UNODA
GENDER POLICY
2021–2025

United Nations
Office for Disarmament Affairs

UNODA Gender Policy
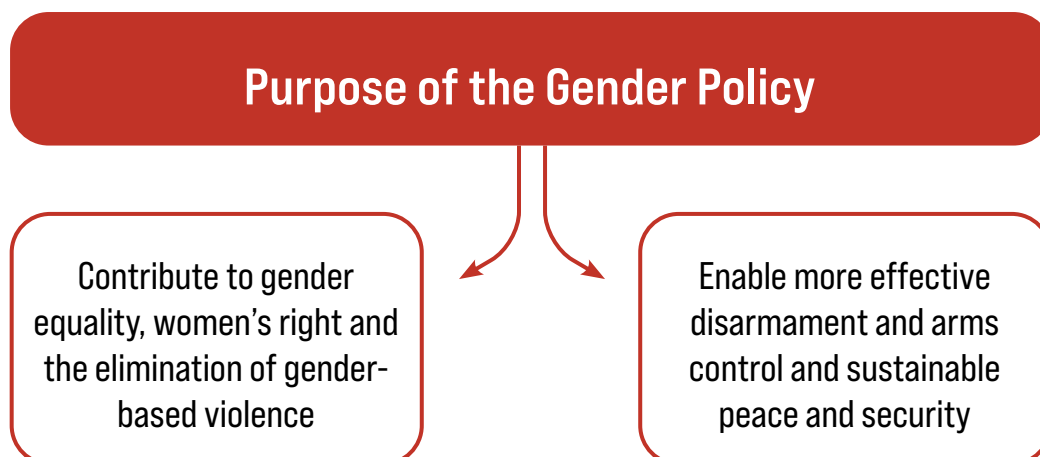UN Office for Disarmarment Affairs

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INTRODUCTION

Placing gender equality and the rights of women and girls at the center of the United Nation's disarmament work is crucial for achieving peace and security for all and achieving the Sustainable Development Goals by 2030.

The UN Office for Disarmament Affairs (UNODA) recognizes that different segments of the population are differently affected by weapons. Disarmament, arms control and non-proliferation efforts are strengthened when they analyze and apply a gender lens.

Diversity, inclusion and the equal, full and effective participation and leadership by women and men in disarmament are crucial components for international peace and security and the effective operation of the disarmament machinery.

The Gender Policy provides an overarching framework for UNODA to facilitate progress on gender-responsive disarmament, arms control and non-proliferation and contributes to gender equality, human rights and the elimination of gender-based violence. This ultimately supports UNODA's vision of the realization of human, national and international security.

The Policy outlines the roles and responsibilities of all UNODA personnel at all duty stations and seeks to provide common commitments and priorities for gender mainstreaming and other strategic gender dimensions across policies, programmes, projects and institutional practices. UNODA was the first UN entity to launch a gender mainstreaming action plan in 2003, on which this Policy builds. The Policy also captures UNODA's internal efforts for diversity, inclusion and gender parity.

Purpose of the Gender Policy

Contribute to gender equality, women's right and the elimination of gender-based violence

Enable more effective disarmament and arms control and sustainable peace and security

FRAMEWORKS

In implementing the Policy, UNODA works in line with the following frameworks:

1948
Human rights

Gender equality is enshrined in international human rights law. Both the Universal Declaration of Human Rights and the UN Charter recognize that everyone is entitled to rights and freedoms without distinction of sex or other status.

1995
Beijing Declaration

The Beijing Declaration and Platform for Action (1995), adopted after the Fourth World Conference on Women, is a global blueprint for advancing women's rights and recognizing disarmament, arms control and reduction of excessive military expenditures as critical areas for advancing women's rights and achieving gender equality. It also calls on governments and other actors to promote a policy of mainstreaming a gender perspective into all policies and programmes.

2000
Women and peace and security

Security Council resolution 1325 (2000) and subsequent resolutions on women and peace and security (WPS), acknowledge the differentiated impact of armed conflict on women and that women's participation is vital to the achievement of broader objectives of international peace and security.[1] Disarmament and arms control intersect with all four pillars of the WPS agenda on participation, protection, prevention, and relief and recovery. In the 2020 report on WPS to the Security Council, the UN Secretary-General identified disarmament and reduction of excessive military expenditures as one of five key goals for the next decade of WPS action.

1979
Non-discrimination

In 1979, States in the Convention on the Elimination of All Forms of Discrimination against Women (CEDAW) affirmed their commitments to eliminate gender-based discrimination and to disarmament and arms control, stating that disarmament promotes social progress and development and therefore contributes to the attainment of full equality between women and men.

1997
Gender mainstreaming in the UN

Gender mainstreaming, in conjunction with gender-specific actions, is the globally accepted and UN-system strategy for achieving gender equality and the empowerment of all women and girls, reaffirmed by the UN Economic and Social Council in 1997.

2003
UNODA Gender-Mainstreaming Action Plan

UNODA was the first UN entity to launch a gender mainstreaming action plan in 2003.

2006
UN system-wide gender policy

The UN system-wide policy on gender equality was adopted by the UN Chief Executive Board in 2006.

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1   Subsequent resolutions adopted by the Security Council: 1325 (2000); 1820 (2008); 1888 (2009); 1889 (2009); 1960 (2010); 2106 (2013); 2122 (2013); 2242 (2015); 2467 (2019), and 2493 (2019).

2010

General Assembly resolution on women and disarmament

Gender equality in the context of disarmament was addressed by the General Assembly (GA) 2010 through resolution 65/69 on women, disarmament, non-proliferation and arms control. In 2020, the seventh resolution 75/48 was adopted. It urges women's equal, full and effective participation in disarmament processes and decision-making, encourages Member States to better understand the gendered impact of armed violence and recognizes the role of civil society and the contribution of young people in this regard.

2015

Sustainable Development Goals

Gender-responsive disarmament contributes to the 2030 Agenda and its seventeen Sustainable Development Goals, including Goal 5 on gender equality and related targets on ensuring women's full and effective participation in decision-making and eliminating all forms of violence against women, as well as Goal 16 on peace, justice and strong institutions.

2018

SG Disarmament Agenda

In the Agenda for Disarmament *Securing our Common Future*, the UN Secretary-General calls for the equal, full and effective participation of women in all decision-making processes related to disarmament (goals 36 and 37) and for Member States to incorporate gender perspectives in the development of national legislation and policies on disarmament and arms control.

2021

SG Common Agenda

The UN Secretary-General's report *Our Common Agenda* (2021) places women and girls at the center and prioritizes gender equality, in all peace and security work of the UN.
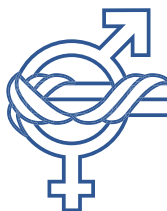
Disarmament treaties and resolutions

Since 2010, the number of other GA disarmament resolutions that recognize gender perspectives and/or women's equal participation has increased from four to a total of nineteen in 2021, covering various types of weapons and dimensions from trade in small arms and light weapons to explosive weapons, biological weapons and nuclear weapons. Notably, The Arms Trade Treaty (ATT) includes a legally binding provision requiring States Parties to consider the risk of exported arms being used to commit or facilitate acts of gender-based violence as a criterion in export assessments. The Treaty on the Prohibition of Nuclear Weapons (TPNW) acknowledges the disproportionate impact of nuclear weapons on women and girls and call for strenghtening women's participation in nuclear disarmament. The Convention of Cluster Munitions refers to Security Council resolution 1325 on women, peace and security.

2017

UN Gender Parity Strategy

The UN Secretary-General's Gender Parity Strategy for the UN System sets targets to achieve 50/50 representation of women and men at all levels and monitors the following areas: leadership and accountability; senior management; recruitment and retention; creating an enabling environment.

UNODA's Strategic Plan 2021–2025

The Policy complements UNODA's *Strategic Plan 2021–2025*, which identifies gender equality as a key component of the Office's substantive and management work and includes results on a gender-responsive approach to peace and security and policies that promote diversity, inclusion, gender parity and accessibility in disarmament processes (strategic objectives 4 and 5 and management objevtive 1).

In addition to the key values included in UNODA's Strategic Plan,[2] this policy adheres to the following **principles**:

Transformative approaches, by seeking to achieve long-term social and organizational change and sustainable impact in which power relations are examined and redistributed. In doing so, UNODA recognizes that targeted gender initiatives are necessary in combination with gender mainstreaming as the chosen strategies for achieving gender equality.

Research-based and data-driven actions, by enabling effective collection and analysis of various gender-sensitive data to inform policy development, advocacy and decision-making, and base new initiatives on evidence and relevant research findings in collaboration with research institutes, including the United Nations Institute for Disarmament Research (UNIDIR).

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2   Gender equality, Diversity and inclusion, Partnership, Innovation, and Impartiality & Expertise.

GOALS

1 Achieve gender parity, diversity, and women's equal, full and effective participation and leadership in disarmament and arms control bodies and decision-making.

1.1 **UNODA supports the achievement of gender parity in all relevant groups and programmes, especially forums to which UNODA provides substantive or technical support.** To carry this out, UNODA:

- advocates for disarmament processes and policies that ensure the full and effective participation and equal opportunities for leadership of women.

- promotes gender and geographical targets through temporary special measures in combination with efforts for cultural transformation in line with UN enabling environment guidelines.

- ensures that women and men are represented on panels, and advocates for gender parity among speakers towards its partners.

- collects disaggregated participation data from all activities it organizes.

- collects disaggregated participation data from key multilateral disarmament meetings to increase transparency of gender balance among delegates, heads of delegations and speakers.

- promotes women's and other underrepresented groups' empowerment through sponsorships and education.

1.2 **UNODA works to achieve gender parity, with a focus on parity at senior management levels, and an inclusive work culture in its own structures across all levels and locations through implementation of the UN Gender Parity Strategy and Enabling Environment Guidelines.** To carry this out, UNODA:

- sets and monitors gender parity targets and geographic distribution for professional staff.

- promotes transformative leadership and inclusive organizational culture free from discrimination and harassment.

- ensures gender-responsive practices throughout the entire recruitment cycle to attract underrepresented applicants and overcome biases.

- establishes talent management that focuses on retaining underrepresented groups.

2 **Advocate and build capacities for analyzing and integrating a gender perspective in disarmament and strengthen synergies with gender- and WPS- agendas**

2.1 **UNODA promotes a people-centered and gender-responsive approach to peace and security that analyzes the gendered impact of weapons and examines power relations in disarmament, places women's rights at its heart and contributes to eliminating gender-based violence.** To carry this out, UNODA:

- manages projects and develops resources, trainings and papers on gender equality and disarmament in the areas of conventional weapons, weapons of mass destruction, and new and emerging technologies, through its substantive branches and regional centers.

- supports operationalization of gender and disarmament research in policy and programmes.

- advocates for applying a gender lens to all disarmament, arms control and non-proliferation discussions and activities, taking into consideration the different realities and approaches of Member States.

- develops educational tools and expertise to build capacities; analyze how people are affected by and involved in issues related to weapons based on their gender, age and other factors; and address holistically the impact of weapons.

2.2 **UNODA advocates for disarmament aspects to be addressed in gender equality and WPS forums and provides expertise on the role of weapons and militarization-related issues therein.** To carry this out, UNODA:

- supports its partners in building synergies and addressing gender inequalities and WPS in disarmament and arms control discussions and action plans at multilateral, regional and national levels.

- serves as a member of the WPS Standing Committee, the UN-Action on Conflict Related Sexual Violence and other relevant networks.
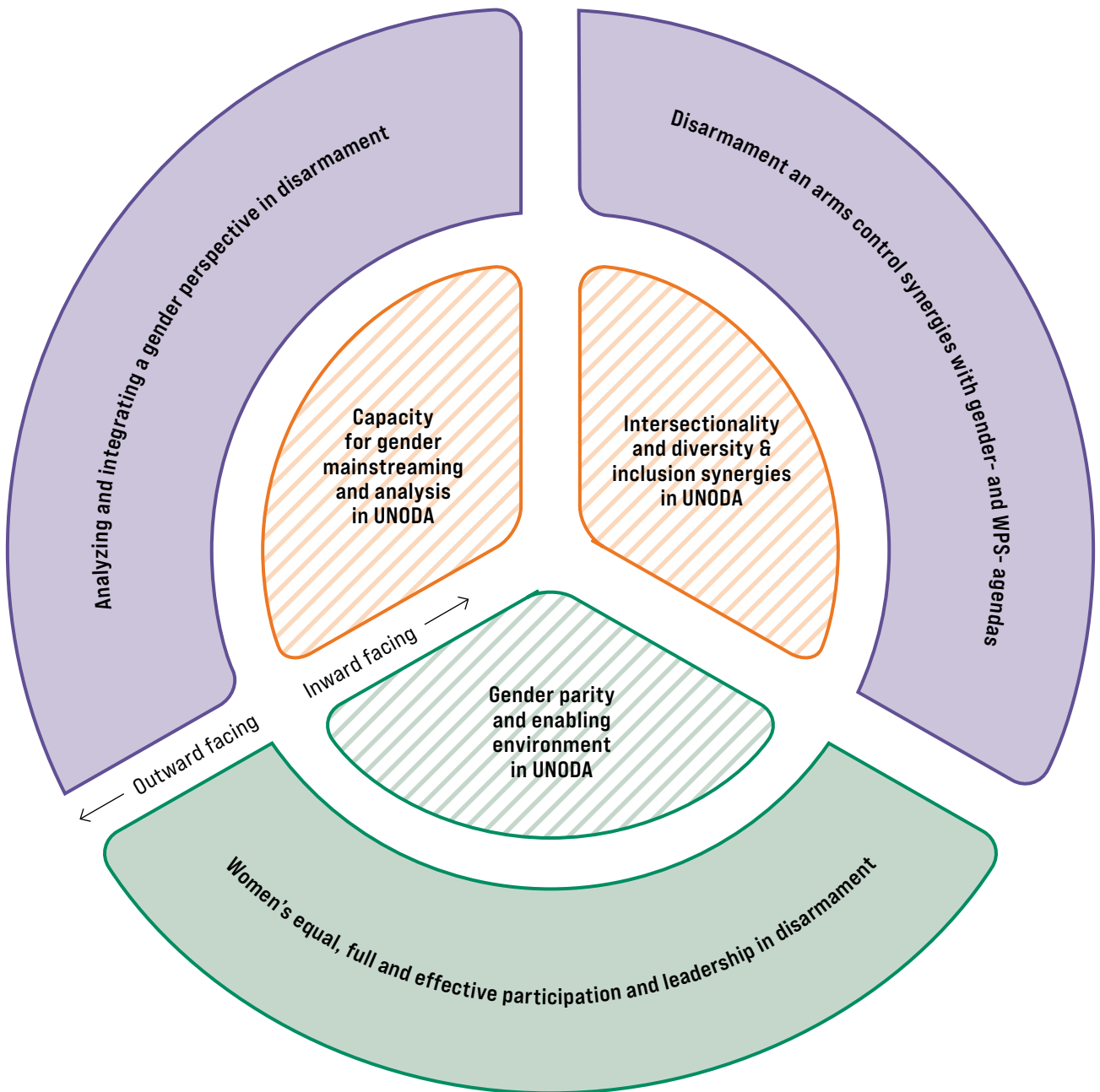
3   Strengthen UNODA's capacity for gender mainstreaming and intersectional gender analysis

3.1   **UNODA continuously builds internal capacity to work towards the full consideration of gender dimensions in all its work.** To carry this out, UNODA:

- ensures that all staff take a mandatory gender training, a capacity assessment is conducted biennially, and evaluation of trainings is conducted every five years.

- provides a gender toolkit including a gender mainstreaming checklist and specific guidance for managers.

- analyzes and integrates gender ahead of all activities organized and co-organized by UNODA, including that gender balanced participation is sought.

- monitors compliance with its gender mainstreaming commitments through a tracking tool for all activities.

- includes gender criteria for the selection of projects. UNODA aims to set financial targets and launch a tracking system based on a four-scale gender marker for all its projects and programmes.

3.2   **UNODA promotes intersectional gender analysis and enhances synergies across areas of diversity, rights and development, such as youth engagement, disability inclusion and geographic representation.** To carry this out, UNODA:

- amplifies tools for applying an intersectional approach to gender equality to recognize how gender interacts with other factors such as ability, age, ethnicity, gender identity, nationality, sexual orientation, or race.

- leverages principles of Leaving no one behind (LNOB) in line with human rights and the Sustainable Development Goals in disarmament and arms control.

- explores principles of intergenerational equity and incorporates gender dimensions into UNODA's Youth Programme, education initiatives and engagement with young people as experts to empower the younger generation of disarmament leaders and advocates for gender equality.

- implements the UN Disability Inclusion Strategy.

- advances organizational efforts to promote racial equality and analysis.

Analyzing and integrating a gender perspective in disarmament

Disarmament an arms control synergies with gender- and WPS- agendas

Capacity for gender mainstreaming and analysis in UNODA

Intersectionality and diversity & inclusion synergies in UNODA

Inward facing

Outward facing

Gender parity and enabling environment in UNODA

Women's equal, full and effective participation and leadership in disarmament

ROLES AND RESPONSIBILITIES

The High Representative for Disarmament is accountable for the implementation of the Gender Policy, including through integration of gender objectives in the annual Senior Management Compact, and through internally and publicly championing gender dimensions in UNODA's work.

Chiefs of UNODA branches/units and regional centers are responsible for integrating gender aspects in their branch/unit's workplans, monitoring progress annually and appointing one or two gender focal points with gender reflected in their workplans. Gender-specific programmes and projects at branch/unit level are developed in line with UNODA's Policy and strategic priorities.

The gender focal point(s) in the UNODA Front Office are responsible for the overall strategic direction of UNODA's gender work, including supporting implementation of the Policy and related actions plan, and for coordinating the UNODA gender focal point network and the preparation of all UNODA reporting against relevant accountability and other frameworks.

The UNODA gender focal point network supports gender mainstreaming by advocating, advising and supporting colleagues, and monitoring and reporting on progress towards gender equality in focal points' respective areas of work. The network supports branches in ensuring the collection of data for activities under their purview through the UNODA Gender Mainstreaming Tracking Tool, as well as through contributions to annual and ad hoc reporting against Secretariat and UN system-wide frameworks.

All staff are responsible for gender mainstreaming.

IMPLEMENTATION, MONITORING AND EVALUATION

The Gender Policy is **implemented** through an action plan that is periodically revised.[3]

All managers should, and all professional staff are encouraged to, include one goal in their workplans related to gender equality that is followed up through regular **performance assessments**.

UNODA's annual budget process and allocation of extra-budgetary funding should take into account **resources** needed for implementation of the Policy.

UNODA's Senior Management Team reviews implementation of the action plan annually in connection to the **review and planning sessions** on the UNODA Strategic Plan. The review includes progress towards the three Policy goals, including towards gender parity targets in UNODA.

In advance of the UNODA-wide reviews by senior management, each branch/unit prepares a **progress assessment** led by the gender focal point(s) and branch chiefs and identifies annual commitments that can feed into the gender action plan and/or branch/unit workplans.

The annual review process will further be informed by office-wide **strategic discussions** on specific thematic focus areas and/or cross-cutting issues at a minimum once per year.

UNODA reports biannually on its gender work to the UN General Assembly through the **Secretary-General's report** on women, disarmament, non-proliferation and arms control.[4]

UNODA reports annually on the seventeen performance indicators in the **UN system-wide action plan on gender equality and women's empowerment (UN-SWAP)** since 2012 and aims to meet or exceed requirements for all indicators by 2025.

UNODA conducts a peer review of its UN-SWAP reporting at least once every five years and is an active part of inter-agency **networks** on gender equality, including the UN-SWAP network and the Inter-Agency Network on Women and Gender Equality (IANWGE).

The Gender Policy is **evaluated** and updated every five years, either in the form of a self-evaluation or, resourcing permitting, through independent, third-party evaluation. Evaluative questions regarding the Policy are integrated into a gender equality capacity **self-assessment** for UNODA staff conducted at a minimum every second year.

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3   An *UNODA Gender Mainstreaming Action Plan* was first launched in 2003 and updated in 2014, 2016 and 2021. The *UNODA Implementation Plan of the UN Gender Parity Strategy* was launched in 2018 and updated in 2021. These two are both covered in the *Gender Policy Action Plan*.
4   Report 75/133. (2020)

INDICATORS

Indicator	Means of verification *UN-SWAP 2.0 (Performance Indicator / Target)*
STRATEGY AND POLICY	
UNODA Gender Policy and action plan are up to date and senior management accountable for their implementation.	Annual branch/unit assessment meetings
	Annual SMT discussions
	Bi-annual SG report to the GA on women and disarmament, and annual Disarmament Yearbooks
	UN-SWAP - PI 6 / Exceeds ↑
Gender results included in UNODA Strategic Plan 2021–2025 are met and UNODA's monitoring & evaluation framework complies with UNEG gender standards on evaluation	Strategic Plan 2021-2025 Evaluation framework, and evaluations of UNODA's Strategic Plan (every five years)[4] *UN-SWAP - PI 1 / Exceeds* *UN-SWAP - PI 4 / Meets* ↑
GOAL 1.1 PARTICIPATION AND LEADERSHIP IN DISARMAMENT AND ARMS CONTROL BODIES AND DISCUSSIONS	
Women are increasingly represented as delegates, heads of delegations and speakers in multilateral disarmament meetings	Gender- or sex-disaggregated data of speakers monitored in daily meetings summaries, and delegation gender distribution monitored through Participant Lists and reported annually in Disarmament Yearbook
	2022: integration of gender or-sex-disaggregated data to statements in UNODA Documents Library[5]
	2022: database on delegations/heads of delegation in disarmament meetings by year and meeting body[6] *UN-SWAP - PI 7 / Exceeds*
Disarmament bodies established under UN auspices that achieve gender parity (within 47/53% margin) or exceed parity if the body aims to empower the underrepresented gender	Ongoing monitoring and annual reporting through Disarmament Yearbook. *UN-SWAP - PI 7/ Exceeds*
GOAL 1.2 GENDER PARITY AND ENABLING ENVIRONMENT IN UNODA	
UNODA meets its annual gender parity targets at each level. *Targets are continuously reviewed as part of all workforce planning and recruitment exercises and are based on current best-case scenario estimates taking into account anticipated retirements and vacancies.*	Ongoing monitoring built into recruitment selection procedures, and communicated through recruitment reports, and publicly on UN Gender Parity Dashboard. *UN-SWAP - PI 12 / Meets* ↑
UNODA's commitments to an enabling environment and inclusive organizational culture are met	Staff Engagement Survey and annual monitoring of gender parity strategy action plan. *UN-SWAP - PI 13 / Meets*

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4   The Gender Policy inicators are aligned with Stratetgic Plan Strategic Objectives 4 and 5 and Management Objective 1.2.

5   UN Disarmament Commission, GA First Committee, Conference on Disarmament, NPT PrepComs and RevCons.

6   First Committee; Conference on Disarmament; Disarmament Commission; Nuclear Non-Proliferation Treaty Preparatory Committees and Review Conferences; Conference on the Establishment of a Middle East Zone Free of Nuclear Weapons and Other Weapons of Mass Destruction; Anti-Personnel Landmines Convention Meeting of States Parties and Review Conferences; Biological Weapons Convention Meetings of States Parties and Review Conferences; Convention on Cluster Munitions Meeting of States Parties and Review Conferences; Programme of Action on Small Arms and Light Weapons Review Conferences and Biennial Meeting of States; Convention on Certain Conventional Weapons Meetings of High Contracting Parties and Review Conferences.

7   In 2020, UNODA integrated a gender perspective in about two thirds of its reported activities including as the main objective.

Indicator	Means of verification *UN-SWAP 2.0 (Performance Indicator / Target)*
GOAL 2.1 CAPACITIES FOR INTEGRATING GENDER PERSPECTIVES IN ALL AREAS OF DISARMAMENT AND ARMS CONTROL	
GA First Committee resolutions recognize gender perspectives or women's participation in disarmament	Annual forecast and monitoring by UNODA of resolutions adopted by GA
Outcome documents from other disarmament processes include language on gender/women	Ad hoc reporting by gender focal points
Senior managers internally and publicly champion gender perspectives in disarmament and women's participation and promote the Gender Policy, e.g. in remarks and speeches	Annual Reports to the International Gender Champion network. *UN-SWAP* - PI 7 / Exceeds
UNODA's communication plan integrates gender-related outreach and the website is up-to-date	*UN-SWAP* - PI 16 / Exceeds
GOAL 2.2 DISARMAMENT AND ARMS CONTROL INTEGRATION IN WPS AND GENDER CONTEXTS	
National Action Plans (NAPs) on Women and Peace and Security (WPS) include elements related to arms control or disarmament	Data from report, source WPS NFP network UNODA online repository of disarmament in WPS to be launched
UNODA systematically participates in inter-agency coordination mechanisms on gender equality and women and peace and security (WPS)	*UN-SWAP* - PI 17
UNODA works with other UN entity/entities to make progress on one of the UN-SWAP indicators	*UN-SWAP* - PI 17 / Exceeds ↑
GOAL 3.1 UNODA'S INTERNAL CAPACITY FOR GENDER ANALYSIS AND GENDER MAINSTREAMING	
UNODA's Gender Team is fully resourced and gender focal points in all branches and locations are empowered to carry out their responsibilities.	Quarterly meeting in GFP point network Project for implementing the Gender Policy and UNODA's gender capacity funded *UN-SWAP* - PI 11 / Meets
UNODA's mandatory gender and disarmament training is up to date and completed by all staff	Bi-annual gender capacity assessment, and monitoring of staff completion data *UN-SWAP* - PI 15 / Meets
A survey for all UNODA staff to assess gender equality capacity is carried out every second year and informs capacity development	Survey data and corresponding actions reported internally. *UN-SWAP* - PI 14 / Exceeds ↑
UNODA substantive projects reflect gender in project proposals and are subject to gender analysis	Branch/unit-level project proposals and results frameworks *UN-SWAP* - PI 3 / Meets
Activities organized or co-organized by UNODA integrate a gender perspective[7]	UNODA Gender Mainstreaming Tracking Tool, four-point scale gender marker (0: no link, 1: Some integration, 2: Significant integrated 4: principle objective/focus) *UN-SWAP* - PI 3/ Meets
Projects receiving funding from UNSCAR or SALIENT have gender equality as a significant objective	Project data from UNSCAR and SALIENT on annual basis *UN-SWAP* - PI 3/ Meets
Financial resource tracking mechanism is in place for UNODA's activities	Financial Gender Markers in UMOJA IPMR module *UN-SWAP* - PI 9 / Meets ↑
Financial benchmark is set and met for gender related results	Financial Gender Markers in UMOJA *UN-SWAP* - PI 10 / Meets ↑

UNODA GENDER PARITY TARGETS

		TARGETS (%)						
		2021		2022		2023	2024	2025
Level[8]	Total posts[9]	Women	Men	Women	Men			
D-1	4	25%	75%	25%	75%	50% women / men		
P-5	11	36%	64%	36%	64%	min. 45% women / men		
P-4	11					min. 45% women / men		
P-3	17					min. 47% women / men		
P-2	3					33–66% women / men		

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8   Staff levels with two or less posts are not included (USG and D-2).
9   2021/2022 UNODA international staff members P and D levels on permanent and non-temporary appointments.

DEFINITIONS

Gender refers to the socially constructed attributes and opportunities associated with women, men, girls, and boys as well as non-binary or gender-fluid persons. **Sex** is the physical and biological characteristics of men and women.

Gender equality refers to the equal rights of persons regardless of their genders. It is a fundamental human right and a necessary foundation for a peaceful and sustainable world. In most societies, gender norms and patriarchal structures result in inequalities and unequal opportunities for women and men. Gender equality therefore requires specific attention to the rights of women and girls and their empowerment, leaving no one behind, while also fully engaging men and addressing masculinities.

Gender parity refers to the equitable representation of women and men in various positions, for example in multilateral disarmament meetings, in UNODA, in a working group or event. The quantitative margins can vary depending on context but should be representative of the population. Working towards gender parity is a key part of achieving gender equality. **Full and effective participation** is efforts for equal participation or gender parity that measure the level of influence and are not tokenistic. Sometimes the term "meaningful" is additionally used to describe similar efforts.

Gender mainstreaming is the chosen approach of the United Nations system and the international community towards realizing gender equality. It is not a goal or objective on its own but rather a strategy or process of assessing the implications for women and men of any planned action, including policies or programmes, in all areas and at all levels.

Gender analysis is a critical examination of how differences in gender roles, opportunities and rights affect women, men, girls, and boys as well as non-binary or gender-fluid persons in certain situations or contexts. Gender is part of the broader socio-cultural context and other important criteria for analysis include age, disability, gender identity, sexual orientation, nationality or race.

Gender-sensitive data can be quantitative or qualitive and reflect gender and intersectional issues. A key component of gender data is to collect **gender- or sex-disaggregated data** that presents information separately

for men and women.

Projects, programmes policies that are **gender-sensitive** acknowledge gender norms, roles, differences and inequalities, gender-responsive involve measures to actively reduce these inequalities, and **gender-transformative** are aimed at changing norms, cultural values, power structures, and the roots of these inequalities. While it is important to recognize the different realities of women and men and their diverse needs **gender-neutral language**, however, can be helpful to avoid bias towards one gender and promote inclusiveness and gender equality.

Gender-based Violence (GBV) is an umbrella term for harmful acts directed at a person based on or because of their gender and rooted in gender inequality, the abuse of power and harmful norms. GBV is more commonly perpetrated against women and girls and sometimes the term violence against women can be used interchangeably or when looking specifically at women as survivors. Domestic violence is any pattern of behavior that is used to gain or maintain power and control over an intimate partner.

Sexual violence is any sexual act committed against the will or consent of another person and can be motivated by military objectives in conflict related setting.

Diversity is the range of differences in attributes including, but not limited to, sex, age, disability, race, ethnicity, religion, gender, sexual orientation, gender identity. Some aspects of diversity are visible, while others are not.