

# Asia-Pacific Regional Training on UN-System Accountability Frameworks to Advance Gender Equality and Women's Empowerment

## Indicator 4.3: Gender Parity

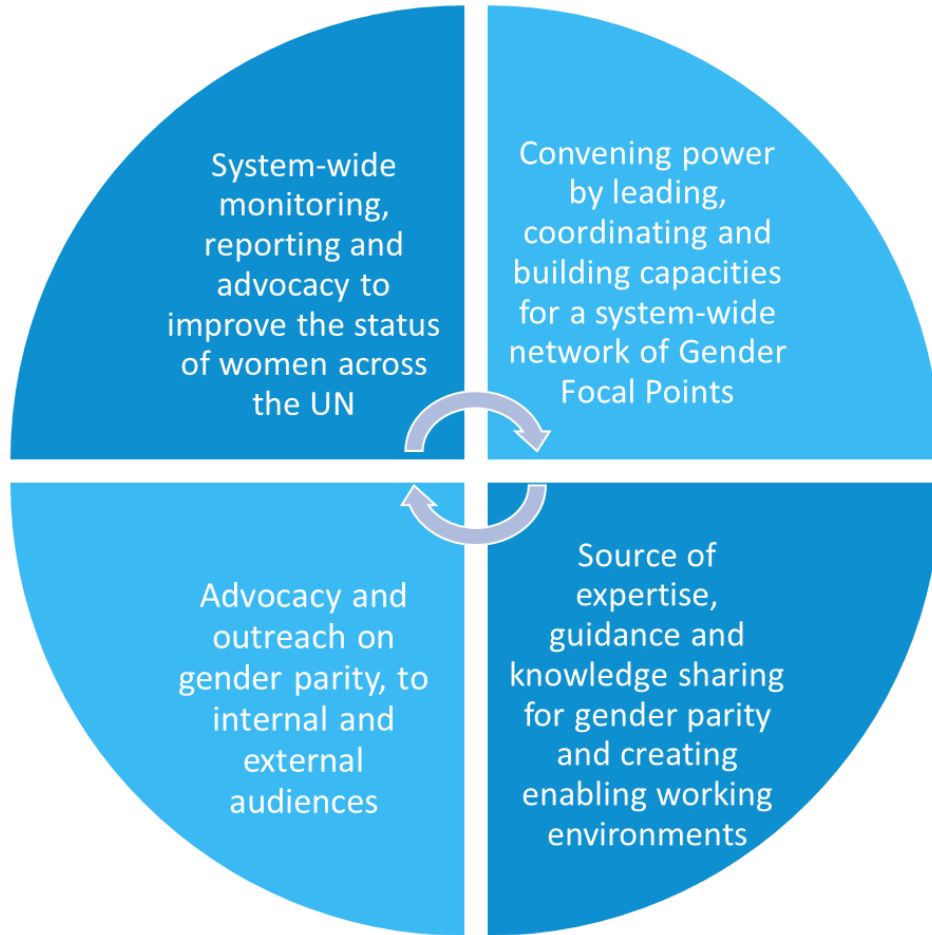
**26 SEPTEMBER 2023**  
**11:00-13:00 Bangkok**

Shinobu Sasaki, Gender Parity Specialist  
David Gawellek, Gender Parity Consultant

Office of the Focal Point for Women  
in the UN System at UN Women



# Office of the Focal Point for Women in the UN System at UN Women



**Katja Pehrman**

Senior Advisor, Focal Point for Women in the UN system



**Shinobu Sasaki**

Gender Parity Specialist



**David Gawellek**

Gender Parity Consultant



**Tarini Wijsekera**

Gender Parity Analyst



**Sally Gohar**

Administrative Associate



**Hosna Lodin**

Gender Parity Consultant



**Mahlatse Ramoroka**

Gender Parity Consultant

# | The History of Gender Parity at the UN

Gender parity is long overdue –  
and the quest for parity began back in 1970:

..... **1970** .....

General Assembly urged the UN “to take or continue to take appropriate measures to **ensure equal opportunities**” for women

..... **1985** .....

First target set on the **representation** of women (30% **overall** participation by 1990)

..... **1995** .....

Following the Beijing Declaration and Platform for Action, the **goal of 50/50 was set for the year 2000**

# | Setting the Tone From the Top



"This goal is not just about numbers, but about transforming our institutional culture so that we can access and capitalize on our full potential."

UN SECRETARY-GENERAL ANTÓNIO GUTERRES



## **Progress at the UNCT level is key to reaching parity**

38. *Calls upon* the entities of the United Nations system to significantly increase their efforts towards **achieving the goal of 50/50 gender balance in all locations, including at the United Nations country team level**, through a comprehensive range of actions, inter alia, as outlined in the Secretary-General's system-wide strategy on gender parity, as well as the recommendations contained in the **Enabling Environment Guidelines** for the United Nations System and the **Field-specific Enabling Environment Guidelines**, to continue to collaborate with UN-Women and with the **active support of system-wide gender focal points and to provide sufficient financial and human resources for organizational change** and for overcoming identified impediments to progress on gender balance, including setbacks from the COVID-19 pandemic

39. *Requests* the entities of the United Nations, at both headquarters and **non-headquarters levels**, to continue to appoint gender focal points to provide support for the advancement of gender parity, led and coordinated by UN-Women

# UN System-wide Dashboard on Gender Parity



## WELCOME

### UN System-wide Dashboard on Gender Parity

The **UN System-wide Dashboard on Gender Parity** is funded and developed jointly by UN Women participation from nearly **40 entities across the UN system**, in support of the Secretary-General's Gender Parity.

The Strategy provides a roadmap to reach parity at all levels across the system by 2028. The first of this dashboard consolidates, monitors, and tracks gender parity progress system-wide.

The dashboard presents the latest available data on gender balance by entity, grade, duty station a shows the Gender Parity Index which is the number of women or men needed to reach parity.

[Get Started!](#)

Participating Organizations

### System-wide Gender Parity Overview

**Organization**

All ● Men ● Women

**Overall representation of women and men by Ratio (%)**

**Representation of women and men by Staff Category (#)**

|    |        |        |        |
|----|--------|--------|--------|
| IP | 23,869 | 22,136 | 46,005 |
| NO | 9,913  | 8,417  | 18,330 |
| GS | 33,970 | 27,925 | 61,895 |

**Representation of women and men by Grade (%)**

|     |       |       |       |
|-----|-------|-------|-------|
| USG | 53.7% | 50%   | 46.3% |
| ASG | 55.0% |       | 45.0% |
| D2  | 63.2% |       | 36.8% |
| D1  | 58.0% |       | 42.0% |
| P7  | 75.0% |       | 25.0% |
| P6  | 63.9% |       | 36.1% |
| P5  | 57.4% |       | 42.6% |
| P4  | 53.9% |       | 46.1% |
| P3  | 50.1% |       | 49.9% |
| P2  | 41.5% | 58.5% |       |
| P1  | 36.4% | 63.6% |       |
| NOE | 75.0% |       | 25.0% |
| NOD | 52.0% |       | 48.0% |
| NOC | 54.1% |       | 45.9% |
| NOB | 55.4% |       | 44.6% |
| NOA | 52.2% |       | 47.8% |
| GS7 | 42.8% |       | 57.2% |
| GS6 | 43.7% |       | 56.3% |
| GS5 | 44.6% |       | 55.4% |
| GS4 | 57.3% |       | 42.7% |
| GS3 | 77.5% |       | 22.5% |
| GS2 | 95.1% |       | 4.9%  |
| GS1 | 61.7% |       | 38.3% |
| T-V | 50.0% |       | 50.0% |

**Gender Parity Index (# of women or men needed to reach parity) by Staff Category**

|    |       |
|----|-------|
| IP | 866   |
| NO | 748   |
| GS | 3,022 |

**Representation of women and men by Entity and Staff Category (#)**

|                |        |        |        |
|----------------|--------|--------|--------|
| UN Secretariat | 13,389 | 16,104 | 32,363 |
| UNICEF         | 5,578  | 5,760  | 11,338 |
| UNHCR          | 9,259  | 15,054 | 24,313 |
| IOM            | 8,893  | 12,033 | 20,926 |
| WFP            | 6,136  | 9,953  | 16,089 |
| WHO            |        | 8,878  | 8,878  |
| UNDP           |        | 7,236  | 7,236  |
| UNOPS          |        | 5,091  | 5,091  |
| ILO            |        | 3,792  | 3,792  |
| FAO            |        | 3,201  | 3,201  |
| UNFPA          |        | 3,152  | 3,152  |
| UNESCO         |        | 2,382  | 2,382  |
| IAEA           |        | 1,539  | 1,539  |

# How Do We Create Enabling Environments?



## Enabling Environment Guidelines

FOR THE UNITED NATIONS SYSTEM



United Nations

### The Enabling Environment Guidelines

- Workplace flexibility
- Family-friendly policies
- Standards of Conduct



## Supplementary Guidance ON THE Enabling Environment Guidelines

FOR THE UNITED NATIONS SYSTEM

IN SUPPORT OF  
The Secretary-General's System-wide  
Strategy on Gender Parity



### Supplementary Guidance

- Recruitment
- Talent management and retention
- Implementation



Make Parity a Reality

IN SUPPORT OF  
The Secretary-General's  
System-wide Strategy on  
Gender Parity

### Field-specific Enabling Environment Guidelines

- Professional and personal life integration
- Health and well-being
- Leadership and accountability

# Field-specific Enabling Environment Guidelines



MINUSMA / Harandane

Chapter 1

**Professional and Personal Life Integration**

Chapter 2

**Standards of Conduct**

Chapter 3

**Security and Safety**

Chapter 4

**Occupational Safety, Health and Well-being**

Chapter 5

**Recruitment, Talent Management and Retention**

Chapter 6

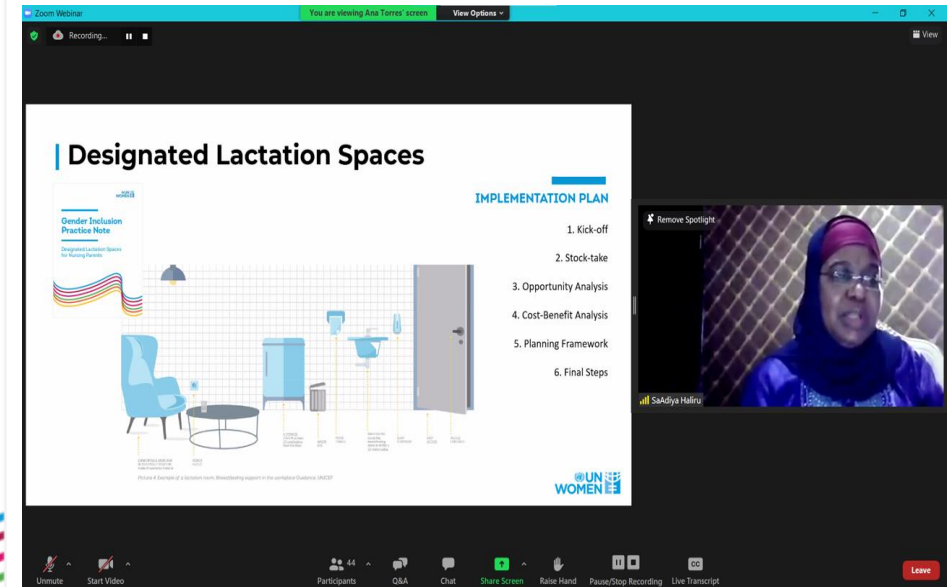
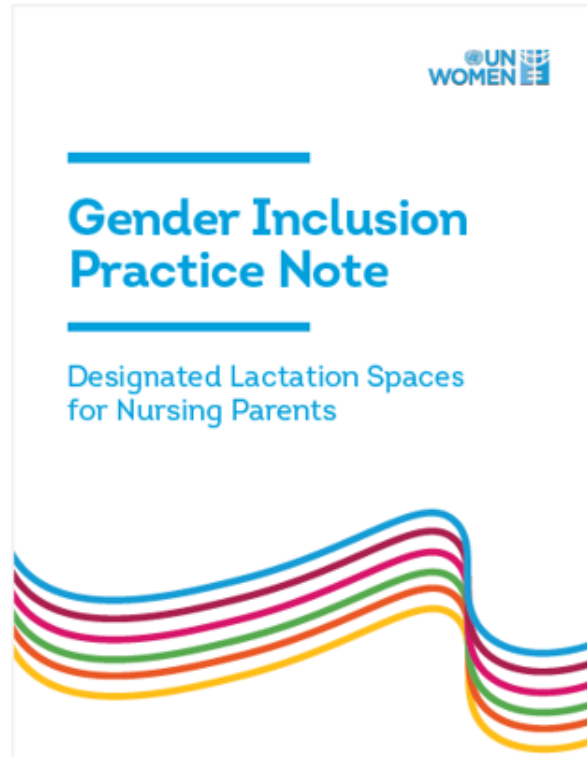
**Leadership, Accountability and Implementation**



# 1. Professional and Personal Life Integration

## Good practices

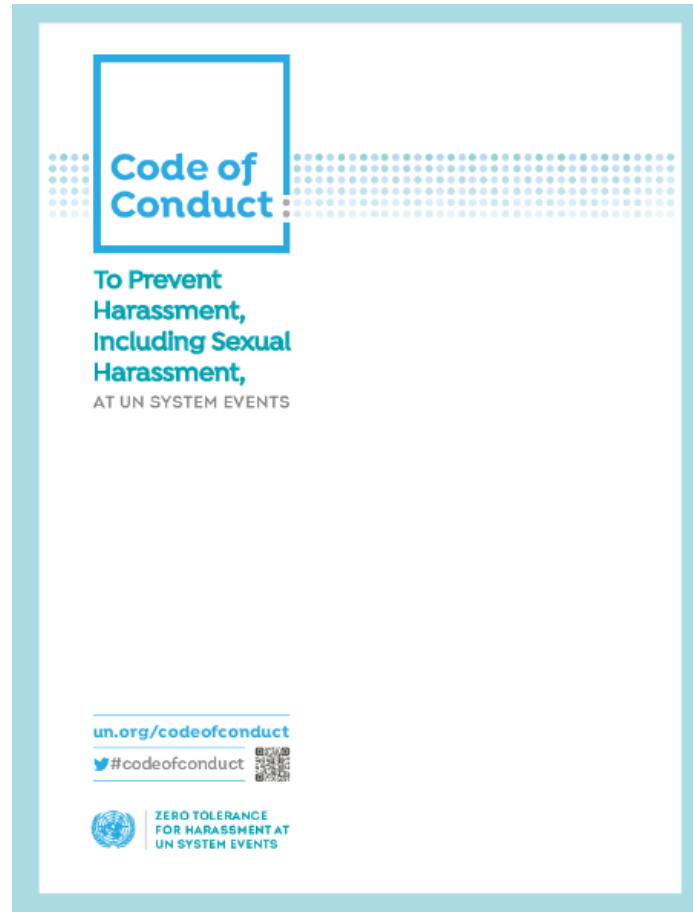
- **The UN House in Abuja, Nigeria**, provides a physical room where parents can bring their child with a caregiver
- In **UNICEF**, implementation of flexible working arrangements is a performance indicator for managers
- **UN Women** has created conversation guides on FWA and briefs on how to create enabling environments for managers



# 2. Standards of Conduct

## Good practices

- **CEB Task Force work:** UN Model Policy, Clear Check; Guide for Managers; Code of Conduct
- **UNEP, UNHCR and UN Habitat** developed the Speak Up! Phone app
- Women and Change Network within **UNHCR** collected stories from female staff about harassment and gender-based discrimination



Guide for Managers

United Nations Secretariat:  
Prevention of, and Response to, Sexual  
Harassment in the Workplace

# 3. Security and Safety

## Good practices

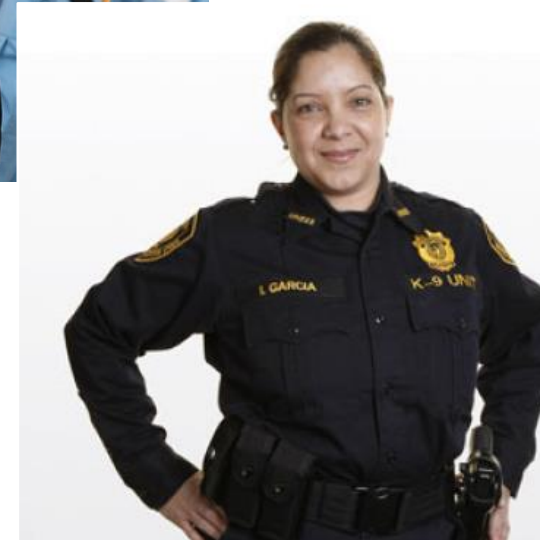
- **The United Nations country team (UNCT) in Jordan** encourages inter-agency consultation and engagement when communicating the Gender Considerations Aide Memoire for Gender-based Security Incidents.
- **UN Women** developed Gender Specific Security Awareness Training (GSSAT)



Photo: UN/Manuel Elias



Photo: UN photo



Ivette Garcia,  
Internal Security and Safety Network

Working for the  
United Nations is not just  
a job. It's a **calling**  
**in life** to serve  
an honourable mission.

# 4. Occupational Safety, Health and Well-being

## Good practices

- **UNIDO Pakistan** ensures accessibility for persons with disabilities in health facilities
- **UN House in Abuja (Nigeria)** provides access to gym facilities for all personnel to promote physical health and well-being.
- **The IOM** introduced a multilingual and global team of counsellors. The team provides tele-counselling support in 11 languages.



Photo: UN Women

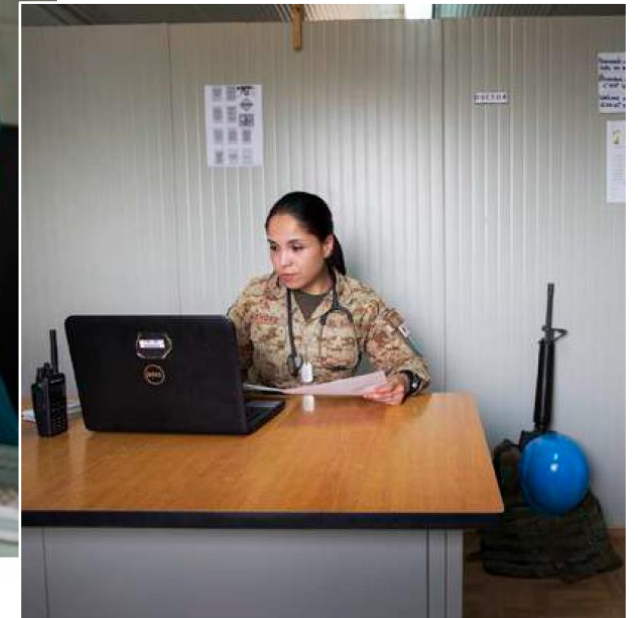
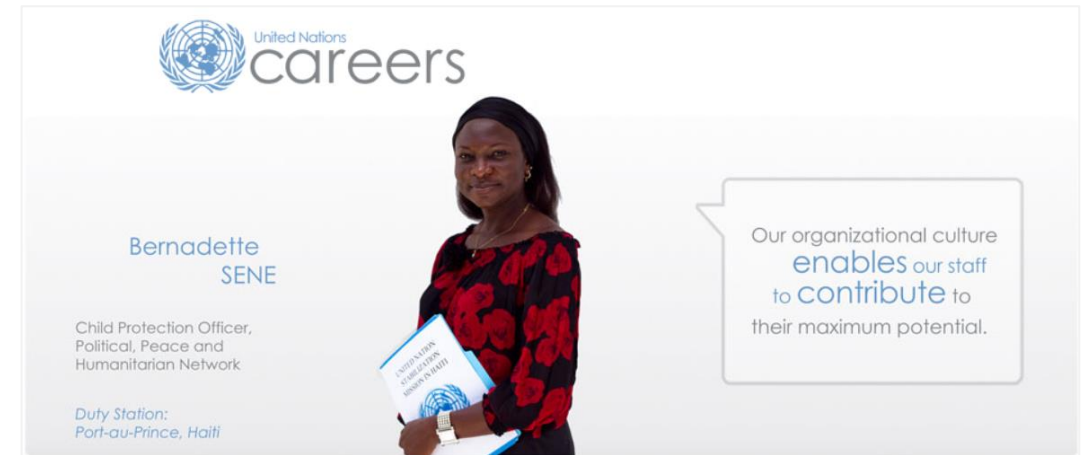


Photo: MINUSMA / Sylvain Liechti

# 5. Recruitment, Talent Management and Retention

## Good practices

- **The UN Secretariat's Office of Human Resources and UN Women** developed the UN Global Talent Pool, which includes a database of female National Officers and their skills and expertise
- **UNAIDS** amended its recruitment policy to consider service as a National Professional Officer as equivalent to international experience for international professional positions
- **UNAIDS** developed a stretch assignment policy, in particular for locally recruited staff to be able to move to different duty stations on temporary development assignments
- **UNDP and UNV** created the Talent Programme for Young Professionals with Disabilities to support inclusion and build a talent pipeline of young professionals with disabilities for jobs related to the SDGs



# 6. Leadership, Accountability and Implementation

## Good practices

- Nearly 20 senior leaders from across the UN participated in the **“Making Parity a Reality in the UN”** advocacy video series
- **UN Women’s Regional Office for East and Southern Africa** commissioned a study to review the representation of women and organizational culture in the UN Office of Nairobi.

## Visible commitment from senior UN leaders



# Booklet: How we can achieve gender parity at the UN by 2028

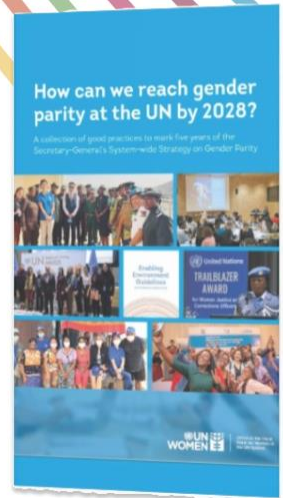


Office of The Focal Point for Women in the UN System

Booklet

## How can we reach gender parity at the UN by 2028?

Collection of good practices to mark five years of the Secretary-General System-wide Strategy on Gender Parity



Download and read the booklet:

<https://www.unwomen.org/en/digital-library/publications/2022/12/how-can-we-reach-gender-parity-at-the-united-nations-by-2028>

# UN System-wide Knowledge Hub on Addressing Sexual Harassment



**CEB**

UN System Chief Executives Board for Coordination

Launch of the UN System-wide Knowledge Hub on Addressing Sexual Harassment in the UN system

**UN System-wide Knowledge Hub on Addressing Sexual Harassment in the UN system**



[shknowledgehub.unwomen.org](https://shknowledgehub.unwomen.org)



- First-ever UN System-wide Knowledge Hub on Addressing Sexual Harassment



[shknowledgehub.unwomen.org](https://shknowledgehub.unwomen.org)



# Menu of support service for UNCTs



**MENU OF SUPPORT SERVICES IN ADVANCING GENDER PARITY**

Available to Resident Coordinators and colleagues in UN Country Teams in relation to gender parity and the creation of enabling working environments

**1. MONITORING GENDER PARITY PROGRESS IN NUMBERS**

- [UN System-wide Dashboard on Gender Parity](#)
- [Secretary-General's report on the improvement in the status of women in the UN system](#)
- [Entity-specific action plans on gender parity](#)

**2. LEGISLATIVE MANDATES AND REPORTS ON GENDER PARITY**

- [Secretary-General's report on the improvement in the status of women in the UN system](#)
- Infographics on the 'Representation of women in the UN system'
- 'How to improve the representation of women at the UN' summary product including mandated requests from Member States as per [A/RES/76/142](#)

**3. GUIDANCE MATERIALS, KNOWLEDGE PRODUCTS AND TEMPLATES**

- [Enabling Environment Guidelines](#)
- [Field-specific Enabling Environment Guidelines](#) (English/French/Arabic)
- [How can we reach gender parity at the UN by 2028? A collection of good practices from the UN system](#)
- [UN System-wide Knowledge Hub on Addressing Sexual Harassment](#)
- Peer-to-peer learning publications to prevent and eliminate sexual harassment in the UN System and beyond: [Making zero tolerance a reality](#) and [Enhancing cooperation](#)
- Gender Inclusion Practice Note: [Designated Lactation Spaces for Nursing Parents](#)
- [Guidance on creating inclusive vacancy announcements: Good practice examples from the UN](#)
- [Why Gender Parity?](#)
- [Flexible working arrangements for the United Nations - why it makes sense](#)
- [Template for exit surveys](#)

- A walk-through webinar of the Field-specific Guidelines for awareness
- Provide technical support (i.e., review on the UNCT-wide survey on organizational culture, gender architecture analysis)
- Capacity building on issues related to creating an enabling environment such as creating inclusive vacancy announcements to advance gender parity
- Demonstration webinars of the Gender Parity Dashboard and the Knowledge Hub on Addressing Sexual Harassment
- Communication and advocacy material including one pagers or videos of Resident Coordinators

Get in touch: [focalpoint.forwomen@unwomen.org](mailto:focalpoint.forwomen@unwomen.org)



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**Make Parity  
a Reality**

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**Thank you!**