

UNCT-SWAP PERFORMANCE INDICATOR 4.2

Virtual Toolkit Resource



What?

Organizational Culture Survey from UNCT-SWAP Gender Equality Scorecard Framework and Technical Guidance (UNSDG 2018)



Why?

The document is an electronic version of the survey contained in Annex 5 of the UNCT-SWAP Scorecard Guidance. The standardized survey is shared with UN personnel as part of the UNCT-SWAP Scorecard assessment. The survey covers various aspects of organizational culture for gender equality including perceptions of gender equality and discrimination, enabling environment and work-life balance. Survey responses serve as the measure for scoring Performance Indicator 4.2.



Performance Indicator 4.2 Organizational Culture

Approaches Minimum Requirements	Survey results of personnel perception of organizational environment for promotion of gender equality scored a positive rating of 50-64 percent.
Meets Minimum Requirements	Survey results of personnel perception of organizational environment for promotion of gender equality scored a positive rating of 65-80 percent.
Exceeds Minimum Requirements	Survey results of personnel perception of organizational environment for promotion of gender equality scored a positive rating of over 80 percent.

Gender and Organizational Culture Survey

UNCT-SWAP Scorecard Survey Template (Performance Indicator 4.2; Annex 5)

Background Information

This short survey on gender and organizational culture is a part of a larger "UNCT SWAP - Scorecard" country-level assessment that is being undertaken in your country. Endorsed by the UNDG in 2008 in response to the CEB policy on gender equality and the empowerment of women (CEB/2006/2), the assessment looks at the effectiveness of gender mainstreaming by UN Country Teams.

This 10-question survey is being sent to all UN staff members in the country. It should take approximately 5 minutes of your time to complete. Answers are based on your opinions and experience, and will help inform country-level action planning. All responses are anonymous.

Thank you in advance for your participation. Should you have any questions, please feel free to contact the UNCT-SWAP Gender Equality Scorecard Helpdesk at genderscorecard.helpdesk@unwomen.org.

Demographic Information

1. Select your gender:

- Female
- Male
- Other

2. Select below:

- National personnel
- International personnel

3. Select below:

- My job includes personnel supervisory functions
- My job does not include personnel supervisory functions

Survey

1. I believe the UN system in this country makes adequate efforts to fulfill its mandate to achieve an equal representation of women and men at all levels.

- Strongly agree

- Agree
- Neutral
- Disagree
- Strongly disagree

2. Heads of Agencies in this UNCT demonstrate leadership and commitment to gender equality in the workplace.

- Strongly agree
- Agree
- Neutral
- Disagree
- Strongly disagree

3. UN personnel in this country are committed to gender equality in the workplace.

- Strongly agree
- Agree
- Neutral
- Disagree
- Strongly disagree

4. UN personnel in this country team are treated equally irrespective of sex, gender identity or sexual orientation.

- Strongly agree
- Agree
- Neutral
- Disagree
- Strongly disagree

5. The UN system in this country has adequate procedures in place to prevent and address sexual harassment, exploitation and abuse of authority.

- Strongly agree
- Agree
- Neutral
- Disagree

Strongly disagree

6. The UN system in this country has adequate procedures in place to protect my personal safety and security.

Strongly agree

Agree

Neutral

Disagree

Strongly disagree

7. The UN system in this country adequately facilitates the equal participation of both women and men at all levels of the organization.

Strongly agree

Agree

Neutral

Disagree

Strongly disagree

8. The package of entitlements (e.g. maternity, paternity, breastfeeding) support personnel to achieve adequate work-life balance.

Strongly agree

Agree

Neutral

Disagree

Strongly disagree

9. The package of flexible work arrangements (e.g. telecommuting, staggered hours, compressed work schedule) support personnel to achieve adequate work-life balance.

Strongly agree

Agree

Neutral

Disagree

Strongly disagree

10. Heads of Agencies are supportive of personnel to establish an adequate relationship between work life and home life.

- Strongly agree
- Agree
- Neutral
- Disagree
- Strongly disagree