



## **General Conference**

### **Twentieth session**

Vienna, 27 November–1 December 2023

Item 14 of the provisional agenda

**UNIDO, gender equality and the empowerment of  
women**

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### **Report by the Director General**

The present document provides information on the implementation of the General Conference resolution on Gender Equality and Empowerment of Women (GC.19/Res.1).

## **I. Progress in implementing strategic planning and programmatically activities**

1. The UNIDO medium-term programme framework 2022–2025 establishes gender equality and women's empowerment as a high-level priority for the Organization. The UNIDO programme and budgets for 2022–2023 mainstreams gender equality considerations throughout all results. The 2019 Policy on Gender Equality and the Empowerment of Women (DGB/2019/16), the Strategy for Gender Equality and the Empowerment of Women, 2020–2023 (GC.18/15, hereinafter mentioned as Gender Strategy), and resolutions GC.16/Res.3, GC.17/Res.3, GC.18/Res.2 and GC.19/Res.1 provide the institutional gender architecture and specific guidance on thematic priorities.
2. In 2021, 46 per cent and in 2022, 41 per cent of approved projects and programmes either significantly contributed to gender equality and the empowerment of women or had it as a main objective as per the assigned Gender Marker, a notable increase compared to 35 per cent in 2021. Preliminary data from 2023 suggests the Organization remains on track to achieve its goal of 45 per cent by 2023.
3. The share of UNIDO projects and programmes whose gender mainstreaming results were rated in the satisfactory range at completion equally significantly increased in the last years, notably from 40 per cent in 2017 to 70 per cent in 2022. In addition, the quality and quantity of reporting of gender-related programmatic results and sex-disaggregated data through the UNIDO Integrated Results and Performance Framework was enhanced.

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4. The Unit for Gender Equality and the Empowerment of Women and the Organization's comprehensive Gender Focal Point network, joined by interested personnel, provide continuous support and targeted training for project teams. This included specific training sessions for Gender Focal Points in the field, and thematic knowledge tools and capacity-building sessions on topics such as developing gender-responsive standards, mainstreaming gender equality considerations into agribusiness development initiatives, and monitoring and reporting on programmatic gender results.
5. UNIDO projects and programmes provide targeted technical assistance to women as a key objective or through comprehensive gender mainstreaming strategies. For example, the joint project of UNIDO, the Food and Agriculture Organization and UN Women, "Promoting Women's Empowerment for Inclusive and Sustainable Industrial Development in the MENA Region", supports women-led MSMEs in seven countries and reached 1,244 women and women entrepreneurs in 2022 alone. Covering 122 countries, the UNIDO Renewable Energy and Energy Efficiency Partnership's Private Financing Advisory Network and the Global Cleantech Innovation Programme provided tailored financial, capacity-building and networking support to clean energy entrepreneurs. Due to targeted outreach and specific support measures, women entrepreneurs constituted up to 35 per cent of beneficiaries of the Global Cleantech Innovation Programme at country-level in this highly male-dominated field.
6. At the policy level, UNIDO, in collaboration with Rutgers University and the Institute for Manufacturing of the University of Cambridge, provided regional training programmes for government representatives from South and South-East Asia as well as Latin America and the Caribbean. The latter training led to policymakers from Latin America and the Caribbean establishing a network to promote gender-transformative industrial development policies. In addition, the UNIDO-UN Women project "Economic Empowerment of Women in Green Industry" analysed existing policy gaps and supported policymakers in Cambodia, Peru, Senegal and South Africa in developing gender-transformative policies for green industry.
7. Since 2022, UNIDO offers a publicly accessible, free and self-paced online training series on gender-lens investing. These e-learning services were complemented by tailored capacity-building and advocacy sessions for specific audiences, including for investment ecosystem stakeholders from Japan and Nigeria, and for Investment Promotion Agencies from Least Developed Countries.
8. UNIDO and UN Women explored opportunities for the implementation of resolution GC.19/Res.1, including work with a view to strengthening support to countries in the collection, analysis and use of sex-disaggregated industrial statistics.
9. Issued in 2023, the report "Gender, Digital Transformation and Artificial Intelligence" highlights gaps and entry points for gender-transformative initiatives in artificial intelligence (AI) and other emerging digital technologies. The publication "Advancing gender equality through global trade" showcases good gender mainstreaming practices from the Global Quality and Standards Programme. Moreover, numerous UNIDO blog posts and articles explored gender equality gaps and entry points in the circular economy, fourth industrial revolution technologies and industrial entrepreneurship.
10. UNIDO continues to raise awareness on gender equality aspects of key industrial development issues, such as climate change, sustainable energy and digital transformation. Activities included dedicated events during the sixty-sixth and sixty-seventh sessions of the Commission on the Status of Women and the 27th Conference of the Parties of the United Nations Framework Convention on Climate Change, the Vienna Discussion Forum 2022, the 2023 High-level Political Forum on Sustainable Development and the seventh Assembly of the Global Environmental Facility. The UNIDO Multilateral Industrial Policy Forum 2023 featured an interactive learning session on gender and industrial policy.

## II. Progress in strengthening institutional capacity and effectiveness

11. The Director General is an International Gender Champion. UNIDO's senior management continues to promote gender equality and the empowerment of women in exchanges with external stakeholders and in institutional management. UNIDO has continued to finance the participation of female professional staff in leadership development activities such as the Oxford Women's Leadership Development Programme.

12. Effective April 2022, UNIDO adopted a comprehensive flexible working arrangement policy applicable to staff and Individual Service Agreement (ISA) contract holders. Moreover, a new parental leave policy took effect in 2023 that provides staff with paid parental leave of twenty-six weeks for birth parents and sixteen weeks for non-birth parents. A similar policy was introduced for long-term ISA contract holders, granting up to sixteen weeks of maternity leave and up to six weeks of paternity leave. Furthermore, since November 2022, the Organization provides staff who are mothers of young children with up to two hours of nursing time per day. UNIDO also supported the refurbishment of the nursing room in the Vienna International Centre.

13. Together with other Vienna-based Organizations, UNIDO has been rolling out the Dignity and Inclusion Learning Initiative, an interactive training series for personnel that includes modules such as harassment prevention, LGBTIQ+ inclusion and empowering active bystanders. The Executive Director of UN Women recognized the Initiative as an outstanding achievement in the area of standards of conduct, diversity and inclusion.

14. However, to achieve the United Nations system-wide objective of gender parity across all levels by 2028, UNIDO needs to significantly enhance the share of women international staff members, especially in mid-career and senior-level positions.

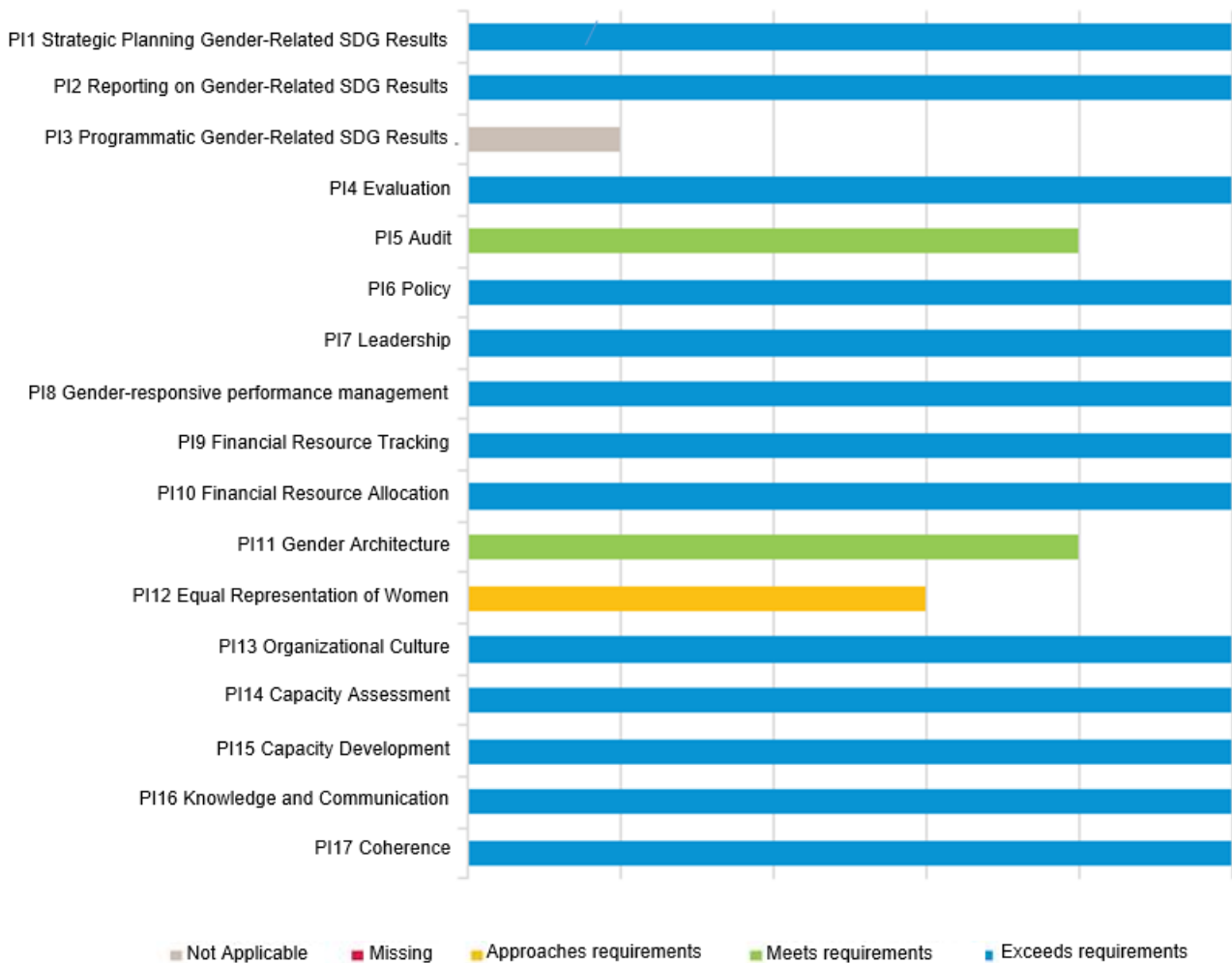
## III. Overall progress on the implementation of the Gender Strategy

15. The 2022 mid-term review of the Gender Strategy found that 83 per cent of the Strategy's targets were completed or on track.

16. The UNIDO Gender Equality Mobilization Award 2021, presented at GC.19, recognized the outstanding achievements of UNIDO personnel in implementing the Gender Strategy.

17. As elaborated in the figure below, UNIDO met or exceeded all but one (94 per cent) of applicable indicators of the United Nations system-wide Action Plan for Gender Equality and the Empowerment of Women (UN-SWAP) in 2022. The gender-responsiveness of evaluations has improved particularly. Thereby, UNIDO further increased its performance by meeting or exceeding 88 per cent of indicators in 2020 and continues to perform above the United Nations system-wide average and significantly above the average of technical United Nations entities.

Figure  
UNIDO 2022 UN-SWAP 2.0 Reporting results snapshot



Source: UNIDO UN-SWAP Report for 2022.

#### IV. Operational Strategy for Gender Equality and the Empowerment of Women 2024–2027

18. The UNIDO Operational Strategy for Gender Equality and the Empowerment of Women 2024–2027, to be considered at the present session of the General Conference (GC.20/7), will guide UNIDO over the next four years in further consolidating and enhancing gender equality results in the context of the 2030 Agenda.

#### V. Actions required of the Conference

19. The Conference may wish to take note of the information contained in the present document (GC.20/6) and encourage the Secretariat to continue its actions in this area through the implementation of the Operational Strategy for Gender Equality and the Empowerment of Women 2024–2027.