



## **UN-GLOBE statement on IDAHOT 2017**

(May 17, 2017) On International Day Against Homophobia, Biphobia, and Transphobia, UN-GLOBE calls on all UN staff members, particularly senior leaders, to embrace inclusion of peoples of all sexual or gender identities in their programmatic work, and in daily interactions at work.

This year's IDAHOT theme is the family. and on this note, we wanted to highlight that last year, we issued recommendations on how to ensure fairer parental leave policies that were inclusive of all families.

We strongly feel that parental leave should be gender neutral, because to grant the mother 4 months, while granting the father far less sends the antiquated message that it is a woman's responsibility to take care of children, while the man should go out there and put food on the table.

We also strongly feel that whether a staff member gives birth, or adopts a child, or has one through surrogacy, all of them, as parents, should enjoy equal parental leave time. Bringing an adopted child into a new home can be a life-changing experience for both the parent and the child, and both should be granted equitable time to adjust to their new realities. Similarly, having a child through surrogacy means bringing a new born infant into your home, and the amount of care that is needed is comparable to the leave time that is granted to a mother who gives birth (minus recovery time).

Lastly, we strongly feel that modernizing the UN System's parental leave policies will bring it in line with what other companies around the world are already offering, and it would make the UN System a far more competitive and inclusive employer.

We stress in closing that this is not an issue about LGBTI families. An increasing number of parents, for a diverse range of reasons, are choosing to start families in ways that are different from decades ago, and at a later age. Technology is facilitating this change.

We call on the UN system to become a model employer that is inclusive of all families no matter how they are composed or at what age they are started.