

- Continued safety drills during lockdown and on-going FWA/ WFH.
- Availability of COVID-19 testing kits and basic essentials in office for those travelling.
- Revision in travel policies, including verified list of vendors for use during dark hours.
- Entitlement of office phones during travel.
- Expansion of Vacancy Announcements in local and leading newspapers to encourage more women to apply for Positions, especially in remote field offices.

# Challenges

- Use of WSAs in field office and implementation of infrastructural changes, primarily due to financial constraints.
- Limited verified vendors for local/ inter-city travel.
- Increased mental exhaustion carried from COVID-19 induced lockdowns; with limited scope of FWAs across UN.
- Absence of basic needs such as day-care facilities within the premises.





**GENERATION  
EQUALITY**  
REALIZING  
WOMEN'S  
RIGHTS FOR AN  
EQUAL FUTURE

**THANK YOU!**