|  |  |  |  |
| --- | --- | --- | --- |
| **UNCT-SWAP Gender Equality Scorecard Toolkit Resource** | | | |
| What?  *Organizational Culture Survey* from UNCT-SWAP Gender Equality Scorecard Framework and Technical Guidance (UNSDG 2018) | | Why?  The document is an electronic version of the survey contained in Annex 5 of the UNCT-SWAP Scorecard Guidance. The standardized survey is shared with UN personnel as part of the UNCT-SWAP Scorecard assessment. The survey covers various aspects of organizational culture for gender equality including perceptions of gender equality and discrimination, enabling environment and work-life balance. Survey responses serve as the measure for scoring Performance Indicator 4.2. | |
|  | | | |
| **Performance Indicator 4.2 Organizational Culture** | | | |
| **Approaches Minimum Requirements** | **Meets Minimum**  **Requirements** | | **Exceeds Minimum Requirements** |
| Survey results of personnel perception of organizational environment for promotion of gender equality scored a positive rating of 50-64 percent. | Survey results of personnel perception of organizational environment for promotion of gender equality scored a positive rating of 65-80 percent. | | Survey results of personnel perception of organizational environment for promotion of gender equality scored a positive rating of over 80 percent. |

## Gender and Organizational Culture Survey

*UNCT-SWAP Scorecard Survey Template (Performance Indicator 4.2; Annex 5)*

**Background Information**

This short survey on gender and organizational culture is a part of a larger "UNCT SWAP -Scorecard' country-level assessment that is being undertaken in your country.  Endorsed by the UNDG in 2008 in response to the CEB policy on gender equality and the empowerment of women (CEB/2006/2), the assessment looks at the effectiveness of gender mainstreaming by UN Country Teams.

This 10-question survey is being sent to all UN staff members in the country.  It should take approximately 5 minutes of your time to complete.  Answers are based on your opinions and experience, and will help inform country-level action planning.  All responses are anonymous.

Thank you in advance for your participation.  Should you have any questions, please feel free to contact the UNCT-SWAP Gender Equality Scorecard Helpdesk at genderscorecard.helpdesk@unwomen.org.

**Demographic Information**

**1. Select your gender:**

Female

Male

Other

**2. Select below:**

National personnel

International personnel

**3. Select below:**

My job includes personnel supervisory functions

My job does not include personnel supervisory functions

**Survey**

Top of Form

**1. I believe the UN system in this country makes adequate efforts to fulfill its mandate to achieve an equal representation of women and men at all levels.**

Strongly agree

Agree

Neutral

Disagree

Strongly disagree

**2. Heads of Agencies in this UNCT demonstrate leadership and committment to gender equality in the workplace.**

Strongly agree

Agree

Neutral

Disagree

Strongly disagree

**3. UN personnel in this country are committed to gender equality in the workplace.**

Strongly agree

Agree

Neutral

Disagree

Strongly disagree

**4. UN personnel in this country team are treated equally irrespective of sex, gender identity or sexual orientation.**

Strongly agree

Agree

Neutral

Disagree

Strongly disagree

**5. The UN system in this country has adequate procedures in place to prevent and address sexual harassment, exploitation and abuse of authority.**

Strongly agree

Agree

Neutral

Disagree

Strongly disagree

**6. The UN system in this country has adequate procedures in place to protect my personal safety and security.**

Strongly agree

Agree

Neutral

Disagree

Strongly disagree

**7. The UN system in this country adequately facilitates the equal participation of both women and men at all levels of the organization.**

Strongly agree

Agree

Neutral

Disagree

Strongly disagree

**8. The package of entitlements (e.g. maternity, paternity, breastfeeding) support personnel to achieve adequate work-life balance.**

Strongly agree

Agree

Neutral

Disagree

Strongly disagree

**9. The package of flexible work arrangements (e.g. telecommuting, staggered hours, compressed work schedule) support personnel to achieve adequate work-life balance.**

Strongly agree

Agree

Neutral

Disagree

Strongly disagree

**10. Heads of Agencies are supportive of personnel to establish an adequate relationship between work life and home life.**

Strongly agree

Agree

Neutral

Disagree

Strongly disagree

Bottom of Form