

Report of the First Session of the Inter-Agency Network on Women and Gender Equality*

New York, 26 February to 1 March 2002

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* Formerly the Inter-Agency Meeting on Women and Gender Equality

I. Introduction

The United Nations Inter-Agency Network on Women and Gender Equality (IANWGE) was convened in New York from 26 February to 1 March 2002. The agenda, as adopted by the Network, is contained in annex I, and the list of participants is contained in annex IV. The session was chaired by the Special Adviser on Gender Issues and Advancement of Women on behalf of the United Nations Secretariat.

II. Work of the Inter-Agency Network on Women and Gender Equality

A. Action taken and decisions adopted by the Network

Gender mainstreaming in programme budget

The Network endorsed the work undertaken by the task force and decided to continue the work during 2002, under the guidance of the task manager Office of the Special Adviser on Gender Issues and Advancement of Women/Division for the Advancement of Women, including the following activities:

- (a) UNFPA will prepare the “good practice” example from participation in the case study project, highlighting the value of the process.
- (b) A further case study project will be implemented, including up to ten additional entities. Entities interested in participating should contact the task manager by 1 April 2002.
- (c) A report on the status of gender mainstreaming in programme budgets will be prepared, which can be used as a baseline for monitoring progress.
- (d) A workshop, presenting the findings and recommendations of the work of the task force will be organized in New York for programme staff, budget staff and Gender Focal Points.
- (e) The task force will complete its work with the presentation of the report to the IANWGE in 2003.
- (f) A new task force on gender mainstreaming in the monitoring and evaluation of the implementation of programme budgets would be established in 2003. In preparation for the establishment of the task force, all members should investigate the monitoring and oversight functions in their entities and be prepared to discuss this at the next meeting of the Network.

Tools and indicators for gender-impact analysis, monitoring and evaluation

The Network took note of the progress report of the task manager, the Economic Commission for Latin America and the Caribbean (ECLAC), which was entrusted with

providing the members of the Network with an inventory of activities, by type and actor, with a view to making gender indicators available for policy making. ECLAC was also mandated to design a multi-year project proposal on data collection and the use of gender indicators for policy making that would involve the organizations of the United Nations system. The inventory has become an important input to obtain a systematic vision of the tasks carried out in relation to the development of gender indicators, in order to avoid duplication in future activities.

Regarding the project on gender indicators, the Network noted that the project had evolved successfully. It had compiled a comprehensive compendium of the state of the art recording and classifying all available gender-relevant indicators and data sources and pinpointing methodological problems. Two websites have been created: one in ECLAC along with a CD-ROM, and the other in ECE which was about to be launched. The project document proper features a list of common core indicators, region-specific indicators and emerging and priority issues of concern to each region in particular. The document, developed by ECLAC with support from ECE, has been endorsed by all five United Nations regional commissions, and includes inputs from the United Nations Statistics Division for comprehensiveness and methodology. The project as conceived leaves space for further inputs from specialized agencies and other entities in terms of their indicator requirements and available data.

The Network recommends that the project be submitted for funding:

- (a) jointly by the five regional commissions;
- (b) for core funding to one or several joint donors; and
- (c) for presentation to additional donors for supplementary funding at the regional and country levels.

The Network underlined the crucial importance of gender indicators for the follow-up to the Beijing Platform for Action and the outcome of the Beijing+5 special session. In order to continue the substantive work in the area of tools and indicators for gender-impact analysis, monitoring and evaluation, the Network recommended:

- (a) The five United Nations regional commissions pursue the project under joint management and responsibility;
- (b) ECLAC remain in the role of a coordinator of the project, in terms of information-sharing and taking the lead in contacting potential donors;
- (c) The Network be responsible for carrying forward and backstopping the work on gender indicators, mainstreaming it throughout the UN system and monitoring its progress;
- (d) The project document be presented to the Executive Committee on Economic and Social Affairs for its endorsement to ensure that the project receives full support in the divisions of each regional commission and from the UN organizations. The Executive

Committee is also invited to explore funding opportunities, on behalf of the five UN regional commissions, from the UN Development Account, the Turner Fund and other sources.

- (e) The prospect should be transmitted to the High Level Committee on Programmes of the CEB for its consideration.

The Network recognized that the task force has completed its mandate and recommended the phasing out of the task force. The Network thanked the task manager for its excellent work. Before its next annual meeting, the Network should decide on whether there was the need to create a follow-up task force to develop indicators to assess progress in gender mainstreaming within the UN system.

Gender mainstreaming in the CCA/UNDAF process

The Network welcomed the work already done by the task force and the task manager (UNIFEM) and the preliminary results of the desk review on the integration of gender in the CCA/UNDAF process work already done by the task force. The Network identified a follow-up strategy for the task force to ensure that the results and recommendations of the desk review are mainstreamed. The Network recommended the task force to:

- (a) Strengthen its interaction with the United Nations Development Group (UNDG) to ensure that appropriate consideration is given to gender analysis in the Common Country Assessment (CCA) and United Nations Development Assistance Framework (UNDAF) by (i) requesting the United Nations Development Group Office (UNDGO) to post the results of the desk review on its website to ensure easy access for country offices; (ii) strengthening its collaboration with the UNDG Ad hoc Working Group on the Revision of the CCA/UNDAF Guidelines to ensure that the revised guidelines reflect gender concerns; and (iii) providing the UNDGO database on gender resources with additional information on national, regional and international expertise (both UN and non-UN) available to assist country offices in mainstreaming a gender perspective into the CCA/UNDAF process;
- (b) Strengthen efforts to raise awareness in the intergovernmental arena on the importance of gender mainstreaming in the CCA/UNDAF process by organizing a briefing for delegates on the results of the desk review during ECOSOC's High-Level Segment on Gender Mainstreaming in 2002;
- (c) Strengthen collaboration with the donor group to ensure their support in advocating a stronger gender perspective in the CCA/UNDAF process. It is proposed that a lunch briefing could be organized to discuss the results of the desk review with the donor group.

Gender and financing for development

The Network noted the work carried out by the task force and highlighted the gains made, both in terms of the inclusion of gender perspectives in the outcome document and the changes in awareness and attitudes. The need for “staying engaged” in the follow-up process was endorsed. The importance of developing an innovative means of engagement was supported by the Network, as well as the need for those entities working directly on the issues on the financing for development agenda to play leading roles in the process.

The Network took the following decisions:

- (a) The existing task force will continue its work related to the International Conference in Monterrey in terms of finalizing and launching the report from the Day of Dialogue. The existing task force will be dismantled.
- (b) A network of entities directly engaged with the issues on the financing for development agenda will be developed during 2002. The network could be composed of several smaller networks focusing on particular issues. For example the existing network on trade, composed of ITC, UNCTAD and ECE, could focus its work on the follow-up to the International Conference. Similar small networks on debt, FDI, etc could be established. The networks would work collaboratively and support each other through exchange of materials and information. The umbrella network could hold one meeting during the year to promote exchange of experience between the smaller networks on approaches, methods, tools, etc. Entities such as the World Bank, ILO, UNDP, IMF are encouraged to take the lead in establishing the networks.
- (c) All members in the Network should investigate all possibilities for engaging in the follow-up within their entities, including in the context of international conferences such as the World Summit on Sustainable Development. Collaboration of non-gender specialists should be fostered.
- (d) A section on WomenWatch could provide links to work being undertaken on gender and macroeconomics generally, as well as specifically in relation to follow-up to the International Conference.
- (e) The Network should propose to the OECD/DAC Working Party on Gender Equality that the next joint workshop (scheduled for 2003) should be on “Staying Engaged with Gender and Financing for Development”. All participants from the IANWGE and the Working Party should be encouraged to bring one macro-economist colleague to the workshop to stimulate effective dialogue.

Women, peace and security

The Network welcomed the work done by the task force and the task manager (OSAGI) on finalizing and disseminating the action plan on the implementation of Security Council resolution 1325 (2000). The task force was thanked for coordinating inputs to the Secretary-

General's study on women, peace and security and finalizing the outline and timeline of the study. The Network expressed its gratitude for being briefed on the progress of the study and on the implementation of Security Council resolution 1325 and for the briefing on the situation of women in Afghanistan including on the findings and recommendations of the Secretary-General's recent report to the Commission on the Status of Women (CSW) on discrimination against women and girls in Afghanistan (E/CN.6/2002/5).

In its discussions, the task force highlighted the need for better monitoring mechanisms in the implementation of resolution 1325, including a clear identification of obstacles. Gender issues have to be integrated at an early stage when addressing new crisis situations.

With regard to indicators to measure gender mainstreaming efforts in the area of peace and security, the need for reconciliation of qualitative and quantitative indicators was noted and it was suggested that the task force on indicators address this concern.

The Network agreed to the following recommendations of the task force that it should:

- (a) Finalize and disseminate the Secretary-General's study on Women, Peace and Security and to submit a report to the Security Council on the results of this study, including progress on gender mainstreaming throughout peace-keeping missions;
- (b) Request the International Training Centre of the International Labour Organization (ITC/ILO) in Turin to integrate gender issues consistently into its Early Warning Preventive Measures training courses and other courses on conflict resolution and peace-building;
- (c) Call on the Secretary-General through its Chairperson to appoint women as Special Representatives of the Secretary-General and ensure that all SRSGs have specific responsibilities for promoting gender equality, including through gender mainstreaming and gender-sensitive training in their terms of reference and be held accountable for implementation;
- (d) Request DPKO, and other relevant bodies to ensure that staff at all levels of peace-keeping operations are trained in gender issues;
- (e) Call on all entities involved in complex emergencies to develop specific gender action plans for complex emergencies including in Afghanistan;
- (f) Explore the establishment by all entities of clear budget lines for gender activities in the area of peace and security to avoid reliance on external sources of funding for gender posts, particularly with regard to peace-keeping operations;
- (g) Continue to include in its coverage, the situation of women and girls in Afghanistan in close coordination with all relevant entities especially the Sub-Group on Gender in Afghanistan of the UNDG.

WomenWatch, online databases on good practices, and gender training materials

The Network welcomed the initiatives to strengthen the sense of ownership of the website and the measures proposed to make the management more effective. The proposals for future work on WomenWatch submitted by the Committee were endorsed by the Network.

- (a) The WomenWatch Committee membership will be expanded. The Committee will be composed of DPI, FAO, ILO, ITU, Regional Commissions Office, UNDP, UNFPA, UNIFEM, and DAW (task manager).
- (b) An Inter-Agency proposal for funding should be submitted to donors to secure a full-time substantive information expert, a full-time technical expert, as well as funds for equipment and other activities;
- (c) A management plan should be developed which outlines how the work of the Committee can be made more effective, particularly in response to the challenges associated with the establishment of the portal;
- (d) A strategy should be developed for dissemination of information on WomenWatch throughout the UN system;
- (e) The technical activities, as outlined in the report to the IANWGE, should be implemented;
- (f) WomenWatch should be showcased at the World Summit on the Information Society in 2003 as an indicator of successful inter-agency collaboration and networking. It was agreed that a link should be established as soon as possible between WomenWatch and the WSIS website existing on ITU's homepage.

Gender and information and communications technologies (ICTs)

The Network endorsed the work already done by the task manager International Telecommunication Union (ITU) and entrusted ITU to continue to serve as task manager concentrating on the preparations for the WSIS over the next intersessional period. The Network approved the changes proposed by the task force on gender and ICTs in the proposed themes for WSIS (see annex III).

As a follow up to the Compendium of projects on Gender and ICTs, compiled by the task manager, it was agreed that ITU would develop the compendium into an interactive database with hyperlinks to the projects mentioned by each agency, subject to availability of funds.

The Network agreed to the following recommendations of the task force:

- (a) To circulate electronically information to members on planned or upcoming ICT events organized in relation to WSIS or other relevant events;

- (b) To support the active involvement of NGOs, civil society and the private sector in their work on gender and ICTs in all activities related to preparations for WSIS;
- (c) To contribute to a publication on initiatives on gender and ICTs with the working title: “Aspects of the Information Society from a Gender Perspective”, and using the compendium as a basis for a first draft. ITU will prepare the first draft of the publication to be reviewed by members of the Network for content and to seek appropriate funding for the publication as an input into WSIS.
- (d) To prepare fact sheets on each theme of WSIS, once adopted by the Prepcom, as official documentation for input into the preparations. DPI will assist ITU in this effort.
- (e) To organize panel sessions as follows:
- “Gender issues in ICTs” during Prepcom 2, scheduled to take place in New York in spring 2003. DAW and the World Bank offered to jointly organize this panel session.
 - “Business and entrepreneurship” during Prepcom 3, scheduled to take place in Geneva in September 2003. ITC, UNCTAD and ILO will collaborate to organize this session.
 - At the Summit itself, a panel with women at ministerial level and women chief executive officers to discuss their perspectives on women and the Information Society;
- (f) To include appropriate “side events” during the Prepcoms and the Summit with exhibition space for UN Agencies and Women’s NGOs to exhibit special projects and programmes featuring gender and ICTs. ITU will be responsible for transmitting the request for space allocation for these activities to the organizers;
- (e) To establish an expert roster of specialists who could be requested to provide input into possible forum debates. The roster should include experts from UN Agencies, government, NGOs, private sector and academia;
- (f) To provide comments before end March 2002 on Doc. INF -4 prepared by the Task Manager, outlining the gender dimensions, opportunities and challenges of WSIS, to be used as a fact sheet for the members of IANWGE, NGOs and other interested parties;
- (g) To use electronic means of communication to encourage broad participation and to work actively with all partners in preparation for WSIS.

The Chairperson of the Network will present the above recommendations to Prepcom 1 to be held in Geneva from 1 to 5 July 2002. These recommendations will also be forwarded to the UN ICT Task Force and the High-Level Summit Organizing Committee (HLSOC). The Network will present these recommendations and brief their focal points for WSIS on the above recommendations. Additionally, the Chair of the Network asked will submit the above recommendations to the WSIS Executive Secretariat in Geneva.

In view of the forthcoming discussion at HLCP and HLCM on ICTs to forward the report of IANWGE to those Committees.

The Network welcomed the initiative being taken in the Asian and Pacific region to hold a regional meeting on gender and ICTs in preparation for WSIS. In this regard, the Network recommended that:

- (a) ESCAP explore the possibility of other regional commissions participating in this Asian and Pacific meeting on gender and ICTs; and
- (b) Regional commissions support the integration of the gender perspective into the regional preparatory processes leading up to the WSIS.

CEB and its implications for the work of the Network

The Network welcomed the ongoing work of the United Nations System Chief Executives Board for coordination (CEB). The Network agreed on the need to establish advocacy channels with the CEB.

- (a) The Network decided to form a task force chaired by OSAGI on working methods and link between the CEB:
 - to make proposals on ways of collaborating with the CEB, the High Level Committee on Management (HLCM) and the High Level Committee on Programmes (HLCP), to ensure that the CEB, HLCM and HLCP will consider the gender perspective in their deliberations on the relevant items of their agendas;
 - to establish relations with the Chairs of the HLCM and the HLCP;
 - to invite the Chairs of the HLCM and HLCP to the Network at its next session to share their views on gender.
- (b) The Network will request the CEB through the HLCP to devote one of its sessions to gender mainstreaming in relation to ECOSOC's consideration of gender mainstreaming in 2005.
- (c) The Network, through its Chair, will:
 - explore the possibility of requesting the Secretary-General to write to heads of entities updating his 1997 directives and incorporating new ones, which reflect advances and continued constraints in the gender mainstreaming process, including the need for resources and greater involvement of men in promotion of gender equality, and to give particular focus to the implementation of resolution 1325;
 - encourage the Executive Heads of the CEB to reaffirm their role and commitment on gender as had previously been done in 1995, 1999 and 2001;
 - write a letter to the CEB highlighting the key concerns arising out of the workshop, particularly emphasizing the critical importance of senior management commitment and support and the need for improved accountability mechanisms.

B. Conclusions and recommendations emanating from the Network's one-day workshop on training and capacity-building for gender mainstreaming

Conclusions arising from the workshop

The Network expressed its appreciation to the Chair and to the Moderator of the Workshop, Ms. Sissel Ekaas of FAO, for the organization of the workshop. The critical importance of training and capacity-building for promotion of gender mainstreaming was recognized. The value of identifying challenges, good practice and of making concrete recommendations for increasing the effectiveness of training and capacity-building, was highlighted. Conclusions from the workshop included the following:

- (a) A number of important challenges were identified in the discussions in plenary and in the working group sessions. Issues highlighted included:
- the importance of engagement of senior managers; the development of more effective follow-up and means of evaluating outcomes and impacts;
 - the further refinement of action-learning processes based on the principles of adult learning and tailored to the specific work of professional staff;
 - the value of greater exchange and collaboration on approaches, tools and resources, including at field level;
 - the value of moving beyond more traditional forms of training to utilize other forms of capacity-building such as one-on-one dialogue, briefings, collaborative development of materials such as briefing notes, brown-bag sessions, celebrations of International Women's Days, 8 March each year, and other events, use of multi-disciplinary or multi-sectoral sessions, and collaborative work on preparation for international conferences; and
 - the importance of setting realistic levels of ambition - establishing outcomes which are achievable and measurable in the medium-term - including for individual staff members as well as for working units.
- (b) Obstacles highlighted by participants included the lack of explicit senior management commitment; lack of resources - both financial and human; lack of time for professional staff; and competing priorities. While there is a greater awareness of the need for attention to gender perspectives in substantive work throughout the United Nations system, there remain some areas where lack of understanding of the relevance of gender perspectives for substantive work programmes continues to result in considerable resistance. These include macro-economics as well as some more technical areas. Means of dealing with resistance need to be identified. A greater focus on the contributions that the inclusion of gender perspectives can make to achievement of overall development goals as well as sector-specific goals (the value-added approach) is required. Once the linkages between gender perspectives and sector areas have been well established, a further critical challenge is to identify the key entry points in work programmes where the gender perspectives need to be identified and addressed. It was also recognized that training and capacity-building need to include development of materials and tools. The discussions highlighted the fact, however, that development of

new tools is not always the most effective strategy. In many organizations tools which are available are underutilized, either because they are not adequately disseminated or because the tools are not appropriate to the needs. The particular constraints imposed by the development of materials and tools which are too complicated were raised. It was also emphasized that development of materials and tools, without complementary inputs in terms of training and capacity-building, are not useful. In contexts where training is not mandatory particular constraints exist in promoting participation. The importance of emphasizing the value of participation for achieving the goals of work programmes as a rationale for participation was emphasized. The enormous work burdens of professional staff in many organizations remains a serious constraint to participation in training and capacity-building on gender mainstreaming.

(c) Potentials identified for moving forward included the usefulness of building on what professional staff already know and do and documenting and disseminating good practice. Provision of training for Gender Focal Points was another area with potential positive spins-offs in terms of improved capacity-building within organizations. In this context it was emphasized that even gender specialists need to undertake some forms of competence development to ensure that they are at the cutting edge in promotion of gender equality. Actively involving managers and professional staff at working unit level in developing training and capacity-building initiatives, and securing "ownership" of the process is another critical element for successful initiatives. Members could also be supported in their work by further investigating the resources existing outside their own organizations, including in academia, on analytical frameworks, methods and tools. At the same time the importance of utilizing approaches, methodologies and tools which are adapted to the specific context and needs of each organization, and working unit with the organization, was highlighted.

(d) One important point emphasized by members concerned the role of Gender Focal Points. Training and capacity-building for gender mainstreaming cannot be left to external consultants. Gender Focal Points have to be actively involved -- providing the framework and making specific demands in relation to the approaches, methodologies and tools utilized; monitoring progress; and identifying through the process constraints and potentials of importance for follow-up processes. The importance of choice of facilitators was highlighted. Essential criteria proposed included expertise on gender issues, cultural sensitivity, good facilitation skills -- particularly related to principles of adult learning and the ability to listen and build on the priorities and needs of participants, creativity and a sense of humour. The critical importance of facilitators having a sound knowledge of the work of the organizations, including specific knowledge of the work of individual working units, as well as some understanding of the organizational culture and the cultural diversity of its staff, was stressed. The credibility of facilitators would be enhanced and this would ensure a more positive response from participants. Ensuring gender balance and utilizing male and female trainers, was also highlighted in the discussions as an important means of enhancing the understanding that promotion of gender equality, including through gender mainstreaming, should engage men as well as women.

Recommendations of the workshop

Based on the discussions in the workshop the following key recommendations of the workshop for both individual members and the Network as a whole were adopted by the Network:

(a) Members should seek to establish collaborative relationships with their offices of human resource development in order to enlist their support in promotion of training and capacity-building on gender mainstreaming, utilizing the financial resources, logistical support, technical capacity on training and advocacy channels, particularly to senior management, of these offices. The need to fully integrate training and capacity-building on gender mainstreaming into corporate staff development strategies and programmes was recognized, both in terms of getting recognition and support for specific training and capacity-building on gender mainstreaming, as well as incorporating gender perspectives into all training offered in organizations. In organizations moving to self-learning processes (with or without specific resources involved), the potentials for promoting training and capacity-building on gender mainstreaming should be investigated. Potentials for linking training and capacity development on gender mainstreaming with systems of performance appraisal should be investigated.

(b) Innovative means of enhancing the commitment and support of senior managers should be sought by members of IANWGE and broadly disseminated within the Network. Good practices shared during the workshop included:

- the modality/approach of identifying key entry points for mainstreaming gender into technical areas of work;
- one-to-one dialogues;
- specially tailored briefings; and
- tailored training sessions.

The existing training offered to managers in-house, as well as in training centre such as ITC/ILO, should be targeted. The importance of involving senior managers in the initial stages of development of training and capacity-building to ensure ownership of the process and development of effective accountability mechanisms was emphasized.

(c) Increased attention should be given to developing collaborative arrangements at field level, including in the CCA/UNDAF and PRSP contexts by individual members and disseminated broadly. Development of common resource bases of national and regional level facilitators; organization of collaborative training programmes; cost-sharing; inviting entities working with similar issues to training programmes were examples of possible means of collaboration.

(d) Members of IANWGE should give priority to further development of follow-up and impact assessment, as well as processes and mechanisms for ensuring accountability, and broadly disseminate findings in the context of IANWGE.

- (e) Ways and means of sharing information and good practice examples on materials, approaches, methodologies and tools, as well as lists of good facilitators, need to be developed. WomenWatch should provide a section on training and capacity-building for gender mainstreaming with relevant links to all members of IANWGE.
- (f) The IANWGE inventory on training materials should be updated.
- (g) A small working group, including OSAGI/DAW, FAO, WFP and other interested UN entities should meet once in 2002 to further refine the baseline developed during 2000-2001 by OSAGI for monitoring progress in gender mainstreaming, including on training and capacity-building, as an input to follow-up to the ECOSOC agreed conclusions 1997/2.

C. Summary of discussions

The first session of the Inter-Agency Network on Women and Gender Issues was opened by the Special Adviser on Gender Issues and Advancement of Women, the Chairperson of the Network. In her opening statement, the Chairperson welcomed participants, in particular new members and the new Director of the Division for the Advancement of Women, Carolyn Hannan. She expressed her warm appreciation to the task managers and working groups for their inter-sessional preparations and the reports they would be presenting under the various agenda items.

The Chairperson outlined some of the issues that required the session's attention and action. In particular, the Network should take into consideration the multi-year work programme of the Commission on the Status of Women as well as the new work methods and programme of the United Nations System Chief Executives Board for coordination (CEB), which superseded the United Nations System Administrative Committee on Coordination (ACC), and its deputy bodies, the High Level Committee on Management (HLCM), and the High Level Committee on Programmes (HLCP), when deciding upon its own work method and programme priorities for the coming years, to ensure that the Network's goals for streamlining gender concerns are effectively achieved in this new institutional context.

The Network may wish to be aware of the two themes selected by the Commission on the Status of Women for 2002: poverty eradication, and environmental disaster management. She also recalled Security Council resolution 1325 on women and peace and security and the progress to date in implementing the resolution, particularly in Afghanistan, and urged the Network to continue working on the empowerment of women and the recognition of their roles in conflict areas. The integration of gender perspectives into the preparation of and follow-up to international conferences, summits and special sessions and the mainstreaming of gender data analysis also remain among the main tasks of the Network.

The input into the International Conference on Financing for Development (FfD) was cited as an example of the importance of the Network's focus in these areas. It was noted that the Task Force on the FfD had proven to be an important mechanism to further gender

perspectives into the pre-Conference discussions, although specific recommendations were still warranted. Although the Monterrey Consensus contained important references to gender equality, there were no clear recommendations on how to bring greater attention to gender perspectives apart from the reference to gender-responsive budgeting. Intersessional work had continued regarding the upcoming International Conference on Financing for Development. The Network should remain alert for opportunities in emerging areas of work and events in the UN system in this regard. The Network was commended for its continuing efforts at networking, collaborating and remaining involved in the work others were doing. The Chairperson drew the attention to the need, in view of the progress made to date, to further focus and prioritise the activities of the Network on areas where greater impact and results could be achieved within the limited resources.

The Network was expected to agree on the future actions of the task forces particularly in light of ongoing CEB reform. The Network would discuss actions to be taken to sharpen the focus on gender equality in the work of the United Nations system. Gender mainstreaming would continue to be enhanced as a strategy for achieving gender equality goals. The Chairperson suggested that the Network may wish to decide on new tasks, agenda and programme of work to be adopted.

As in keeping with past practices, a one-day workshop had been organized on gender mainstreaming, with a focus on training and capacity-building. The workshop would aim to foster greater understanding of different approaches, as well as lessons learned, on training and capacity-building to promote gender mainstreaming through dialogue and exchange of experiences of UN entities through working group sessions. It was hoped that concrete recommendations would be made for strengthening training and capacity-building for gender mainstreaming throughout the UN system.

Integrated and coordinated follow-up to Beijing and Beijing+5

The item provided an opportunity to discuss emerging trends, challenges and themes that required interventions from the entities of the United Nations system in the follow-up to Beijing and the Beijing+5 special session of the General Assembly. Members noted with appreciation, the opportunity to discuss the work that had been done to promote gender equality at all levels. The change of name and terminology of the group to Network was appreciated, and was looked at as a big step forward in the future of inter-agency cooperation on gender issues. During the discussion, members highlighted a number of sectoral areas in which the gender dimension could be reinforced, such as poverty and social protection, governance, trafficking, migration, ICTs, and culture. Processes through which gender perspectives could be further mainstreamed, such as monitoring and evaluation as mechanisms of accountability were also discussed. In particular, members emphasized two challenges lying ahead: institutionalizing gender perspectives in the work of their respective organizations and linking the gender dimension with all the critical areas of concern areas covered by the Beijing Plan of Action and the Millennium Declaration.

Members discussed opportunities that had taken place or were going to take place that enabled the implementation of gender mainstreaming in policy frameworks, programming and budgeting methodologies, in the development of gender indicators and gender sensitive data, and

the recording of good practices. Members noted that efforts had been made at the institutional level to examine in their work where gender mainstreaming could take place, make sense and provide a substantive element in their work. New strategic plans on gender mainstreaming involved programming, advocacy for gender issues, and examination and reform of human resource policies in the various entities. When evaluating these plans and their effectiveness, it was seen as vital to include a baseline in order to ensure adequate assessment. Members mentioned efforts being undertaken to increase the numbers of female staff at all levels, especially the decision-making level. These included mentoring programmes and fellowship programmes. Members felt that the issue of human resources development should be taken up at the next annual meeting of the Network.

Considerable progress had been made in some entities in institutionalizing gender mainstreaming and gender had been incorporated into several development action plans and strategies. For example, the Network was told that the intergovernmental machinery of UNCTAD had endorsed the mainstreaming of gender, *inter alia*, into UNCTAD's work on investment, entrepreneurship, and ICTs. FAO also introduced their new policy on the institutionalization of gender mainstreaming, which was incorporated into their 2002-2007 plan of action. The challenge remained to find the best method of implementation, which would vary from entity to entity. However, there was consensus that the strategy should utilize staff training, development of operational tools, capacity-building, indicators and monitoring, evaluation and accountability. The need to work with delegations, and the need to do a lot more work in the various secretariats was seen as vital to the process. Throughout, it was emphasized that the development or maintenance of partnerships and strategic alliances, and improved cooperation amongst members was vital to the goal of increased gender mainstreaming. These institutional alliances and partnerships were not only important at the global level, but also the regional and national levels. Joint missions to countries in armed conflict were growing, and the gender component, including gender specialists, in these missions had become a necessity and a priority source of concern when developing the terms of reference of these missions. It was felt that it was vital to push gender forward in all humanitarian programmes, although in practice, it could be inferred that gender mainstreaming was not considered a priority in emergency humanitarian missions. Enhanced inter-agency collaboration at the national level needed to be improved, and there was the need to develop policy integration at this level.

Upcoming events, conferences, high-level meetings, special sessions and other review processes were vital to the promotion of gender mainstreaming by incorporation of gender concepts into all aspects of the preparation for, inclusion in outcome documents, and follow-up to these meetings. Meetings and alliances with national machineries on women were seen as an opportunity both to hear the voice of civil society, as well as governments. Members felt that opportunities to contribute and participate in upcoming conferences and meetings should not be overlooked or missed, and should be seen as a means of increasing knowledge, and a chance to ensure that gender was included in the preparatory processes.

One of the challenges was the development of gender-sensitive indicators in all areas of work of the various divisions and offices of the UN entities. In particular, the need for value-added indicators in several areas was expressed: trafficking, ICTs and women, new forms of violence and existing forms of cross-border violence. The regional commissions had begun to

develop a set of regional indicators among themselves. In terms of indicators and evaluation mechanisms, it was noted that it was important to set up appropriate monitoring systems. Members felt that monitoring, evaluation and accountability mechanisms were weak. It was important to incorporate methodologies which would tackle the various complexities associated with monitoring gender. There had been some progress in incorporating gender mainstreaming in programme budgets, but there was the need to consolidate this process, and build on what had been achieved. In terms of capacity-building, there was the need to go beyond gender awareness raising. Tailor-made activities should be developed along with all the required accompanying strategic planning, programming, budgeting, monitoring and evaluation. Another challenge that remained was the institutionalization of gender mainstreaming in the context of decentralized structures both of individual and partner institutions.

During the discussion, members highlighted a number of new issues and trends which they had seen as emerging over the previous year. Some of these were not new ideas, but were re-emerging with different foci or in different manifestations. Among these were the critical issue of governance and poverty, which was a challenge that all regions faced. Whereas there had been developments in the reform of political and electoral institutions at the national level, poverty and social unrest had increased. Women in local governance were linked to the growing trend of decentralization. Poverty was seen as the major problem affecting the regions, and was seen to be changing from the relatively straightforward concept of income poverty into the complex realm of human poverty. The importance of the gender aspect of the informal economy, and the necessity of developing social protection schemes for those working in this sector was stressed. Members also stressed the need for policies on employment and citizenship. There was a marked trend in decentralization, both politically and administratively.

Culture and religion was identified by some members as an emerging issue to be considered from the gender perspective and several consultative and regional meetings had been held. On the issue of men and masculinities, members were reminded that both men and women must be taken into consideration when implementing a gender perspective in any programme or policy. Partnerships within the family and all its gender dimensions was seen as an emerging issue.

Eliminating violence against women was related to other issues such as governance, terrorism, fundamentalism, trafficking, migration of women, refugees and internally displaced persons. It was felt that policies to eliminate violence against women should be linked with policies on poverty. Terrorism had taken on new meaning within the last year, and members linked it to the concept of human security and the need for social protection, and a further link was made between terrorism and poverty. Members also felt that efforts should be made to understand new ways of social protection such as private safety nets, self-help groups and pension plans. It was felt that trafficking of women should be dealt with in a very systematic way. Regarding the issue of refugees, although policies exist that deal with the special gender needs of refugees and internally displaced persons, major gaps still persist and need to be dealt with. The 2002 World Refugee Day was devoted to women, and members were invited to work together to highlight this theme. World crises could be categorized as either natural or human, the latter being armed conflict. In this regard, the gender aspect was vital for effective and total rehabilitation.

The critical role of information and communications technologies (ICTs) and its impact on women and women's impact on ICTs were highlighted. Attempts had been made to establish indicators using the ICTs and telecommunication sectors. This was seen as a valuable input into WSIS. Programmes surrounding this theme involved the rural-urban digital divide and harnessing of ICT learning. Members felt that the state of gender and ICT policies were still weak in some of the regions, and much remained to be done. The Network was informed of progress in gender mainstreaming in the area of inter-agency cooperation between ITU and UNCTAD.

HIV/AIDS continued to present a major challenge. Members noted that their strategies looked at the pandemic from many different angles, including food security. Refugees, internally displaced persons and migrants needed to be targeted as they were increasingly becoming victims of HIV/AIDS and sexual violence in its various forms. The concept of ageing had also moved to the forefront of the agenda of many of the entities in light of the upcoming Second World Assembly on Ageing (Madrid, April 2002). Rural ageing and its gender aspects was an emerging issue in this regard. Ageing was not yet recognized as a problem area in many developing countries, and few institutionalized methods including for health, had so far been established. However, there was growing awareness of the potential problem which could occur, and early warning systems were being put in place. UN entities were developing an advocacy campaign to tackle in particular, the gender dimensions of ageing.

Members noted the important role of the Convention on the Elimination of All Forms of Discrimination against Women, and its Optional Protocol in the work for gender equality. The Convention and its Protocol were being used in imaginative ways in the regions, especially in the context of economic rights. Members were urged to join together to encourage universal ratification of these international instruments.

Some members felt that their focus should not be only on thematic issues in the post Beijing+5 period, but rather on strengthening Member States and civil society in these key issues, and helping them to implement gender policies. A monitoring and evaluation programme could be established on the state of implementation by States to the critical areas of concern of the Platform for Action, and the outcome of Beijing+5. It might entail two components, the first being a political and institutional component to examine the presence of any sectoral gender policy framework, and national mechanisms to help monitor these gender policies. Secondly, the evaluation of the impact of national policies on women might also be examined. The results of these two components would be fed into the framework for preparations for Beijing+10 through discussions at the regional, national and civil society levels. Several members spoke of preparations for Beijing+10 and looked forward to preparation for this event, and its eventual outcome. In this regard, cross-cultural dialogue amongst women seeking inter-regional partnership had begun to take place.

Gender mainstreaming in programme budgets

The task manager, OSAGI, presented its report on the work of the task force to promote gender mainstreaming into programme budget processes throughout the United Nations system (IANWGE/2002/8). Five additional case studies on ESCWA, FAO, OCHA, UNCTAD and

UNICEF were carried out in 2001, in addition to the five case studies completed in 2000 by DPI, ESCAP, ILO, UNFPA and WHO. A synthesis report of findings and recommendations was also prepared. In November 2001, a workshop on gender mainstreaming in programme budgets for Europe-based entities was organized in Geneva, hosted by ILO. Participants included both programme staff, budget staff and Gender Focal Points and the workshop provided an opportunity for exchange between these categories of staff on the potentials and constraints in mainstreaming gender perspectives in programme budget processes.

Case studies from FAO, ILO, UNCTAD and WHO were presented by budget personnel. The planned best practice example from UNFPA will be presented to the IANWGE in 2003. Given the importance of the process in the case studies, the task force emphasized the need to ensure the most effective preparations for the entities to be involved in the next phase of the work and the most useful type of reporting back to the entities. Those entities which had participated in previous case studies, were invited to provide suggestions for how the process could be improved. The importance of ensuring a specific focus on gender mainstreaming in programme budgets rather than on gender mainstreaming in a general sense in participating entities was highlighted. The task manager stressed the catalytic role of the task force be catalytic. The lack of funding was highlighted as a particular constraint in activities which involve the use of consultants.

The task force proposed as activities for 2002:

- the setting up for the third time of additional ten case studies;
- the production of an interim overview of progress in gender mainstreaming in the United Nations system, using comparable criteria, and
- presentation of findings of the case studies in a workshop for budget staff, programme staff and Gender Focal Points in New York.

It was recommended that the IANWGE might like to consider a focus in the future on monitoring processes, including indicators through a new task force. It was therefore suggested that the work of the current task force could be concluded with the presentation of the report to IANWGE in 2003.

Members stressed the importance of effective follow-up within individual entities and the role of Gender Focal Points in ensuring that management, particularly in those departments working with the development and follow-up of the programme budgets, take responsibility for implementation of the recommendations made. Positive impacts achieved where the recommendations were implemented were shared by UNFPA. The difficulties experienced in attempting to increase gender mainstreaming at the same time as results-based planning was introduced for the first time were highlighted by many members. Problems existed at both political (commitment) and technical levels. The need to move into gender mainstreaming in monitoring and evaluation of the implementation of programme budgets was supported by many members.

Tools and indicators for gender impact analysis, monitoring and evaluation

The Network had before it the report of the task manager, ECLAC (IANWGE/2002/6), presenting activities of the task force as well as the inventory of gender indicators and tools of the United Nations entities. At the IAMWGE 2001, the Meeting requested the task force to implement two activities: (1) to carry out the project on tools and indicators for gender-impact analysis, monitoring and evaluation over the next five years, which would lead the next evaluation of the implementation of the Platform of Action (Beijing+10); and (2) to compile an inventory of activities of the United Nations system. In pursuant to the above mandates, ECLAC had proceeded a project on Gender Indicators for the follow-up of the Beijing Platform of Action. The project was formulated in such a way that regional commissions could play a catalytic role in the implementation of the project following the United Nations Statistics Division orientations and responding to the regional stakeholders involved in policy making for gender equality.

In compliance with its second mandate, ECLAC conducted a survey on gender indicators and tools constructed and compiled for the use of the United Nations system. The results of the survey located on the ECLAC website (<http://www.eclac.cl/mujer/proyectos/perfiles/inventory.htm>), were demonstrated during the presentation. The webpage contained seven chapters:

- Tools on statistics and indicators on gender issues offered by the United Nations bodies;
- United Nations main publications containing gender indicators;
- United Nations statistical databases with gender indicators;
- Entities of the United Nations that calculate and/or disseminate gender indicators, by main areas of interest and source of information;
- Gender indicators in main areas of interest, by agencies and specific statistical databases in Internet;
- Gender website addresses of United Nations entities; and
- Resources in Internet on primary sources of data, by country and year.

In addition to the information relating to gender indicators in the United Nations system, the website also contained other gender-related information, including gender indicators from 22 Latin American and Caribbean countries. Similar work had been done by ECE.

The Network expressed its appreciation for the work done by ECLAC. It was pointed out that synergy and collaboration among entities of the United Nations system was the key to empowering the regional activities. The Network also stressed the importance of capacity building of women who could analyze and make use of these indicators efficiently.

Mainstreaming of a gender perspective in CCAs and UNDAF

The Network had before it the report of the task manager, UNIFEM (IANWGE/2002/7), and was briefed on the preliminary results of the desk review on gender in the CCA/UNDAF process commissioned by the task force. The purpose of the review was to determine how and to what extent gender perspectives had been taken into account in these exercises. The outcome of

the review will feed into the preparation of guidelines for country teams to deal with the gender dimension.

The preliminary results of the review, although they revealed a mixed outcome, recognized that the CCA and UNDAF processes represented an important opportunity to mainstream gender perspectives into field level activities of the UN system. In particular, the review showed the need for more country-level gender expertise and accountability. In some cases, expertise was effectively provided by a UNIFEM gender adviser to the UN Resident Coordinator. In other cases, joint activities between UNDP and UNIFEM had a positive impact. Generally gender theme groups characterized by a broad participation of both nationals and UN entities obtained better results in integrating gender perspectives in the CCA and UNDAF documents endorsed by governments. Overall, the review found that gender expertise and representation should not be confined to theme groups dealing specifically with gender, but extended to all thematic groups in order to have a real impact at the field level. Accountability, particularly of governments, remained an important issue to be tackled through greater involvement of civil society and an effective use of instruments such as the UN Resident Coordinator Report and the Millennium Development Goals Report (MDGR).

Members welcomed the report and presentation and expressed appreciation for the work of the Task Manager, UNIFEM. Members also emphasized the lack of capacity to deal with the CCA and UNDAF processes and the need to be trained more extensively on gender analysis. More training modules from a gender perspective should be developed in collaboration with all agencies and integrated in those on themes such as poverty, HIV/AIDS and human rights to ensure that the gender dimension does not remain a separate chapter. Members also stressed the need to identify best practices in order to set targets for future system-wide focus and activities, which can be carried out through various undg mechanisms. Regarding the issue of accountability it was noted that the idea of a gender budget line in the UNDAF should be explored, along with issues of greater government participation and ownership of the UNDAF process.

Gender and financing for development

The report of the work of the task force was presented to the Network by the task manager OSAGI/DAW (IANWGE/2002/9). The task force was mandated to ensure that gender perspectives were reflected in the preparations for and outcomes of the International Conference on Financing for Development in Monterrey (18-22 March 2002). The task force prepared an analysis of the gender perspectives on the issues on the financing for development agenda as well as an inventory of the existing intergovernmental mandates for gender mainstreaming in these areas. These documents were broadly distributed by the task force members and the Chair of the IANWGE. The Chair also made presentations highlighting the importance of gender perspectives at the PrepComs for the Monterrey Conference in May and October 2001. A panel on "Gender mainstreaming in national budgets: A strategy for ensuring gender-sensitive resource allocations" was organized during the January 2002 PrepCom. The task force established good collaboration with the NGO Caucus working on Financing for Development. The task force also organized a "Day of Dialogue on gender and financing for development" on 25 February 2002, with over 80 participants from Member States, NGOs, United Nations entities and research

institutions. The report of the Day of Dialogue will be launched and distributed at the Monterrey Conference through DESA and UNCTAD. Lack of funding was also raised as a constraint to the work of this task force in efforts to support participation of experts from the South at events organized by the task force.

While gender perspectives are not incorporated into the outcome document of the international conference (already adopted before the conference takes place) to the extent desired, the references made to gender perspectives were important ones which could be constructively built upon. The focus on “staying engaged” provided potential for further work on gender perspectives. The importance of the process as a capacity-building exercise was emphasized. A more conducive environment for working with gender perspectives in relation to all the issues on the financing for development agenda had been created. The task force emphasized the need for individual entities to ensure that gender perspectives are incorporated into all follow-up, particularly entities which worked directly with the financing for development issues, such as the ILO, IMF, ITC, the Regional Commissions, UNCTAD, UNDP and the World Bank.

During 2002, the task force will finalize the report from the Day of Dialogue and launch it at the International Conference during a panel. The task force suggested that rather than simply continuing the process through the existing task force taking on new activities, a new approach should be sought. The idea of networks of entities working on similar issues such as debt and trade working collaboratively using electronic media, as well as occasional meetings, was raised.

Members emphasized the importance of incorporating gender perspectives into the follow-up to international conference. There was general agreement that the IANWGE should continue to have a focus on this issue and that innovative ways should be discussed. Some entities reported that they had not been able to focus on the preparations and would be placing greater importance on the follow-up phase. The difficulties experienced in trying to incorporate gender perspectives in the regional processes were highlighted. The importance of finding ways of integrating gender perspectives into planned follow-up rather than establishing separate parallel processes was raised. Members also raised the need to engage non-gender specialists in their entities in collaborative work on follow-up. The lessons learned by the work of the task force should be incorporated into the work of individual entities, including at field level. The openings existing in the preparations for other global conferences, such as WSSD, were stressed. The overarching problem of the false divide between economic and social development would also need attention. The materials developed by the task force and NGOs should be used in these contexts. Other innovative ways of utilizing the existing materials should be investigated. Materials already available or under development on gender in relation to the issues raised in the financing for development agenda within different entities could be more broadly shared. The linkages with the Poverty Reduction Strategy process were also emphasized.

Women, peace and security

The Network had before it the report prepared by the task manager, the Office of the Special Adviser on Gender Issues and Advancement of Women (IANWGE/2002/4). Under this

item, the Network was briefed on the activities of the task force on women, peace and security, in particular on the status of the Secretary-General's study on the impact of armed conflicts on women and girls, in pursuit of paragraph 16 of the Security Council resolution 1325 (2000). The study looks into the role of women in peace-building and the gender dimensions of peace processes and conflict resolution.

The task force had also finalized the system-wide action plan for implementation of resolution 1325 (2000), which was attached to the report but still required monitoring mechanism. It had also organized a panel discussion on 31 October 2001 to celebrate the first anniversary of the resolution. The outline of the study was reviewed at a brainstorming meeting on 18 December 2001 and two consultants were commissioned to prepare the Report. The first draft was submitted by the consultants on 4 February 2002 and distributed to the members of the task force for review. Five agencies have submitted their comments. The draft report will be reviewed by a Review Group, comprised of experts from all regions, including activists working at the grassroots level. Some members of the Network stressed that the study should focus on women as victims but also as activists and agents for peace. A second brainstorming meeting including a panel discussion, and meetings with Review Group members to assess the draft study will be held on 13 March 2002.

With regard to ongoing activities in Afghanistan, UNIFEM briefed the Network on a field-based project work of carried out by two independent experts. They will assess progress made and obstacles encountered in increasing women's protection and in supporting their role in peace building. Additionally, UNFPA has developed a strategy to address the impact of conflict on women and children. The strategy is currently being implemented in Afghanistan, and will shortly be implemented in Africa and other conflict areas.

With regard to gender mainstreaming in multi-dimensional peace-keeping operations, DPKO informed the members of the preparation of the strategic manual for peace-keeping preparation, which would contain a policy chapter on gender mainstreaming and suggested that member agencies provide inputs to this chapter. In addition to the manual, she also noted that training packages were being developed for peace-keeping officers dealing with civilians in situation of conflicts, particularly children and women. She suggested that this effort could be further enhanced at the field level by the interaction with the Network agencies. Regarding violence against women, she stressed the need to increase attention and focus on nationals charged with human violence, particularly on women, such as trafficking and harassment. Amongst the emerging issues requiring a gender perspective, the issues of child soldiers and increasingly terrorism were identified.

WomenWatch

The Network had before it the report of the task manager, DAW (IANWGE/2002/10) The WomenWatch Committee was mandated to continue the review of recommendations in the assessment report, focusing particularly on the role of the site as a portal and/or online resource, keeping resource implications in mind. The requested review had been carried out by the Committee with the following conclusions:

- There needs to be a stronger sense of ownership of the WomenWatch as the interagency website by the whole Interagency Network on Women and Gender Equality, and a clearer vision of what needs to be done to make WomenWatch a more dynamic site, at both technical and substantive levels;
- The management of WomenWatch has to be made more effective, including through the mobilization of more resources, both human and financial, to support the work with WomenWatch;
- WomenWatch should continue as a portal to UN gender resources;
- Since the establishment of a portal in itself involves significant challenges, creation of online resources should only be considered at a much later stage, and then probably only in areas where there is special interest or where major gaps exist;
- The initial focus of the Committee on developing partnerships should be on the Inter-Agency Network on Women and Gender Equality rather than on organizations and networks outside the United Nations;
- Existing contacts with NGOs, such as Association for Progressive Communications and WomenAction 2000, should be maintained but the focus of efforts to develop active partners would be concentrated on the UN itself.

As part of the review, a plan for the reconstruction of the WomenWatch site was developed. The plan covers the first stage of portal implementation which includes:

- Designing the internal structure of a portal database;
- Creation of a mechanism for presenting a database of links through the website;
- Creation of a mechanism for updating and modifying the database;
- Collecting Internet links to all UN entities which have activities in different areas and placing those links in a database;
- Creating a classification of all the data into sections and subsections;
- Preparing descriptions for all the major portal sections and most informative links;
- Synchronizing the former version of WomenWatch website and the portal to ensure easier transition to portal.

The following concrete activities were also undertaken:

- In February 2002 the first stage of creating a database-driven portal was completed with a total of approximately 550 links being collected and processed;
- In November 2001 a new section on "Women in Afghanistan" was created on the WomenWatch website. Links were made to many parts of the UN system working on Afghanistan;
- Web-site maintenance and updating were carried out on a regular basis;
- Existing support to NGOs continued.

The task force proposed a number of actions for 2002:

- Membership of the WomenWatch Committee should be expanded among members of the IANWGE.

- DAW as the Secretariat for the IANWGE should continue to act as the Task Manager.
- A proposal for funding should be submitted to donors, which includes provision for a full-time substantive information expert as well as a full-time technical expert.
- A management plan should be prepared, outlining how the work of the Committee can be made more effective and take more effectively into account the new challenges – technical as well as substantive – involved in the establishment of a portal.
- There should be increased and improved dissemination of information on WomenWatch as the entry point to information and resources on gender equality and the advancement of women in the UN, including through DPI.

The task force proposed that there should be between six to eight IANWGE members on the Committee. UN entities based outside New York, which would not be able to attend regular management-oriented meetings of the Committee in New York, could be represented by their liaison offices in New York, as is increasingly the case in other task forces. In addition, different levels of participation could be envisioned. An overall Policy Advisory Group (comprised of headquarters-based Gender Focal Points) could meet once a year in conjunction with the annual IANWGE meeting to give overall policy and management advice and support. Regular meetings of a working level Management Committee could be held in New York, with staff from liaison offices of agencies based outside New York. If deemed useful and funding is available, a meeting of the webmasters in entities on the WomenWatch Committee could also be organized once a year to discuss technical issues. In addition, a virtual forum for the webmasters of all members of IANWGE could be initiated. This would facilitate the improvement of WomenWatch, support individual webmasters throughout the system as necessary, and provide an effective network for sharing of information on websites.

At the technical level other activities were proposed. After the portal is officially launched and made available for a general audience, WomenWatch could move forward with the second stage of transforming itself into a portal. In addition, "feature pages" on problem areas or issues on which there is great public interest, such as the current one on Afghanistan could be prepared. This would help strengthen the WomenWatch position as a one-stop site to search for UN gender-related information. The efforts at influencing the most important upcoming UN system events from a gender perspective could be disseminated through WomenWatch. There should be increased coordination with DPI to eliminate duplication of work and confusion users might have about the scope of UN gender-related activities. Other database mechanisms, for example, the database of national machineries contact information that is being compiled by the DAW, could be linked to the website. A section on IANWGE, including the work of all task forces, should be finalized and included on the WomenWatch, including a link to the CEB website.

Members welcomed the initiatives proposed and emphasized that WomenWatch is important for all members of the IANWGE. Enhanced commitment – both in terms of policy support and funding – from members of the Network is required. The value of WomenWatch as an indicator of the efficiency of inter-agency collaboration was raised. In addition it was pointed out that WomenWatch should be linked to the preparations for the ICT summit in 2003. WomenWatch could be a show-case presented by the IANWGE. Members pointed to the value

of increased dialogue between those responsible for websites in entities and WomenWatch, particularly to ensure adequate understanding of the value of links to WomenWatch. The value of WomenWatch as an awareness-raising and mobilization tool within the UN was stressed by some Members. As well as reflecting the existing knowledge and experience in the United Nations, it is also an important means for expanding the knowledge base among United Nations staff. It also provides important links to constituencies. The commitment to multilingualism was supported by the UN regional commissions. It was pointed out, however, that initially the ambition would be to make available all materials already existing in different languages rather than translating materials. If funding was available, translation could be considered for key documents at a later stage.

Gender and ICTs

The Network had the report prepared by the task manager ITU on this item (IANWGE/2002/5). The presentation focused on the preparation for WSIS, to be held in Geneva (10 to 12 December 2003) and in Tunis (2005). It was pointed out that there was unequal distribution of access to internet, telephones and other telecommunication among the regions. Proposed themes of the WSIS included: (1) building the infrastructure: bringing the digital divide; (2) opening the gates: universal and equitable access; (3) services and applications: the implications of the IS for economic, social and cultural development; (4) the needs of the users (consumer protection, privacy and security): content and the freedom to communicate; (5) developing a framework; and (6) ICTs and education. Although gender perspectives had not been incorporated in the themes, the task force had prepared proposals to engender the themes, which would be submitted to Prepcom 1, to be held in Geneva (1 to 5 July 2002). Continuous efforts should be made by all members of the Network to insure that gender was dealt with in Prepcoms 2 and 3, in 2003 and in regional meetings.

The Special Adviser to the Secretary-General on Information and Communications, Mr. Pekka Tarjanne, briefed the Network on the activities of the United Nations Information and Communication Technologies Task Force. Mr. Tarjanne pointed out the uniqueness of the task force as that this was the first effort of the United Nations to take high-tech issues at the United Nations wide as well as to include Member States, private sectors and civil society. The Task Force had 39 members and had set up six working groups, namely: ICT Policy and Governance; National and Regional e-Strategies; Human Resource Development and Capacity Building; Resource Mobilization; Low Cost Connectivity Access and Business Enterprise and Entrepreneurship. The Network stressed the importance of incorporating gender perspectives into the work of the task force and promoting capacity building to that end.

ACC reform and its implications for the work of the Inter-Agency Network

Under this item, the Committee was briefed by Mr. Qazi Shaukat Fareed, Director of the Secretariat for the United Nations System Chief Executives Board for coordination (CEB), on the status of reform of the inter-agency machinery. He noted that the new name was intended to reflect a new state of play and collective commitment in the system; the word "Board" rather than "Committee" was meant to reflect the transition from a collection of organizations that

come together to compare notes to a collegial body whose participants share a collective responsibility for managing the system.

The Chief Executives through the reform created, two High Level Committees, one on Programmes and another on Management (HLCP and HLCM respectively) to function as deputy CEBs, supporting and enhancing the work of the apex body. These Committees have been delegated to make decisions on behalf of the CEB in their areas of competence thus allowing executive heads to focus more on strategic policy issues. This decision, in effect recognized reality because given the urgency and complexity of a number of the political and strategic issues discussed at the CEB, left the Executive Heads no opportunity at the CEB sessions to focus in detail on the work of the former subsidiary machinery.

The HLCP had three major functions. Under its policy function it would advise the CEB on policy issues and help prepare its sessions in certain substantive areas. The second related to programme coordination, whereby it is to ensure that decisions by CEB and intergovernmental bodies were translated into action. The third responsibility related to coordination of operational activities where HLCP will monitor and ensure system-wide coordination at the country level. The HLCM would, on the other hand, ensure the integrated management of the common system and also coordinate information and communication technology across the system.

With regard to the former inter-agency machinery, the Chief Executives considered that networking among agency specialists in different sectors had reached a sufficient level of maturity to make it possible to dispense with the formal subsidiary machinery based on “standing committees”. This did not mean, however, that the need for inter-agency coordination in these areas has diminished or that there is less of a need for organizing and managing such coordination – rather to the contrary. The subsidiary machinery which had, until now, been organized as a hierarchical and somewhat rigid system of inter-agency Committees and subcommittees should be replaced by a more flexible system of “networks” of specialists in different areas who could interact on a continuing basis utilizing modern information technology, and by *ad hoc* inter-agency groups that would meet, as required and in a time-bound manner, around specific tasks. The change should not to be viewed as “downgrading” but as an opportunity to be more imaginative and proactive in terms of both content and methods of work. The focus should not be on meetings but on substance itself.

These new arrangements do not preclude—rather they envisage—the possibility of CEB asking different networks to carry out certain tasks on its behalf and for the networks to bring issues and policy concerns to the attention of CEB and recommend action by Executive Heads. It was up to the Inter-Agency Network on Women and Gender Equality to identify the type of issues to be brought to the attention of HLCP and/or the HLCM, and eventually to the CEB. Given the centrality of gender issues within CEB’s overall policy objectives it may be expected that under the new arrangements this kind of interaction will in fact be intensified rather than diminished in the future.

Mr. Fareed further noted that such a decentralized system requires strengthened communications. One of the key tasks of the CEB Secretariat would be to ensure that CEB strategies, in response to overall intergovernmental policy directives, are relayed so as to provide

the connective tissue for the substantive work of the various networks, and that indications from their work that have implications for CEB strategies are sifted and made to enrich CEB's own work. He noted that the CEB website (<http://ceb.unsystem.org>) had been reworked to reflect reform changes but that the long-term goal was to make it more interactive with information from the various networks and links where possible.

The Network welcomed the briefing provided by Mr. Fareed and he responded to some comments and questions. On the issue of financing, Mr. Fareed noted that a common concern was that the lack of direct CEB association might preclude travel funds being made available for meetings. The view of the CEB executive heads was precisely that meetings be convened not because of a schedule or cycle but around substance. And if the issue was important and relevant programme managers will support participation by their representatives in the relevant meetings. In addition many legislative bodies have issued mandates for inter-agency coordination in a number of the fields in question.

He reiterated that the CEB was serious about focusing on substance rather than on holding meetings. In terms of cross-sectoral work on behalf of the whole UN system such as gender issues, it was noted that there was no lead agency such as WHO for health, and costs are expected to be absorbed. Mr. Fareed noted that financing inter-agency work was an issue that should remain on the IANWGE agenda and if it becomes a serious problem the matter could be raised within the context of the HLCP or HLCM for consideration. The CEB Secretariat was in fact collecting information on the experiences of all former subsidiary bodies to present to the forthcoming HLCP meeting (New York, 7-8 March 2002). This informational activity would allow the senior managers to have an idea of what was happening in the system and would continue in the future. In addition this will also help put together a compendium of good practices and methodologies that could be emulated.

On the question of the formulation of the CEB and high level committee agenda, the Network was informed that the framework for the CEB agenda for the next few years was set in the context of the implementation by the UN system of the Millennium Declaration goals. All agenda were developed on the basis of consultation with member organizations, and also, in the case of the High Level Committees, from the decisions of CEB.

Concern was expressed by some participants that if there were no clear directives from the Executive Heads regarding gender, then the work of the Network might suffer. Gender focal points were a resource for the Executive Heads. The Network felt that the Heads should have clear mandates regarding gender, and should be committed with the relevant political will needed to ensure the implementation of gender mainstreaming policies in the UN system. Specific aspects like gender mainstreaming needed additional rules and conditionalities to effectively take place. Network members noted that it was important to mainstream gender in the CEB process, in the preparation of its agenda, and in its responsibilities. It was imperative that there was strong and visible commitment at the highest levels. The Network noted, in addition, that in times of reform, resources were cut, and focal points for women within the system were called upon to do additional duties not in their normal scope of activities. Gender activities, it was felt, continued to not be of the highest priority, and reform would bring forth shortages not already felt in the past. Mr. Fareed noted that the CEB reform had not been a cost-cutting exercise but

had been driven by a desire to strengthen the capacity of the system to address effectively and more forcefully the challenges before it. The issue of reminding senior managers of the importance of gender activities and the need for resources for them was something that had to be dealt with on many different levels.

The Network suggested that a session of the CEB be devoted one of its sessions to gender mainstreaming, and measures taken at the Chief Executives level be examined. Discussions between the IANWGE Chair and the CEB should take place in this regard, and proposals should be raised. The Network felt that there was the need to establish advocacy channels with the CEB, and the possibility of the inclusion of an ex-officio member from the IANWGE on the CEB was suggested. Mr. Fareed noted that this was unlikely, since it would set a precedent and all networks would then also expect to have a representative on the CEB. However, the IANWGE Chair could be invited to speak to the CEB and to answer their queries depending on the issue at hand. The goal of the Network should be to develop substantive issues and action-oriented recommendations system-wide and globally that could be brought to the attention of senior managers and executive heads.

Workshop on training and capacity-building for gender mainstreaming

The workshop was opened by the Chair of IANWGE, the Special Adviser on Gender Issues and Advancement of Women. The workshop, the second of its kind, emerged from the expressed desire of members of IANWGE at its fifth session to provide an opportunity, within the context of the annual session, for deeper exchange of ideas and experience on gender mainstreaming, including on continuing challenges and good practice. The Chair highlighted the need to move beyond awareness raising and advocacy on gender mainstreaming to issues of implementation. The question of responding to demands for more information and guidance on "how-to" or the implementation gender mainstreaming remains one of the greatest challenges facing training and capacity-building. Concrete exchange of good practice on approaches, methodologies and tools was encouraged. A separate report will be prepared on the workshop, including the full presentations, for distribution to the IANWGE and other key actors in the United Nations. FAO as Moderator, introduced the agenda of the workshop and emphasized that the urgency of the focus on specific rather than generic types of training and capacity-building stemmed from the success of advocacy and awareness-raising efforts of members of IANWGE.

During the morning session of the workshop, examples of efforts made to develop innovative and effective approaches to training and capacity-building were shared by a number of members. The presentations covered different aspects:

- (a) The role of human resources development offices in promoting competence development for gender mainstreaming (UN/OHRM);
- (b) The importance of needs assessment for the implementation of training and capacity-building on gender mainstreaming (ILO);
- (c) The use of training and capacity-building in the institutionalization of gender mainstreaming within an organization (ECA);

- (d) Training and capacity-building in a specific area - humanitarian assistance (UNHCR);
- (e) Learning from an attempt to develop an alternative approaches/methodologies for training and capacity-building (DESA/OSAGI);
- (f) The development of a distance-learning approach to training and capacity-building for gender mainstreaming (ILO/ITC).

In the ensuing discussion it was clear that there were many commonalities among members in terms of challenges and concrete openings for collaborative work could be identified. At the same time the discussions illustrated the importance of training and capacity-building responding directly to the institutional context and expressed needs and priorities, illustrated not least in the discussions on needs assessments. There were different approaches, methodologies and tools which worked well in specific contexts. The importance of increased exchange between members of the Network on what works and does not work, and on resources (facilitators, methodologies, tools) available, were highlighted. Members emphasized that training and capacity-building should be seen as instruments for achieving the overall goal of gender equality and highlighted the need for competencies in gender mainstreaming to be seen as required professional competencies in the United Nations.

In the afternoon sessions, facilitated by ESCWA, ITC, UNDP and UNFPA, participants discussed key issues raised in the presentations and the ensuing discussion. These included:

- building on and further developing collaborative roles of offices of human resource development; the importance of needs assessment, particularly in terms of highlighting the needs of different categories of staff for training and capacity-building;
- the particular potentials and constraints of meeting the needs of field-level staff in organizations as well as responding to the needs of partner countries;
- other forms of capacity-building apart from training;
- the most effective approaches for follow-up;
- mechanisms for evaluation and accountability; innovative ideas on development and sharing of approaches, methodologies and tools, as well as good practice examples;
- the criteria for good facilitators and the need for a resource base of good facilitators; and the role of Gender Focal Points.

Matters related to the Commission on the Status of Women

The Network was briefed by DAW on the preparatory process of the 46th session of the Commission on the Status of Women (CSW). The Commission at its session, would elect a new Bureau with representatives from all regions. The first week of the Commission session would be dedicated to the general debate, while informal consultations would take place in the course of the second week of the session.

The themes to be discussed by the Commission were: eradicating poverty, including through the empowerment of women; and environmental management and management disasters; gender mainstreaming in entities of the UN system; emerging issues, trends and new approaches to issues affecting the situation of women or equality between women and men; implementation of strategic objectives and action in the critical areas of concern and further actions and initiatives.

DAW stressed that it was an ECOSOC decision, on the basis of a proposal from the Commission proposal, to include the theme on gender mainstreaming in the entities of the UN system, which should also include the work of its subsidiary machinery. The Commission's report to the Council on this theme would take into account the following areas:

- policy and strategy development;
- programmes and operational activities;
- institutional activities and information; and
- coordination sharing.

The Network was informed about the launch during the forty-sixth session of the CSW on the Women Go Global CD-ROM (7 March 2002). The CD-ROM contained extensive coverage of the four UN women's conferences held in Mexico City (1975), Nairobi (1985) and Beijing (1995), the parallel non-governmental forums, and the twenty-third special session of the GA (2002). It also provided the important role of CSW as well as up-to-date information on the implementation of the Beijing Platform for Action.

Members welcomed the presentations and suggested that CSW consider innovative approaches to involve NGOs in the process. Members expressed appreciation for the launching of the CD-ROM deemed a very useful and relatively inexpensive means to disseminate information. It was noted that issues related to the periodicity and format for assessing progress and considering new initiatives to follow-up to Beijing after 10 years had not yet been decided, although the Political Declaration adopted by the twenty-third special session of the GA (June 2000) expresses this intention. The fifty-seventh session of the General Assembly will consider the question of the overall follow-up to the conferences of the 1990s on the basis of inputs from the functional commissions.

Briefing of the Committee on the Elimination of Discrimination against Women (CEDAW)

The Network was informed by DAW that all Network members would be requested to provide information for the preparation of the Secretary-General's reports on matters related to three resolutions (A/RES/55/66, A/RES/55/67, A/RES/55/68). It was underlined that it was unusual to request inputs for the preparation of the Secretary-General's reports, but given the duplication of efforts in various areas related to the activities of the Committee, this approach was considered more effective in terms of information-sharing. It was also stressed that agencies were not expected to provide their views or analysis but rather anecdotal information on the impact of the Convention on the Elimination of All Forms of Discrimination against Women and its Optional Protocol in their programme countries.

Members stressed the importance of receiving early and consolidated requests of information from their field offices in order to ensure an effective and timely response. Some members suggested the need for technical assistance, particularly at the regional level to facilitate the governments' reporting to CEDAW. The guidelines for reporting prepared by the Secretariat were recognized as a very useful tool in this respect, while a wider dissemination of the concluding remarks of the Committee was suggested. Other members raised the issue of the controversy emerged in many countries around the Optional Protocol and the ensuing lobbying against its ratification, indicating the need for a stronger commitment both on the part of agencies and NGOs to advocate for the ratification of the Optional Protocol. In this regard, the Network suggested the organization of a workshop on the Convention and its Optional Protocol to discuss ways to increase awareness and improve advocacy efforts, along with the preparation of a CD-ROM, already underway, containing information on the work of the Committee, its reports and concluding comments.

Other matters

Ms. Nora Galer from UNICEF, the GA Secretariat of the Special Session on Children, briefed the Network on the preparatory process (8-10 May 2002). It was the first that UNICEF would chair a special session after the World Summit on Children, in which seventy-three Heads of States gathered. Thirty-six Heads of State had confirmed their participation in the Special Session, which is less than those expected in September 2001 when the Special Session was originally scheduled. The Special Session on Children will be the first occasion in which children issues will be discussed by the General Assembly.

Ms. Thérèse Gastaut, Director of the Public Affairs Division of DPI, briefed the Network on the 2002 International Women's Day observance, which was prepared in consultation with the Network. The theme focused on the women of Afghanistan to show solidarity, celebrate their spirit and highlight their role and contributions to peace building and reconstruction of the Afghan society. UN Headquarters events would feature the Afghan women and would be webcast live and broadcasted by E-span. The ceremony will be open by the Secretary-General, followed by the Presidents of the Security Council and of the General Assembly and the First Lady of the United States of America, Ms. Laura Bush. Ms. Angela King will read a message from the Afghan Minister of Women. Her Majesty Queen Noor and Ms. Sima Wali, president of Women in Development, would also speak. Mr. Shashi Tharoor, Interim Head of DPI would moderate the event.

Ms. Anne Kerr, Chief of the National Information, Strategies and Institutions Branch of the Division for Sustainable Development, briefed the Network on the preparatory process of the upcoming World Summit on Sustainable Development for the 10 years review of the Rio Conference. The draft Chairman's report, which would be negotiated at the next meeting of the PrepCom in March-April 2002, outlines the need for concrete proposals for the implementation of the Agenda 21, including partnership initiatives at various levels, and stresses the need to take into account related cross-sectoral aspects. The thematic areas that would be discussed in April were poverty eradication, sustainable development in a globalizing world, changing production and consumption patterns into sustainable patterns, sustainable energy, environment-related health problems, and improving access to clean water.

The Network was informed about the Regional Symposium on Gender Mainstreaming in the Asia-Pacific region which was organized by ESCAP, OSAGI and DAW in Bangkok (10-13 December 2001). A similar activity is planned to be held at ECE in 2002.

FAO informed the Network about the upcoming World Food Summit: five years later, which would take place in Rome (10-13 June 2002). It will include the Plenary debate, three Round Table discussions and a Multi-Shareholder Dialogue. Furthermore, three parallel events were foreseen: NGO Forum; a Parliamentary Day; and a Private Sector Forum. Some additional side-events were under discussion, including one on rural women, poverty and hunger sponsored by Sweden.

Annex I

Agenda for the IANWGE at its first session

1. Opening of the session and adoption of the agenda.
2. Follow up to the meeting of the United Nations System Chief Executives Board for coordination.
3. Integrated and coordinated follow up to Beijing and Beijing +5.
4. Follow up to inter-sessional activities:
 - (a) Women, peace and security, including inter-agency activities in Afghanistan;
 - (b) Gender and information and communications technologies;
 - (c) Tools and indicators for gender impact analysis, monitoring and evaluation;
 - (d) Mainstreaming of a gender perspective in common country assessments and the United Nations Development Assistance Framework;
 - (e) Gender mainstreaming in programme budgets;
 - (f) Gender and financing for development;
 - (g) Database activities (including compilation of good practices, gender training materials and WomenWatch).
5. Matters related to the Commission on the Status of Women.
6. Workshop on Training and capacity-building for gender mainstreaming
7. Other matters.
8. Adoption of the report, including dates and provisional agenda for the next session.

Annex II

Workshop of the Inter-Agency Network on Women and Gender Equality

Training and capacity-building for gender mainstreaming

28 February 2002

Overall objectives

The Workshop aims to foster greater understanding of different approaches, as well as lessons learned, on training and capacity-building to promote gender mainstreaming, through a process of dialogue and exchange of experiences among entities of the United Nations system. Concrete recommendations will be made for strengthening training and capacity-building for gender mainstreaming throughout the system.

Topics for discussion

Presentations of concrete experiences, including good practice examples and potentials and constraints, will be made by six UN entities: UN/OHRM, ILO, ECA, UNHCR, DESA and the International Training Centre of the ILO (Turin). In-depth discussion in working groups will focus on key issues for improving training and capacity-building for gender mainstreaming. Participants will exchange experiences on innovative approaches and methodologies, lessons learned and good practice examples, as well as remaining challenges. These will include ways and means of enhancing interagency exchange of lessons learned including on methodologies and resources (including through the interagency inventory of training materials), as well as other issues identified by the participants themselves as critical for further development.

Outcome

The findings and recommendations of the Workshop will be included in the report of the Inter-Agency Network on Women and Gender Equality on its First Session. A more detailed separate report will also be prepared, which will summarize the presentations made on innovative efforts to promote gender mainstreaming, the results of plenary and working group discussions and the recommendations of the Network, and will also include the full presentations from the different UN entities.

Format

The dialogue and exchange will take place in the form of presentations and discussion in plenary during the morning session (9.30am-1.00pm). Presentations will be strictly limited to between 10-12 minutes to allow time for discussion. The morning session will be chaired by a Moderator. The four working group sessions in the afternoon (between 3.00-5.00pm) will be guided by Facilitators. Rapporteurs will be selected from each working group to report back to the plenary (5.00-6.00). The conclusion of the Workshop and adoption of recommendations will be chaired by the Special Adviser.

Agenda

- 9.30 - 10.00am **Opening** by the Chair of the IANWGE, Ms. Angela E.V. King
- 10.00 - 1.00pm **Presentation of entity experience on training and capacity building for gender mainstreaming**
Moderated by Sissel Ekaas, FAO
- a) United Nations/OHRM
 - b) ILO: Jane Zhang
 - c) ECA: Josephine Ouedraogo
 - d) UNHCR: Joyce Mends Cole
 - e) DESA/OSGAI: Carolyn Hannan
 - f) ILO Turin: Simonetta Cavazza
- 1.00 - 3.00pm LUNCH
- 3.00 – 5.00pm **Working Group Sessions**
Facilitated by Fatima Kassem (ESCWA)
 Wariara Mbugua (UNFPA)
 Aster Zaoude (UNDP)
 Sabine Meitzel (ITC)
(DC2-1282; DC2-2111; DC2-1949; DC1-1235)
- 5.00 - 5.45pm **Wrap-up session in plenary**
Moderated by Sissel Ekaas.
- 5.45pm **Closing** by the Chair, Ms. Angela E.V. King

Annex III

Proposed Themes for WSIS (see shaded text)

Building the infrastructure

- The role of telecommunications, investment and technology in creating the Information Society infrastructure and bridging the Digital Divide, taking into consideration divides such as gender, rural/urban and Developed/Developing Country divide.

Opening the gates

- Achieving universal and equitable access for men and women to the Information Society
- Meeting the needs of the developing world, taking into consideration gender gaps and rural/urban divide.
- Guaranteeing the right to Information as a common public good.

Services and applications

- The relevance and impact of the Information Society on economic, social and cultural development.
- Opportunities and challenges of the Information Society in meeting the Millennium Development Goals *
- The implications of the Information Society for science (what is meant by the term “science”? It seems very restrictive. Does it include applications such as health, telemedicine and HIV/AIDS?)

The needs of users

- Consumer protection, privacy and security, for example: trafficking, cyber crimes, pedophilia, pornography, terrorism
- Relevant content, reflecting cultural and language diversity and the right to communicate
- Ethics of the Information Society
- Equal access of men and women to users training
- Worker protection and workplace privacy (What is intended by the term “worker”?) Rethinking employment and work place, with particular emphasis on home based work.

Developing guiding principles of a framework

- The roles of government, the private sector and civil society in shaping the Information Society
- Applying principles of equity and gender perspectives in setting up the framework
- Guaranteeing the right to Information as a common public good (public domain information)
- Intellectual property rights and legal exceptions
- Telecommunication and Internet access tariff policies.

ICTs and Education

- ICTs as a lever for educational change to achieve the Millennium Development Goals ¹

¹ Related United Nations Millennium Development Goals:

- The learning environment: ICTs, teachers, learners and content
- Active use of ICTs as a learning tool to contribute to women's empowerment
- The needs of currently employed workers (what is intended by this phrase?)

-
- Education: To narrow the gender gap in primary and secondary education by 2005 and to ensure that, by 2015, all children complete a full course of primary education.
 - Youth employment: to develop strategies to reduce joblessness among youth.
 - Building Digital Bridges: to review [government] policies in order to remove regulatory and pricing impediments to Internet access, to make sure people are not denied the opportunities offered by the digital revolution. Private Sector: to develop strong partnerships with the private sector, at both national and international levels, to combat poverty in all its aspects.

Annex IV

List of Participants

Chairperson:

Ms. Angela E.V. King (United Nations)

Acting Secretary:

Ms. Aliye Celik (United Nations)

Assistant Secretaries:

Ms. Michio Sarumida (United Nations)

Ms. Abigail Loregnard-Kasmally (United Nations)

Ms. Monica Nogara (United Nations)

United Nations and its entities and programmes

Department of Political Affairs	Ms. Kanchan Paser
Department of Peacekeeping Operations	Ms. Nasara Hassan Ms. Sunaina Lowe Ms. Marlene Nilsson
Department of Economic and Social Affairs/ Division for the Advancement of Women	Ms. Carolyn Hannan Ms. Christine Brautigam
Department of Public Information	Ms. Elisabeth Ruzicka-Dempsey
Department for Disarmament Affairs	Ms. Cheryl Stoute
Office of the High Commissioner for Human Rights	Ms. Mara Bustelo
Economic Commission for Africa	Ms. Josephine Ouedraogo
Economic Commission for Europe	Mr. Patrice Robineau
Economic Commission for Latin America and the Caribbean	Ms. Sonia Montano
Economic and Social Commission for Asia and the Pacific	Ms. Thelma Kay
Economic and Social Commission for Western Asia	Ms. Fatima Sbaity-Kassem

United Nations Children’s Fund	Ms. Kristina Goncalves
United Nations Conference on Trade and Development	Ms. Gabriele Köhler
United Nations Development Programme	Ms. Aster Zaoude
United Nations Development Fund for Women	Ms. Zazie Schäfer Ms. Jennifer E. Klot
United Nations Population Fund	Ms. Wariara Mbugua
United Nations Environment Programme	Ms. Maaike Jansen
World Food Programme	Ms. Christa Räder
United Nations High Commissioner for Refugees	Ms. Joyce Mends-Cole Ms. Michelle Cervantes
International Labour Organization	Ms. Jane Zhang
Food and Agriculture Organization of the United Nations	Ms. Sissel Ekaas
United Nations Education, Scientific and Cultural Organization	Ms. Sofia Olszowska
World Bank	Ms. Helene Carlsson
International Telecommunication Union	Ms. Hanne Laugesen Ms. Patricia Faccin
International Trade Centre	Ms. Sabine Meitzel
World Intellectual Property Organization	Ms. Helen Lom
International Fund for Agricultural Development	Ms. Annina Lubbock
International Atomic Energy Agency	Ms. Annick Carnino
<i>Observer</i>	
International Organization for Migration	Ms. Karin Gardes

Invited speakers

United Nations System Chief Executives
Board for coordination Secretariat

Mr. Qazi Shaukat Fareed

Special Adviser to the Secretary-General
on Information and Communications
Technologies

Mr. Pekka Tarjanne

Special Adviser of the General Assembly
Special Session on Children

Ms. Nora Galer

Department of Economic and Social Affairs/
Division for Sustainable Development

Ms. Anne Kerr

Department of Public Information

Ms. Thérèse Gastaut

Office of Human Resources Management

Ms. Laura Layton

Annex V

Provisional agenda for the second session of the Inter-Agency Network on Women and Gender Equality (25-28 February 2003)

1. Opening of the session and adoption of the agenda.
2. Integrated and coordinated follow-up to Beijing and Beijing +5 and other Conferences.
3. Follow up to inter-sessional activities:
 - (a) Women, Peace and Security;
 - (b) Gender and information and communication technologies;
 - (c) Mainstreaming of a gender perspective in common country assessments and the United Nations Development Assistance Framework;
 - (d) Database activities;
 - (e) Working methods and link between the CEB;
 - (f) Report on progress of the Regional Commissions' project on tools and indicators
4. Human resources and the improvement of the status of women in the UN system.
5. Matters related to the Commission on the Status of Women.
6. Workshop on strategies for incorporating gender perspectives into the preparatory processes of major international conferences, summits and special sessions.
7. Other matters.
8. Adoption of the report, including dates and provisional agenda for the next session.

Annex VI

List of task forces for inter-sessional activities

Task force	Task manager and members
Gender and ICT	ITU , with UNIFEM, UNDP, World Bank, UNESCO, INSTRAW, FAO
Mainstreaming of a gender perspective in CCA/UNDAF	UNIFEM , with Office of the Special Adviser on Gender Issues, Division for the Advancement of Women, UNICEF, UNDP, UNFPA, Office of UNDG
Women, Peace and Security	Office of the Special Adviser on gender Issues , with UNICEF, UNIFEM, UNDP, UNFPA, UNU, Division for the Advancement of Women, Office for the Coordination of Humanitarian Affairs, Department for Disarmament Affairs, Department of Public Information, Office of Human Resources Management, WFP, UN-Habitat, OHCHR, IOM (as observer)
WomenWatch	Division for the Advancement of Women , DPI, FAO, ILO, ITU, Regional Commissions Office, UNDP, UNFPA, UNIFEM
Working methods and the link between the CEB and the Network	Office of the Special Adviser on Gender Issues, Division for the Advancement of Women, <i>To be determined</i>
Human Resources	WFP