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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.18/Res.2).

## I. Progress in implementing programmatic actions

1. Through the 2019 Policy on Gender Equality and the Empowerment of Women (DGB/2019/16), the Strategy for Gender Equality and the Empowerment of Women, 2020–2023 (GC.18/15) and in response to resolutions GC.16/Res.3, GC.17/Res.3 and GC.18/Res.2, UNIDO promotes gender equality and the empowerment of women (GEEW) in its practices, projects and programmes based on targeted actions and gender mainstreaming, ensuring that women can equally lead, participate in and benefit from inclusive and sustainable industrial development (ISID).
2. The programme and budgets 2020–2021 and 2022–2023, the medium-term programme framework 2018–2021 and 2022–2025, as well as country programmes (CPs) and Programmes for Country Partnership (PCPs) have been designed to specifically include gender equality-related goals.
3. Despite the disruptions caused by the COVID-19 pandemic, UNIDO progressed on the implementation of its 2020–2023 Gender Strategy. To measure its contribution and monitor financial resource allocation to GEEW, UNIDO uses the gender marker tool. Personnel is continuously trained on assigning the gender marker and carrying out gender analyses to develop gender-responsive projects or programmes. In 2020, 34.6 per cent of newly-approved projects and programmes significantly contributed to GEEW as per the assigned gender marker (2A and 2B), compared to 19.1 per cent in 2019. This progress demonstrates that UNIDO is on target to meet its goal of reaching 45 per cent by 2023.

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4. UNIDO's Gender Compliance and Marker Form was updated in January 2021 to accurately capture the contributions of CPs and PCPs and projects of normative and convening nature to GEEW. To further strengthen the continuous scale-up of UNIDO gender equality results across all projects and programmes, the "UNIDO Guide to Gender Analysis and Gender Mainstreaming the Project Cycle" was launched in June 2021. It provides guidance, entry points and practical recommendations to facilitate the integration of gender considerations in ISID initiatives.
5. UNIDO has developed and implemented a wide range of projects and programmes to promote women's economic empowerment and leadership, many of them in partnerships with other United Nations entities or the private sector. On the global level, the UNIDO-REEEP Private Financing Advisory Network (PFAN) employs a gender strategy to mobilize investments for closing the financing gap faced by women clean energy entrepreneurs, and is co-developing a public online training on gender-lens investing under the leadership of the UNIDO ITPO Germany. The second phase of the Global Cleantech Innovation Programme (GCIP), was also launched to support women entrepreneurs in ten countries to accelerate innovative cleantech solutions. On the national level, UNIDO and the United Nations Capital Development Fund (UNCDF) collaborate to provide capacity-building and financing mechanisms to agro-pastoral women in Mali for the adoption of green and sustainable income-generating activities in areas at risk of inter-community conflict.
6. To respond to the gendered impact of the COVID-19 pandemic, UNIDO supports women-owned businesses in their post-COVID-19 recovery and the expansion of their businesses by strengthening their financial and digital skills as well as through facilitating environmentally sound production methods. On the advocacy side, a UNIDO opinion piece published on the Industrial Analytics Platform and widely shared called for recovery plans that assist women's leadership in policymaking and the re-entry of women and their businesses into the economy.
7. As called for in GC.16/Res.3, GC.17/Res.3 and GC.18/Res.2, UNIDO has strengthened its focus on research and policy advocacy activities through publications such as the "G7 Summit: time to put women front and centre of the global economic recovery", "Women in industry – why we need more gender-sensitive statistics", and "Women in cleantech are key levers for an inclusive recovery".
8. UNIDO remains committed to supporting Member States in the systematic collection, analysis and use of sex-disaggregated statistics and the development of gender-responsive industrial policies. For example, UNIDO collaborated with Rutgers University to carry out a regional training programme for stakeholders in the Middle East and Northern Africa as well as in Southeast Asia to build their capacities on gender considerations in ISID.
9. 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 the fourth industrial revolution and circular economy. Examples include the 65th session of the Commission on the Status of Women and the 2020 Global Manufacturing and Industrialisation Summit (GMIS), as well as the 2019 and 2020 editions of the Vienna Discussion Forum, jointly organized by UNIDO, the United Nations Office on Drugs and Crime (UNODC) and the Governments of Finland, Norway and Sweden.
10. UNIDO has strengthened its inter-agency collaboration in various communities of practice, such the Inter-Agency Network on Women and Gender Equality, the Global Environment Facility Gender Partnership, and the Technology Facilitation Mechanism work stream on Gender and Science Technology and Innovation. Additionally, UNIDO acted as the Vienna Hub Coordinator of the International Gender Champions (IGC) initiative from May 2019 to July 2020 and continues to be a member of its Vienna Steering Group. The Director General co-created the IGC Vienna Representation Impact Group to pilot an artificial intelligence-based software analysing the share of speaking time of men and women at events of Vienna-based

entities and implement the Code of Conduct to Prevent Harassment, including Sexual Harassment, at United Nations System Events in Vienna.

11. At the intra-organizational level, UNIDO's Gender Focal Point Network remains essential in raising awareness among personnel of the interlinkages between gender and industrial development, and in providing expertise and building capacity to increase gender-responsiveness within the Organization's programmatic work.

## II. Progress in implementing organizational actions

12. From 2018 to 2020, UNIDO narrowed the gender gap at the P/L-4 level by 2.8 per cent. Despite this progress, the area of equal representation remains a weakness. In this area, UNIDO is committed to improve significantly, in particular as regards gender balance at the senior level (P-5 and above). To this end, the Organization recently adopted the UNIDO Human Resources Strategy 2020–2022 that complements the UNIDO 2018–2023 Gender Parity Action Plan. The latter includes actions towards achieving gender parity across all levels by 2028, including training hiring managers and interview panellists on unconscious bias, inclusion, diversity, and creating a gender-sensitive workplace culture. UNIDO continues to finance the participation of female professional staff in leadership development activities such as the United Nations System Staff College Women and Leadership Course and the Oxford Women's Leadership Programme.

13. In May 2020, UNIDO promulgated Administrative Instruction AI/2020/3, entitled "Equal representation of women: UNIDO's Policy on Panel Parity" to promote gender diversity in events organized or co-organized by UNIDO. AI/2020/3 is accompanied by a guidance note for personnel and an internal database of women experts in industrial development.

14. Together with the other Vienna-based United Nations Organizations (VBOs) and the IGC initiative, UNIDO co-organized the 2020 Enabling Environment Week to mark the one-year anniversary of the United Nations system-wide Enabling Environment Guidelines, where UNIDO and the International Organization for Migration held a session on Flexible Working Arrangements and the future of work. Building on the 2020 Enabling Environment Week, UNIDO is currently co-developing a joint "Dignity and Inclusion at Work" training series for VBO personnel, covering modules such as harassment prevention, LGBTIQ+ inclusion and active bystanders.

15. The Director General continues to chair the Gender Mainstreaming Board overseeing the implementation of the UNIDO Gender Strategy. As International Gender Champion the Director General fulfilled his 2019 and 2020 IGC pledges by developing the 2020–2023 Gender Strategy, including introducing a gender perspective in UNIDO town hall meetings, developing AI/2020/3, and leading the IGC Vienna Representation Impact Group. UNIDO's senior management has further increased activities to promote GEEW, including by chairing briefings and speaking at events dedicated to the topic.

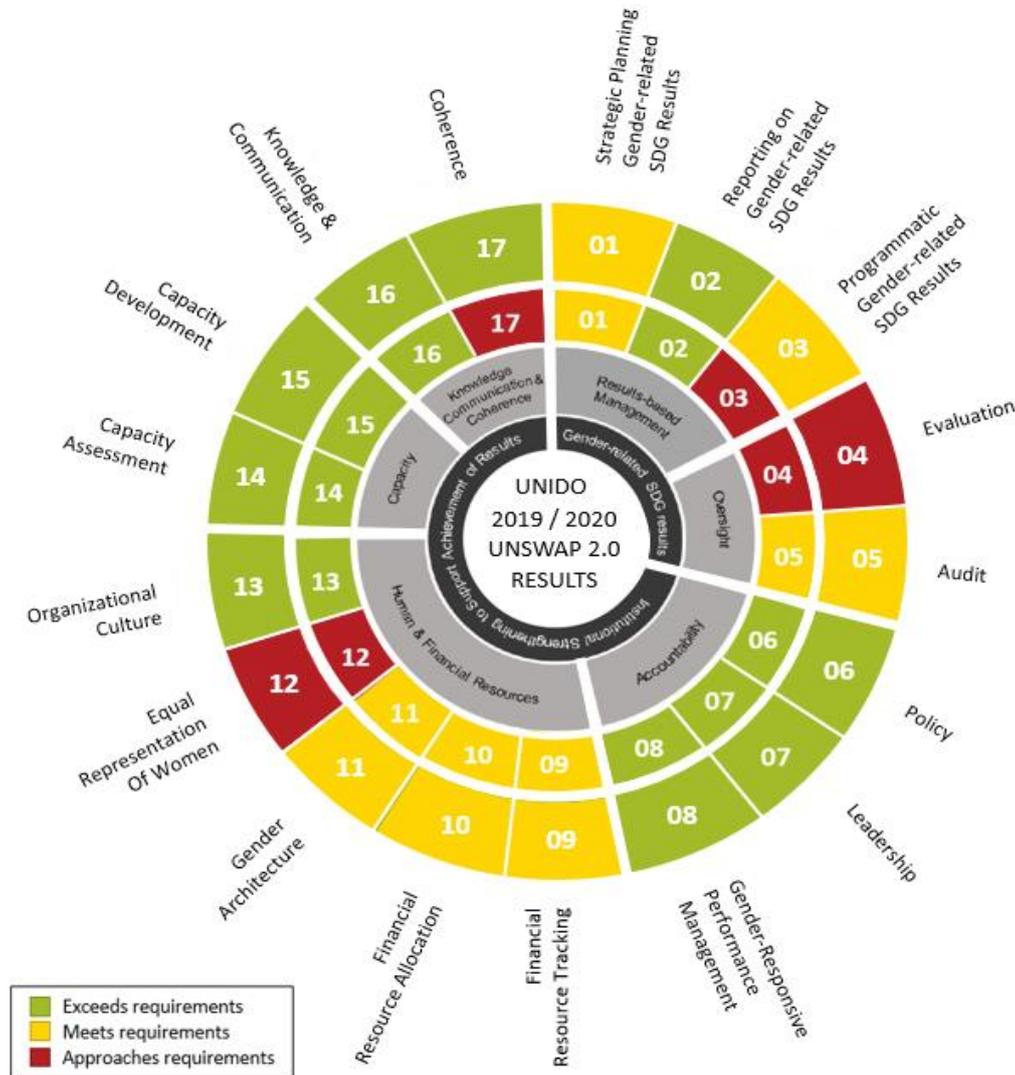
## III. UN-SWAP performance and reporting on gender-related results

16. In 2020, UNIDO met six and exceeded nine out of the 17 UN-SWAP 2.0 performance indicators, corresponding to 88 per cent of indicators met or exceeded, while the United Nations system average was 68 per cent. 2020 saw improvement especially in the area of gender mainstreaming in projects and programmes, and in the area of strengthening inter-agency coherence for GEEW.

17. The following chart shows UNIDO's performance in 2019 and 2020 under the UN-SWAP 2.0 performance areas. Department-level work plans on GEEW are

structured around the UN-SWAP 2.0 performance areas to further improve UNIDO’s performance on indicators.

18. UNIDO carried out a UN-SWAP peer review with the United Nations Office at Vienna/United Nations Office on Drugs and Crime (UNOV/UNODC) in 2020 to further strengthen its performance and identify possible areas of collaboration under this framework.



#### IV. Actions required of the Conference

19. The Conference may wish to take note of the information contained in the present document, 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 to retain GEEW as a standing item on the agenda of each General Conference as requested by GC.18/Res.2.