

UNV GENDER CAPACITY SELF-ASSESSMENT QUESTIONNAIRE

Report on Findings November 2019

The 2019 online questionnaire is part of a broader six-month capacity assessment and development process¹ aimed at supporting the United Nations Volunteers (UNV) programme in its commitment to progress towards mainstreaming gender into its organization and mandate. The results of the questionnaire will enable reporting on staff capacity and competency in gender mainstreaming and help to frame staff capacity development needs as required by the UN System-Wide Action Plan on Gender Equality and Empowerment of Women (UN-SWAP 2.0).

In the questionnaire, staff capacity was assessed in three areas: (1) knowledge, (2) skills and competencies, and (3) access to learning and support. The survey addressed 24 questions to all staff and consisted of two types of questions: closed-ended questions and open-ended questions. At the end of the questionnaire, respondents were provided a space to add further comments.

HIGHLIGHTS OF KEY FINDINGS

- Addressing gender equality issues² is mostly perceived as being very relevant for UNV's mandate (79%).
- Only 26.9 % of the respondents understand the gender term and are able to provide the appropriate definition. And 60.5 % of the respondents understand the concept of gender mainstreaming.
- 72% of the respondents do not have a clear idea on the difference between gender mainstreaming and equal representation of women (72%).
- Majority of the respondents have attended an introductory gender training (69%) or undertaken a gender related training in the last 2 years (89%).
- Respondents highlight a lack of support from the Gender Action Team and Gender Focal Points (84% of the respondents).
- Currently, the confidence level to introduce gender issues into the work is somewhat high, with 40% or 48 respondents claiming to have that confidence and 35% or 42 respondents feeling relatively confident (despite the low level of understanding of the term "gender" (26.9%) or a confusion in the difference between gender mainstreaming and equal representation of women (72%).
- Training, support and information most requested are on gender and volunteerism, UNV Gender policies and strategy, gender-sensitive monitoring, evaluation and reporting.
- Over 80% of the respondents consider they would benefit from targeted training in gender mainstreaming (focus on specific area of work).

¹ The methodology of the capacity assessment includes the following steps: A gender self-assessment questionnaire for all UNV staff, volunteers and interns (November 2019), semi-structured interviews with selected staff and volunteers (January 2020), focus group sessions for selected staff and volunteers (January 2020), one-day participatory workshop for selected staff (February 2020)

² Gender issues include all aspects and concerns related to women's and men's lives and situation in society, to the way they interrelate, their differences in access to and use of resources, their activities, and how they react to changes, interventions and policies.

1. Respondents demographic

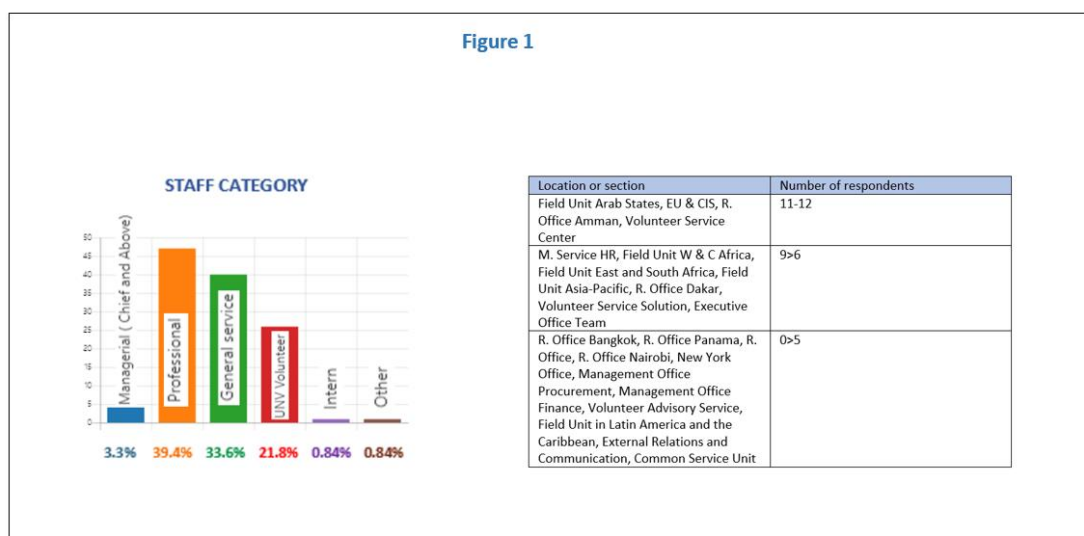
A total of 327 UNV personnel at global level received the questionnaire (**257** UNV staff, **70** UN Volunteers based in UNV offices) and **119** (36%) completed it. Based on participation in previous UNV staff surveys, this participation rate is generally considered satisfactory.

The following table summarizes the demographic profile of the personnel who undertook the questionnaire.

Category	Number	Questionnaire	% respondents
All Staff and UN Volunteers based at UNV offices	327	119	36
Female	180 (147 UNV staff and 33 UN Volunteers)	81	68
Male	147 (110 UNV staff and 37 UNV Volunteers)	38	32

While broadly there is not a significant difference regarding the number of female and male staff who have received the questionnaire, the questionnaire results show that the rate of male respondents represents almost half of the rate of female respondents.

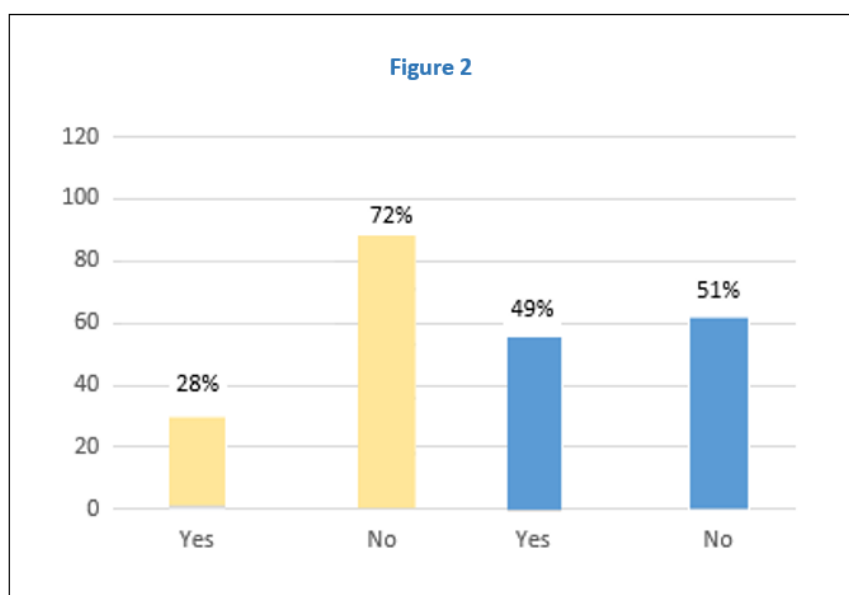
Figure 1 below indicates that the highest response rates are from the International Professional staff (39.4%), General Service staff (33.6%) and UN Volunteer (21.8%) categories and only 3.3% of the Managerial staff responded to the questionnaire. In terms of section/unit/office, the sections with the highest number of respondents are Field Unit Arab States, European & Commonwealth of Independent States (ECIS), Regional Office Amman and the Volunteer Service Centre (VSC) with **11 or 12** respondents. The Human Resources Section (HRS), Field Unit West & Central Africa, Field Unit East & South Africa, Field Unit Asia Pacific, Regional Office Dakar and the Executive Office have a number of respondents between **6 and 9**. The remaining sections have a number of respondents between **0 and 5**. In the case of the regions, this low number can be due to the fact that some field units have only one or two staff members. In the case of sections such the Finance and Budget Section (FBS), the low number can reflect the challenge for staff members to see the link between gender and finance or procurement activities.



2. Gender concepts understanding

As part of the self-assessment, questions were included to capture how UNV personnel evaluate their own level of understanding of different gender-related concepts. The results obtained indicate that the term “**gender**” itself is not entirely assimilated and understood by most of the respondents and only **26.9%** could provide the accurate definition³. This fact raises questions about staff knowledge of the very basic concept of gender despite having undertaken the mandatory UNDP online gender training. However, the analysis also shows that the concept of **gender mainstreaming**⁴ is well understood by more than half of the respondents (**60.5%**). Also, in the explanation of gender mainstreaming, **31.9%** of the 60.5% do not consider the personal dimension and refers to gender mainstreaming only in work related matters by focusing on policy/practices, programmes and structures.

Figure 2 indicates that **72%** of the respondents do not have a clear idea on the difference between **gender mainstreaming** and **equal representation of women** and **51%** are not sure on UNV’s positioning regarding gender equality or regarding the existence of any UNV gender policy in place. This result can be explained by the fact that the common misunderstanding is that people believe that looking at gender issues means looking at women issues. In addition, **56%** of the respondents are relatively familiar with the [Sustainable Development Goal 5](#) (SDG 5) on Gender Equality and women and girls’ empowerment or on the [UNDP Gender Parity Strategy 2018-2021](#) and **29%** consider to be very familiar to those strategies (**figure 3**).

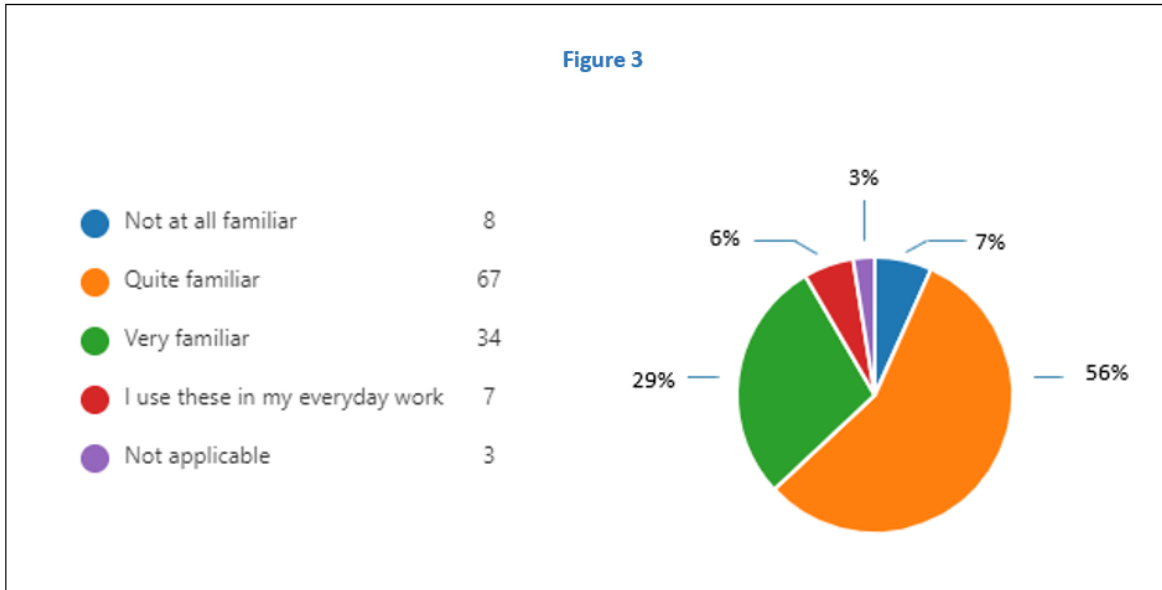


■ Q17. Are you clear about the difference between gender mainstreaming and equal representation of women?

■ Q19. Are you aware of any gender policies, strategies, goal, objectives or indicators or networks in place at UNV HQ or/and Regional offices?

³ Source: UN Women, [OSAGI Gender Mainstreaming - Concepts and definitions](#)

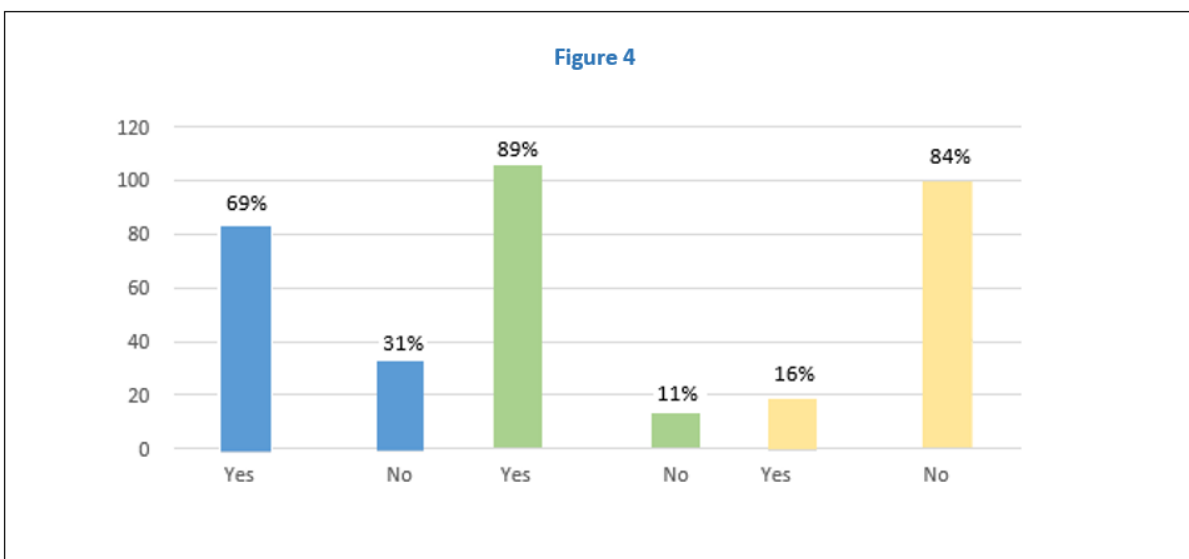
⁴ Source: [ECOSOC agreed conclusions 1997/2](#)



Q16. How familiar are you with the Sustainable Development Goal 5 on Gender Equality and women and girls' empowerment or the UNDP Gender Parity Strategy 2018-2021?

3. Access to knowledge and support

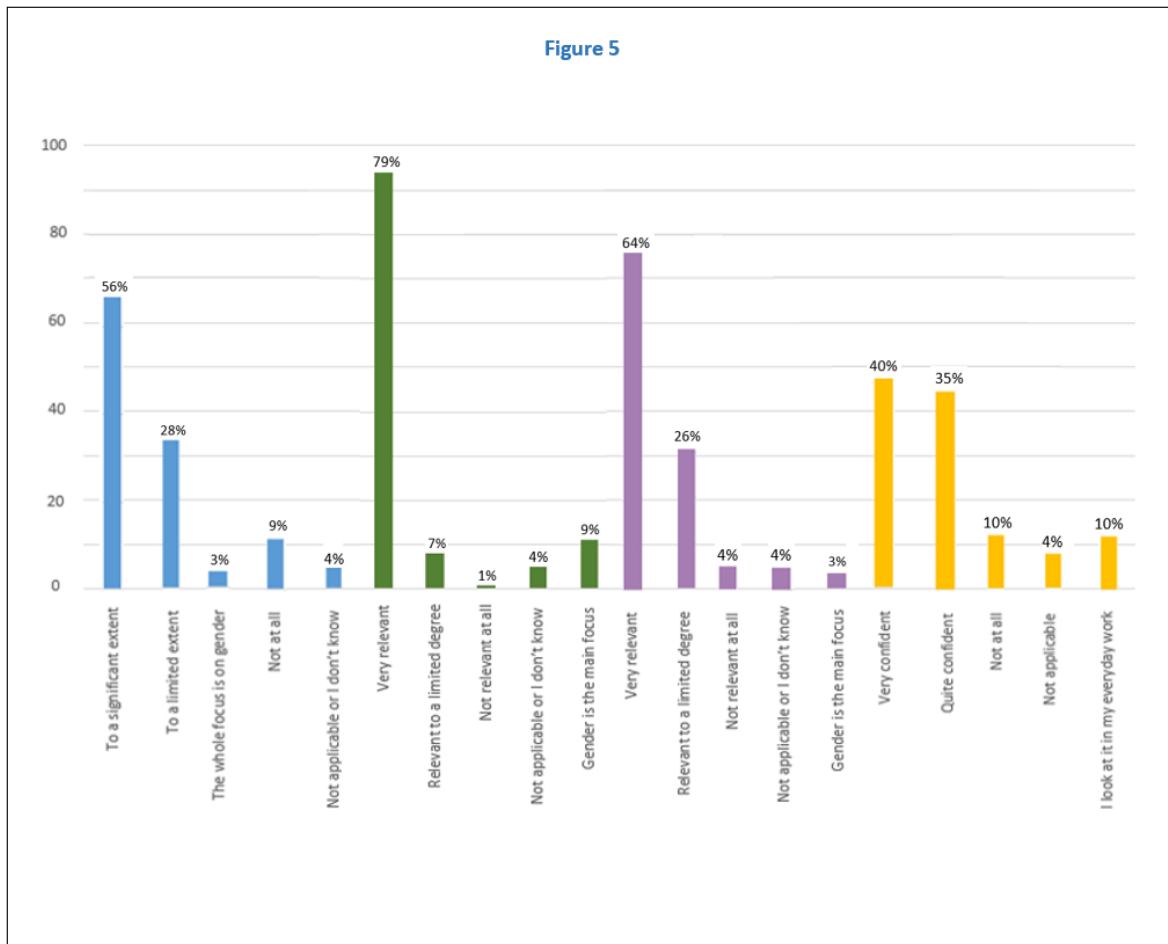
Most of the respondents report receiving an introductory training (**69%**) or having undertaken a gender related training at least in the last 2 years (**89%**) (see **figure 4**- Q5, Q6). From those who took a training, 90% indicate that it was the UNDP online mandatory training "*The Gender Journey*" and "*PSEA-Prevention of Sexual Exploitation and Abuse of Local Populations*". Few respondents comment to have undertaken non-mandatory gender trainings from other UN agencies or organizations on specific gender topics. And 84% of the respondents affirm not having received support from the Gender Action Team (GAT) or UNV Gender Focal points (GFPs). This last result brought the question on how the GAT has communicated its role and the role of GFPs to the organization. However, as the GAT was re-established only in April 2019 after a three year hiatus, the future role of GAT is crucial in finding ways to better support UNV's gender mainstreaming.



- Q 5. Have you received an introductory training or orientation on gender issues?
- Q 6. Have you in the past two years taken gender-related training or courses?
- Q 8. Have you received support from the UNV Gender Action Team or a UNV gender focal point for your work on gender? (mentoring, technical support, coaching, detailed assignment, etc.).

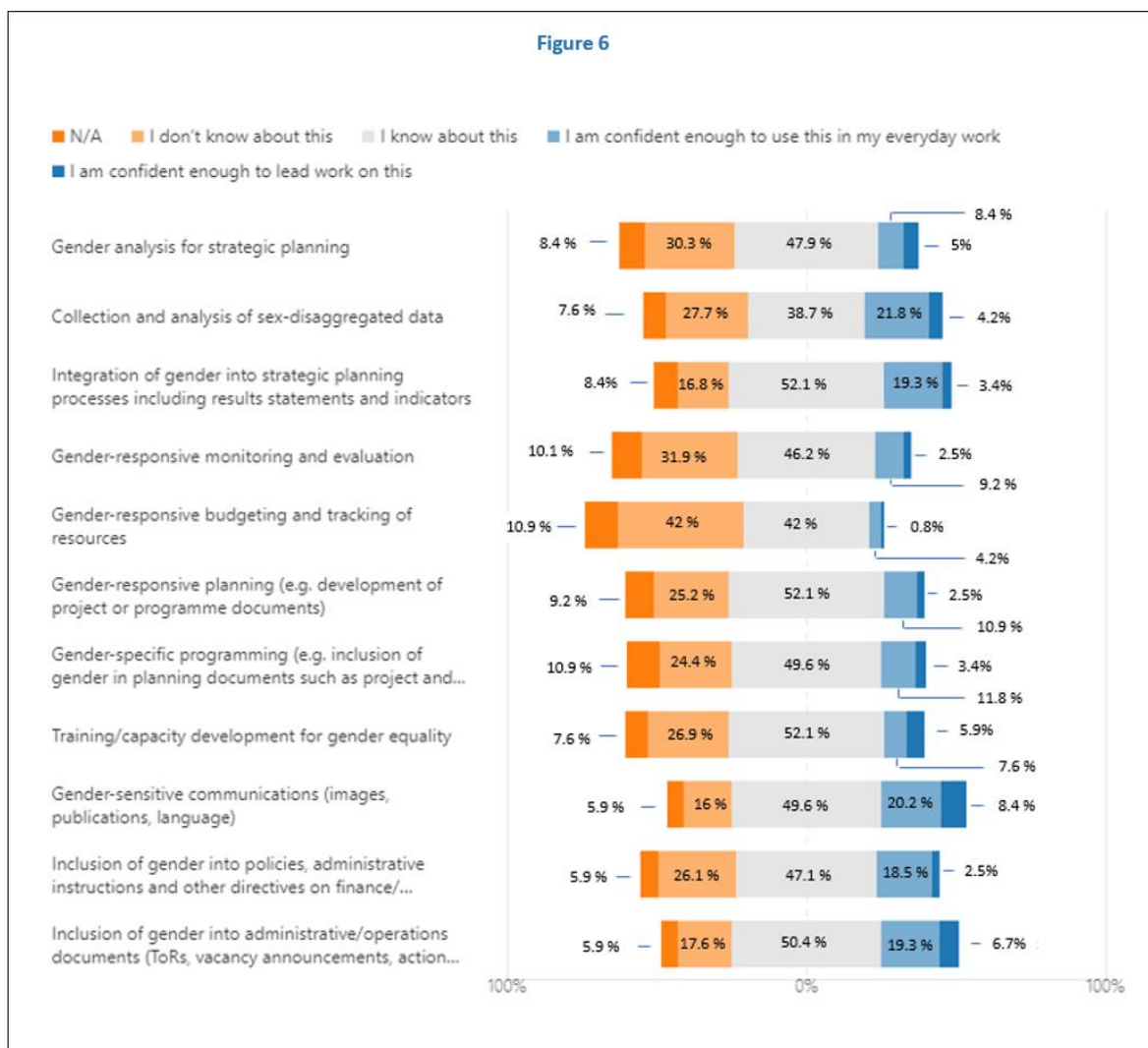
4. Perceived relevance and gender mainstreaming capacities

The results show that there is a high level of awareness regarding the importance of addressing gender equality issues at UNV and in its mandate (79%). 64% of the staff surveyed report that gender is **very relevant** to the work of their division/section or unit and influence **significantly** their daily work (56%) (Figure 5). On average, 40% of the respondents feel **very confident** in introducing gender equality issues into their work and 35% feel **relatively confident**.



- To what extent do gender concerns influence your everyday work?
- How relevant do you believe gender is to the mandate of UNV?
- Is gender relevant to the work of your division/unit?
- Do you feel confident to introduce gender issues in your own work?

The data presented in **figure 6**, show that an average of 47.9% affirm to have knowledge about gender specific topics — “*Know about it*”. However, only an average of 11.7% feel confident to use those specific topics knowledge in their daily work and 4.1% to lead work on gender. And finally, an average of 25.9% report not having the skills and knowledge on the proposed specific gender topics. These results in general contradict the results shown in **figure 5** on staff confidence to introduce gender issues into their work and show that by breaking down the question to specific topics it allows staff to really reflect in their capacity on mainstreaming gender.



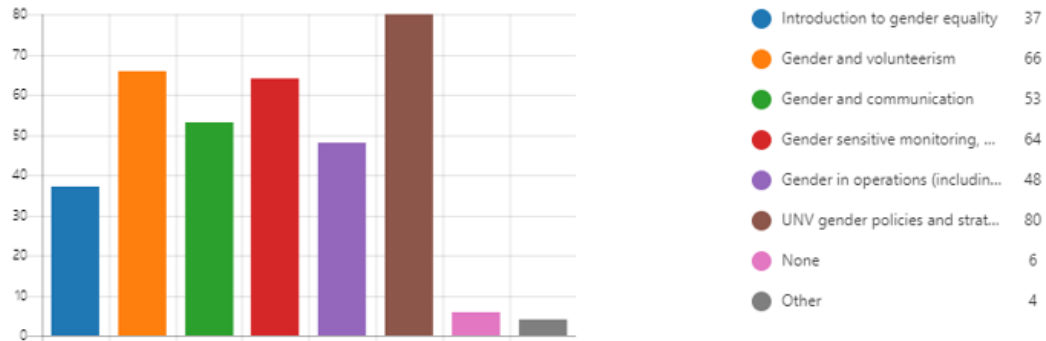
Q18. For the following skills and processes, please indicate your level of knowledge and proficiency by ticking the appropriate.

5. Training and capacity development needs

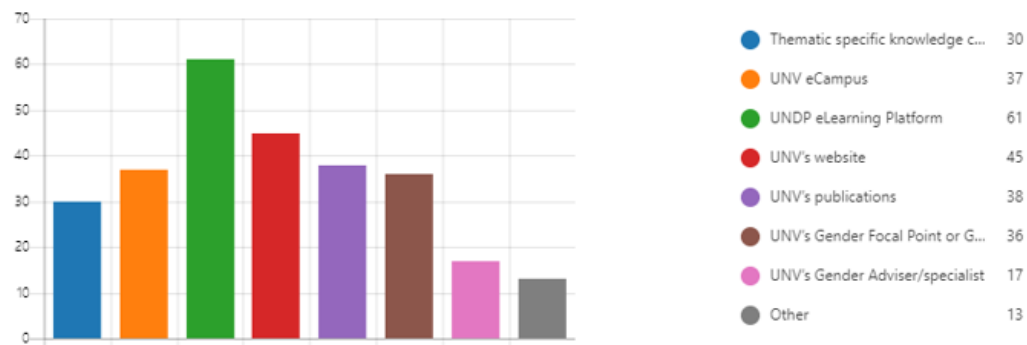
The questions in this section inquire on the particular training needs and support identified by respondents to improve their confidence in addressing gender equality issues in their work (**Figure 7**).

Q22 shows that the support most used by 61 respondents are the *UNDP eLearning platform*, the different *training sessions*, and the *guidelines and tools on gender mainstreaming*. Over 80% of the respondents believe they could benefit from targeted training to mainstream gender in their work. The results (Q21) also suggest that the top 3 gender training should cover **gender and volunteerism, UNV gender policies and strategy, gender-sensitive monitoring, evaluation and reporting** with an emphasis on using Face-to-Face training or courses, Face-to-Face Workshop and self-paced online courses (Q24).

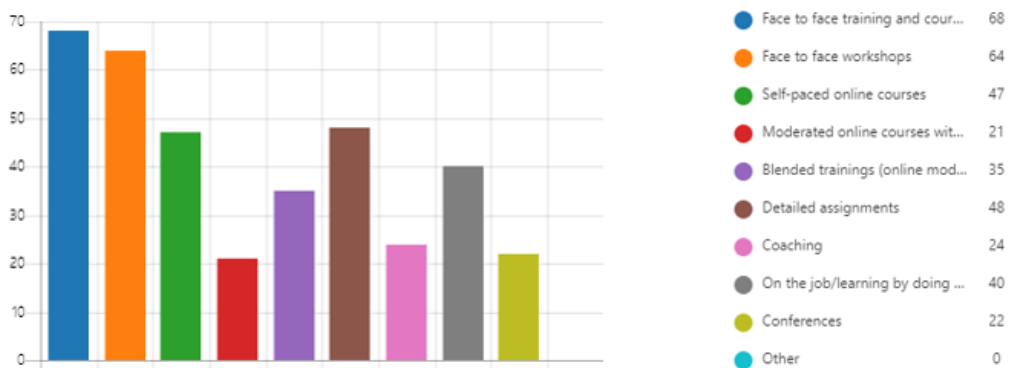
Figure 7



Q21. Which training on gender equality would you like to take or receive to improve your work?



Q22. What tools and/or sources of information do you use to support your knowledge of and/or the inclusion of gender equality issues in your work?



Q24. What are the top three ways in which you prefer to learn?

6. Respondents comments and suggestions

This section describes the remarks that respondents contributed in the comment box at the end of the questionnaire.

- A number of comments reveal interest and needs for targeted training to clearly understand the gender mainstreaming process into specific areas of work.
- Lack of user-friendly tools and guidance notes to support staff to mainstream gender in different areas of work.
- There is a need in understanding of the roles and responsibilities of the UNV Gender Action Team and how members could support their own sections in mainstreaming gender.
- Comments were raised concerning gender equality in staff and volunteer management, pointing out existing discriminations related to gender issues, such as discrimination against female UN Volunteers regarding sexual reproductive health needs.
- It was highlighted that the Gender Parity policy should go beyond targeting UN Volunteers and General Service staff and should be reflected as well at the executive level.
- It was also proposed to include a gender-related results in the Performance Management and Development (PMD).
- Recommendations were made to increase collaboration and partnership between GAT and other UN Agencies in Bonn with a strong Gender team for knowledge and experiences sharing, such as with the United Nations Framework Convention on Climate Change (UNFCCC).
- Respondents suggested also to look at specific gender issues affecting men at UNV (e.g. paternity leave).
- And it was also suggested to increase staff and UN Volunteers knowledge on Gender and Volunteerism as UNV being a lead on research and policy on volunteerism.

7. NEXT STEPS

As mentioned in the introduction, this questionnaire is part of a wider six-month capacity assessment and development process which will be completed by the end of March 2020.

The results highlighted in this report intend to provide general background information about staff's perceptions of gender, gender mainstreaming and understanding, together with their interpretation of the concept, application and learning needs. The findings of the questionnaire will be used in combination with the results provided by the different foresaid stages of the capacity assessment process and will provide comprehensive and in-depth information useful to the development of an adequate and needs-based capacity building strategy to support UNV's commitment to progress towards mainstreaming gender. Combined recommendations from all the stages of the capacity assessment process will be presented in a final report of the capacity assessment process.