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FAO'S ACCOUNTABILITY AND COMMITMENT TO GENDER EQUALITY

FAO is committed to gender equality and women's empowerment as a key strategy to enhance the efficiency, relevance and impact of our work.

Since the adoption in 2012 of FAO's Policy on Gender Equality, which provided the Organization with a shared accountability framework for gender-related work, we have achieved important milestones. FAO was particularly successful in the establishment of effective institutional mechanisms for gender mainstreaming, including the creation of an Organization-wide network of over 200 Gender Focal Points, who support the delivery of gender-related work.

FAO's successful efforts are documented by its positive performance against the indicators of the United Nations System Wide Action Plan on Gender Equality and the Empowerment of Women (UN SWAP) and the Policy itself.

The Evaluation of FAO's Work on Gender, carried out in 2018, confirmed the validity of FAO's Policy on Gender Equality and acknowledged FAO's contribution to closing the gender gaps in agriculture and developing gender-sensitive policies, programmes and strategies. To strengthen FAO's gender-related work, the Evaluation called upon FAO to update the Policy; develop an Action Plan to better link the Policy's Objectives to the Strategic Framework; further enhance the gender capacity and accountability of all staff, including senior managers, for gender-related work.

FAO governing bodies have stressed the urgency to implement these recommendations, while also stepping up the Organization's efforts towards achieving gender parity in the workforce, at all levels, by 2024 and promotion of a harmonious work environment free from all forms of harassment, including sexual harassment, sexual exploitation and abuse. In this regard, a Women's Committee was launched, chaired by the Deputy Director-General Maria Helena Semedo in October 2019.

To accelerate the implementation of all these critical recommendations, all managers and staff are requested to take all the necessary steps to ensure the effective implementation of the FAO Policy on Gender Equality, the Action Plan on Gender Parity, and the Action Plan for Implementation of the Corporate Policy, Processes and Measures on the Prevention of Harassment, Sexual Harassment and Authority Abuse.

Managers should ensure that concrete results are achieved, sustained and reported by each respective department, division, regional and country office.

QU Dongyu
Director-General