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:

<table>
<thead>
<tr>
<th>Year</th>
<th>Event</th>
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<tbody>
<tr>
<td>1970</td>
<td>General Assembly urged the UN “to take or continue to take appropriate measures to ensure equal opportunities” for women</td>
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<td>1985</td>
<td>First target set on the representation of women (30% overall participation by 1990)</td>
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<td>1995</td>
<td>Following the Beijing Declaration and Platform for Action, the goal of 50/50 has repeatedly been reaffirmed, with the original deadline of 2000</td>
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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**

<table>
<thead>
<tr>
<th>Level</th>
<th>Representation</th>
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<tbody>
<tr>
<td>UG</td>
<td>32.7%</td>
</tr>
<tr>
<td>D-2</td>
<td>34.1%</td>
</tr>
<tr>
<td>D-1</td>
<td>35.2%</td>
</tr>
<tr>
<td>P-5</td>
<td>37.5%</td>
</tr>
<tr>
<td>P-4</td>
<td>42.6%</td>
</tr>
<tr>
<td>P-3</td>
<td>46.8%</td>
</tr>
<tr>
<td>P-2</td>
<td>58.0%</td>
</tr>
</tbody>
</table>

**Trends by Level**

2007-2017

- UG: 25%
- D-2: 23%
- D-1: 27%
- P-5: 30%
- P-4: 36%
- P-3: 43%
- P-2: 55%

Senior levels, D-1 to UG: 34.7%
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
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

- Substantive Guidance
- Advocacy
- Monitoring & Reporting
- Knowledge Sharing
- Interagency Coordination
- Capacity Building
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 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

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

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

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

- **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

- **Enabling Environment Guidelines for the UN System and its Supplementary Guidance**
  - Estimated February 2019

For the first time in UN history
For more information visit
UNWOMEN.ORG