



EU Gender Action Plan III – 2021-2025

Delegation of the EU to the International Organisations in Vienna

1. Context for EU action on gender equality and women's empowerment in the Vienna-based international organisations

Achieving gender equality is an important cross-cutting priority for the EU in all multilateral fora.

We will actively promote equal participation of women and men, and will systematically mainstream gender aspects in our positions when representing the EU in the Vienna-based organisations and regimes¹ as well as the OSCE. We support the gender equality policies of the international organisations where they exist² and encourage their further development and implementation. EU public diplomacy activities also support these objectives.

2. Selected thematic areas of engagement and objectives

- Promoting gender parity in the Secretariats of international organisations, in office holder positions and in the composition of delegations and other participants.
- Gender mainstreaming in the positions, policies, programmes and projects of the international organisations
- Protecting human rights of women and girls
- Addressing the gender gap in the green and digital transformation and in nuclear and space science and technology
- Working to promote zero tolerance policies in relation to sexual harassment and gender-based discrimination, including in multilateral meetings
- Gender-balanced engagement in communication and outreach activities

¹ United Nations Office at Vienna (UNOV), United Nations Office on Drugs and Crime (UNODC), United Nations Industrial Development Organisation (UNIDO), United Nations Office for Outer Space Affairs (UNOOSA), United Nations Commission on International Trade Law (UNCITRAL), International Atomic Energy Agency (IAEA), Comprehensive Nuclear Test-Ban-Treaty Organisation (CTBTO), The Hague Code of Conduct against Ballistic Missile Proliferation (HCoC), Nuclear Suppliers Group, Zangger Committee, Wassenaar Arrangement, Joint Comprehensive Plan of Action (JCPOA)

² The UN organisations follow the UN System-Wide Action Plan on Gender Equality and the Empowerment of Women (UN-SWAP 2.0) and the UN Secretary-General's System-wide Strategy on Gender Parity.

- Participation in the International Gender Champions Initiative and LGBTIQ campaigns and events

3. Targeted actions supporting gender equality and women's empowerment

UN Office on Drugs and Crime (UNODC)

Following the 2017 Global Programme on Gender Equality and the Empowerment of Women, gender aspects are mainstreamed into normative, research and technical cooperation work of UNODC and gender parity is pursued among staff at all levels in the UN Office at Vienna (UNOV) and UNODC.

The first UNOV/UNODC Strategy for Gender Equality and the Empowerment of Women (2018-2021) was adopted in 2017, followed by an Action Plan in 2018. Following the ongoing evaluation of the implementation of the Strategy, a new, strengthened Strategy for 2022-2025 should be unveiled in April 2022.

The UNODC Gender Team ensures support, monitoring and reporting and has developed thematic briefs that provide a step by step guidance on how to practically mainstream gender throughout programme documents in areas such as Corruption, Health and Livelihoods, Justice, Organised Crime and Illicit Trafficking and Terrorism. In 2021, a Guidance Note for UNODC Staff was published entitled Gender Mainstreaming in the Work of the UNODC³.

In February 2021, UNODC launched a new Toolkit, funded by the EU, for Mainstreaming Human Rights and Gender Equality into Criminal Justice interventions to Address Trafficking in Persons and Smuggling of Migrants⁴. Further information on all EU-funded gender projects should be available once the UNODC has introduced a gender marker tool in 2022.

UNODC has achieved overall 50/50 gender parity. From January to October 2020, UNODC recruited in total 73 professional and above staff members, 63% of which were women. In the medium to long run, this could lead to a significant gender imbalance. Further details are available in the 2020 report on "Gender Balance and Geographical Representation within UNODC"⁵. An evaluation on gender parity is due to be published in December 2021.

Two resolutions provide a mandate to UNODC to mainstream a gender perspective in all its practices, policies and programmes, and support Member States in gender mainstreaming at their request (Resolution 26/3 of the Commission on Crime Prevention and Criminal Justice (CCPCJ) and Resolution 59/5 of the Commission on Narcotic Drugs (CND)). The standing open-ended intergovernmental working group on improving the governance and financial situation of UNODC (FinGoV) discusses the question of geographical representation and gender balance as part of its efforts to

³ https://www.unodc.org/documents/Gender/20-04944_Gender_Note_final_ebook_cb.pdf

⁴ https://www.unodc.org/documents/human-trafficking/GLO-ACTII/UNODC_Toolkit_for_mainstreaming_Human_Rights_and_Gender_Equality_February_2021.pdf

⁵ [E/CN.7/2020/17-E/CN.15/2020/17](https://www.unodc.org/documents/finGov/E/CN.7/2020/17-E/CN.15/2020/17)

improve governance. The UK together with Colombia has set up a Friends of Gender Group within UNODC in which EUDEL and several EU Member States will participate.

The Protocol supplementing the UN Convention against Transnational Organised Crime (UNTOC) against the Illicit Manufacturing of and Trafficking in Firearms, their Parts and Components and Ammunition (Firearms Protocol) is relevant for efforts to combat domestic violence, but it does not contain specific provisions against gender-based violence like the Arms Trade Treaty.

EU priorities

- Ensure that UNODC projects and programmes are in line with the human rights-based and gender-sensitive approach, in particular when combatting human trafficking and migrant smuggling. A specific attention should be given to the protection of children.
- Ensure that the agenda of the Commission on Crime Prevention and Criminal Justice (CCPCJ) includes topics related to the mainstreaming of gender into crime prevention and criminal justice policies and programmes and into efforts to combat transnational organised crime; addressing the needs and protect the rights of children and youth in crime prevention; and empowering youth.
- Integrate a gender perspective in relevant EU statements within the Commission on Crime Prevention and Criminal Justice (CCPCJ) as appropriate.
- Ensure gender mainstreaming in drug-related policies and programmes in EU statements and side events in the Commission on Narcotic Drugs (CND).
- Encourage the collection, analysis and dissemination of gender-disaggregated data to facilitate evidence-based drug policy decisions.

UN Industrial Development Organisation (UNIDO)

Gender equality is a key component of inclusive and sustainable industrial development (ISID) and a strategic priority for UNIDO. By increasing the access of women to productive resources, creating enabling conditions for women's entrepreneurship and job creation, education and vocational training and women's leadership, promoting women's digital skills, climate change adaptation and mitigation, and building the knowledge and capacity for gender-responsive industrial development, UNIDO contributes to women's economic empowerment and to the creation of a more equal world.

The EU supports UNIDO's Policy on Gender Equality and the Empowerment of Women⁶ (2019), the Strategy for Gender Equality and the Empowerment of Women⁷ (2020-2023) and the Gender Parity Action Plan 2018-2023. They mainstream gender in all UNIDO programmes, projects and organisational practices. In 2021, the UNIDO Office for Gender Equality and Empowerment of Women (GEW Office) issued the Guide to Gender Analysis and Gender Mainstreaming the Project Cycle⁸.

In his 2021 report on "UNIDO, gender equality and the empowerment of women"⁹ in response to General Conference resolutions, the Director General informs that the UNIDO programme and budgets, the medium-term programme framework as well as country programmes and Programmes for Country Partnerships (PCPs) have been designed to specifically include gender equality-related goals.

UNIDO has developed and implemented a wide range of projects and programmes to promote women's economic empowerment and women-owned business to respond to the gendered impact of the COVID-19 pandemic. UNIDO is also committed to supporting Member States in the collection of gender-disaggregated data and the development of gender-responsive industrial policies.

Thanks to the gender marker tool¹⁰, UNIDO can track and monitor the allocation of financial resources to activities relevant for gender equality and/or the empowerment of women (GEEW) and the level of integration of gender-related activities into projects and programmes. In 2020, 34.6 per cent of UNIDO's new projects and programmes significantly contributed to GEEW, demonstrating progress in reaching the goal of 45 per cent by 2023. EU-funded GEEW projects are listed in Annex I.

As stated in the report of the UNIDO Director General, the area of equal representation remains a weakness, in particular as regards senior level (P-5 and above). To this end, the Organization has adopted the UNIDO Human Resources Strategy 2020–2022 that complements the UNIDO 2018–2023 Gender Parity Action Plan. The latter includes actions towards achieving gender parity across all levels by 2028. UNIDO's policy of zero tolerance against sexual harassment follows best practices from the EU and like-minded countries.

EU priorities:

⁶[https://www.unido.org/sites/default/files/files/2019-](https://www.unido.org/sites/default/files/files/2019-11/DGB_2019_16_Policy_on_Gender_Equality_and_the_Empowerment_of_Women_1.pdf)

[11/DGB_2019_16_Policy_on_Gender_Equality_and_the_Empowerment_of_Women_1.pdf](https://www.unido.org/sites/default/files/files/2019-11/DGB_2019_16_Policy_on_Gender_Equality_and_the_Empowerment_of_Women_1.pdf)

⁷ <https://www.unido.org/sites/default/files/files/2019-11/UNIDO%20Gender%20Strategy%20ebook.pdf>

⁸ [https://www.unido.org/sites/default/files/files/2021-](https://www.unido.org/sites/default/files/files/2021-06/Gender_mainstreaming_Guide_1_Main%20guide.pdf)

[06/Gender_mainstreaming_Guide_1_Main%20guide.pdf](https://www.unido.org/sites/default/files/files/2021-06/Gender_mainstreaming_Guide_1_Main%20guide.pdf); https://www.unido.org/sites/default/files/2015-09/GM_Checklist_for_Projectspdf_0.pdf

⁹ <https://www.unido.org/api/opentext/documents/download/23489273/unido-file-23489273>

¹⁰ https://www.unido.org/sites/default/files/2015-09/Gender_Marker_User_Guide_-_FINAL_0.pdf

- Continue to actively support the resolution on gender equality and the empowerment of women at the UNIDO General Conferences.
- Promote gender balance within UNIDO's senior management structure, as currently only one out of five Managing Directors is a woman.
- Encourage further gender related initiatives, including formulating and implementing gender-sensitive industrial policies to help address gender imbalances in the manufacturing sector such as wage gaps and women's unequal representation in industrial leadership positions.

UN Office for Outer Space Affairs (UNOOSA)

UNOOSA is committed to promoting gender equality in space research and exploration, including supporting women's education in science, technology, engineering and maths (STEM) fields, the inclusion of women in international space cooperation activities (ISS), and the progressive feminization of space agencies and space flight crews.

The UNOOSA project “Space4Women”¹¹ strengthens the awareness, capacity, and skills of individuals and institutions to promote gender equality and women's empowerment in the space sector and its fundamental educational fields. UNOOSA's key contribution to gender equality stems from its efforts in the area of capacity building to use space technologies for the achievement of the SDGs and improving the lives of women worldwide.

The UNOOSA Director is part of an UNOV-level umbrella taskforce composed of organizations led by women, with the aim to raise awareness about the lack of female representation in the middle and upper management positions. A dedicated working group has been set up to implement a zero tolerance policy against sexual harassment.

EU priorities:

- Encourage implementation of the UNOOSA Space4Women project and synergies with European initiatives which promote the role of women in the space sector such as “Space girls, space women” by the European Space Agency (ESA).
- Integrate a gender perspective in relevant EU statements within the Committee on the Peaceful Uses of Outer Space (COPUOS) and its subcommittees, inter alia by highlighting the need to improve gender balance in the space sector, mentioning also European initiatives.

¹¹ <https://space4women.unoosa.org/>

International Atomic Energy Agency (IAEA)

The IAEA Director General has made gender equality one of his priorities - launching the Marie-Sklodowska-Curie Fellowship Programme (MSCFP)¹² that aims to help increase the number of women in the nuclear field, and establishing the goal of achieving gender parity by 2025 in the Professional and higher categories of the Secretariat.

According to the annual report of the IAEA Director General on “Personnel – Women in the Secretariat”¹³, the percentage of women in the Professional and higher categories was 35% as of 1 June 2021, the highest to date at the Agency. Women comprised 53.1% of appointed candidates, compared with 35.1% in the previous reporting period.

In line with the Gender Equality Policy and Gender Action Plan for 2021-22, efforts continue to mainstream a gender perspective in the design and implementation of the Agency’s programmes and activities and build staff capacity in this area. The Secretariat has introduced a toolkit “Gender mainstreaming made easy: a guide for Agency project managers”. During the planning phase for the Draft Programme and Budget 2022–2023, gender analysis was included as a mandatory requirement during project design.

In the 2021 report on “Women in the Secretariat”, the IAEA Director General assessed that the Secretariat has achieved “all recommendations” contained in the 2017 Office of Internal Oversight Services Evaluation of “Gender Mainstreaming in Agency Programmes and Operations”. However, in its evaluation of Technical Cooperation Activities in October 2021, the OIOS noted that the Agency needs to take further practical steps to effectively mainstream gender considerations in its programmes and projects in particular in the Country-Programme Frameworks (CPFs).

In the area of technical cooperation, the IAEA’s gender-sensitive projects focus on women’s health, nutrition for mothers and infants and women in farming through the peaceful application of nuclear science and technology. IAEA’s activities in the area of radiation medicine in particular help fighting cervical and breast cancer and contribute to women’s health.

The Secretariat continues to encourage Member States to designate more female participants in IAEA activities. Currently, women comprise 37% of fellows, scientific visitors, training course participants, meeting participants and other project personnel, 30% of experts and lecturers, 30% of project counterparts, 24% of participants at scientific and technical events and 21% at recurring scientific events. The Secretariat

¹² <https://www.iaea.org/about/overview/gender-at-the-iaea/iaea-marie-sklodowska-curie-fellowship-programme>

¹³ <https://www.iaea.org/sites/default/files/gc/gc65-19.pdf>

has launched an internal dashboard that allows managers to access real-time data by, for example, gender and event type, subject area and/or participant type, which can be used for targeted outreach ahead of planned events.

In 2017, 13 IAEA Member States formed a “Group of Friends for Women in Nuclear” with the aim to increase gender parity at the IAEA Secretariat including at senior management level. Currently 35 Member States participate in the group, co-chaired by AUS, ES and MEX. EUDEL is an observer.

EU priorities:

- Support efforts to achieve gender parity at the IAEA Secretariat by 2025 and to mainstream gender in IAEA programmes and activities in particular in the area of technical cooperation.
- Mobilise further support for the Marie-Sklodowska-Curie Fellowship Programme (MSCFP) through EU statements and side events. The EU is currently the largest donor with €2.8 Mio contributed under the 2020 EU Council Decision in support of IAEA's nuclear security activities.
- Support the IAEA General Conference Resolution “Women in the Secretariat” which mandates the IAEA Director General to annually report on measures taken to implement the resolution and to provide statistical data on women in the Secretariat.

Comprehensive Nuclear-Test-Ban Treaty Organisation (CTBTO)

Pursuant to the 1998 Decision of the Preparatory Commission on “Equal employment opportunities for women in the Provisional Technical Secretariat”, the CTBTO Executive Secretary presents a Note on “Equal Employment Opportunities – Women in the Provisional Technical Secretariat” on an annual basis, providing information on the measures taken to implement that decision as well as statistical data on the status of women in the Secretariat. Women currently represent 35 per cent of the staff in professional categories which is an all-time high in the CTBTO.

The new CTBTO Executive Secretary has joined the International Gender Champions Initiative with the aim to increase the number female participants benefitting from the CTBTO's capacity building programmes. In addition, he has committed himself to reviewing and addressing the inherent inequalities, including identifying potential sources of funding for cultivating early career individuals, especially women and people from developing countries. The CTBTO Gender Focal Point could not offer other examples of gender mainstreaming.

The CTBTO Provisional Technical Secretariat acts as the International Gender Champions Hub Coordinator for Vienna in 2021.

EU priorities:

- Supports efforts of the Provisional Technical Secretariat (PTS) towards reaching gender parity and explicitly encourage the PTS to continue to strive for this goal in relevant EU Statements.

Export control regimes and The Hague Code of Conduct

Women remain underrepresented among the office holders and participants in the export control regimes such as the Nuclear Suppliers Group, Zangger Committee, or the Wassenaar Arrangement as well as The Hague Code of Conduct against Ballistic Missile Proliferation (HCoC) although their number has increased in recent years. In the absence of a proper organisational structure without gender policies or statistics, it falls upon each participant to pay attention to its nominations and the composition of its delegation.

The risk of gender-based violence is not included in the guidelines of any of the export control regimes. The best practice Guidelines for Exports of Small Arms and Light Weapons (SALW) adopted by the Wassenaar Arrangement (WA) stipulate that Participating States will take into account the respect for human rights and fundamental freedoms in the recipient country, when considering exports of SALW. Other international instruments and EU-level rules are more relevant in this context and efforts to bring human rights discussions into the WA have not borne fruit so far.

EU priorities:

- Encourage equal participation of women and men in the outreach activities of export control regimes and The Hague Code of Conduct against Ballistic Missile Proliferation (HCoC).

Organisation for Security and Co-operation in Europe (OSCE)

Gender in the first dimension – non-military issues/transnational threats

The EU supports the integration of gender equality across all activities related to the OSCE's first dimension on transnational threats, in particular in policy and operational responses related to preventing and countering violent extremism and radicalisation that lead to terrorism (P/CVE), organised crime, cybersecurity and border security and management.

The UK Chair of the Security Committee – the OSCE committee dealing with non-politico- military security issues – has placed a strong emphasis on encouraging the participation of female experts in panels. In 2021, 55% of the speakers in Security Committee meetings were women.

At the OSCE, the EU is also a founding member and active participant of the “Women in the First Dimension Network” (W1D). The W1D Network aims to support the participation and visibility of women in the OSCE first dimension, serve as a platform for dialogue and networking among female diplomats, empower and connect young professionals in the security sector, and liaise with other Vienna-based initiatives, groups and networks working on gender equality within the OSCE and in other international organisations. The W1D has developed a list of female experts on politico-military topic to support the representation of female experts from the OSCE

in panel discussions on security-related topics and is running a mentoring programme open to female and male colleagues working in the OSCE first dimension.

Gender in the first dimension – pol-mil issues

Promotion of gender mainstreaming in the work of the OSCE and supporting efforts to strengthen gender equality, making full use of the role women play in conflict prevention and conflict management is a cross-cutting EU priority in the OSCE, in line with the position approved by the Council in November 2017.

In the politico-military dimension of the OSCE, the focus remains on the implementation of UNSCR 1325 and the Women, Peace and Security Agenda. To this effect, the FSC Chairs organise regular Security Dialogues on the subject, usually one per trimester, during which participating States inform each other on the achievements and challenges ahead. Moreover, once a year in March, a joint meeting of the FSC and the Permanent Council is also convened to discuss broader cross-cutting elements of the implementation of UNSCR 1325. Promotion of gender equality is also an important element of the drafts submitted for Ministerial Councils. It will also be the case this year with the SE OSCE Chair and AT FSC Chair attempt to negotiate a Ministerial Decision on the Code of Conduct with focus on the gender equality in armed forces.

In the first dimension, the EU actively tries to push back efforts by certain participating States to belittle the issue; our position is clear: the full, equal and meaningful participation of women should not only be recognized but also fully implemented in the relevant strands of the work. Taking into account the situation, interests, and the needs of half of the population is indispensable in ensuring a comprehensive approach to the issues at stake.

Gender in the Economic and Environmental Dimension

In the Economic and Environmental Dimension, the EU supports the integration and the mainstreaming of gender in all activities undertaken by the Office of the Coordinator for Economic and Environmental Activities, including in the field of labour migration, good environmental governance and anti-corruption efforts. In statements and negotiating positions in the second dimension, the EU is promoting the full, equal and meaningful participation of women in sustainable development, protection of the environment and climate action.

For the 2021 Ministerial Council in Stockholm, the Swedish Chairpersonship has tabled a draft decision on advancing women's economic empowerment, which is a strong priority for the EU. The EU advocates for measures that close the gender pay gap and ensure equal rights and opportunities for all, and strives to mainstream gender references in OSCE commitments, including "gender-sensitive" and "gender budgeting".

Gender in the human dimension – human rights issues

Achieving gender equality is an important cross-dimensional priority for the EU in the OSCE context. In the Human Dimension, we actively promote equal participation of women and men and mainstream gender aspects in the EU statements and negotiating positions.

The EU supports the OSCE structures in striving for a change of gender dynamics in the organisational culture in line with the OSCE Gender Action Plan. The gender balance at the top of the organisation improved significantly. Further work needs to be done on the mid-career level, where women remain underrepresented. Also, the seconded staff category, particularly in the field, including Heads of Missions, is still predominantly made up of men. We acknowledge that participating States have a role to play here, and the EU strives to do its part.

The EU actively supports the OSCE's efforts to foster a gender-sensitive and inclusive working environment through increased standards of integrity, expectations of professional and respectful behaviour and the "zero-tolerance approach" towards harassment, sexual harassment and discrimination. We also welcome and actively participate in staff driven initiatives such as the Women's Advisory Group and OSCE Men for Gender Equality, which clearly shows that gender equality is an important topic for those working for the OSCE.

Gender in EU's work regarding the conflicts in the OSCE region

The EU integrates a gender perspective on a regular basis in its statements in the OSCE Permanent Council and the OSCE Forum for Security and Cooperation regarding the conflicts in the region. The EU is promoting the meaningful participation of women into all phases of the OSCE conflict cycle, including conflict prevention, early warning/early action, conflict resolution and post-conflict rehabilitation. The EU consistently calls for gender disaggregated data and gender-sensitive analysis by the OSCE field missions and encouraging thematic reports on gender. The EU is also contributing with speakers, often female, in OSCE conferences and seminars on gender-related topics such as the WPS agenda.

EU priorities:

- integrate a gender perspective on a regular basis in EU statements in all regular and annual events and meetings
- promote a meaningful participation of women into all phases of the OSCE conflict cycle
- support the integration and the mainstreaming of gender in all activities of the OSCE executives structures and institutions
- strive for meaningful gender-related Ministerial Council (MC) deliverables in Stockholm this year, or for mainstreaming strong gender wording in all MC deliverables
- support the OSCE's efforts to foster a gender-sensitive and inclusive working environment through increased standards of integrity, expectations of professional and respectful behaviour and the "zero-tolerance approach" towards harassment, sexual harassment and discrimination
- contribute with speakers, including female speakers, in all OSCE conferences and seminars, including on gender-related topics

Engage in dialogue for gender equality and women's empowerment

A number of European Ambassadors, including the two EUDEL Ambassadors¹⁴ participate in the International Gender Champions (IGC) initiative to promote gender equality and women's empowerment. The aim is to undertake two concrete commitments per year to advance gender equality.

EUDEL will aim at ensuring gender-balance in the composition of EU delegations to various international meetings. EUDEL will encourage also EU Member States to be represented in a diverse manner at EU coordination¹⁵ and at international meetings.

EUDEL could also organise awareness training for staff on gender and diversity by, for example, inviting people from the LGBTQI+ community or other experts. EUDEL could organise seminars to address politically incorrect and discriminatory behaviour and on how to respond to gender problems in the workplace.

4. Outreach and other communication / public diplomacy activities

EUDEL will continue to take actively part in various public diplomacy projects, events and campaigns, and thereby follow a gender-balanced approach. The gender and geographical balance are integrated into our communication strategy, which aims to be gender-inclusive.

Similar to previous years, EUDEL will continue participate in campaigns related to the International Women's Day, the International Day for the Elimination of Violence against Women, the 16 Days of Activism against gender-based violence ("Orange the World") and the International Day against Homophobia, Transphobia and Biphobia. EUDEL will also continue its involvement in the activities and campaigns of Diplomats for Equality

EUDEL will follow a gender-balanced approach in the planning and organisation of cultural events, similar to the EU Honour Day at the EXPO2020 in Dubai, by involving artists and other participants taking into account gender and diversity aspects. In its public diplomacy activities, EUDEL will pay attention to promoting gender-related priorities and positions and ensuring gender-balanced representation in interactive dialogues, panel discussions, side events, social media or communication projects. EUDEL will use gender-inclusive language¹⁶ and encourage equal and diverse

¹⁴ <https://genderchampions.com/champions/stephan-klement>
<https://genderchampions.com/champions/rasa-ostauskaite>

¹⁵ When sending out an EU coordination meeting invitation, a message highlighting our gender-based priorities could be included: For instance, "We encourage the participation of an inclusive and gender-balanced team".

¹⁶For example, phrasing event agendas and invitations in inclusive language that promotes equal and diverse representation, and using either "S/he" or "they" to avoid gender clarification (such as Mr. and Mrs.) to be progressive in terms of gender fluidity concepts. Any invitation or registration form issued by EUDEL should ideally omit the reference to gender, by removing the mandatory selection option "male or female", or more options should be provided to be inclusive, meaning at least the options, "male, female, other" in accordance with Austrian legislation.

representation at the table. This includes raising gender issues, enquiring about gender demographics of speakers or panellists, and if possible, ensuring our participation in panels that are gender-balanced.

Date: 19 January 2022

Signature by Head of Delegation:

A handwritten signature in blue ink, consisting of two parts: a stylized 'S' followed by 'M' and a separate, more complex signature to the right.

Annex I - UNIDO-EU projects with gender component

All UNIDO projects consider gender issues throughout the entire project cycle, from design and implementation to monitoring and evaluation.

All projects follow the *UNIDO Guide to Gender Analysis and Gender Mainstreaming the Project Cycle*, available [here](#).

Below are a few examples of some selected EU funded projects implemented by UNIDO with strong gender components. This list is non-exhaustive.

| Project title | Area | Duration | Total budget (€) | EU contribution (€) | Gender component | Gender related targets and achievements | Open Data link to learn more |
|---|---------|-------------|------------------|---------------------|---|--|---|
| Parliamentary action on climate and energy (PACE) | Global | 2019-2022 | 2 000 000 | 2 000 000 | Strong representation of women parliamentarians in meetings | <ul style="list-style-type: none"> - Aim to have more than 30% of women MPs at each parliamentary Roundtable organized through the project - Build gender responsive policy frameworks that can deliver on the particular needs of women and girls - Catalyzing greater engagement of women MPs in renewable energy, energy access, and sustainable transport issues. - Addressing energy-gender nexus in the parliamentary roundtables - Integrate gender responsive climate and energy recommendations into national policies | https://open.unido.org/projects/MO/projects/190106 |
| Supporting handicrafts and design value chains in Tunisia | Tunisia | 2019 - 2024 | 9 000 000 | 8 500 000 | Women employment | <ul style="list-style-type: none"> - Contributes to the primary objective of the National Strategy for the Economic and Social Empowerment of Rural Women and Girls of the Ministry of Women, Family, Children and Seniors: Economic | https://open.unido.org/projects/TN/projects/180185 |

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| | | | | | | <p>empowerment through the improvement of rural women's employability and their access to means of production and markets as well as their organization in the structures of the social and solidarity economy.</p> <ul style="list-style-type: none"> - Targets women through priority actions, especially concerning the support of initiatives and associations linked to the craft industry, the development of skills and assistance to women entrepreneurs. - Support public institutions in developing and implementing strategies for the inclusion of women - Monitor and evaluate project performance in terms of women's inclusion and gender equality. | |
| Supporting value chains through inclusive policies, investment promotion and alliances (ACP Business-Friendly) | Cameroon, Dominican Republic, Ethiopia, Ghana, Kenya, Papua New Guinea, Senegal and Zambia as well as a regional component | 2019-2024 | 8 064 200 | 8 000 000 | Women employment | <ul style="list-style-type: none"> - Increasing opportunities for women is an overarching priority - Project support reforms that aim at: - removing legal discrimination against women that affect their ability to engage in business - designing and mainstreaming tools to assess gender specific implementation gaps of gender-neutral regulations - designing and implementing consultation and feedback mechanisms to enhance women inclusion and participation - empowering women in targeted rural communities, through the involvement of women in arm level activities, with the aim of enhancing their role as agents of change in pursuing food security and economic resilience | https://open.unido.org/projects/C6/projects/170049 |
| Rural development and empowerment of the Community Councils of the Chocó Department through the | Medio Atrato municipalities, Chocó department, Colombia | 2018-2022 | 421 055 | 400 000 | Strengthening women decision-making | <ul style="list-style-type: none"> - Mainstream and improve positive gender balance practices among artisanal and small-scale gold mining (ASGM) workforce - Gather gender segregated data | https://open.unido.org/projects/CO/projects/180045 |

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| sustainable use of natural and mineral resources | | | | | | <ul style="list-style-type: none"> - Ensure a gender-balanced participation of beneficiaries and target groups - At least 40% of miners trained are women - At least 40% of women among participants of trainings and workshops | |
| Enhancing the fisheries sector (CAPFISH) | Cambodia | 2019-2024 | 16 900 000 | 16 000 000 | Women employment | <ul style="list-style-type: none"> - Women contribute to about 75% of the activity 'around' fisheries - Intention to reach a target of 40% of women as beneficiaries at all levels | https://open.unido.org/projects/KH/projects/180039 |
| Leather Initiative for Sustainable Employment Creation (LISEC) | Ethiopia | 2018-2022 | 7 850 000 | 7 750 000 | Women employment | <ul style="list-style-type: none"> - Identification of specific women groups of beneficiaries - Promotion of gender equality in tanneries - Organization of specific trainings dedicated to women - Promotion of women's role in business services - Balanced access and participation of women and men in all project activities - Continuous consultations with women producers and entrepreneurs - Gender impact assessments, and monitoring systems with clear Gender Matrix | https://open.unido.org/projects/ET/projects/160086 |
| Employment and entrepreneurship development for migrant youth, refugees, asylum seekers and host communities in Khartoum State (EEDK-RDDP Sudan) | Sudan | 2017-2022 | 3 443 200 | 3 443 200 | Women employment and entrepreneurship | <ul style="list-style-type: none"> - The Vocational Training and Entrepreneurship (Employment) Centres play an essential role to attract effective participation of women in courses related to computers, IT-coding, Arabic and English functional literacy and commercial studies preparing them for opportunities as administrators. The target female participation rate is 30%. - Gender balanced productive and income generated activities - Participation of women trainers in the activities - Working with women from various vulnerable groups including youth, widows, women-headed households, etc. | https://open.unido.org/projects/SD/projects/160092 |

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|---|---|-----------|------------|------------|--|--|---|
| | | | | | | <ul style="list-style-type: none"> - Developing a gender analysis for the job market - Increasing women entrepreneurs' access to productive assets and market. | |
| Youth Rising - EU Support to Technical and Vocational Education and Training (TVET) for Young people in Liberia | Liberia | 2018-2024 | 25,300,000 | 25,250,000 | Women employment and access to education | <ul style="list-style-type: none"> - Specific Objective 2: Promote equitable and gender-balanced access to TVET in target providers (South East). - Output 2.1 (S02): Enrolment and retention rates offemale and vulnerable youth including people with disabilities are increased. - Strong focus on women's access to labor market and economic opportunities - Reducing school related gender-based violence - Reducing the gender gap in student enrolment | https://open.uni-do.org/projects/LR/projects/160082 |
| SWITCH-MED II | Regional, EU Southern Neighbourhood Countries (Algeria, Egypt, Israel, Jordan, Lebanon, Morocco, Palestine and Tunisia) | 2019-2025 | 22 012 000 | 18 582 000 | Women employment and entrepreneurs hip | <ul style="list-style-type: none"> - Supporting the equal participation of both women and men in the implementation of project activities - In the first phase of the project, around 39% of Green Entrepreneurs workshops' participants and 33% of TEST primary and secondary service providers were women (in the MENA region only 13% of the firms are owned by women and the female labour force participation rate is only 25%). - Output 1.1: Target I.O.1.1.2: around 50 female RECP experts trained | https://open.uni-do.org/projects/C6/projects/180228 |