

Gender Briefing for New Staff

UNDP LIBERIA 2022



Teaser

Find gender- sensitive alternatives to the gender-biased language below:

1. Social Good Summit attendees and their wives are invited.

2. Korlu and Boakai both have full time jobs; he helps her with the housework.

3. The average mechanic in Liberia is experiencing impacts on his health by the age of 36 due to hazardous working conditions.

4. The policy guide states that the Deputy Resident Representative attends every Project Appraisal Committee meeting at his Country Office.

5. Each employee will do better if he has a voice in the decision.

6. Dear Mothers, please ensure that your children wash their hands after using the bathroom.

Miss, Mrs.	
Men and ladies	
Man and wife	
Ed Kerkula and his wife Mardea	
Mrs. Ed Kerkula	

Introduction

The promotion of gender equality and women's empowerment is essential to UNDP's development approach. UNDP recognizes gender equality as a human right, a development goal in and of itself (SDG 5), and a prerequisite for accomplishment of all SDGs.

The UNDP Strategic Plan 2022 – 2025 has gender equality as one of the standalone six signature solutions, while applying a stronger gender equality lens to the other five: – poverty & inequality, governance, resilience, environment and energy. The strategy further reinforces that 'to strengthen progress enough to withstand future shocks, it is essential to tackle the persistent, structural obstacles to gender equality'.

UNDP has also developed a Gender Strategy 2022 – 2025 anchored on the fact that partners expect UNDP to elevate its role as a convener and an advocate for gender equality. To accelerate and significantly scale up results in gender equality and women empowerment, UNDP commits to help governments place gender equality at the core of all political, economic, and environmental dialogues and decisions.

In order to effectively play this role, UNDP is rolling out a gender equality certification programme, the Gender Seal, which acknowledges that systemic change starts with the everyday decisions, actions, and behaviours of UNDP personnel. Our actions and impact require leadership that fosters listening and learning, and calls for courage and new ways of working. UNDP will succeed only if it creates and sustains a culture where every person is respected, valued, and empowered, and feels safe and included.

Frameworks informing UNDP's commitment to Gender Equality

A number of global and national commitments provide the contextual frameworks for UNDP Liberia's commitment to gender equality, and the promotion of women's rights and empowerment, and addressing the barriers and challenges hindering women from realizing their full capabilities on equal basis with men. These include:

The UN System-Wide Policy and Action Plan on Gender Equality and the Empowerment of Women, which requires that Country Office action plans a clear statement in support of gender equality; integrate gender equality into one-third to one-half of its results statements and disaggregate all data by sex.

At the national level, the Government of Liberia has developed many policies and strategies to addressing gender concerns including the Pro-Poor Agenda for Prosperity and Development (PAPD) 2018 – 2023.

The PAPD is geared towards accelerating inclusive and sustainable development and highlights the inequalities and discrimination women face.

The National Gender Policy (NGP), revised in 2017, is drafted in line with the Constitution of Liberia which takes precedence in establishing a framework for the Government to promote unity, liberty, stability, equality, justice, and human rights with opportunities for social, economic, and political advancement of the whole society, irrespective of gender.

Gender equality in programming and operations

UNDP Liberia addresses gender equality through its operations and programmes, promoting inclusion and participation of women and girls in all its activities. The Country Office has put in place.

Measures to champion gender equality and empowerment of women and girls, both internally and externally. The CO is systematically moving towards ensuring gender is integrated in all stages of programming, from design to implementation, monitoring, reporting, and evaluation.

Respected, valued, empowered, safe, and included

Launched in 2019, UNDP's People for 2030 Strategy is transforming the organization's people culture and capabilities to help UNDP deliver better development results. At the heart of this strategy, UNDP strives to attract top talent and foster diversity by enhancing an open, inclusive, non-discriminatory, and respectful work environment for its personnel.

The UNDP Gender Strategy 2022–2025 notes that “meaningfully integrating gender equality across UNDP work starts with the everyday decisions, actions, and behaviours of our personnel. Our efforts require leadership that fosters listening and learning, and calls for courage and new ways of working. UNDP will succeed only if it creates and sustains a culture where every person is respected, valued, and empowered, and feels safe and included.”

UNDP does NOT tolerate behaviours of sexual harassment, sexual exploitation, and abuse in our workplace or in working with partners and communities.

Gender parity is a top priority for UNDP. The organization is working toward equal representation of men and women across all levels of the organization.

Mainstreaming gender equality into institutional culture

UNDP Liberia's commitment to gender equality and women empowerment is driven by the senior management team. All personnel are expected to have at least a basic understanding of gender issues and their importance for UNDP's mandate and goals, and their implications for their own personal and professional development. UNDP offers a raft of mandatory courses, including the Gender Journey and Preventing Sexual Harassment, Exploitation and Abuse, to help personnel maximize their potential and the organization's impact.

The Country Office requires that all recruitments are gender compliant, encouraging qualified women to apply and exercising affirmative actions in shortlisting, as well as ensuring interview panels are gender balanced.

Gender Seal Certification

UNDP has rolled out a gender equality certification programme, the Gender Seal, which promotes an organizational culture of equality and incentivizes Country Offices to integrate gender into all aspects of their development work. It is UNDP's flagship initiative to build capacities and support transformational gender equality results.

The Seal serves as a learning platform to help Country Offices to establish baselines, fine-tune strategies, address gender gaps, document innovations, and showcase the impact of intervention for gender equality. The process creates an inclusive and open space for out-of-the-box thinking.

In 2021, UNDP Liberia undertook the UNDP Gender Equality Seal Baseline Assessment, the first step towards certification.

To sustain and expand the gender potential of UNDP Liberia, the Country Office will build the capacity of its personnel to be able to develop and deliver transformational gender responsive programming.

