

Making parity a reality

ADVANCING GENDER PARITY ACROSS THE UN SYSTEM

Global Annual Meeting for Gender Focal Points

17-19 October 2022



ENERGIZE, EXCHANGE, ENHANCE



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CONTENTS

Executive Summary	1
Background: Who are the Gender Focal Points?	2
Day 1: Energizing the UN's Commitment to Reach Gender Parity	4
Welcome and Introductions	4
Reflection on the 5th Anniversary of the Secretary-General's Gender Parity Strategy	5
Sharing Resources and Tools for Gender Focal Points	6
Update on the System-wide Dashboard on Gender Parity	7
Making Gender Parity a Reality: Accelerating the Goal of 50/50 through inclusive recruitment	8
Insights from the Generative Spaces initiative for Gender Focal Points	9
Day 2: Enhancing Gender Parity Through Joint Leadership and Knowledge Sharing	10
Update on the CEB Task Force on Addressing Sexual Harassment	10
Gender Focal Points as active bystanders 2.0	15
Update on the CEB Task Force on Addressing Sexual Harassment	16
Exchange of good practices: Harnessing the Gender Focal Point network to drive change	17
Day 3: Exchange to Advancing Inclusive Gender Parity	20
Engaging men for gender parity	20
Where are we now? Follow up on addressing racism as a Gender Focal Point	21
Recognitions for Gender Focal Points	22
How can we accelerate progress to reach 50:50?	23
Closing remarks and the way forward	24
Gender Focal Points 2022	25
Annex: Office of the Focal Point for Women: Communications Advocacy Products	27

EXECUTIVE SUMMARY

The network of over 400 Gender Focal Points is key to system-wide coordination to reach gender parity and create enabling environments for all throughout the UN. The theme of the 2022 Annual Global Gender Focal Point Meeting was “Energize, Exchange, Enhance: Advancing Gender Parity Across the UN System” and was held virtually on the 17-19th of October.

The meeting was held in the context of the fifth anniversary of the Secretary-General’s [System-wide Strategy on Gender Parity](#). At the outset, United Nations Secretary-General, **Mr. António Guterres** addressed participants via a video message, underlining the priority of reaching gender parity across the board. Furthermore, **Mr. Earle Courtenay Rattray**, Chef de Cabinet of the Executive Office of the Secretary-General reflected on the progress made in the past five years and how the remaining challenges can be overcome.

The event provided an opportunity for Gender Focal Points to engage with senior UN leaders and members of the Chief Executives Board (CEB) Task Force on Addressing Sexual Harassment within the Organizations of the UN System. The Task Force has identified the network of Gender Focal Points as key to mainstreaming and implementing its policies and tools. As Gender Focal Points often are the first contact for victims/survivors of sexual harassment and key stakeholders in changing the organizational culture, a workshop on bystander intervention was offered as a follow-up to the session held in 2021. The capacity building provided concrete tools and actions for Gender Focal Point to intervene when they witness harassment or discrimination, thereby strengthening

their capacities to address sexual harassment. A session on addressing racism as a Gender Focal Point was also offered to build the capacities of the network to advance diversity and inclusion as part of their efforts to foster an enabling working environment.

The Global Annual Meeting provided a unique opportunity for Gender Focal Points from across the UN system to re-energize through reflection, exchange through peer-to-peer and inter-agency knowledge sharing, and eventually enhance their capacities to advance gender parity in their respective entities. As in previous years, UN Women recognized Gender Focal Points for their outstanding achievements in implementing the [Field-Specific Enabling Environment Guidelines](#) that were produced by UN Women, in support of the Secretary-General’s Strategy.

Gender Focal Points are key agents of change to reach gender parity and create enabling working environments. They are facilitators of successes being replicated across the system at all levels. Seizing momentum and opportunities for change will allow the UN system to accelerate progress towards gender parity, and with tools like the [Enabling Environment Guidelines](#), its [Supplementary Guidance](#) and skills developed from capacity-building sessions provided year-round, Gender Focal Points are well-equipped to support their leadership in advancing gender parity.

BACKGROUND: WHO ARE GENDER FOCAL POINTS?

Gender Focal Points and Focal Points for Women¹ are important advocates, advisers, and strategic partners to enhance gender parity and create enabling working environments within the United Nations system. Gender Focal Points work with key stakeholders, including the head of their department/office/mission, to fulfill their responsibilities related to the achievement of gender parity and equality.

As stipulated by the Secretary-General's bulletin on departmental focal points for women in the UN Secretariat (ST/SGB/2008/12), each department, office, regional commission and mission is required to appoint at least one focal point. The Office of the Focal Point for Women in the UN System at UN Women (hereafter 'the Office') leads and coordinates the system-wide network of Gender Focal Points, and provides strategic, analytical, and technical support. There are currently more than 400 gender focal points, from 53 UN duty stations, including 40 UN Country Teams.

Gender Focal Points advocate for gender parity and use tools and resources provided by the Office to liaise with leadership to address systemic issues of gender imbalance, harassment, discrimination, and abuse of power. They promote awareness of gender parity and equality, help develop policies, and uphold standards of conduct to advance gender parity and create enabling working environments. Such policies range from flexible working arrangements and family-friendly policies to promote work/life balance,

career development strategies, and gender-sensitive workplace safety and support systems. Focal Points carry out these responsibilities in addition to their regular work in the system.

The Office provides support, guidance, and expertise on the implementation of tools and guidance documents designed to enhance gender parity, regularly organizes capacity-building sessions and opportunities such as coaching and other trainings and maintains a dedicated hub for information exchange in the form of an Extranet for Gender Focal Points.

“Requests the entities of the United Nations, at both headquarters and non-headquarters levels, to continue to appoint gender focal points to provide support for the advancement of gender parity, led and coordinated by UN-Women”

UN Member States (A/RES/76/142)

1. Please note that "Gender Focal Points" here also encompasses "Focal Points for Women". These terms are synonymous. The term "Focal Points for Women" is used by the UN Secretariat and is guided by the Secretary-General's (ST/SGB/2008/12) "Departmental focal points for women in the Secretariat." The term "Gender Focal Point" is used by the remainder of the UN system.

Tailored support and guidance for Gender Focal Points in organizations that have lower representations of women in the UN system has also been a strategic priority for the Office.

The year 2022 marks the fifth anniversary since the UN Secretary-General launched his System-wide Strategy on Gender Parity in 2017, with a goal to reach 50:50 parity at all levels and in every entity of the UN by 2028. This priority was reiterated in the Secretary-General's recent Our Common Agenda report. Each entity is also expected to update a Gender Parity Implementation Plan, by considering context-specific challenges and opportunities to advance parity. As the Secretary-General has emphasized, achieving gender parity is not only about the numbers, but also about changing the UN's organizational culture through the creation of enabling working environments.

To support organizational culture change, UN Women has produced the Enabling Environment Guidelines, its Supplementary Guidance and the Field-Specific Enabling Environment Guidelines. Implementation of the recommendations in the Guidelines UN system-wide has been requested by UN Member States in General Assembly resolution 76/142.

The Annual Meeting was conducted virtually for the third time, with 225 participants. Gender Focal Points joined this Annual Meeting from their offices, homes, mission quarters, and duty stations around the globe, showing their dedication to the network and the value they place on their role in advancing gender parity.

“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.”

António Guterres, Secretary-General of the United Nations

DAY 1

ENERGIZING THE UN'S COMMITMENT TO REACH GENDER PARITY

17 October

08:00 AM EST - Welcome and Introductions

Presented and facilitated by Ms. Katja Pehrman, Senior Advisor and Focal Point for Women in the UN System

Ms. Katja Pehrman, Senior Advisor and Focal Point for Women in the UN System, welcomed the Focal Points and offered reflections on recent global events, such as women being disproportionately affected by the war in Ukraine. The ongoing events across the world demonstrate that gender parity must remain a priority in all UN's work to ensure women are equally represented in all aspects of leadership and decision-making. Gender Focal Points play a key role in making this a reality.

Ms. Pehrman referred to the responsibilities and tasks required of Gender Focal Points that are highly demanding. The role requires not only knowledge and experience but also clear guidance and direction. For this reason, UN Women has advocated, since 2018, for the update of the SG's Bulletin and revised Terms of Reference for Departmental Focal Points for Women in the UN Secretariat.

Ms. Pehrman underlined that gender parity remains a high priority for the Secretary-General as well as for UN Women. Fall 2022 marks the fifth anniversary of the launch of the Secretary-General's System-wide

Strategy on Gender Parity. She also expressed her gratitude towards the Focal Points for their valuable work over the past five years. As she said, "we have truly made remarkable progress on gender parity, thanks to your tireless efforts".

In celebration of the progress made, she reiterated that UN Women is pleased to work closely with the Executive Office of the Secretary-General on several initiatives, including compiling a booklet on success stories and good practices from across the entire UN System. Furthermore, she reminded Gender Focal Points of the importance of submitting updated entity-specific implementation plans by 16 December 2022 on how to reach parity.

Ms. Pehrman reminded participants of the first ever UN System-wide Dashboard on Gender Parity that was jointly developed and launched by UN Women and UNDP in 2021. She thanked the Gender Focal Points and their Human Resources colleagues for support in updating the data in a timely manner. The Dashboard provides up-to-date information on the representation of women and men by grade, entity,

duty station, and age group of nearly 40 UN entities across the system.

Furthermore, she reported that as of the beginning of October 2022, the representation of women is at 46.6% in the UN system. This is a significant achievement and very close to 50/50, however not yet there. The rate of change is slow and uneven across the UN System with women continuing to be under-represented at the management and senior levels as well as in field locations.

The reflections were followed by introductions from Gender Focal Points across the board. Approximately 225 Gender Focal Points introduced themselves. Ms. Pehrman expressed her gratitude for their hard work to enhance gender parity and create enabling environments around the UN and around the world.

“Thank you, dear Gender Focal Points, for all your hard work to enhance gender parity and create enabling working environments. You are changemakers. You make a difference every day, all around the UN and around the world.”

Katja Pehrman, Senior Advisor and Focal Point for Women in the UN System

09:25 AM EST - Reflection on the 5th Anniversary of the Secretary-General's Gender Parity Strategy

With Mr. Earle Courtenay Rattray, Chef de Cabinet, Executive Office of the Secretary-General

In the context of the fifth-year anniversary of the launch of the Secretary-General's System-wide Strategy on Gender Parity, **Mr. Courtenay Rattray**, the Chef de Cabinet of the Executive Office of the Secretary-General, who oversees the implementation of the Gender Parity Strategy, highlighted the progress in the last five years and ways to maintain and enhance gender parity achievements.

For the first time in UN history, gender parity has been reached amongst senior leadership at the Under-Secretary-General and Assistant Secretary-General levels, as well as amongst Heads and Deputy Heads of Missions and Resident Coordinators. These milestones, achieved in 2020 and maintained since, were possible due to the strong commitment of the Secretary-General.

In the UN System, currently, the representation of women stands at 46.6%. There is also an increased number of women serving in professional posts at the UN Secretariat, with 43% of women international staff in 2022, compared from 42.7% in 2017. Furthermore, according to the [UN System-wide Dashboard on Gender Parity](#), the number of entities with over 50% of women has risen from 5 entities in 2017 to 26 entities

in 2022. As the Chef de Cabinet highlighted, some key actions that have been crucial in these successes include talent pool initiatives and the application of temporary special measures, which support the recruitment of women.

Policies specifically aimed at improving women's representation in field locations are important - where the rate of change is the slowest. For example, the [Uniformed Gender Parity Strategy 2018-2028](#) that encourages Member States to put forward more uniformed women to serve in peace-keeping missions, has increased the number of women in military contingents from 5.3% (2021) to 9% (2022).

Despite this progress, the Chef de Cabinet noted that persistent challenges remain and there are areas for improvement. For example, little to no progress towards gender parity was seen in some complex field missions and traditionally male dominated sectors. The most concerning gaps are in the field and at entry levels: the number of women occupying P-2 positions in the UN Secretariat's field entities has decreased in the last five years from 39% to 26%. The Chef de Cabinet called to reverse this trend as an urgent necessity.

He highlighted the importance of promoting an organizational culture that allows for flexibility, inclusion, and upholds standards of conduct based on respect and accountability to attract and retain women. He reiterated the crucial role of Gender Focal Points and the importance of implementing the [Enabling Environment Guidelines for the United Nations system](#), its [Supplementary Guidance](#) and the [Field-specific Enabling Environment Guidelines](#).

The Office of the Focal Point for Women in the UN System, in collaboration with the Executive Office of the Secretary-General, celebrates the 5th Anniversary of the Secretary-General's Gender Parity Strategy, through various initiatives, communications and products that highlight the progress made and forges ways to overcome the challenges.

09:45 AM EST - Sharing Resources and Tools for Gender Focal Points

Facilitated by the Office of the Focal Point for Women in the UN System

The Office of the Focal Point for Women is the resource hub to empower Gender Focal Points as changemakers in their entities. One important way in which the Office supports Gender Focal Points is through producing communications products that Focal Points can use in their advocacy of gender parity in their respective entities. The Office has produced a diverse range of products including reports, videos, factsheets and podcasts in order to advance gender parity.

The Office produces mandated reports, such as the [Secretary-General's Report on the Improvement in the Status of Women in the UN System](#), and UN system-wide guidance in support of the Secretary-General's Gender Parity Strategy, the [Enabling Environment Guidelines](#), its [Supplementary Guidance](#) and the [Field-Specific Enabling Environment Guidelines](#).

To ensure the good practices and recommendations can reach a wide range of audiences, the Office also develops summary products and interactive videos. For example, the Office produced an ["In Brief" summary two-pager](#) and summaries of Key Recommendations for the [Organization, Managers and all personnel](#) from the [Field-Specific Enabling Environment Guidelines](#). In addition, the Office disseminated a walk-through [Video Presentation of Field-specific Enabling Environment Guidelines](#).

To further assist Gender Focal Points with their advocacy, the Office has produced videos with UN system-wide leaders and representatives from civil society discussing the importance of gender parity, including ['Video Series 'Making Parity a Reality at the UN'](#) and ['Video Series 'Why LGBTQI+ inclusion](#)

[is important to the UN and beyond'](#) as well as a [Podcast series](#) on flexible working arrangements in collaboration with the WorkLifeHub which features different UN entities. The Office also has a range of short briefings and fact sheets on topics such as [Why gender parity is important](#) and [Mentoring as part of creating an enabling environment](#).

The diverse range of resources can be accessed via the dedicated Gender Focal Point Extranet, the UN Women website [Gender Parity Resources Page](#) and are listed in the annex of this report.

10:15 AM EST - Update on the System-wide Dashboard on Gender Parity

Facilitated by Mr. Siddharth Pawar, People Analytics and Data Specialist, UNDP, and Ms. Shinobu Sasaki, UN Women

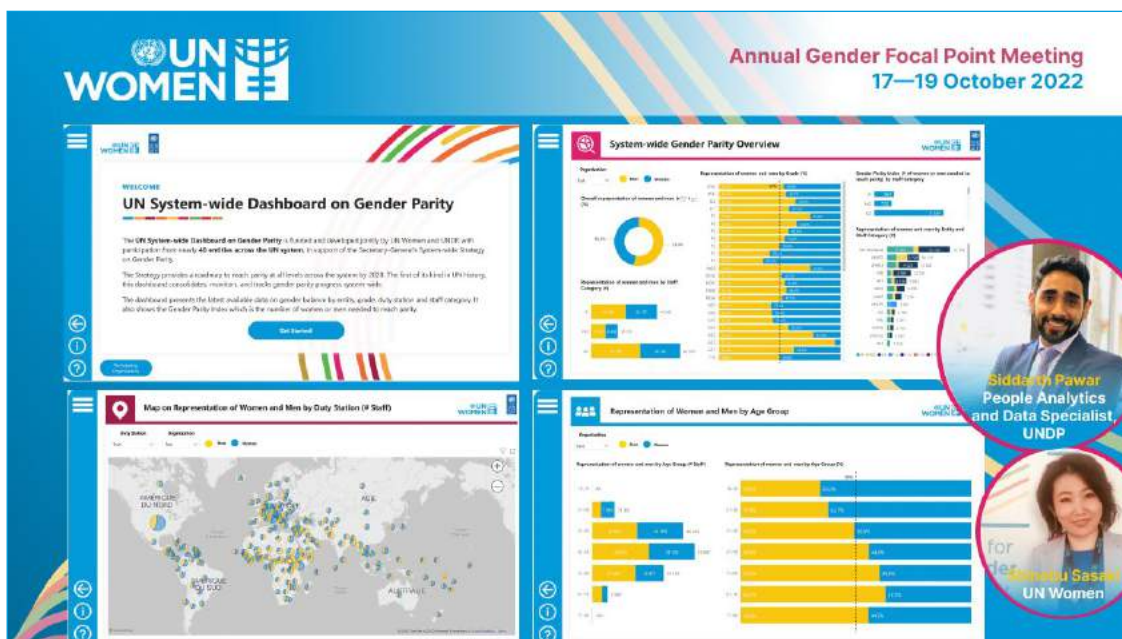
UN Women (the Office of the Focal Point for Women) developed, jointly with UNDP, the first ever UN System-wide Dashboard on Gender Parity in 2021, with participation from nearly 40 entities across the UN system. The Dashboard provides the latest available data on the representation of women and men in the UN by grade, staff category, duty station and age group. It also shows the Gender Parity Index that 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.

During this session, the enhancements made to the Dashboard in 2022 were highlighted. UN Women,

in collaboration with UNDP, added a parameter to present the data on the representation of women and men by UN Country Teams (UNCT). This parameter enables users to filter the data by UNCT and by entity, providing the latest data for hiring managers at the time of recruitment. Furthermore, an automation function to enter data was developed to save time during data entry. The session generated a useful discussion on further enhancements to the Dashboard, including how to develop additional parameters to filter data by grade, as well as to include non-staff personnel and other diversity dimensions.

“Gender equality is not only a human rights issue, it is a fundamental pre-requisite for a safer, more peaceful, more sustainable and more prosperous world.”

Antonio Guterres, UN Secretary-General



11:00 AM EST - Making Gender Parity a Reality: Accelerating the Goal of 50/50 through inclusive recruitment

Speakers:

- **Mr. Robert Delaney**, Director, Division of Headquarters Security and Safety Services, Department of Safety and Security (DSS)
- **Ms. Jennifer Stanzl**, Chief of Staffing, Diversity and Outreach Section, United Nations
- **Mr. Jamshed M. Kazi**, Country Representative Indonesia & Liaison to ASEAN, UN Women
- **Ms. Elyse Ruest-Archambault**, HR Specialist – Diversity and Inclusion, UNOPS
- **Ms. Antônia Pereira de Sousa**, Focal Point for Gender Equality, International Criminal Court

A key theme of the Enabling Environment Guidelines and the Field-specific Enabling Environment Guidelines is advancing gender parity through recruitment and retention, including gender-sensitive recruitment processes, gender-sensitive language in vacancy announcements and opportunities for career development.

Mr. Robert Delaney emphasized the importance of leadership commitment. At DSS, Under-Secretary-General, Mr. Gilles Michaud has led by example by setting the tone for gender parity, not only because of the importance of the numbers, but as parity strengthens the Organization. Mr. Delaney explained that in DSS recruitment focuses on skill sets rather than only on experience as that can contribute to maintaining a male-dominated space. DSS has also partnered with UN Women on capacity-building for DSS Gender Focal Points, including a recent Gender Focal Point workshop in Nairobi.

Ms. Jennifer Stanzl reflected on the new staff selection system that permits staff movement between grades and categories and will encourage more women to apply to field positions. She also provided an overview of a talent pool, a subscription-based outreach designed to support gender and other types of diversity, which has over 110,000 subscribers from 193 different nationalities.

Mr. Jamshed M. Kazi highlighted the importance of regularly tracking gender parity data, for example through the gender scorecard, which has allowed the UNCT in Indonesia to achieve and maintain gender parity. Some agencies have applied temporary special measures for recruiting women. Importantly, the UNCT focuses on creating enabling environments, including implementing flexible working arrangements to ensure job satisfaction and retention of personnel.

Ms. Elyse Ruest-Archambault shared that gender parity has been achieved at UNOPS. In 2018, the representation of women at UNOPS was at 38% and currently it stands at 51%. Moreover, UNOPS started with 30% of its leadership being women, and the percentage is now 45. She highlighted three key actions for change: leadership commitment, gender parity recruitment targets, and outreach to women candidates. For example, UNOPS conducted outreach to women in less traditional spaces, especially in the Global South, and invested in talent pipelines.

Ms. Antônia Pereira de Sousa shared that at the ICC, strategic social media campaigns for outreach during recruitment have been successful. As such, applications for positions at ICC from women have increased by 47%, with a 32% increase in women applying from under-represented and non-represented Member States. Furthermore, since 2020, all recruitment panel members are required to take a mandatory training on unconscious bias and, since 2021, the representation of women in the Judiciary among staff at the P4 level, increased from 33% to 75% and gender parity has been reached among the 18 ICC judges.

12:00 PM EST – Insights from the Generative Spaces initiative for Gender Focal Points

Facilitated by Dr. Blanka Bellak, Founding Director, Leadership Associates and Team

Dr. Blanka Bellak offered the Gender Focal Points a space for reflection and skill-building and highlighted the importance of enhanced collaboration and the implementation of organizational change to reach gender parity.

During this session, Gender Focal Points learnt how to leverage their leadership skills, such as by engaging with colleagues assertively and proactively sharing information about gender parity and transforming organizational culture. They considered techniques for initiating challenging conversations with colleagues about the importance of gender parity. Moreover, the Gender Focal Points were presented strategies on how to be proactive and focus on specific cases and topics in which they can make a change. Finally, the Gender Focal Points were equipped with practical action plans to become more impactful in their work, such as having a strong network and a diverse inner circle.

“It is frequently recognized that we live in a male dominated world, with a male dominated culture and that the only way to address this is through gender equality and ending discrimination against women and girls.”

Mr. Earle Courtenay Rattray, Chef de Cabinet

DAY 2

ENHANCING GENDER PARITY THROUGH JOINT LEADERSHIP AND KNOWLEDGE SHARING

18 October

08:00 AM – Update on the CEB Task Force on Addressing Sexual Harassment

Speakers:

- **Ms. Kelly T. Clements**, Vice-Chair, High-Level Committee on Management and Chair of the CEB Task Force on Addressing Sexual Harassment within the Organizations of the UN System (video message)
- **Ms. Anita Bhatia**, Assistant Secretary-General and Deputy Executive Director, UN Women
- **Ms. Jane Connors**, Assistant Secretary-General and Victims' Rights Advocate, United Nations
- **Ms. Martha Helena Lopez**, Assistant Secretary-General for Human Resources, United Nations

In this session, leadership of the CEB Task Force presented its work and vision and stressed the importance of an active network of Gender Focal Points to drive the Task Force's mandate. In her introductory remarks, Ms. Katja Pehrman affirmed that harassment of any type was antithetical to the principles of the United Nations, and sexual harassment in particular, undermines the credibility of the Organization and degrades its personnel which may result in failing to retain the best talent.

Tackling sexual harassment at the United Nations

The Secretary-General and UN system leaders have committed to a zero-tolerance approach to tackling sexual harassment, strengthening victim/survivor-centered prevention and response efforts, and fostering a safe and inclusive working environment across the UN system. To realize these commitments, the CEB Task Force on Addressing Sexual Harassment within the organizations of the UN system ('CEB Task Force') was established in 2017, to drive joint action in key priority areas. **Ms. Kelly T. Clements**, United Nations Deputy High Commissioner for Refugees and Vice-Chair of the High-Level Committee on Management, is the current Chair of the Task Force.

The latest CEB Annual Survey on Reporting of Sexual Harassment confirms that sexual harassment is a gendered issue related to power differentials. Most perpetrators were reported to be male, and, in most cases, the alleged offender was senior to the affected person. The office environment is the most common place for sexual harassment to take place, with most incidents occurring in the field.

Therefore, a key part of creating an enabling working environment and enhancing gender parity begins with a zero-tolerance approach to tackling sexual harassment and strengthening victim-centered prevention and response efforts.



Annual Gender Focal Point Meeting
17–19 October 2022

Update on the Chief Executives Board (CEB) Task Force on Addressing Sexual Harassment



Ms. Kelly T. Clements
Vice-Chair, High-Level
Committee on Management and
Chair of the CEB Task Force on
Addressing Sexual Harassment



Ms. Anita Bhatia
Assistant Secretary-
General and Deputy
Executive Director,
UN Women



Ms. Jane Connors
Assistant Secretary-General
and Victims' Rights Advocate,
United Nations



Ms. Martha Helena Lopez
Assistant Secretary-General
for Human Resources,
United Nations

[Link to the Tweet.](#)

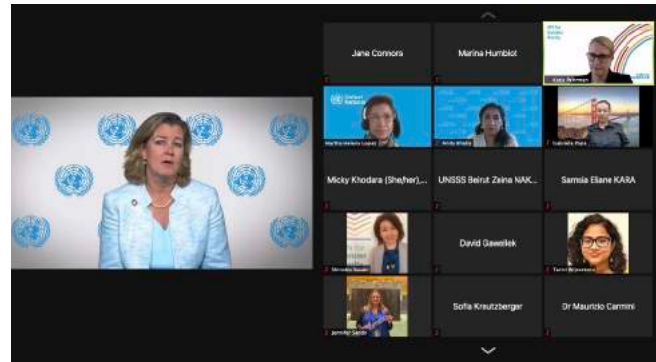


Ms. Kelly T. Clements, Vice-Chair, High-Level Committee on Management and Chair of the CEB Task Force on Addressing Sexual Harassment within the Organizations of the UN System

In a video statement, Ms. Kelly T. Clements acknowledged the important role of UN Gender Focal Points as active bystanders and thanked the network for their energy and dedication in supporting the UN system's joint efforts to address sexual harassment. She emphasized that the High-Level Committee on Management (HLCM) had shown strong and unanimous support for zero tolerance for inaction on sexual harassment in the United Nations. While this support from leadership, she said, is one fundamental element, the commitment of the Gender Focal Points is necessary to ensure that these policies and tools are understood, implemented, and ultimately benefit survivors of sexual harassment.

Ms. Clements shared some noteworthy results from the Annual Survey on reporting on sexual harassment, which compiled aggregated data (2021) from across the UN system. The results indicate that:

- Sexual harassment has a very strong gender component, with 93% of investigated reports of sexual harassment concerning male-on-female incidents.
- It is also a matter of power differentials, with the alleged offender being more senior than the affected individual in three-quarters of investigations.
- In more than one out of four investigations, there is more than one affected individual. Therefore, offenders engage in a pattern of harassment.



- A disproportionate number of incidents of sexual harassment happened in the operational context. 81% of investigated cases in 2021 happened in the operational context. The figure is significantly higher than in 2020, which might suggest that the tools and mechanisms available to report sexual harassment are being utilized. These findings illustrate that sexual harassment is interconnected with other forms of misconduct and is linked to the same behavioral and cultural roots.

Ms. Clements provided a broad overview of current efforts of the Task Force and highlighted the work of the four workstreams of the third phase of work of the Task Force; prevention and behavioral science, victim engagement and support; data and results; as well as enhanced cooperation.



Ms. Anita Bhatia, Assistant Secretary-General and Deputy Executive Director, UN Women

Ms. Bhatia thanked the Task Force members for an excellent collaboration and acknowledged the vital role of the Gender Focal Points in their continued efforts to advocate for, and implement, the tools and resources developed by the Task Force, which provide guidance to UN personnel on the different avenues

of support available within the UN system. Ms. Bhatia underlined that prevention and awareness raising to address sexual harassment are priorities for UN Women, in addition to creating enabling environments that are safe, inclusive and respectful.

Referring to the [Enabling Environment Guidelines](#), Deputy Executive Director Bhatia advocated for the need to foster an inclusive work culture as a precondition for achieving and sustaining gender parity: “A workplace in which our colleagues do not feel safe not only undermines the UN’s core values, but also threatens our capacity to actually deliver on our mandates”.

In the CEB Task Force, enhancing knowledge-sharing was made a priority to strengthen collaboration and partnerships between agencies. As such, Deputy Executive Director Bhatia shared that seven peer-to-peer learning dialogues have been organized with the international community, the UN system, civil society, international financial institutions, Member States, think tanks and academia. The dialogues provide spaces to exchange on good practices for eliminating sexual harassment. The key messages and concrete recommendations of these dialogues can be found in a publication “[Making Zero Tolerance a Reality: Peer-to-peer learning to prevent and eliminate sexual harassment in the UN system and beyond](#)”, developed by the Office of the Focal Point for Women.

Finally, the Deputy Executive Director of UN Women referred to the development of a system-wide knowledge-sharing hub that will be launched in 2023. The platform intends to enhance collaboration across UN entities and Member States as well as improve transparency around the UN’s work to tackle sexual harassment. Gender Focal Points serve as a vital sounding board in these efforts, as their reflections and exchange of good practices can enrich the work of the CEB Task Force.



Ms. Jane Connors, Assistant Secretary-General and Victims’ Rights Advocate, United Nations

Ms. Jane Connors, who co-leads the work on advancing a victim-centered approach, introduced the steps and tools required to implement the principles of a victim-centered approach and reminded of the urgent need for Gender Focal Points to support these efforts.

She recalled that the principles on [Advancing a Common Understanding of a Victim-centered Approach to Sexual Harassment](#) were adopted by both the Chief Executives Board and the High-level Committee on Management in 2021. In the past, when allegations of sexual harassment arose, most organizations focused on their reputation whereas the victim/survivor should have been the focus and their rights, needs and wishes prioritized. She emphasized the need to protect victims from retaliation, re-traumatization, and discrimination and to keep them informed and supported by the organization. Those with management or supervisory roles have a special responsibility to provide robust support to victims. Finally, she encouraged participants to embrace and implement an ambitious victim-centered approach and to “repackage the principles” so they are accessible to all. She stressed the importance of developing a plain language version of the principles, which should also be context specific, available in multiple languages and accessible for persons with disabilities. **Ms. Martha Helena Lopez**, Assistant Secretary-General for Human Resources, United Nations

Assistant Secretary-General Lopez presented the screening database “ClearCheck” that is a critical system-wide tool to avoid the hiring and re-hiring of individuals whose working relationship with an organization of the system ended because of a determination that they perpetrated sexual harassment or sexual exploitation and abuse.

The Office of Human Resources of the UN Secretariat is the business owner of the platform. It monitors the entry of data and reports on the adoption of expanded guidelines by UN entities. Currently, 29 organizations participate in ClearCheck, and more than 239,000 screening requests have been registered since 2018.

Assistant-Secretary-General Lopez urged Gender Focal Points to raise awareness of this initiative to all human resources partners. The tool should be used in recruitment, with the goal being 100% participation from all UN system entities.

What has the CEB Task Force Achieved so far?

The Task Force has made significant progress in the areas of policy, victims'/survivors' rights, support and outreach, accountability and strengthening investigations, including through hiring specialist investigators. Amongst others, the Task Force has developed relevant products such as the UN system [Model Policy](#) on Sexual Harassment, the screening database “[Clear Check](#)”, a [Guide for Managers](#) to prevent and respond to sexual harassment in the workplace, the [Investigations Manual](#) for the investigation of sexual harassment complaints, and the [Code of Conduct to Prevent Harassment Including Sexual Harassment at UN System Events](#). More recently, the Task Force has produced principles to [Advance a Victim-centered Approach to Sexual Harassment](#) and launched the UN Women produced publication Making zero tolerance a reality: [Peer-to-peer learning to prevent and eliminate sexual harassment in the UN system and beyond](#) which summarizes the key findings of the peer-to-peer learning dialogues and puts forward concrete recommendations for the UN system to address sexual harassment.

For more information on the initiatives progress made, please see the [factsheet](#) produced by the Task Force Secretariat.

Workshop Gender Focal Points as active bystanders 2.0



Ms. Angela Locarno,
Trainer, Right to Be

THE SPECTRUM OF DISRESPECT

RIGHT TO BE

CREATES A TOXIC CULTURE

- Not listening: speaking over people
- Intentionally undermining others (including gossiping)
- Failing to greet or acknowledge certain people
- Excluding others, either verbally or by positioning the body to exclude others
- Inability to try new/different ideas
- Shaming/humiliation, often in the form of "jokes"
- Refusal to acknowledge the contributions of others
- Failure to support a co-worker
- Making faces/rolling eyes
- Favoritism
- Inappropriate comments/ sexual innuendos
- Hostile notes/emails
- Verbal abuse
- Inappropriate touching
- Requesting sexual favors
- Sexual/physical assault

BIAS CAN BE BASED ON MANY THINGS, INCLUDING:

EDUCATION	SEXUALITY
RACE	DISABILITY
CLASS	AGE
CULTURE	GENDER
LANGUAGE	ETHNICITY
RELIGION	HIV / AIDS STATUS
OCCUPATION	

BIAS IS PREJUDICE IN FAVOR OF OR AGAINST ONE THING, PERSON, OR GROUP COMPARED WITH ANOTHER, USUALLY IN A WAY CONSIDERED TO BE UNFAIR.

09:10AM EST - Gender Focal Points as active bystanders 2.0

Facilitator: Ms. Angela Locarno, Trainer, Right to Be

Bystander intervention in the context of harassment at work, including microaggressions and other instances of disrespect, is an increasingly imperative skill. All forms of misconduct including harassment and sexual harassment are reflected within the Standards of Conduct chapters in both the [Enabling Environment Guidelines](#) and [Field-specific Enabling Environment Guidelines](#).

Ms. Angela Locarno indicated that bystander intervention is a critical tool for all in the UN System to develop, nurture and build a more resilient and respectful workplace. These skills aim to help personnel to effectively create enabling environments that ensure zero-tolerance for all forms of misconduct and discrimination. Ms. Locarno provided Gender Focal Points with tools, strategies, and ideas to take action when disrespect or harassment occurs. Participants engaged in interactive exercises to understand their own attitudes when faced with harassment in the workplace. They reflected on the causes and aspects of disrespectful behaviors, biases, and individuals' contributions to a safer and healthier workplace culture.

Ms. Angela Locarno presented five bystander interventions to reduce the effects of disrespect and harassment (1) Distract: create a distraction to de-escalate a situation; (2) Delegate: ask someone else

to speak up for the individual being disrespected; (3) Document: write down and bring attention to what was witnessed; (4) Delay: after the event, check in with the person who was disrespected to validate their experience and provide safety and support; and (5) Direct: directly intervene to take care of the person, yet take care not to escalate the conflict.

In all the steps, it is important to take a victim/survivor-centered approach and to implement the principles outlined by the Office of the Victims' Rights Advocate to center the experiences and preferences of the person who has experienced disrespect so that the person feels safe and supported by the organization. Ms. Locarno reminded participants of the need to be aware of and name explicit and implicit biases based on aspects of identity such as education, race, class, culture, language, religion, occupation, sexuality, disability, age, gender, ethnicity, HIV and AIDS status etc. For those who would like to deepen their understanding and disseminate these learnings within their own organizations, Ms. Locarno shared Right To Be's [accessible and engaging step-by-step instructions](#) of safe and effective bystander intervention. She concluded the session by reminding participants that we all have a role to play to end harassment in the workplace and acknowledged the fundamental role of Focal Points in changing the organizational culture.

10:45 AM - Looking ahead: Creating an enabling environment in the new normal

Speakers:

- **Ms. Shinobu Sasaki**, UN Women
- **Ms. Therese Fitzpatrick**, Global Lead, Mental Health, United Nations
- **Ms. Danijela Milic**, Human Resources Policies Officer, International Civil Service Commission, United Nations

Ms. Shinobu Sasaki presented the results of the COVID-19 impact survey on women personnel. UN Women is mandated to monitor and report on the status of women across the UN system. This is executed by tracking the representation of women and men, but also monitoring efforts to adopt changes to workplace policies and organizational culture. This work proved to be particularly relevant in the context of the COVID-19 pandemic and as we move into the 'new normal'. Member States have emphasized the importance of UN Women's and the Gender Focal Points' ongoing work to monitor the effect of the pandemic. Resolution [A/RES/76/142](#) *"requests the entities of the UN to closely monitor the impact of the coronavirus disease (COVID-19) pandemic on women personnel and their health and well-being, and share the information with UN-Women for its continued system-wide reporting on the improvement in the status of women"*.

Gender Focal Points described how the COVID-19 crisis had exacerbated the challenge to balance work and personal life for women personnel. School and day care closures, combined with increased workloads, negatively affected women, especially mothers and single mothers. Furthermore, the pandemic and lockdowns caused stress, anxiety, exhaustion and feelings of isolation for women personnel, and an increased risk of gender-based violence. These results are in line with UN Women's research on global trends worldwide.

Survey respondents also highlighted the opportunities that the pandemic provided for building inclusive workplace cultures going forward, including implementing recommendations from the the [Enabling Environment Guidelines](#) and the

[Field-specific Enabling Environment Guidelines](#). For example, there has been an increased awareness of the importance of mental health and well-being. Nearly 75% of respondents of the survey said that their entities have provided adequate access to mental health services and 41% of respondents indicated that their entity had initiated surveys or studies to assess the well-being of personnel with data disaggregated by gender. Furthermore, many entities 'normalized' Flexible Working Arrangements (FWAs) during the pandemic, through full or partial telecommuting. As of March 2022, 65% of respondents of the survey stated that they had implemented FWAs due to the COVID-19 pandemic and more than 73% of respondents said that their entities planned to continue implementing and benefiting from FWAs.

Going forward, the Office of the Focal Point for Women recommends that entities capitalize on these opportunities by putting in place policies and practices that ensure inclusivity online, in-person and hybrid work environments. For example, in the context of online working, it is especially important to provide personnel with flexibility and respect their non-working hours, including the right to disconnect after work hours and during weekends.

Ms. Therese Fitzpatrick, Global Lead for the [UN's Mental Health Strategy Implementation](#), presented the achievements, current priority, focus areas and ideas on how UN entities can work together to support the Health Strategy. The comprehensive UN System Workplace Mental Health and Well-being Strategy aims to (1) Create a workplace that enhances mental and physical health and well-being; (2) Develop, deliver and evaluate high-quality psychosocial services everywhere that UN personnel work; (3) Welcome and support staff who live with mental health challenges; and (4) Ensure sustainable funding for mental health and wellbeing services.

Ms. Fitzpatrick detailed the achievements of the Implementation Board Members including the publication of Two High-Level Committee on Management (HLCM) reports and a joint policy brief from WHO and the ILO on ["Mental Health at Work"](#)

was published, following WHO's [Workplace Mental Health Guidelines](#). Ms. Fitzpatrick also introduced the "Lead and Learn Program", which consists of four modules on 1. Mental health and well-being in the workplace, 2. Personal well-being and thriving as a manager, 3. Supporting a colleague experiencing poor mental health, and 4. Addressing Stigma related to mental health.

Finally, **Ms. Danijela Milic**, Human Resources Policy Expert at the United Nations International Civil Service Commission (ICSC), presented the results of the "United Nations-wide Health Survey", which was conducted among 23 UN organizations, with 19,000 responses from women (52%) and men (48%). A third of the 200 questions were related to mental health. The survey was executed through a partnership between the UN Medical Directors (UNMD) and UN Health Intelligence (UN HI) working group, the UN Staff/Stress Counsellors Group (UNSSG), the UN System Workplace Mental Health



and Well-being Implementation Board, the focal points in participating organizations, and Agenda Consulting. The survey included questions regarding 15 risk factors, including diet, physical activity, smoke, alcohol, stress, blood sugar, body mass index (BMI), etc. [Access the report to know more about the findings.](#)

12:00PM EST - Exchange of good practices: Harnessing the Gender Focal Point network to drive change

Speakers:

- **Ms. Bridgette Che Fomunyam**, Chief RJOC, United Nations Multidimensional Integrated Stabilization Mission in Mali (MINUSMA)
- **Mr. Abdulmoti Sheikh Ahmed**, Associate Training Officer, United Nations Support Office in Somalia (UNSOS)
- **Ms. Shihana Mohamed**, Human Resources Policies Officer, International Civil Service Commission (ICSC)
- **Ms. Javiera Thais Santa Cruz**, Gender Adviser, United Nations Interim Administration Mission in Kosovo (UNMIK)
- **Ms. Juliane Drews**, Co-lead Culture Transformation, Joint United Nations Programme on HIV and AIDS (UNAIDS)

Five Gender Focal Points were invited to share good practices on the implementation of the [Enabling Environment Guidelines](#) and the [Field-specific Enabling Environment Guidelines](#). The session was followed by a Q&A session with participants.

Ms. Bridgette Che Fomunyam was the second 'professional' woman sent to Kidal, which is considered one of the most challenging duty stations in the UN system. In 2019, she attended the Gender Parity workshop in New York on how to create enabling working environments. When she returned to Kidal, she started sensitizing colleagues and conducted a workshop on the importance of the [Enabling Environment Guidelines](#) in MINUSMA. The number of women in MINUSMA has since increased to 16, some of them working as heads of sections. Supported by her leadership, Bridgette has gained confidence through the various UN Women capacity-building sessions and, together with MINUSMA colleagues, worked hard to make the duty station a more welcoming workplace for women.



“You need to be brave. You also need to master your subject matter when meeting with senior leadership.”

Ms. Bridgette Che Fomunyan, Chief RJOC, MINUSMA

Mr. Abdulmoti Sheikh Ahmed became a Gender Focal Point in 2019, when the Office was “*not equipped to be an effective advocate*”, as he said. They wanted ‘to do things differently’ and, according to Mr. Ahmed, UN Women guided UNSOS through the necessary steps to achieve a greater representation of women. Thanks to UNW workshop, he fully understood the scope of his role as a Gender Focal Point. The initial perception was that Somalia was too difficult for women as a working place, therefore changing people’s perceptions and mindsets had to be addressed.

“We did not have the opportunity to change things ourselves, but we did have the opportunity to have an influence Senior management in our organizations.”

Mr. Abdulmoti Sheikh Ahmed, Associate Training Officer, UNSOS

UNSOS created a more favorable environment for women through creating a wellness center that accommodates both genders without discrimination, as well as a nursing center for mothers. UNSOS also commenced conducting meetings to discuss issues related to gender parity. An outreach programme was initiated to attract and retain female national staff. Mr. Ahmed encouraged other Focal Points to take similar action: “*do not get discouraged by initial comments and biases, people will soon understand that it is about equal opportunities for all, not just for women*”.



Ms. Shihana Mohamed provided an update on the status of parental leave policies, as agreed by the International Civil Service Commission (ICSC). The Commission has decided to replace the current maternity, paternity and adoption leave

with a standardized 16 weeks of parental leave, for all parents, and provide an additional 10 weeks to birth mothers to meet their specific pre- and post-natal needs.

“Inclusive parental leave is not only a women’s issue. Standardized parental leave, as indicated in the SG’s System-wide Strategy on Gender Parity, is a key component of creating a more enabling environment.”

Ms. Shihana Mohamed, Human Resources Policies Officer, International Civil Service Commission

The Commission has submitted its decisions to the General Assembly (A/77/30) in its 2022 Annual Report. Currently the General Assembly’s Fifth Committee is deliberating on the decisions in the ICSC Annual Report, including the enhanced parental leave provisions.

As was discussed, strengthened parental leave serves as a key measure to accelerate gender parity progress. Allowing and encouraging non-gestational parents to share the responsibilities of parenthood in a more present and consistent way helps mitigate the “motherhood penalty” as mentioned in the [Supplementary Guidance On The Enabling Environment Guidelines](#), when women’s opportunities for career advancement is diminished by having children.

Next, the General Assembly’s Fifth Committee will discuss the ICSC proposal.



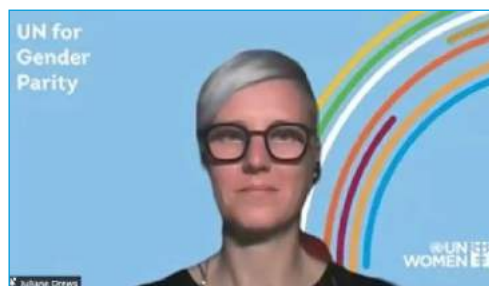
In 2017, when the System-wide Strategy on Gender Parity was launched, the United Nations Mission in Kosovo (UNMIK) initiated discussions to enhance gender parity. Based on her experience, **Ms. Javiera Thais**

Santa Cruz shared five recommendations with the Gender Focal Points:

1. **Start with cost-free interventions.** “It is hard [for managers] to say no when the solution is cost free” she stated. The first action in UNMIK was to create a nursing room in an existing space.
2. **Recognize the efforts of staff members.** UNMIK created a gender award to acknowledge efforts to advance enabling working environments. It proved to be an excellent team building exercise and motivated personnel, who took greater ownership of the Enabling Environment Guidelines.

“Engaging leadership is crucial to advance gender parity. Engage the managers who understand how gender parity benefits the entire organization. A leader who understands what is at stake will help you make progress on this agenda.”

Ms. Javiera Thais Santa Cruz, Gender Adviser, UNMIK



“Make gender equality and women’s empowerment everyone’s responsibility. You can find allies across the organization, in every department.”

Ms. Juliane Drews, Co-lead Culture Transformation, UNAIDS

3. **Promote images of women peacekeepers** with impactful communications campaigns.
4. **Start a mentorship programme** to mentor younger women in the Organization.
5. **Engage leaders** and show them how gender parity benefits the organization.

Since 2018, UNAIDS has prioritized the prevention work on addressing sexual harassment. The response to public allegations of sexual harassment laid the foundation to create a respectful work environment. UNAIDS subsequently launched an updated policy on preventing and addressing abusive conduct, including sexual harassment. Moreover, UNAIDS launched an office-wide campaign to disseminate and explain the provisions and definitions of the policy. Factsheets and guidance on support services in all official languages were also provided. Webinars and virtual roundtables were also organized, including on active bystander behavior.

The overall objective was to equip managers to fulfill their responsibilities as well as to ensure that perpetrators could not claim ‘unawareness’. Every month, UNAIDS engages its personnel in transformative conversations on various topics, such as unconscious bias, inclusive language, and collective accountability.

DAY 3

EXCHANGE TO ADVANCING INCLUSIVE GENDER PARITY

19 October

08:00 AM EST - Engaging men for gender parity

Speakers:

- **Ms. Susanne Mikhail**, Regional Director for the Arab States, UN Women
- **Mr. Humberto Carolo**, Executive Director, White Ribbon



During this session, **Ms. Susanne Mikhail** and **Mr. Humberto Carolo** shared recommendations and actions to

take on dismantling patriarchal masculinities in support of gender parity and inclusivity.

Ms. Susanne Mikhail, Regional Director for the Arab States elaborated on how to change social norms in conservative spaces. She recommended the implementation of a multi-tier approach in support of gender parity and inclusivity, by working with governments, institutions, individuals and communities.

In the Arab States, more than 50% of fathers wish to spend more time with their children. *"We conducted*

a survey in Jordan. It showed that more than 50% of men want a paternity leave of three weeks or more. The entry point of fatherhood was extremely efficient to open the door for overall discussion on gender equality and women employment."

Nonetheless, this is only possible if care labor is more equally divided, and that stems from institutional and legal changes, as well as if more jobs are offered to women. Moreover, for women to truly participate in the workforce, laws regarding maternal leave or sexual harassment must be in place. It was only when these factors were addressed simultaneously that the representation of women increased in the Arab States.

Furthermore, Mr. Humberto Carolo, Executive Director of White Ribbon, explained how to tackle gender-based violence, highlighting the positive role that men and boys can take in this regard. Patriarchal masculinities are dangerous for everyone: they lead to violence against women, an underrepresentation of women in the workforce, and general discrimination of any gender that does not confirm with the cis male gender. For men, the norms and stereotypes attached to patriarchal masculinities can be harmful and can lead to lack of emotional connections and an

increased possibility of abuse. Many men enter the workforce without ever thinking about such issues, which means the gender divide gets perpetuated in the workplace. Therefore, change at the cultural, institutional, and individual level is essential, as underlined by Mr. Carolo.

One of the main factors that causes gender-based violence is that many men and boys are not exposed to the topic of gender equality, and therefore may not understand the challenges of a gendered world and the harmful impact of patriarchal masculinity on them as well as on women. For men to be a part of the change, it is crucial to discuss such topics and elevate them to an individual level so that men can act to remove barriers and inequalities. It is important to encourage men to adopt change and move from an individual level change to a deeper, institutional and systemic change. For men to be successful allies in supporting women, they need to have the necessary skills and the knowledge to make changes. Gender equality is not about taking rights away from men, but about elevating everybody.



09:15 AM EST - Where are we now? Follow up on addressing racism as a Gender Focal Point

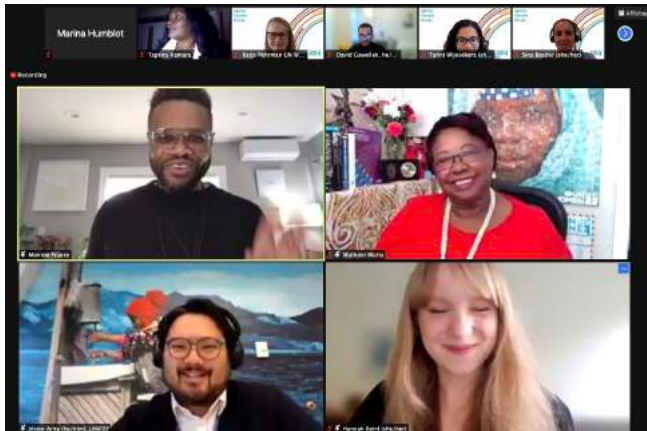
Facilitated by: Mr. Monroe France, Senior Associate Vice President for Global Engagement and Inclusive Leadership, New York University

Speakers:

- Ms. Muthoni Muriu, Senior Adviser, Diversity, Inclusion and Shared Leadership, UN Women
- Mr. Victor Arita, Monitoring and Evaluation Specialist, Office of the Executive Director, UNICEF
- Ms. Hannah Reinl, Associate Programme Officer, Gender, Diversity and Inclusion, ITC

Mr. Monroe France, New York University's Associate Vice President for Global Engagement and Inclusive Leadership, explained that the first step to enhance inclusion, diversity and equity is to understand the concepts well and how they can be integrated into the workplace. According to Mr. Monroe, we must collectively think about the persons or communities that we want to include and how we want to progress, bearing in mind that the concepts of 'inclusion' or 'race' belong to specific frameworks.

The concept of "race", he explained, is a social construct, but it is also a part of our social and individual identity. Even though it is an important part of an individual's identity, it does not define someone's account of events, experiences and identities. Nonetheless, recognizing someone's race is important because it sheds light on some of the experiences that individuals might have experienced. It also brings to light the presence of power dynamics and microaggressions for the concerned individual. He stressed the importance and urgent need for institutions to recognize differences and facilitate positive change, such as committing to anti-racist actions and embracing the principles of inclusion. When we reflect on inclusivity and diversity, it is essential to take an approach of intersectionality (i.e. the intersection of race and gender) given intersectionality tends to exacerbate systems of oppression. Those who are in positions of power have an especially important role in creating change.



The speakers of the panel described key positive actions that they have implemented when working towards diversity and inclusion. **Mr. Victor Arita**, representing UNICEF, highlighted the importance of creating spaces for dialogues, where people can learn from each other and have intentional commitment that is not easily shattered. **Ms. Muthoni Muriu**, UN Women, shared the importance of supporting anti-racist practices, as well as enhancing responsibility and accountability in ensuring that efforts to enhance inclusion and diversity are effective. **Ms. Hannah Reinl**, the International Trade Centre (ITC), presented the “unconscious bias recruitment checklist” for members of interview panels to mitigate unconscious bias in recruitment at ITC. It proved to be an efficient tool allowing effective and concrete results, especially in terms of accountability.

10:30 AM EST - Recognitions for Gender Focal Points

Mr. Mohammad Naciri, Chief of Staff, UN Women

Several Gender Focal Points were recognized for their outstanding achievements in implementing the [Field-Specific Enabling Environment Guidelines](#). **Mr. Mohammad Naciri**, on behalf of the Executive Director of UN Women, acknowledged the achievements of Gender Focal Points in the following categories:

Special recognition

- Ms. Michelle Khodara, International Trade Centre (ITC)
- Professional and Personal Life Integration
- Mr. Xavier Orellana, International Organization for Migration (IOM)
- Working Group on Family-Friendly Policies and Flexible Working Arrangements and the Gender Unit of the United Nations Industrial Development Organization (UNIDO)

Standards of Conduct, Diversity, and Inclusion

- Ms. Rehab Al-Sanabani, United Nations Development Programme (UNDP)
- Ms. Antônia Pereira de Sousa, International Criminal Court (ICC)

- Mr. Nicholas Schmidt and Ms. Andrea Kienle, United Nations Industrial Development Organization (UNIDO)
- Ms. Rachel Loper, International Atomic Energy Agency (IAEA)
- Ms. Deniz Iskendarova, Comprehensive Nuclear-Test-Ban Treaty Organization (CTBTO)

Occupational Safety, Health, and Wellbeing

- Ms. Prossy Namale, United Nations Police (UNPOL)

Recruitment, Talent Management, and Retention

- Ms. Hannah Reinl, International Trade Centre (ITC)
- Ms. Annika Kovar and Ms. Julia Jaeckle, Department of Peace Operations (DPO)
- Ms. Gabriella Seymour and Ms. Gigja Maria Sorensen, United Nations Department of Political and Peacebuilding Affairs/ Department of Peace Operations (DPPA/DPO)

- Ms. Rosemary Chinondo and Ms. Jessica Skoola, United Nations Department of Security and Safety (DSS)
- Mr. Marcos Mendez Sanguos, United Nations Children's Fund (UNICEF)
- Mr. Ernest Manzano, Ms. Joyce Mbugua, Ms. Judith Mirembe and Mr. Abdulmoti Sheikh Ahmed, United Nations Support Office in Somalia (UNSOS)
- Lieutenant Colonel Tabara Sylla, United Nations Multidimensional Integrated Stabilization Mission in the Central African (MINUSCA)
- Ms. Ingeborg Daamen and Ms. Nina Villareal, United Nations Office in Vienna/United Nations Office on Drugs and Crime (UNOV/UNODC)

Leadership, Accountability, and Implementation

- Ms. Silje Holmboe, Food and Agriculture Organization of the United Nations (FAO)
- Ms. Arooj Zahra and Ms. Elyse Ruest-Archambault, United Nations Office for Project Services (UNOPS)

11:30 AM EST - How can we accelerate progress to reach 50:50? Conversation with the Focal Point for Women in the UN system and the Gender Focal Point network

Facilitated by Ms. Katja Pehrman

Ms. Katja Pehrman offered the Gender Focal Points a safe space to share ideas and concerns regarding their role and their work. Ms. Pehrman suggested speaking on the practical tools that Gender Focal Points would be taking away from this meeting, what they found most useful from the Annual Meeting and what actions they will implement in their entities. Other topics that were discussed included how

to strengthen messaging and communications to accelerate gender parity and how the Office of the Focal Point for Women can continue supporting the work of the Gender Focal Points in the best way possible.

“Bringing the results and showing the impact is really important. Share it back with men and talk about how positive these changes are and how everybody benefits. This is not about taking rights away from men and giving them to women, this is about elevating everybody’s rights so we can all prosper.”

Humberto Carolo, White Ribbon

“Don't let perfect get in the way of good [...] We have to lead with accountability and responsibility when we get it wrong: we have to reflect, learn, plan and assess, and then do it all over again.”

Monroe France, NYU

12:30 PM EST - Closing remarks and the way forward

Ms. Katja Pehrman closed the Annual Meeting by reflecting on the theme of this year's meeting: **ENERGISE, EXCHANGE, ENHANCE**.

She summarized some of the key messages and highlighted key actions for the way forward, especially in light of the 5th Anniversary of the Secretary-General's System-wide Strategy on Gender Parity. Ms. Pehrman expressed her sincere gratitude to the Gender Focal Points for joining the meeting and enthusiastically participating and sharing their ideas and good practices. She also thanked the Gender Focal Points for their continued work and support towards enhancing gender parity.

Ms. Pehrman also reminded the participants that the Gender Focal Points should have at least one deputy or alternative. Male colleagues should be encouraged to join the network to make parity a reality. Moreover, the current Terms of Reference regarding the role of the Focal Points should be made clearer.

Ms. Pehrman also reaffirmed her role in supporting the work of the Gender Focal Points and empowering them to lead the change. She also reminded the participants of the many available resources and communication products that can be used to take action.

GENDER FOCAL POINTS 2022





ANNEX

Reports

- [Enabling environment guidelines for the United Nations system](#) and [Supplemental guidance](#)
- [Make parity a reality: Field-specific enabling environment guidelines](#)
 - Summary of Key Recommendations for the [Organization](#), [Managers](#) and [all personnel](#)
 - ["In Brief": Summary](#) of the Field-specific enabling environment guidelines. Available in Spanish upon request.
 - [Video presentation on the Field Specific Enabling Environment Guidelines](#)
 - [Video: The Importance of Gender Parity in Field Settings | Deputy Executive Director Anita Bhatia](#)
 - [Field-specific Enabling Environment Guidelines in Arabic](#)
 - [Field-specific Enabling Environment Guidelines in French](#)
- [Secretary-General's report and resolution summary: How to improve representation of women at the UN](#)
- [System-wide strategy on gender parity: UN Women implementation plan](#)
- [Mentoring as part of creating an enabling environment](#)
- Reflection publication on the CEB Task Force on Addressing Sexual Harassment's 2021 Peer-to-peer learning dialogues
 - [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](#)
- [Shaping the international agenda II: Progress on raising women's voices in intergovernmental forums](#)
- Improvement in the status of women in the United Nations system: Report of the Secretary-General (2021)
- [Legislative History of equal representation of women in the UN system](#) (Gender Focal Point Extranet)
- [Third and Fifth Committee Resolutions Relating to Gender Parity \(Excel\)](#) (Gender Focal Point Extranet)
- Gender Focal Points annual meeting reports: [2021](#), [2020](#), [2019](#), [2018](#), [2017](#)

Practical guidelines

- [Gender Inclusion Practice Note: Designated Lactation Spaces for Nursing Parents](#)
- [How to address online sexual harassment during COVID-19](#)
- [Top tips to foster inclusivity online during COVID-19](#)
- [Ten ways to create an enabling environment during COVID-19](#)
- [Enabling environment in focus/intersectionality documents](#)
- [Flexible working arrangements for the United Nations - Why it makes sense](#)
- [Benefits of flexible working arrangements](#)
- [Vacancy announcements: Examples of good practice](#)
- [Exit survey model template](#)
- [Guidance on Creating Inclusive Vacancy Announcements: Good Practice Examples from the UN](#)
- [Developing a Gender Parity Strategy/Action Plan: Suggested measures](#) (Gender Focal Point Extranet)
- [Ensuring Equal Gender Representation Through Recruitment](#) (Gender Focal Point Extranet)
- [Gender Checklist for Content Creators](#) (Gender Focal Point Extranet)
- [UN Support References](#) (Gender focal point extranet)
- Challenges that Women Personnel Face in the Field document (Available on request)
- Resources for Gender Focal Points: Onboarding, Top Tips (Available on request)
- List of UN Endorsed Trainers (Available on request)

Infographics

- [Infographic: Representation of women in the UN system](#)
- [Why gender parity?](#)
- Representation of Women in the UN System
- [Mind the Financial Gap: Gender Analysis of UN Entity Budgets](#) (Gender Focal Point Extranet)

Videos

- [Video Series 'Making Parity a Reality at the UN](#)
- [Video Series 'The importance of gender parity'](#)
- [Video Series 'Why LGBTQI+ inclusion is important to the UN and beyond'](#)

Dashboard

- [UN Secretariat Gender Parity Dashboard](#)
- [UN System-wide Dashboard on Gender Parity*](#), with UNDP

** This is the UN System-wide Dashboard that supplements the UN Secretariat Dashboard*

Podcast

- [Podcast Series: Flexible Working Arrangements](#)

Other

- [Blue](#), [light blue](#) and [white](#) virtual backgrounds “UN for Gender Parity” for Zoom and Teams meetings

**UN WOMEN IS THE UN ORGANIZATION
DEDICATED TO GENDER EQUALITY
AND THE EMPOWERMENT OF WOMEN. A
GLOBAL CHAMPION FOR WOMEN AND
GIRLS, UN WOMEN WAS ESTABLISHED
TO ACCELERATE PROGRESS ON
MEETING THEIR NEEDS WORLDWIDE.**

UN Women supports UN Member States as they set global standards for achieving gender equality, and works with governments and civil society to design laws, policies, programmes and services needed to ensure that the standards are effectively implemented and truly benefit women and girls worldwide. It works globally to make the vision of the Sustainable Development Goals a reality for women and girls and stands behind women's equal participation in all aspects of life, focusing on four strategic priorities: Women lead, participate in and benefit equally from governance systems; Women have income security, decent work and economic autonomy; All women and girls live a life free from all forms of violence; Women and girls contribute to and have greater influence in building sustainable peace and resilience, and benefit equally from the prevention of natural disasters and conflicts and humanitarian action. UN Women also coordinates and promotes the UN system's work in advancing gender equality.



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