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## **Industrial Development Board**

### **Forty-seventh session**

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Item 16 of the provisional agenda

### **UNIDO, gender equality and the empowerment of women**

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### **Report by the Director General**

At its seventeenth session, the General Conference inter alia called for the implementation of gender mainstreaming to be scaled up in UNIDO's three thematic priority areas; the promotion of women's economic empowerment, entrepreneurship and leadership; and strengthened efforts to achieve gender parity and an enabling environment within the Organization (GC.17/Res.3). This report provides information on progress made in implementing programmes, projects and organizational actions to advance gender equality and the empowerment of women (GEEW), and proposes a systematic approach for the Secretariat to report on gender-related results to Member States.

## **I. Progress in implementing programmatic actions**

1. As guided by its Strategy for Gender Equality and Empowerment of Women, 2016–2019 (GC.16/8) (Gender Strategy), UNIDO promotes gender equality and women's empowerment in its projects and programmes through the use of targeted action and gender mainstreaming, ensuring women can fully participate in and benefit from efforts to accelerate inclusive and sustainable industrial development (ISID). A participatory mid-term review of the implementation of the Gender Strategy found that one of the areas demonstrating the most improvement was 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 on integrating gender considerations in project development and implementation.
2. To measure its contribution to GEEW, as well as to track and monitor financial resource allocation to projects with gender-related activities, UNIDO uses the gender marker tool. A series of tailor-made training activities were recently conducted within the Directorate of Programme Development and Technical Cooperation on how to accurately assign the gender marker and carry out gender analyses for developing gender-responsive project or programme activities.



3. Three examples of projects and programmes illustrating the increased integration of gender in UNIDO's thematic priority areas include: (i) improving market access and socio-economic conditions of female agricultural producers by training over 900 women on market standards and practices, creating market opportunities through the development of 41 new value-added products, and strengthening an export consortium of 12 women cooperatives (project ID 120625); (ii) building women's participation in a male-dominated heavy automotive industrial training academy up to a rate of 18 per cent of all trainees, including as trainers and head trainer in the facility (project ID 120212); and iii) increasing women entrepreneurs' participation in an accelerator competition for innovators in the cleantech sector, which mobilized over 1,000 women, significantly increased female applicants and led to the highest numbers recorded for women's participation within the programme (project ID 130063).

4. UNIDO Member States have also increased their support for a wide range of gender-related activities, including two flagship projects: (i) the second phase of the project "Promoting women empowerment for inclusive and sustainable industrial development in the Middle East and North Africa (MENA) region" (project ID 170136), which in collaboration with UN Women and Food and Agriculture Organization, will increase women's economic inclusion in seven countries by providing technical assistance to and through women's national business associations, promoting women-led investments and increasing women's access to finance; and (ii) the "Global Programme for the Economic Empowerment of Women in Green Industry" (project ID 170065), which, in collaboration with UN Women, will advise policymakers and practitioners on the establishment and implementation of a policy framework to integrate gender and green industrial policies.

5. To support Member States in mainstreaming gender in industrial policy formulation and implementation, UNIDO, in cooperation with UN Women and UNECA, has developed and piloted a regional training programme in East Africa to build the capacity of national statisticians in the systematic collection, analysis and use of sex-disaggregated and gender-relevant industrial statistics and data.

6. To contextualize GEEW as a core focus of UNIDO's work, a working paper was developed and a series of events held to illustrate the linkages between gender equality and industrial development. UNIDO initiatives in Europe and Central Asia to promote women's entrepreneurship and economic empowerment were showcased at UNIDO headquarters, at the twenty-second St. Petersburg International Economic Forum, and at the Eurasian Women's Forum. Two high-level events were also held on the margins of the 63rd session of the Commission on the Status of Women, on the potential for digital technology to advance gender equality in the MENA region, and on the gender dimensions of energy and infrastructure. Additionally, UNIDO's work on skills development and entrepreneurship education for adolescent girls and young women was featured at an event to celebrate the International Day of the Girl Child.

## **II. Progress in implementing organizational actions**

7. Sustainable change depends on transforming organizational culture to foster a safe and respectful environment with equal access to opportunities. The recently launched Enabling Environment Guidelines for the United Nations System, which were developed to support implementation of the Secretary-General's System-wide Strategy on Gender Parity, included supplementary guidance featuring UNIDO measures as best practices for creating an enabling working environment. These include 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 within the workforce through the Gender Equality Mobilization (GEM) Award.

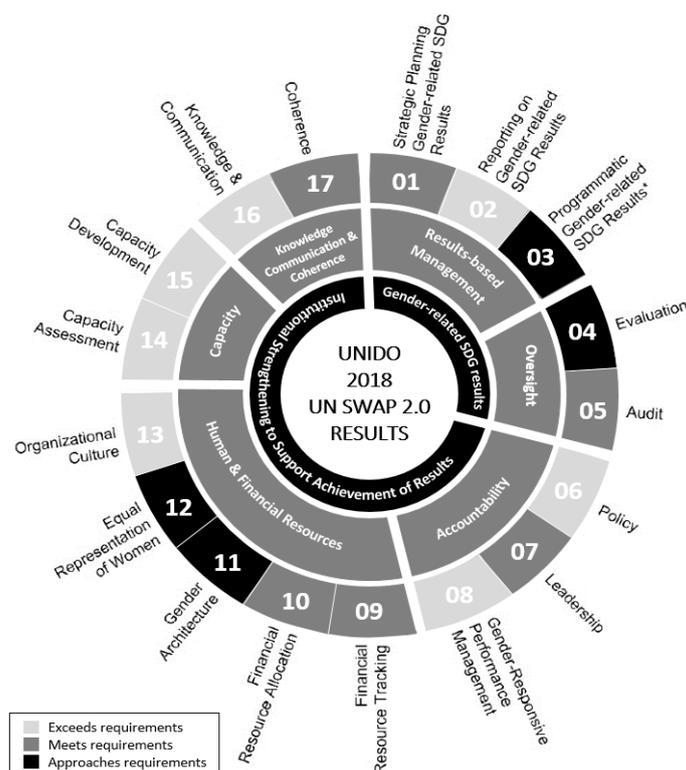
8. Demonstrating senior-level commitment to the importance of advancing gender equality and its relevance to UNIDO's work, the Director General, in his capacity as

an International Gender Champion (IGC), fulfilled his 2018 IGC pledges to adopt a gender parity action plan and establish an award recognizing exceptional efforts by staff to advance gender equality and women’s empowerment. For 2019, the Director General has pledged to develop a new UNIDO GEEW Strategy and to ensure that a gender perspective is included in all town hall meetings with staff.

9. Regarding efforts towards achieving gender balance in staffing, the average increase in the share of women at the Professional level, including those under L-staff contracts, constituted more than two per cent in 2018. At the senior level (P-5 and D-1), the increase in the share of women constituted almost four per cent. Progress in implementing the UNIDO Gender Parity Action Plan 2018–2023 includes the following activities: 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; interviewees for positions with supervisory responsibilities to systematically receive gender-related competency questions; and to further leadership, mentoring and career development, UNIDO women staff members to participate in the UNSSC Women and Leadership Course. In relation to preventing and eliminating harassment, UNIDO trained 789 staff, consultants and interns through a series of workshops and participated in a survey on the prevalence of sexual harassment within the United Nations system. The survey results identified challenges and knowledge gaps, and were used to develop a guide for managers to improve protocols to respond to and report on harassment.

### III. United Nations System-wide Action Plan on Gender Equality and the Empowerment of Women (UNSWAP) 2.0 performance and reporting on gender-related results

10. The following chart showcases UNIDO’s performance in 2018 under the updated UNSWAP 2.0 performance standards, with which the Gender Strategy is aligned. Department-level workplans have incorporated actions to improve the Organization’s performance where it approaches or meets respective performance indicators.



11. The updated framework contains stronger requirements for generating and reporting on gender equality policies and gender-related Sustainable Development Goals (SDG) results. These include a call for entities to report every two years to their governing bodies on the implementation of their GEEW policy or plan. Reporting should be against the United Nations system-wide action plan and indicators included in the entity's policy or plan. In light of these requirements, and to better ensure that gender-related reporting to UNIDO's policymaking organs takes place in a structured and regular form, it is proposed that a standing agenda item on GEEW should be included for each General Conference. This will allow the Secretariat to inform Member States of progress made in advancing GEEW throughout the Organization's programmatic work and organizational structure, while also fulfilling reporting obligations under UNSWAP 2.0.

#### **IV. Actions required of the Board**

12. The Board may wish to take note of the information contained in the present document, as well as encourage the Secretariat to continue its actions in this area, and comply with UNSWAP 2.0 requirements by reporting regularly to the General Conference on Gender Equality and the Empowerment of Women.

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