Championing Commitment towards GEWE

UN in Indonesia

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INDICATOR 4.1: LEADERSHIP IS COMMITTED TO CHAMPIONING GEWE

Approaches Minimum Requirements

Meets 2 of the following:

a) Gender equality is a regular topic of discussion in HOA meetings during the last 12 months;
b) RC demonstrates public championing of gender equality during the last 12 months;
c) HOAs are seen by personnel as committed to gender equality in the workplace during the last 12 months;
d) Gender equality is reflected in the Assessment of Results and Competencies (ARC) of UNCTs during the last 12 months.

Meets Minimum Requirements

Meets 3 of the following:

a) Gender equality is a regular topic of discussion in HOA meetings during the last 12 months;
b) RC demonstrates public championing of gender equality during the last 12 months;
c) HOAs are seen by personnel as committed to gender equality in the workplace during the last 12 months;
d) Gender equality is reflected in the Assessment of Results and Competencies (ARC) of UNCTs during the last 12 months.

Exceeds Minimum Requirements

Meets all of the following:

a) Gender equality is a regular topic of discussion in HOA meetings during the last 12 months;
b) RC demonstrates public championing of gender equality during the last 12 months;
c) HOAs are seen by personnel as committed to gender equality in the workplace during the last 12 months;
d) Gender equality is reflected in the Assessment of Results and Competencies (ARC) of UNCTs during the last 12 months.
## INDICATOR 4.1: LEADERSHIP IS COMMITTED TO CHAMPIONING GEWE

<table>
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<th>Selected UNCT-SWAP Performance Indicators</th>
<th>Annual Reporting 2022</th>
<th>Comprehensive Reporting 2019 (baseline)</th>
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<td>4.1 Leadership</td>
<td>Exceeds Minimum Requirements, 2022</td>
<td>Meets Minimum Requirements, 2019</td>
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- ✔ RC remarks show consistent support to GEWE
- ✔ Gender issues on the agenda of most UNCT meetings
- ✔ No Manel Pledge
INDICATOR 4.1: LEADERSHIP IS COMMITTED TO CHAMPIONING GEWE - 2022

HoA’s commitment on gender equality is the highest perception (81%)
UNCT adequately facilitates the equal participation of both women and men at all levels of the organization is the 2nd highest perception (80%).
UNCT Efforts towards GEWE

• UN country level active engagement with government partners
  ○ Actively championing and initiating in assisting government in CEDAW and other international reporting mechanism such as UPR to follow up on women’s rights issues.

• Encouraging consulting dialogue with the CSO
  ○ Establishing CSOs Advisory Committee to ensure that women’s organization and gender equality advocates are well-represented in the UN civil society advisory group

• Championing No Manel Pledge
  ○ Developing guidance for avoiding All Male Panels

• Encouraging capacity building on gender for UN personnel
  ○ Close collaboration between RCO and GTG Co-chairs to do refresher training on GEM and gender equality policy
Advancing GEWE

Why?

- A strong commitment of RC
- Ability to advocate as One UN on emerging issues to advance gender equality, such as the enactment of the Law on Sexual Violence Crimes

Who?

- RCO
- Head of Agencies
- GTG Co-chairs
- All UN Agencies (but some are more active than others)

How?

- Strong coordination roles of RCO
- Active engagement of GTG Co-chairs
Challenges

• Although there are “champion UN Agencies” who are more actively involved in supporting GEWE, commitments are still uneven among other UN Agencies.

• Discussion about intersectionality, where interest to include intersection of gender, SOGIESC and disability is increasing, but limited participation by all UN agencies
Lessons Learned

- Ensuring HoA commitments in advancing GEWE through an agreed financial threshold in contributions towards GEWE
Success factors

- RC consistent support to GEWE
- Strong coordination roles from RCO
- Active engagement from GTG, supports gained from “Champion Agencies”
- GEWE is regularly discussed in the UNCT Meetings
Key resources

- The UN in Indonesia Website - https://indonesia.un.org/en