

UNCT-SWAP Gender Equality Scorecard Toolkit Resource

<p>What? <i>Why Gender Parity?</i> (UN Women).</p>	<p>Why? This one-page brief offers an easy-to-read summary of why gender parity should be considered a priority in the UN system. It can be used as advocacy material to advance the meeting of the minimum requirements under PI 4.3 respectively.</p>
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Performance Indicator 4.3 Gender Parity

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</p> <p>and</p> <p>b) The UNCT can demonstrate positive trends towards achieving parity commitments.</p>	<p>Meets minimum requirements</p> <p>and</p> <p>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>



Gender parity is a commitment, not only an aspiration

The UN Charter states that the UN shall not restrict the eligibility of men and women to participate in any capacity.

The Universal Declaration of Human Rights states that there can be no distinction or discrimination on the basis of gender.

Repeated General Assembly resolutions have reaffirmed the “goal of 50/50 gender balance in the UN system, especially at the senior and policymaking levels.”



Gender parity is not new

The General Assembly first requested measures to achieve equal opportunities for women in 1970, and in 1985 set the first target at 30% overall participation of women by 1990.

The goal of 50/50 was set by the Beijing Declaration and Platform for Action in 1995. The initial deadline was for 2000, now almost 20 years past due.



Gender parity is a UN priority

The UN is the principal international standard-setting institution with a responsibility to lead by exemplifying the principles of equality, diversity, and inclusion and should model the Agenda 2030 “leave no one behind” principle.

“Gender parity at the UN is an urgent need - and a personal priority. It is a moral duty and operational necessity.”

—Secretary-General Guterres



Why Gender Parity?



Gender parity benefits all

Gender parity is not against men - it is about equality.

Barriers that limit women negatively affect men - without equal parental leave, women become default primary caregivers and men are prevented from playing an active parental role and achieving a better work-life balance.

“We must be clear that these efforts are not about shifting the rules of our Organization to accommodate half of our population. It is in fact about changing the rules so that they no longer only suit half of our staff.”

—Secretary-General Guterres



Gender parity modernizes the workplace

The UN must align policies with the desires of the modern workforce to continue as an attractive employer and to recruit the highest caliber of talent.

Workforce trends show preference for flexible workplaces that are responsive to professional and personal needs.



Gender parity is about maximizing talent

Greater diversity is directly correlated with gains in operational effectiveness, improving innovation, strategy, decision-making as well as results and profits.

Unconscious biases and gender stereotypes negatively impact recruitment, retention, and career advancement. Systematic bias mitigation allows the UN to capitalize on each employee’s potential to optimize the overall impact of the UN’s work.