

Focal Point for Women DPKO/DFS

Why do DPKO/DFS have Focal Points for Women?

The ToRs for **Focal points for Women** (ST/SGB/2008/12), requires all departments and missions to appoint focal points who shall provide support to the head of department/mission in fulfilling his/her responsibilities for the achievement of gender equality.

The appointment of focal points for women should be seen in the context of the **GA resolution 59/164** on **Improvement of the status of women in the United Nations system** and the **letter to senior managers from the Secretary General** of 3 April 2008, which reaffirms the urgent *goal of achieving 50/50 gender distribution* in all categories of posts within the UN system.

What does the FPW do?

According to the Terms of Reference for FPW (**ST/SGB/2008/12**) a FPW shall support the Heads of the department and mission by:

- a) Promoting a greater awareness of gender issues and a gender-sensitive work environment at HQ and in missions;
- b) Providing advocacy and counsel to female staff;
- c) Monitoring progress towards the achievement of gender targets;
- d) Contributing to the development and realization of gender targets as set out in the human resources action plans and the senior manager's compacts;
- e) Advising in the staff selection process with a view to ensuring that the goal of reaching gender balance is taken into account.

The TORs also describe the selection procedures for FPW.

See the ***Q and A on Focal Points for Women for more information.***

The contact information for the FPW for DPKO and DFS at HQ can be found at the end of the page, and a list of FPW in the field will be provided here shortly.

DPKO/DFS Positive Work Environment Initiatives

- **Flexible Working Arrangements**

The DPKO and DFS Under-Secretaries General strongly support the implementation of the ST/SGB on **Flexible Working Arrangements** (ST/SGB/2003/4), and have sent a **note to managers**, where all managers are informed that they are expected to encourage and facilitate the use of Flexible Working Arrangements.

Myths and facts about FWA as published by the OSAGI/FPW.

Profile of managers making FWA work on iSeek

Information and Communications Technology Division

UNAMID Integrated Operations Team

Criminal Law and Judicial Advisory Section

- **Study on a Positive Work Environment**

A study on Promoting a Positive Work Environment has been completed among DPKO/DFS staff at HQ, and is currently ongoing in 8 missions. This research is being done in order to enable management to make informed decisions based on evidence related to:

- what matters to staff in the work environment,
- how adequately their actual workplace measures up to their ideal, and
- whether men and women differ in their assessment of what is needed in the workplace.

A positive work environment tends to attract and retain qualified women and ensure their promotion to decision-making positions. All personnel benefit from such an environment because there is a high correlation between gender balance at senior management levels and productive work places.

Findings from study at HQ

Executive Summary

HQ report

Study recommendations

Steering Committee Proposal

To take the findings and recommendations from the study forward, the USGs of DPKO and DFS established a Task Force on a Positive Work Environment. For further information please contact the DPKO/ DFS Chief of Staff Ms. Donna Maxfield who is the Chair of the Task Force.

Study in the field

8 missions are participating in the study: UNDOF, UNMIT, MONUC, UNMIK, UNAMID, UNOCI, MINURCAT and UNIFIL

Reports will be posted shortly.

- Hidden Brain Drain Task Force

DPKO and DFS are working with organizations in the public and private sector to discuss and avail of lessons learned in the area of organizational development and how to create a positive work environment, and are members of the **Hidden Brain Drain Task Force** at The Center for Work Life Policy.

The Task Force has both driven a transformational research agenda and published a series of breakthrough studies that have reshaped the way businesses think about and manage their human capital. The Harvard Business Review has published five Task Force studies including "Leadership in Your Midst," "Extreme Jobs: The Dangerous Allure of the 70-Hour Workweek" and "**How Gen Y & Boomers Will Reshape Your Agenda.**"

Interested DPKO/DFS managers and staff can read their practical hand-book "**Thieve and Doctor**" publication which contains cutting-edge initiatives ranging from "Show That Top Leadership Cares" to "Hold on to your Women".

- Maternity, family and paternity leave, and policy on breastfeeding

- DPKO/DFS policy on extension of **pregnant staff**
- UN Policy on **breastfeeding** (ST/SGB/2003/14)
- UN Policy on **maternity leave, family leave and paternity leave** (ST/AI/2005/2)

Nursing mothers rooms can be found at Madison 380 M-14043, DC1 11th floor and S-building 35th floor. For information regarding access and rooms in other locations, please contact the Executive Office.

Relevant UN links and documents

- **DPKO/DFS Policy Directive**: "Gender Equality in UN Peacekeeping Operations".
- The **Office of the Focal Point for Women** in the United Nations: **OSAGI website**.
- **Report of the Secretary-General** on the **Improvement of the Status of Women in the United Nations System A /63/364**
- Prohibition of **discrimination, harassment, including sexual harassment, and abuse of authority (ST/SGB/2008/5)** and the Office of Internal Oversight Services' **Investigation manual**.

External research on women and the workplace

- "**United Nations Reform: Improving Peace Operations by Advancing the Role of Women**", Women in International Security and the Stanley Foundation
- "**Women in peace operations - Increasing the leadership opportunities**", Women in International Security and the Stanley Foundation.
- "**Women matter - Gender diversity, a corporate performance driver**" by McKinsey & Company

Contact information

DPKO Focal Point for Women

- Ilene Cohn - DPKO/ Focal Point for Women

Tel: 212 963 9739 / E-mail: cohn@un.org

- Claire Whelan - DPKO/FPW Associate Programme Officer

Tel: 917 367 2867 / E-mail: whelan1@un.org

DFS Focal Point for Women

- Ingrid Amaya - DFS/Focal Point for Women

Tel: 212 963 2566 / E-mail: amaya@un.org

- Dubravka Marijanovic Proljic- DFS/Alternate Focal Point for Women

Tel : 917 367 3162 / E-mail : marijanovicprolic@un.org