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# Gender Equality Seal Learning Session

**Gender  
Focal Team**

**July 10,  
2014**

# UNDP Gender Equality Strategy 2014- 2017

## The Future We All Want: Rights and Empowerment



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**Gender equality, rooted in human rights, is recognized both as an essential development goal on its own and as vital to accelerating sustainable development**

# Mission and Approach

**To contribute to the eradication of poverty and significant reduction in gender inequalities by empowering women and promoting and protecting their rights.**

**By advancing gender equality and empowering women as agents of change and leaders in the development processes, UNDP envisages a more inclusive, sustainable and resilient world.**



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# UNDP Commitment

1. Mainstreaming Gender in programmes
2. Mainstreaming Gender in operations
3. Partnerships towards gender equality and empowerment



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“I encourage everyone at UNDP to join me in embracing this groundbreaking new Gender Equality Strategy, and in ensuring its full implementation. By doing so, we will move closer to fulfilling the rights of all women and men and to building a more inclusive and sustainable world.”

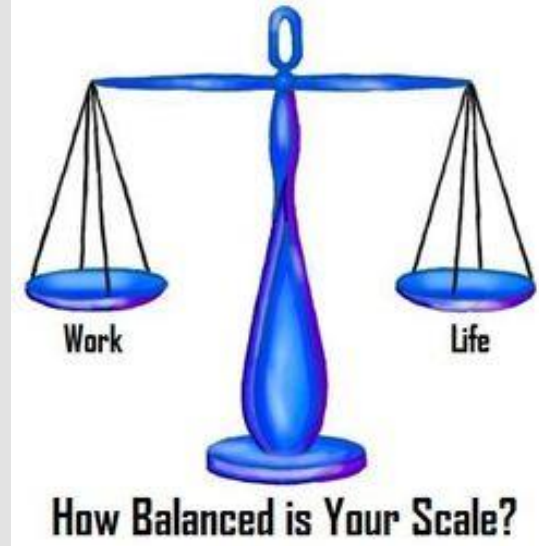
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**Helen Clark**  
**UNDP**  
**Administrator**

# Work Life Balance



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# The FACTS



- Global Staff Survey (2005) indicated that one of the major concerns of staff was stress and work/life balance.
  - 54% of staff members were happy with their current work pressures
  - 51% agree that job responsibilities enable a good work/life balance
  - 54% of the staff agree that the work/ life policy is being supported in their office.
- A survey of 100 Senior Managers in UNDP showed :
  - 70% work more than 50 hours a week;
  - 60% have sleep problems;
  - 65% have neck and back pains;
  - 23% smoke;
  - 67% have poor nutritional habits;
  - 73% confess to stress concerns.





# UNDP's Commitment to Staff Wellbeing



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- Office of Human Resources committed to develop a Staff Wellbeing toolkit to address four main areas of concerns of staff:
  - flexible hours
  - the ability to telecommute
  - improving time and stress management
  - organization of health related activities and events



# Staff Wellbeing Guide



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- Policies, Benefits and Entitlements in Support of Staff Well Being (list provided)
- Staff Wellbeing Initiatives
  - LMS Courses: Overcoming obstacles, Self-Development Balancing your Personal and Professional Life, Overcoming Time Management Challenges, Developing a Time Management Plan
  - Managing Self : Power tools for physical fitness, managing stress in the workplace (booklet for staff); stress counsellor locally
  - Staff needs assessment surveys for COs
  - Education Assistance Programme
  - Health Management

# Role of Managers/Sup ervisors

- All managers and staff are encouraged to take personal responsibility for their own wellbeing.
- Managers are asked to play an essential role in modeling a supportive workplace culture of family friendly work policies and focusing on implementing this Guide in a timely manner.



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UNDP Jamaica  
is guided by  
the global  
policy.  
Examples of  
initiatives  
implemented  
in the CO are:

- Flexible Work Hours
- Compressed Work schedule (allowing for half Day off on Fridays)
- Telecommuting
- Time of for Breast Feeding
- Overtime
- Compensatory Time off
- Education Assistance Programme
- Work From Home
- Paternity Leave



# Resources

- [OHR/Staff Well being Intranet site](#)

<https://intranet.undp.org/unit/bom/ohr/swb/SitePages/bestpractices.aspx>

- Best Practices for Work/Life and Well being
- Staff Well being Guide
- Counseling Resources Guide
- Streamlining Job Task Processing Tool
- Conversations for Change, A Self-help Tool for Managing Personal, Professional and Financial Stress
- Work/Life Policies and Existing Policies, Benefits and Entitlements in support of Staff Well being
- UN Dual Career and Staff Mobility website
- [OHR/Learning Resources Center/Learning Management System](#) – improve knowledge and skills through on-line training



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Taking time to live will only inspire your work!