



Performance Indicator 4.3 Gender Parity

Approaches Minimum Requirements	a. A plan is in place for the UNCT to achieve gender parity.
Meets Minimum Requirements	b. The UNCT has reached gender parity. and c. A plan is in place for the UNCT to maintain gender parity.
Exceeds Minimum Requirements	Meets minimum requirement and d. The Business Operations Strategy (BOS) includes gender-specific actions and indicators in at least one Business Operation Area to foster gender equality and women’s empowerment.

Indicator 4.3 Gender Parity

Selected UNCT-SWAP Performance Indicators	Annual Reporting 2020	Comprehensive Reporting 2019 (baseline)
4.3 Gender Parity	Exceeds Minimum Requirements, 2021	Meet Minimum Requirements, 2020

- The UNCT has in place a mechanism for monitoring gender parity in staffing that is regularly used to monitor parity levels for General Service staff and all professional levels.
- The UNCT can demonstrate positive trends towards achieving parity commitments.
- The Business Operations Strategy (BOS) includes gender-specific actions and indicators in at least one Business Operation Area to foster gender equality and women's empowerment

Leaving No One Behind – Gender Equality and Social Inclusion Working Group Nepal

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Indicator 4.3 Gender Parity

INDICATOR 4.3 | GENDER PARITY IN STAFFING IS ACHIEVED

Approaches Minimum Requirements	Meets Minimum Requirements	Exceeds Minimum Requirements
<p>a) The UNCT has in place a mechanism for monitoring gender parity in staffing that is regularly used to monitor parity levels for General Service staff and all professional levels.</p>	<p>Approaches minimum requirements and b) The UNCT can demonstrate positive trends towards achieving parity commitments.</p>	<p>Meets minimum requirements and c) The Business Operations Strategy (BOS) includes gender-specific actions and indicators in at least one Business Operation Area to foster gender equality and women's empowerment.</p>

Selected UNCT-SWAP Performance Indicators	Annual Reporting 2020	Comprehensive Reporting 2019 (baseline)
4.3 Gender Parity	Exceeds Minimum Requirements, 2020	Missing Minimum Requirements, 2019

- The UNCT has in place a mechanism for monitoring gender parity in staffing that is regularly used to monitor parity levels for General Service staff and all professional levels.
- The UNCT can demonstrate positive trends towards achieving parity commitments.
- The Business Operations Strategy (BOS) includes gender-specific actions and indicators in at least one Business Operation Area to foster gender equality and women's empowerment

Working towards Gender Parity

- **Tracking and reporting** - OMT reports to UNCT annually on gender parity and staff diversity since 2019 (Gender Scorecard baseline)
 - HR Task Force lead collates information from all agencies. Data presented to OMT and then UNCT to inform discussion on gender parity and diversity
- **Traineeship programme (2011)**
 - In 2010, the UNCT signed a workforce diversity declaration
 - Providing paid traineeship opportunities for young people from marginalized groups
 - Addresses all three scorecards (gender, youth, disability) – have had dedicated outreach to young people with disabilities
 - 11 UN entities taking part
 - 238 trainees have graduated, 65 per cent of whom have gained jobs in the Government, (I)NGOs, the private sector or the UN since their traineeship.



Working towards gender parity

- **Sharing lessons and best practices** - Workshop with UNCT and OMT in 2019 – follow up workshop in 2022/23
 - A set of recommendations were developed; however, implementation has been lacking. Previous recommendations to be used as basis for new workshop.
 - 2022/23 workshop will also integrate lessons from disability inclusion pilot
- **Joint agency efforts partly as a result of 2019 workshop**
 - Female drivers initiative
 - Women engineers initiative
 - Disability inclusion dedicated outreach (UNDIS Seed funding – BOS and disability inclusion)
- **Efforts on enabling environment**
 - Domestic violence focal point system and counsellors (UN Women, UNFPA)
(<https://un.org.np/resource/responding-domestic-violence-resource-guide-un-personnel-Nepal>)
 - LGBTIQ online safe space (Rainbow Café, led by staff)



Challenges and Lessons Learned

Challenges

- Gender discriminatory norms hinder women's recruitment throughout the HR cycle – particularly difficult to get sufficient applications for certain types of vacancies
- Recruitment to field locations and positions requiring field visits difficult
- Male-dominated sectors

Lessons Learned

- Traineeship an excellent approach – but need other early career opportunities
- Male-dominated sectors – require programming efforts (beyond HR)
- Parity in shortlisting and interviews is crucial
- Lessons from COVID – providing flexibility (adequate support for parents, carers)

