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UNIDO, gender equality and the empowerment of women

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Report by the Director General

The present document provides information on the implementation of the General Conference resolution on Gender Equality and Empowerment of Women GC.17/Res.3.

I. Progress in implementing programmatic actions

1. Through the Policy on Gender Equality and Empowerment of Women (UNIDO/DGM/(M).110/Rev.2), Strategy for Gender Equality and Empowerment of Women, 2016–2019 (GC.16/8) and resolutions GC.16/Res.3 and GC.17/Res.3, UNIDO promotes gender equality and women's empowerment in its projects and programmes based on targeted actions and gender mainstreaming, ensuring that women can fully participate in and benefit from efforts to accelerate inclusive and sustainable industrial development (ISID).
2. The 2018–2019 and the draft 2020–2021 Programme and budgets, the medium-term programme framework 2018–2021, as well as Country Programmes (CPs) and Programmes for Country Partnership (PCPs) have been designed to specifically include gender equality-related goals.
3. The participatory mid-term review of the implementation of the Gender Policy and Strategy found that UNIDO made significant improvements in the quality of gender mainstreaming in the design of projects and programmes. This was due to ongoing efforts to raise awareness of linkages between gender and industrialization, and increasing knowledge of gender considerations in project development and implementation.
4. To measure its contribution to gender equality and empowerment of women (GEEW), as well as to track and monitor financial resource allocation to projects with gender-related activities, UNIDO uses the gender marker tool. The Directorate of Programme Development and Technical Cooperation was trained on how to

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accurately assign the gender marker and carry out gender analyses to develop gender-responsive project or programme activities.

5. Since the seventeenth session of the General Conference, UNIDO has developed and implemented a wide range of projects and programmes to promote women's economic empowerment, entrepreneurship and leadership, including on access to markets and finance, digitalization, green industry, entrepreneurship development and business-to-business platforms. Many of these projects build on effective partnerships with other United Nations entities or the private sector, including two flagship projects on the regional and global levels. The second phase of "Promoting women's empowerment for inclusive and sustainable industrial development in the Middle East and North Africa region", in collaboration with UN Women and the Food and Agriculture Organization of the United Nations (FAO), increases women's economic inclusion by promoting women-led investments and women's access to finance. The "Global Programme for the Economic Empowerment of Women in Green Industry" project, implemented in collaboration with UN Women, advises policymakers and practitioners on the establishment and implementation of a gender-responsive policy framework for green industry.

6. On the national level, examples of projects and programmes illustrating UNIDO's increased integration of gender include improving employment through enterprise and entrepreneurship development in Tunisia through IT skills training provided by HP LIFE. This project has helped launch around 100 women-led startups and created over 1,000 jobs for women. UNIDO also increased women entrepreneurs' participation in a competition for innovators in the cleantech sector, which mobilized over 1,000 women. In the Gambia, UNIDO helps address climate change-exacerbated gender inequalities in the fisheries sector through strengthened sectoral policies, training, and the establishment of a national platform for policy dialogue.

7. As called for in GC.16/Res.3 and GC.17/Res.3, UNIDO has strengthened its focus on research activities and the collection and analysis of data and statistics through publications such as: "Inclusive and Sustainable Industrial Development: The Gender Dimension", "Gender & standards", "Mainstreaming Gender in Cluster Development", and "Gender Equality in the Sustainable Energy Transition". UNIDO remains committed to supporting Member States in the systematic collection, analysis and use of sex-disaggregated industrial statistics related to gender. This is exemplified by UNIDO's collaboration with UN Women and the United Nations Economic Commission for Africa (UNECA) to develop a regional training programme in East Africa to build national statisticians' capacities.

8. The reporting period has seen a substantial increase in advocacy events, meetings and conferences showcasing the link between ISID and gender in the context of digitalization and the Fourth Industrial Revolution. Examples include the twenty-second and twenty-third St. Petersburg International Economic Forum, the Second Eurasian Women's Forum, the 62nd and 63rd session of the Commission on the Status of Women and the European Development Days 2019, as well as numerous events held for United Nations entities and stakeholders at the Vienna International Centre.

9. UNIDO has strengthened its inter-agency collaboration by deepening its engagement with various communities of practice, such the Inter-Agency Network on Women and Gender Equality (IANWGE) and the Global Environment Facility (GEF) Gender Partnership. In connection with the development of the second generation of the United Nations System-wide Action Plan for Gender Equality and the Empowerment of Women (UN-SWAP 2.0), UNIDO played a leading role in the working group on aggregating gender equality results across the United Nations. Additionally, as a member of the Vienna Steering Group of the International Gender Champions (IGC) initiative, UNIDO has contributed to efforts encouraging leaders of the international community in Vienna to take panel parity pledges.

10. At the intra-organizational level, UNIDO's Gender Focal Point network remains essential in raising staff awareness of the interlinkages between gender and industrial

development and in building capacity to increase gender responsiveness within the Organization and its programmatic work.

II. Progress in implementing organizational actions

11. Building on the United Nations System-wide Strategy on Gender Parity (2017), UNIDO has adopted a Gender Parity Action Plan for 2018–2023, focusing on recruitment and an enabling environment to accelerate progress towards equal representation of staff. In 2018, UNIDO narrowed the gender gap in senior positions (P-5 level and above) by 7.2 per cent and among all internationally recruited staff by 5 per cent. Implementation of the Action Plan has also included: update of the Human Resources Management framework to include action points related to recruitment; review of job profiles and vacancy announcements to address bias and gendered language; and support for leadership development activities such as the United Nations System Staff College (UNSSC) Women and Leadership Course. In addition, UNIDO has been developing an Administrative Instruction to promote panel parity in UNIDO-organized events.

12. The recently launched Enabling Environment Guidelines for the United Nations System, which were developed to support implementation of the 2017 Strategy on Gender Parity, featured UNIDO measures as best practices, such as extending parental leave to local consultants, conducting harassment awareness workshops for all employees, and championing exceptional efforts to prioritize gender equality and gender-responsive behaviour through the Gender Equality Mobilization (GEM) Award.

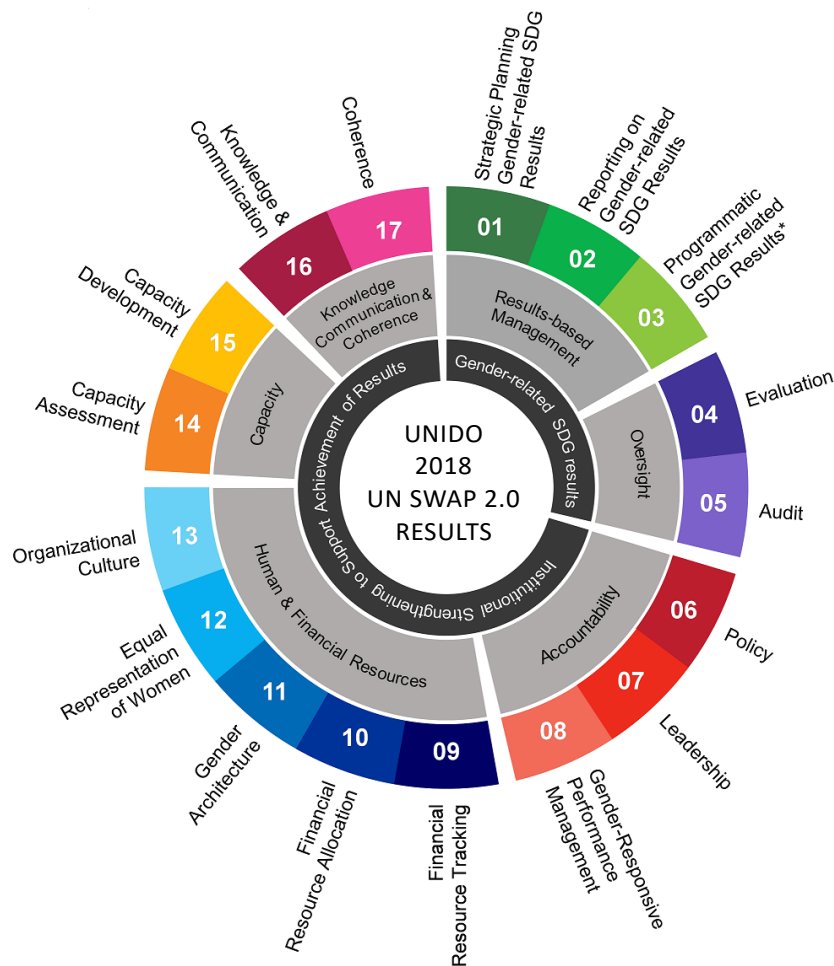
13. To help prevent and eliminate harassment, especially sexual harassment, UNIDO has trained 789 staff, consultants and interns at headquarters and the field on harassment awareness and has updated the policy on “Prohibition, prevention and resolution of harassment, including sexual harassment, discrimination and abuse of authority” (DGB/2019/12) with a guide for managers.

14. The Director General continues to chair the Gender Mainstreaming Steering Board overseeing the implementation of the Gender Strategy. As International Gender Champion, he has fulfilled his 2017 and 2018 IGC pledges by devising, adopting and implementing a gender parity strategy, tracking progress on the use of the gender marker and establishing the GEM Award. For 2019, the Director General has pledged to include a gender perspective in all town hall meetings and to develop a new gender strategy, introduced at the present Conference. UNIDO’s senior management has with increased frequency promoted gender equality by chairing briefings and speaking at events dedicated to the topic.

III. UN-SWAP performance and reporting on gender-related results

15. Under the first phase of UN-SWAP, UNIDO was recognized both for performing best among technical entities in 2017, and as the entity demonstrating the most progress during the reporting period 2012–2017. In 2017, UNIDO met seven and exceeded another seven out of fifteen UN-SWAP 1.0 performance indicators. 2017 saw improvement especially in the areas of gender-responsive performance management, strategic planning, programme review, organizational culture, knowledge generation and communication and coherence.

16. The following chart shows UNIDO’s performance in 2018 under the updated UN-SWAP 2.0 performance areas. Department-level work plans have incorporated actions to improve the Organization’s performance where it approaches or meets respective performance indicators.



*not directly captured in the Strategic Plan

IV. 2019 Policy on and 2020–2023 Strategy for Gender Equality and the Empowerment of Women

17. UNIDO's increased focus on results on gender equality and the empowerment of women in the context of the 2030 Agenda will be guided by the 2019 Policy on Gender Equality and the Empowerment of Women and the Strategy for Gender Equality and the Empowerment of Women (2020–2023), introduced at the present Conference via document GC.18/15.

V. Actions required of the Conference

18. The Conference may wish to take note of the information contained in the present document, to encourage the Secretariat to continue its actions in this area through the implementation of the Strategy for Gender Equality and the Empowerment of Women (2020–2023) and, as indicated to the forty-seventh session of the Board, to make GEEW a standing item at each General Conference.