

UN Women's Role in Enhancing Gender Parity

Executive Board of
UN Women
Informal Briefing

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Parity is not a “new issue”

Gender parity, i.e. gender balance or equal representation of women and men, has been supported by various mandates over the years:

1970

General Assembly urged the UN “to take or continue to take appropriate measures to **ensure equal opportunities**” for women

1985

First target set on the **representation** of women (**30% overall** participation by 1990)

1995

Following the Beijing Declaration and Platform for Action, the **goal of 50/50 has repeatedly been reaffirmed**, with the original deadline of 2000

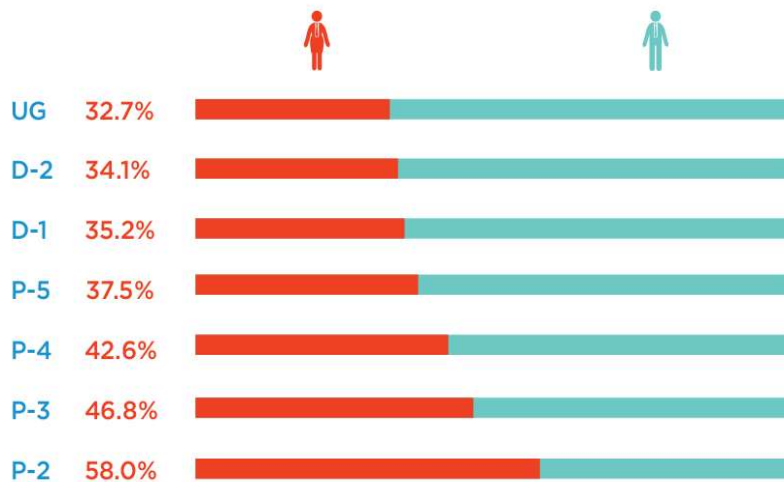
UN Framework for gender parity



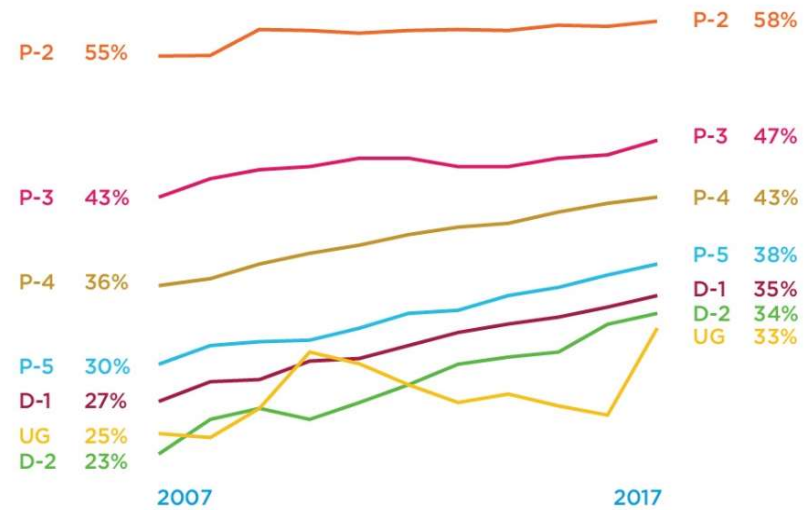
UN Charter
The Universal Declaration
of Human Rights
Beijing Platform for Action
GA Resolutions

Representation of Women in the UN System

REPRESENTATION BY LEVEL



TRENDS BY LEVEL 2007-2017



Setting the tone from the top



Gender parity at the United Nations is an **urgent need** – and a personal priority. It is a **moral duty** and an **operational necessity**. The meaningful inclusion of women in decision-making **increases effectiveness and productivity**, brings **new perspectives** and solutions to the table, unlocks **greater resources** and strengthens efforts across all the three pillars of our work.

-UN Secretary-General
António Guterres



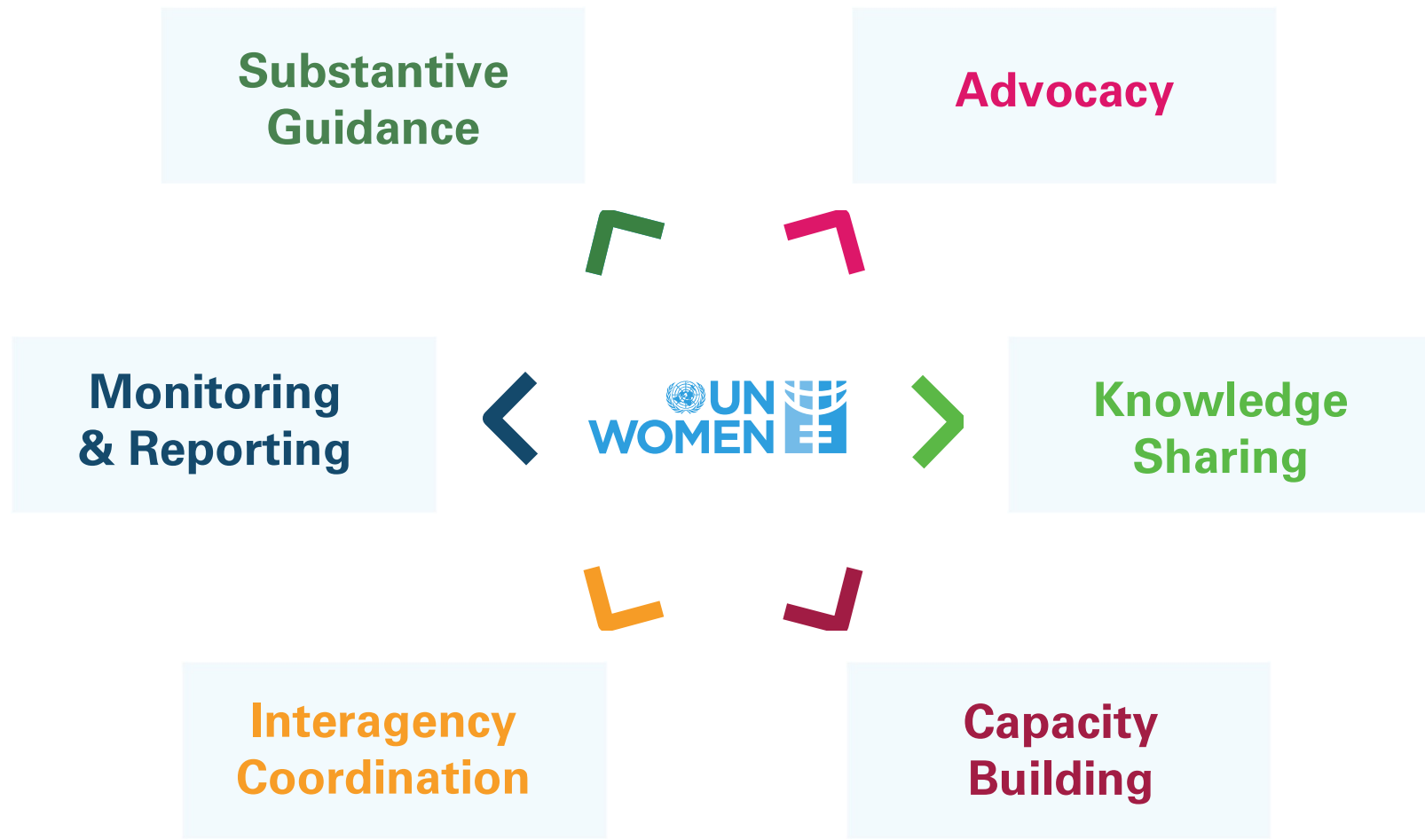
SYSTEM-WIDE
STRATEGY ON
**GENDER
PARITY**

Role of UN Women

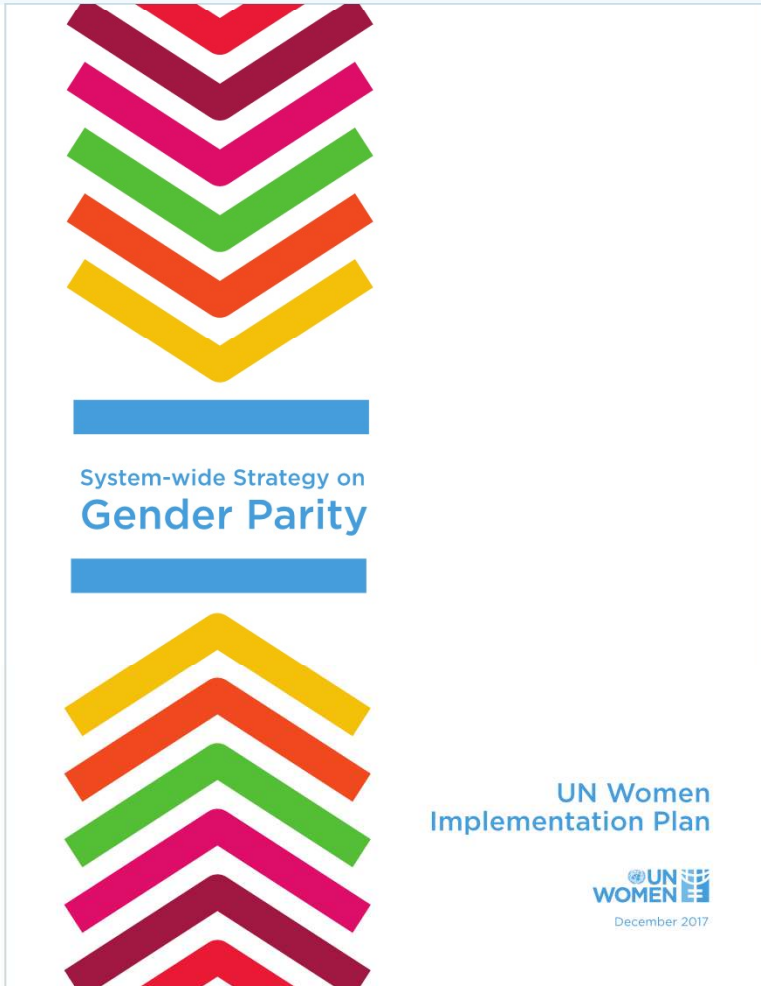
UN Women has a mandate to **lead and coordinate** the UN System's work on **gender equality**, as well as **promote accountability**, including through **regular monitoring** of system-wide progress.



How UN Women Helps Advance Gender Parity



UN Women's Implementation Plan



UN Women's Implementation Plan includes:

- Good practice guidelines for an enabling environment **COMPLETED**
- Strategy to increase the number of women peacekeepers and police **COMPLETED**
- Internal and external information campaigns and strategies **IN PROGRESS**
- Targeted outreach efforts **IN PROGRESS**
- Civil society shadow reporting **PENDING RESOURCES**

Good practices guidelines

Enabling Environment Guidelines

FOR THE UNITED NATIONS SYSTEM



United Nations

Enabling Environment Guidelines for the UN System contain recommendations and practical measures for:

- **Family-friendly policies;**
- **Workplace flexibility;**
- **Standards of conduct** against discrimination, harassment and abuse of authority.

Supplementary Guidance



Recruitment

- a. Outreach and recruitment
- b. Selection process



Talent Management



Workplace Flexibility



Family-Friendly Policies

- a. Parental leave
- b. Breastfeeding
- a. Care issues
- d. Mobility
- d. Working partners/spousal support



Standards of Conduct

- a. Preventing and addressing misconduct
- b. Promoting a harmonious workplace



Implementation

- a. Steps to implementation
- b. Key factors for successful implementation

The **Supplementary Guidance on the Enabling Environment Guidelines** by UN Women expands to cover areas of:

- **Recruitment;**
- **Talent Management;**
- **Change management and implementation.**


Gender Focal Points



- UN women leads and engages with a network of over **200 gender focal points/ focal points for women** within the UN system.
- We provide **guidance, recommendations, expertise and inter-agency knowledge sharing** on gender parity issues and good practices.
- We host **capacity building sessions and workshops** for focal points to be agents of change for gender parity.
- Centralized knowledge management through a **Gender Parity Extranet**.

Monitoring & Reporting

United Nations A/72/220*

 **General Assembly**

Distr.: General
27 July 2017
Original: English

Seventy-second session
Item 29 (b) of the provisional agenda**
Advancement of women: implementation of the outcome
of the Fourth World Conference on Women and of the
twenty-third special session of the General Assembly

**Improvement in the status of women in the
United Nations system**

Report of the Secretary-General

Summary

Pursuant to General Assembly resolution 70/133, the present report covers the status of women in the United Nations system for the period from 1 January 2014 to 31 December 2015. Since the previous reporting period (1 January 2012 to 31 December 2013), the representation of women in the Professional and higher categories in the United Nations system has increased from 41.6 to 42.8 per cent.

The inverse relationship between seniority and the representation of women, however, continues to persist, culminating in a low of 26.8 per cent at the highest level (ungraded). The representation of women stands highest at the entry levels, namely P-1 and P-2, and these levels also registered the largest increases of 5 and 1 percentage points, respectively, since the previous reporting period. Representation of women at the P-3 level remained at 45 per cent; at the P-4 and P-5 levels, it increased by 2 percentage points each; and at the D-1 and D-2 levels, it increased by 1 percentage point each, although the absolute number of women decreased. At the ungraded level, it remained at 27 per cent, despite a marginal increase in the number of women. Owing to frequent plateauing and regressions over the course of 2005-2015, the average annual increment for the aggregate Professional and higher categories was only 0.6 percentage points.

In order to address the slow and uneven progress made to date, the recommendations set out in the present report include the need for heads of entities to prioritize action in this regard; more rigorous implementation of existing policies by senior managers; special measures; enhanced monitoring and accountability; career and capacity development; and harmonization of gender-related policies. An enabling environment is vital to attracting, advancing and retaining qualified women in the United Nations and requires gender-sensitive policies and practices on staff selection, work-life balance and career development.

SG's Report on the Improvement in the status of women in the United Nations system

- Reporting every two years on the UN system's progress towards parity. An **updated report** will be released in **2019**
- Gender-disaggregated data on **representation of women by entity, level, location and nationality, and throughout career lifecycle including recruitment, career advancement and separation.**
- Includes qualitative analysis and updates of **policies and practices related to organizational culture.**
- The report provides **recommendations** for progress.

Gender parity achievements



SG's System-wide Strategy on Gender Parity

September 2017



Establishment of CEB Task Force on addressing sexual harassment

November 2017



For the first time in UN history

Gender parity attained in SG's Senior Management Group

January 2018



High-level Working Group on measures for gender parity in the field

September 2018 (ongoing)

Capacity building sessions for Gender Focal Points

October 2017 (ongoing)



UN Women's Implementation Plan for the System-wide Strategy on Gender Parity

December 2017



Gender parity attained amongst Resident Coordinators

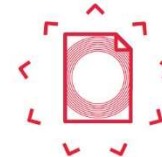
May 2018



For the first time in UN history

Enabling Environment Guidelines for the UN System and its Supplementary Guidance

estimated February 2019





For more information visit
UNWOMEN.ORG