



GENDER RESPONSIVE PROCUREMENT IN BOS

Presenters:

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AGENDA



- 1. High level context of GRP**
 - Background
 - Overall objective
 - Definition & Concept of GRP
 - Common barriers
 - UN task force on GRP
- 2. How to integrate GRP in BOS**
- 3. Q & A**

HIGH IMPACT COMMON SERVICES

Cost Efficient

10-15 services w/ highest cost-avoidance



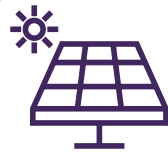
Quality Improvement

Increasing service delivery speed, quality, & volume



Environmental Sustainability

Renewable energy & decarbonization



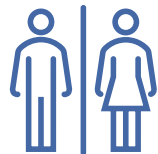
Good Practices

Leverage entity expertise,



Gender Inclusion

Gender Parity, Responsive Procurement & PSEA



Disability Inclusion

Inclusive HR, ICT, & Physical Accessibility



Impact & 2030 Agenda

BACKGROUND

Overall, UN procurement spend has been growing with a steady pace over the last 10 years. Additionally, The UN is increasingly making efforts to practice sustainable procurement. The United Nations High Level Committee on Management (HLCM) therefore recognizes the enormous and growing purchasing power of the UN, which can be leveraged towards the realization of human rights. It is estimated that achieving the Sustainable Development Goals would create 380 million jobs and open approximately US\$12 trillion in business opportunities by 2030.⁴ The UN is well-placed to contribute to this effort through its enormous buying power⁵ and strong focus on sustainable procurement practices.

GRP represents a powerful tool that promotes gender equality and women's empowerment to build equitable and just societies.

OVERALL OBJECTIVE OF GRP STRATEGY

1. Harmonize UN sustainable procurement practices, in particular social and economic pillars, with UN and other organizations' strategic objectives on sustainable socio-economic development.
2. Increase in the participation of gender responsive suppliers by promoting gender equality in the collective procurement spend, while increasing the pool for effective competition over UN tenders.
3. Move beyond cost management to create economic and social value.
4. Contribute to narrowing social and economic gender gaps.
5. Facilitate socio-economic recovery .



DEFINITIONS



Gender-Responsive Procurement (GRP) is the sustainable selection of services/goods/works that considers the impact on gender equality that goes beyond cost management. GRP involves leveraging purchasing and sourcing opportunities to promote gender equality and support social and economic progress through gender-responsive measures at all stages and tiers of procurement and supply chain. GRP involves due diligence approach to identify and mitigate risks to gender equality including women's rights and non-discrimination, as well as to identify opportunities to advance gender-mainstreaming in the supply chain.

And Supply diversity does not ensure GRP.



DEFINITIONS

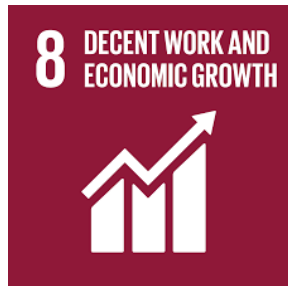


Gender-responsive supplier (GRS) A gender-responsive supplier would meet rigorous criteria for integrating gender equality and women's empowerment principles in policies and practices. Such as gender balance in terms of employees, senior management and board members; closing the gender pay gap; incorporating gender equality into recruitment, promotion and career opportunities, address and respond to incidents of violence and harassment. To be recognized as a gender-responsive supplier, an entity must demonstrate comprehensive compliance with international labour standards of the ILO, including the Core Labour Standards, and actively embrace the Women's Empowerment Principles (WEP). It is unequivocal that a gender-responsive supplier is not delineated by ownership. Furthermore, businesses owned by women which ensures at least 51% or more independent ownership, controlled by women and independence from non-women-owned businesses inherently possess an advantageous position in terms of prioritization for participation as Gender-Responsive Suppliers (GRS).

GRP IN THE CONTEXT OF SDGS



GRP aligns with the UN Sustainable Development Goals (SDGs), especially **SDG 5: gender equality**, **SDG 8: decent work & economic growth**, **SDG 10: Reduced Inequalities**, **SDG 11: Sustainable cities and communities**, **SDG 12: responsible consumption & production**.



UN represents a major market – in 2021 the UN system spent **USD 29.6 billion** worth of goods, services and works.

Moreover, gender equality and equal economic rights for all represent **inseparable human rights!**

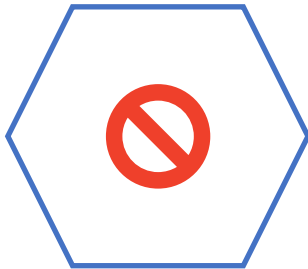


COMMON BARRIERS TO GRP



Barriers for UN to implement GRP

Voluntary nature of GRP



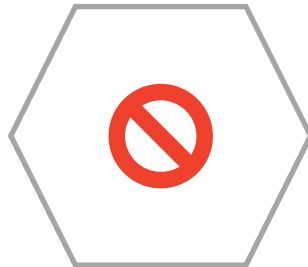
Lack of Awareness on GRS

Lack of GRP-related policies



Limited information on the privilege for a GRS

Lack of tools and guidance



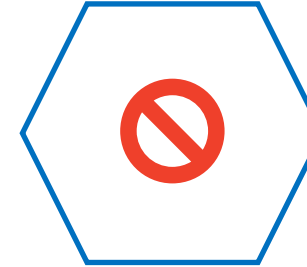
Limited knowledge on Non-discriminatory policy

Lack of buyers' knowledge & capacity on GRP



Limited knowledge about how to prepare themselves as GRS

Lack of GRP implementation cases & examples



Lack of national regulatory framework or certification opportunity

Barriers for Gender Responsive Supplier to compete



UN SYSTEM-WIDE EFFORT TO PROMOTE GRP

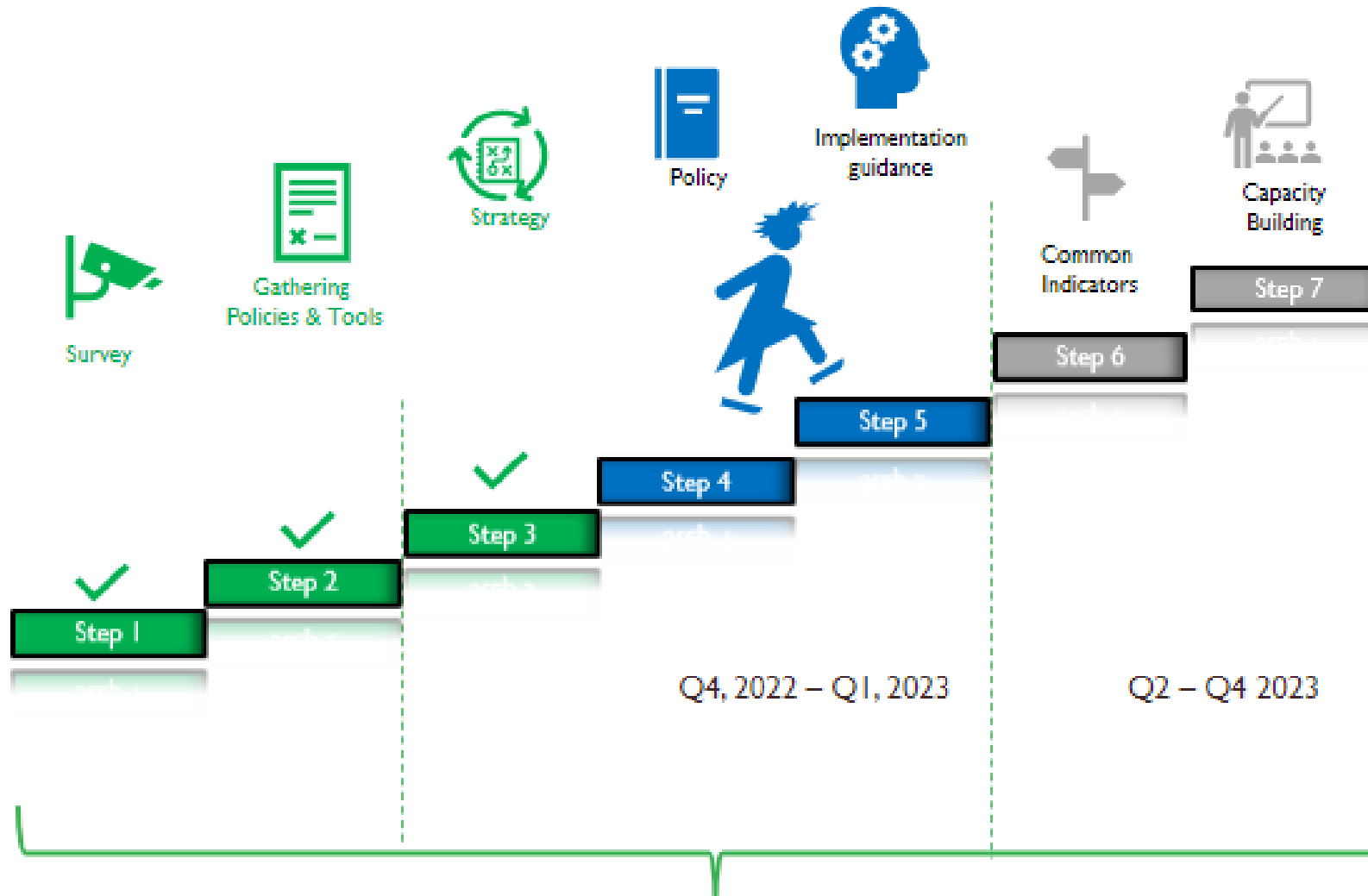
- UN TASK FORCE ON GRP -



- UN GRP task force established in 2019.
- Chaired by UN Women.
- Members: 20 UN entities.
- Key deliverables:
 - 1) UN GRP Policy
 - 2) UN GRP Guidelines
 - 3) Capacity Building

UN SYSTEM-WIDE EFFORT TO PROMOTE GRP

- UN TASK FORCE ON GRP -



Gender-Responsive Procurement Action Plan for UN

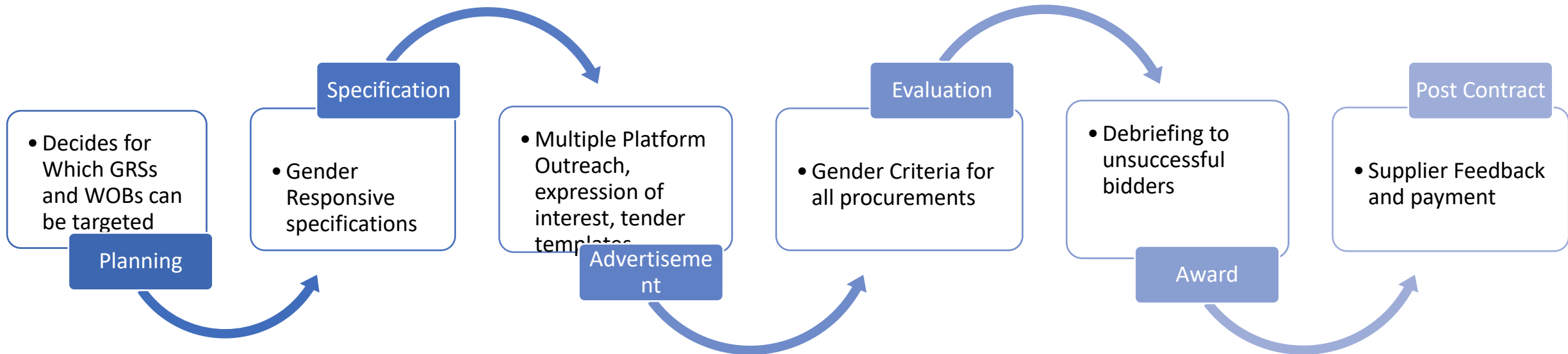


Q& A ON CONCEPT

GRP IN PROCUREMENT PROCESS



- Best Value for Money (BVFM) is about how well the goods, services and works meet its **social, environmental, economic** and **overall strategic objectives of UN**. Not only about the price!
- GRP is an integral part of **BVFM**.
- Gender-related considerations should be integrated **at all stages of a procurement cycle**.
- GRP can be initiated at any moment.



BEST PRACTICE FOR UN COUNTRY TEAM



- **Stock-take** of **GRSs and WOBs** at the country level
- Prepare **a list of pre-qualified GRSs and WOBs** in the most common sectors
- Make the procurement opportunities **available on different platforms**
- Ensure **the technical requirements** are in proportion to the estimated size, scope and value of the contract.
- Introduce **gender-responsive evaluation criteria** in joint LTA exercises and give priority to invite local GRSs and WOBs to the solicitations.
- Where allowed and applicable to conduct the **limited competition** by **inviting GRSs and WOBs exclusively**.
- Work at **Country Operations Management Team (OMT) level** on **capacity building for GRSs and WOBs**
- **Share best practices** with your OMT, Procurement Harmonization working groups, and work through Delivering as One.

EXAMPLES - HOW UN WOMEN IMPLEMENT GRP



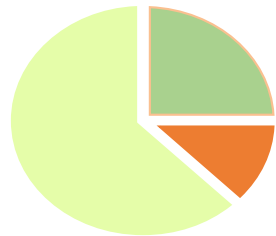
Global database of WOBs in E-Procurement system



Suppliers are classified by Ownership (going to be updated)

**WOMEN'S
EMPOWERMENT
PRINCIPLES**

Increasing pool of gender-responsive suppliers through tenders



Internal GRP dashboard to measure progress



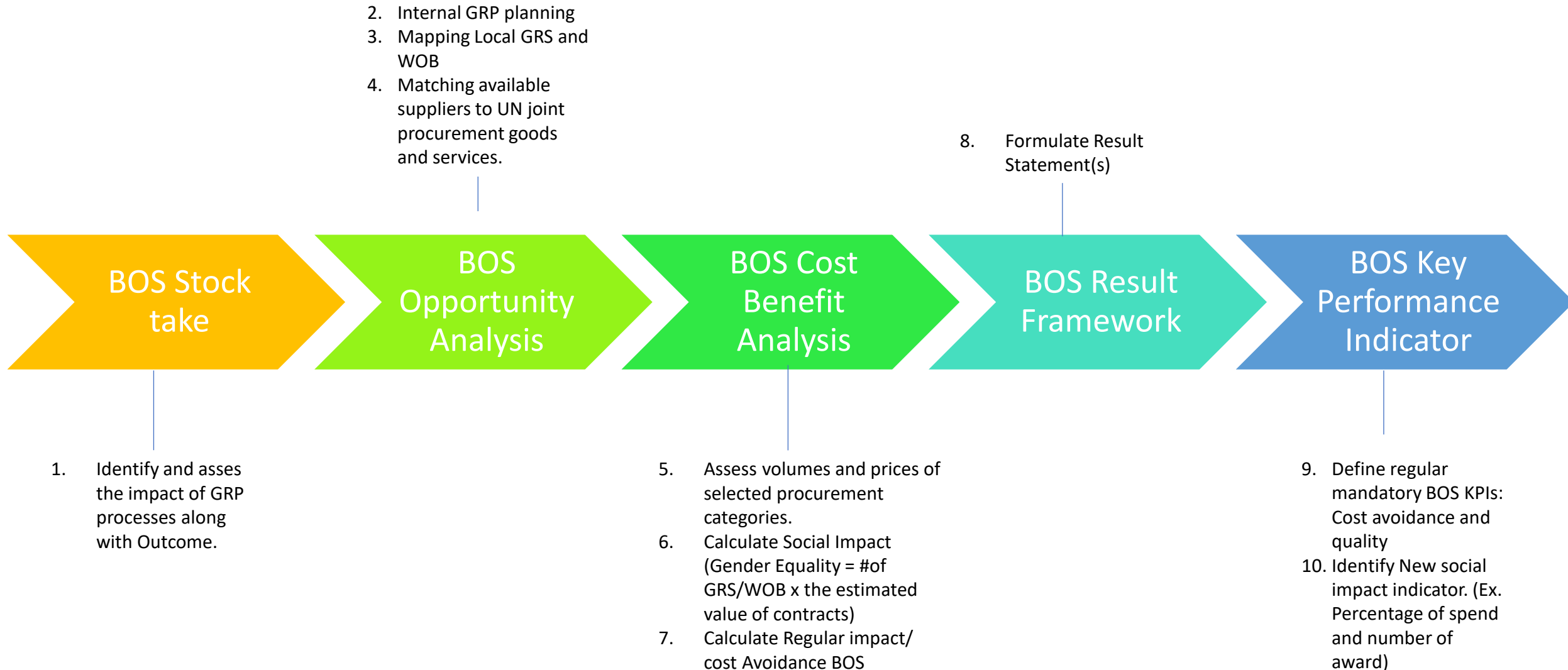
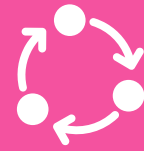
Gender Criteria in Evaluations

EXAMPLES OF GENDER EVALUATION CRITERIA



- Use of **gender-responsive criteria**, such as:
 - Implemented policies that promote gender equality, such as working towards gender balance in terms of employees, senior management and board members; closing the gender pay gap; incorporating gender equality in into recruitment, promotion and career opportunities; retaining both women and men full-time employees who take parental leave; and establishing a confidential grievance, resolution, reporting and non-retaliation mechanism and procedure to address and respond to incidents of violence and harassment.
 - Compliance with international labour standards of the ILO, including the Core Labour Standards
 - Implementation of the Women's Empowerment Principles (WEP)
 - Nature of subcontractors

HOW TO INTEGRATE GRP IN BOS



EXAMPLES OF KPI

Step 1: BOS Stock take

- 'UNCT complete stock take to identify existing gender responsive procurement process by [Date/Month/Year]'

Step 2: BOS Opportunity Analysis

- UNCT complete mapping of local gender-responsive suppliers (GRSs) including women-owned business (WOBs) by [Date/Month/Year]
- UNCT complete matching of available GRSs and WOBs to UN joint procurement goods and services by [Date/Month/Year]
- UNCT have in place the roster of GRSs and WOBs in place for common services by [Date/Month/Year]

Step 3: BOS Cost Benefit Analysis

- Calculate the social impact on Gender Equality = price x volumes as a measure of impact on women-owned businesses

Step 4: BOS Reflect in the results framework

- Formulate results statement(s) under the BOS/Procurement service line (as per usual BOS Results Framework guidelines).

Step 5: BOS Key Performance Indicator

** Please note, to have this last KPI, UNCT should analyse how much your UNCT currently spend on GRSs and WOBs as part of Step 1 **

- By [Date/Month/Year], UNCT increases Social impact on gender equality = the total procurement spend on GRSs or WOBs by [xx] %
- By [Date/Month/Year], UNCT increases Social impact on gender equality = the total number on GRSs or WOBs by [xx] % that received the contract.



THANK YOU!

