



What?

UNCT Indonesia Pledges against Manels –All-Male Panels (United Nations Indonesia 2021).



Why?

Taking a public stance as national-level leaders against male-only panels offers a good practice model of UN leadership championing GEWE in line with requirements for Performance Indicator 4.1 (criteria b and c).

This PowerPoint which was shared by the UNCT in Indonesia, details the collective pledge taken by the UNCT in 2021, to no longer accept to organize or participate in all-male panels, designated as “manels”. Steps agreed upon to operationalize the pledge from within the UNCT included:

- UN Information Centre (UNIC) with UN Women to prepare a communication plan to ensure that this pledge is known to the public;
- The Resident Coordinator (RC) to share “no manel” commitment with ambassadors and government interlocutors;
- RC's Office (RCO) to share examples on what can be done when confronted with a manel;
- Gender Theme Group to prepare lists of women leaders across sectors in Indonesia as potential panelists.



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This pledge looks beyond efforts that extend only to including women as moderators/facilitators and call for panels to be inclusive, so as to ensure that they reflect the perspectives and expertise of diverse groups, and women's equal voice and agency.

The UNCT Indonesia pledge has been shared with the Gender Equality and Women's Empowerment Coordination Group (GEWECG) co-chaired by UN Women and Canada, with the Canadian Ambassador expressing a willingness to join and encouraging other Ambassadors to also follow the UNCT's lead.

For the full statement of the Resident Coordinator, see:

<https://indonesia.un.org/en/107806-message-un-resident-coordinator-indonesia-advancing-progress-achieving-gender-equality-and>



Performance Indicator 4.1 Leadership

Approaches Minimum Requirements

Meets **2** of the following:

- a. Gender equality is a topic of discussion in at least 60 percent of UNCT meetings during the last 12 months;
- b. RC demonstrates external public championing of gender equality during the last 12 months;
- c. RC demonstrates internal championing of gender equality during the last 12 months;
- d. HOAs are seen by personnel as committed to gender equality in the workplace during the last 12 months.



Performance Indicator 4.1 Leadership

Meets Minimum Requirements

Meets **3** of the following:

- a. Gender equality is a topic of discussion in at least 60 percent of UNCT meetings during the last 12 months;
- b. RC demonstrates external public championing of gender equality during the last 12 months;
- c. RC demonstrates internal championing of gender equality during the last 12 months;
- d. HOAs are seen by personnel as committed to gender equality in the workplace during the last 12 months.



Performance Indicator 4.1 Leadership

Exceeds Minimum Requirements

Meets **all** of the following:

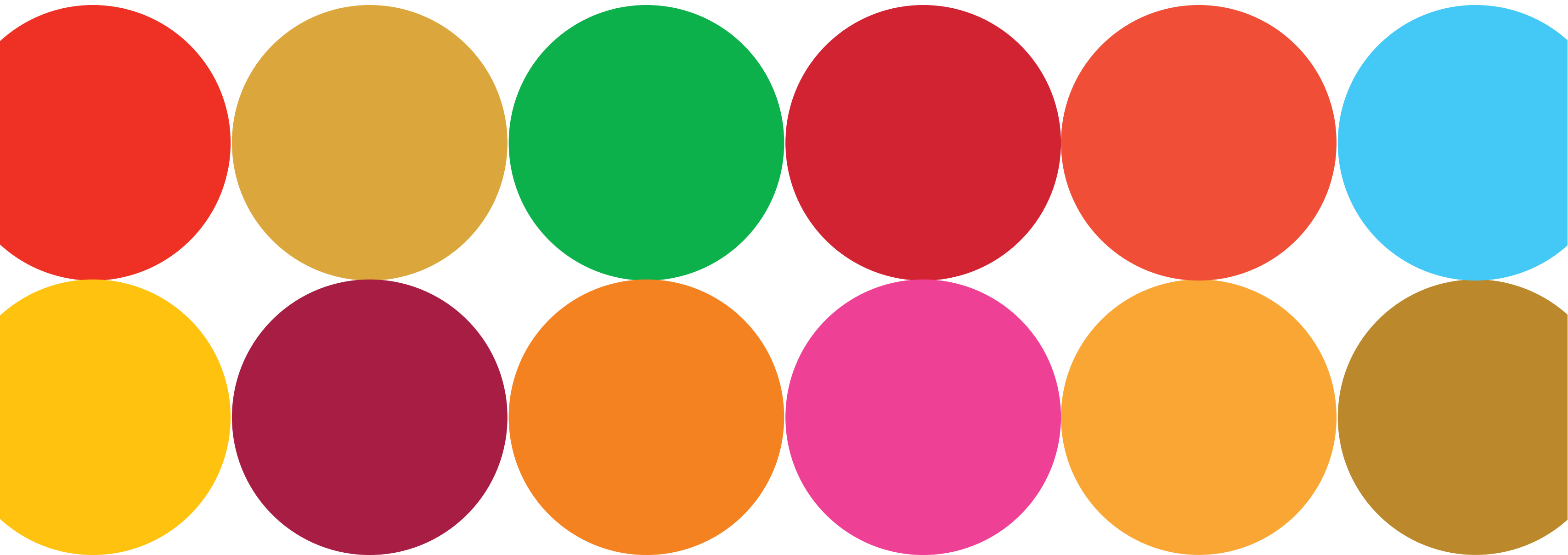
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UNCT-Indonesia Pledge against “Manel” – All Male Panels




PURPOSE

- In an effort to live the UN's mandate on Gender Equality, one of the steps UNCT members and leadership in the UN can take is creating and upholding equal opportunity/participation of women and diverse voices
- **#NoManel** – UNCT's Pledge to not participate in all-male panels (even if there is a woman moderating it).



THE PANEL-PLEDGE

- Written and public pledges for gender balanced panels by UNCT members and managers, one example is the IGC Gender Champion's (IGC) Pledge.
- UNSG, DSG and almost all Principals of UN agencies have signed up as IGCs
- Organizations such as [Gender Champions](#), [Gender Avengers](#), [Fresh Speakers](#) are supporting the diversification of voices on panels.



We / I

UNCT/Heads of Agencies
Indonesia (7 Jan 2020)

**INTERNATIONAL
GENDER
CHAMPIONS**

support the IGC Panel Parity Pledge.
The International Gender Champions Panel Parity Pledge is both a concrete process and a thoughtful internal and external exercise for the conference organizer and potential panelist.

The reflective nature of the process should ensure that there is a conversation each time a panel is composed, and that the process of including high performing dynamic female experts will eventually become reflexive, rendering the "International Gender Champions Panel Parity Pledge" obsolete.

1. What are you doing to ensure gender balance at your event?
2. Are there any women, or equal numbers of women, speaking on the panel/s?
3. (If not), have the organizers reached out to female experts?
4. (If not), can we share our evolving list of dynamic experts in the field that happen to be women?
(This list is composed by the potential panelist or organization. It also has the knock on effect of the potential male panelist championing a number of brilliant and knowledgeable female colleagues)
5. Are conference organizers using the list to identify and invite expert women panelists?

Guidelines to implement “no-manels”

- Putting women and ethnically diverse people on advisory boards and planning committees in the first place,
- Asking for help and putting in more time to plan and curate the conference,
- Setting goals, targets, and quotas, for gender parity at conferences
- Taking out the notion that diversity means lowering the bar instead of adding complexity and telling a truer story.

UNCT Pledge for No-Manels

Male employees to advance gender equality when they are invited to speak on an all-male panel by

- Asking to substitute a female colleague,
- Bring the issue to the organizers,
- Raising the importance of women speakers if they do attend the event, or
- Declining the speaking engagement
- Report and follow up on gender parity on panels via UNCT SWAP Gender Scorecard

UN Resident Coordinator in Indonesia's statement on advancing progress toward achieving gender parity - including the endeavor to treat women as equals in public discourse and ending the "manel" (all-male panels) phenomenon



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Manels (all-male-panels) don't represent the diversity of the world we live in and deprive us of a more holistic, innovative and insightful perspective on any given discussion or topic. I'm pleased to announce that all UN Heads of Agencies in Indonesia and I have made a firm pledge to not participate as a speaker/panel member in any public meetings, conferences or webinars where there are no women on the panel.

We also invite our national and international partners in Indonesia to join us in taking this small, yet far-reaching initiative towards gender diversity and inclusion for sustainable development.



VALERIE JULLIAND

UN Resident Coordinator in Indonesia





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**THANK
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