

Gender at the ICTY

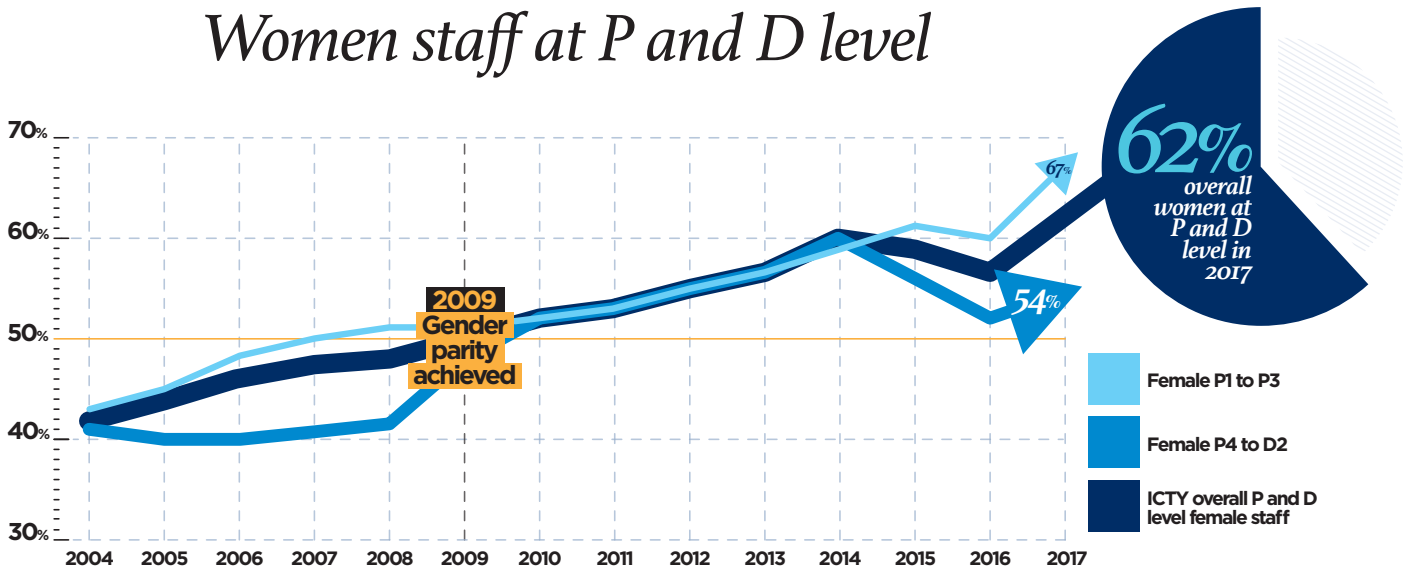


United Nations
Nations Unies



International Criminal Tribunal
for the former Yugoslavia
Tribunal Pénal International
pour l'ex-Yougoslavie

Women staff at P and D level



From 2008 to 2014, female staff consistently had a higher rate of promotion than male staff.

Over the ICTY's 24 years:

- 4 Secretary-General appointed ASG Registrars, **1** was a woman
- 4 Security Council appointed USG Prosecutors, **2** were women
- 86 General Assembly elected ICTY judges, **23** were women



Gender equality in the workplace goes beyond recruitment, it is also about equal opportunities to thrive and achieve



Focal Point for Women

- Since 2003
- Organised mentoring programme for 100+ female staff
- Advises recruitment review bodies
- Strong advocate for women



- Staff **empowerment**
- Staff are **treated equally** regardless of race, religion, gender, sexual orientation or disability
- Environment **free from harassment** or abuse of authority
- **Work-life balance**

Source: UN Global Staff Satisfaction Survey 2017



- Flexible working arrangements are available, including staggered working hours, compressed working schedule, and telecommuting
- Training, career coaching, recreational activities
- Breast-feeding room