
STRATEGY FOR GENDER EQUALITY AND THE EMPOWERMENT OF WOMEN (2018–2021)

WHY A STRATEGY FOR GENDER EQUALITY AND THE EMPOWERMENT OF WOMEN?

Gender equality and the empowerment of women lie at the heart of the 2030 Agenda for Sustainable Development and the achievement of the Sustainable Development Goals. They are vital to fully realizing the rights and potential of all persons. Member States have consistently renewed and reaffirmed their commitments to gender equality and the empowerment of women in international agreements. Through this Strategy, the United Nations Office at Vienna/United Nations Office on Drugs and Crime (UNOV/UNODC) will enhance support to Member States to systematically mainstream a gender perspective into the implementation of the Agenda 2030.

This Strategy seeks to ensure that gender equality and the empowerment of women are integral parts of all aspects of the work of UNOV/UNODC in making the world safer from drugs, crime and terrorism and in ensuring the peaceful uses of outer space.

This Strategy will assist UNOV and UNODC—by 2021—to be workplaces where gender equality and the empowerment of women are actively promoted by staff in all aspects of institutional processes, programmatic work and activities thus fostering an enabling, inclusive and diverse work environment and improving the representation of women at all levels in order to reach gender parity.

WHAT ARE THE COMMITMENTS MADE IN THIS STRATEGY?

This Strategy sets institutional standards and defines commitments on gender equality and the empowerment of women for the period 2018–2021. It is the result of broad and inclusive consultations involving staff at headquarters and field offices. It is aligned with the new framework of the United Nations System-wide Action Plan on Gender Equality and the Empowerment of Women (UN-SWAP 2.0) and with the system-wide strategy on gender parity, launched by the Secretary-General in September 2017.

This Strategy will allow UNOV and UNODC to meet two goals:

- **Goal A. Strengthen delivery of global results on gender equality and the empowerment of women through our activities:** by promoting gender equality and the empowerment of women in work across our mandates through systematic efforts to understand and respond to gender inequalities.
- **Goal B. Strengthen institutional capacity and effectiveness to enhance delivery of results on gender equality and the empowerment of women:** through transforming the organizational culture to build and sustain a modern organization and workforce capable of attracting, retaining and motivating top talent.

WHO IS RESPONSIBLE AND ACCOUNTABLE FOR IMPLEMENTATION OF THIS STRATEGY?

Achieving gender equality and the empowerment of women is a collective, organizational and programmatic endeavour that all staff, across all levels, must share.

The Strategy includes a robust accountability mechanism, with the Director-General/Executive Director ultimately responsible for achieving gender mainstreaming and accomplishing the goals and targets, and senior management responsible for regularly reviewing results, identifying challenges and agreeing solutions for further strengthening implementation. In addition, provisions have been made for a mid-term review and final independent evaluation.



WHAT ARE THE STRATEGIC PERFORMANCE AREAS AND TARGETS?

This Strategy uses the UN-SWAP 2.0 performance indicators as a benchmark. Fourteen strategic performance areas have been selected to support UNOV/UNODC in meeting the Strategy goals. Targets have been set for 2019 and 2021, as shown in the table below.

Strategic performance area	2019 target	2021 target
A.1 Commit to defining and supporting gender-related Sustainable Development Goal results in strategic planning	Approaches requirements	Meets requirements
A.2 Report on gender-related results	Approaches requirements	Meets requirements
A.3 Deliver programmatic results on gender equality and the empowerment of women	Approaches requirements	Exceeds requirements
A.4 Evaluate performance in a gender-responsive manner and evaluate gender equality-targeted performance in particular	Meets requirements	Meets requirements
B.1 Develop and keep up to date the UNOV/UNODC Gender Equality Strategy and develop an action plan for gender equality and the empowerment of women	Exceeds requirements	Exceeds requirements
B.2 Provide the leadership required to enable implementation of the UNOV/UNODC Gender Equality Strategy and action plan	Meets requirements	Exceeds requirements
B.3 Deliver gender-responsive performance management	Meets requirements	Exceeds requirements
B.4 Work towards the adoption of a financial resource tracking and allocation mechanism	Missing	Meets requirements
B.5 Establish a gender architecture	Meets requirements	Meets requirements
B.6 Attain and sustain gender parity in UNOV/UNODC	Meets requirements	Exceeds requirements
B.7 Take steps to ensure an enabling organizational culture	Approaches requirements	Exceeds requirements
B.8 Build staff capacity for gender equality and the empowerment of women	Meets requirements	Meets requirements
B.9 Build and communicate knowledge of mandates and expertise with regard to gender equality and the empowerment of women	Meets requirements	Exceeds requirements
B.10 Contribute to inter-agency coherence with regard to gender equality and the empowerment of women	Approaches requirements	Exceeds requirements

HOW TO RESOURCE STRATEGY IMPLEMENTATION?

All members of staff are expected to contribute to a gender-responsive work environment and to results that enable gender equality and the empowerment of women. The action plan for implementing the present Strategy will be developed in 2018. For each strategic performance area, the action plan will include assigned roles, timelines for implementation and key actions and activities that each Office will undertake in order to promote gender equality.

The first five years of UN-SWAP implementation have demonstrated that efforts to mainstream gender within and across entities must be well resourced in both human and financial terms. Full implementation of the present Strategy is based on the assumption that sufficient funding will be allocated. UNOV/UNODC will therefore seek sustainable funding to institutionalize gender equality and the empowerment of women, counting on the commitment of Member States, as well as continued donor support.

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