



UN
DGACM New York

2024 ACTION PLAN ON GENDER

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[Executive summary](#)

Monitoring

Communication	
<i>Raise gender awareness among staff and keep them informed on gender-related activities</i>	USG's bimonthly message and internal communications
<i>Share DGACM's experience on gender-related work via various communication channels</i>	Social media, iSeek and other channels
<i>Mainstream gender in DGACM communication</i>	

Action

Action Plan 2024: objectives, impact, activities/measures, time frame

A. Monitoring progress for gender parity and equality

Objective	Expected impact	Activity/Measure	Time frame
Monitor the representation of women in DGACM	Information on gender parity is up to date and readily available to managers	Sex-disaggregated statistics on the representation of women are included in DGACM/EO human resources monthly report	Ongoing
Monitor progress in all areas leading to gender equality	Room for improvement, successes and challenges are identified	Annual UN-SWAP report is prepared and	

Objective	Expected impact	Activity/Measure	Time frame
DGACM USG champions gender equality internally and publicly	DGACM's involvement in promoting gender equality and empowering women serves as an incentive for other entities	Under-Secretary-General follows up on specific commitments to enhance gender equality and parity as a member of the International Gender Champions comhaUn	Ongoing

Objective

Objective	Expected impact	Activity/measure	Time frame
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Annex I

Strategic Objective on Gender for Divisional Workplans

Strategic Objective:

Promotion of gender equality

Expected Accomplishment:

Maintenance of gender parity⁶

Creation of an enabling environment, allowing flexibility for staff with caregiving responsibilities

Striving for a balanced representation of women and men at internal events, conference-servicing missions, and other representative functions, and in internal and external information materials and products

Outputs:

Gender-sensitive or gender-neutral language is used in all internal documents and during internal meetings and events.

Inclusion of gender goal in all staff edy 5 (ee5 0 Tu-0.6 (1:t.228/Artif 0 Tw 23.3 5p6

Annex II

Gender-SMART goal⁷ 7

First and Second Reporting Officers

Goal: Support the implementation of the UN System-wide Strategy on Gender Parity

Description and related actions: