



# Gender & Diversity

*Using Information Management to Drive Change*

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# Agenda

OVERVIEW & OBJECTIVES

GLOBAL PORTAL & SUCCESS  
ENABLEMENT

Q&A



**UNOPS helps the UN and its partners provide peace and security, humanitarian and development solutions.**

**Our mission is to help people build better lives and countries achieve peace and sustainable development.**

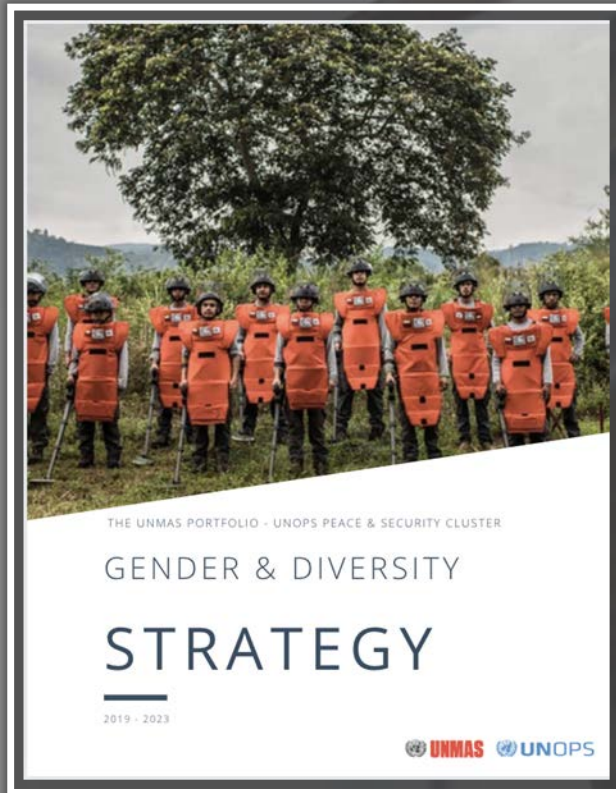
**We are focused on implementation, committed to UN values and private sector efficiency.**

**Our partners call on us to improve speed, reduce risks, boost cost-effectiveness and increase quality.**

**In 2019 - through more than 900 projects - we delivered almost \$2.3 billion worth of support to our partners, mainly in fragile and conflict affected environments.**



# Overview + Strategic Objectives



1

Increase the proportion of qualified women recruited by UNOPS for UNMAS Field Programmes and create an enabling environment to support their retention

2

Enhance representation of women and under-represented groups in leadership roles

3

Strengthen the role of women in the technical and delivery oversight of mine action operations

4


Ensure accountability framework for Senior Management personnel to enable progress

5

Ensure gender mainstreaming at the project level are conducted in-line with the UN MA Strategy to ensure UNMAS programmes respond to the different needs of Women, Girls, Men and Boys, ensuring their empowerment and inclusion

# Global Portal | *Information Management as a Key Driver of Change*

- Constantly evolving
- The Portal
  - (1) **One-Stop Shop**; houses strategy, workplans (1 global + 19 field) and dashboard
  - (2) The dashboard **increase visibility of progress, informs data driven decision-making, and ensures leadership accountability to achieve results + impact**



UNMAS PORTFOLIO - UNOPS PSC  
**GENDER & DIVERSITY  
GLOBAL PORTAL**  
2019 - 2023

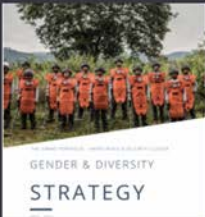
Welcome to the UNMAS Portfolio - UNOPS PSC Gender & Diversity Global Portal!

The Portal acts as an information and data platform for the joint UNMAS Portfolio - UNOPS PSC initiative. As a quick reference guide, the below highlights the three main pillars of the initiative.

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### THE STRATEGY

- The scope of our strategy is all encompassing: it covers both parity and mainstreaming aspects of gender and diversity, which cannot exist in isolation.
- It also aligns with a number of key endeavors such as: the UN Mine Action Strategy (2019-2023), UNOPS Gender Parity Strategy and the UNMAS Strategic Plan (2019-2023).
- It is supported by 19 Workplans (1 global and 18 field) with tangible and measurable outputs, indicators and outcomes.




### THE WORKPLANS

- The Global Level Workplan focuses and guides our work at the global level on specific areas that have been identified as high priority.
- The UNMAS Field Programme Workplans supports the global workplan and are tailored to the context of their respective field programmes. They also support UNMAS' Strategic Plan and serve to meet mandatory UNOPS quality requirements for Gender Action Plans (GAPs).



### THE DASHBOARD

- A Gender & Diversity Dashboard has been created, which allows the tracking of statistics at the global and field level to monitor and evaluate progress of the strategy and workplans.
- Global Level progress monitoring of the strategy and workplan will be conducted during the Portfolio Level External Review, via the dashboard, which occurs each quarter between UNMAS Chief of Programme and the Director of UNOPS PSC.
- Field Level monitoring and review of the implementation of the all field workplans, will be done via the dashboard, through UNMAS programme quarterly and strategic reviews. These reviews will take a 'report, access and refine' approach to ensure continual improvement is achieved.



For questions & support on the initiative, please contact both Talitha Dowds (talithad@unops.org) and Giorgia Depaoli (giorgiad@unops.org).

# Enabling Success | Priorities for Partnerships & Resources

- **Gender & Diversity Specialist Personnel Reinforcements**

- Provide reinforcements to the human resource team to enhance outreach, retention and career development, as well as to support our global gender and diversity advisor

- **Assessment of progress and achievements**

- 360 evaluation and capturing of lessons learned to inform next strategic period



- **Collaboration with GICHD**

- E-Learning Module Development
- Technical Assistance

- **Collaboration with NPA**

- Pilot initiative for training and on-the-job experience of female candidates in technical mine action roles

- **Collaboration with the Private Sector**

- Knowledge sharing to find innovative solutions

# Questions?

| For further information, please contact |  
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