

UN Development System Repositioning: Bangladesh

Distinguished delegates,

Greetings from Bangladesh!

I am pleased to share the significant progress made by the United Nations Country Team (UNCT) in Bangladesh in advancing the gender equality and women's empowerment agenda in the context of UN Development System repositioning.

Leveraging the UNCT SWAP Gender Equality Scorecard, the UN in Bangladesh has accelerated joint actions to strengthen the gender architecture by prioritizing enhancing staff capacities, reviewing organizational culture, and leadership. With technical support from UN-Women and UNFPA- as the Gender Equality Theme Group (GETG) co-chairs in coordination with the UN Resident Coordinator's Office, the Operations Management Team (OMT) Human Resources Working Group, the UNCT, taking a whole of organization approach adopted a five-year Gender Parity Strategy last month. The Strategy is a demonstration of the UNCT's accountability to ensure equal representation and equitable support for staff and personnel within the system, responding to the Secretary General's call to advancing gender parity at all levels and localizing the global UN System-wide Strategy.

The representation of women in the UN in Bangladesh is worrying, currently at 35% across contract levels¹. Gender gaps persist at the national level - at the NOA-NOB and SB1-SB5 women's representation is 37% and 30% respectively and at senior management level P4-P6 it is 39%. The goal of the Gender Parity Strategy is to go beyond the numbers, identify and eradicate the systemic barriers and gender norms that affect women's entry, retention, and advancement in the UN. The Strategy is an opportunity to co-create innovative practices and enablers for transforming the institutional culture, and to showcase the UN presence in Bangladesh as an attractive and reliable workplace that reflects its feminist values and commitments within and outside the UN. Looking inwards is key to advancing women's representation in the rest of the country – we must walk the talk.

The Strategy sets targets and lays out practical actions to advance gender-responsive leadership, gender equality in recruitment processes and a safe, flexible, and enabling workplace environment.

The Strategy is being rolled out this year with two key initiatives planned. A 'HR Open Day' designed to orient aspiring women interested to work for the UN Bangladesh while the other is a 'Mentorship

¹ Baseline value from 2021 staff/personnel HR data when the strategy formulation started.

Message for the informal briefing to the Ex-Board on UNDS repositioning

programme' to improve the retention, and career advancement of female staff. Besides these joint efforts, the strategy also highlights entity-specific actions that are critical to achieve this collective goal, including key performance indicators on gender parity in the performance appraisals for senior managers.

The progress of the Gender Parity Strategy will be annually tracked and reported to UNCT and institutionalized as part of the Gender Equality Scorecard and Business Operations Strategy (BOS) reporting and accountability processes.

The Gender parity strategy is a step towards strengthening the gender architecture in Bangladesh

Thank you

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