



# Championing Commitment towards GEWE

## UN in Indonesia

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# INDICATOR 4.1: LEADERSHIP IS COMMITTED TO CHAMPIONING GEWE



## Indicator 4.1 | LEADERSHIP IS COMMITTED TO CHAMPIONING GEWE



### Approaches Minimum Requirements

Meets **2** of the following:

- a) Gender equality is a regular topic of discussion in HOA meetings during the last 12 months;
- b) RC demonstrates public championing of gender equality during the last 12 months;
- c) HOAs are seen by personnel as committed to gender equality in the workplace during the last 12 months;
- d) Gender equality is reflected in the Assessment of Results and Competencies (ARC) of UNCTs during the last 12 months.



### Meets Minimum Requirements

Meets **3** of the following:

- a) Gender equality is a regular topic of discussion in HOA meetings during the last 12 months;
- b) RC demonstrates public championing of gender equality during the last 12 months;
- c) HOAs are seen by personnel as committed to gender equality in the workplace during the last 12 months;
- d) Gender equality is reflected in the Assessment of Results and Competencies (ARC) of UNCTs during the last 12 months.



### Exceeds Minimum Requirements

Meets **all** of the following:

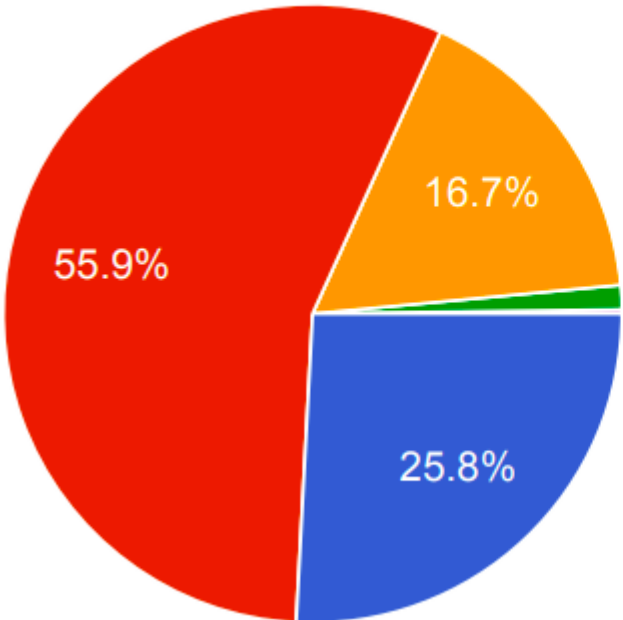
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# INDICATOR 4.1: LEADERSHIP IS COMMITTED TO CHAMPIONING GEWE

Selected UNCT-SWAP Performance Indicators	Annual Reporting 2022	Comprehensive Reporting 2019 (baseline)
4.1 Leadership	<b>Exceeds Minimum Requirements, 2022</b>	Meets Minimum Requirements, 2019

- ✓ RC remarks show consistent support to GEWE
- ✓ Gender issues on the agenda of most UNCT meetings
- ✓ No Manel Pledge

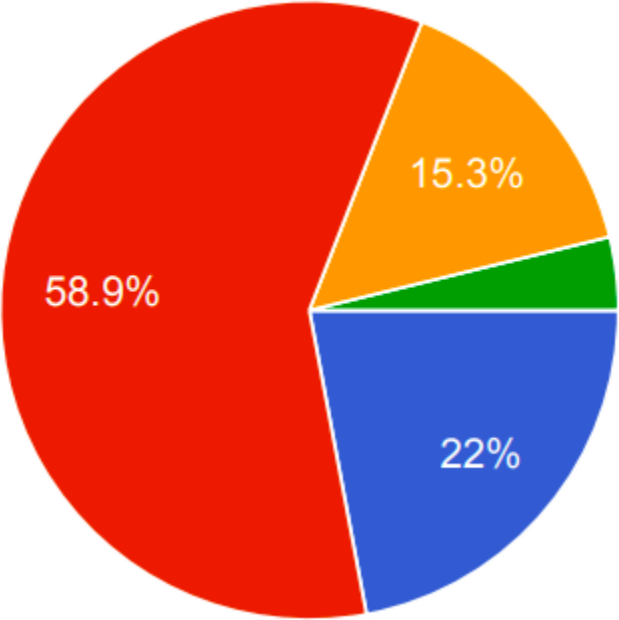
# INDICATOR 4.1: LEADERSHIP IS COMMITTED TO CHAMPIONING GEWE - 2022



- Strongly agree
- Agree
- Neutral
- Disagree
- Strongly disagree

HoA's commitment on gender equality is the highest perception (81%)

# INDICATOR 4.1: LEADERSHIP IS COMMITTED TO CHAMPIONING GEWE - 2022



- Strongly agree
- Agree
- Neutral
- Disagree
- Strongly disagree

UNCT adequately facilitates the equal participation of both women and men at all levels of the organization is the 2nd highest perception (80%)

# UNCT Efforts towards GEWE

- **UN country level active engagement with government partners**
  - Actively championing and initiating in assisting government in CEDAW and other international reporting mechanism such as UPR to follow up on women's rights issues.
- **Encouraging consulting dialogue with the CSO**
  - Establishing CSOs Advisory Committee to ensure that women's organization and gender equality advocates are well-represented in the UN civil society advisory group
- **Championing No Manel Pledge**
  - Developing guidance for avoiding All Male Panels
- **Encouraging capacity building on gender for UN personnel**
  - Close collaboration between RCO and GTG Co-chairs to do refresher training on GEM and gender equality policy



# Advancing GEWE

## Why?

- ✓ A strong commitment of RC
- ✓ Ability to advocate as One UN on emerging issues to advance gender equality, such as the enactment of the Law on Sexual Violence Crimes

## Who?

- ✓ RCO
- ✓ Head of Agencies
- ✓ GTG Co-chairs
- ✓ All UN Agencies (but some are more active than others)

## How?

- ✓ Strong coordination roles of RCO
- ✓ Active engagement of GTG Co-chairs

# Challenges

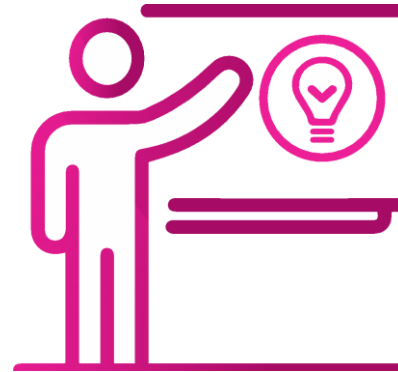


## Challenges

- Although there are “champion UN Agencies” who are more actively involved in supporting GEWE, commitments are still uneven among other UN Agencies.
- Discussion about intersectionality, where interest to include intersection of gender, SOGIESC and disability is increasing, but limited participation by all UN agencies



# Lessons Learned



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- Ensuring HoA commitments in advancing GEWE through an agreed financial threshold in contributions towards GEWE



## Success factors



RC consistent support to GEWE



Strong coordination roles from RCO



Active engagement from GTG, supports gained from “Champion Agencies”



GEWE is regularly discussed in the UNCT Meetings

## Key resources

- Guidance for Avoiding All Male Panels -  
[https://indonesia.un.org/sites/default/files/2021-06/Guidance No%20Manel 0.pdf](https://indonesia.un.org/sites/default/files/2021-06/Guidance%20Manel%200.pdf)
- The UN in Indonesia Website -  
<https://indonesia.un.org/en>