



International  
Trade  
Centre

TRADE IMPACT  
FOR GOOD



# Towards Gender Equality and an Enabling Work Environment



“ Our commitment to staff is to ensure that everyone working for the International Trade Centre has a fair and equal opportunity to make the most of their lives and talents at home and at work. ”

Dorothy Tembo, Executive Director, a.i.,  
International Trade Centre

# Respect for diversity,

# A CORE VALUE at the INTERNATIONAL TRADE CENTRE

## Gender equality, diversity and inclusion

are key to our commitment to an organizational culture of openness, acceptance and collaboration, in which every staff member can realize their full potential.

**We believe that promoting inclusive trade starts from within.**

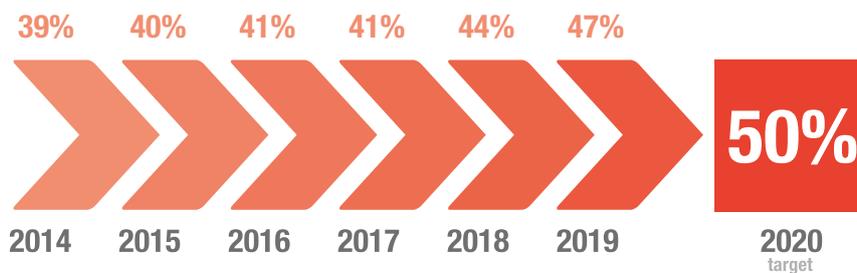
Our **INNOVATIVE STRATEGIES** to reach this goal have received recognition as best practice by leading United Nations entities. We lead by example and aim to be a first mover within the United Nations system in promoting an **INCLUSIVE, SAFE and ENABLING** organizational culture.

We reflect this through our commitment to reaching **GENDER PARITY**; our pioneering policies and initiatives that champion diversity; and our performance, measured by common UN accountability frameworks. Our ambitious targets for 2020 and beyond reaffirm this commitment.



# Reaffirming our commitment to **GENDER PARITY**

The International Trade Centre reaffirms its commitment to reaching gender parity at the professional level by 2020.

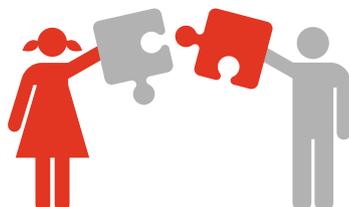


- Enhanced accountability measures, applying to all staff
- Championing good management practice
- Positive role-modelling

## Breaking down gender barriers

With its expanded mentoring programme for women, the International Trade Centre is a trailblazer for inter-agency collaboration aimed at the advancement of women and the creation of an inclusive and enabling work environment.

- An **inclusive programme** for all women, for all contract types and levels
- A **network** of partnering organizations
- **Mentors** from the wider community who champion gender equality, diversity and inclusion
- **Mutual learning** through dynamic mentor-mentee relationships



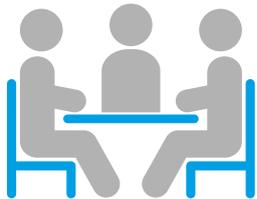
INTERNATIONAL  
**GENDER**  
CHAMPIONS

As a member of the International Gender Champions, the International Trade Centre's leadership pledges to make gender parity a reality.

# One ITC: Putting **PEOPLE FIRST!**

## An enabling, safe and inclusive work environment

From family-friendly policies to training on unconscious bias and inclusive leadership, the International Trade Centre is committed to leading by example and creating an **ENABLING**, **SAFE** and **INCLUSIVE** environment that reflects the **DIVERSITY** of our staff members regarding gender, sexual orientation, disability, nationality and culture.



ITC focal points - LGBTQI+, Disability and Accessibility, and Gender Focal points – meet monthly as ITC’s inclusion group to **shape messages** and **raise awareness**.

---

Building on our commitment to focus on **ABILITY**, we **strengthen workplace accessibility** and **mainstream the rights** of persons with disabilities.



A pioneering breastfeeding and bottle-feeding policy promotes a **positive, progressive attitude** towards active parenting by providing all parents an **equal opportunity** to nourish and bond with their infants while at work.

---

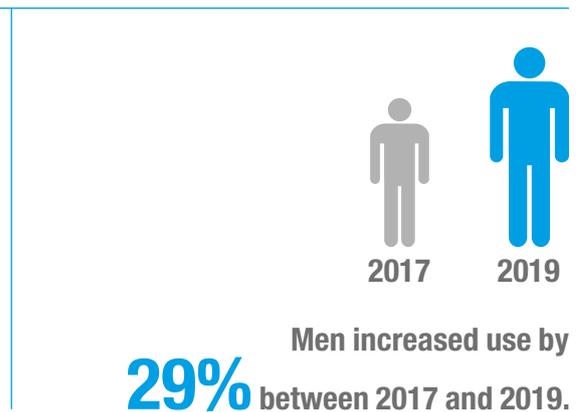
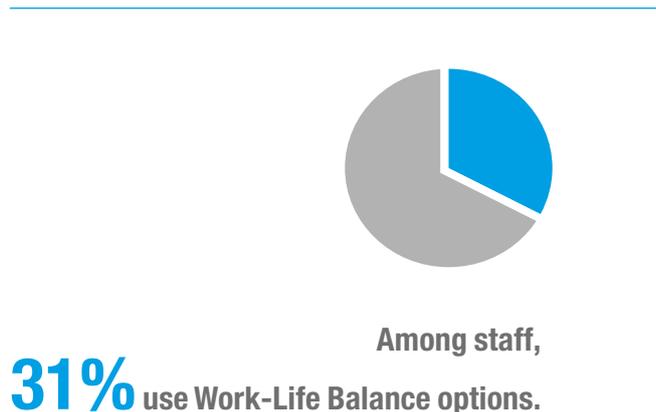
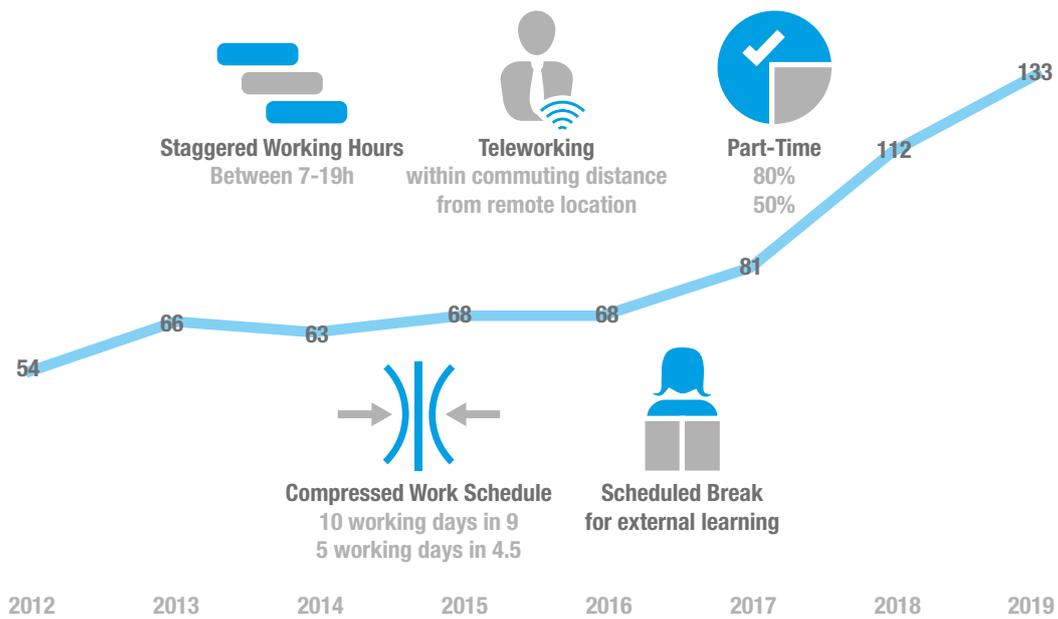
Mandatory **training** for all staff, including new training modules for senior managers, supports **gender equality** and **inclusion**.



# FLEXIBLE working arrangements

Providing FLEXIBLE SOLUTIONS to the differing needs of our workforce, the International Trade Centre offers a range of Work-Life Balance options. In 2018, it launched an e-system with a time-bound approval process and a 'default positive' response to requests. This ensures that managers take a supporting role in shaping our WORK CULTURE. A new Code of Conduct sets out expectations and guiding principles to encourage dialogue and mutual responsibility.

## Use of Work-Life Balance arrangements doubled in seven years

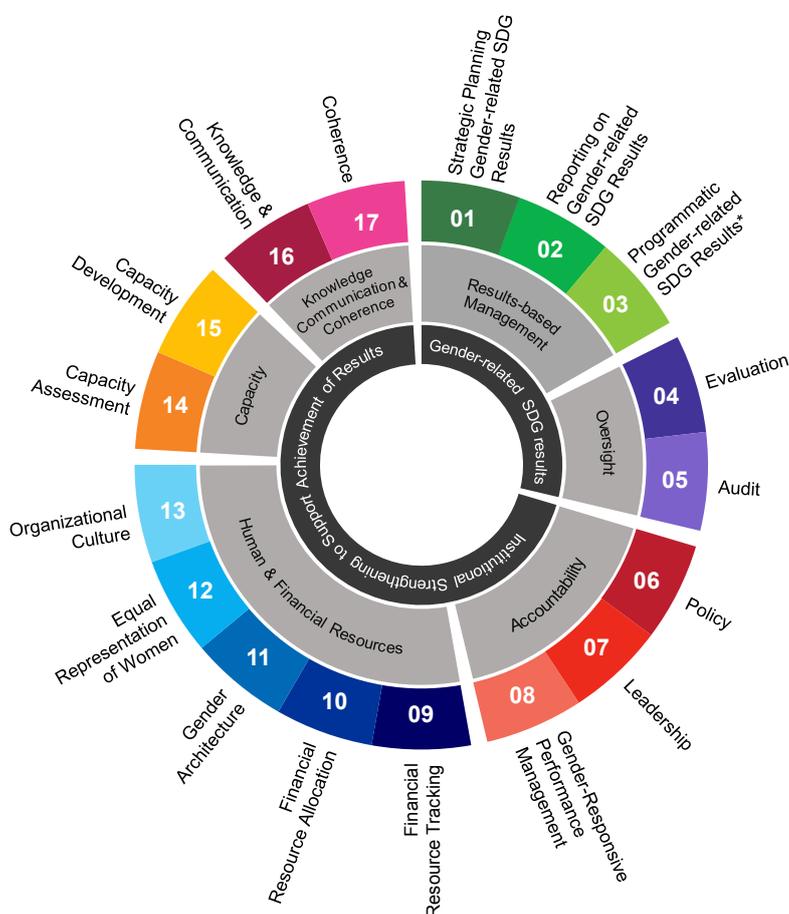


# Promoting ACCOUNTABILITY

## An Action Plan for Gender Equality and Women's Empowerment

The United Nations System-wide Action Plan (UN-SWAP 2.0) on Gender Equality and the Empowerment of Women mainstreams GENDER PROGRESS across the UN system. Each year, the International Trade Centre reports on compliance, using the UN-SWAP accountability framework with 17 INDICATORS.

### UN-SWAP 2.0 Performance Indicators



Source: UN Women

### IMPROVED PERFORMANCE

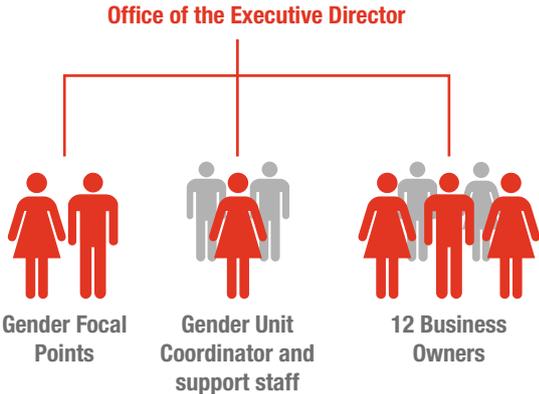
under UN Women benchmarks (UN-SWAP 2.0)

- Connected 1.54 million women to the market by 2019. On track to connect **3 million** by 2021.
- Female professional level staff rose **from 39% to 47%** between 2015 and 2019.
- **Developed an enhanced** Gender Equality and Women's Empowerment Framework.
- Created a **functional gender unit**.
- **Messaging and advocacy** for women's empowerment is embedded in programmes, events and publications.
- Guidelines allocate at least **20% of overall budgets** to gender mainstreaming.
- Introduced **best practice** Work-Life Balance frameworks and a **pioneering** breastfeeding and bottle-feeding policy.

# Architecture for gender equality and women’s empowerment

In 2019, the International Trade Centre strengthened its gender architecture to facilitate UN-SWAP 2.0 implementation. It created a new gender unit, reporting directly to the Office of the Executive Director. The team includes the Unit Coordinator and support staff, the Gender Focal Points, and 12 Business Owners from diverse areas within the organization. They act as an internal peer-review group, enforcing quality assurance towards UN-SWAP 2.0 performance measures.

### ITC Gender Unit



The International Trade Centre’s senior management approved an ambitious roadmap to achieve 94% compliance with the UN-SWAP 2.0 framework by 2021.

## UN-SWAP 2.0 PERFORMANCE

**94% ON TRACK**

Indicator	2019	target 2020	target 2021
1	😊	😊	😄
2	😊	😊	😄
3	👤	👤	👤
4	😊	😊	😊
5	😄	😄	😄
6	😄	😄	😄
7	😊	😄	😄
8	😊	😄	😄
9	😄	😄	😄
10	😄	😄	😄
11	😊	😊	😊
12	👤	👤	👤
13	😊	😊	😊
14	👤	😄	😄
15	😊	😊	😄
16	😄	😄	😄
17	👤	😄	😄
	<b>81%</b>	<b>94%</b>	<b>94%</b>

👤 missing      😊 meets  
 😊 approaches      😄 exceeds

---

*‘It’s like having a plane with two engines, but you only fly with one engine. You need to have both engines running if you want to generate the maximum amount of growth.’*

Arancha González, former Executive Director,  
International Trade Centre (2013-2020)

---

The International Trade Centre (ITC) is the joint agency of the World Trade Organization and the United Nations. ITC enables small and medium-sized enterprises in developing and transition economies to become more competitive and connect to international markets for trade and investment, thus raising incomes and creating job opportunities, especially for women, young people, and poor communities.



**Street address**  
International Trade Centre  
54-56 Rue de Montbrillant  
1202 Geneva, Switzerland

**P:** +41 22 730 0111  
**F:** +41 22 733 4439  
**E:** [itcreg@intracen.org](mailto:itcreg@intracen.org)  
[www.intracen.org](http://www.intracen.org)

**Postal address**  
International Trade Centre  
Palais des Nations  
1211 Geneva 10, Switzerland