

Progress report on the Gender Parity Compact – Implementing the United Nations’ System-Wide Strategy for Gender Parity in the Democratic Republic of the Congo

As a normative organization, the United Nations has a responsibility to achieve gender parity and equality within its own system. The United Nations System-wide Gender Parity Strategy (GPS) was adopted by the Secretary General Executive Committee in 2017. Its goal is system-wide gender parity by 2026 and by 2028 in the UN peace and security components. Parity is considered as achieved between 47-53%.

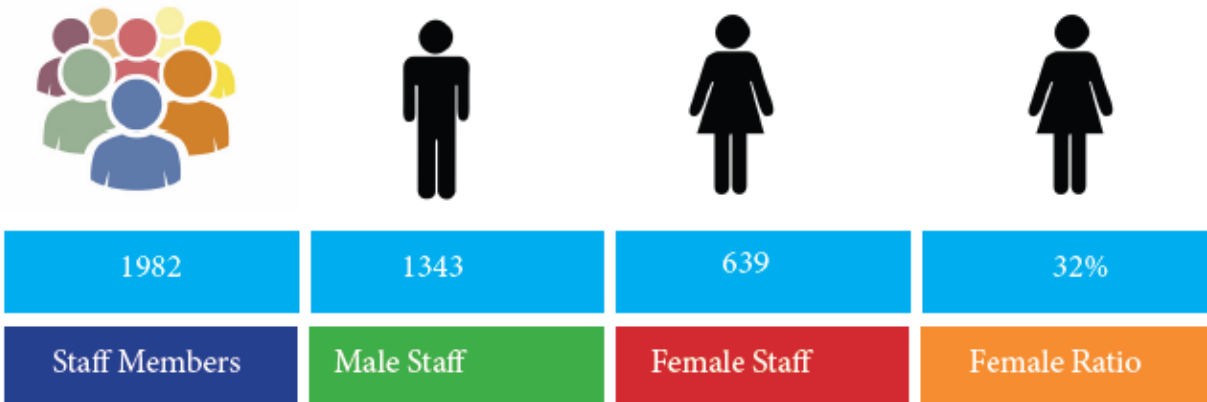
The GPS aims to create a more diverse, inclusive and gender-balanced organization. It includes recommendations related to hiring and retention, special measures, addressing unconscious bias in recruitment, and creating a conducive working environment.

In 2019, gender parity was achieved in the Secretary-General's senior management group, and among resident coordinators. The focus of implementation has therefore shifted to the mid-career levels as well as to the field. In this localisation effort, in June 2020, the heads of agencies in DRC (except OCHA) under the leadership of the DSRSG/RC/HC signed the Gender Parity Compact (GPC) for DRC with the aim to:

1. Achieve gender parity for the UN Country Team in DRC by 2026.
2. Commit each entity to achieving gender parity based on the individual organisational targets set out in the Compact.
3. Commit signatories to make organisational arrangements to foster an organisational culture that facilitates the advancement of women employees, as outlined in the GPS and its accompanying documents.

The information in the Gender Parity Compact provides the baseline for 2019. Agencies have committed to sharing progress on a bi-annual basis. Due to COVID-19, no update report was prepared in 2020. In 2021, the United Nations Country Team made the decision to provide an update report at the end of 2021 and to resume regular reporting starting in 2022.

Gender Parity in 2021



In 2021, the United Nations Country Team employed a total of 1982 staff members of which 639 were women. It was able to increase the female staff ratio slightly from 30 to 32 percent missing nevertheless its 2021 target of 34 percent.

Women's representation by agency

Agency	Female staff ratio			Total staff 2021	Female staff 2021	Female ratio national staff		Female ratio international staff	
	Overall 2019	Target 2021	Overall 2021			2019	2021	2019	2021
WFP ¹	35%	42%	33%	267	87	33%	31%	52%	39%
UNDP	41%	45%	36%	107	39	44%	34%	32%	43%
UNHCR	25%	31%	25%	393	98	20%	21%	40%	35%
UNOPS	60%	55%	40%	77	31	67%	38%	50%	48%
UNWOMEN	45%	47%	43%	7	3	17%	25%	100%	67%
IOM ²	21%	29%	24%	153	36	22%	22%	13%	37%
WHO ³	22%	29%	23%	87	20	22%	24%	22%	15%
UNICEF	38%	43%	44%	412	180	36%	42%	45%	47%
UNESCO	43%	46%	32%	25	8	44%	38%	33%	0
ILO	22%	29%	17%	24	4	7%	11%	100%	50%
UN HABITAT ⁴	5%	n/a	n/a	0	0	5%	n/a	0%	n/a
UNAIDS	20%	28%	29%	14	4	25%	30%	0%	25%
UNFPA	33%	42%	35%	71	25	30%	33%	47%	43%
ICC	19%	n/a	20%	15	3	n/a	n/a	n/a	n/a
OCHA	23%	n/a	27%	150	40	16%	18%	45%	54%
UNIDO ⁵	33%	42%	33%	3	1	33%	33%	n/a	n/a
UNDSS	15%	n/a	25%	16	4	10%	20%	33%	33%
FAO	19%	28%	44%	16	7	19%	44%	33%	43%
IFAD	0	n/a	40%	5	2	0%	67%	0%	0%
OHCHR	39%	44%	31%	105	33	32%	26%	63%	40%
UNMAS	23%	29%	35%	23	8	22%	29%	25%	44%
RCO ⁶	n/a	n/a	50%	12	6	n/a	50%	n/a	50%
Total	30%	34%	32%	1982	639	27%	29%	45%	41%

In contrast to 2019 when one agency surpassed the goal of parity, none of the agencies were able to achieve parity or had a female ratio greater than 46 percent. A total of six agencies had a female ratio between 40 to 46 percent and 15 agencies reported a female ratio of below 40 percent. These figures include the Resident Coordinator Office for which no baseline was reported in 2019. By contrast, in 2021

¹ Excludes SC and CST categories

² Excludes consultants

³ Excludes non staff SSA and consultants

⁴ In 2021, all staff with consultancy, UNV or SC contracts.

⁵ No international staff

⁶ Added in 2021

UN Habitat did not report any personnel with staff contracts. Both entities are therefore not considered in the trend analysis further below.

Since the GPC was signed, seven agencies were able to meet their targets set for 2021 or were able to considerably increase their female ratio in case no target was set. Six agencies maintained or slightly increased their female ratio while not achieving their 2021 target. For seven agencies, the female ratio decreased as compared to the 2019 baseline.

Women's representation by different staff categories

When disaggregating national and international staff, the overall female ratio for national staff slightly increased from 27 percent in 2019 to 29 percent in 2021. The female ratio for international staff decreased from 45 percent in 2019 to 41 percent in 2021.

General and national staff by level, 2021

National Professional Staff Category	Number of Women Staff in Category 2021	Number of Men Staff in Category 2021	Female ratio 2021	Female ratio 2019
G1	1	4	20%	0%
G2	16	180	8%	2%
G3	6	27	18%	12%
G4	44	49	47%	45%
G5	67	112	37%	35%
G6	83	98	46%	37%
G7	19	25	43%	32%
NOA	42	93	31%	23%
NOB	55	122	31%	33%
NOC	25	50	33%	29%
NOD	1	2	33%	0%
Other	80	291	22%	n/a
TOTAL	439	1053	29%	27%

International staff by level, 2021

International Professional Staff Category	Number of Women Staff in Category 2021	Number of Men Staff in Category 2021	Female ratio 2021	Female ratio 2019
P1	5	4	56%	n/a
P2	41	39	51%	45%
P3	81	113	42%	56%
P4	49	88	36%	41%
P5	15	38	28%	33%
P6	0	0		n/a
D1	8	5	62%	25%
D2	1	3	25%	20%
TOTAL	200	290	41%	45%

On a positive note, the majority of agencies (11) were able to increase the female ratio of national staff as compared to 2019. Two agencies maintained the 2019 level while six reported a decrease.

For international staff, seven agencies reported an increase in the female staff ratio. One agency reported a positive decrease (from 100 to 50 percent). One agency reported a slight decrease while maintaining gender parity (from 50 to 48 percent). Two agencies maintained the same level and six agencies reported a decrease. The decrease in the ratio of international staff might be caused by the COVID-19 pandemic but further analysis will be necessary to confirm this possibility.

Overall, the process has increased the level of awareness and commitment of the UNCT leadership on the importance of achieving gender parity in the UN workspace. It also opens opportunities for more cross-country and cross-regional experience sharing discussions on the issue.

Next steps

Considering these figures and despite some progress made, much needs to be done if the United Nations Country Team aims to achieve gender parity by 2026. To work towards this end, the UNCT adopted the following steps for 2022:





- Create a joint PMT - OMT ad hoc working group to develop proposals on how to attract and retain women
- Identify sectors that do not attract women (drivers, purchasing, logistics etc.) for targeted long-term interventions (disaggregate data by sector / unit)
- Develop a mentorship programme for young women in view of creating a talent pool
- Review the contract types considered (potentially include UNVs, service contractors, consultants etc.)
- Review the targets set in 2020
- Analyse the impact of the COVID-19 pandemic, in particular on international female staff

Methodology

Quantitative data

The GPC progress report was prepared under the leadership of the Resident Coordinator and the President of the PMT and Representative of UN WOMEN in close cooperation with the PMT and with the support of the RCO. PMT members ensured the collection of the number of female and male staff, both in international and national categories.

The corresponding staff levels are D (Director), P (Professional, technical), N (National, technical), and G (General Staff). These staff categories are the only ones to figure in the final statistics that determine progress towards parity. Other types of contracts such as service, consultant and UNV contracts are not included, but could be added in the next report to ensure a more complete overview.

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