

# 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 SRSB Tanin in October 2015 are women.

## UNMIK Implementation Plan on Gender Parity



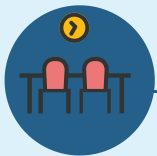
- Endorsed by the SRSB in April 2018.
- 23 action points divided into five categories.
- Focus on parity and a gender-sensitive environment.
- 70% of the plan implemented.

## Best Practices



- Focal Point for Women (FPW) has direct access to SRSB and participates in Senior Management Meetings.
- Participation of FPW in recruitment processes.
- Regular progress reports on gender parity to SRSB.
- 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