

INTERNATIONAL GENDER CHAMPIONS
ANNUAL REPORT

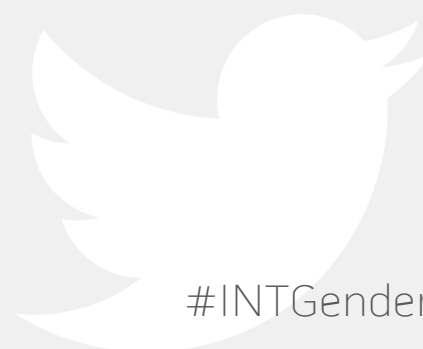
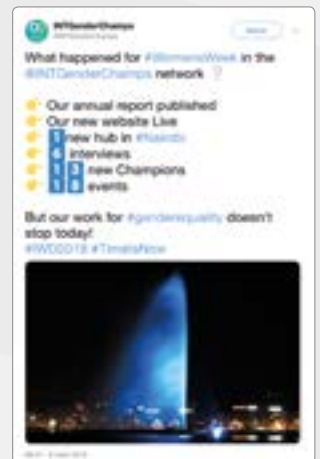
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INTERNATIONAL
GENDER
CHAMPIONS



THE INTERNATIONAL GENDER CHAMPIONS IN 2018 IN 8 TWEETS!



#INTGenderChampions



Caitlin Kraft-Buchman,
Michael Møller,
Ambassador Rosemary McCarney,
Ambassador Stephen de Boer.



FOREWORD

2018 marked the seventieth anniversary of the Universal Declaration of Human Rights. Women were deeply influential in shaping the Declaration and the quest for gender equality has continued unabated since. United Nations Secretary-General and International Gender Champion António Guterres reminded us, however, that “achieving gender equality and empowering women and girls is the unfinished business of our time, and the greatest human rights challenge in our world”. And indeed, while much progress has been achieved, the World Economic Forum’s latest *Global Gender Gap Report* shows that significant gaps remain, especially with regard to political and economic empowerment.

Efforts to accelerate progress towards true gender equality received added impetus in 2018 through the #MeToo and #TimesUp movements. We are determined to seize the momentum and scale up our efforts to address this global challenge and are very proud that the work of the International Gender Champions, started in 2015, is having an increasingly significant impact both on the way our institutions tackle gender equality and on our own behaviours. We were joined in 2018 by a new hub in The Hague (Netherlands) and welcomed our first Finance Minister. We also inaugurated a work stream to engage our growing number of alumni, who have left their original posts but can continue to promote gender equality in their new functions, including the new (and first female) President of Ethiopia and the first female Foreign Minister of the Republic of Korea.

Beyond its original Panel Parity Pledge and commitments, the International Gender Champions network is now used strategically to advance policies and shape multilateral discussions. In 2018, the **Paris Peace Forum** profiled us as one of ten projects for **innovative global governance**.

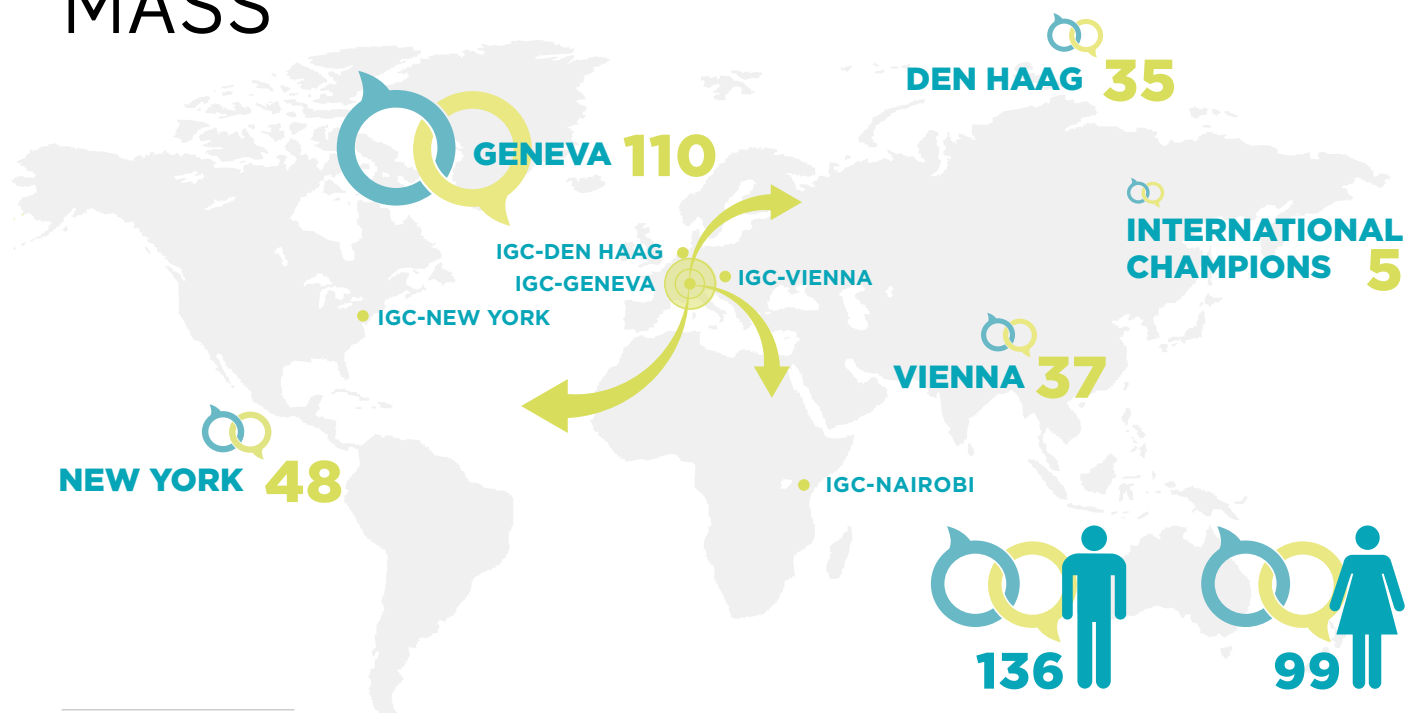
The International Gender Champions **disarmament impact group**, established in Geneva, was **nominated for Arms Control Person(s) of the Year**. Other impact groups and Champions made equally significant strides in implementing the groundbreaking **Joint Declaration on Trade and Women’s Economic Empowerment**, supporting the United Nations Economic Commission for Europe’s **Declaration for Gender Responsive Standards and Standards Development** (an international first), initiating the **decision on women and intellectual property of the World Intellectual Property Organization** (WIPO) (another first), and launching a **Gender-Responsive Assemblies Toolkit**.

The work did not stop there. We continued with our critical individual tasks of implementing two commitments in our sphere of influence and deepened our core Panel Parity Pledge, which has triggered a culture change but still requires vigilance. We celebrated our first International Women’s Week – since a day is no longer sufficient! – and some Champions engaged in a first peer review, which we hope will be emulated by others. Through the first cross-hub events, knowledge from one hub combined with leadership from another to generate a multiplier effect.

It is truly amazing how much the International Gender Champions can accomplish when they mobilize their resources, their network and their determination. Yet, much remains to be done. We are, therefore, committed to continuing to work towards a world that is gender-equal and just. We invite you to join us.

Stephen de Boer
Caitlin Kraft-Buchman
Rosemary McCarney
Michael Møller

REACHING CRITICAL MASS



As of 31 December 2018

Three and a half years after its launch, the network of International Gender Champions now has 340 leaders: 235 active Champions and 105 alumni. As permanent representatives and heads of international or non-governmental organizations (NGOs) take up new positions, sometimes to become Heads of State or Ministers of Foreign Affairs, they are encouraged to remain connected with the network as alumni and to continue to apply the Panel Parity Pledge and work towards gender equality.

Among the new Gender Champions who joined the network in 2018 were the President of the General Assembly, María Fernanda Espinosa Garcés of Ecuador, and the Executive Director of the United Nations Children's Fund (UNICEF), Henrietta Fore.

Michelle Bachelet, already an Honorary Gender Champion when she was President of Chile, became a full-fledged Champion in her new capacity as United Nations High Commissioner for Human Rights.

The International Gender Champions also welcomed their **first Finance Minister**, William Morneau of Canada, who joined with the intention of founding a finance hub focused on gender budgeting and promoting such budgeting among Governments and international financial institutions.

The network of International Gender Champions continues to expand geographically and 2018 saw the **“soft launch” of two new hubs, in Nairobi and in The Hague.**



Right: Gender Champions Jürg Lauber and María Fernanda Espinosa Garcés at the United Nations General Assembly (September 2018)



Left: Michelle Bachelet at the annual meeting of Champions in Geneva (November 2018)

A Global Advisory Board, chaired by the Director-General of the United Nations Office at Geneva (UNOG) and composed of the Executive Director of Women@TheTable and the Permanent Representatives of Canada to the United Nations Office at Geneva and to the World Trade Organization, the heads of the International Trade Centre (ITC), the Inter-Parliamentary Union (IPU) and the International Labour Organization (ILO), and the United Nations Under-Secretary-General for Management Strategy, Policy and Compliance, has been set up to provide strategic direction. The Board met twice in 2018. At its first meeting, it stressed that Gender Champions were expected to adhere to the network's values and to act in accordance with the highest ethical standards. In particular, they should:

- **Treat every person with respect and fairness;**
- **Value diversity;**
- **Create and maintain safe workplaces free from harassment and discrimination;**
- **Work together with other Champions in a spirit of openness, honesty and transparency.**



International Gender Champions -Den Haag

The International Gender Champions community welcomed 35 new Champions – ambassadors, principals of international courts and tribunals, and heads of international institutions and NGOs –

in November 2018. The Minister for Foreign Trade and Development Cooperation of the Netherlands, Sigrid Kaag, the Prosecutor of the International Criminal Court, Fatou Bensouda, and the Director-General of the Organisation for the Prohibition of Chemical Weapons, Fernando Arias, are among the members of this new hub, which will be officially launched on 5 February 2019 at the International Criminal Court.

A COMMON PLEDGE



Gender diversity in the composition of panels engaging in important discussions on today's pressing challenges ensures that a wider range of solutions emerge, and that these are more inclusive, sustainable and innovative.

The Panel Parity Pledge to no longer sit on single-sex panels is signed by all International Gender Champions and remains at the core of the International Gender Champions initiative.

Responses to the annual survey of Champions conducted at the end of 2018, as well as information provided by Champions throughout the year, show that **this Pledge has already had a major impact** in their hubs. Panel organizers have understood that they need to ensure balanced representation. Nearly 80 per cent of respondents said that they had not participated in any single-sex panel during the whole year or had participated in only one.

77 per cent of Champions did not take part at all in single-sex panels, a 10-point increase on 2017. Very few had to decline invitations because all scheduled panellists were of the same sex. When Champions asked for a change in the composition of a panel, their requests were met in 75 per cent of cases. This shows clearly that **active leadership is key to the success of the Pledge.**

Information provided on the single-sex panels in which Gender Champions did participate indicates that many were all-female panels. As noted in last year's report, **all-female panels on issues related to gender equality and women's rights, unfortunately, remain all too common.** Without public discourse that includes men and women, these issues will continue to be perceived as marginal and of interest to women only, rather than as central to all our substantive areas of work.

Asked to describe the actions they took on the spot in the few instances when they did find themselves on a single-sex panel, Champions said they had:

- Insisted on a last-minute change in the composition of the panel, often with success;
- Refused to participate or asked one of their colleagues of the opposite sex to take their place;
- Addressed the issue explicitly in their opening remarks or during the discussions; or
- Invited experts from the other, non-represented, sex in the audience to share their views.

COMMITTED TO CHANGE

Each Champion makes two personal commitments to push for behavioural or programmatic change at an individual and institutional level. Commitments are meant to catalyse innovation and implement best practices towards achieving gender equality in measurable, results-oriented and time-bound increments.

Champions made some 492 commitments in 2018 and reported on close to 200 through the annual survey. The survey showed, as it did a year ago, that **two thirds of the commitments were fully met and one third partially. Once again, and encouragingly, no commitment was deemed unfeasible.**

With more than half of the commitments aimed at changing the organizational culture, the key factor impeding full achievement remained the time required, as Champions recognize that shifting mindsets and ingrained bias or habits cannot happen overnight. As one Champion commented: "As it takes time for organizations to change organizational culture and gender balance of personnel, the commitment requires persistent engagement and a long-term perspective on change."

This realization may also account for the

fact that more commitments (59 per cent, compared to 43 per cent in 2017 and 17 per cent in 2016) are now focused on **engaging employees**. More Champions also seem to have decided to dedicate resources – human and financial – to achieving progress towards their commitments. These efforts finally seem to be paying off, with Champions assessing in **75 per cent of cases that middle managers in their organizations are now more responsive to gender-related issues**, compared to 62 per cent a year ago. In 63 per cent of cases, middle managers completed training to raise their awareness of gender equality, a significant improvement on 2017, when only 40 per cent of middle managers did so.

Status of the Champions' commitments at the end of 2018

16%

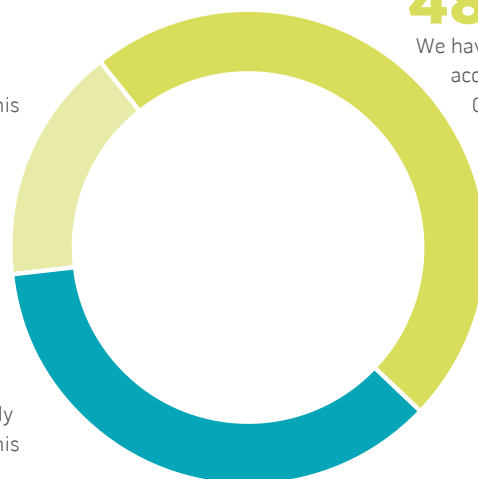
We have successfully accomplished this Commitment. We will replace it with a new commitment.

36%

We have partially accomplished this Commitment.

48%

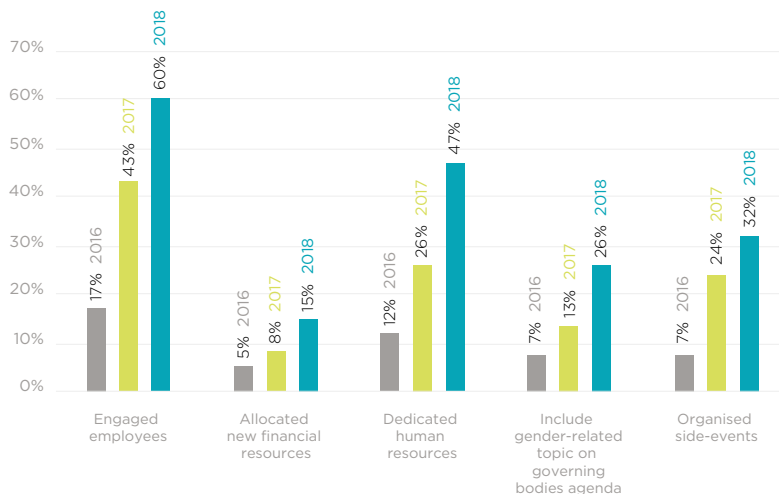
We have successfully accomplished this Commitment, but we plan to continue our work to establish long-term success.



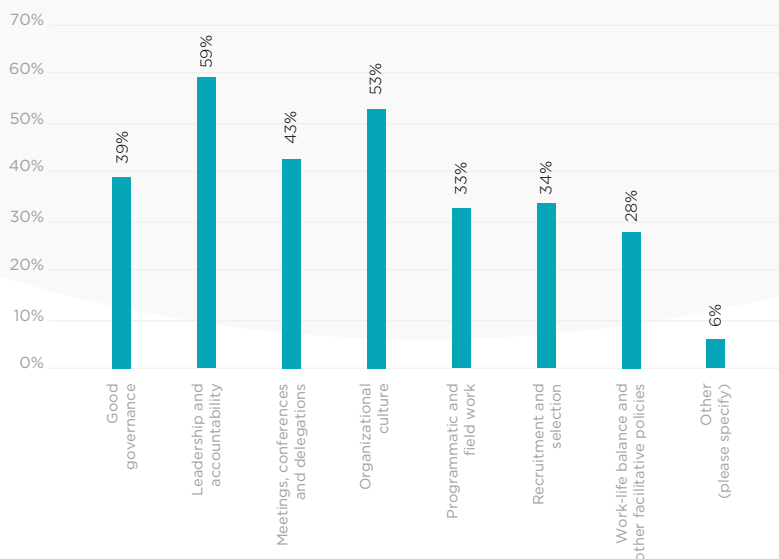
Actions taken to make progress on the Champions' commitments

More actions also seem to be taken during or on the margins of intergovernmental meetings. A quarter of commitments now involve including gender-related topics in the agenda of a governing body, speaking to substantive change in the global conversation. Nearly a third of commitments involve the organization of side events. This is an important trend, showing that **Champions are shifting their actions towards influencing international decision-making and policymaking.**

Champions assessed that 80 per cent of their commitments had a significant impact and 63 per cent led to transformative change. And indeed, change is happening: 86 per cent of respondents said that their organizations had instituted policies to further gender equality and 92 per cent that gender equality was now an integral part of their organizations' strategic objectives and programmatic outcomes.



Focus of commitment and percentage of all commitments with that focus



EXAMPLES OF FAR-REACHING 2018 COMMITMENTS

In New York, Ambassador Marc André Blanchard of Canada committed to “create a gender compact for the Canadian Mission”. This resulted in a **Gender Pledge** developed in a collaborative effort, resulting in a practical tool to advance gender equality considerations holistically. The Gender Pledge has six parts and highlights are:

1. Staffing and Representation: advocating for women to be represented at all levels; advocating for delegations to be balanced; all staff required to complete online Gender Based Analysis Plus training; nomination of candidates for appointment to senior UN positions

2. Management: zero tolerance policy on sexual harassment; gender audit to be conducted every two years; annual unconscious bias training for all staff; adoption of practices to enhance work-life flexibility; inclusion of gender criteria in Public Service Performance Management objectives

3. Policy: proactively identify opportunities to promote gender equality at the General Assembly, Security Council, ECOSOC and Peacebuilding Commission; regularly consult with women’s groups on a full range of policy areas not simply those directly on the topics of gender equality

4. Communications: ensure visuals and photos have appropriate gender balance; appropriate gender balance in the organization of events; decline to participate in events of 3 or more speakers where no good faith effort has been made to ensure gender representation, or otherwise highlight if there is a lack of gender representation; mindful of the equitable allocation of speaking time and roles between men and women

5. Review: An Ambassador-rank focal point on gender equality, supported by an expert-level office of a different gender appointed by the Head of Mission for a term of two years; commitments reviewed on an annual basis; annual report on implementation of the Gender Pledge

6. Approval: Pledge will be signed by all incoming Ambassadors, and all staff of the permanent mission are required to read the gender pledge.

In Bonn, UN Framework Convention on Climate Change Executive Secretary Patricia Espinosa commitments were:

1. "By the end of 2018, all senior managers within the secretariat are internally and publicly championing gender equality and women's empowerment in the context of the UNFCCC process and the secretariat's organizational culture". This translated into every senior manager having a goal on eliminating discrimination and harassment, including sexual harassment in their work plan in 2018. In addition, every senior manager was required to lead a 'Leadership Dialogue' with their teams, which included scenarios addressing the issue of sexual harassment and sexual exploitation and abuse. A discussion and assessment on achieving the work plan goal was undertaken as part of the end of year appraisal process.

2. "For side events held at UNFCCC conferences, selection criteria will continue to include the applicant's track record of gender balance on previous side event panels. All applicants will be made aware of the Panel Parity Pledge". This was strengthened for the Conference of the Parties (COP) in Katowice in December 2018. For COP 24, applicants were asked to make "a commitment to balanced gender distribution across panelists/speakers and to indicate planned gender distribution of panelists during the application. Furthermore, the secretariat published every day during the COP an "#ActOnTheGAP Action List" to highlight those panels that were gender balanced. The results were made available on social media channels, published daily on the UNFCCC website.

In Geneva, one of International Committee of the Red Cross President Peter Maurer 's commitments was to provide more visibility and voice to women affected by war. This took the form of an innovative virtual platform: 'A Woman's War' in collaboration with National Geographic that takes a closer look at how women deal with the disruption that conflict brings to family and work life in four different countries: Nigeria, Iraq, Philippines and Peru.

THE NETWORK EFFECT

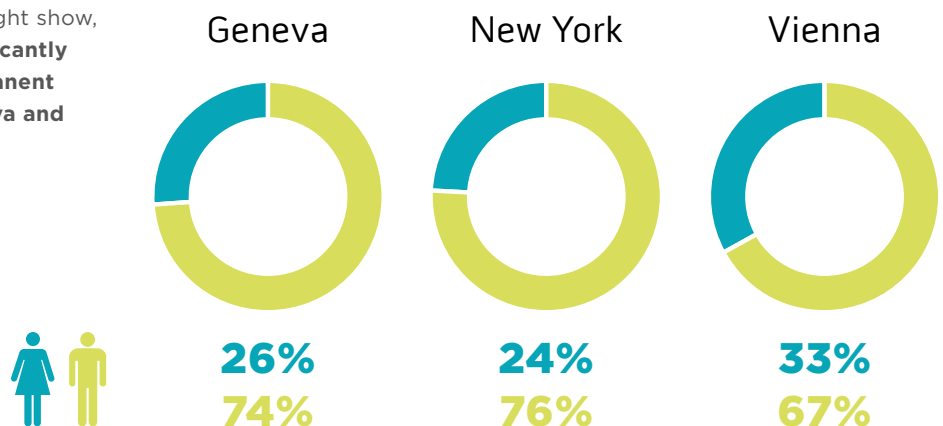
Overall, **Champions feel that the network has had the greatest impact in their hubs through the more frequent inclusion of references to gender equality in resolutions**, outcome documents and multilateral negotiations, which links back to the finding that a quarter of commitments concerned the inclusion of gender-related topics in the agenda of a governing body.

What impact have the International Gender Champions had in your hub?



A third of respondents to the annual survey also credited the International Gender Champions for improving the gender balance among delegations and increasing the number of women in senior management. The numbers to the right show, however, that **women are still significantly underrepresented among the Permanent Representatives in New York, Geneva and Vienna.**

Gender representation among Permanent Representatives in 2018: a long way to go



New York, September 2018 "Securing our common future: Promoting gender-responsive disarmament and security".



The survey also showed, once again, the value that Gender Champions place on the linkages built through the International Gender Champions initiative and the opportunities it affords them and their focal points to compare practices, share lessons learned and undertake joint projects. In fact, **32 per cent of their 2018 commitments were achieved through new partnerships.** This is a particularly welcome development, as **truly innovative and successful policies are most often built on cross-sectoral or cross-organizational collaboration.** Some examples of the opportunities provided by the International Gender Champions in the various hubs to build a community of practice and forge alliances are highlighted here.



In **New York,** the Permanent Representative of Switzerland, Jürg Lauber, and the Under-Secretary-General for Management, Jan Beagle, invited all Champions, including the President of the General Assembly, to a luncheon in July to **report on their achievements.** The Secretary-General's Senior Adviser on Policy, Ana Maria Menéndez, delivered a message on his behalf, reaffirming his strong commitment to the network and its goals. The event provided a valuable opportunity to share ideas and best practices.

On the occasion of International Law Week in October, the International Gender Champions – New York, together with the Permanent Missions of Mexico, New Zealand, Switzerland and the United Kingdom of Great Britain and Northern Ireland, organized a high-level panel discussion with former United Nations Legal Counsel Patricia O'Brien and International Criminal Court Judge Kimberly Prost on the challenges that **women working in international law** have overcome, and the opportunities they see for women in the future.

The International Gender Champions also held an important event in New York in September entitled, "**Securing our common future: Promoting gender-responsive disarmament and security**".



Top left: The MenEngage Network enacts the SEVEN documentary play in the margins of the OSCE Annual Security Review Conference (Vienna, May 2018)

Top Right: "Mainstreaming gender into nuclear non-proliferation and disarmament" at the Science Diplomacy Symposium (Vienna, May 2018)



Bottom right: The Hague, to Europol's first diversity and inclusion networking event held in November 2018.



In **The Hague,**

representatives of the Embassies of Canada and Switzerland were invited, as Chairs of the Steering Committee of the International Gender Champions – The Hague, to **Europol's first diversity and inclusion networking event** held in November 2018. On this occasion, representatives from several international organizations based in The Hague shared ideas and experiences on how to foster diversity and inclusion within their organizations. The event helped International Gender Champions to establish further contacts with a view to durable collaboration.



In **Vienna,**

following the example of individual commitments set by the International Gender Champions, the Organization for Security and Cooperation in Europe (OSCE) launched a webpage in May 2018 for its MenEngage Network, at an event organized by OSCE and the Permanent Representative of Slovenia, who is the Head of the **MenEngage Network** and one of the initiators of the International Gender Champions – Vienna. The MenEngage Network promotes the important role of men in advancing gender equality, including in peacebuilding processes. In June, on the first day of the OSCE Annual Security Review Conference, seven **male members of the Network performed** the acclaimed documentary play **SEVEN**, which relates real, personal experiences of seven women from around the world who overcame discrimination.

Gender Champions in Vienna participated in many other events and panel discussions focusing on gender issues, for instance, "Mainstreaming gender into nuclear non-proliferation and disarmament" at the Science Diplomacy Symposium of the Comprehensive Nuclear-Test-Ban Treaty, in May; "Space for women" organized by the Office for Outer Space Affairs on the fiftieth anniversary of the United Nations Conference on the Exploration and Peaceful Uses of Outer Space (UNISPACE+50), in June; "Women in the security sector" and "Digital transformation – challenges and chances for women to shape economic progress" organized by OSCE, in October; "Skills development and entrepreneurship education for young women" organized by the United Nations Industrial Development Organization to mark the International Day of the Girl Child, also in October; and "Women in nuclear science and technology" at the Ministerial Conference on Nuclear Science and Technology of the International Atomic Energy Agency, in November.



I SAY NO TO SEXISM

WHAT DO YOU SAY?



Scan the QR code to watch Director-General Michael Møller say no to sexism!

In Geneva, the campaign launched by the Director-General of UNOG, as part of his 2018 commitments, to counter casual sexism have inspired others to launch similar projects. The term casual sexism denotes behaviour or attitudes that foster stereotypes based on sex and perpetuate unequal treatment of others, usually women. Casual sexism feeds into a culture and a mindset in which de facto discrimination becomes part of everyday life and opens the door to harassment and abuse. The campaign positioned UN Geneva as a sexism-free zone and was addressed at all individuals coming to the Palais des Nations, be they United Nations staff, delegates, representatives of NGOs, journalists or visitors. The aim was to raise awareness of the harm done by casual sexism, through exhibitions, social media posts and the prominent display of a logo throughout the UNOG premises, as well as to encourage and empower staff to counter casual sexism through events and discussions showcasing concrete cases of casual sexism and ways for victims and bystanders to call perpetrators out on it.

In parallel initiatives, three Geneva-based Champions, the Director-General of the World Health Organization (WHO), the Director-General of ILO and the President of the Human Rights Council, delivered strong statements against sexual harassment at the start of major conferences, gathering thousands of delegates, at the Palais des Nations in May and June 2018.

“ I wish to emphasize that the United Nations, including this Council, has zero tolerance for any form of harassment , including sexual harassment. Any and all complaints will be dealt with promptly”.

Ambassador Vojislav Šuc

“ Let me be clear: WHO has zero tolerance for sexual harassment and sexual exploitation and abuse. That applies everywhere, from headquarters to the smallest country office”.

Dr. Tedros Adhanom Ghebreyesus,
Director-General of WHO

“ It goes without saying that here at the Conference we will and must conduct our own work with the highest levels of ethical standards and respect for all”.

Guy Ryder, Director-General of ILO

In the course of the year, International Gender Champions in Geneva also helped to organize many events and celebrations, including the 2018 Geneva Gender Debate on “**Engaging men and boys in gender equality: Game changer or gamble?**”, held on the occasion of International Women’s Day at the Graduate Institute. An auditorium full of students, civil society representatives and diplomats argued the pros and cons of the following motion: “This house believes that engaging men and boys is a game changer”.

ACCELERATING IMPACT

Impact groups reinforce collaboration and partnership across the network and leverage collective institutional capacity to push for meaningful change in key areas. In 2018, some groups deepened the work started in 2017, while others broke ground in new fields.

TRADE IMPACT GROUP: FROM DECLARATION TO IMPLEMENTATION

Through the **Joint Declaration on Trade and Women's Economic Empowerment, joined by 120 member States and observers** of the World Trade Organization (WTO), the trade impact group, steered by the International Trade Centre (ITC), Iceland and Sierra Leone, **made history** at the eleventh WTO Ministerial Conference in **Buenos Aires** in December 2017. The Declaration is **considered a milestone** towards the economic empowerment of women as it is the first time in WTO history that women are mentioned in an official context of international trade. The Declaration is also critical in that it encourages countries to analyse the impact of trade on women and to take this into consideration in trade measures and related policies, with potentially significant effects on women's economic status globally.

Early in 2018 the trade impact group discussed strategy and began to implement the Declaration's action plan, through quarterly workshops until the next Ministerial Conference, focusing on operations, trade policy review, technical assistance and data.



"The Buenos Aires Declaration on Women and Trade at year one: Closing the gender gaps" (Geneva, December 2018)

Workshop #1 "Gender-based analysis and trade", hosted by Canada in cooperation with WTO and ITC in March, focused on what is known about gender-based analysis and trade, and areas for future work and data collection.

Workshop #2 "Government procurement", hosted by the Republic of Moldova in cooperation with WTO and ITC in June, explored public procurement markets, their importance for inclusive economic development and their relevance to the Declaration.

Workshop #3 "Women in global value chains", hosted by Mexico, Indonesia, the Republic of Korea, Turkey and Australia in cooperation with WTO and ITC in October, analysed the gender dimension of global value chains and how trade policies, trade measures and technical assistance can help enhance women's participation in global value chains.

"The Buenos Aires Declaration at year one: Closing the gender gaps", hosted by the World Bank Group, the Netherlands, WTO and the Graduate Institute in December, aimed to present and discuss the impact of trade policies and entrepreneurship on women and men one year after the Joint Declaration. The event provided a forum for new empirical and theoretical research on gender and trade for a targeted audience of government officials, representatives of the private sector, international organizations, civil society, academia and others involved in practical or theoretical work in this field.



Participants at the WIPO Committee on Development and Intellectual Property (November 2018, Geneva)

TRADE IMPACT GROUP: FROM DECLARATION TO IMPLEMENTATION (continued)

In addition, the trade impact group collaborated on a **series of panels at the WTO Public Forum 2018** in October, including:

- Aligning gender, rights and trade: Towards an inclusive resilient trading system (organized by Women@TheTable)
- Placing business women at the heart of the trading system: Innovative models that work (organized by Business Women in International Trade and Global Affairs Canada)
- Data and statistics for gender-responsive trade policy (organized by the United Nations Conference on Trade and Development (UNCTAD))
- Disrupting the gender digital divide: What role for international trade policy (organized by Australia and the International Centre for Trade and Sustainable Development)

Finally, round tables organized by Women@TheTable brought together human rights officers and trade negotiators from the same permanent missions and regions to discuss aligning both the trade community's and the human rights community's positive policies on women's rights and economic empowerment.

WOMEN AND INTELLECTUAL PROPERTY

In November, inspired by the Joint Declaration on Trade and Women's Economic Empowerment, an innovative proposal by the delegation of Mexico on women and intellectual property was presented to the WIPO Committee on Development and Intellectual Property. It was adopted by consensus as a decision acknowledging the importance of incorporating a gender perspective into intellectual property policies. This is the **first time a decision of this kind has been adopted**.

The decision lists a wide variety of actions that can boost the participation of women in the intellectual property system and promote opportunities for the inclusion of women and girls in science and technology so that they fully participate in innovation and creativity. It encourages WIPO to empower women through training and capacity-building programmes developed by its Academy, and requests that the WIPO Secretariat assist Member States in implementing measures and programmes aimed at encouraging the involvement of women and girls in intellectual property.

The Committee agreed to revisit the subject in 2020 to analyse progress and assess the implementation of the decision.

GENDER-RESPONSIVE STANDARDS INITIATIVE

Also inspired by the work that led to the Buenos Aires Joint Declaration and following groundwork laid throughout 2017, the first ever Declaration for Gender-Responsive Standards and Standards Development was drafted in 2018, **the first ever Declaration for Gender-Responsive Standards and Standards Development was drafted in 2018**. The Declaration is included in a recommendation approved at the twenty-eighth annual session of the United Nations Economic Commission for Europe's Working Party on Regulatory Cooperation and Standardization Policies in November 2018 and will be opened for signature. The Declaration commits national standards bodies and standards development organizations to develop a gender action plan within a year, track progress, and collect and share data, success stories and good practices.

REPRESENTATION IMPACT GROUP WORKING FOR GENDER-RESPONSIVE ASSEMBLIES

Based on the observation that international decision-making forums are still largely male-dominated despite the gender equality objectives set, the representation impact group, co-chaired by IPU, Sweden and Women@theTable, worked in 2018 with a wide range of partners¹ in a truly collaborative effort to develop its **Gender-Responsive Assemblies Toolkit**.

The Toolkit was launched in the margins of the main session of the United Nations General Assembly. It presents best practices and concrete tools to be applied before, during and after a major intergovernmental meeting, congress, conference or assembly, to encourage collaboration and ensure such international assemblies advance gender equality. The Toolkit highlights good practices and lessons learned from current Gender Champions to help achieve immediate, consistent and measurable progress on the road to parity. It is a powerful and practical how-to guide intended for all those that can drive change, from Chairs of intergovernmental meetings, heads of delegations, directors, Secretaries-General and representatives of civil society to secretariats of governing bodies and other meeting organizers.

Following the very positive feedback received on the Toolkit and its presentation to parliamentarians at the 139th IPU Assembly in October, the representation impact group will work with States, secretariats and civil society to help implement its principles and suggested practices at the various major

assemblies, conferences and other intergovernmental meetings planned for 2019. The Toolkit has already been updated to reflect recent comments by the President of the General Assembly and the United Nations High Commissioner of Human Rights. Through the leadership of the Permanent Mission of Switzerland, the International Gender Champions – New York sent the Toolkit to all 193 Permanent Representatives to the United Nations as a way of mainstreaming its concepts and encourage meetings to become the gender-responsive forums needed to carry forward the 2030 Agenda for Sustainable Development.

During the process of conceiving the Toolkit, the representation impact group identified the need for an application based on open-source software that could interface with the systems for the public broadcasting of meetings in order to display information on how many women are speaking, for how long, in which role and on which topics. Such information, if publicly available, could strengthen the transparency of the proceedings and increase pressure for gender equality. The innovation and design team of Credit Suisse affiliated with the Ecole Polytechnique Fédérale de Lausanne led a special **design inception workshop** in Geneva in August. The workshop gathered software designers and engineers, masters' students and practitioners to identify what is needed to measure women's participation and influence in international forums meaningfully. The workshop brought together teams from Women@TheTable, WMO, the International Union for Conservation of Nature, WIPO, UN-Women, UNAIDS and IPU. The first outline of a **"gapp" (gender gap application)** was developed and it is hoped that a first prototype will be launched in 2019.



Jürg Lauber, Permanent Representative of Switzerland, Pernelle Beckles, Permanent Representative of Trinidad and Tobago, Phumzile Mlambo-Ngcuka, Executive Director of the United Nations Entity for Gender Equality and the Empowerment of Women (UN-Women), and Martin Chungong, Secretary-General of IPU, launch the Toolkit at a General Assembly side event in September 2018



Scan the QR code to access the toolkit

¹ ILO, International Organization for Migration, International Standards Organization, International Telecommunication Union, International Union for Conservation of Nature, Office of the High Commissioner for Human Rights, Joint United Nations Programme on HIV/AIDS (UNAIDS), UNOG, WHO, WIPO, World Meteorological Organization (WMO), UNCTAD, United Nations Framework Convention on Climate Change and UN-Women.



Left: The disarmament impact group, with Gender Champions Michael Gaffey, Permanent Representative of Ireland, Renata Dwan, Director of UNIDIR, Arianna Calza Bini, Director of Gender and Mine Action Programme, and Caitlin Kraft-Buchman, Executive Director of Women@TheTable, at a side event (November 2018, Geneva)

GENDER AND DISARMAMENT: MOVING FROM WORDS TO ACTION

The disarmament impact group promotes dialogue, the sharing of knowledge and the pursuit of concrete opportunities to advance gender-responsive action within disarmament processes. Co-chaired by **Canada, Ireland, Namibia and the United Nations Institute for Disarmament Research (UNIDIR)**, the impact group was **launched in September 2018 with a strategy session for disarmament ambassadors** and prominent members of the disarmament community in Geneva.

During the seventy-third session of the First Committee of the General Assembly, the impact group hosted an event in New York, entitled, **“Securing our common future: Promoting gender-responsive disarmament and security”**. This event provided an opportunity for multilateral disarmament experts to engage on the Secretary-General’s Agenda for Disarmament, in particular his call for “equal, full and effective participation of women in all decision-making processes related to disarmament”. The keynote speech was delivered by Gender Champion Izumi Nakamitsu, High Representative for Disarmament Affairs.

In Geneva, the impact group convened a side event in November during the **Meeting of States Parties to the Anti-Personnel Mine Ban Convention**, in cooperation with the Gender and Mine Action Programme and Norway. At the event, the impact group



launched a **fact sheet on gender and mine action**, with data on the impact of explosive hazards and entry points for gender mainstreaming in mine action, in line with the Convention and the Maputo Action Plan.

Late in 2018, the group developed the **Gender and Disarmament Resource Pack**, with information on the relevance of gender perspectives to arms control, non-proliferation and disarmament, as well as practical ideas that can support diplomats in applying a gender lens to their work.

In its first year, the disarmament impact group was already nominated for Arms Control Person of the Year for its work and for expanding knowledge about the importance of gender issues and practical actions for bringing gender perspectives into disarmament discussions. The impact group was first runner-up in the competition, which had an august list of nominees that included the Secretary-General of the United Nations, the President of the Republic of Korea, the Chancellor of Germany, the High Representative of the European Union for Foreign Affairs and Security Policy and the Foreign Minister of France.

THE WAY FORWARD

2019. COMMITMENT AND IMPACT. NETWORK AND COLLABORATION

As our network continues to grow, we are challenged to keep the quality of the engagement strong, the annual individual commitments robust, achievable and strategic, and the Panel Parity Pledge a living reality. To this end, we will: encourage more joint initiatives and events, working across hubs and borders to bring together expertise and ideas to generate synergies; urge Champions to be even more thoughtful in drafting and reporting on their commitments; work with organizations to institutionalize the Panel Parity Pledge throughout their work until gender parity is a natural reflex; and capitalize on our contacts with our alumni to extend our reach and influence.

Our impact groups continue to mature and their annual work plans for 2019 are both ambitious and clear. The trade impact group is planning to hold expert workshops on (a) promoting financial inclusion for women, (b) women in trade agreements and (c) women in digital trade. It will also draft a major publication on the lessons learned from the 2018 and 2019 workshops that grew from the Buenos Aires Joint Declaration and publish it in advance of the twelfth WTO Ministerial Conference in June 2020.

The representation impact group is working closely with the major intergovernmental meetings convening in Geneva in 2019, as well as the quadrennial conferences on the 2019 and 2020 agenda. The Gender-Responsive Assemblies Toolkit is expected to be launched in each of the hubs throughout the year.

Likewise, the disarmament impact group will distribute its Gender and Disarmament Resource Pack to the Chairs and presidents of multilateral arms control, non-proliferation and disarmament meetings, starting with the Presidents of the 2019 session of the Conference on Disarmament. In addition, the impact group will develop resource tools to support diplomats and practitioners in integrating gender into distinct arms control review processes.

A formal standards impact group is envisioned for 2019, as are an intellectual property impact group and a finance hub to round out the work begun this year. A methodology for a peer review will be proposed and Champions will be encouraged to engage in a frank dialogue with peers about challenges and solutions at like-minded organizations, both large and small.

Our Global Advisory Board will continue to advise and lead. We will work with the Paris Peace Forum throughout the year and return in November to participate in the opening of the event as one of ten projects of the 2018/2019 cohort that profiles special innovation in new global governance. After all, what relevance does a twenty-first century democracy have if it cannot incorporate the creativity, vision and skills of half of the population?

We look forward to continuing to work with all of you, expanding our horizons with new alliances and influencing the inexorable movement towards a gender-equal world.

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