Statement by the secretariat

Agenda item 13

Gender and climate change

Meeting, 1 June 2015 at [XX:XX]

Mr Chair,

The Subsidiary Body for Implementation (SBI), at its forty-first session, requested the secretariat to inform Parties, at the forty-second session of the SBI, of the existing gender-related policies within the secretariat.[[1]](#endnote-1)

I am pleased to deliver a report on the secretariat’s gender related policies, as requested by SBI 41.

The Management Team of the secretariat attaches a high priority to advancing gender equality in the secretariat, in accordance with relevant UN policies and rules.  In order to achieve this objective the secretariat participates in the United Nations System-Wide Action Plan on Gender Equality and the Empowerment of Women, also known as the “UN-SWAP” [[2]](#endnote-2), under the leadership of UN Women.

The UN SWAP is an accountability framework for the United Nations system in mainstreaming gender that ensures a common understanding of gender equality and the empowerment of women; provides a common method to advance the goal; and a provides common and progressive sliding scale against which to monitor progress and encourage aspirational goals. The secretariat reports annually under the UN-SWAP, including with regard to gender-related policies[[3]](#endnote-3) within the secretariat.

Such policies include the secretariat’s gender equity strategy which, together with its associated strategic action plan, forms the foundation of the secretariat’s gender-related policies. It provides a framework for mainstreaming gender in all of the secretariat’s policies and practices, with the overarching goal of creating an organizational culture that is comprehensively inclusive, and in which female and male staff participate equally and effectively at all levels of the organization to assist the secretariat in its pursuit of excellence.

The secretariat’s human resources, ethics and staff development strategies address gender by, for example, including a competency related to gender and diversity in the secretariat’s competency framework, which forms an integrated reference framework for recruitment, staff development, performance management and succession (career) planning. Furthermore, in the area of organisational culture and ethics, concrete steps have been taken to ensure staff have access to a wide range of confidential advice and support, including through the secretariat’s Gender Focal Points.

In addition, in the area of recruitment, measures have been integrated to advance the goal of gender balance and equality including with regard to ensuring a gender balance in the composition of recruitment and review panels, ensuring vacancy announcements encourage suitably qualified women to apply, and training recruitment panelists on competency-based interviewing that includes awareness raising regarding potential gender and other bias in the interview process.

In the context of the wider UN system, the secretariat applies UN system-wide policies including in relation to the 50/50 gender goal, flexible work arrangements, family leave, maternity and paternity leave and the prohibition of discrimination, harassment, including sexual harassment, and abuse of authority.

Finally, whilst much has been done to improve gender balance and strengthen equality in the secretariat, the Management Team recognises this is an area for continuous improvement and as such, regularly reviews progress and updates policies and action plans accordingly.

Thank you.

1. See document FCCC/SBI/2015/1, paragraph 81. [↑](#endnote-ref-1)
2. See document FCCC/SBI/2013/20, paragraph 206 [↑](#endnote-ref-2)
3. The following gender-related policies were included in the secretariat’s 2014 report under the UN-SWAP: UNFCCC Gender Equity Strategy, including the strategic action plan 2013 – 2015; UNFCCC Human Resources Strategy 2012-2014; UNFCCC Ethics Strategy 2012-2013; UNFCCC Secretariat Bulletin. Prohibition of discrimination, harassment, including sexual harassment, and abuse of authority and disciplinary measures and procedures; UNFCCC Secretariat Bulletin. Protection against retaliation for reporting misconduct and for cooperating with duly authorized audits or investigations; UNFCCC Administrative Guideline. Working hours and flexible working arrangements; UNFCCC Administrative Guideline. Staff selection system; UNFCCC Administrative Guideline. Consultative mechanisms between staff and management; UNFCCC Administrative Guideline. Review Bodies. (50/50 balance on body);UNFCCC Administrative Guideline. Management and compensation of overtime. (work-life balance); UNFCCC Secretariat Bulletin. Support for external training and related study leave away from Bonn, and distance study undertaken in Bonn. (Advancement for women); UN Administrative Instruction. Family leave, maternity leave and paternity leave; UN Information Circular. Dependency allowances for staff in the professional and higher categories and in the field service; UN Secretariat Bulletin. Policy on breast-feeding; UNFCCC internal review mechanism. [↑](#endnote-ref-3)