director-general's bulletin

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WORKING TOWARDS GENDER PARITY AT FAO

FAO recognizes that achieving equal gender representation amongst the workforce is a fundamental goal, a common value of the UN and a necessary condition for the achievement of UN objectives. There is a sound business case for promoting gender balance in organizations, particularly at senior levels. FAO is accordingly committed to promoting gender equality in its technical work and gender parity in staffing at the Professional and higher levels.

At its 139th session in May 2010, the Council endorsed the UN-wide target of 50% female representation at professional and higher levels in FAO. In order to provide a framework for the achievement of this target, I have recently endorsed a Human Resources Strategic Action Plan for Achieving Gender Equality (see Annex I).

This Strategic Action Plan is guided by a set of principles and sets forth targeted measures to attract, recruit and advance greater numbers of women in its professional and higher level staff categories.

FAO is committed to removing systemic and cultural barriers that perpetuate inequalities in gender representation and to improving policies and practices which contribute to an inclusive workplace and address harassment and discrimination based on gender.

FAO is committed to the principles of transparency and merit in staff recruitment and promotion and will ensure that strategies and policies to promote gender representation align with and reflect these principles.

The Strategic Action Plan will be reviewed and updated twelve months from now. All staff members are encouraged to provide feedback to the Human Resources Management Division, CSH on the plan.

José Graziano da Silva
Director-General

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