



OPCW

Organisation for the Prohibition of Chemical Weapons

Stepping up Gender Equality at the OPCW

Paolo Bernasconi, Head Human Resources
Technical Secretariat

International Gender Champion

LEADERSHIP COMMITMENT



OPCW DG Fernando Arias

"Our motto, working together for a world free of chemical weapons, can only be realised when we engage all of the world's citizens in this challenging endeavour. The toughest problems require the best people and making use of 100% of the talent pool. We celebrate diversity in all of its forms. The OPCW is committed to providing equal opportunities for everyone as we work to rid the world of chemical weapons."

Gender Equality Initiatives

RECRUITMENT

- **Targeted Sourcing, Outsourcing & Outreach**
- **Gender & geographic balance in recruitment and selection panels**
- **Affirmative Recruitment Efforts**
for gender balance at D2 level and among Inspectors
- **Measures to address unconscious bias in recruitment**
including targeted training
- **Gender Tracker for job vacancy notices**
to address inadvertent gender-coding
- **Accurate recruitment information on web-site**
to encourage confidence in diverse applicants



Gender Equality Initiatives

ENABLING ENVIRONMENT

“Achieving gender balance is critical, but it is only the first step. The Secretariat has launched a number of policies and initiatives to create and sustain an inclusive and supportive workplace for all staff”

OPCW Director General

- **Gender Focal Points in all divisions and offices**
- **Combined Maternity & Paternity Leave Policy**
ensuring equality of treatment between male and female parents, whether in different or same sex couples.
- **Flexible Working Arrangements (FWA)**
OPCW currently working under FWA - permanent FWA Policy to become available when business-as-usual is restored taking into account lessons learnt from current experience
- **New Code of Conduct (draft)**
gender equality, respect for diversity and non-discrimination clearly included among standards of conduct
- **Intensified Prevention of Harassment**
new training package for whole-staff and for managers delivered regularly
- **Upgraded Training Offer**
Active By-Stander; Unconscious Bias; Emotional Intelligence; Cultural Integration;



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Gender Equality Initiatives

ENABLING ENVIRONMENT...

closer to UN standards

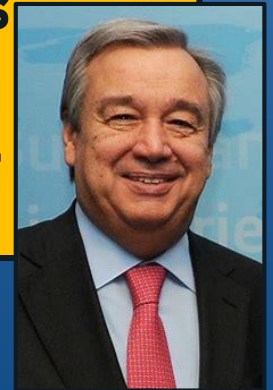
OPCW moving towards the standards highlighted in the UN system-wide

ENABLING ENVIRONMENT GUIDELINES

Developed in 2019 in response to the Secretary General's Gender Parity Strategy

“The success of our efforts depend on reaping the gains in efficiency and productivity that come from diversity and gender parity (...) An enabling environment support our efforts to create a working environment that embraces equality, eradicates bias and is inclusive of all staff”.

UNSG Antonio Guterres



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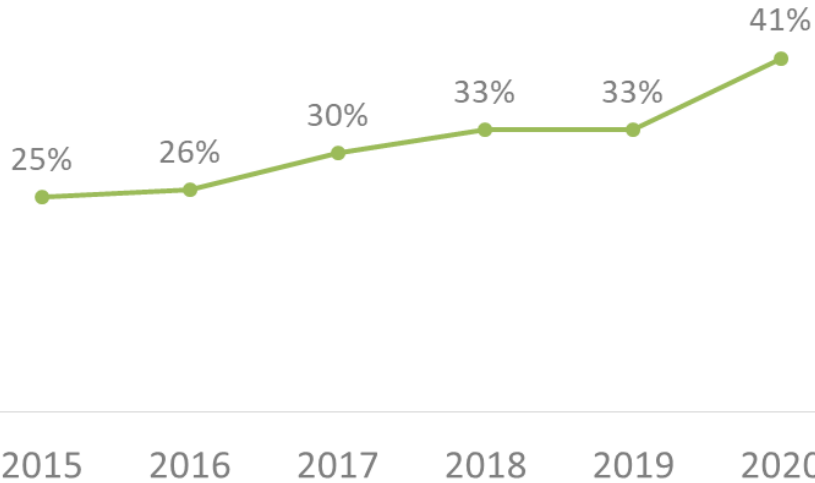
Gender Equality Initiatives

PROFESSIONAL & CAREER DEVELOPMENT

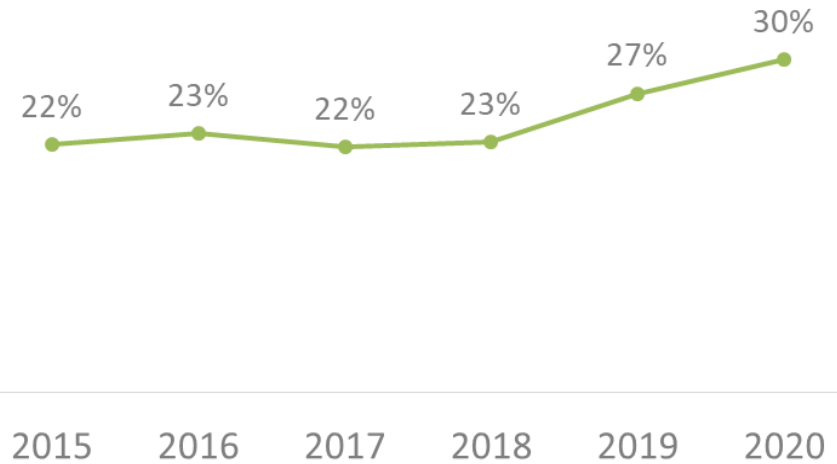
- **Women in Chemistry Yearly Symposiums**
 - launched in 2016 to attract talented women from government, chemical industry and academia, as well as highlight women's contributions to the peaceful uses of chemistry
 - HR presentations to connect women chemists with employment at OPCW
 - basic analytical chemistry courses for women chemists at the OPCW Laboratory
- **Women in Leadership Programme**
- **Management Coach**

Gender balance P-Staff

Application Trend – % Women¹



Secretariat Personnel Trend – % Women²



2020 Gender & Diversity Audit

STEPPING UP WHOLE-OF-ORGANISATION ENGAGEMENT

What is a Gender & Diversity Audit?

A participatory assessment of the institutionalisation of gender equality, diversity and inclusion within an organisation including in its policies, programmes, projects, services, structures, proceedings and budgets.

2020 Gender & Diversity Audit

STEPPING UP WHOLE-OF-ORGANISATION ENGAGEMENT

Why do we need a Gender & Diversity Audit?



TO BE ABLE TO SEE!



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How does the Audit process look like?

PHASE 1: ENGAGING

**INITIAL
ANNOUNCEMENTS TO
STAFF**

**IDENTIFICATION OF
AN AUDIT SUPPORT
TEAM**

**PRESENTATION TO &
ENGAGEMENT OF
LEADERSHIP
(to continue)**

PHASE 2: DATA COLLECTION & ANALYSIS

**DESK REVIEW OF KEY
DOCUMENTS**

**SENIOR MANAGEMENT
SURVEY &
ALL STAFF SURVEY**

**KEY INFORMANTS
INTERVIEWS**

PHASE 3: RESPONDING

**FOCUS GROUPS
ACROSS DIVISIONS**

**AUDIT RESULTS &
RECOMMENDATIONS
DELIVERED &
PRESENTED**

**DEFINING A ROAD
MAP FOR
IMPROVEMENT**



Gender & Diversity Audit: what do we gain?



- **Define a baseline**
- **Develop evidence-based solutions to gaps**
- **Measure (and forecast) progress**
- **Benchmark**





OPCW

منظمة حظر الأسلحة الكيميائية

禁止化学武器组织

Organisation for the Prohibition of Chemical Weapons

Organisation pour l'Interdiction des Armes Chimiques

Организация по запрещению химического оружия

Organización para la Prohibición de las Armas Químicas