FOCAL POINTS IN THE UN SYSTEM

TYPE OF FOCAL POINTS	MANDATE	ROLE
Gender Focal Points	The Network of Gender Focal Points is coordinated and led by the Office for the Focal Point for Women in the UN System (UN Women), as per Secretary-General's Bulletin on Terms of Reference for Gender Focal Points (ST/SGB/2023/3). There are nearly 500 GFPs across the System. Various General Assembly resolutions such as A/76/142 call upon the entities across the United Nations system to significantly increase their efforts towards achieving the goal of 50/50 gender balance through continuing to collaborate with UN-Women and with the active support of system-wide gender focal points. The functions and responsibilities of Gender Focal Point are outlined by the Secretary-General's Bulletin on Terms of Reference for Gender Focal Points (ST/SGB/2023/3).	The main role of UN Gender Focal Points is to enhance gender parity and create enabling working environments. As per the SGB/2023/3, the head of an entity has the overall responsibility for the achievement of gender parity in the entity concerned, including the responsibility of ensuring that the entity has a Gender Focal Point and at least one alternate. Gender Focal Points are recommended to be appointed from among staff at the P4 level and above. Normally 20 percent of their official work time should be dedicated to serving the duties. Functions and responsibilities include; ○ To support the head of their entity in achieving gender balance and addressing gender-based workplace issues; ○ To collaborate with the head of entity, human resources, senior management, and staff to monitor and report on the progress and challenges of gender balance goals in their entity; ○ To provide information and guidance to staff on the avenues for addressing situations of gender-based workplace concerns, including harassment, sexual harassment, discrimination, and abuse of power; ○ To have access to all the necessary information for discharging their role, such as statistics, vacancies, policies, and practices related to gender balance in their entity.
UN System-wide Action Plan on Gender Equality and the Empowerment of Women (UN-SWAP) Focal Points	UN-SWAP 2.0 is a is a system-wide accountability framework to monitor and enhance the implementation of gender mainstreaming across the UN System. It is coordinated and managed by the Coordination Division of UN Women, following the ECOSOC Resolution 2004/4. This resolution requests all UN entities to ensure that gender specialist have resources for adequate training, access to information, and stable resources.	The focal points promote and report on the progress of gender mainstreaming within their entities. They also support the UN System's collective efforts to achieve gender equality and the empowerment of women using a flexible and dedicated approach. The work of the focal points covers 17 performance indicators of the UN-SWAP (including an indicator on Gender Parity PI 4.3. "Gender Parity in staffing is achieved"). The UN-SWAP requires entities to designate focal points at the P4 or equivalent level or above. These Focal Points have written terms of reference and they allocate at least 20 per cent of their time to their functions.

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Inter-Agency Network on Women and Gender Equality (IANWGE)	The Inter-Agency Network on Women and Gender Equality (IANWGE) is a network of focal points in the UN system, with representatives from over 70 UN departments, specialized agencies, funds and programmes. It is chaired by the Executive Director of UN Women and supported by the UN System Coordination Division (UNSCD). It meets annually to discuss and coordinate system-wide issues on gender equality and the empowerment of women.	The IANWGE promotes the strategy of gender mainstreaming within the UN system, as enshrined in the Beijing Declaration and Platform for Action and the Economic and Social Council (ECOSOC) resolutions. It also monitors the integration of gender perspectives in the normative and operational work of the UN system and serves as a forum for addressing new and emerging issues, exchanging experiences, harmonizing approaches, and learning from each other.
UN Development Coordination Office (DCO) Focal Points	The UN DCO Focal Points are designated by the UN Development Coordination Office (DCO) to support the implementation of the System-wide Strategy on Gender Parity, the UN System-wide Action Plan on Gender Equality and the Empowerment of Women (UN-SWAP 2.0), and the DCO Strategic Work Plan (2020-2021). The focal points are part of the DCO strategy to operationalize commitment to greater and more meaningful gender equality and the empowerment of women across the organization.	The UN DCO Focal Points disseminate information, support, monitor, and report on the progress of gender parity and the empowerment of women within the Resident Coordinator Offices (RCOs) and the Regional Offices (ROs). They also serve as the RCO Inclusion Focal Points, who follow the implementation status of the Disability Inclusion Strategy, the Gender Parity Strategy, and the UNCT Gender Equality Scorecard. The work of the UN DCO Focal Points covers the following areas: o Maintain a UNCT knowledge repository on gender and disability issues and identify opportunities for integrating them into the RCO workplans, internal meetings and RC engagements; o Participate in the UNCT Gender Equality SWAP Scorecard action plan development, implementation, and reporting process, and coordinate and report on the UNCT gender profile in IMS; o Promote and participate in the UNCT Accountability Scorecard on Disability Inclusion and support and follow the UNCT action plan on disability inclusion and oversee the data entry into the IMS; o Attend the meetings of the Gender Thematic Group and the inter-agency coordination mechanism on disability inclusion and any system-wide activities on gender and disability; o Participate, as required, in relevant events on Gender Equality and Empowerment of Women (GEEW) and Diversity and Inclusion and facilitate communications via RC/UNCT social media; o Periodically share information with DCO focal points in HQ, including progress, challenges, good practices and achievements in implementing the system-wide Strategies.