



System-wide Strategy on  
**Gender Parity**



**UN Women  
Implementation Plan**



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# Introduction



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United Nations Secretary-General António Guterres launched his Strategy on Gender Parity on 13 September 2017, to operationalize system-wide efforts to advance this priority at the United Nations. The strategy was developed by the Task Force on Gender Parity and Equality in the United Nations System, comprising more than 30 United Nations entities. UN Women has been actively involved from the beginning of the process, based on its unique mandate to lead, promote and coordinate efforts to advance the full realization of women's rights and opportunities.

The following key areas have been addressed in the recommended actions to guide the system-wide progress: setting targets and monitoring progress, importance of leadership and accountability, special measures and recruitment issues, field and mission settings, senior appointments and creating an enabling environment. The strategy provides recommended actions to reach gender parity across the system by 2028.

Achieving gender parity is an urgent priority not only as a basic human right, but also as it is essential to the UN's efficiency, impact and credibility. It is important to create a working environment, at all levels and wherever the UN operates, that embraces equality, eradicates bias and is inclusive of all staff, so that we can truly lead by example and leave no one behind.

Furthermore, United Nations has a pivotal role in supporting the full, effective and accelerated implementation of the Beijing Platform for Action. Implementation of this strategy should also further geographic diversity, particularly from underrepresented groups, and the twin goals of parity and diversity should be mutually reinforcing rather than exclusive.

The strategy includes six UN Women specific recommendations. UN Women is also committed to other and more general recommendations of the gender parity strategy. Furthermore, UN Women will assist and offer its expertise for the UN entities to the maximum extent possible. Inter- and intra-departmental collaboration is necessary for the joint efforts to reach parity across the board.

This implementation plan will guide UN Women to move forward with the recommended actions based on its mandate. It includes concrete plans and action subject to adequate resources. Implementation, follow-up and monitoring the progress of the key recommendations will be critical to ensuring that the current momentum is sustained and the strategy is successfully rolled-out.

Through determined and joint efforts, change is possible. It is imperative to move forward and implement the recommended actions, as requested by the Secretary-General. In order to succeed collectively, we need everyone's valuable support. Let us make gender parity a reality at the United Nations!

## Secretary-General's UN Women specific recommendations of the System-wide Strategy on Gender Parity

The Secretary-General's System-wide Strategy on Gender Parity includes six UN Women specific recommendations. They refer to creating guidelines on enabling working environment, working with civil society representatives to encourage shadow reporting on the implementation of the strategy, measures and communications strategy to increase the number of women in peace operations, creating a database for women national officers and developing a communications strategy to strengthen the messaging and implementation of the system-wide gender parity strategy.



## Recommendation: 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.”*

The UN Women Coordination Division prepares biennially the Report of the Secretary-General on “[Improvement in the status of women in the United Nations system](#)”, most recently in 2017 (A/72/220), which not only includes data on the representation of women, but also recommendations to reach parity, including creating an enabling environment.

In order to build an enabling environment, it is recommended that the UN System clearly defines a set of “good practices guidelines”. These will be measures that all UN entities are expected to adopt and implement fully. They should include measures that are foundational to an inclusive organizational culture in which all staff members contribute equally and in full to the work and development of the organization.

Guidelines will include elements of family-friendly policies, flexible working arrangements, as well as standards of conduct. They will also reflect

the discussions and conclusions of a system-wide workshop on promoting an enabling environment, organized by the Focal Point for Women in the UN System in November 2017, attended by more than 45 UN entities.

Moreover, as the recommendation is closely linked to the goal of increasing the numbers of women peacekeepers and police in peacekeeping missions, it is critical to provide guidelines for mission settings as well. UN Women will also cooperate with UN system in efforts to develop, standardize and offer a system-wide training program on unconscious bias to transform institutional culture so that UN’s full potential can be accessed and capitalized upon.

Furthermore, particular attention should be paid to multiple and intersecting forms of discrimination in the guidelines. Cultivation of a work culture where all people can work irrespective of their age, gender, sexual orientation, gender identity, disability or any other status is of fundamental importance.

For instance, to ensure the inclusion of women with disabilities, disability-related information should be collected in surveys through the use of questions developed by the Washington Group on Disability Statistics. Internally, UN Women has recently launched a survey on inclusion of personnel with disabilities and is committed to developing a policy on inclusion of people with disabilities in 2018.

UN Women will produce the system-wide guidelines in conjunction with the Office of Human Resources Management of the United Nations and Chief Executives Board for Coordination’s Human Resources Network. Finalized guidelines are intended to be ready in the spring of 2018. They will also need to be communicated, implemented and monitored in each entity of the UN system, subject to adequate additional resources. The role of Gender Focal Points and Focal Points for Women will be of utmost importance in this regard.

## Action Steps



## Recommendation: 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.”*

For UN Women, the cooperation with civil society partners is of utmost importance. In addition to system-wide monitoring and reporting, shadow reporting by civil society bodies 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.

ongoing support between the time period of March 2018 and March 2019, as needed, to civil society partners for shadow reporting. It would be expected that in the end of 2018 to the beginning of 2019, the shadow report would be prepared for presentation at CSW63. With agreement from civil society partners, shadow reporting

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