

**INTERGOVERNMENTAL OCEANOGRAPHIC COMMISSION**  
(of UNESCO)

**INFORMATION DOCUMENT**

**SUMMARY OF UN BEST PRACTICES FOR GENDER EQUALITY**

Summary

The *Evaluation of the Strategic Positioning of IOC* published by the UNESCO Internal Oversight Service Evaluation Office (August 2021; [IOS/EVS/PI 197](#)) included recommendations on how to advance gender equality across the programmes of the Commission. It also highlighted that the UNESCO global priority Gender Equality is not sufficiently resourced and lacks visibility in the ocean space within and outside IOC.

This document presents a comparative review and analysis of work on gender equality and the empowerment of women in selected intergovernmental organizations (IGOs).

## 1. Introduction

The [IOC Medium-Term Strategy \(MTS\) 2022–2029](#) states that:

*'the IOC contribution to Global Priority of Gender Equality will focus on ensuring that international science cooperation for peace and sustainability promotes equal representation and voice for women and men and that conditions for both women and men to be agents of mitigation, adaptation, resilience and sustainability are equally enabled. The IOC Global Ocean Science Report will continue to monitor progress and assist Member States in achieving parity of men and women in the marine sciences community.'*

The *Evaluation of the Strategic Positioning of IOC* published by the UNESCO Internal Oversight Service Evaluation Office (August 2021; [IOS/EVS/PI 197](#)) included recommendations on how to advance gender equality across the programmes of the Commission. It also highlighted that the UNESCO global priority Gender Equality is not sufficiently resourced and lacks visibility in the ocean space within and outside IOC.

Gender equality and gender mainstreaming are components of many organizational policies within UN agencies and intergovernmental organizations. This document presents a comparative review and analysis of work on gender equality and the empowerment of women in selected intergovernmental organizations (IGOs). Websites and publicly available documents were reviewed and specific components extracted for comparison in a review table (see section 2). Organizations included in this review:

- Economic and Social Commission for Asia and the Pacific (ESCAP)
- Food and Agriculture Organization (FAO)
- International Atomic Energy Agency (IAEA)
- International Hydrographic Organization (IHO)
- International Maritime Organization (IMO)
- International Seabed Authority (ISA)
- International Telecommunication Union (ITU)
- United Nations Development Programme (UNDP)
- United Nations Environment Programme (UNEP)
- United Nations Environment Programme – Secretariat of the Convention on Biological Diversity (UNEP-CBD)
- World Health Organization (WHO)
- World Meteorological Organization (WMO).

Key documents and information on the UN System Wide Action Plan on Gender Equality and Empowerment of Women (UN SWAP 2.0) are also included at the end of the table presented in section 2. This review of institutional practice provides important contextual information for the IOC gender equality action plan and guidelines (IOS Recommendation 6/6.1; [IOC/EC-55/3.2.Doc\(1\)](#)).

In comparing these organizations through available documentation, the various approaches to promote gender equality and mainstreaming that have been adopted are made visible. While some have longstanding programmes with comprehensive strategies, others have recently intensified their efforts to align with global standards on gender equality. Access to specific documents and detailed information varies among these organizations, reflecting different stages and scopes of their gender-related initiatives.

**Table 1** provides an overview of the policies, plans and activities relating to gender in place for each of the organizations reviewed. Detailed information and links to related documents are provided in **Table 2**. For the purposes of this review, a gender equality policy is regarded as an overarching strategic document, a gender equality plan is an operational document, and activities are other gender equality focused initiatives such as projects, or events. While some organizations have developed a specific gender equality policy or plan that is publicly available online, others are conducting relevant work on gender equality and the empowerment of women, without publicly posting a specific and overarching plan.

**Table 1. Summary of the policies, plans and activities relating to gender in place for each of the organizations reviewed.**

Organisation	Gender Equality Policy	Gender Equality Plan	Activities
IOC			x
UNESCO	x	x	x
ESCAP	x	x	x
FAO	x	x	x
IAEA	x	x	x
IHO			x
IMO	x		x
ISA	x (strategy in development)		x
ITU	x		x
UNDP	x		x
UNEP	x	x	x
UNEP-CBD		x	x
WHO	x	x	x
WMO	x	x	x

## 2. Gender Equality Policies/Strategies in Intergovernmental Organizations

**Table 2** compares publicly available gender equality information in selected Intergovernmental organizations (IGOs). The table, originally developed in the framework of WMU Empowering Women for the UN Decade of Ocean Science for Sustainable Development Programme by Dr Mariamalia Rodriguez-Chaves, has been updated and expanded to include:

- Intergovernmental Oceanographic Commission (UNESCO-IOC),
- United Nations Educational, Scientific and Cultural Organization (UNESCO),
- Economic and Social Commission for Asia and the Pacific (ESCAP),
- Food and Agriculture Organization (FAO),
- International Atomic Energy Agency (IAEA),
- International Hydrographic Organization (IHO),

- International Maritime Organization (IMO),
- International Seabed Authority (ISA),
- International Telecommunication Union (ITU),
- United Nations Development Programme (UNDP),
- United Nations Environment Programme (UNEP),
- United Nations Environment Programme – Secretariat for the Convention on Biological Diversity (UNEP-CBD),
- World Health Organization (WHO),
- World Meteorological Organization (WMO).

**Table 2.** Comparison of publicly available gender equality information in selected intergovernmental organizations

Intergovernmental Organization	Policy/Strategy name	Strategic themes /Objectives	Action lines	Targets/ Indicators	Timeframe	Outputs	Additional references	Other commitments
<b>Intergovernmental Oceanographic Commission (IOC)</b>	<a href="#">UNESCO-IOC Medium-Term Strategy</a>  *IOC Medium-Term Strategy responds to UNESCO global priority on gender UNESCO <a href="#">Medium-Term Strategy</a> (2022-2029)	The IOC contribution to Global Priority of Gender Equality will focus on ensuring that international science cooperation for peace and sustainability promotes equal representation and voice for women and men and that conditions for both women and men to be agents of mitigation, adaptation, resilience and sustainability are equally enabled. The IOC Global Ocean Science Report will continue to monitor progress and assist Member States in achieving parity of men and women in the marine sciences community.			2022–2029	Ensure that international science cooperation for peace and sustainability allows for representation and voice for women and men, and that conditions for both women and men to be agents of mitigation, adaptation, resilience and sustainability are provided.	IOC's Global Ocean Science Report will continue to provide the latest disaggregated information on women in marine science to monitor progress and assist Member States in their efforts to achieve gender equality for women in ocean science, based on international assessment.	
	<a href="#">UNESCO-IOC Capacity development strategy</a>	The IOC Capacity Development Strategy is inspired by the High-Level Objectives in the IOC Medium-Term Strategy 2022–2029 and a need to support removing barriers to full gender and geographic representation and to enable equitable access to ocean knowledge, ocean-related education, training, and transfer of marine technology. Recognising that only by committing to long-term sustained efforts will capacity development efforts truly be recognised.	Activity 1.5 Improving gender, generational and geographic diversity  Action 1.5.1 Promote participation of women in ocean research  Action 1.5.2 Promote and support “young scientist” and “women in science” awards		2023–2030			
<b>UNESCO</b>	UNESCO <a href="#">Medium-Term Strategy</a>	Global Priorities: Africa and gender equality will be mainstreamed into all of the Strategic Objectives.  Strategic objective 1: Ensure quality equitable and inclusive education and promote lifelong learning opportunities for all, in	A gender-transformative approach for the complete realization of human rights, as required under the United Nations Systemwide		(2022–2029)			UNESCO's Promise: Gender Equality – a Global Priority: Promotion of gender equality through a dual approach: (i) gender mainstreaming in all programmes and activities; (ii) gender-specific programming.

Intergovernmental Organization	Policy/Strategy name	Strategic themes /Objectives	Action lines	Targets/ Indicators	Timeframe	Outputs	Additional references	Other commitments
		<p>order, inter alia, to reduce inequalities and promote learning and creative societies, particularly in the digital era</p> <p>2: Work towards sustainable societies and protecting the environment through the promotion of science, technology, innovation and the natural heritage</p> <p>3: Build inclusive, just and peaceful societies by promoting freedom of expression, cultural diversity, education for global citizenship, and protecting the heritage</p> <p>4: Foster a technological environment in the service of humankind through the development and dissemination of knowledge and skills and the development of ethical standards</p>	<p>Action Plan on Gender Equality and the Empowerment of Women, stands at the heart of the programmes implemented. A thematic framework of priorities for action, aligned with the SDGs of the 2030 Agenda, has been designed to address: gender equality in and through education; universal access to sexual health and related rights; action for climate justice; the elimination of gender-based violence, discrimination and censorship; women's economic empowerment through income security and decent work; leadership, equitable representation and gender-responsive systems of governance; and participation in scientific and technological developments, including frontier technologies.</p>					

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	<a href="#">UNESCO'S Global Priority Gender Equality Framework</a>	<p>Reduce inequalities and promote learning and creative societies in the digital age through quality education for all</p> <p>Work towards sustainable societies by preserving the environment through the promotion of science, technology and the natural heritage</p> <p>Build inclusive, just and peaceful societies by promoting freedom of expression, cultural diversity, education for global citizenship, and protecting the heritage</p> <p>Foster a technological environment in the service of humankind through the development and dissemination of knowledge and skills and the development of ethical standards</p>	<p>Achieve gender equality in and through education</p> <p>Empower women in science and technology for environmental action (scientific leadership; ecosystems &amp; biodiversity; water &amp; oceans)</p> <p>Promote inclusion and combat gender-based violence</p> <p>Bridge the digital gender divide</p>		2022–2029	<p><a href="#">UNESCO in Action for Gender Equality 2022–2023</a></p> <p>The report is the 3rd edition of a series designed to monitor the implementation of Global Priority Gender Equality. Presenting key data, best practices and lessons learned to show how UNESCO and its partners have provided concrete and effective solutions during the 2022–2023 biennium to advance gender equality by reducing inequalities in and through education; empowering women in science and technology for environmental action; promoting inclusion and combatting gender-based violence; bridging the digital gender divide and supporting women's empowerment in crisis, emergency and early recovery contexts.</p>		<b>L'Oréal-UNESCO For Women in Science programme.</b> This initiative has rewarded scientific excellence for 25 years by presenting international awards of 100,000 euros each year to five outstanding women to further support their research and raise awareness of their fields of study.
	<a href="#">UNESCO Priority Gender Equality Action Plan (GEAP II)</a>	GEAP II, provides an operational framework for the implementation of Priority Gender Equality.		UN-SWAP indicators	2014–2021			
<b>Economic and Social Commission for Asia and the Pacific (ESCAP)</b>	ESCAP Gender Equality Strategy	I. Gender-related SDG Results; II. Member States Capacity; III. Organizational Culture and Operations; and IV. Staff Capacity.	In order to achieve these objectives, ESCAP takes a twin track approach: (a) the institutionalisation of gender equality in ESCAP, and (b) the strengthening of the capacity of, and cooperation between,		2019–2023	Outputs include: (a) gender mainstreaming throughout the work of the Divisions, Sub-Regional Offices and Regional Institutions, (b) gender-targeted interventions for which the primary focus is the goal of gender equality, and (c) the institutional operations and culture of the ESCAP secretariat.	<p><a href="#">Evaluation of ESCAP's Performance On Gender Mainstreaming</a> (May 2024)</p> <p><a href="#">Gender Mainstreaming webpage</a></p> <p><a href="#">Annual progress reports</a></p>	

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			member States for the realization of gender equality and women's empowerment, which is deemed to be integral to the achievement of the 2030 Agenda in Asia and the Pacific.					
	<a href="#">ESCAP Gender Equality Implementation Plan</a>	<p>Goal A: Strengthened delivery of Gender-related SDG Results</p> <p>Goal B: Tracking Financial Resources for Gender Equality</p> <p>Goal C: Strengthened institutional framework</p>	Operationalize s commitments and mandates to deliver gender-related SDG results which aim towards the achievement of gender equality and the empowerment of women, as expressed in the ESCAP Gender Equality Policy. Builds on the gender architecture and accountability framework established in the first ESCAP Gender Equality Policy (2014-2017) and Implementation Plan (2015-2017).	The Plan is aligned with the UN-SWAP 2.0 framework and performance indicators.	2019–2023			



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<b>Food and Agriculture Organization (FAO)</b>	<a href="#">Policy on Gender Equality</a>  Policy will be complemented by a Gender Action Plan that will identify priorities in the medium-term and set time-bound outputs, deliverables and targets.	<i>Objective 1:</i> Women and men have equal voice and decision-making power in rural institutions and organizations to shape relevant legal frameworks, policies and programmes.  <i>Objective 2:</i> Women and men have equal rights, access to and control over natural and productive resources, to contribute to and benefit from sustainable agriculture and rural development.  <i>Objective 3:</i> Women and men have equal rights and access to services, markets and decent work and equal control over the resulting income and benefits  <i>Objective 4:</i> Women's work burden is reduced by enhancing their access to technologies, practices and infrastructure and by promoting an equitable distribution of responsibilities, including at household level.	As a specialized agency of the United Nations with the mandate on agriculture, food security and nutrition, FAO has a key role to play in coordinating efforts, generating knowledge and promoting innovative solutions to address the gender-based discriminations that still hold back rural women and girls	Alignment to gender-related SDGs targets:  5.1: End all forms of discrimination against women and girls.  5.5: Ensure women's full and effective participation and equal opportunities for leadership at all levels of decision-making.  5.C: Adopt and strengthen sound policies for the promotion of gender equality.  10.2: By 2030, empower and promote inclusion of all.	2020–2030	Organization will adopt a twin-tracked strategy for the promotion of gender equality and women's empowerment:  <b>1. Gender mainstreaming:</b> normative and technical work systematically integrates a gender perspective and responds to needs, interests and capacities of women and men.  <b>2. Targeted interventions:</b> When the gender gap is particularly wide, FAO will implement programmes and projects that specifically target women and/or focus on the promotion of gender equality.  Minimum standards for gender mainstreaming: <ul style="list-style-type: none"><li>• Evidence generation (sex-disaggregated data).</li><li>• Strategic Planning.</li><li>• Programmes &amp; Projects design and implementation.</li><li>• Reporting.</li><li>• Human Resource Management.</li><li>• Staff Learning.</li><li>• Evaluation &amp; Audits.</li><li>• Resource mobilization &amp; partnerships.</li><li>• Communication.</li></ul>	Opportunity to update the formulation of the gender-equality objectives and the minimum standards to reflect institutional changes, incorporate key organizational functions under-represented in the previous version of the Policy and ultimately set more stringent requirements for gender mainstreaming.	FAO's commitment to promote gender equality stems from the intergovernmental mandate of the United Nations to promote and protect women's rights as fundamental human rights, as recognized by the 1948 Universal Declaration of Human Rights; the 1979 Convention on the Elimination of All Forms of Discrimination against Women (CEDAW); the Beijing Declaration and Platform for Action (BPfA); the UN System-wide Action Plan for Mainstreaming Gender Equality and the Empowerment of Women (UN-SWAP 2.0)  2020 was the first year of FAO's first ever Women Committee being fully active. FAO Women Committee, provides an inclusive, safe space that reflects the diverse and energetic nature of FAO's female workforce.  FAO is committed to promote the gender equality objectives in all its mandated areas of work, including agriculture, fishery, aquaculture, forestry and livestock; nutrition; natural resource management; climate-change adaption and mitigation; emergency response and resilience building; markets, trade and value-chain development; decent employment and the elimination of child labour; social protection; and the empowerment of rural institutions.  The ultimate responsibility for the achievement of the objectives lies with Member countries and their institutions, this Policy holds FAO accountable for systematically pursuing them, by integrating gender equality as a priority in its strategic framework and related implementation mechanisms
<b>International Atomic Energy Agency (IAEA)</b>	<a href="#">Gender at the IAEA</a> webpage	The International Atomic Energy Agency is committed to gender equality and to supporting the ability of all individuals, regardless of gender, to equally contribute to and benefit from its programmes and	Gender specific fellowships: <a href="#">Marie Skłodowska-Curie Fellowship Programme</a> (MSCFP) and the <a href="#">Lise Meitner</a>					

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		activities. To this end, the IAEA strives to achieve gender balance in the Secretariat and to implement gender mainstreaming in its programmes and activities.	<a href="#">Programme (LMP)</a> .					
	<a href="#">Personnel – Women in the Secretariat</a> Report by the Director General For the Board of Governors General Conference (2021) <b>GOV/2021/38-GC(65)/19</b>	The Gender Action Plan is an internal road map to support the implementation of the Agency's Gender Equality Policy. It elaborates tasks and milestones set along four objectives, covering efforts towards gender balance in the Secretariat as well as steps to more systematically mainstream gender concerns in programmatic activities. The four objectives of the Gender Action Plan are: • Strengthened efforts for gender balance in the Secretariat; • Strengthened gender mainstreaming in the Agency's programmes and activities; • Enhanced internal and external communication about the Agency's work on gender equality; and • Promotion of an enabling environment supportive of gender equality.	Gender mainstreaming in recruitment processes, recruitments widely advertised and targeted outreach to relevant and qualified professional profiles. Webinars and info to support candidates of genders in recruitments. Gender mainstreaming in programming. Better gender representation in conferences and events. Access to up-to-date gender disaggregated data in representation in groups. Training. Support for women's networks. Internal communications. Actions Taken to Promote an Enabling Environment Supportive of Gender Equality	Statistical information using gender disaggregated data reported by job category, job type, age, contract type, as well as figures on recruitment and applications.	Since 2007, the Secretariat has implemented a comprehensive Gender Equality Policy, which covers gender balance in staffing as well as mainstreaming gender considerations in the Agency's programmes and operations. In 2021, the Secretariat updated its internal Gender Action Plan to include new tasks for the 2021–2022 biennium.			
<b>International Hydrographic Organization (IHO)</b>	Empowering Women in Hydrography project. Established	Raise awareness about career opportunities in hydrography, and to increase	<b>Data collection</b> – survey: number of	Data collected from 44 of IHO Member	2021–2024	<ul style="list-style-type: none"> <li>• More exposure to and interest in participating in IHO bodies.</li> </ul>		Future activities will depend on any contributions from Member States.

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	<p>with funding from Canada.</p> <p><a href="https://iho.int/en/empowering-women-in-hydrography-a-transformative-three-year-journey-towards-gender-equality">Empowering women in hydrography</a></p> <p><a href="https://iho.int/en/empowering-women-in-hydrography-a-transformative-three-year-journey-towards-gender-equality">https://iho.int/en/empowering-women-in-hydrography-a-transformative-three-year-journey-towards-gender-equality</a></p>	the number of women in leadership positions.	<p>women in hydrography</p> <p><b>Education &amp; Training</b></p> <p><b>Internships</b></p> <p><b>Mentoring program</b></p> <p><b>Supporting Participation of Women in IHO Meetings</b></p> <p><b>Awareness</b> Conferences &amp; webinars, interviews, articles, <a href="#">portraits from around the world</a></p> <p><b>Financial commitments</b> Canada committed \$300,000 for the project. The United Kingdom Hydrographic Office (UKHO) established an Improving Gender Balance in Hydrography fund as part of the Empowering Women in Hydrography project.</p>	<p>States revealed that men hold 80% of the leadership roles in the combined hydrographic offices and make up approximately 75% of total staff. Out of 10786 employees, 2737 are women, and only 306 of these occupy leadership roles.'</p>		<ul style="list-style-type: none"> <li>Increased participation of women in IHO bodies, fostering a more diverse community.</li> <li>Greater understanding of the IHO's global context, contributing to enhanced international collaboration.</li> <li>Development of leadership skills and competencies.</li> <li>Increased visibility of career possibilities in both leadership and technical roles.</li> <li>Expanded professional networking opportunities within the international hydrographic community.</li> </ul>		
<b>International Maritime Organisation (IMO)</b>	<a href="#">Women in Maritime Diversity, Equity, and Inclusion</a>	Within the framework of maritime development, and through its Women in Maritime programme, under the slogan: "Training-Visibility-Recognition", IMO has taken a strategic approach towards enhancing the contribution of women as key maritime stakeholders. IMO continues to support the participation of women in	<p><a href="#">Training</a> – gender specific fellowships</p> <p><a href="#">Visibility</a> – International day for women in maritime 18 May and women in maritime survey</p>	Today, women represent only 1.2% percent of the global seafarer workforce as per the <a href="#">BIMCO/I CS 2021 Seafarer</a>	(none mentioned specifically)	IMO supports gender equality and the empowerment of women through gender specific fellowships; by facilitating access to high-level technical training for women in the maritime sector in developing countries; by creating the environment in which women are identified and selected for career development opportunities in maritime	A cross-divisional Gender and Diversity Group is working on revising the current strategy and action plan that will support the attainment of gender parity within the Secretariat and enhance mainstreaming gender in the Secretariat's work, including the delivery of our projects and programmes. [Referenced in a	<p>Executive Secretary has installed a gender balanced senior management team, and committed (documented in <a href="#">a speech</a> on IWD 2024) refraining from participating in panels or round tables unless gender representation is respected.</p> <p>In collaboration with the Women's International Shipping and Trading Association (WISTA International), the IMO launched the inaugural "Women</p>

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		both shore-based and sea-going posts.	<a href="#">Recognition</a> – Gender equality award 2026.	<a href="#">Workforce Report</a> . This represents a positive trend in gender balance, with the report estimating 24,059 women serving as seafarers, which is a 45.8% increase compared with the 2015 report.		administrations, ports and maritime training institutes; and by facilitating the establishment of professional women in maritime associations, particularly in developing countries.	speech – original documents were not located]	in Maritime Survey" in 2021. This global initiative aims to establish baseline data on the number of women employed across various maritime and ocean-related fields, as well as the positions they occupy. The survey is conducted triennially to monitor progress and inform policies aimed at enhancing diversity and inclusion within the industry.  2019 – A year of action to empower women in maritime
<b>International Seabed Authority (ISA)</b>	<a href="#">Strategic Plan</a>  [Website lacking final version of the new strategic plan – instead info in this row relates to <a href="#">ISBA/28/A/7 – Consideration for adoption of the Strategic Plan of the Authority for the Period 2024-2028</a> ]		Gender specific provisions within the document presenting the draft strategic plan include mention of the Women in deep sea research programme and capacity development activities – where 9 contractors have pledged to allocate 50% of training opportunities for qualified women applicants.		2024–2028	<a href="#">The capacity development dashboard</a> presents participation information on training activities by geography and gender.  <a href="#">Empowering Women from LDCs, LLDCs and SIDS in Deep-Sea Research</a> – report summarizes key findings of a gender mapping exercise in deep-sea research	<a href="#">Action plan of the International Seabed Authority in support of the United Nations Decade of Ocean Science for Sustainable Development</a> (ISBA/26/A/4) - mentions capacity development and commitment to gender balanced training opportunities	The <a href="#">Women in Deep-Sea Research</a> (WIDSR) project builds on Voluntary Commitment <a href="#">#OceanAction40786</a> towards “ <b>Enhancing the Role of Women in Marine Scientific Research</b> ,” one of the eight <a href="#">Voluntary Commitments</a> registered by ISA at the 2017 and 2022 UN Ocean Conferences.  <a href="#">S.H.E Mentoring programme</a> (2023-2025)  <a href="#">Women in Blue</a> : training opportunities in ocean science (2025)
	Gender Equality Strategy ( <a href="#">in development</a> ) ISBA/st/sgb/2024/1	A Gender Equality Task Team has been established to: Develop and implement a gender equality strategy; Mainstream gender in programmes and operations; capacity building; Monitoring & evaluation		Strategy aimed to be launched by November 2025	Task team established for initial period of 2 years (November 2024– November 2026)	The Task Team will report to the Secretary-General on a regular basis, providing updates on progress, challenges, and recommendations. It will also produce an annual Gender Accountability Framework Report to monitor progress towards commitments and provide recommendations for improvement.		
	<a href="#">Empowering women from LDCs, LLDCs and SIDS in deep-sea research</a>	Gender mapping exercise resulting in identification of key barriers faced by women scientists from LDCs, LLDCs,		<b>Gender mapping indicators:</b> National contribution;	Published 2022	Specific recommendations to advance participation and empowerment of women in deep-sea research in LDCs, LLDCs, and SIDS are provided		

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		and SIDS from deep-sea research & leadership		<p>employment demographic s; policies; education and skills training; funding for education and research; transition to employment; career progression and leadership</p> <p><b>Critical barriers analysis</b> indicators: personal demographic s; career choices and transition to employment; employment environment; career progression and leadership; research funding &amp; remuneration; work-life balance; social norms &amp; attitudes; discrimination and harrassment</p>		in <b>data</b> (standardization in methods & practice); <b>capacity</b> (budget allocation, training, representation), <b>systemic barriers</b> (workplace issues, change across scales, make fieldwork free from sexual harassment/safer), <b>leadership support</b> (mentoring programmes).		
	<a href="#">Strategic Plan</a>	<p><i>Realize the role of ISA in a global context - Strategic Direction 1.1.</i></p> <p>Align its programmes and initiatives towards the realization of those SDGs relevant to its mandate.</p> <p>Build capacity for developing States- Strategic Direction 5.1.</p>	Encouragement of gender equality through dedicated efforts to increase opportunities for qualified women from developing States to participate in marine scientific	The number of women from developing States who have participated in the Authority's capacity-building programmes	2019–2023	An effective contribution by ISA to the achievement of relevant SDGs by alignment of its programmes and initiatives.		ISA pledged a voluntary commitment on enhancing the role of women in marine scientific research through capacity building (UN Ocean Conference 2017).

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		<p>Ensure that all capacity-building programmes and measures and their delivery are meaningful, tangible, efficient, effective and targeted at the needs of developing States, as identified by developing States.</p> <p><i>Strategic Direction 6.</i> Ensure fully integrated participation by developing States.</p> <p>6.3 In cooperation with States parties, initiate and promote measures providing opportunities to personnel from developing States for training in marine science and technology and for their full participation in activities in the Area.</p>	<p>research programmes.</p> <p><i>High-level Action 6.3.3</i> Identify and develop measures to strengthen the role of women in deep-seabed related activities and in particular, in deep-seabed research.</p>	<p>will also be a critical indication of the commitment of the organization to addressing the existing gender gap (performance indicator 5.5).</p> <p>(*Implementation of the Strategic Plan for the International Seabed</p> <p>Authority: Draft Performance Indicators for the 2019-2023 period).</p> <p><i>Description Target</i></p> <p>Report on the measures identified and/or developed that could be implemented by ISA to strengthen the role of women in deep-sea research.</p>		<p>Identification and prioritization of technical assistance needs for developing States, including those to help facilitate participation in activities in the Area.</p>		
International Telecommunication Union (ITU)	<a href="#">Gender Equality and Mainstreaming web page</a>	ITU's vision is to become a model organization for gender equality, and to leverage the power of ICTs to empower both women and men.	Networks of women The Equals Global Partnership Girls in ICT day			<a href="#">Mainstreaming gender equality in ITU Telecommunication Standardization Sector activities</a>		Since 8 April 2011, the ITU has celebrated Girls in ICT Day annually on the fourth Thursday in April. This initiative promotes information and communication technologies (ICT) to young women and girls and



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			Women in cyber					encourages them to pursue careers in the field.
	<a href="#">Gender Equality &amp; Mainstreaming Policy (GEM)</a>	-Achieve gender equality within ITU to allow both women and men to equally contribute to and participate in the work of the organization; Develop policies, programmes, projects and knowledge-building activities that allow for both women and men to equally benefit from ICTs, and hence help reduce inequalities; Strengthen institutional arrangements for gender mainstreaming and to review the Union's delivery mechanisms to integrate gender issues more effectively. Provide an accountability framework for gender equality and an internal monitoring and reporting mechanism in accordance with the requirements of the UN-SWAP.	Organizational Culture and Staffing  Programmes, Activities, Services Delivery, Implementation  Governance		Adopted by the Council in 2013 – updated	This policy presents a shared vision for integrating a gender perspective throughout the Union. It provides a tool to ensure that gender equality remains a core consideration in ITU's strategic plans, activities and programmes. This policy also outlines an accountability mechanism to ensure oversight and achievement of results and an action plan to be developed and reviewed periodically.		
<b>United Nations Development Programme (UNDP)</b>	<a href="#">Gender Equality Strategy</a>	Directions of change: Structural transformation; Building resilience; Leaving no one behind	Contribute to gender equal and sustainable economies  Help reinvigorate inclusive governance, participation and women's leadership  Support equal societies to build resilience  Put gender equality at the		2022–2025		Three Enablers: Finance; Digitilization; Strategic innovation  Institutional transformation	

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			<p>heart of caring for people and the planet</p> <p>Close gender gaps in access to modern, sustainable energy</p> <p>Accelerate the achievement of gender equality</p>					
<b>UN Environment Programme (UNEP)</b>	<a href="#">For People and Planet – Medium Term Strategy</a>	<p><b>Getting gender right: increased responsiveness to gender equality and human rights</b></p> <p>Despite appointing gender focal points and introducing “responsiveness to human rights” and “gender equity” as stand-alone project evaluation criteria in 2018, UNEP performance on the delivery of gender and human rights outcomes at the project level remains weak</p>	<p>Specific references to gender include: UNEP will invest in enhancing the abilities of staff, including within the Multilateral Environmental Agreements, to better understand, implement, monitor and analyze gender and human rights and intersectional gender and non-discrimination issues</p> <p>UNEP will support an integrated and balanced implementation of the 2030 Agenda.</p> <p>UNEP will strengthen institutional capacity for gender-responsive programme delivery</p>		2022–2025		Gender equality and a rights-based approach recognized as key to ending all forms of discrimination and ensuring progress towards environmental sustainability	



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	<a href="#">GENDER EQUALITY AND THE ENVIRONMENT Policy and Strategy</a>	To catalyse a transition towards low carbon, resource efficient, fully equitable and non-discriminatory development, based on the protection and sustainable use of ecosystem services, coherent, inclusive and participatory environmental governance and the reduction of environmental risks for the well-being of current and future generations, male and female, and the attainment of global environmental goals in order to contribute to 10 sustainable development, and realisation of the vision.	Gender mainstreaming in institutional arrangements and thematic areas		2014–2017	Programme: Technical assistance provided to national, regional and local partners and stakeholders, so that their policies, plans and programmes achieve clearly articulated, time-bound and measurable gender equality and women's empowerment results in each of UNEP's subprogramme areas, identified based on gender analysis, assessed against clearly defined baseline data disaggregated by sex and age. <sup>8 15</sup> . Progress towards internal gender parity at all levels, and particularly at the P5 levels and above for women, and G7 levels and below for men, clearly demonstrated, according to the defined United Nations formula, as an objective indicator of organizational commitment to gender equality and women's rights, and of an organizational culture with the capacity to advance these ideals.	This policy was designed as an interim document towards the full inclusion of gender equality considerations into Medium Term Strategy for UNEP for the current and future programming cycles, in accordance with system-wide good practice.	
<b>UNEP – Secretariat of the Convention on Biological Diversity</b>	<a href="#">Gender Plan of Action</a>	The purpose of the gender plan of action is to support and promote the gender responsive implementation of the post-2020 global biodiversity framework. The plan will also support a gender responsive approach to applying the implementation mechanisms associated with the framework.	Expected outcomes: All people in particular all women and girls, have equal opportunity and capacity to contribute to the three objectives of the Convention.  Biodiversity policy, planning and programming decisions address equally the perspectives, interests, needs and human rights of all people, in particular of all	Proposed expected outcomes, objectives, and actions are outlined with indicative timeframes and responsible actors	2022 – relevant for the post-2020 global biodiversity framework		<a href="#">Gender and Biodiversity</a> webpage	

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			women and girls.  Enabling conditions are created to ensure gender responsive implementation of the post-2020 global biodiversity framework					
<b>World Health Organisation (WHO)</b>	<a href="#">WHO Gender Parity Policy</a>	Leadership and accountability: Gender-sensitive recruitment, progression and development; Creating an enabling environment: A workplace culture that is free of discrimination, harassment and abuse; Monitoring and Evaluation		Gender parity at each professional level by 2026	2023–2026		<a href="#">Gender mainstreaming webpage</a>  The impactful integration of gender – along with equity and human rights approaches– into the corporate work of the World Health Organization is underscored as one of the Organization’s strategic priorities in its Thirteenth General Programme of Work 2019 to 2023 (GPW13). To operationalize this impactful integration, WHO places mainstreaming gender, equity and human rights at the core of the “Leave no one behind” approach to universal health coverage and the achievement of the Sustainable Development Goals. Leadership for mainstreaming gender is reinforced in the WHA’s resolution 60.25 “Strategy for integrating gender analysis and actions into the work of WHO” (2007) and WHO’s Policy on gender equality in staffing (2017). The new output measurement system, requested by Member States, comprises a scorecard with six strategic dimensions, one of them being the “impactful integration of gender, equity and human rights” in the programmatic and corporate	WHO’s Director General, Dr Tedros Adhanom Ghebreyesus, is an International Gender Champion and committed to supporting efforts to mainstreaming gender across all the work of the Organization.

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							work of WHO. The scorecard is aligned with the technical requirements and recommendations of the United Systems-Wide Action Plan on Gender Equality and the Empowerment of Women (UNSWAP).	
<b>World Meteorological (WMO)</b>	<a href="#">WMO Gender Equality Policy</a>	<p>The purpose of the Gender Equality Policy is to promote, encourage and facilitate gender equality across the World Meteorological Organization (WMO) and to establish a mechanism by which progress can be measured.</p> <p>(a) To ensure equality of opportunity for women and men within the WMO Secretariat;</p> <p>(b) To ensure equality of opportunity for women and men to participate in all WMO constituent bodies and capacity-building initiatives;</p> <p>(c) To ensure equality of opportunity for women and men in National Meteorological and Hydrological Services;</p> <p>(d) To ensure gender sensitive development and delivery of all services provided through coordination of WMO, including equal access and equal user capacity for women and men;</p> <p>(e) To ensure that all WMO projects and programmes are gender sensitive.</p>	<p>Gender mainstreaming is the primary tool that will be used to achieve the goal of gender equality within WMO. It will be supported by targeted capacity-building and training as required.</p> <p>An action plan will be developed and updated after each Congress to facilitate the objectives and expected outcomes elaborated in the WMO Gender Equality Policy.</p>		Originally established in 2007, amended in 2015.	<p>Expected outcomes: Gender sensitive strategic planning; gender sensitive governance; gender sensitive human resources; gender sensitive weather, hydrological, and climate services</p> <p>Within the <a href="#">WMO Performance assessment report</a> (2020-2023) on Long-term goal 1 “Better serve societal needs: delivering authoritative, accessible, user-oriented and fit-for-purpose information and services, the term ‘gender’ occurs 5 times in the report.</p>		
	<p>WMO Gender Action Plan</p> <p><a href="#">World Meteorological Congress</a></p> <p>(P.254)</p>		Assigns priority actions for WMO Secretariat; WMO Constituent bodies, and WMO Members		2020–2023		Outcomes of the 2021 Global Survey on Gender Equality in Aeronautical Meteorology	

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United Nations	<a href="#">United Nations system-wide policy on gender equality and the empowerment of women</a>	<p>Pursue the goals of gender equality and the empowerment of women, both collectively within the United Nations system and individually within our specific organizations, through coherent and coordinated implementation of gender mainstreaming strategy.</p> <p>Providing strong leadership within organizations to ensure that a gender perspective is reflected in all organizational practices, policies and programmes.</p>	<p>Main elements of the strategy include:</p> <p>Accountability.</p> <p>Results-based management for gender equality</p> <p>Oversight through monitoring, evaluation, audit and reporting.</p> <p>Human and financial resources.</p> <p>Capacity development.</p> <p>Coherence, coordination and knowledge and information management.</p>					<p>Secretary-General of the United Nations, António Guterres:</p> <p><i>“Gender parity at the United Nations is an urgent need – and a personal priority. It is a moral duty and an operational necessity. The meaningful inclusion of women in decision-making increases effectiveness and productivity, brings new perspectives and solutions to the table, unlocks greater resources and strengthens efforts across all the three pillars of our work.”</i></p>
	<a href="#">UN System-wide Action Plan</a> (UN-SWAP 2.0) on Gender Equality and the Empowerment of Women	Establishes a common understanding and standard requirements for gender equality and women's empowerment to which all agencies of the United Nations are required to adhere.	Monitoring activities and outcomes for gender-related Sustainable Development Goal results	<p>Accountability framework outlines 17 performance indicators across 6 performance areas:</p> <p>Gender related SDG results;</p> <p>Oversight;</p> <p>Accountability ;</p> <p>Human and financial resources;</p> <p>Gender architecture;</p> <p>organizational culture;</p> <p>capacity;</p> <p>Knowledge, communication and coherence</p>				Beijing Declaration and Platform for Action and follow-up UN General Assembly resolutions