



SYSTEM-WIDE STRATEGY ON GENDER PARITY

UN Women's Status Report & Updated Implementation Plan



2023-2024



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» Introduction

The year 2022 marks the fifth year of implementation of the Secretary-General's System-wide Strategy on Gender Parity. Achieving gender parity across the United Nations by 2028 continues to be an urgent priority. It is both a basic human right and an essential asset for the efficiency, impact and credibility of the Organization.

UN Women is committed to working towards gender equality and parity around the world and within the United Nations. The entity has a mandated, pivotal role in supporting the full, effective and accelerated implementation of the [Beijing Declaration and Platform for Action](#), which is the blueprint for achieving global gender equality. We also have a UN system-wide mandate to enhance gender parity through guidance, monitoring and reporting. To achieve this, we provide support and guidance to approximately 120 UN entities, departments and offices annually, primarily through leadership and coordination of the system-wide network of over 400 UN Gender Focal Points.

I am pleased that all of the six UN Women-specific recommendations made in the Secretary-General's Strategy have been completed. The present status report and updated implementation plan provides information on that work, the progress made since UN Women's first Implementation Plan in [December 2017](#), and continuing efforts to ensure long-term effectiveness and sustainability.

We highly value the inter-agency collaboration that has facilitated our joint efforts to reach parity across the board. UN Women monitors and reports on these efforts, including through preparing the [Secretary-General's Report on the Improvement in the Status of Women in the UN System](#). We have jointly developed with UNDP the first-ever UN System-wide Dashboard on Gender Parity and created several guidelines and communication products on changing our organizational culture, including the [Enabling](#)

[Environment Guidelines for the United Nations system](#) as well as the [Field-specific Enabling Environment Guidelines](#).

It is important to create working environments, at all levels, that embrace equality, eradicate bias and are inclusive of all personnel. The twin goals of parity and diversity are and should be mutually reinforcing. The COVID-19 pandemic offered opportunities for the United Nations to improve its organizational culture, such as increased workplace flexibility, which our system-wide surveys of Gender Focal Points found had positively impacted women's experiences in the Organization. The surveys also underlined the related exacerbated burden of care for women in the UN system, as everywhere in the world, and the need to create an inclusive working environment through implementation of the Enabling Environment Guidelines.

The importance of UN Women's work, the network of Gender Focal Points and the necessity of transforming organizational culture to implement the Strategy have been reiterated by Member States in successive resolutions, most recently in resolution [A/RES/76/142](#).

It is clear that we have the strong backing of the Member States to undertake this work. In turn, let me reiterate UN Women's full commitment to supporting the UN system to reach gender parity. To achieve this, I urge everyone to be equally involved, engaged and committed so that together we can advance the full realization of women's rights and opportunities.

MS. SIMA BAHOUS

Executive Director of UN Women,
December 2022



Specific recommended actions for UN Women: achievements and plans ahead

The Secretary-General's System-wide Strategy on Gender Parity includes six UN Women-specific recommendations, which were incorporated in UN Women's previous Implementation Plans. The progress and achievements as well as future commitments are reported as follows.





Good practices guidelines for an enabling and inclusive organizational culture

“Good practices guidelines for an enabling and inclusive organizational culture are developed by CEB HR Network, OHRM and UN Women and shared with each entity to incorporate into existing policies, monitoring and implementation.”

Based on the Secretary-General’s request and in line with its system-wide mandate, UN Women developed the *Enabling Environment Guidelines for the UN system* (2019), *the Supplementary Guidance* (2019) and the *Field-specific Enabling Environment Guidelines* (2021), in support of the System-wide Strategy on Gender Parity.

The Enabling Environment Guidelines for the United Nations System supports efforts to create working environments that embrace equality, eradicate bias and are inclusive of all staff, therefore enhancing gender parity. As the Secretary-General has stated, parity is not merely about numbers, but also changing about the organizational culture. The Guidelines provide a comprehensive set of guidance, recommendations and good practices that serve a wide range of implementation needs and cover topics regarding **workplace flexibility, family-friendly policies and standards of conduct, recruitment, talent management and implementation.**

The Guidelines are applicable to all personnel working for the UN including staff, consultants, contractors, interns, and UN volunteers. The Guidelines were developed through a consultative approach and in cooperation with the Human

Resources Network of the UN System Chief Executives Board for Coordination and the UN Secretariat’s Office of Human Resources. Moreover, Gender Focal Points across the UN system, UN-GLOBE, the Inter-agency Support Group for the Convention on the Rights of Persons with Disabilities and other stakeholders were consulted upon.

In line with the Enabling Environment Guidelines, UN Women continues to advocate for improvements in parental leave both internally and at the UN system level. In 2020, UN Women augmented maternity leave to 24 weeks and granted an additional eight weeks of pre-delivery leave for gestational parents in D and E duty stations, extending leave to 32 weeks in these hardship locations. Recognizing the importance of parent-child bonding and sharing the care burden regardless of how staff decide to become parents, paternity and adoption/surrogacy leave were equally extended to 16 weeks. Staff can return on a part-time basis or take an additional period of leave without pay for childcare purposes with the security of knowing that they maintain a lien to their position.

UN Women will also continue to advocate for standardized parental leave of 6 months across the UN system. In this context, UN Women, together with UNICEF, UNDP and UNFPA released a joint statement “*One UN for family leave and childcare*” in 2019. Furthermore, together with the International Gender Champions (IGC) network, UN Women hosted a high-Level virtual dialogue on parental leave policies in the UN system in 2020.

Based on feedback from the System-wide Gender Focal Points, UN Women also developed the Field-specific Enabling Environment Guidelines in 2021, with the aim to offer dedicated guidance and recommendations on creating enabling environments for personnel in the field, especially in mission settings. According to UN Women's research, the gap in women's representation remains greatest and the rate of change slowest at non-headquarters locations, including in peacekeeping missions. In this context, these Guidelines provide tailored guidance and good practice examples for personnel, managers and organizations based in the field, with a specific focus on **professional and personal life integration, standards of conduct, security and safety, occupational safety, health and well-being, recruitment, talent management and retention, leadership, accountability and implementation.**

The Field-specific Guidelines were developed amidst the COVID-19 pandemic and thus reflect both the challenges and opportunities offered for organizational culture change. A participatory and intersectional approach was applied when developing the Field-specific Guidelines, through conducting in-depth interviews, key informant interviews and focus group discussions with approximately 200 personnel from over 50 UN duty stations, to ensure that the recommendations are realistic and can be implemented with ownership by all personnel in the field.

The Office of the Focal Point for Women in the UN System at UN Women has supported the implementation of these Guidelines, amongst others, through **leading and coordinating the UN system-wide network of over 400 Gender Focal Points**, by providing guidance and capacity development for the whole UN system and raising awareness about the Guidelines by collaborating with the UN system and Member States.

Furthermore, UN Women provides support to approximately 120 UN entities, departments and offices annually to enhance parity and implementation of the Guidelines. For example, UN Women has engaged with the Department

of Safety and Security (DSS) of the United Nations since 2018, and has provided several capacity building workshops for over 450 DSS personnel around the globe, including DSS Gender Focal Points and managers alike, and has also provided technical support on system-wide security policies. As a result, DSS has amongst others included specific objectives in its recent workplans to invest in an inclusive organizational culture and engaged workforce through the implementation of the Enabling Environment Guidelines. DSS has also reported that 60% of new recruits and 31% of promoted officers in 2020 were women.

UN Women has also focused on the **UNCT-level implementation of the Guidelines.** In this context, it has engaged with Resident Coordinators to promote gender parity. For example, in 2022, UN Women delivered Field-specific Guidelines related webinars to UNCT Nigeria, in collaboration with Resident Coordinators of UNCT Nigeria, Gender Thematic Group, and UN Women Nigeria Country Office. Also in 2022, a workshop on recruitment and inclusive vacancy announcements, one of the topics of the Guidelines, was organized in UNCT Tanzania, through collaboration with the UN Women Tanzania Country Office.

The recommendations of the Enabling Environment Guidelines and Field-specific Guidelines are both a precursor for achieving parity and a key to sustaining it.

FUTURE PLANS:

- UN Women will continue to support the implementation of the Enabling Environment Guidelines across the UN system through dedicated **capacity building for the UN system-wide Gender Focal Point Network** and through **tailored guidance to UN entities**, as per its mandate and A/RES/76/142.
- Pending additional resources, **the Guidelines will be made available in several languages and non-text formats** so that personnel across the globe are able to implement them.

- UN Women will encourage all **UN entities at headquarters and in the field to appoint Gender Focal Points**, as per ST/SGB/2008/12 and A/RES/76/142, who will advocate for gender parity and the creation of enabling working environments together with their leadership. These agents of change will make a difference on the ground and are part of the network led by UN Women. UN Women will continue **to recognize the excellent achievements of the Focal Points to enhance parity and enabling working environments at its Annual Global Gender Focal Point meetings**.
- UN Women will also continue to **collect good practises and examples** from across the UN system. These good practice examples will be showcased in the **Gender Focal Point Extranet**, which was created in 2019. The Extranet will further accelerate sharing information and good practices related to gender parity in the UN system.
- Moreover, UN Women will continue **to communicate good practices** for achieving gender parity through the United Nations Gender Focal Point Network, the Human Resources Network and other networks, as recommended by the [*External Review of the Secretary-General's 2017 Strategy on Gender Parity*](#) by Gender at Work and the Collective for Research and Training on Development-Action (2022).
- UN Women will support the implementation efforts that include **dedicated capacity-building, guidance and awareness raising with the field and peacekeeping missions**, as well as collaboration **with the UN Country Offices and Resident Coordinators**, pending necessary resources.
- **Communication products** will continue to be distributed to enhance the implementation of the Guidelines. It is important to communicate the value of an enabling environment, within the United Nations, by showcasing examples of the positive impact of certain practices in missions and entities, or on the lives and careers of personnel, as recommended by the External Review of the Secretary-General's 2017 Strategy on Gender Parity.
- As also recommended by the *External Review*, "where there is a UN Women country office, encourage retention and career development of mission female civilian staff through access to networking opportunities among international and national female staff across AFPs and missions".



Work with civil society partners to encourage shadow reporting on the overall strategy

“To ensure the UN is modelling transparency, UN Women to work with civil society partners to encourage shadow reporting on the overall strategy.”

Shadow reporting by civil society representatives has been identified as one of the significant elements to increase transparency and accountability in the Secretary-General's System-wide Strategy on Gender Parity. In 2018 and 2019, several dialogues with civil society partners were held to explore how the shadow reporting could be best implemented. Furthermore, UN Women organized side events in the context of the CSW62 and CSW63 to introduce the concept of the external review and commence a dialogue with UN Member States and civil society representatives regarding the SG's recommendation.


In 2020, UN Women commissioned Gender at Work, in coalition with the Collective for Research and Training on Development-Action, to conduct an external review of the Secretary-General's Strategy on Gender Parity. The [External Review of the Secretary-General's 2017 Strategy on Gender Parity](#) was finalized in 2022 and it analyses the progress of the UN's efforts to implement the Strategy and meet its objectives according to the set timelines. It is based on nearly 100 in-depth qualitative interviews with key informants, a limited online survey of human resources officers and four focus group discussions.

The document provides an external perspective, informed by civil society, on the progress of the United Nations' efforts to communicate and implement the Strategy while making recommendations for strengthening implementation. An external perspective on the achievements of the UN system and the identified gaps are an important accountability measure to reach gender parity. The review provides several recommendations for the UN system to reach parity by 2028.

FUTURE PLANS:

- UN Women will continue to raise awareness of the External Review that is available on its external website as well as in the Extranet for the Gender Focal Points.
- Moreover, UN Women will explore the recommendations of the review, pending additional resources.
- UN Women will also continue its collaboration with civil society partners to enhance gender parity and the creation of enabling working environments.

3 Dedicated strategy to significantly increase the numbers of women peacekeepers and police in peacekeeping missions



“DPKO/DFS with support from UN Women and EOSG to develop a dedicated strategy in consultation with Troop Contributing Countries to significantly increase the numbers of women peacekeepers and police in peacekeeping missions.”

UN Women contributed to the development and implementation of the Department of Peacekeeping Operations (DPO) Uniformed Gender Parity Strategy for 2018-2028 and works closely with the Office of Military Affairs, and the Security Sector Reform Unit and Police Division of the Office of the Rule of Law and Security Institutions to implement the Strategy recommendations. UN Women is also a member of the Security Sector Reform Advisory Network to the UN and has contributed to the development of Security Sector Reform indicators in the WPS monitoring framework. In particular, UN Women continues to work closely with the Department of Peacekeeping Operations (DPO) to provide technical advice, advocate and promote the increase of the number of women in uniform on peacekeeping operations, in line with the requirements of UNSCRs 2242, 2436, 2538 and the Secretary-General’s Uniformed Gender Parity Strategy (UGPS), published in 2019.

Furthermore, in July 2019, UN Women in collaboration with the EOSG, DPO, the Government of Canada and UN Member States, developed and launched the [Elsie Initiative Fund for Uniformed Women in Peace Operations](#) (EIF) – a multi-partner trust-fund designed to provide

an innovative financial mechanism to support and incentivize Member States to increase the number of uniformed women they deploy on peacekeeping operations in line with annual targets set in the UGPS.

As of November 2022, the Elsie Initiative Fund for Uniformed Women in Peace Operations has conducted **two programming rounds** (2019 and 2021) and provided funding support to **20 security institutions** and **one United Nations peace operation**, to implement a wide range of projects designed to substantially and sustainably increase the number of uniformed women who deploy to United Nations missions. Key results achieved to date include high-level commitments by 14 security institutions in nine countries to undertake a detailed [assessment of barriers](#) to women’s participation in United Nations peace operations, commitments to further gender equality through policy development activities within four security institutions, with two Troop and Police Contributing Countries (T/PCCs) committing to deploy a [Gender Strong Unit](#) – a unit that includes a high percentage of women in operationally significant roles, for a period of three years. More information is available in the [Elsie Initiative Fund 2021 Annual Progress Report](#).

UN Women has also continued to deliver the **Female Military Officers' Course** (FMOC), a two-week training program designed to support female military officers prepare for service as a staff officer or a military observer on a peacekeeping operation. To date, UN Women has delivered this course in English (25 times) and French (2 times) to over 900 military women globally, nominated by their Member State in anticipation of being nominated to deploy to a peacekeeping mission. Due to COVID-19 this course was modified for virtual delivery and has been delivered through a combination of face-to-face and virtual courses.

The Elsie Initiative Fund for Uniformed Women in Peace Operations and the FMOC continue to support the United Nations and Member States to advance the Secretary-General's United Nations Gender Parity Strategy 2018-2028.

FUTURE PLANS:

- UN Women continues to oversee the **Female Military Officers' Course**. To date, this two-week residential training program has been conducted 15 times, with over 500 graduates. The course is designed to help female military officers prepare for service as a staff officer or a military observer on a peacekeeping operation. It is estimated that over 75% of these female officers have gone on to serve on peacekeeping operations. Due to COVID-19 this course has been modified for virtual delivery with a course being completed in September 2020 with subsequent courses scheduled for December 2020 and the first quarter of 2021.
- Further to the previously mentioned efforts, the Elsie Initiative Fund for Uniformed Women in Peace Operations will conduct its **third programming round** in the first quarter of 2023. UN Women has completed a review of the FMOC and is looking to implement recommendations to further enhance the delivery and reach of the course, including partnering with regional centers for course delivery.



New public information, social and digital media campaign promoting women in UN field missions

“DPI and DFS, with support from UN Women, to launch a new public information, social and digital media campaign promoting women in UN field missions – both peace operations and UNCT.”

The Department of Public Information (DPI) has taken the lead in boosting the recruitment of women in peace operations. As per the Secretary-General’s Gender Parity Strategy, the objective is to promote a positive image of women civilians working in the field.


UN Women has prepared and supported the Department of Political and Peacebuilding Affairs (DPPA) in developing **gender parity videos** featuring senior leadership in missions speaking on the issue and has cross-promoted these videos through its social media channels. The videos provide visibility for the important gender parity efforts and encourage leadership commitments to attain parity.

UN Women also developed a [Video Series ‘Making Parity a Reality at the UN’](#) featuring **20 senior leaders from regional and country offices and field duty stations** communicating the importance of gender parity, sharing good practices from their offices, and advocating for the implementation of the Field-specific Enabling Environment Guidelines. The produced video series showing leadership making commitments and leading by example will be an important tool to engage across the system. Please see recommendation #6 for a full list of leaders.

FUTURE PLANS:

- o Continue to advocate for the video series, where possible. Please see more in #6.
- o As indicated under #1, it would be important to showcase examples of the positive impact of certain practices in missions and entities, or on the lives and careers of personnel, as recommended by the External Review of the Secretary-General’s 2017 Strategy on Gender Parity. This work would require additional resources.

5 Database of Women National Officers



“UN Women in conjunction with Resident Coordinators’ Office and UNCTs, as well as peace operations where relevant, to develop a database of women national officers and their skills and expertise to create a pool from which the System can do dedicated outreach for international positions.”

The Secretary-General’s Strategy called for a **greater collaboration on talent acquisition and to address barriers to recruiting more female national staff into international positions**. The Strategy recommended a development of a database of female national officers.

In 2020, UN Secretariat’s Office of Human Resources and UN Women launched the UN Global Talent Pool as a subscription-based outreach tool that is designed to support gender parity and other diversity efforts. To date, the tool has recorded over 120,000 subscribers, from 193 nationalities of whom 49% are women. Nine percent of the subscribers are National Professional Officers.

FUTURE PLANS:

- The enhancements will include: i) enhance visibility of and promote the Talent Pool on the UN Careers Portal and on Inspira; ii) strengthen skills, knowledge and abilities fields in the subscriber and recruiter interface, iii) make demographic data collection more transparent; iv) add reporting and engagement history features; v) enhance communication channels to promote webinars and training to subscribers.
- These enhancements are expected to be available in 2023.
- UN Women will continue to advocate for the use of the database, mainly through the network of UN Gender Focal Points.
- Following initial discussions with potential users including recruiters from UN Secretariat entities as well as UN agencies, funds and programmes, UN Secretariat is in the process of making enhancements to the Recruiter and Subscriber interfaces, to make them more user-friendly and to better support Recruiters’ needs.



Communications strategy, including internal and external messaging

“DM, EOSG, UN Women and DPI to develop a communications strategy which will include both internal and external messaging. Internally, this will provide content for discussions on the necessity of gender parity, highlighting the negative effects of gender discrimination and the positive impacts of diversity, as well as providing suggested messaging for senior leaders on specific issues such as flexible work arrangements, family related leave, and the goals of parity generally.”

Interagency collaboration on this recommendation has been conducted in parallel with the above recommendation #4. **UN Women has developed and disseminated several communication tools and products¹ to support entities in their advocacy and advancement on gender parity and the creation of enabling working environments.** These include tools for creating gender sensitive communications and highlight the benefits of gender parity.

Since 2017, UN Women has produced **communications products** to support gender parity efforts in the whole UN system, outlined below. These products form an important part of the specific **communications strategy** developed by the Office of the Focal Point for Women. The strategy aligns with the UN Women corporate communications guidance and with the Secretary-General’s System-wide Strategy on Gender Parity to develop internal and external messaging, including on social media, as outlined on this point and recommendation #4.

Furthermore, UN Women has maintained internal and external communications on gender parity issues including regular iSeek articles, UN Women social media content and awareness-

raising events, including on the **5th anniversary of the Secretary-General’s Strategy on Gender Parity in 2022**, in coordination with the Executive Office of the Secretary-General.

Furthermore, the Office has created the **Gender Focal Point Extranet** (2019), which serves as a central hub for substantive guidance, resources, data, policy examples, and a platform to enhance interagency knowledge sharing and collaboration. Based on feedback received from Gender Focal Points, the Extranet has accelerated progress on efforts to reach gender parity as well as inspired organizational change based on the good examples and showcased actions across the board.

FUTURE PLANS:

- UN Women will continue to develop the communications strategy and disseminate communication products in support of gender parity and creation of enabling working environments. Additional, tailored communication products will be developed to support the implementation of the Field-specific Enabling Environment Guidelines in field locations and peacekeeping missions (please see #4), resources permitting.
- Moreover, UN Women will further develop the Extranet to include more good practice examples, success stories and communication products, resources permitting.
- As recommended by the External Review, UN Women will strive to increase resources to produce targeted social and behavioral change communication products that highlight changes in the lives of staff members as a result of enabling policies.

¹ A list of communication products can be found in the Annex of this document



Additional UN Women support for the implementation of the SG's Strategy

1 UN System-wide Gender Focal Point Network

The Office of the Focal Point for Women in the UN System at UN Women is mandated to monitor and report on the status of women in the United Nations system. As such, leading and coordinating the network of over 400 Focal Points for Women and Gender Focal Points across the board is one of the primary functions of the Office. Extensive efforts have been invested into strengthening the system-wide network since 2017. As mandated by the Secretary-General in the Strategy and [ST/SGB/2008/12](#), Gender Focal Points (or Focal Points for Women) work with leadership in their offices and departments to advance gender parity.

The Network has grown to over 400 members, including Gender Focal Points working in the field. As of November 2022, 40 out of 131 UN Country Teams have at least one Gender Focal Point. A strong Gender Focal Point Network is a success factor for the advancement of gender parity given that Focal Points provide visibility to the cause and initiate concrete actions on the ground. The crucial role of the Gender Focal Points in implementing the SG's Strategy and creating enabling working environments across the system has also consecutively been recognized by UN Member States, as per A/RES/74/128 or A/RES/76/142.

To build the knowledge base and capacities of Gender Focal Points, the Office has organized regular capacity building sessions and workshops since 2017, **including Annual Global Meetings focusing on enhancing gender parity and**

creating enabling working environments. During 2017-2022, the Office conducted approximately **15-30 capacity building sessions on enhancing gender parity** per year. Moreover, the Office has **provided guidance and expertise on parity to approximately 120 UN entities per year since 2017.** This has enabled Gender Focal Points to advance gender parity through a variety of gender related policies from flexible working arrangements to standards of conduct.

With the support of UN Women's strategic and technical expertise as well as entity-specific guidance, 95-96 % of entities have successfully developed entity-specific Gender Parity Implementation Plans to reach parity.

Furthermore, to better understand and to be able to respond to the experiences of women personnel in the UN as well as gender parity progress during the COVID-19 crisis, the Office **has conducted surveys among the UN System-wide Gender Focal Point Network in 2020, 2021 and 2022,** which found that, the pandemic initially exacerbated the challenge to balance work and life for women personnel. The situation was described as a "double burden" or a "triple role of women" (working, home schooling and caring). The increased burden of care and household chores and the fact that these fell on women was also seen to reinforce gender norms and stereotypes.

FUTURE PLANS:

- UN Women will continue to lead and coordinate the network of UN Gender Focal Points and Focal Points for Women, as per its mandate. The role of the Focal Points continues to be supported by the Office of the Focal Point for Women by organizing capacity-building sessions and providing technical guidance.
- Moreover, UN Women will continue to strengthen and leverage the role of Gender Focal Points, as also recommended by the External Review. The Focal Points will continue to provide valuable information to UN Women on the representation of women in the UN system as per GA mandates.
- UN Women will continue its efforts to revise the terms of reference for the Gender Focal Points and Focal Points for Women across the United Nations, to provide adequate levels of seniority and responsibility, access to staff selection and representation statistics, and an appropriate allocation of dedicated time, information, financial resources and relevant training and advocacy.
- UN Women will encourage all UN entities at headquarters and in the field to appoint Gender Focal Points, as per ST/SGB/2008/12 and A/RES/76/142, who will advocate for gender parity and the creation of enabling working environments together with their leadership.
- UN Women will continue its collaboration with entities that have the lowest numbers of the representation of women to enhance parity and the creation of enabling working environments, with the help of the Gender Focal Points.

2

The CEB Task Force on Addressing Sexual Harassment within the Organizations of the UN System

The Chief Executives Board (CEB) Task Force on Addressing Sexual Harassment was established in November 2017 to develop a common UN system-wide approach to tackling sexual harassment. UN Women has been actively involved and has contributed to the work of the CEB Task Force since its inception. This includes contributing to the development of the [UN System Model Policy on Sexual Harassment](#), the [UN System Code of Conduct](#) and the [Guide for Managers: Prevention of, and Response to, Sexual Harassment in the Workplace](#).

Most recently, UN Women has provided technical advice to the development of the document "[Advancing a Common Understanding of a Victim-centred Approach to Sexual Harassment](#)

[within the Organizations of the United Nations](#)" and [Investigators' Manual for the Investigations of Sexual Harassment Complaints](#).

In 2020, UN Women's Deputy Executive Director Anita Bhatia was nominated by the leadership of the Task Force and endorsed by the High-Level Committee on Management (HLCM) to co-lead **efforts to strengthen outreach and knowledge sharing** within and outside of the UN system. UN Women undertook the following actions as part of this work:

- Conducted seven **peer-to-peer learning dialogues** to enable peer to peer learning and the exchange of good practices on tackling sexual harassment, with the participation

of senior UN leaders, Member States, the private sector and academia. The dialogues took place between February 2021 and May 2022, featuring over 60 speakers and reaching over 1300 participants. They focused on key themes including online sexual harassment, the importance of organizational culture change, and utilizing an intersectional perspective to tackle sexual harassment.

- Developed a publication based on the peer-to-peer learning dialogues, [which summarized the key messages](#) and provided concrete recommendations for organizations, leadership and personnel to implement. The publication was launched in October 2021, together with the Group of Friends to Eliminate Sexual Harassment, underlining Member States' support for the work carried out.
- Disseminated information to the network of UN Gender Focal Points and Member States on global policy outreach sessions held online and other forms of ICT facilitated sexual harassment, implementing a victim/survivor centered approach to address sexual harassment, violence against forcibly displaced and migrant women and girls in urban settings, and addressing sexual harassment in reconfigured work settings (2021-2022), involving the participation of ASG Asa Regner in her spokesperson role on sexual harassment in UN Women, in partnership with UNHCR, UNESCO, UNGEI, and Global Working Group to end School Related Gender-Based Violence.

In 2022, **ASG Bhatia was nominated to co-lead the Task Force's work on enhancing coordination and collaboration with internal and external stakeholders** to prevent sexual harassment. In this regard, UN Women will undertake the following actions:

- Develop a **knowledge sharing platform** hosted by UN Women to streamline information sharing and collecting good practices, resources and tools on addressing sexual harassment. The platform will be

accessible to all UN personnel, UN Member States and the public. The hub will be launched in 2023.

- Continue to conduct **peer-to-peer learning dialogues** to enable peer to peer learning and the exchange of good practices on preventing and responding to sexual harassment, with senior UN leaders, Member States, the private sector, women's rights and youth organizations, and academia.
- Develop a second publication which will summarize the key messages from the remaining peer-to-peer learning dialogues and provide concrete recommendations for organizations, leadership and personnel to implement, pending additional resources.
- Produce a system-wide **collaboration plan** that will be launched together with the Office for the Coordination of Humanitarian Affairs to maximize cooperation between UN entities and other stakeholders.

UN Women has also **shared substantive technical expertise with other Task Force workstreams**, such as advancing a victim/survivor-centred approach, learning and communication, and leadership and culture, **underlining UN Women's central role in coordinating and addressing sexual harassment in diverse settings**.

The Focal Point for Women has represented the UN Gender Focal Points in the CEB Task Force on Addressing Sexual Harassment ('CEB Task Force') since 2018 and has contributed to creating the UN System Model Policy on Sexual Harassment, Code of Conduct and outreach efforts.

Gender Focal Points remain important points of contact to guide survivors and victims of sexual harassment. The Office of the Focal Point for Women at UN Women has **built capacities of over 400 UN Gender Focal Points** to appropriately respond to the cases of harassment, outlining the different avenues to take action to prevent harassment and advocating for a successful implementation of policies. This work has been critical to raise awareness, implement and monitor policies as

well as improve knowledge sharing. UN Women has conducted over 20 capacity-building sessions on addressing sexual harassment for the Gender Focal Points, with different stakeholders inside and outside the UN System including the Office of the Ombudsman and the Office of the Victims' Rights Advocate. The Office is closely **collaborating with the Victim's Rights Advocate, Ms. Jane Connors, to operationalize a victim/survivor-centered approach to sexual harassment**, through the network of Gender Focal Points.

FUTURE PLANS:

The work of UN Women to address sexual harassment in the UN system has been recognized by Member States for example in the [Executive Board Session in June 2022](#). Per General Assembly resolution [A/RES/76/142](#) UN Member States requested "*the entities of the United Nations to strengthen efforts to prevent, address and eliminate sexual harassment, in full alignment with the work of the United Nations System Chief Executives Board for Coordination Task Force on Addressing Sexual Harassment within the Organizations of the United Nations System, apply a victim-centred approach to all forms of misconduct, as well as encourage the implementation of accountability mechanisms;*". The resolution further underlines the importance of Gender Focal Points in organizational culture change efforts which are directly linked to addressing sexual harassment. In line with this request, UN Women will remain a key stakeholder in the coordination of a system-wide response to sexual harassment through the following measures:

- Creation of the **knowledge sharing platform** hosted by UN Women to streamline information sharing and to collect good practices, resources and tools in addressing sexual harassment. The platform will be accessible to all UN personnel, UN Member States, and the public and will encourage for exchanges of good practices across the board.
- **Continued implementation of the collaboration plan** together with the Office for the Coordination of Humanitarian Affairs to maximize cooperation between UN entities and other stakeholders.
- Continued leadership and **representation of the system-wide network of Gender Focal Points in the CEB Task Force** on Addressing Sexual Harassment. Continued **capacity building for Gender Focal Points on addressing sexual harassment** in close collaboration with the Office of the United Nations Victim's Rights Advocate to support the implementation of a victim/survivor centered approach.
- **Continued system-wide implementation of the Enabling Environment Guidelines and Field-specific Enabling Environment Guidelines** to foster organizational culture change towards a more inclusive and safe working environment.

3 Monitoring and Reporting

Every two years, UN Women produces the *Secretary-General's Report on the Improvement in the Status of Women* to analyze women's representation in the UN system, career life cycle, and organizational culture including flexible working arrangements and family-friendly policies.

This biennial report provides **data and analysis on the representation of women** across levels, entities and locations, as well as the proportion of female appointments, career advancements and separations in the UN system. It also highlights achievements across the UN system, and emphasizes persistent challenges. The report also presents recommendations related to policies and coordinated actions that can enhance the creation of enabling working environments, a precursor to reaching gender parity and the key to sustaining it.

The [latest report](#) was published in 2021 and was reflected in the General Assembly resolution (A/RES/76/142). **The implications of the impact of COVID-19 on women personnel** were also addressed in the report and reflected in the recommendations therein. The resolution provided **support on the importance of achieving gender parity and creating enabling working environments**. For the upcoming report, to be published in 2023, UN Women has commenced the data collection and survey development.

UN Women developed, jointly with UNDP, the first ever [UN System-wide Dashboard on Gender Parity](#) in 2021, with participation from nearly 40 entities across the UN system. The Dashboard provides the latest available data on the representation of women and men in the UN by grade, staff category, duty station and age group. It also shows the Gender Parity Index which is the absolute number of women or men needed to reach parity, by staff category and by duty station. The dashboard enhances accountability and transparency by consolidating, monitoring

and tracking gender parity progress system-wide, as recommended in the Secretary-General's System-wide Strategy on Gender Parity, and will strengthen UN Women's mandate to monitor gender parity.

The official launch took place in October 2021, co-hosted by UN Women's Executive Director and UNDP's Administrator. The virtual event featured a demonstration of the Dashboard and a discussion on the importance of data in accelerating gender parity progress.

In 2022, UN Women, in collaboration with UNDP, added a parameter to present the data on the representation of women and men by UN Country Teams. This parameter enables the users to filter down by UNCT and by entity, providing latest data for hiring managers at a time of recruitment. Furthermore, an automation function to enter data was developed to save time to update the data. Resources permitting, the Dashboard will be enhanced further with additional parameters including grade breakdown, non-staff personnel and other diversity dimensions.

UN Women will also continue to monitor the representation of women and men working for UN Women. Currently, 75% of UN Women's staff are women and 25 % men. While the relative share of women and men has remained stable since 2017, in absolute terms there has been an increase in the number of men proportional to UN Women's growth. This is further supported by the organization's increased efforts to improve diversity in recruitment and specifically through outreach activities.

In recent years, UN Women has elevated its efforts to provide guidance and leadership for the implementation of diversity and inclusion programmes within UN Women by developing a Diversity and Inclusion plan for UN Women. A more diverse candidate pool has been the aim of the organization's outreach efforts. Internally,

hiring managers are also strongly encouraged to ensure that there is diversity in the pool of applicants, including in senior-level positions. Data and information on gender and geographic representation are discussed through the various stages of the recruitment process and is part of the documentation provided to the compliance review bodies. Percentage of UN Women female staff among international professional and national staff and percentage of IP staff from programme countries are included as the indicators in the Organizational Effectiveness and Efficiency (OEE) output indicators of the Integrated Results and Resources Framework (IRRF) of the UN Women Strategic Plan 2022-2025.

FUTURE PLANS:

- Resources permitting, the Dashboard will be enhanced further with additional parameters including grade breakdown, non-staff

personnel and other diversity dimensions. Moreover, the UN Country Offices have requested more detailed information on the parity numbers as per UN entities.

- UN Women will strengthen its current role of harvesting data and information to highlight patterns and trends in recruitment, occupations, race, nationality and other identifiers for men and women in the system, as per the recommendations by the External Review, resources permitting.
- As mandated by the General Assembly, UN Women will continue to report on the representation of women and men through the SG's report. This will include analysis of the impact of the coronavirus disease (COVID-19) pandemic on women personnel and their health and well-being, as requested in [A/RES/76/142](#).

4 **The COVID-19 response**

The COVID-19 pandemic has been a reminder of the fact that globally women do three times as much unpaid care work as men and the level of domestic violence increases when households are placed under increased strain. With a greater emphasis on the duty of care, UN Women has engaged with the Rome Institute and offered online counseling services to support colleagues to manage stress related to COVID-19, with ongoing work to identify and support needs.

UN Women has also [produced up-to-date information and analysis on how and why gender matters in COVID-19 response](#) as well as published a report on '[From insights to action: Gender equality in the wake of COVID-19](#)' to bring into focus the paucity of gender data and prioritization of data on the gendered effects of the crisis. The latter report draws on the [UN Secretary-General's policy brief on the impact of COVID-19 on women](#), UN Women's "[Spotlight on](#)

[gender, COVID-19 and the SDGs](#)", UN Women's [thematic policy briefs focused on COVID-19](#), as well emerging data from UN Women's rapid gender assessments.

Based on successive General Assembly resolutions (most recently, [A/RES/76/142](#)), UN Women is mandated to undertake a research on the impact of the global pandemic on women personnel in the UN System. UN Women has conducted the System-wide survey with Gender Focal Points, firstly in October 2020, secondly in January 2021 and thirdly in April 2022. Results and key findings are shared across the UN System.

This work will continue in the coming years, as will reporting accordingly through the SG's Report on the Improvement in the Status of Women in the UN System, as mandated.

5

Implementation of UN system-wide gender parity related actions of “Our Common Agenda”

UN Women is co-leading the implementation of the Secretary-General’s [Our the Common Agenda Report’s](#) Action Point “*The UN will itself ensure gender parity at all levels within the organization by 2028*” together with the Executive Office of the Secretary-General, the Department of Management Strategy, Policy and Compliance and the Department of Operational Support. As UN Women has a system-wide mandate to enhance gender parity through guidance, monitoring and reporting, many of its initiatives are in line with “Our Common Agenda Report” and are key to achieve the renewed commitment of the Secretary-General to reach gender parity in the United Nations by 2028.

- Continue the collaboration with the UN Member States to enhance gender parity within the UN system through joint initiatives and events, including the Group of Friends of Gender Parity.
- Continue to be actively involved in the CEB Task Force on Addressing Sexual Harassment as more female staff is linked to lower numbers of harassment. Further, Gender Focal Points are important points of contact to guide survivors and victims through the possible reporting avenues to take in the UN system.

FUTURE PLANS:

- Continue to lead and administer the recently launched UN System-wide Dashboard on Gender Parity to foster accountability and transparency on gender parity numbers.
- Continue to lead and coordinate the 400+ Gender Focal Point network across the entire UN and provide guidance and regular capacity building sessions on enhancing gender parity.
- Deepen the collaboration with UN Development and Coordination Office (UNDCO) as well as liaise with UN Country Teams (UNCTs) to advance gender parity in the field, pending additional resources.

» Annex 1/ Summary of the status of the recommendations

	UNW-specific Recommendations of SG's System-wide Strategy on Gender Parity	Status	Notes
1	"Good practices guidelines for an enabling and inclusive organizational culture are developed by CEB HR Network, OHRM and UN Women and shared with each entity to incorporate into existing policies, monitoring and implementation."	Completed and implementation ongoing	The Enabling Environment Guidelines were launched by the Secretary-General in 2019. In 2020, the Field-specific Enabling Environment Guidelines were developed. UN Women continues to strengthen implementation of the Guidelines through leading and coordinating the UN system-wide Gender Focal Point Network.
2	"To ensure the UN is modelling transparency, UN Women to work with civil society partners to encourage shadow reporting on the overall strategy."	Completed	A Call for Proposal for civil society organizations (CSOs) was published in 2020. Report was launched to the Gender Focal Points in 2022.
3	"DPKO/DFS with support from UN Women and EOSG to develop a dedicated strategy in consultation with Troop Contributing Countries to significantly increase the numbers of women peacekeepers and police in peacekeeping missions."	Completed and implementation ongoing	UN Women contributed to finalizing the <i>Uniformed Gender Parity Strategy</i> (2018) and continues to support the increased representation of women in peacekeeping through ongoing efforts.
4	"DPI and DFS, with support from UN Women, to launch a new public information, social and digital media campaign promoting women in UN field missions - both peace operations and UNCT."	Completed and implementation ongoing	Rec#4 has been included in rec #6. UN Women has developed a gender parity communications strategy on internal and external messaging, social media and communications products.
5	"UN Women in conjunction with Resident Coordinators' Office and UNCTs, as well as peace operations where relevant, to develop a database of women national officers and their skills and expertise to create a pool from which the System can do dedicated outreach for international positions."	Completed and implementation ongoing	The Female National Officer Pool has been developed (2020). This aligns with the aim of the SG's Working Group on Emergency Measures to achieve gender parity in peace operations and in the field.
6	"DM, EOSG, UN Women and DPI to develop a communications strategy which will include both internal and external messaging. Internally, this will provide content for discussions on the necessity of gender parity, highlighting the negative effects of gender discrimination and the positive impacts of diversity, as well as providing suggested messaging for senior leaders on specific issues such as flexible work arrangements, family related leave, and the goals of parity generally."	Completed / implementation efforts ongoing	UN Women has supported gender parity communications system-wide. Communication products include fact-sheets on how to create an enabling working environment during and after COVID-19 crisis. UNW has also created a series of video messages. In addition, Extranet was created (2019) for the system-wide Network of Gender Focal Points as a central hub for substantive guidance on gender parity.

» Annex 2/ Communications Advocacy Products

Item	Date Published
Why Gender Parity One-Pager	03/2019
<p>Make Parity a Reality: Field-Specific Enabling Environment Guidelines for the UN System.</p> <ul style="list-style-type: none"> • Summary of Key Recommendations for the Organization, Managers and all personnel • "In Brief" summary two-pager • Summary products also available in Spanish on request • Field-specific Enabling Environment Guidelines in Arabic (French forthcoming) 	01/2021
<p>Video of DED Anita Bhatia to launch the Field-Specific Enabling Environment Guidelines: long version and short version.</p>	04/2021
<p>Video Series 'Making Parity a Reality at the UN' featuring:</p> <ul style="list-style-type: none"> • USGs: Jean-Pierre Lacroix (DPO), Atul Khare (DOS), Izumi Nakamitsu (ODA), Rosemary A. DiCarlo (DPPA) • SRSG/DSRSGs: Nicholas Haysom (UNMISS), Joanne Adamson (MINUSMA), Bintou Keita (MONUSCO) • RCs: Valerie Julliard (Indonesia), Simon Springett (Moldova), Anders Pedersen (Jordan), Edward Kallon (Nigeria) • RDs: Oulimata Sarr (West and Central Africa), Mohammad Naciri (Asia and Pacific), Maria-Noel Vaeza (Americas and the Caribbean) • UNW: Michele Ribotta (Albania), David Saunders (Bosnia and Herzegovina), Vesna Ivanovikj-Castarede (North Macedonia) • Gender Focal Point: SaAdiya Haliru (Nigeria) 	09/2021, ongoing
<p>Video Presentation of Field-specific Enabling Environment Guidelines</p> <ul style="list-style-type: none"> • Walk-through video presentation of the Field-specific Enabling Environment Guidelines available to system-wide colleagues on Youtube 	12/2021
<p>Dashboards on Gender Parity:</p> <ul style="list-style-type: none"> • UN Secretariat Gender Parity Dashboard • UN System-wide Dashboard on Gender Parity*, with UNDP <p><i>* This is the UN System-wide Dashboard that supplements the UN Secretariat Dashboard</i></p>	10/2021
<p>Enabling Environment Guidelines and its Supplementary Guidelines in support of the Secretary-General's System-wide Strategy on Gender Parity</p>	03/2019
<p>Gender Inclusion Practice Note: Designated Lactation Spaces for Nursing Parents</p>	02/2022

Item	Date Published
<p>Reflection publication - Making Zero Tolerance a Reality: Peer-to-peer learning to prevent and eliminate sexual harassment in the UN System and beyond</p> <ul style="list-style-type: none"> • CEB webpage on the Peer-to-peer dialogues • CEB webpage on News • UN Women webpage on the Office of the Focal Point for Women in the UN System 	10/2021
<p>Shaping the International Agenda II: Progress in Raising Women's Voices in International Intergovernmental Forums</p>	01/2021
<p>Improvement in the status of women in the United Nations system: Report of the Secretary-General (2019)</p>	09/2019
<p>Improvement in the status of women in the United Nations system: Report of the Secretary-General (2021)</p>	08/2021
<p>Representation of Women in the UN System (Infographic)</p>	10/2021
<p>How to Improve the Representation of Women in the UN (Secretary-General's Report and General Assembly Resolution Summary)</p>	05/2022
<p>Ten Ways to Create an Enabling Environment during COVID-19</p>	04/2020
<p>Top tips to foster inclusivity online during COVID-19</p>	08/2020
<p>How to address online sexual harassment during COVID-19</p>	08/2020
<p>Enabling environment in focus - two-pagers on intersectionality and LGBTIQ+</p>	07/2021
<p>Mentoring as part of creating an enabling environment</p>	11/2020
<p>Video Series 'Why LGBTIQ+ inclusion is important to the UN and beyond', featuring:</p> <ul style="list-style-type: none"> • Grace Havlin, Project Leader, The Boston Consulting Group • Francisco Ramirez, Diversity and Inclusion consultant • Gabe Scelta, Vice President, UN-Globe • Monroe France, Associate Vice President for Global Engagement & Inclusive Leadership, New York University • Luiza Drummond Veado, United Nations Program Officer, OutRight Action International • H.E. Mr. Jukka Salovaara, Permanent Representative of Finland to the UN 	04/2020
<p>Video Series 'The importance of gender parity' featuring SRSG Carlos Ruiz Massieu and Paul Heslop, UNMAS</p>	04/2020
<p>Guidance on Creating Inclusive Vacancy Announcements: Good Practice Examples from the UN</p>	05/2022

Item	Date Published
Vacancy announcements: Examples of good practice	06/2022
Ensuring Equal Gender Representation Through Recruitment (Gender focal point extranet)	10/2018
Flexible working arrangements for the United Nations – Why it makes sense	08/2019
Benefits of flexible working arrangements (Gender focal point extranet)	07/2019
Flexible working arrangements - Conversation Guide (Gender focal point extranet)	05/2019
Flexible Working Arrangements - Podcast Series featuring: ASG Lopez, UNDP, UNHCR, UNOG and UNICEF	11/2019
Mind the Financial Gap (Gender focal point extranet)	08/2019
Developing a gender parity strategy action plan (Gender focal point extranet)	10/2018
DPI gender checklist for content creation (Gender focal point extranet)	10/2018
Legislative History of equal representation of women in the UN system (Gender focal point extranet)	10/2018
UN Support References (Gender focal point extranet)	01/2022
Third and Fifth Committee Resolutions Relating to Gender Parity	06/2022
Challenges that Women Personnel Face in the Field document (available on request)	08/2021
Resources for Gender Focal Points: Onboarding, Top Tips, List of UN Endorsed Trainers (available via the Gender Focal Point Extranet)	Ongoing
Gender Focal Points annual meeting reports: 2021 , 2020 , 2019 , 2018 , 2017	Annual
Blue , light blue and white virtual backgrounds “UN for Gender Parity” for Zoom and Teams meetings (available on request)	10/2021