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

Presenters:
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## Indicator 4.3 Gender Parity

**INDICATOR 4.3 | GENDER PARITY IN STAFFING IS ACHIEVED**

<table>
<thead>
<tr>
<th>Approaches Minimum Requirements</th>
<th>Meets Minimum Requirements</th>
<th>Exceeds Minimum Requirements</th>
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<td>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.</td>
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<td>b) The UNCT can demonstrate positive trends towards achieving parity commitments.</td>
<td>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.</td>
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<th>Selected UNCT-SWAP Performance Indicators</th>
<th>Annual Reporting 2020</th>
<th>Comprehensive Reporting 2019 (baseline)</th>
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<td>4.3 Gender Parity</td>
<td>Exceeds Minimum Requirements, 2020</td>
<td>Missing Minimum Requirements, 2019</td>
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- 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**
  • LGBTIQ online safe space (Rainbow Café, led by staff)
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 Learns
• 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)