



OFFICE OF THE SPECIAL REPRESENTATIVE OF THE SECRETARY-GENERAL ON
VIOLENCE AGAINST CHILDREN

Office of the Special Representative of the Secretary-
General on Violence against Children

Achieving Gender Parity
Update on the Implementation of the Strategic Plan
September 2022

Background and update on the Implementation Plan

The starting point for calculating annual targets for the Office of the Special Representative of the Secretary-General on Violence against Children (OSRSG-VAC) was 31 December 2016, using data in the Composition of the Secretariat staff demographic (A/72/123). As of the mentioned date, the OSRSG-VAC had 7 professional level internationally recruited staff members with a ratio of women to men as 4:3 (57%/43%).

According to the UN System-Wide Strategy on Gender Parity for entities with a starting point of 38% the yearly targets had to be set at 42% in 2017, 46% in 2018, and 50% in 2019. Due to the small size of the Office and overall gender parity being achieved/exceeded at professional level at the start of the year 2017, an overall goal for the OSRSG VAC was to monitor and sustain the achieved gender parity during consecutive years.

In 2018 a P5 level post previously held by a female staff member became vacant and was filled with a woman candidate, therefore overall gender ratio remained unchanged and stood at 4:3 at the end of the year 2018.

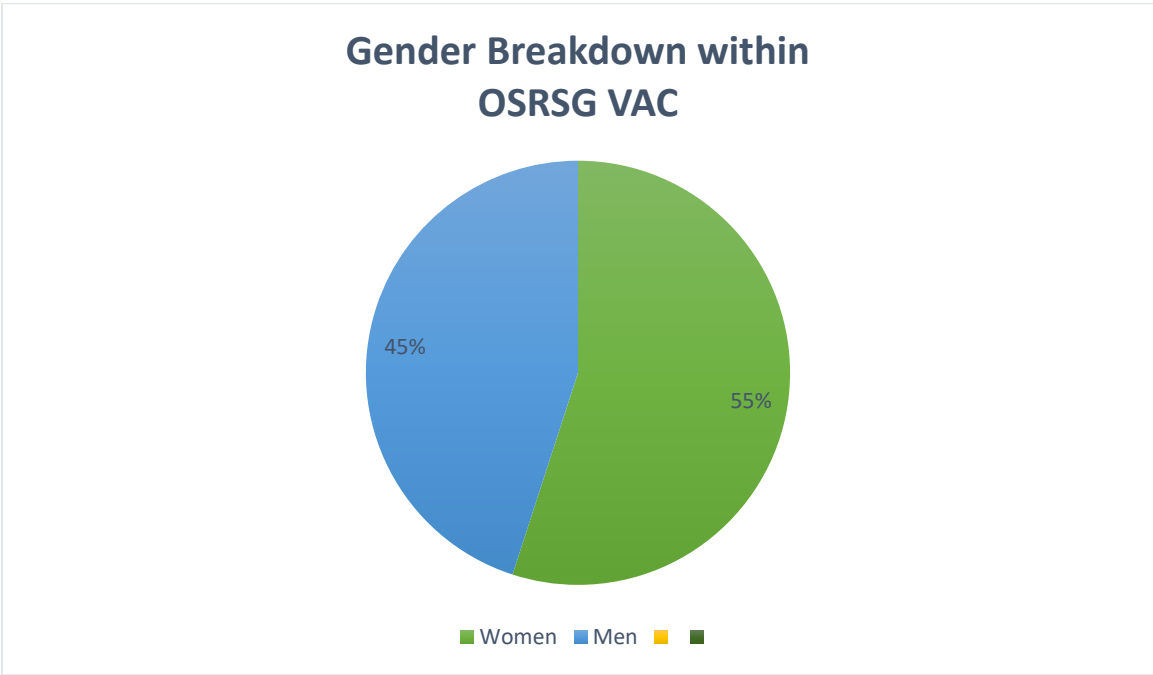
In 2019 and 2020, two P3 positions held by female staff members became vacant and were filled with woman candidates in 2020 and 2021 respectively, bringing as from January 2021 gender parity ratio at professional level to 4:3 (57% women/43% men).

In 2022 P5 position held by a female staff member became temporarily vacant and was filled with a male candidate. Moreover, a new P3 position became available and was filled by a female candidate. As from May 2022 the gender ratio at professional level and above stands at 5:4 (55% women to 45% men).

Figure 1: Gender parity data by level (professional and above category)

	#Women	#Men	Total Number	%Women	% Men
G-6	1	0	1	100%	0
G-7	1	0	1	100%	0
P1	0	0	0	0	0
P2	0	0	0	0	0
P3	3	1	4	75%	25%
P4	1	2	3	33%	67%
P5	1	0	1	0	100%
D1	0	0	0	0	0
D2	0	0	0	0	0
ASG	1	0	1	100%	0
USG	0	0	0	0	0

Figure 2. Gender Breakdown within OSRSG VAC as of May 2022 (professional category and above)



For the period of 2023-2024 the overall objective is to sustain the achieved gender parity, by maintaining qualified female and male staff at all levels. Should new positions become available, this will represent an opportunity for the OSRSG VAC to bring its gender parity to 50/50 by 2024 at all levels where currently parity is still not achieved.

Monitoring Progress towards Gender Equality and Inclusion

OSRSG-VAC is committed to ensure sustainability of gender parity gains made during the previous years and continued implementation of the UN System-Wide Strategy on Gender Parity.

To this end, designated Gender Focal Point - together with Senior Special Assistant to the SRSG (Chief of Staff) and Senior Administrative assistant - will continue to regularly monitor gender parity challenges if they arise and propose ways to address them to ensure respect for gender equality, diversity and inclusion at all levels. Achievement of gender targets will be monitored in all selection procedures.

Special attention will be given to maintaining enabling working environment, as part of the organizational culture, including flexible working arrangements and inclusion of gender perspectives in all relevant policies.