



## Update on the work of UN-Women in enhancing gender parity and creating enabling environments in the UN System

This update provides a snapshot of the work of UN-Women in enhancing gender parity in the UN System, including supporting the implementation of the Secretary-General's System-wide Strategy on Gender Parity, with a specific reference to the progress made in 2023. At UN-Women, the Office of the Focal Point for Women in the UN System (hereafter, the Office) is responsible for fulfilling the system-wide coordination mandate on gender parity.

UN-Women has a pivotal role in supporting the efforts across the UN System to achieve gender parity by 2028, as requested by the UN Secretary-General. UN-Women provides strategic and technical support, monitors and reports on the status of gender balance within the UN System, as well as leads and coordinates the network of 500+ UN Gender Focal Points to enhance parity. Furthermore, UN-Women has been actively involved in the work of the Chief Executives Board for Coordination (CEB) Task Force on Addressing Sexual Harassment within the Organizations of the UN System, and the head of the Office, Senior Advisor and Focal Point for Women in the UN System, Katja Pehrman, has represented the system-wide network of Gender Focal Points in the Task Force.

**The work of the Office of the Focal Point for Women in the UN System builds on four pillars:**

### 1. Strategic, technical and analytical support

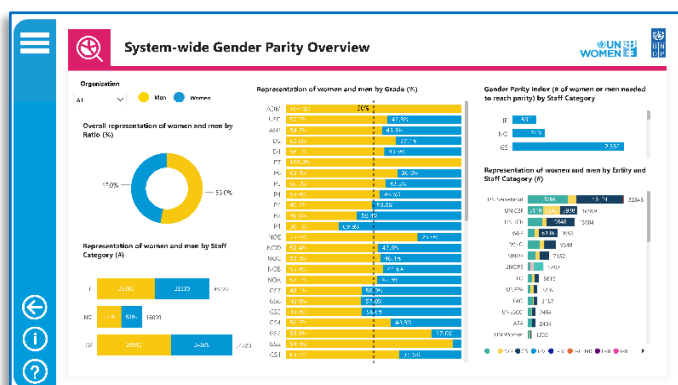
The Office provides strategic and technical guidance and support to the UN System to develop, update, and implement entity-specific implementation plans on gender parity as well as other related topics.

- Since 2018, UN-Women has supported the development of entity-specific implementation plans to reach parity, in alignment with the UN Secretary-General's System-wide Strategy on Gender Parity. **In 2023, 92 entities** (66 United Nations Secretariat entities and 27 agencies, funds, and programmes) **updated their implementation plans for the period of 2022-2024**. UN-Women continues to closely collaborate with the Executive Office of the Secretary-General to coordinate the submission of future plans.
- In 2023, UN-Women provided guidance and support to approximately **130 UN entities** to enhance gender parity and creation of enabling working environments. The overall representation of women across the UN increased to 47.0% in 2023 from 44.2% in 2017, when the Secretary-General's System-wide Strategy on Gender Parity was launched. **The number of UN entities that achieved parity increased from 5 (2017) to 27 in 2023.**

## 2. Monitoring and reporting on the system-wide progress

The Office monitors and reports on the status of women in the UN System, primarily through preparing the biennial Secretary-General’s report on the Improvement in the Status of Women in the UN System and administering the UN System-wide Dashboard on Gender Parity.

- In 2023, UN-Women prepared [the Secretary-General’s Report on the Improvement in the Status of Women in the UN System](#) that assesses the status of women in the UN System for the period from 1 January 2020 to 31 December 2021. It contains recommendations aimed at assisting UN entities to achieve gender parity, including through rigorous implementation of policies and a range of coordinated actions. Based on the report, the General Assembly resolution [A/RES/78/182](#) was adopted, reaffirming support for accelerating efforts to achieve gender parity. This resolution also recognizes the critical role of the UN system-wide network of over 500 UN Gender Focal Points, led and coordinated by UN-Women.
- UN-Women and UNDP launched the first-ever [UN System-wide Dashboard on Gender Parity](#) in 2021 to track up-to-date gender parity data and progress across the UN System. The Dashboard consolidates data on the representation of women and men from 38 UN entities by



grade, staff, duty station, including at UN Country Team level, and age group. **In 2023, the Dashboard was enhanced with additional parameters, including the representation of non-staff categories, nationality, and gender of Resident Coordinators.** UN-Women continues to provide updated information on a quarterly basis, together with UNDP.

## 3. Leadership and coordination of the system-wide network of Gender Focal Points

The Office leads and coordinates the system-wide network of 500+ UN Gender Focal Points. UN Gender Focal Points play a crucial role in enhancing parity and creating enabling working environments in their respective entities, together with their leadership, as per ST/SGB/2023/3.

- The Office provides capacity-building sessions to UN Gender Focal Points to equip them with coordinated and coherent knowledge and tools. **In 2023, UN-Women conducted 37 sessions for Gender Focal Points** to strengthen their capacities to effectively enhance gender parity and the creation of inclusive working environments across the UN.

- **In 2023, the Office also provided technical support for the update of the Secretary-General’s Bulletin on the terms of reference for the Gender Focal Points (ST/SGB/2023/3).** According to the Bulletin, heads of entities are recommended to appoint a Gender Focal Point and at least one alternate Focal Point. In 2023, UN-Women, together with the UN Development and Coordination Office (UNDCO), conducted outreach to all Resident Coordinators to increase the number of Gender Focal Points in UN Country Teams. **The number of Gender Focal Points expanded to over 500 in 2023** (from 25 in 2017) across the whole UN System.
- Based on the increased requests from country and regional offices, the Office made key resources available in multiple languages. In 2023, the Office published hard copies of the [Field-specific Enabling Environment Guidelines in French and Arabic](#), and also translated them to [Spanish](#). These guidelines provide tailored recommendations and good practice examples in support of reaching parity, with a specific focus on professional and personal life integration; standards of conduct; security and safety; occupational safety, health and well-being; recruitment, talent management, retention; as well as leadership, accountability, and implementation. UN-Women provided capacity building to Gender Focal Points to effectively implement these Guidelines in 2023.

#### 4. Addressing and eliminating sexual harassment in the UN System

In 2023, the Office provided capacity-building to the network of UN Gender Focal Points on implementing a victim-centred approach and on the avenues of support for victims and survivors. Since 2018, the Office has represented the network in the CEB Task Force, recognizing the role of UN Gender Focal Points in implementing policies and tools developed by the Task Force. Moreover, UN-Women has led the workstream on Enhanced Cooperation in the CEB Task Force with the following deliverables:

- **In 2023, the first-ever [UN System-wide Knowledge Hub on Addressing Sexual Harassment](#) was developed, funded, administered, and launched by UN-Women.** Bringing together resources, support services, and best practices, the hub is available to all UN personnel, UN Member States, and the public. **As of 2023, the hub hosted more than 230 resources and received an average of 6,200 clicks per month.**
- The Office also organized a **peer-to-peer learning dialogue** to foster the exchange of good practices to prevent and eliminate sexual harassment together with experts from UN Member States, UN entities, private sector, civil society, and academia. The good practice examples from this dialogue were captured in a publication "[Enhancing cooperation: Peer-to-peer learning to prevent and eliminate sexual harassment in the UN system and beyond](#)".

## Timeline on gender parity progress since 2017

The UN Secretary-General launched the [System-wide Strategy on Gender Parity](#) in 2017, with the goal to achieve gender parity at all levels across the United Nations by 2028. Below is a summary of the UN’s concerted efforts and achievements to enhance gender parity to date.

