



GENDER PARITY COMPACT

Implementing the United Nations' System-Wide Strategy
for Gender Parity in the Democratic Republic of Congo

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Joint Statement

As a normative organization, the United Nations has a responsibility to achieve gender parity and equality within its own system. The System-Wide Strategy on Gender Parity was adopted by the SG's Executive Committee in 2017. Its objective is system-wide gender parity by 2026 (and by 2028 in the United Nations peace and security components).

UN Women provides advice and monitors the implementation of GPS on behalf of the UN Secretary-General because of its coordination mandate.

Beyond the numbers, GPS is expected to bring about a cultural change that will improve women's experiences within the organization and thus increase its overall effectiveness. In 2018, for the first time in the United Nations history, parity was achieved in the Senior Management Group and among resident coordinators. The aim is therefore to ensure parity at all levels - particularly in categories P5, D1 and D2 – and at all locations.

Therefore, the UN Country Team in the Democratic Republic of Congo decided to launch the implementation of the strategy from the bottom-up.

In late 2019, UN Women presented a baseline study to the UNCT on behalf of the RC. This report determined the rates of representation of women among national and international staff respectively. The study includes professional and general services categories for entities (agencies/funds/programs) resident in the UN DRC Duty Station. While it provides details for each entity, focus lies upon the UNCT in the spirit of the ONE UN approach. Its key findings are as follows:

- There are 1556 staff members working in DRC. The female ratio is 30%.
- Parity is within reach for international staff: The female ratio is 45%.
- The more senior the post, the lower the female ratio is. The UNCT is still far from reaching parity at senior levels for both international and national positions.
- The gender gap is still large for national positions: The female ratio is 27%.

- In accordance with the system-wide framework, we, heads of agencies of the UNCT, wish to engage in the Compact's three components outlined hereafter:

1. To reach gender parity for the UNCT in the Democratic Republic of Congo by 2026. All entities commit to coordinate and to support each other's efforts.
2. Each entity commits to reach gender parity according to individual organizational goals set out in the present document.
3. Signatories commit to make organizational arrangements to foster an organizational culture that facilitates the advancement of female employees as outlined by the GPS and its accompanying documents. Specific areas are leadership and accountability to achieve gender parity; special measures to recruit female senior managers; recruitment and retention; and creating an enabling environment for women in our organisations.

Progress on these commitments shall be documented by a bi-annual reporting system carried out by UN Women on behalf of the Resident Coordinator. Participating agencies shall designate a focal point tasked to cooperate with UN Women for this exercise based on the methodology outlined in this Compact. Furthermore, UN Women shall be tasked to collect and share best practices via focus group discussions with GPS focal points and Human Resources departments, as well as to organize learning and networking events in collaboration with the UNCT. Qualitative data and best practices collected during focus group sessions shall be documented in bi-annual reports.

On the basis of bi-annual results, the UNCT shall designate a gender champion to serve as a co-lead that will support UN Women in the organization of GPS-related activities.

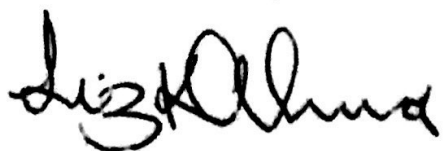
We, the signatories below, engage ourselves to promote gender parity as per the measures outlined in the Gender Parity Compact.



Deputy Special Representative of the Secretary-General; United Nations Resident Coordinator & Humanitarian Coordinator David McLachlan-Karr 	UN Women Representative: Awa Ndiaye Seck 
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ILO Representative: Aminata Maiga 	UNDSS Representative: Aminata Thiaw 
FAO Representative: Aristide Ongone Obame 	WFP Representative: Claude Jibidar 
WHO Representative: Dr Amédée Prosper Djiguimdé 	UNDP Representative: Dominic Sam 
UNICEF Representative: Edouard Beigbeder 	UNESCO Representative: Jean Pierre Ilboudo 
IOM Representative: François Fabien Sambussy 	

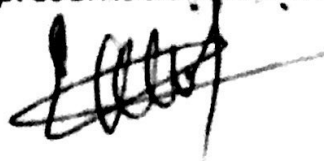
UNHCR

Representative: Liz Kpam Ahua



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Representative: ~~Steven Harrops~~



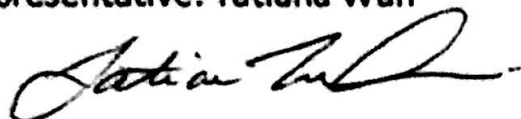
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Representative: Sennen Hounton



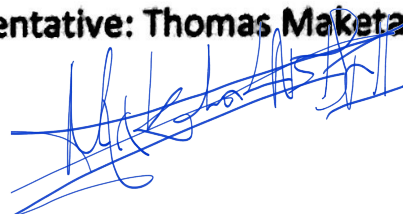
UNOPS

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UNIDO

Representative: Thomas Maketa Lutete



UN Habitat

Representative: Oumar Sylla



Signed in
July, 2020

Introducing the Strategy

The System-Wide Strategy on Gender Parity (GPS) aims to create a more diverse, inclusive and gender-balanced United Nations that works for all its staff. It includes recommendations related to hiring and retention, special measures, addressing unconscious bias in recruitment, and creating a conducive working environment.

A System-Wide Task Force developed the strategy in a large consultative process that comprised approximately 30 UN entities upon a request by the SG's executive board. The strategy provides a roadmap to enable UN entities to reach gender parity, setting out targets and accountabilities; special measures; guidance on promoting an enabling environment; senior appointments; and mission settings – with recommended actions. These are supposed to inform the revision or creation of entity-specific plans, that are grounded in the specific contexts, challenges and starting points for each entity.

To date, gender parity has been reached in the senior management group of the Secretary General, and among Resident Coordinators. All Secretariat units have developed their own implementation plans for the strategy, setting targets for themselves to achieve parity at all levels. Today, the organization has the highest number of women as of heads of missions and deputy heads in peace operations in its history. The focus of implementation therefore is now shifting towards mid-career levels as well as field locations.

In the first phase, the targets applied only to international staff (i.e. P1 level and above). However, monitoring of data should from the onset include general and national professional staff, and temporary appointments. In the case of temporary appointments, it was considered important for entities to document and include data on the same to better understand whether they are being used more by women or men, and the reasons for the same. The strategy does not, however, cover uniformed personnel, as this category is regulated by a different system than other staff members. Missions have developed their own "Uniformed Gender Parity Strategy".

The strategy is embedded in a wider framework of accountability for gender parity.

The GPS embodies the latest commitment to promote women's representation within the organization. The UN General Assembly has adopted several resolutions targeting the increased representation of women within the UN system. These resolutions took an incremental approach and targeted progress in specific professional staff categories. Among the areas of concern highlighted within the Beijing Declaration in 1995, the document referred to the under-representation of women in decision-making levels within the UN Secretariat and the specialized agencies. Pursuant to this, Paragraph 193 of the Platform for Action called upon the UN to take certain strategic actions "in order to achieve overall gender equality, particularly at the Professional level and above, by the year 2000, with due regard to the importance of recruiting staff on as wide a geographical basis as possible and in line with Article 101 of the UN Charter". Following this, the UN General Assembly adopted a resolution to have women hold 50 per cent of managerial and decision-making positions by the year 2000.

The Quadrennial Comprehensive Policy Review (QCPR) (2016-2020), called for all entities of the UN to promote GEWE by enhancing gender mainstreaming, through the full implementation of the System-wide Action Plan on GEWE as well as the UN Country Team performance indicators for GEWE, in particular with regard to gender-responsive performance management and strategic planning, the collection and use of sex-disaggregated data, reporting and resource tracking, to assist in mainstreaming gender equality in the preparation of the United Nations Sustainable Development Cooperation Framework (UNSCDF, former UNDAF), or equivalent planning framework. In terms of the representation of women in leadership, UN Member states stressed the need to ensure equal and fair distribution based on gender



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balance and on as wide a geographical basis as possible". Paragraph 73 of the QCPR (2016-2020) calls upon UN entities to continue efforts "to achieve gender balance in appointments within the United Nations system at the global, regional and country levels for positions that affect operational activities for development, including appointments to resident coordinator

and other high-level posts, with due regard to the representation of women from programme countries, in particular developing countries, while keeping in mind the principle of equitable geographic representation".

Background documents at a glance

For further reference and more details, you can refer to General Assembly resolution 72/147. **The biennial Secretary-General's Report** on the Improvement of the Status of Women is the United Nations' main report on the equal representation of women in the UN system (A/74/220). The strategic document itself can be found [here](#). There is also a Memo by the SG on Temporary Special Measures to promote parity AI [ST/AI/1999/9] that is still in order. The latest Quadrennial Comprehensive Policy Review (QCPR) can be found [here](#).

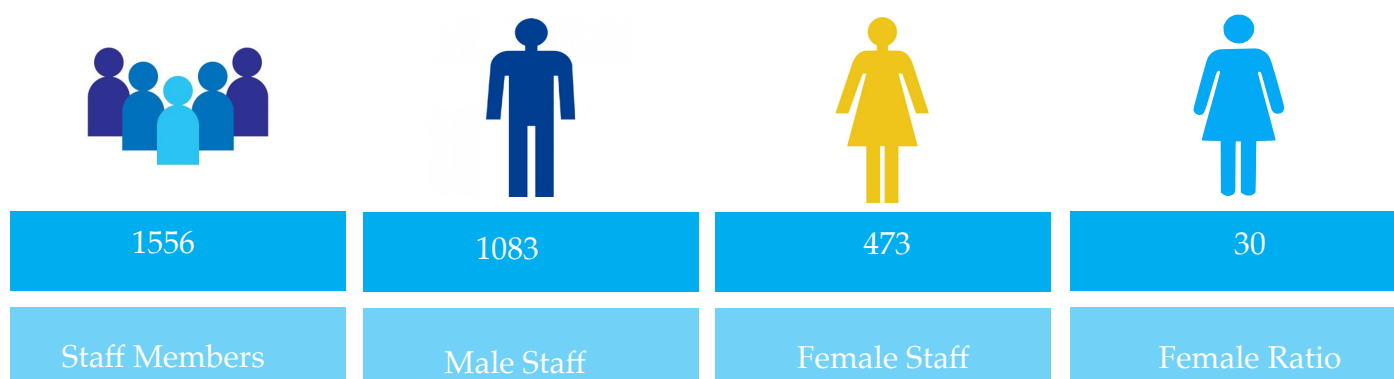
On the organisational culture, UN Women has produced several guidance documents, including the guidelines for an enabling environment and its supplement.

Individual entities are called on developing implementation plans that may serve as an accountability framework to foster progress on the strategies' implementation. An example of this include the implementation plans of **UN Women** or **UNAIDS**. Further reference to existing accountability frameworks is provided in Annex 1.



Women's Representation in the UN Agencies and Funds of the DRC in 2019

- Figure 1: The global picture on gender parity for the UNCT in DRC in 2019



Women's representation by different staff categories

Figure 2: International staff by level, 2019

International Professional Staff Category	Number of Women Staff in Category	Number of Men Staff in Category	Female ratio -
P1	0	0	
P2	17	21	45%
P3	63	49	56%
P4	38	54	41%
P5	15	27	33%
P6	0	0	-
D1	3	9	25%
D2	1	5	20%
TOTAL	137	165	45%

Women's representation by different staff categories

Figure 3: General and national professional staff categories by level, 2019

International Professional Staff Category	Number of Women Staff in Category	Number of Men Staff in Category	Women ratio -
G1	0	4	0%
G2	5	245	2%
G3	5	35	12%
G4	53	64	45%
G5	62	116	35%
G6	94	162	37%
G7	20	43	32%
NOA	29	98	23%
NOB	46	93	33%
NOC	22	55	29%
NOD	0	3	0%
TOTAL	336	918	27%

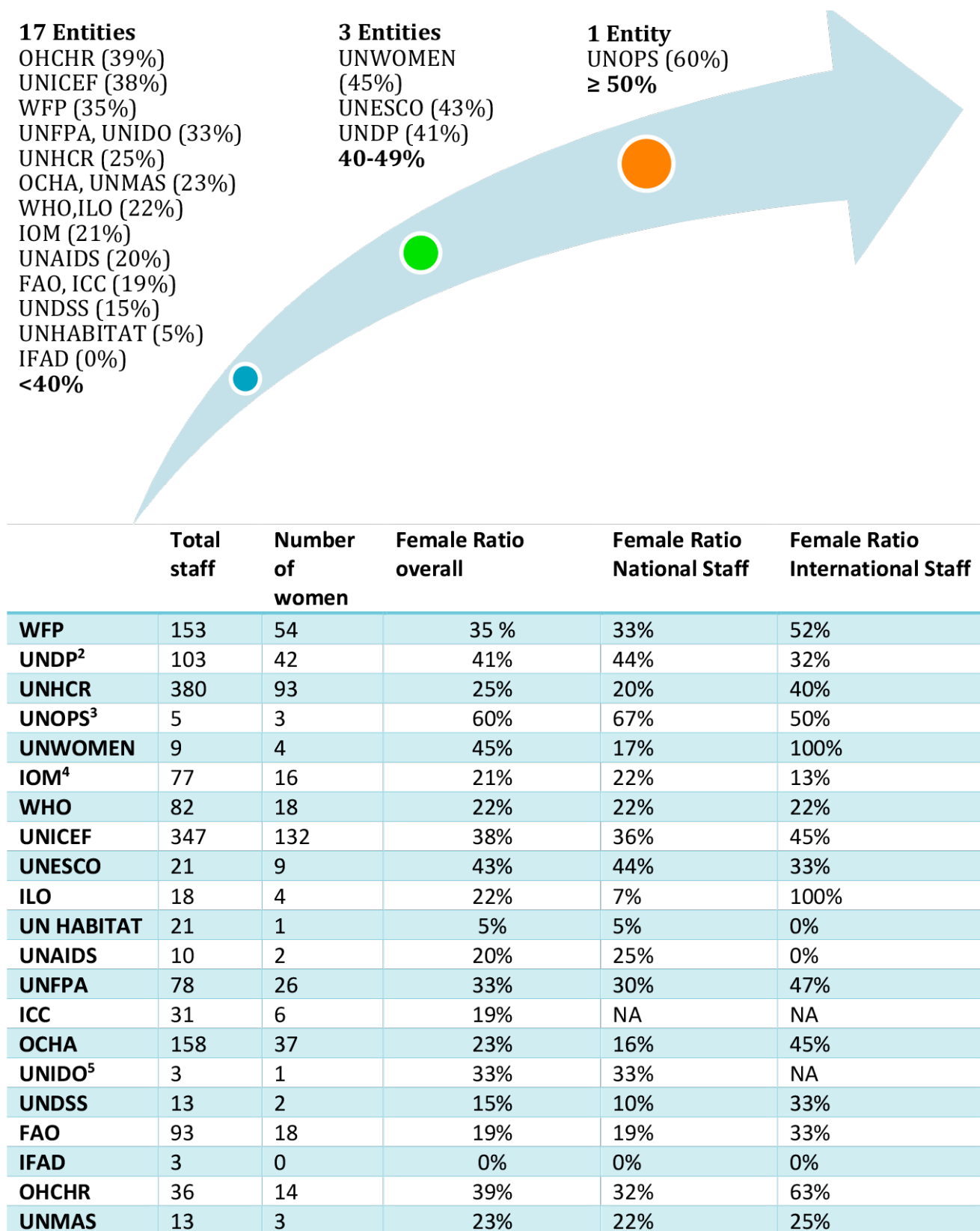


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Figure 4: Women's representation by different agencies



² Includes numbers for UNV Programme Entity.

³ IICA and LICA staff not taken into account.

⁴ Non graded and UG staff not taken into account.

⁵ UNIDO does not have international staff.

Methodology for data collection

Quantitative data

The UN Women Country Office in DRC cooperates with the system of GPS focal points to collect the number of female and male staff, both in international and national categories.

The corresponding staff levels are D (Director), P (Professional, technical), N (National, technical), and G (General Staff). These staff categories are the only one's to figure in the final statistics that determine progress towards parity.

However, agencies shall also provide statistics on the number of male and female staff on temporary appointments.

Qualitative data

To support advances in female representation at all levels, it is clear that our workplace environments need to be adapted.

The GPS encourages agencies to assess qualitative data in the following areas: leadership and accountability to achieve gender parity; special

measures to recruit female senior managers; recruitment and retention; and creating an enabling environment for women in our organisations.

To support this purpose, the Enabling Environment Guidelines for the United Nations System in Support of the Secretary-General's System-wide Strategy on Gender Parity and its supporting documents have been developed by UN Women and can be accessed here. They provide practical advice on improving the workplace environment through good practices and recommendations on workplace flexibility, family-friendly policies, and standards of conduct, as well as on recruitment and talent management.

UN Women will conduct focus group discussions with all UNCT members on these guidelines and produce localized best practices to be disseminated across the UN system. Qualitative data and best practices collected shall be part of bi-annual reports.

Methodology for setting targets and monitoring progress

Setting targets for DRC's UNCT and individual entities is based upon the GPS Task Force's proposal for a simplified target calculation methodology that can be applied across the UN common system.

UNCT targets are based upon the average of individual agencies annual targets.

The annual targets will be calculated based on the gap to parity. A percentage gap range (above and below 50%) to parity will be established to determine which ultimate year target (2023 or 2026) an entity/level combination should be applied. The percentage gap to parity will be calculated based on approximately half of the entity/level combinations with the year target of 2023 and the other half with the year target of 2026.

Therefore, if the starting point of an entity/level combination, as at January 2020, is within

the percentage gap range to parity, the ultimate year target would be 2023. If it is outside the percentage gap range to parity, the ultimate year target would be 2026.

An entity/level combination with a starting point of 35% and 65% is within the range and therefore has an ultimate year target of 2023.

An entity/level combination with a starting point of 34%/66% is outside of the range and therefore has an ultimate year target of 2026.

An entity/level combination with a starting point of 15% is outside of the range and therefore has an ultimate year target of 2026. Since the parity cannot be achieved using the 4% slope, a more aggressive slope will be assigned.

Finally, individual entities may choose to adopt more ambitious goals in order to achieve gender parity way before the 2023 and 2026 deadlines.



Annual Targets

Annual overall targets are presented below. Individual agencies' targets for each level will be shared individually with each agency.

Entity	Baseline Female Ratio	2020	2021	2022	2023	2024	2025	2026
UNCT	30%	31%	34%	38%	42%	45%	42%	50%
UNOPS	60%	57%	55%	52%	50%	50%	50%	50%
UN Women	45%	46%	47%	48%	50%	50%	50%	50%
UNESCO	43%	45%	46%	49%	50%	50%	50%	50%
UNDP	41%	43%	45%	48%	50%	50%	50%	50%
OHCHR	39%	41%	44%	47%	50%	50%	50%	50%
UNICEF	38%	40%	43%	46%	50%	50%	50%	50%
WFP	35%	38%	42%	46%	50%	50%	50%	50%
UNFPA	33%	36%	42%	46%	50%	50%	50%	50%
UNIDO	33%	36%	42%	46%	50%	50%	50%	50%
UNHCR	25%	28%	31%	35%	39%	42%	39%	50%
UNOCHA	23%	26%	29%	34%	38%	42%	38%	50%
UNMAS	23%	26%	29%	34%	38%	42%	38%	50%
WHO	22%	26%	29%	34%	38%	42%	38%	50%
ILO	22%	26%	29%	34%	38%	42%	38%	50%
IOM	21%	25%	29%	34%	38%	42%	38%	50%
UNAIDS	20%	24%	28%	33%	38%	42%	38%	50%
FAO	19%	23%	28%	33%	38%	42%	38%	50%



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Gender Accountability Frameworks

Accountability for gender parity is regulated by system-wide tools such as the UNCT Swap 2.0 and the GPS as outlined in the section 1 of this Compact. Agencies have been encouraged to develop individual strategies and/or action plans that can serve as a further tool for accountability. Below listed are the entity plans that reference the GPS.

The ILO Action Plan for Gender Equality 2018-2021

The Action Plan tracks progress or gaps including on results, leadership, programming, development cooperation, resource tracking and allocation, and gender architecture and parity. Progress is also tracked on organizational culture, capacity assessment, capacity development, knowledge generation and communication, monitoring and reporting, evaluation, auditing and coherence.

Access the Plan here: https://www.ilo.org/wcmsp5/groups/public/---dgreports/---gender/documents/publication/wcms_545491.pdf

The UNAIDS Gender Action Plan 2018-2023

The UNAIDS Gender Action Plan sets four targets, which focus on achieving gender parity and enhancing organizational culture across all levels of the organization:

- Target 1: 50 : 50 across all staff levels and categories. Target 2: 100% of staff at all levels set a work and learning objective on gender.
- Target 3: 100% of UNAIDS female staff eligible to participate in UNAIDS Women's Leadership Programme, and 100% of UNAIDS staff eligible to participate in Mentoring Programme.
- Target 4: 100% compliance with the United Nations System-wide Action Plan on Gender Equality and the Empowerment of Women (UN-SWAP) 2.0 framework.

Access the Plan here: https://www.unaids.org/en/resources/documents/2018/jc2925_unaids-gender-action-plan-2018-2023

The UNOCHA Policy Instruction on Gender Equality (2016–2020)

The Policy defines a shared vision on gender equality by all staff. It focuses on a gender-responsive approach that aims to facilitate a better examination of gender inequalities through a meaningful gender analysis, rather than only responding to people's needs based on their sex and age.

The Policy Instruction outlines OCHA's seven Priority Commitments on Gender Equality, which aim to strengthen OCHA's delivery on gender-equality programming in humanitarian action:

- Promote gender-responsive Humanitarian Programme Cycle processes.
- Prevent and respond to GBV in emergencies.
- Strengthen inter-agency partnerships on gender-equality programming.
- Promote strategic linkages between gender in humanitarian action and key global processes.
- Ensure that OCHA-managed humanitarian financing mechanisms continue to be gender responsive.
- Facilitate the meaningful participation of women and girls in humanitarian decision-making.
- Strengthen field-level humanitarian leadership on gender-equality programming by HCs, HCTs and inter cluster/sector working groups.

Access the Policy here: <https://www.unocha.org/sites/dms/Documents/OCHA%20Policy%20Instruction%20on%20Gender%20Equality%202016-2020.pdf>

UNDP Gender Equality Strategy 2018-2021

The UNDP Gender Equality Strategy 2018-2021, the third such strategy, provides a road map to elevate and integrate gender equality into all aspects of UNDP's work to reduce poverty, build resilience and achieve peace in communities and territories, helping to accelerate progress towards the 2030 Agenda. In particular, the strategy delineates the UNDP



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commitment to an inclusive, diverse and safe work environment and the GPS. UNDP aims to maintain full gender parity among all staff and attain full parity among all senior management roles by 2019 and at each grade level²¹ by 2021. UNDP aims to attain tangible progress in transforming its culture and the quality of its working environment, whereby all staff have equal opportunities to grow, progress in their careers and make a difference in the atmosphere of respect, care, and flexibility, free from any bias, discrimination or harassment. UNDP recently approved a gender parity strategy in line with the System-wide Action Plan.

Access the Strategy here: <https://www.undp.org/content/undp/en/home/librarypage/womens-empowerment/undp-gender-equality-strategy-2018-2021.html>

The UNESCO Priority Gender Equality Action Plan 2014-2021

The UNESCO Priority Gender Equality Action Plan for 2014-2021 (GEAP II), provides an operational framework for the implementation of Priority Gender Equality. It explains what gender equality means for UNESCO, provides guidance on how the Organization will ensure that a gender equality perspective is reflected in all its policies, programmes and processes so that gender equality is advanced both within the institutional processes of the Secretariat and its work with Member States. Gender parity within the Secretariat remains one of the critical areas for the Organization. While having achieved overall gender parity among staff of the Secretariat, progress remains to be made for staff at P-4 and above levels. Therefore, the actions as established in the Action Plan for Gender Parity (2008-2015) and confirmed by the Human Resources Management Strategy (2011-2016) shall be sustained through three areas of action (recruitment; training and mentoring; retention and work life balance). In addition, the organizational culture on promotion of gender parity and the empowerment of women shall be enhanced. In particular, senior management shall demonstrate leadership and public championing and advocacy. To this end, HRM will continue to draw attention of the senior management

to gender parity when taking decisions on HR-related issues. HRM will also continue to closely monitor the workforce within the Secretariat, including the situation in each Major Programme, Bureau and Institute, and inform senior management through periodic dashboards.

Access the Plan here: <https://unesdoc.unesco.org/ark:/48223/pf0000227222>

UNHCR Policy on Age, Gender and Diversity

The purpose of this Policy is to reinforce UNHCR's longstanding commitment to ensuring that people are at the centre of all that we do. This requires that we apply an age, gender, and diversity (AGD) approach to all aspects of our work. Through this Policy, we aim to ensure that persons of concern can enjoy their rights on an equal footing and participate meaningfully in the decisions that affect their lives, families, and communities.

Access the Policy here: <https://www.unhcr.org/5aa13c0c7.pdf>

The FAO Policy on Gender Equality - Attaining Food Security Goals in Agriculture and Rural Development 2013

The purpose of this policy document is to provide FAO with a framework for guiding its efforts to achieve gender equality in all its technical work, and for assessing results; it calls on the whole Organization to contribute to these efforts. The policy specifies FAO's goal and objectives related to gender equality and delineates an accountability structure for ensuring policy oversight and achievement of results (Annex A). This structure includes specifications of the roles and responsibilities for coordinating and supporting implementation of the policy. A separate human resource action plan addressing gender parity issues within FAO has been developed for 2010-2013, and a gender policy for human resources is planned for the longer term.

Access the Strategy here: <http://www.fao.org/3/a-i3205e.pdf>



UNFPA Gender Equality Strategy 2018-2021

This Strategy focuses on empowering women and adolescent girls and reaffirms UNFPA's commitments to supporting the realization of international commitments and resolutions. With a focus on strengthening action-oriented institutional accountability and implementing an integrated approach that is rights-based, participatory, people-centred, transformative, evidence and results-based, the Strategy will:

- promote gender equality and women's and girls' empowerment particularly for those most left behind;
- improve women's and adolescent girls' sexual and reproductive health and rights;
- address gender-based violence and harmful practices in all contexts including child, early and forced marriage, female genital mutilation, son preference and the undervaluing of girls;
- engage men and boys;
- strengthen capacities for gender data/statistics collection, analysis and use;
- facilitate greater engagement with young people;
- develop capacity and strengthen systems for implementing women's and adolescent girls' rights as specified in international treaties/resolutions.

UNFPA is developing its own Gender Parity Strategy/ Action Plan to ensure parity is met and maintained at all levels in UNFPA. Though the organization has reached overall gender parity, there are gaps at levels such as P4 and D2 levels. UNFPA's Division for Human Resources is a member of the United Nations Inter-Agency Task Force on Gender Parity and Equality, which was introduced to support the launch in December 2017 of the Secretary-General's System-wide Strategy on Gender Parity.

Access the Strategy here: <https://www.unfpa.org/publications/unfpa-gender-equality-strategy>

UNICEF Gender Action Plan 2018-2021

The Gender Action Plan (GAP) 2018- 2021 is UNICEF's roadmap for promoting gender equality throughout its work, in alignment with the organization's Strategic Plan (2018-2021) and in support of its contributions to the Sustainable Development Goals (SDGs). The GAP elaborates the gender programmatic results from the Strategic

Plan, and specifies how UNICEF will better integrate and strengthen gender across its institutional systems and strategies to achieve those results.

Access the Strategy here: <https://www.unicef.org/gender-equality/gender-action-plan-2018-2021>

UNIDO Strategy for Gender Equality and the Empowerment of Women 2020-2023

The Strategy is fully aligned with the United Nations System-wide Action Plan on Gender Equality and the Empowerment of Women (UN-SWAP 2.0). Recognizing that diversity and gender balance are central to organizational performance and effectiveness, taking measures to promote gender parity is a key priority for UNIDO. In line with this, UNIDO commits to moving from "approaches" to "meets" UN-SWAP 2.0 requirements on equal representation by 2023, by staying on track with the planned milestones under the UNIDO Gender Parity Action Plan (2018–2023) on both recruitment and enabling environment actions. Specifics accountability goals on the GPS are found on pages 12-13.

Under the first generation of UN-SWAP, UNIDO made significant advancements on issues related to gender equality and the empowerment of women. Not only was UNIDO awarded the certificate of achievement for "most significant progress" between 2012 and 2017, it was also rated "best amongst UN technical entities" at the end of the reporting period in 2017. With the release of UN-SWAP 2.0 in 2018, many of the indicators were strengthened. UNIDO reporting results continued to be positive, exceeding seven of seventeen indicators and meeting an additional six.

Access the Strategy here: <https://www.unido.org/sites/default/files/files/2019-11/UNIDO%20Gender%20Strategy%20ebook.pdf>

UNOPS Gender Parity Strategy 2018

UNOPS leadership has made gender parity a priority for the organization. This strategy reconfirms the organization's commitment to targets beyond the initial, Phase One targets



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set by the Secretary General's UN System-Wide Gender Parity Strategy. UNOPS is committed to exceeding the UN System-Wide targets by not only meeting the targets for parity amongst International Staff members, but it is also committed to achieving parity amongst all its international personnel regardless of contract type. Additionally, UNOPS is committing to gender parity across the entire, global UNOPS workforce including both national and international personnel.

Access the Strategy here: https://content.unops.org/publications/UNOPS_Gender-Parity-Strategy_EN.pdf?mtime=20180305151041

World Food Programme Gender Equality Strategy 2015-2020

The purpose of this policy is to enable WFP to mainstream gender equality in the gender and women's empowerment in all its work and activities, but also to ensure that the needs different from women, different from men, of girls and boys in terms of food security and nutrition are satisfied. To achieve this, four objectives have been defined:

1. Food assistance adapted to different needs. In terms of food assistance, women, men girls and boys benefit from adapted programs and activities to their needs and capabilities clean.
2. Participation on one foot of equality. Women and men participate on an equal footing in the development, implementation, implementation at the programme monitoring and evaluation and security policies food and nutrition activities carried out transformative of gender relations.
3. Decision-making by women and the girls. Women and girls exercise decision-making power greater with respect to the food security and nutrition in the home as well as the community and society whose they're part of it.
4. Gender issues and protection. Assistance food does not affect food safety, the dignity and integrity of the women, men, girls and of the boys who receive her, and she is provided in accordance with their rights.

The Strategy mentions specific objectives and measures to ensure compliance with the GPS on pages 23-25. At WFP, men and women are

equally represented at P-4 and above, or the equivalent levels for nationally recruited staff – including among the heads of the field offices, committees and funds.

Access the Strategy here: <https://www.wfp.org/publications/2015-wfp-gender-policy-2015-2020-0>

Integrating equity, gender, human rights and social determinants into the work of WHO – Roadmap for Action (2014–2019)

This document presents a Roadmap for Action, i.e., corporate integration of equity, human rights, gender and social determinants across the World Health Organization (WHO): all programmes, offices and key management processes. The Roadmap has three main directions:

- provide guidance on the integration of sustainable approaches, which advance health equity, promote and protect human rights, are gender-responsive and address social determinants in WHO programmes and institutional mechanisms;
- promote disaggregated data analysis and health inequality monitoring;
- provide guidance on the integration of sustainable approaches, which advance health equity, promote and protect human rights, are gender-responsive and address social determinants, into WHO's support at country level.

Access the Roadmap here: <https://www.who.int/gender-equity-rights/knowledge/roadmap/en/>





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