



Gender Competence Development Training

UNSOS Section Chiefs

Mogadishu, Somalia • 29-31 May 2022

Session 3: Gender transformation and Responsiveness

Role play

Case 1 - Female staff member travelling to Kismayo

It has been brought to the attention of Judith that female colleagues are reluctant to travel to Kismayo. The reasons behind this remain unclear and you have been put on a task force to address this issue. What are the challenges that you could envision linked to travel? What steps would you suggest in taking to deal with this situation?

Judith has managed to identify the cause through dialogues with the female staff members. The issue seems to stem from unsatisfactory accommodation standards (e.g., lack of ablution).

Case 2 Hiring managers

The Secretary General has issued the Gender Parity strategy. Your team is responsible for implementing the Gender Action plan. There is currently a vacant P2 and P4 position in Aviation. What would your recommendations be for the recruitment process?

A code cable has come from NY. The mission is downsizing, and you will need to select candidates from this mission.

Design the hiring process taking gender mainstreaming into consideration. What will be your different steps in this process?