

CHANGE CREATE COOPERATE

**Making Parity a Reality: Advancing
Gender Parity Across the UN System**



**Global Annual Meeting of Gender Focal Points and Focal
Points for Women**

October 18-20, 2021

Table of Contents

Executive Summary_____ **3**

Background _____ **4**

Day 1 _____ **6**

Day 2 _____ **14**

Day 3 _____ **25**

Closing _____ **32**





Executive Summary

“Gender Focal Points, you are changemakers in the UN system.

Without your work, change will not be possible.”

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

The network of over 450 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 2021 Global Annual Gender Focal Point Meeting was *“Change. Create. Cooperate: Making Parity a Reality: Advancing Gender Parity Across the UN System”* and was held virtually from October 18-20.

In this year’s annual meeting, Gender Focal Points engaged in discussions and learnings in critical topic areas such as advancing gender parity through concrete tools and communication products, bystander intervention training, exchange of good practices and pilot project experiences on how to implement the Field-specific Enabling Environment Guidelines, understanding the importance of leadership and cooperation in advancing parity, addressing racism, fostering intersectionality and inclusivity, and establishing influence as Gender Focal Point. Moreover, a preview of the [UN System-wide Dashboard on Gender Parity](#) was demonstrated.

UN Women’s executive leadership, **Executive Director Ms. Sima Bahous** and **Deputy Executive Directors Ms. Åsa Regnér and Ms. Anita Bhatia** recognized the excellent work of Gender Focal Points as change catalysts. They also underlined the strategic significance of the [Enabling Environment Guidelines](#) and [Field-specific Enabling Environment Guidelines](#) in enhancing gender parity. These system-wide guidance documents, developed by UN Women in support of the [Secretary-General’s System-wide Strategy on Gender Parity](#), are crucial for Gender Focal Points to implement on-the-ground change.

September of 2021 marked the four-year anniversary of the Secretary-General’s System-wide Strategy on Gender Parity. Much progress has been made thanks to the Secretary-General who leads by example, most notably by attaining and sustaining parity in his senior appointments. Gender Focal Points are facilitators of similar 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 Guidelines 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

The Office of the Focal Point for Women in the UN System at UN Women (hereafter ‘the Office’) serves as the chief advocate for monitoring, reporting, and improving the status of women in the United Nations (UN) system. The General Assembly has mandated the goal of 50:50 gender parity across the UN, and the Office supports the UN’s concerted efforts in achieving gender parity through leading and coordinating a network of over 450 Gender Focal Points¹ across the UN System.

Gender Focal Points are key agents of change to enhance gender parity and create enabling environments. As per [SGB/2008/12](#), Gender Focal Points are assigned to support the head of department/office/mission in fulfilling their responsibilities for the achievement of gender parity, including developing implementation plans for the [Secretary-General’s System-wide Strategy on Gender Parity](#). The importance of the active support of Gender Focal Points in implementing the [Enabling Environment Guidelines for the United Nations system](#) and the [Field-specific Enabling Environment Guidelines](#) has also been recognized by United Nations Member States (see [General Assembly Resolution A/RES/74/128](#) and [General Assembly Draft Resolution A/C.3/76/L65](#)).

“Serving as Gender Focal Points during the global pandemic has affected our way of interacting...and yet, we are increasingly reminded that equal representation of women and men remains essential in all aspects of our work and must continue to be a priority.”

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

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 form policies and standards of conduct to advance gender parity and create enabling working environments. Such policies range from flexible working arrangements, family-friendly policies, work/life balance, career path strategies, and gender-sensitive workplace safety and support systems. They 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. 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.

In 2021, the Office organized the Global Annual Gender Focal Point Meeting with the theme “Change. Create. Cooperate—Making Parity a Reality: Advancing Gender Parity Across the UN System”.

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.

The annual meeting was conducted online for the second time, with over 150 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. From the early morning to late into the evening across time zones, Gender Focal Points participated with enthusiasm and interacted positively with guest speakers and one another.

Opening of the 2021 Global Annual Gender Focal Point Meeting by Ms. Katja Pehrman, UN Women

Over the course of the 3-day meeting, Gender Focal Points were provided with capacity-building and training, tools and knowledge exchange and opportunities to learn from leaders and experts from the UN system, civil society, and academia on how to drive change and leverage the network through resourceful collaborations.

An evaluation was held on the final day of the annual meeting, where Gender Focal Points shared feedback and expressed highlights from the sessions and opportunities for future improvement. Over 97% of this year's participants found the meeting resources and takeaways applicable to their duty/workstation and 100% rated the meeting as 'Good or Fantastic'. 93% felt a stronger sense of belonging to the Gender Focal Point network after this annual meeting and 86% felt empowered to implement the tools and resources provided. Gender Focal Points reported feeling more confident to take actions in bystander interventions, raising awareness of gender parity, engaging with colleagues and leaders, and sharing information.

"Thank you so much for this great space for reflection and exchange!"

Anna Pfeiffer, Diversity and Inclusivity Coordinator, United Nations Office in Vienna and the United Nations Office on Drugs and Crime (UNOV/UNODC)

Day 1

October 18, 2021



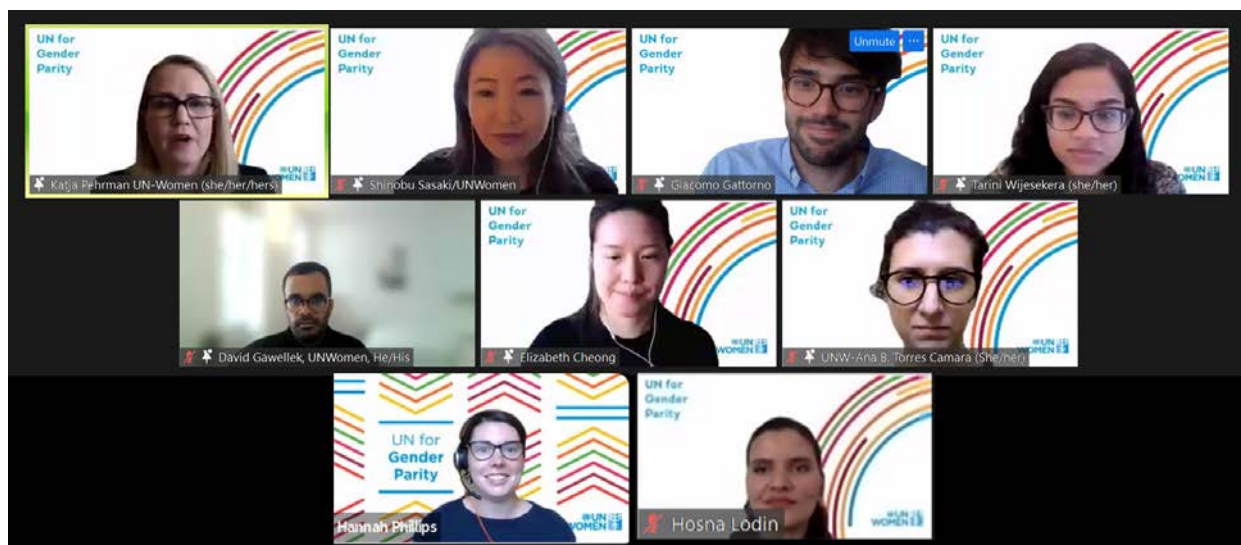
Welcome and Introductions

October 18 | 08:00am EDT

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

The Focal Point for Women in the UN System, Ms. Katja Pehrman of UN Women welcomed colleagues and noted that events in the past year, including the COVID-19 pandemic, the situation in Afghanistan and climate change disasters have shown how quickly situations can deteriorate, with negative impacts often disproportionately affecting vulnerable populations. More than half of the surveyed entities that responded to the biennial survey of the [Secretary-General's Report on the Improvement in the Status of Women](#), a report prepared by the Office, indicated that COVID-19 had a negative impact on gender parity progress. At the same time, there have been increased opportunities for use of flexible work arrangements and other unexpected benefits from working remotely. In response, the Office has developed more [tools and updated resources](#) to support Gender Focal Points, UN system entities, and Member States to advance gender parity.

Despite the obstacles and challenges, accelerating gender parity has remained a high priority for the Secretary-General, who has achieved and maintained parity in his senior appointments and has asked all UN entities to update their implementation plans in relation to his System-wide Strategy on Gender Parity with clear targets, timelines, and actions to reach gender parity at all levels.



Ms. Katja Pehrman and team members of the Office of the Focal Point for Women at UN Women

Advancing Gender Parity as Gender Focal Point:

Concrete Tools and Communications Products to Enable Cooperation

October 18 | 10:00am EDT

Presented by The Office of the Focal Point for Women

The Office regularly produces communications products to aid Gender Focal Points in their advocacy work. For example, the [Field-Specific Enabling Environment Guidelines](#) (FEEG) were launched early in 2021, and further implementation products have been produced, including [a series of videos featuring 20 senior leaders from across the system](#) advocating for the importance of the guidelines. In addition, the Office created [‘Intersectionality In Focus’ briefs](#), collating good practices and recommendations from the Enabling Environment Guidelines across four intersectional themes: LGBTIQ+, Disabilities at Work, Well-Being at Work, and Geographic and Cultural Diversity. The Office further provides an Extranet that enables tailored knowledge sharing for key areas for Focal Points to streamline information management for the network.

All the communications and advocacy products are made available for Gender Focal Points through the aforementioned Extranet and the public [Gender Parity Resources webpage](#) at UN Women. A shortlist of such products follows:

- [Making Zero Tolerance A Reality: Peer-to-peer Learning To Prevent And Eliminate Sexual Harassment In The UN System And Beyond](#);
- [Making Parity a Reality at the UN - a new video advocacy series](#);
- [Why Gender Parity?](#) brief;
- Advocacy products for flexible working arrangements: [Why It Makes Sense](#) conversation guide, [Benefits of Flexible Working](#) guide; and Why Flexible Work Arrangements — An Institutional Case;
- [Ten Ways to Create an Enabling Environment during COVID-19](#); [Top Tips to Foster Inclusivity Online During COVID-19](#); [How to Address Online Sexual Harassment during COVID-19](#);
- [Mentoring as a Part of Creating an Enabling Environment](#) guidance;
- [Top Tips for Inclusive Vacancy Announcements](#) in support of gender parity; and
- Inclusive and gender-sensitive [model template for Exit Surveys](#).

预览已结束，完整报告链接和二维码如下：

https://www.yunbaogao.cn/report/index/report?reportId=5_21747

