

Gender Parity in UNMIK

Overview



- 2nd peacekeeping mission in terms of gender parity.
- 42% international staff are women.
- 40% of leadership positions (D-2, D-1 and P-5) filled by women.
- 42 of the 83 personnel hired since the appointment of SRSG Tanin in October 2015 are women.



UNMIK Implementation Plan on Gender Parity

- Endorsed by the SRSG in April 2018.
- 23 action points divided into five categories.
- Focus on parity and a gender-sensitive environment.
- 70% of the plan implemented.



Best Practices

- Focal Point for Women (FPW) has direct access to SRSG and participates in Senior Management Meetings.
- Participation of FPW in recruitment processes.
- Regular progress reports on gender parity to SRSG.
- Outreach activities to encourage women to apply to job openings.



Achievements



45%
Women in Senior Management Meetings

50%
Women at D-2, P-4 and P-3 levels

1st
UNMIK award for staff promoting gender equality

5%
Staff making use of Flexible Working Arrangements