

# UN WOMEN VALUES AND COMPETENCIES FRAMEWORK





## Our Shared Understanding

UN Women is a dynamic and strong champion for women and girls, a powerful voice at the global, regional and local levels. Grounded in the vision of equality enshrined in the UN Charter, UN Women, among other issues, works for the:

- Elimination of discrimination against women and girls.
- Empowerment of all women and girls.
- Achievement of equality between women and men as partners and beneficiaries of development, human rights, humanitarian action and peace and security.

Our Values and Competencies define the expected behaviours and standards for performance across UN

Women. Our Values and Competencies are important because they:

- Clearly define what we do and how we are expected to work together.
- Align all members of UN Women to our mandate, priorities, and Leadership Charter.
- Inform our stakeholders what they can expect from us.

Our Values and Competencies unite us by guiding our decision-making and providing a shared understanding of what it means to be a part of UN Women, regardless of where we work and what we do.



## **Be UN Women**

Be part of creating transformative change  
in the lives of women and girls.

## Our Focus

We have defined our Values and Competencies at UN Women with the intent to further align our behaviours to achieve our mandate - gender equality and empowerment of all women and girls.

We are a dynamic and unique organization with a strong direction and sense of purpose. While our mandate is clear, it is important to define how we collectively work to achieve it.



## Our Values

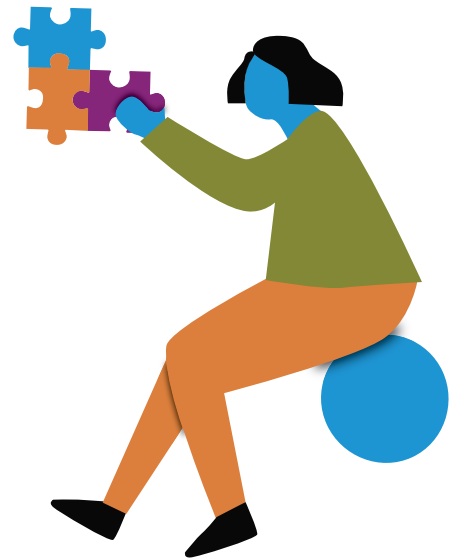
Our Values at UN Women are underpinned by the United Nations Values:

- Respect for Diversity
- Integrity
- Professionalism.

These three values represent our key principles for how we collectively operate. Each value is equally significant in describing how we work together at UN Women. Our Values at UN Women are important because they:

- Describe how we jointly achieve UN Women's vision, mandate and priorities.
- Guide how we do things and how we collaborate as one organization.
- Set the standard for our collective performance.

Our Values define what we stand for at UN Women, how we will continue to undertake our work, and the principles we believe will continue to drive our success, transforming the world for women and girls.



## Respect for Diversity

Respect for Diversity at UN Women means we are proud to be a diverse, multi-cultural organization that is consultative and participative whenever possible. We demonstrate openness by actively encouraging transparent discussions and promoting diverse points of view. We work together to harness our collective knowledge and ideas to achieve our mandate. We celebrate differences by treating each other with dignity and respect. We take responsibility for interacting in a respectful, ethical, safe and productive way. We value diverse points of view and demonstrate this in our daily work and decision making.

## Integrity

Integrity at UN Women is about building trust and doing what we say we will. We stand by our mandate and deliver on our commitments even when faced with challenging situations. We ask questions, raise concerns and challenge assumptions. We do not abuse power of authority, and we resist undue political pressure in decision-making. We manage UN Women resources responsibly and sustainably in our delivery of high-quality results.

## Professionalism

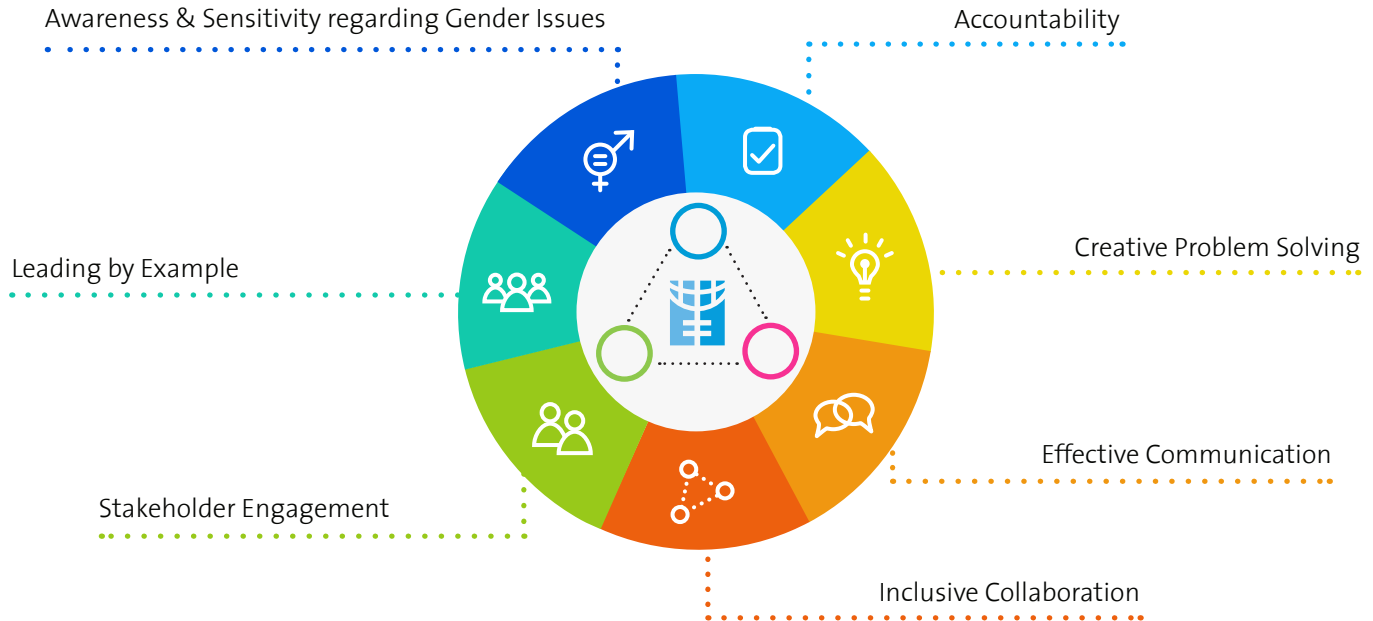
Professionalism at UN Women means that we are champions of the UN Women mandate. We embrace and promote our shared mission, striving to implement positive change globally in the lives of women and girls. We aim for women and men to work together as equal partners. We see women and girls, together with men and boys, as agents of change for the benefit of all humanity.

We work toward the elimination of violence and discrimination against women and girls. We are committed to UN Women's mandate and delivering on the organizations key priorities. We keep up to date on the issues faced by women and girls worldwide and ensure our actions are guided by their human rights. At UN Women we are constantly looking for ways to learn and improve our individual and collective ability to deliver on our mandate.

## Our Competencies

As an organization we hold our people to account to demonstrate our Values. To support this, we have developed seven key competencies that strengthen and clarify what is expected from each of us, as well as how we relate to each other and the communities we operate within. Each competency is equally important and all seven combined highlight the required behaviours for all individuals at UN Women. Our Competencies at UN Women are important because they:

- Describe the knowledge, skills, abilities, and key requirements necessary for successful job performance.
- Provide a shared understanding of 'what good looks like' at UN Women.
- Provide the foundation for assessing and developing the capability of all individuals at UN Women.







## Awareness and Sensitivity Regarding Gender Issues

UN Women's mandate demonstrates a global commitment to gender equality which requires every team member's commitment to developing **gender awareness** and applying this sensitivity in their day to day activities. Effectively demonstrating this competency includes the following key elements:

- Take consideration of gender equality and women's empowerment issues and the application of this awareness by treating all members of UN Women **equally** and with **respect**.
- Knowledge of gender based disadvantages, discrimination and inequality; formed from a **shared understanding** that there are socially determined differences between women and men, which affect women and girls experience of equality.
- Modify behaviour and interactions at work to **overcome biases** and assumptions regarding socially constructed roles of men and women, girls and boys.
- Ensure all actions demonstrate **zero tolerance** for sexual harassment and abuse of power to ensure that all behaviour supports UN Women's commitment to gender equality practices.

In addition to demonstrating the above, leaders at UN Women:

- Are required to have **substantive knowledge** of gender equality practices and women's empowerment issues and exemplify this understanding in their daily behaviour.
- Need to provide team members with coaching and support as to how they can further develop and demonstrate **sensitivity** to gender issues in their day to day work.



## Accountability

Achievement of UN Women’s mandate requires that every individual takes **ownership** for achieving the organization’s priorities. Our success at UN Women is driven by the collective decisions each individual makes and their effort to deliver on these commitments. This means that each individual at UN Women is responsible for defining and delivering on the organizations priorities. Effectively demonstrating this competency includes the following key elements:

- Demonstrate **individual responsibility** for achieving UN Women’s priorities and ensure these outcomes are achieved to the highest standard with the resources available.
- Plan and organize work with a clear and deliberate **focus**, ensuring commitments are easily identified and progress is widely communicated.
- Exhibit ownership for assigned responsibilities by conscientiously working to **fulfil commitments** through to completion.

Additionally, leaders at UN Women:

- Are required to develop supportive team environments that **empower** and encourage individuals to demonstrate initiative.
- Are required to ensure their teams collectively deliver high-quality **results**, by setting standards of performance and providing all team members with ongoing **feedback** and development in support of reaching these standards.



## Creative Problem Solving

At UN Women we openly share ideas and identify creative solutions. We solve problems collaboratively by considering multiple perspectives and approaches. This means that we **value different perspectives** and collectively harness a wide range of viewpoints to identify **innovative** ways of doing things. Effectively demonstrating this competency includes the following key elements:

- Ensure behaviours and interactions are **inclusive** and supportive of different perspectives and opinions.
- Demonstrate behaviours that value individual differences and work to leverage alternative viewpoints to identify **creative solutions** and enhance outcomes.
- Collaborate with team members to identify new ways of working that enhances existing practices to **improve performance**.
- Promote organizational learning and **knowledge** management by sharing subject matter expertise and share key lessons learnt.

Furthermore, leaders at UN Women:

- Are also required to create team cultures that **support learning**,
- Providing each team member with an **opportunity to contribute** and valuing these contributions.
- Are required to support team members to **identify opportunities** to collaborate and share resources within and across the organization.



## Effective Communication

At UN Women we seek to communicate effectively by conveying ideas and thoughts in a clear, concise and convincing way. We achieve this by developing a strong set of messages and choosing the mode of communication that is best-suited to the relevant audience while also accounting for **key cultural differences**. Effectively demonstrating this competency includes the following key elements:

- Develop **written communication** that are clear, concise and easily understood.
- Ensure **verbal communication** in one-on-one or group situations is adapted to suit the audience.
- Consider the **cultural context** when developing materials and key messages to ensure communications are relevant to the audience.

In addition to demonstrating the above, leaders at UN Women:

- Are required to communicate **openly and transparently** with their team members.
- Need to encourage Effective Communication by holding **regular meetings** individually with their team members and collectively with their teams.
- Need to foster **open communication** within their organizational units by seeking and providing ongoing feedback or consulting more broadly to obtain feedback as required.



## Inclusive Collaboration

At UN Women we exemplify the principles of our mandate by engaging with all team members in an inclusive way and **working collaboratively** to achieve outcomes. Effectively working with others means supporting fellow team members, valuing differences and individual contributions. Effectively demonstrating this competency includes the following key elements:

- Promote **inclusive practices** by creating opportunities for team members to collaborate.
- Support team members with their participation by demonstrating **respect** for diverse points of view.
- Encourage the inclusion of all team members and stakeholders by **building relationships** across cultural and gender differences within UN Women.
- **Adapt** the delivery of our work to account for different perspectives and cultures.

In addition, leaders at UN Women:

- Are also required to demonstrate **zero tolerance** for any behaviour that discriminates or biases any team member based on their individual differences.
- Need to take **swift action** to address and manage these behaviours.
- Build inclusive collaboration by demonstrating respect for differences and providing all team members with an opportunity to **contribute equally**.
- Need to develop team member's **awareness of their unconscious bias** and coach them to develop strategies for overcoming this.



## Stakeholder Engagement

We achieve our priorities at UN Women by engaging internal and external stakeholders in the delivery of our mandate. This requires careful consideration of both the internal and external stakeholders as well as developing partnerships to further advance our mandate. Effectively demonstrating this competency includes the following key elements:

- **Identify** key stakeholders, this may include influential figures within UN Women or within the broader UN community, or external stakeholders.
- **Engage** key stakeholders to identify issues, options and desired outcomes in the delivery of our mandate.
- **Communicate** regularly and openly with key stakeholders to ensure they are engaged and consulted with.

Additionally, leaders at UN Women:

- Are required to act as a **role model** for building constructive and mutually supportive partnerships and stakeholder relationships.
- **Support** team members to consider the **needs** of internal and external stakeholders in the development of policies and programmes.
- Need to identify opportunities to establish **cooperative partnerships** within the broader organization and externally.



## Leading by Example

At UN Women all individuals are required to demonstrate a commitment to our values and mandate as well as consider how their behaviours influence the attitudes and thoughts of others. Leading by example is about helping all team members to deliver the most value to UN Women and working to **overcome challenges**. Effectively demonstrating this competency includes the following key elements:

- Support team members to identify ways to add value to UN Women by **reducing complexity**, simplifying processes and minimizing low value adding activities.
- Help team members to achieve their outcomes, **develop** their potential and **enhance** their effectiveness.
- Encourage every team member to **seek feedback** and support them to adjust their behaviours in order to effectively demonstrate our Values and Competencies.

In addition to demonstrating the above, leaders at UN Women:

- Need to continuously enhance their own **standards of performance**.
- Actively seek feedback from their team members and colleagues and identifying **opportunities for improvement**.
- Demonstrate an **ongoing commitment** to development by regularly developing their own knowledge, talents and capabilities.

**UN WOMEN IS THE UNITED NATIONS ENTITY DEDICATED TO GENDER EQUALITY AND THE EMPOWERMENT OF WOMEN. A GLOBAL CHAMPION FOR WOMEN AND GIRLS, UN WOMEN WAS ESTABLISHED TO ACCELERATE PROGRESS ON MEETING THEIR NEEDS WORLDWIDE.**

UN Women supports UN Member States as they set global standards for achieving gender equality, and works with governments and civil society to design laws, policies, programmes and services needed to ensure that the standards are effectively implemented and truly benefit women and girls worldwide. It works globally to make the vision of the Sustainable Development Goals a reality for women and girls and stands behind women's equal participation in all aspects of life, focusing on four strategic priorities: Women lead, participate in and benefit equally from governance systems; Women have income security, decent work and economic autonomy; All women and girls live a life free from all forms of violence; Women and girls contribute to and have greater influence in building sustainable peace and resilience, and benefit equally from the prevention of natural disasters and conflicts and humanitarian action. UN Women also coordinates and promotes the UN system's work in advancing gender equality.



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