



# UN in Bangladesh Gender Parity Strategy 2023-2028

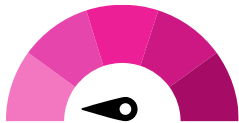
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**Elina Hedman, UN Women Bangladesh**

# UNCT-SWAP GENDER EQUALITY SCORECARD

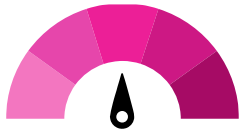


## Indicator 4.3 | GENDER PARITY IN STAFFING IS ACHIEVED



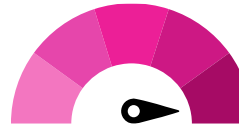
### Approaches Minimum Requirements

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.



### Meets Minimum Requirements

Approaches minimum requirements  
**and**  
b) The UNCT can demonstrate positive trends towards achieving parity commitments.



### Exceeds Minimum Requirements

Meets minimum requirements  
**and**  
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

Selected UNCT-SWAP Performance Indicators	Comprehensive Reporting 2019 (baseline)	Annual Reporting 2021
4.3 Gender parity	Missing Minimum Requirements	Approaches Minimum Requirements

- The OMT-HR Working Group monitors gender parity in staffing by collecting data and updating the UNCT, with support from GTG
- With substantive input from GTG, the Business Operations Strategy (BOS) was developed in 2020 with the following gender-specific actions:
  - Develop a strategy for gender parity in staffing based on findings of HR data.
  - Gender-Responsive Procurement Sourcing.
- A gender parity strategy was developed in 2022 and endorsed in 2023 (February).

# UN IN BANGLADESH GENDER PARITY STRATEGY 2023-2028

- UN in Bangladesh has set a goal to increase the overall number of female staff with 5 percentage points every 2 years to reach gender parity by 2028.

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<b>Female</b>	<b>Male</b>	<b>Women’s Representation</b>			
<b>2021 Baseline</b>		<b>Target for 2024</b>	<b>Target for 2026</b>	<b>Target for 2028</b>	
962	1787	35%	40%	45%	50%

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- This strategy applies an intersectional lens to advance not only gender equality but also diversity in the workforce.
- Four specific focus areas have been identified to achieve the gender parity targets:
  - Strengthened leadership and accountability
  - Enhanced gender-responsiveness in recruitment, retention, advancement, and talent management
  - An organizational culture and enabling environment for advancing gender parity
  - Strengthening gender parity in field and mission settings

# PROCESS OF DEVELOPING THE GENDER PARITY STRATEGY

## Why?

- To improve women's representation.
- To localize and operationalize the global strategy.
- To specify mechanisms for ensuring accountability by the UNCT.
- To ensure the implementation of the commitments made in the UNCT SWAP GE Scorecard and in the BOS.

*"It is a moral duty and an operational necessity."*

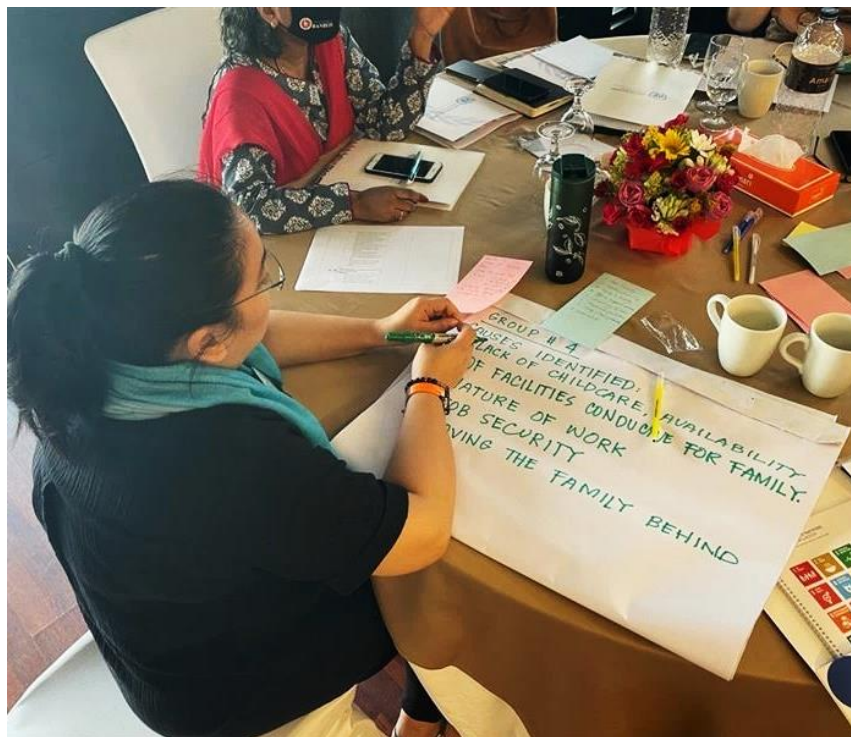
## Who?

- The Gender Parity Strategy was drafted by an International Expert Consultant.
- GTG Secretariat provided technical support in coordination with RCO, Operations Management Team (OMT), and the Human Resources Working Group (HRWG).
- The strategy was reviewed by UN agencies and endorsed by UNCT in February 2023.

## How?

- Desk review of relevant documents.
- Consultation workshop with HRWG and GTG to draft the content.
- Finalization, review, and endorsement of the strategy.
- Coordination meetings with relevant group, e.g. HRWG, to plan the implementation and priorities.
- 2023: HR Open Day, Mentorship Programme, Internal Workshop with OMT-HRWG on Special Measures, and Annual Tracking of Gender Parity Data.

# CHALLENGES AND LESSONS LEARNED



Picture: Group work at the HRWG-GTG Gender Parity Consultation Workshop

- **Challenges:**
  - Making gender parity a priority
  - Anchoring the strategy in OMT-HRWG
- **Lessons learned:**
  - Leverage accountability frameworks
  - Reiterate system-wide commitments
  - Use available mechanisms to advocate at different levels
  - Identify allies



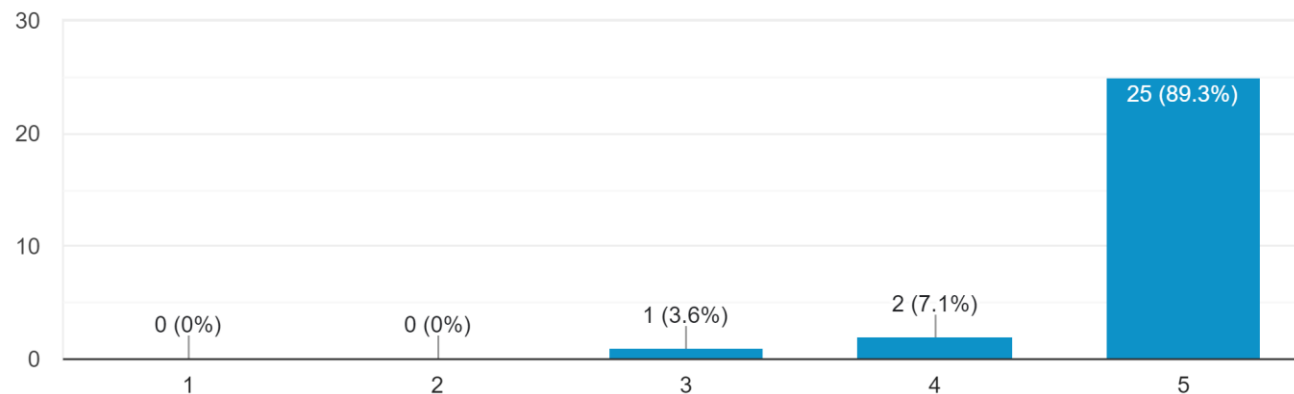
# ACHIEVEMENTS TO DATE

## 1. Human Resources Open Day for Gender Equality

- 6,000+ registration
- Ca. 80 participants invited for the pilot event
- Involvement of and coordination among 3 inter-agency groups and 11 agencies
- Generated conversations about inclusion and diversity
- Positive feedback from participants

Please rate your overall experience of the event.

28 responses



Rating of the HR Open Day for Gender Equality by participants



Picture 1: Career Fair at the Bangladesh UN HR Open Day for Gender Equality.

Picture 2: Bangladesh Resident Coordinator, Gwyn Lewis, delivering closing remarks at the HR Open Day for Gender Equality.

Picture 3: Participant asking a question during the HR Open Day

# ACHIEVEMENTS TO DATE

## 1. Human Resources Open Day for Gender Equality – feedback

- “That was a complete package. I got inspired, specially by the role model session. The way all of the boss ladies made us inspired, I really love that!”
- “It’s my pleasure to attend this session. The session is very helpful for me for preparing myself for UN Job Interview.”
- “The event was also great for female networking, so it was definitely a positive experience.”
- Learnings:
  - More information/practical examples of competency-based interview, P11 form, written test, and creating a profile for UN recruitment system.
  - Representation – “where is my role model?”



Picture 1: Career Fair at the Bangladesh UN HR Open Day for Gender Equality.  
Picture 2: Bangladesh Resident Coordinator, Gwyn Lewis, delivering closing remarks at the HR Open Day for Gender Equality.  
Picture 3: Participant asking a question during the HR Open Day



# ACHIEVEMENTS TO DATE

## 2. Mentorship Programme

- Female colleagues mentoring each other across agencies to support and enable retention and advancement of female staff and personnel within the UN system.
- 45 mentors and 63 mentees
- >40 mentor-mentee pairs
- The pairs will meet at least four times during a four months period.
- Virtual check-in and feedback form



Picture: Conversation during the HR Open Day for Gender Equality

# ACHIEVEMENTS TO DATE

## 3. Annual tracking of gender parity data

- Previously data was collected when required for scorecard reporting (2019 baseline & 2021 annual reporting)
- Annual data collection integrated into the Gender Parity Strategy
- Including data on staff/personnel with disabilities and transgender/non-binary staff/personnel
- Data gathered by HRWG, with support from GTG Secretariat
- Women's representation in 2021: 35% across contract levels

2021			
Category	Female	Male	Women's representation
<b>G1-G3</b>	32	169	15.9%
<b>G4-G7</b>	219	388	36%
<b>P1-P3</b>	104	93	52.7%
<b>P4-P6</b>	46	71	39.3%
<b>D1-D2</b>	4	8	33.3%
<b>NOA-NOB</b>	147	250	37%
<b>NOC-NOD</b>	32	43	42.6%
<b>Nat. UNV</b>	100	136	42%
<b>SB1-SB5 (SSA1-9)</b>	270	620	30%
<b>LICA 4-7 (UNOPS)</b>			
<b>International UNV</b>	9	3	75%
<b>Total</b>	962	1787	<b>35%</b>



Picture: Group work at the HRWG-GTG Gender Parity Consultation Workshop

## SUCCESS FACTORS

- ✓ Commitment from the top: RC and HoAs
- ✓ Agency-level commitment
- ✓ Ownership and involvement of inter-agency groups
- ✓ Data and tools to leverage advocacy for gender parity
- ✓ Investment

# Key resources

[Scorecard Action Plan](#)

[UN Bangladesh Gender Parity Strategy 2023-2028](#)

[The UN System-wide Strategy on Gender Parity \(2017\)](#)

[Enabling Environment Guidelines for the United Nations System](#)

[Field-specific Enabling Environment Guidelines for the United Nations System](#)