Addressing All Male Panel – Good Practice on UNCT Indonesia Leadership Commitment on Championing Gender Equality
## UNCT Indonesia Annual Progress Report

<table>
<thead>
<tr>
<th>Performance Indicators</th>
<th>2019</th>
<th>2020</th>
<th>2021</th>
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<tbody>
<tr>
<td><strong>1.1 CCA integrates gender analysis</strong></td>
<td>Missing</td>
<td>Meets</td>
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<td><strong>1.2 Gender equality mainstreamed in Cooperation Framework Outcomes</strong></td>
<td>Missing</td>
<td>Meets</td>
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<td><strong>1.3 Cooperation Framework indicators measure changes on gender equality</strong></td>
<td>Meets</td>
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<td><strong>2.1 Joint programmes contribute to reducing gender inequalities</strong></td>
<td>Approaches</td>
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<td><strong>2.2 Communication and advocacy address areas of gender in equality</strong></td>
<td>Approaches</td>
<td>Meets</td>
<td>Exceeds</td>
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<td><strong>2.3 Cooperation framework monitoring and evaluation measures progress against gender equality results</strong></td>
<td>Approaches</td>
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<tr>
<td><strong>3.1 UNCT collaborates and engages with government on gender equality and empowerment of women</strong></td>
<td>Meets</td>
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<tr>
<td><strong>3.2 UNCT collaborates and engages with women's/gender equality civil society organizations</strong></td>
<td>Meets</td>
<td>Approaches</td>
<td>Meets</td>
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<tr>
<td><strong>4.1 UNCT leadership is committed to championing gender equality</strong></td>
<td>Meets</td>
<td>Meets</td>
<td>Exceeds</td>
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<td><strong>4.2 Organizational culture fully supports promotion of gender equality and empowerment of women</strong></td>
<td>Meets</td>
<td>Meets</td>
<td>Meets</td>
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<td><strong>4.3 Gender parity in staffing is achieved</strong></td>
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<td>Meets</td>
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<td><strong>5.1 Gender coordination mechanism is empowered to influence the UNCT for gender equality and empowerment of women</strong></td>
<td>Meets</td>
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<td><strong>5.2 UNCT has adequate capacities developed for gender mainstreaming</strong></td>
<td>Approaches</td>
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<td>Meets</td>
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<tr>
<td><strong>6.1 Adequate resources for gender mainstreaming are allocated and tracked</strong></td>
<td>Missing</td>
<td>Approaches</td>
<td>Approaches</td>
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<tr>
<td><strong>7.1 UN programmes make a significant contribution to gender equality in the country</strong></td>
<td>Approaches</td>
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Gender equality is a regular topic for discussion in HoA meetings.

RC demonstrates public championing of GE during the last 12 months.

HoAs are seen by personnel as committed to gender equality in the workplace.

Gender equality is reflected in the Assessment of Results and Competencies (ARC) of UNCT in the last 12 months.

GEEW was discussed meaningfully, highlighting the LNOB, joint programme and GEM rollout.

Discussion around creating safe work place, setting up the PSEAH Task Force, UN female personnel safety and security and coordinator, monitor the gender parity quarterly with HR WG Chair.

UNCT No Manel Pledge

In addition to writing op-ed on GEEW issue on Generation Equality, opening speech for the Launch of 16-Days Campaign in the UNCT flagship “stand up comedy for equality” bootcamp, led by RC, UNCT launch the NO MANEL PLEDGE, showing leadership model to take a stance against all male panel to promote GE and diversity.

GEEW is incorporated into the ARC platform.
PURPOSE

In an effort to live the UN’s mandate on Gender Equality, one of the steps UNCT members and leadership in the UN can take is creating and upholding equal opportunity/participation of women and diverse voices.

#NoManel – UNCT’s Pledge to not participate in all-male panels (even if there is a woman moderating it).
Guidance to Avoid Manel

Putting women and ethnically diverse people on advisory boards and planning committees in the first place,

Asking for help and putting in more time to plan and curate the conference,

Setting goals, targets, and quotas, for gender parity at conferences

Taking out the notion that diversity means lowering the bar instead of adding complexity and telling a truer story.

UNCT No Manel Pledge

Male employees to advance gender equality when they are invited to speak on an all-male panel by

Asking to substitute a female colleague,

Bring the issue to the organizers,

Raising the importance of women speakers if they do attend the event, or

Declining the speaking engagement

Report and follow up on gender parity on panels via UNCT SWAP Gender Scorecard
Lessons Learned & Reflection

No Manel Pledge and guidance address the real phenomenon. The action is simple, with positive impact to promote women’s representation and equality in public discussion, to show that the UN in Indonesia at the leadership level, is part of the movement. It requires commitment from the get-go.

Using the power of social media, and link the pledge with local initiative that monitors manel (Manel “Wall of Shame”)

The ‘neutrality’ of the guidance ensure applicability for all, not only the UN. The format can be easily shared (translated version is available).

No Manel pledge is a step among many other leadership model, one reflection from the pledge is whether UN can also be visibly seen as promoter or GEEW, outside of speaking events/panels.
What’s Next?
"The proof of the pudding is in the monitoring"

**Initial Response**
- Ambassadors were the first groups to respond positively, over 40 Ambassadors joined this initiative.
- Senior level government officials (1 Minister, 3 DGs and 1 Deputy).
- Private sector: CEO of Gojek (the largest tech-based ride share company).

**“Walking the Talk-Pledge”**
- There are still instances where UN Agencies-organized panel have manel, UNGTG often acts like "manel police". Some corrective actions have been done, but some could not due to time.

**Next Steps**
- Work with local initiative https://womenunlimited.id/ to supply names of women speakers from all fields
- Establish internal database that UN agencies can access to get potential women speakers
A panel without women is a disservice to the world of equality, freedom, and peace we seek to build, and need.

Valerie Juliand
Resident Coordinator