Asia-Pacific Regional Training
on UN-System Accountability
Frameworks to Advance Gender
Equality and Women’s Empowerment

Indicator 4.3: Gender Parity

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System-wide monitoring, reporting and advocacy to improve the status of women across the UN

Convening power by leading, coordinating and building capacities for a system-wide network of Gender Focal Points

Advocacy and outreach on gender parity, to internal and external audiences

Source of expertise, guidance and knowledge sharing for gender parity and creating enabling working environments
### The History of Gender Parity at the UN

Gender parity is long overdue – and the quest for parity began back in 1970:

<table>
<thead>
<tr>
<th>Year</th>
<th>Event</th>
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<tr>
<td>1970</td>
<td>General Assembly urged the UN “to take or continue to take appropriate measures to ensure equal opportunities” for women.</td>
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<td>1985</td>
<td>First target set on the representation of women (30% overall participation by 1990).</td>
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<td>1995</td>
<td>Following the Beijing Declaration and Platform for Action, the goal of 50/50 was set for the year 2000.</td>
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"This goal is not just about numbers, but about transforming our institutional culture so that we can access and capitalize on our full potential."

UN SECRETARY-GENERAL ANTÓNIO GUTERRES
Progress at the UNCT level is key to reaching parity

38. *Calls upon* the entities of the United Nations system to significantly increase their efforts towards achieving the goal of 50/50 gender balance in all locations, including at the United Nations country team level, through a comprehensive range of actions, inter alia, as outlined in the Secretary-General’s system-wide strategy on gender parity, as well as the recommendations contained in the *Enabling Environment Guidelines* for the United Nations System and the Field-specific Enabling Environment Guidelines, to continue to collaborate with UN-Women and with the active support of system-wide gender focal points and to provide sufficient financial and human resources for organizational change and for overcoming identified impediments to progress on gender balance, including setbacks from the COVID-19 pandemic.

39. *Requests* the entities of the United Nations, at both headquarters and non-headquarters levels, to continue to appoint gender focal points to provide support for the advancement of gender parity, led and coordinated by UN-Women.
The UN System-wide Dashboard on Gender Parity is funded and developed jointly by UN Women participation from nearly 40 entities across the UN system, in support of the Secretary-General’s Gender Parity.

The Strategy provides a roadmap to reach parity at all levels across the system by 2028. The first of this dashboard consolidates, monitors, and tracks gender parity progress system-wide.

The dashboard presents the latest available data on gender balance by entity, grade, duty station a shows the Gender Parity Index which is the number of women or men needed to reach parity.
How Do We Create Enabling Environments?

The Enabling Environment Guidelines
- Workplace flexibility
- Family-friendly policies
- Standards of Conduct

Supplementary Guidance
- Recruitment
- Talent management and retention
- Implementation

Field-specific Enabling Environment Guidelines
- Professional and personal life integration
- Health and well-being
- Leadership and accountability
1. Professional and Personal Life Integration

**Good practices**

- **The UN House in Abuja, Nigeria,** provides a physical room where parents can bring their child with a caregiver.

- **In UNICEF,** implementation of flexible working arrangements is a performance indicator for managers.

- **UN Women** has created conversation guides on FWA and briefs on how to create enabling environments for managers.
2. Standards of Conduct

Good practices

- **CEB Task Force work**: UN Model Policy, Clear Check; Guide for Managers; Code of Conduct

- **UNEP, UNHCR and UN Habitat** developed the Speak Up! Phone app

- Women and Change Network within **UNHCR** collected stories from female staff about harassment and gender-based discrimination
3. Security and Safety

**Good practices**

- The United Nations country team (UNCT) in Jordan encourages inter-agency consultation and engagement when communicating the Gender Considerations Aide Memoire for Gender-based Security Incidents.

- **UN Women** developed Gender Specific Security Awareness Training (GSSAT)

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*Photo: UN photo*

Ivette Garcia, Internal Security and Safety Network

*Photo: UN/Manuel Elias*

Working for the United Nations is not just a job. It’s a **calling in life** to serve an honourable mission.
4. Occupational Safety, Health and Well-being

Good practices

- **UNIDO Pakistan** ensures accessibility for persons with disabilities in health facilities.

- **UN House in Abuja (Nigeria)** provides access to gym facilities for all personnel to promote physical health and well-being.

- **The IOM** introduced a multilingual and global team of counsellors. The team provides tele-counselling support in 11 languages.
5. Recruitment, Talent Management and Retention

Good practices

• The UN Secretariat’s Office of Human Resources and UN Women developed the UN Global Talent Pool, which includes a database of female National Officers and their skills and expertise

• UNAIDS amended its recruitment policy to consider service as a National Professional Officer as equivalent to international experience for international professional positions

• UNAIDS developed a stretch assignment policy, in particular for locally recruited staff to be able to move to different duty stations on temporary development assignments

• UNDP and UNV created the Talent Programme for Young Professionals with Disabilities to support inclusion and build a talent pipeline of young professionals with disabilities for jobs related to the SDGs
6. Leadership, Accountability and Implementation

**Good practices**

- Nearly 20 senior leaders from across the UN participated in the **“Making Parity a Reality in the UN”** advocacy video series.

- **UN Women’s Regional Office for East and Southern Africa** commissioned a study to review the representation of women and organizational culture in the UN Office of Nairobi.

**Visible commitment from senior UN leaders**
Booklet: How we can achieve gender parity at the UN by 2028

Download and read the booklet: 
UN System-wide Knowledge Hub on Addressing Sexual Harassment

- First-ever UN System-wide Knowledge Hub on Addressing Sexual Harassment

[shknowledgehub.unwomen.org](shknowledgehub.unwomen.org)
Menu of support service for UNCTs

- A walk-through webinar of the Field-specific Guidelines for awareness
- Provide technical support (i.e., review on the UNCT-wide survey on organizational culture, gender architecture analysis)
- Capacity building on issues related to creating an enabling environment such as creating inclusive vacancy announcements to advance gender parity
- Demonstration webinars of the Gender Parity Dashboard and the Knowledge Hub on Addressing Sexual Harassment
- Communication and advocacy material including one pagers or videos of Resident Coordinators

Get in touch: focalpoint.forwomen@unwomen.org
Make Parity a Reality

Thank you!