### Performance Indicator 4.3 Gender Parity

<table>
<thead>
<tr>
<th>Approaches Minimum Requirements</th>
<th>a. A plan is in place for the UNCT to achieve gender parity.</th>
</tr>
</thead>
<tbody>
<tr>
<td>Meets Minimum Requirements</td>
<td>b. The UNCT has reached gender parity. and c. A plan is in place for the UNCT to maintain gender parity.</td>
</tr>
<tr>
<td>Exceeds Minimum Requirements</td>
<td>Meets minimum requirement and d. 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.</td>
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</tbody>
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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.

The UNCT can demonstrate positive trends towards achieving parity commitments.

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.
Leaving No One Behind – Gender Equality and Social Inclusion Working Group Nepal

Presenters:
Simrika Sharma, UNIC Nepal
**Indicator 4.3 Gender Parity**

### Selectable UNCT-SWAP Performance Indicators

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<td>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.</td>
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<th>Selected UNCT-SWAP Performance Indicators</th>
<th>Annual Reporting 2020</th>
<th>Comprehensive Reporting 2019 (baseline)</th>
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<tr>
<td>4.3 Gender Parity</td>
<td><strong>Exceeds Minimum Requirements, 2020</strong></td>
<td><strong>Missing Minimum Requirements, 2019</strong></td>
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- 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.
- The UNCT can demonstrate positive trends towards achieving parity commitments.
- 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.
Working towards Gender Parity

• **Tracking and reporting** - OMT reports to UNCT annually on gender parity and staff diversity since 2019 (Gender Scorecard baseline)
  - HR Task Force lead collates information from all agencies. Data presented to OMT and then UNCT to inform discussion on gender parity and diversity

• **Traineeship programme (2011)**
  - In 2010, the UNCT signed a workforce diversity declaration
  - 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
  - 238 trainees have graduated, 65 per cent of whom have gained jobs in the Government, (I)NGOs, the private sector or the UN since their traineeship.
Working towards gender parity

• **Sharing lessons and best practices** - Workshop with UNCT and OMT in 2019 – follow up workshop in 2022/23
  • A set of recommendations were developed; however, implementation has been lacking. Previous recommendations to be used as basis for new workshop.
  • 2022/23 workshop will also integrate lessons from disability inclusion pilot

• **Joint agency efforts partly as a result of 2019 workshop**
  • Female drivers initiative
  • Women engineers initiative
  • Disability inclusion dedicated outreach (UNDIS Seed funding – BOS and disability inclusion)

• **Efforts on enabling environment**
  • Domestic violence focal point system and counsellors (UN Women, UNFPA)  
  • LGBTIQ online safe space (Rainbow Café, led by staff)
Challenges and Lessons Learned

**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

**Lessons Learns**

- 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
- Lessons from COVID – providing flexibility (adequate support for parents, carers)