

Web Annex 11

Policies and measures reported by entities toward improvement in the status of women in the entities of the United Nations system – OSAGI 2010 survey responses by United Nations entities

Entity	Policy or Measure	Details
FAO	<p>Strategic Action Plan for Gender is currently under review. Up until March 2010, FAO considered all staff members from the UNCS as internal candidates, regardless of gender. Today, only UNIFEM staff and female staff members from the UN Secretariat fall in this category.</p> <p>The HR Division reports on gender targets on a bi-annual basis to the Secretary-General's office.</p>	Policy and Measure
ICSC	ST/AI/2006/3/REV.1, para 5.5(b) (ii); same as UN Secretariat.	Policy
ICAO	<p>Vision for ICAO on Gender Equality:</p> <ol style="list-style-type: none"> ensuring equal opportunities for women and men to be represented in all areas of ICAO's activities achieving equal numbers of women and men at all levels of the professional category within ICAO 	Measure
ILO	"Particular care is given to greater parity between women and men in promotions to senior posts... in 2008, 24.2% of job descriptions for regular budget vacancies at professional level specifically refer to keywords 'gender' and/or 'gender sensitivity'. By 2009, this percentage had risen to 30.3%. 60 people have been trained as ILO internal assessors for the first stage in the selection process for all external applications, 50% of whom are women. Attention is brought to ensuring proper gender balance in panels" (ILO, 2010)	Measure
IMO	C104/5(a)/2, para. 8: "To achieve greater female participation at grades P-4, P-5 and D-1, the Secretary-General intends to introduce a number of measures, including: setting recruitment targets for each grade, targeting vacancy announcements to organizations representing female specialists in maritime affairs; establishing a gender focal point to provide support and career advice to other female staff members; review staff policies that affect gender parity, including work/life balance policies; identifying suitably qualified female staff members for short-term assignments to higher level posts, which become temporarily vacant to enhance their experience; and continuing to encourage Member States to submit applications of qualified female applicants for all of its vacancies, particularly at the P-4, P-5 and D-1 levels" (Resource Management document).	Policy
PAHO	Human Resources Strategy emphasizes need to ensure gender equity in the selection of highly qualified staff. Recruitment and selection process requires that at least 20% of all applicants to professional posts are female before the recruitment action can move forward (the vacancy notice is extended and the vacancy more widely announced to garner additional female applicants. Gender equity in the interview panels convened to review and recommend candidates for all vacant posts; gender equity in the advisory selection panels convened to review each selection process; and specific direction to the selection panels to review the selection process undertaken by the hiring manager to ensure that gender equity was taken into consideration.	Policy
UNAIDS	Give priority for placement to top females	Measure
UNESCO	HR Manual (HR Item 5.2 Recruitment, paragraphs 14-15) stipulates: 14.) UNESCO's objective is to attain gender parity at all levels. Every effort shall be made to ensure that suitable qualified women are recruited in those categories where parity had not been achieved. (See 34 C/Resolution 82 and Gender Action Plan in 179 EX/5). 15.) The Director-General reports on a regular basis to the governing bodies on the situation of gender balance in the Organization.	Policy
UNDP	Gender balanced interview panels as well as inclusion of at least one female candidate for short listing on vacant posts	Measure

UNFPA	UNFPA places special emphasis on attracting women for vacancies: "UNFPA attracts many qualified women candidates. Overall gender balance in international posts is: Female: 51%, Male: 49%." The following statement is included in all UNFPA vacancies: "UNFPA encourages women especially women from developing countries to apply to UNFPA vacancies. UNFPA is mindful of achieving gender balance in its selection/recruitment process. Currently, UNFPA has 51% of women in its international professional workforce" (UNFPA, 2010).	Measure
UNHCR	UNHCR International Professional Roster keeps a pool of competent and qualified candidates including female candidates.	Measure
UNICEF	Gender Equality and Parity Policy and Action Plan (CF/EXD/2007 based on ST/AI/1999) - Annex 1	Policy
UNIDO	"Such decisions are normally made in connection with the preparations of the Organization's annual recruitment plan and/or in the context of UNIDO Field Mobility Policy" (UNIDO, 2010).	Policy
UN Secretariat	ST/AI/2006/3/REV.1, para 5.5(b) (ii)	Policy
UNJSPF	ST/AI/2006/3/REV.1, para 5.5(b) (ii) and ST/AI/2006/3/REV.1, para 9.3 of UN Secretariat policy	Policy
UNOPS	Follow Gender Balance Administrative Instruction - UNOPS HR Strategy 2007-08	Policy
UNRWA	Indicated in the Personnel Directives for International and area staff selection policies.	Policy
UNWTO	"All UNWTO Vacancy announcements include the following: 'Women candidates and nationals from non-represented Member States in UNWTO Secretariat are encouraged to apply" (UNWTO, 2010).	Measure
UPU	"We make a detailed report to our Council of Administration and formulate our policy in vacancy announcements. Preference is given to female candidates if several candidates have the same qualifications" (UPU, 2010).	Policy and Measure
WHO	EB/113/18 "Human Resources. Recruitment strategy integrating gender and geographical balance. Report by the Secretariat"; A/56/39 "Human resources: annual report: gender balance. Report by the Secretariat"; World Health Assembly Resolutions (e.g. WHA/56/35 and WHA 56/17); Cluster Note 99/10	Policy
WIPO	Designation of a Gender Focal Point.	Measure
WMO	Plan to have special measures in place by 2011.	Measure

Data Submitted by UN Entities