

Mind the gap - Evaluation of WIPO's Gender Equality Policy

CONSULTED STAKEHOLDERS

56
Member States
representatives
consulted



406
WIPO staff consulted



12
Members of the
Reference Group



The Evaluation Audit followed the OECD/DAC standards, UNEG Standards for Integrating Human Rights and Gender Equality in Evaluations, the IOD Internal Audit Framework, the International Standards for the Professional Practice of Internal Auditing, and the International Labour Organization (ILO) Participatory Gender Audit methodology.

SOME CHALLENGES

4/10 staff members



Feel that the Organization provides sufficient guidance and tools to mainstream gender

Guidance and tools



Know their Gender Focal Point

3/10 staff members



Indicated that their program collects and analyses gender data to design, implement and monitor

Gender analysis

Indicates that their program has resources available to mainstream gender



Resources

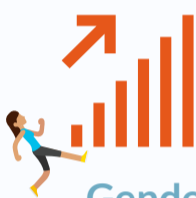
8/10 male' promotions



For every 8 men 2 women are promoted to P5 and above

Less women at D2 and P5

8 per cent less women at D2 and 4 per cent less at P5 level between 2015 and 2019



Gender parity

2/10 G7 are men

For every 8 women at G7, there are two men.



79% of female staff

indicated that managers have favorable bias towards men



SOME WIPO MEASURES

1



Policy

1



Specialist

25



Gender Focal Points

31 policies assessed

As of 2019, 31 out of 183 WIPO office instructions have been reviewed



57% are familiar

As of 2019, 57 per cent of WIPO staff are familiar with the contents of the Policy



Awareness raising

52%



staff are informed about the progress made on the implementation of the Policy

Communication

38%



32 activities

As of 2019, 32 activities out of 843 comply with the gender marker code 2A (full gender mainstreaming potential to contribute significantly to gender equality)



Gender Markers

48 staff trained

48 out of 1270 staff completed the I know Gender Training in 2019



Capacity building

59%



staff felt encourage to take parental leave

Work life balance

68%



42%



staff agree that the Policy addresses the needs of the Organization

Addressing needs

28%



WAY FORWARD

1

Revise the Policy on Gender Equality and update the Gender Focal Point ToRs



2

Ensure that policies and office instructions include gender perspectives



3

Develop a gender mainstreaming capacity development plan



4

Include an award for gender-related initiatives



5

Identify gender-responsive solutions in a systemic manner



6

Assess current and future HR needs to support gender mainstreaming



7

Identify ways to further mainstreaming gender in RBM framework



8

Consolidate gender financial information tracking

