4.3 Gender Parity
Good Practices UNCT Nepal

Presenter:
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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 UNCT has in place a mechanism for monitoring gender parity and social inclusion in staffing which is regularly used to monitor parity levels at GS category and all professional levels.
- The UNCT demonstrates positive trends towards achieving parity commitments.
- The Business Operations Strategy (BOS) includes gender-specific actions and indicators in HR Common Service areas to foster gender equality and women’s empowerment and social inclusion:
  - Gender Parity Reporting
  - UN Nepal Traineeship
  - Initiatives promoting female on non traditional jobs
    - Women on Wheels,
    - Female ICT, female guards (beyond staffing)
    - Job fairs (including targeting persons with disabilities
  - Beyond gender;
    - PSEA, Domestic Violence (Resource Guide for UN Personnel), reporting mechanism on PSEA and DV, Mental Health Orientations through townhalls, LTAs with stress counselors.
Process

**Tracking and Reporting on gender parity**

- OMT reports to UNCT quarterly on gender parity and staff diversity since 2019 (Gender Scorecard baseline)
  - HR Working Group lead collates information from individual UN agencies.
  - Data collection on; different grades, gender, diversity and **persons with disabilities**
  - Data is presented to OMT and then to UNCT to show the status on gender parity and diversity
  - Discussion at all levels; HRWG, OMT and UNCT on developments, challenges, lessons learnt and good practices
Gender parity agency level

Tracking and Reporting on gender parity

Gender Parity at UN Agencies

Legend:
- Above gender parity
- Gender Parity (47-53)
- Below gender parity

Women | Men | Other

FAO: 88% | 0% | 0%
ILO: 0% | 63% | 0%
IMO: 50% | 50% | 0%
UN-HABITAT: 67% | 67% | 0%
UN-JPCO: 45% | 50% | 0%
UN-Women: 0% | 57% | 0%
UNICEF: 0% | 64% | 0%
UNDP: 0% | 0% | 1%
UNESCO: 1% | 6% | 0%
UNFPA: 0% | 0% | 0%
UNHCR: 0% | 59% | 0%
UNICEF: 0% | 67% | 0%
UN-OCHA: 0% | 68% | 0%
UNOPS: 0% | 0% | 0%
UNRIPD: 0% | 0% | 0%
UNV: 0% | 0% | 0%
WFP: 0% | 0% | 0%
WHO: 0% | 0% | 0%
Joint UN Traineeship Programme (2011)

• In 2010, the UNCT signed a declaration of joint principles of workforce diversity
• 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
• 330 trainees have graduated, 204 female and 126 male,
• 65 per cent of whom have gained jobs in GON, (I)NGOs, the private sector or the UN since their traineeship.
Women on Wheels

- In 2020 WFP and UNWOMEN signed an interagency collaboration to roll out a joint project on women empowerment to provide opportunity to women to move from traditional to non-traditional professions, Driving.
- Identification of candidates
- Providing driving training for 4-wheeler standard vehicle and then to 4x4 off-road vehicles
- Initial Licence processing
- Job placement support/maintain roster of female drivers
- 2 women Drivers fully trained and hired by UNDP
Process

Why?
- Towards gender parity in UN Nepal
- Enhance the professional competencies of socially excluded groups to improve their employability in the public, private and non-government sectors
- Inclusion of women in male-dominated work areas.

Who?
- HR Working Group
- OMT Nepal
- UN Heads of Agencies-UNCT
- Contractors
- Hiring Managers
- Trainees
- LNOB and GESI Working Group

How?
- Data from each agency HR focal points
- Gender parity quarterly reporting and sharing information at OMT and UNCT
- Reach out to women and marginalized groups through wider vacancies notices, networks, support groups, etc.,
- Briefing to HR focal points and hiring managers
- Orientation to 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
• Policy challenges, HR eligibility criteria
Lessons Learned

• 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
• Agency specific policies
• Follow Policy aligned eligibility criteria
• Internalization
• Lessons from COVID – providing flexibility (adequate support for parents, carers)
Success factors

- UNCT owned gender parity mechanism
- Positive trend in achieving gender parity in the UN Workforce in Nepal
- More women drivers
- Recruitment of trainees in the UN workforce.
- 330 UN Traineeship graduates from socially excluded groups to improve their employability in the public, private and non-government sector.
- Domestic violence pocket book for all UN Staff in Nepal
- PSEA focal points in each agency, PSEA and DV reporting hotline
- Mental health orientation to all staff and dependants, access to stress counsellors