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UNIDO, gender equality and the empowerment of Women

UNIDO gender equality and empowerment of women

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.16/Res.3.

Introduction

1. The importance of advancing gender equality and women's empowerment (GEEW) has been recognized by UNIDO's Member States in the Lima Declaration (GC.15/Res.1), the General Conference resolution on UNIDO, Gender Equality and the Empowerment of Women (GC.16/Res.3), and the UNIDO policy on gender equality and the empowerment of women (UNIDO/DGB/(M).110/Rev.2). Guidance for implementation of the policy is provided by the "Gender Equality and Empowerment of Women Strategy, 2016-2019."

I. Progress in implementing programmatic actions

2. UNIDO has established a comprehensive screening and review system to ensure that gender perspectives are integrated in the initial stages of technical cooperation project development. A gender marker, UNIDO's tool for assessing the "gender relevance" of outputs, is applied to all new projects, enabling the tracking and monitoring of financial resource allocation to projects with gender-related activities. The Director General, as part of his pledge as International Gender Champion, has committed to tracking progress of the use of the gender marker to assess and report on the Organization's contribution to gender equality through its programmes and projects. UNIDO has increased the share of programmes and projects that significantly contribute to gender equality by utilizing the twin track approach of gender mainstreaming complemented by gender-targeted interventions.

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3. Three selected examples of ongoing projects/programmes that increase integration of gender in UNIDO's thematic priority areas include: (a) Increasing resilience and livelihood diversification of rural women communities through creative industries value chain development project. This project strengthened institutions providing sustainable services to address the needs of women in the creative industries sector, and empowered women through provision of technical skills and production tools along the rural value chain; (b) Promoting women empowerment for inclusive and sustainable industrial development in the Middle East and North Africa (MENA) region. This project increased women's economic inclusion in seven countries by providing technical assistance to and through women's national business associations, promoting women-led investments through trainings, identification and facilitation of business partnership opportunities, and increased access to finance; and (c) Promoting renewable energy based mini-grids for productive uses in rural areas in the Gambia. This project capitalized on women's natural resource management expertise by training them to design, install and maintain photo-voltaic systems, leading to the installation of 8.3 kW of renewable energy while breaking traditional stereotypes and generating income.

4. UNIDO ensures women fully participate in and benefit from efforts to accelerate the operationalization of inclusive and sustainable industrial development (ISID) by integrating gender considerations in its country programmes (CP) and Programme for Country Partnership (PCP). The 32 ongoing CPs approved by the Executive Board in 2016 and 2017 integrate a gender perspective and specific key performance indicators.

5. Decisions adopted at the forty-fifth session of the Industrial Development Board on the programme and budgets (IDB.45/Dec.11) and the medium-term programme framework (MTPF) (IDB.45/Dec.12) recommended strengthening gender mainstreaming and gender balance in staffing, and advancing gender considerations in implementing the framework respectively. In light of the updated MTPF, the overall set of indicators of the integrated results and performance framework is currently being revised and will include the appropriate gender analysis. UNIDO will further improve data collection by strengthening its capacity to collect sex-disaggregated industrial data at the country level in 2018.

6. To build the capacity of counterparts to mainstream gender in industrial policy formulation and implementation, UNIDO is developing a training programme in Bahrain for government officials and policymakers, to be launched in 2017 alongside a technical working paper identifying linkages between gender and industrial development.

7. In order to highlight GEEW as a core focus of UNIDO's work, the Organization showcases efforts and best practices in advancing gender equality and empowering women within the scope of ISID, resulting in the online publication and widespread distribution of several gender-related publications, multimedia products and feature articles on external platforms, including an online editorial by the Director General. UNIDO's communication plan and social media guidelines have also been updated to include and promote gender considerations and GEEW is the focus of a dedicated page on the UNIDO website.

8. A series of events and panels contributed to better understanding of domains of the gender and industrialization nexus: a high-level panel at the third Donor Meeting, held during UNIDO's 50th Anniversary, focused on women's empowerment; the Vienna Energy Forum held two panel discussions in May 2017 on gender and the global energy transition and two networking events connecting women experts and practitioners within the field; the twenty-first St. Petersburg International Economic Forum highlighted UNIDO's support for entrepreneurial women in Europe and Arab countries; and speeches made by the UNIDO Director General and Deputy to the Director General at the twelfth North Atlantic Seafood Forum and at the Aid for Trade Global Review 2017 respectively focused on integrating gender considerations within specific sectors.

9. Recognizing the importance of promoting multi-stakeholder partnerships to advance GEEW, UNIDO joined a piloting task force to help adapt the United Nations System-wide Action Plan on Gender Equality and the Empowerment of Women (UN-SWAP) 2.0 to the 2030 Agenda and is also a member of the UN-SWAP 2.0 working group on results to identify methodologies for aggregating results across the system. The results of the piloting task force were presented at the 2016 annual UN-SWAP meeting, co-hosted in Vienna by UNIDO. Furthermore, the Organization participated in the High-level Political Forum process to review six SDGs, including Goal 5 on gender equality. UNIDO is part of the procurement task force of the Inter-Agency Network on Women and Gender Equality, the Global Environment Facility Gender Partnership, and recently joined the Inter-Agency Task Force on the Economic Empowerment of Rural Women in preparation for the 62nd session of the Commission on the Status of Women. It also strengthened cooperation with civil society and other stakeholders, such as the Civil Network OPORA.

II. Progress in implementing organizational actions

Gender parity

10. UNIDO has been making strides in achieving gender parity. In the context of the new field structure, 9 out of 13 staff recruited for National Country Representative (NO-D) positions are women. In addition to appointing a woman to a D2 position, the Organization is in the process of onboarding more women as staff in senior positions at Headquarters. To pursue efforts in further improving the representation of women in UNIDO, the Director General has committed to devising and implementing a gender parity strategy containing concrete goals and targeted actions to reach gender parity, to be finalized and implemented in 2018. As an enabling effort to achieve gender parity, two speed-mentoring events co-organized with other Vienna-based United Nations organizations provided a forum for senior and experienced staff to share their stories and advice with a broader audience of women staff members, consultants and interns.

Gender-sensitive culture

11. In December 2016, UNIDO adopted a policy on “Prohibition, prevention and resolution of harassment, including sexual harassment, discrimination and abuse of authority” (DGB/2016/13), laying the foundation for a positive, supportive and non-discriminatory organizational culture. Other measures to build an Organization-wide gender-sensitive culture included a workshop conducted to raise awareness of harmful unconscious biases and methods of altering implicit thought processes, and internal communication tools such as the gender newsletter and “brown bag lunches.” These activities were complemented by events celebrating International Women’s Day, which focused on “Sustainable leadership: Women in business” in 2016 and “From smart economics to smart workplaces” in 2017.

Accountability

12. Progress in implementing the gender strategy is managed by the Office for Gender Equality and Empowerment of Women (ODG/HRM/GEW) in close consultation with the Gender Focal Points network, and reported to the Gender Mainstreaming Steering Board. These efforts build collective organizational ownership of the actions necessary to advance gender equality.

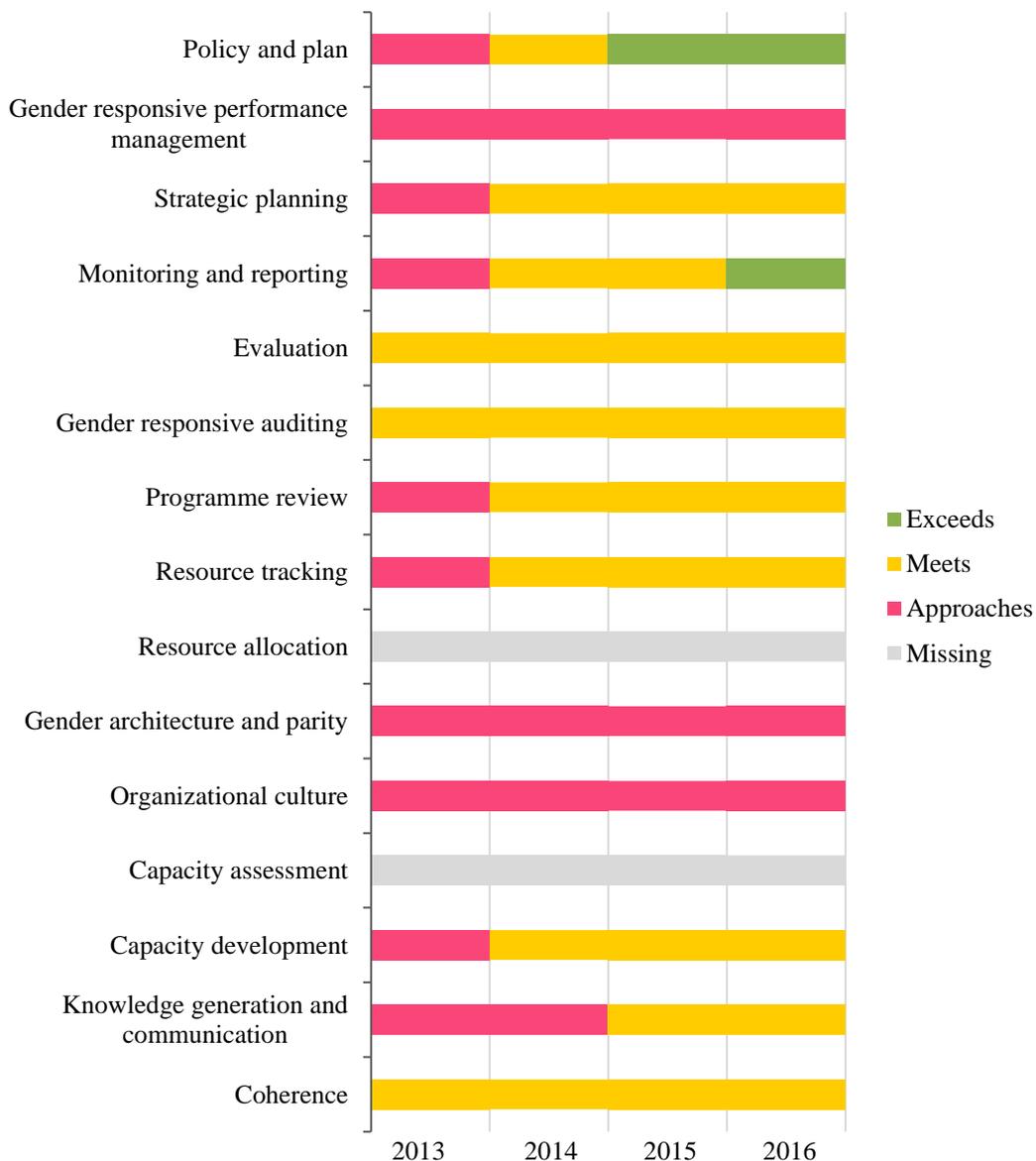
13. Further enhancing organizational gender awareness, UNIDO collaborated with UN Women to launch an online training module on “Gender, Inclusive and Sustainable Industrial Development” as part of the “I Know Gender” e-learning course. A gender mainstreaming training workshop for newly recruited National Country Representatives was conducted as part of the Organization’s orientation programme. UNIDO has also commenced efforts to carry out an entity-wide

assessment of capacity of all relevant staff at HQ, regional and country levels in GEEW.

14. In June 2017, UNIDO helped launch the Vienna Chapter of the International Gender Champions (IGC). As part of the pledge made as Gender Champion, the Director General of UNIDO also committed to supporting the IGC panel parity pledge, ensuring gender balance in panels and among speakers at inclusive and sustainable development events. A “gender award” will be established to recognize UNIDO staff and programmes performing outstandingly in promoting GEEW.

III. UN-SWAP performance by indicator, 2013-2016

15. The gender strategy is aligned with UN-SWAP performance standards. The following chart showcases UNIDO’s performance under these indicators and is based on official UN-SWAP reports. It does not capture improvements UNIDO is expected to make in 2017 under the following indicators: Gender responsive performance management; strategic planning; resource allocation; organizational culture; and capacity assessment. These improvements will be reflected in the next UN-SWAP report in January 2018.



IV. Looking forward

16. As UNIDO moves forward, it will continue to intensify efforts to advance gender equality and women's empowerment. It will strengthen gender mainstreaming and monitoring and reporting capacities across all technical cooperation projects. It will also continue to broaden its multi-stakeholder partnerships with other organizations, including joint programmes with UN Women at the field level. Mobilization of funds to support these efforts will remain a top priority.

V. Action required of the Board

17. The Conference may wish to take note of the information contained in the present document.
