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.

b) The UNCT can demonstrate positive trends towards achieving parity commitments.

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.
INDICATOR 4.3: GENDER PARITY IN STAFFING IS ACHIEVED

- The OMT-HR Working Group monitors gender parity in staffing by collecting data and updating the UNCT, with support from GTG.
- With substantive input from GTG, the Business Operations Strategy (BOS) was developed in 2020 with the following gender-specific actions:
  - Develop a strategy for gender parity in staffing based on findings of HR data.
  - Gender-Responsive Procurement Sourcing.
- A gender parity strategy was developed in 2022 and endorsed in 2023 (February).

<table>
<thead>
<tr>
<th>Selected UNCT-SWAP Performance Indicators</th>
<th>Comprehensive Reporting 2019 (baseline)</th>
<th>Annual Reporting 2021</th>
</tr>
</thead>
<tbody>
<tr>
<td>4.3 Gender parity</td>
<td>Missing Minimum Requirements</td>
<td>Approaches Minimum Requirements</td>
</tr>
</tbody>
</table>
UN in Bangladesh has set a goal to increase the overall number of female staff with 5 percentage points every 2 years to reach gender parity by 2028.

This strategy applies an intersectional lens to advance not only gender equality but also diversity in the workforce.

Four specific focus areas have been identified to achieve the gender parity targets:
- Strengthened leadership and accountability
- Enhanced gender-responsiveness in recruitment, retention, advancement, and talent management
- An organizational culture and enabling environment for advancing gender parity
- Strengthening gender parity in field and mission settings

<table>
<thead>
<tr>
<th>Female</th>
<th>Male</th>
<th>Women’s Representation</th>
</tr>
</thead>
<tbody>
<tr>
<td>2021 Baseline</td>
<td>Target for 2024</td>
<td>Target for 2026</td>
</tr>
<tr>
<td>962</td>
<td>1787</td>
<td>35%</td>
</tr>
</tbody>
</table>
WHY?

- To improve women’s representation.
- To localize and operationalize the global strategy.
- To specify mechanisms for ensuring accountability by the UNCT.
- To ensure the implementation of the commitments made in the UNCT SWAP GE Scorecard and in the BOS.

“It is a moral duty and an operational necessity.”

WHO?

- The Gender Parity Strategy was drafted by an International Expert Consultant.
- GTG Secretariat provided technical support in coordination with RCO, Operations Management Team (OMT), and the Human Resources Working Group (HRWG).
- The strategy was reviewed by UN agencies and endorsed by UNCT in February 2023.

HOW?

- Desk review of relevant documents.
- Consultation workshop with HRWG and GTG to draft the content.
- Finalization, review, and endorsement of the strategy.
- Coordination meetings with relevant group, e.g. HRWG, to plan the implementation and priorities.
- 2023: HR Open Day, Mentorship Programme, Internal Workshop with OMT-HRWG on Special Measures, and Annual Tracking of Gender Parity Data.
CHALLENGES AND LESSONS LEARNED

- **Challenges:**
  - Making gender parity a priority
  - Anchoring the strategy in OMT-HRWG

- **Lessons learned:**
  - Leverage accountability frameworks
  - Reiterate system-wide commitments
  - Use available mechanisms to advocate at different levels
  - Identify allies

Picture: Group work at the HRWG-GTG Gender Parity Consultation Workshop
1. Human Resources Open Day for Gender Equality

- 6,000+ registration
- Ca. 80 participants invited for the pilot event
- Involvement of and coordination among 3 inter-agency groups and 11 agencies
- Generated conversations about inclusion and diversity
- Positive feedback from participants

Please rate your overall experience of the event.
28 responses

Rating of the HR Open Day for Gender Equality by participants

25 (89.3%)
2 (7.1%)
1 (3.6%)
0 (0%)
0 (0%)

Picture 1: Career Fair at the Bangladesh UN HR Open Day for Gender Equality.
Picture 2: Bangladesh Resident Coordinator, Gwyn Lewis, delivering closing remarks at the HR Open Day for Gender Equality.
Picture 3: Participant asking a question during the HR Open Day
ACHIEVEMENTS TO DATE

1. Human Resources Open Day for Gender Equality – feedback

• “That was a complete package. I got inspired, specially by the role model session. The way all of the boss ladies made us inspired, I really love that!”

• “It’s my pleasure to attend this session. The session is very helpful for me for preparing myself for UN Job Interview.”

• “The event was also great for female networking, so it was definitely a positive experience.”

• Learnings:
  • More information/practical examples of competency-based interview, P11 form, written test, and creating a profile for UN recruitment system.
  • Representation – “where is my role model?”

Picture 1: Career Fair at the Bangladesh UN HR Open Day for Gender Equality.
Picture 2: Bangladesh Resident Coordinator, Gwyn Lewis, delivering closing remarks at the HR Open Day for Gender Equality.
Picture 3: Participant asking a question during the HR Open Day
ACHIEVEMENTS TO DATE

2. Mentorship Programme

- Female colleagues mentoring each other across agencies to support and enable retention and advancement of female staff and personnel within the UN system.
- 45 mentors and 63 mentees
- >40 mentor-mentee pairs
- The pairs will meet at least four times during a four months period.
- Virtual check-in and feedback form
ACHIEVEMENTS TO DATE

3. Annual tracking of gender parity data

• Previously data was collected when required for scorecard reporting (2019 baseline & 2021 annual reporting)

• Annual data collection integrated into the Gender Parity Strategy

• Including data on staff/personnel with disabilities and transgender/non-binary staff/personnel

• Data gathered by HRWG, with support from GTG Secretariat

• Women’s representation in 2021: 35% across contract levels

<table>
<thead>
<tr>
<th>Category</th>
<th>2021</th>
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<tr>
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<td></td>
<td>representation</td>
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<tr>
<td>G1-G3</td>
<td>32</td>
<td>169</td>
<td>15.9%</td>
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<tr>
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<td>NOC-NOD</td>
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<tr>
<td>Nat. UNV</td>
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<td>SB1-SB5 (SSA1-9)</td>
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<td>LICA 4-7 (UNOPS)</td>
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<td>International UNV</td>
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</table>
SUCCESS FACTORS

- Commitment from the top: RC and HoAs
- Agency-level commitment
- Ownership and involvement of inter-agency groups
- Data and tools to leverage advocacy for gender parity
- Investment
Key resources

Scorecard Action Plan

UN Bangladesh Gender Parity Strategy 2023-2028

The UN System-wide Strategy on Gender Parity (2017)

Enabling Environment Guidelines for the United Nations System

Field-specific Enabling Environment Guidelines for the United Nations System