



## Inter-Agency Network on Women and Gender Equality

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### Report of the Second Session of the Inter-Agency Network on Women and Gender Equality

New York, 24 to 27 February 2003

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## I. Introduction

1. The United Nations Inter-Agency Network on Women and Gender Equality (from now on referred to as the Network) was convened in New York from 24 to 27 February 2003. The session was chaired by the Special Adviser on Gender Issues and Advancement of Women on behalf of the United Nations. Section II of this report sets out the decisions of the Network for the consideration of the High-Level Committees. Section III contains an overview of the action taken and the decisions adopted by the Network for inter-sessional activities. Section IV contains a summary of the discussions of the items contained in the agenda. Section V presents a summary of the workshop on incorporating gender perspectives into the preparation of and follow-up to global conferences. Annex I contains the agenda as adopted by the Network, annex II the aide memoire on the workshop on incorporating gender perspectives into the preparation of and follow-up to global conferences, annex III the list of participants, annex IV the provisional agenda for the third session of the Network, and annex V the list of Task Forces for inter-sessional activities.

## II. Issues for the consideration of the High-Level Committees

2. During the session, the Network members discussed issues, emerging trends and challenges within the framework of the follow-up to the Beijing and the twenty-third special session of the General Assembly on “Women 2000: gender equality, development and peace for the twenty-first century”. Members noted the importance of integrated approaches through inter-agency cooperation in areas such as poverty reduction and employment; women’s access and participation in Information and Communication Technologies (ICTs); violence against women and the role of men in eliminating violence; gender-sensitivity; the New Partnership for Africa’s Development (NEPAD); and the intersection between HIV/AIDS, conflict and famine. The role of cultural values and traditions was noted as a major challenge in the promotion of gender equality as a development goal.

### (a) High-Level Committee on Programme

3. The Network wishes to draw particular attention to some of the issues discussed during the current session.

i. On the Millennium Development Goals (MDGs), the Network highlighted the importance of integrating a gender component into all MDGs and established a Task Force to further this effort. The Network wishes to point

out that the work conducted by the regional commissions on tools and gender indicators spearheaded by the Economic Commission for Latin America and the Caribbean (ECLAC) and now published, should be utilized widely by High-Level Committee on Programme (HLCP) members for activities and efforts targeted to the implementation of the MDGs (see paras. 54-60).

ii. Regarding the forthcoming World Summit on the Information Society (WSIS), the Network urges that women’s access and use of ICTs be reflected in the preparation and outcome of the Summit (see paras. 12, 76-79).

iii. Arising from the work of the Task Force on gender perspectives in financing for development, the Network identified the implementation and follow-up to the International Conference on Financing for Development as a priority, as well as the inclusion of a gender perspective into the financing for development policies and programmes of those United Nations entities working on issues such as trade, debt, and domestic resource allocation. While the Task Force has completed its work, a new Task Force on a related matter, gender and trade, has been established (see paras. 11, 27 and 69-75).

iv. Women, peace and security continues to be an important focus. In accordance with Security Council resolution 1325 and related Presidential Statements, the Network highlights the importance of the integration of a gender perspective in all programmes and activities developed by all UN actors dealing with this issue with clear goals, targets, timetables and monitoring and reporting mechanisms (see paras. 5, 6, 61 and 62).

v. Finally, the Network expresses a major concern on the lack of integration of gender perspectives in the Common Country Assessment (CCA) and United Nations Development Assistance Framework (UNDAF) process. A desk review completed by the Task Force revealed that in most cases, CCA and UNDAF documents failed to systematically address gender equality issues. The Network would like all HLCP members to concentrate efforts to better understand the dynamics to successfully mainstream gender in coordination mechanisms, including CCA/UNDAF and others (see paras. 13 and 80-85).

### (b) High-Level Committee on Management

4. The Network wishes to draw particular attention to some of the issues discussed during the current session.

i. The Network continues to observe that the provision of sufficient human and financial resources is critical for mainstreaming gender into overall policy frameworks and to ensure monitoring and evaluation (see para. 53).

ii. On the integration of gender mainstreaming into programme budgets, the Network encourages individual UN entities to continue the process with particular focus on key areas: budget instructions and guidelines; overview or introduction to the programme budget; sub-programmes (or related category) including expected accomplishments, indicators of achievement; outputs including publications and other relevant aspects (see paras. 8 and 65).

iii. Regarding the reaching of the goal of gender balance set by the UN system, the Network is committed to work closely with the High-Level Committee on Management (HLCM) to achieve this goal, and encourages the development of mechanisms to increase the representation of women at high-level positions. It also points to the need to have data submitted to the Human Resources Network on a more timely basis (see paras. 108-114).

### **III. Decisions adopted by the Network**

#### **(a) Women, peace and security**

5. The Network agreed that the Task Force would continue its activities in order to contribute to inter-agency implementation, to monitor progress and ensure follow-up to resolution 1325 and the recommendations emanating from the Secretary-General's study and report. The whole spectrum of actors dealing with peace and security needed to integrate gender perspectives in their programmes and activities with clear goals, targets, timetables and monitoring and reporting mechanisms. The Task Force was ready to provide assistance in this respect.

6. The Network endorsed the following decisions proposed by a working group meeting during the session:

i. The Department for Peacekeeping Operations (DPKO) will maintain a database on gender specialists. The Task Force will develop a set of criteria, including: expertise in conflict resolution; negotiation; human rights; political participation, including elections; impunity; violence, including domestic violence, sexual exploitation and trafficking; geographical diversity; and languages. The database would include gender specialists from within the UN system, academia and NGOs;

ii. The Task Force will collaborate on a database of women's groups and networks. This would include groups that assessment missions and visits by the Security Council can draw on. The Task Force will develop a profile/matrix. Both databases would be available to relevant departments and agencies, as well as to assessment missions and visits by Security Council members;

iii. A brief will be prepared for a discussion at the level of the Executive Committees on Peace and Security, on Humanitarian Affairs, the United Nations Development Group, and the Executive Committee on Economic and Social Affairs to ensure high-level support for systematic follow-up by all relevant entities both at Headquarters and at field level. The brief will include issues such as on-going reporting to the Security Council; the development of a checklist for reporting on country and thematic reports; the integration of gender expertise in assessment and planning processes;

iv. The Task Force will develop partnerships with other inter-agency bodies such as the Inter-Agency Standing Committee (IASC) Task Force on Gender and Humanitarian Assistance. As a first step, the Task Force will draw up a list of existing coordination bodies on related bodies. Given that the IASC Task Force on Protection from Sexual Exploitation and Abuse in Humanitarian Crises will phase out by June 2003, the Network Task Force could ensure follow-up and monitoring of the implementation of the IASC Action Plan, in collaboration with the IASC Task Force on Gender and Humanitarian Assistance;

v. The Task Force will monitor and follow-up on reports to the Security Council to enhance the systematic integration of gender perspectives into such reports. UNIFEM is in the process of developing a web portal on women and armed conflict to provide an information and knowledge base that would be widely accessible. The portal will include country profiles, sections on the activities of different departments, and provide links to NGOs. The Task Force will contribute in making information and data available to the portal;

vi. As UNSECOORD is starting work on women and staff security, the Task Force will highlight the links to resolution 1325 and the IASC Action Plan;

vii. The Task Force will develop a briefing kit for Special Representatives of the Secretary-General to facilitate mainstreaming gender in peacekeeping operations. The Chair of the Task Force should seek to address the annual meeting of the Special Representatives of the Secretary-General; and

viii. The Task Force will continue to discuss strategies to enhance the appointment of women to high-level posts, such as Special Representatives or Special Envoys of the Secretary-General.

#### **(b) Gender mainstreaming in programme budgets**

7. The Network endorsed the work of the Task Force. It was agreed that the Task Force, which had been working

since February 1998, would finalize its work with the presentation of its report to the next session of the Network in 2004. The work to be carried out in 2003, under the guidance of the Task Manager, the Division for the Advancement of Women (DAW), was endorsed by the Network:

- i. Finalization of the third project (four case studies);
- ii. Finalization of a status report on mainstreaming gender perspectives into programme budgets in the UN system;
- iii. Workshop in New York for budget staff, programme staff and Gender Focal Points to discuss the findings and recommendations of the work of the Task Force; and
- iv. Final report back to the Network in February 2004.

8. The Network also agreed that the next stage of the process must involve individual entities moving the process forward within their own organizations by building on the findings and recommendations. Exchange between individual entities or groups of entities should also be encouraged. This will be fostered by the planned workshop in New York in 2003 which will be open for all members.

9. A sub-group of the Network of those entities working on the programme budget for the biennium 2004-2005 (Secretariat and regional commissions) will be set up to collaborate on the implementation of the 2004-2005 budget and preparation of future budgets.

10. It was proposed that the work of the Task Force be revisited after three years (in 2006) through an assessment of the extent to which gender perspectives would have been incorporated in programme budgets across the system – using the reports from the projects as the baseline.

### **(c) Gender and financing for development**

11. The Network congratulated the members of the Task Force on the excellent work done. The following recommendations were made:

- i. Implementation and follow-up to the International Conference on Financing for Development should be given priority in individual entities, in particular those which work directly on issues such as trade, debt and domestic resource allocation. These entities could undertake and share analyses of the areas where attention to gender perspectives could be built on as well as areas where more focus is needed;
- ii. Information-sharing should continue informally within the Network;

iii. Existing networks, such as the one in Geneva on trade – composed of ITU, UNCTAD and ECE – should give priority to implementation and follow-up;

iv. The feature page on WomenWatch should be further developed to include work on this issue; and

v. INSTRAW should share the findings of its follow-up study on strategies for mainstreaming gender into the financing for development policies and programmes with the members of the Network.

### **(d) Gender and information and communications technologies (ICTs)**

12. The Network endorsed the following recommendations:

i. The Task Force on Gender and ICTs should be maintained to ensure that the cross-cutting nature of the emerging issue of information and communication technologies throughout the UN system continues to be a priority within the Network, particularly in consideration of the World Summit on the Information Society process and upcoming Summits in 2003 and 2005. ITU, UNESCO and FAO will be Co-Task Managers and ITU will continue to facilitate activities in the run-up to phase one of the Summit. A review will be made at the next Network session to determine whether there is still a need to continue the Task Force;

ii. INSTRAW will compile a database of the existing projects on gender and ICTs within the UN system and host it at its GAINS web site. The Task Force should reflect on the need to expand on the compendium and the methodology for doing so at the next meeting of the Network;

iii. INSTRAW will set-up a list-serve linking all members of the Task Force and moderate their discussion during the months of March/April on co-ordinated activities of the Task Force during the upcoming WSIS, such as the preparation of fact sheets addressing different themes of the WSIS, the showcasing of GAINS and other side events organized by members of the Network; and

iv. A publication on “Aspects of the Information Society from a Gender Perspective” should be an objective for the Tunis Summit of 2005. The fact sheets and compendium of ICT and gender projects will serve as background material.

### **(e) Gender mainstreaming in the CCA/UNDAF process**

13. The Task Force identified three follow-up actions that would be useful to taking the initial results of the CCA/UNDAF assessment further and proposed that the Task Force undertake these in 2003. The Network endorsed the following proposals:

i. Undertake three case studies to further explore and understand the dynamics that contribute to gender equality being successfully mainstreamed in coordination mechanisms, including the CCA/UNDAF and others. The case studies could look at both good practices and instances where attention to gender equality did not emerge from the process;

ii. The CCA/UNDAF process is one of a number of coordination mechanisms (for example, Poverty Reduction Strategy Papers, Millennium Development Goals, Consolidated Appeals Process) and many of the issues arising from the assessment are also relevant to other processes. In that regard, the case studies could also take into account these mechanisms and share findings that relate more broadly to good practices and the way in which gender issues fare in the context of greater coordination amongst multilateral organizations at the country level. In particular, it will be important to highlight the issues that relate to the production of MDG country reports; and

iii. Building on the scan of gender expertise, the Task Force will reach out to gender experts in the region fielded by UN agencies and link them to countries that are about to embark on CCA/UNDAF, MDGs, or other coordination exercises to make them aware of the expertise that exists. For instance, in 2003 and 2004, the Task Force could contact Resident Coordinators in those countries that are slated for CCA/UNDAF roll-outs.

### **(f) Database activities including WomenWatch**

14. The Network endorsed the proposals for the future work on WomenWatch submitted by the Task Manager after review in the Policy Advisory Group. Activities would be undertaken at different levels.

15. At the management level:

i. The proposal for funding, as endorsed by the Policy Advisory Group, will be submitted to donors to secure a full-time substantive information expert, a full-time technical expert, and funds for equipment and other activities;

ii. An overall management strategy will be finalized for endorsement by the Policy Advisory Group, outlining

how the work of the WomenWatch Committee can be made more effective, particularly in response to the challenges associated with the establishment of the portal; and

iii. Specific efforts will be made to disseminate information on WomenWatch throughout the UN system and to prepare for the showcasing of WomenWatch at WSIS.

16. At the technical level:

Activities on directory maintenance and development will include:

i. Periodic updating of links in the directory (a policy of updating should be established and the responsibility of all agencies in this respect made clear);

ii. Receiving and processing user feedback, and collecting statistics on server workload;

iii. Implementing new technical features and making improvements to directory interface, based on user feedback and statistics of server workload;

iv. Translating the web-interface (including section titles and descriptions) of the directory into all official UN languages (depending on resources);

v. Creating new directory sections based on user interest in particular kinds of information and/or sections on newly emerging issues;

vi. Establishing closer connections with WomenWatch partners in order to be able to facilitate accurate reflection of agencies' activities on gender equality, by creating an online forum for technical information exchange between the web managers of UN gender sites; and

vii. Coordinating with the Department of Public Information (DPI) to eliminate duplication of work and confusion users might have about the scope of UN gender-related activities.

17. If funding can be secured for a substantive expert, additional activities which could be undertaken include:

i. Preparing further "feature pages" on problem areas or issues on which there is great public interest, such as the current ones on Financing for Development, MDGs, etc.;

ii. Increasing the promotion of the most important upcoming UN system events, through WomenWatch itself and through interlinking with other agencies;

iii. Establishing closer links with substantive experts (Gender Focal Points in all UN entities) to ensure that information compilation in WomenWatch is accurate and adequately reflects the scope of UN system activities and events;

iv. Collecting and processing more country-specific information; and

v. Developing and implementing other database-to-web mechanisms, for example, a database of UN publications on gender, and links to other databases.

18. It was agreed that a letter should be sent to the heads of all UN entities providing information on WomenWatch and requesting financial or “in-kind” contributions. The account information for transfer of funds should be provided. A proposal for showcasing of WomenWatch at WSIS should be developed and endorsed by the Policy Advisory Group.

### **(g) Working methods and the link between CEB and the Network**

19. The Network reviewed the report of the Task Force and endorsed the following proposals:

i. The Chair of the Network will contact the United Nations System Chief Executives Board (CEB) for Coordination Secretariat to solicit the draft agenda of the sessions of CEB, HLCM and HLCP and consult with the members of the Network. The Network’s proposals will be submitted to the chairs of CEB, HLCM and HLCP;

ii. When relevant items are discussed at HLCM and HLCP, the Chair of the Network will explore the possibility of attending the respective sessions;

iii. The Chair of the Network will explore the possibility of inviting the chairs of both subsidiary bodies of CEB to the sessions of the Network;

iv. After the session of the Network, the Chair of the Network will provide concrete proposals to the Chairs of the HLCM and the HLCP and explore the possibility of joint follow-up activities;

v. The Chair of the Network will request the Secretary-General, in his function as Chair of CEB, and in collaboration with the Chairs of HLCM or HLCP, to convene meetings on gender-related issues as necessary; and

vi. The Chair of the Network will be in contact with CEB with regard to major policy statements or declarations on gender-related programmatic issues.

20. The Network also reiterated its decision to maintain a link with CEB, HLCM and HLCP.

21. The Network requested the Task Force to:

i. Finalize the proposal after consulting with the CEB Secretariat;

ii. Submit the proposal, through the Chair of the Network, to the Chairs of CEB, HLCM and HLCP; and

iii. Implement items contained in the proposal.

22. The Network requested the Chair of the Network to explore other ways in which the Network can contribute to activities of CEB and its subsidiary bodies on gender and related issues.

23. The Network requested the Chair to inform the High-Level Committees on discussions and decisions taken by the Network with regard to CCA/UNDAF, ICTs, women, peace and security, MDGs, and other issues.

### **(h) Regional Commissions’ project on tools and indicators**

24. Based on consultations among some members (FAO, IFAD, UNDP, UNESCO, UN-Habitat, the five regional commissions and WFP) the Network agreed that:

i. The Task Force on gender indicators had successfully completed its work. Currently the five regional commissions have launched projects and activities to respond to the need of making gender indicators available for policy-making. In all five commissions strong inter-agency cooperation is taking place. Statistical divisions are collaborating and a process of gender mainstreaming within the statistical divisions of the regional commissions is on-going. Databases are available on website. In ECLAC, indicators have been clustered according to the various summits and in particular, the MDGs. This allows the Network members to provide data required for system activities, for example, in the context of the Millennium Declaration;

ii. All its members involve the regional inter-agency gender networks in order to strengthen, improve, update and utilize the available indicators, particularly within the framework of MDGs activities. This would include seeking better coordination with the work being done at the global level by the specialized agencies to track the achievement of major international development goals;

iii. It should support fundraising activities for the project, particularly with regard to the dissemination in all UN languages, training of national machineries for the preparation of reports and others;

iv. To validate and adapt indicators for local use to track in-country disparities, IFAD and FAO will explore the possibility of testing relevant available indicators in a sample of rural development projects.

v. Vulnerability should be taken into account when preparing statistical data. WFP’s Vulnerability Assessment

Mapping (VAM) tool could be used to integrate vulnerability in statistics collection and analysis;

vi. A database should be developed to compile currently available indicators from multi-lateral and bilateral sources for women's empowerment and gender equality. The database should be included in WomenWatch in time for the review and appraisal of the Beijing Platform for Action scheduled for 2005; and

vii. Finally, all inputs of the Task Force should be made available to the new Task Force on MDGs and ECLAC would facilitate the transition process.

## **(i) New Task Forces**

### **(i) Millennium Development Goals**

25. It was agreed that a new Task Force would be established, as an open and participatory exercise to foster a common approach to engendering MDGs. The World Bank and UNDP were designated as Co-Task Managers. The Task Force, which would use electronic means of communication, could create a web page to be used as a gateway to the work of agencies on these issues. This proposed web page could be located on a development website, such as DevLink. The core group of agencies involved would discuss modalities for its work informally. IFAD, ILO, UNESCO, UNICEF, UN-Habitat, FAO, UNHCR, OHCHR, UNU, UNIFEM, OSAGI, DAW, and the five regional commissions expressed interest in becoming members. The Task Force will have to prepare its terms of reference.

26. Various options in the draft concept note prepared by UNIFEM were considered as to the briefing notes to be prepared on the gender perspectives of the MDGs. The concept of a "living dossier", updated overtime, was favoured. It could include a concept paper, more specific guidance notes and fact sheets on specific MDGs.

(ii) Gender and trade, and

(iii) Gender and water

27. The Network also decided to set up a new Task Force on gender and trade (Task Manager: UNCTAD) and on gender and water (Task Manager: DESA/Division for Sustainable Development).

## **IV. Summary of discussions**

### **(a) Opening of the session**

28. The Special Adviser on Gender Issues and Advancement of Women, Chairperson of the Network, opened the second session of the Network. In her opening

statement she welcomed the members of the Network, in particular those who attended for the first time (IAEA, ICAO, UNESCO, UN-Habitat, UNIDO, WHO), and thanked the Task Managers for their work and substantive guidance since the last meeting.

29. The establishment of the Chief Executives Board (CEB) for Coordination and the High-Level Committees provided new opportunities for the promotion of gender mainstreaming through effective and flexible networking and coordination. In addition, the Network could consider creating stronger cohesion by revitalizing cooperation and coordination among agencies in duty stations.

30. For the first time, the Network would take up the MDGs as an item on its agenda. Although only Goal 3 of the eight MDGs called for the promotion of gender equality and the empowerment of women, it would be important to integrate gender perspectives in all eight goals and to create greater awareness by perhaps creating a "Gender Road Map" throughout the Road Map.

31. A key issue on the agenda was the ten-year review of the major world conferences and summits. The format and the integrated and coordinated approach to the follow-up of major UN conferences and summits were currently under discussion by an open-ended ad hoc Working Group of Member States set up by the General Assembly. The Network was encouraged to reflect on the inter-agency contributions to the review and appraisal process and how to better integrate its work into intergovernmental activities. A new Task Force could be set up for such a purpose.

32. Gender mainstreaming, it was noted, had become a key tool to achieve gender equality throughout the UN system. While significant progress had been made, the importance of documenting gains and challenges was highlighted as well as the need for better dissemination of good practices.

33. The Network was reminded that this year's High-Level Segment of ECOSOC would discuss an integrated approach to rural development in developing countries for eradication of poverty and sustainable development, which, together with its preparatory meetings, would create opportunities to stress the importance of women and gender equality for rural development, particularly in the context of meeting the MDGs.

34. As had been the practice in the past, the Network would review during this session the issue of the representation of women, particularly in decision-making positions. In 2001, the General Assembly had broadened the focus of its annual resolution to include gender balance in the whole UN system from looking at the Secretariat only.

35. In addition to the recent election of seven women out of 18 judges to the International Criminal Court, the upcoming adoption of a Gender Action Plan by the Department of Disarmament Affairs (DDA) was presented as a success story. The genesis of this Plan was an example of how a complex set of interconnected initiatives and actors could produce viable results. DDA and OSAGI cooperated in the joint production of Briefing Notes on Gender Perspectives in Disarmament; consequently DDA underwent a “hands-on” training programme funded by OHRM using a model developed by OSAGI/DAW. OIOS then suggested to DDA to develop a Gender Action Plan.

36. Mr. Patrizio Civili, Secretary of CEB, expressed appreciation, in his introductory remarks, for the positive way in which the community of UN system officials in charge of gender issues had responded, through the Network, to the CEB decisions on the reform of the CEB system.

37. He stressed that the CEB decision to replace the previous hierarchical system of subsidiary bodies with more flexible inter-agency networks, operating in ways adapted to the particular requirements of each programme area, did not imply that Executive Heads felt that less coordination was necessary in the areas previously covered by its subsidiaries. The contrary was the case, especially in areas, such as gender and the advancement of women, that cut across the mandates and programmes of all UN system organizations. The message of the CEB decision was that Executive Heads expected flexible but on-going interactions among substantive officials in all areas of inter-agency concern, and that such a dialogue should identify on a continuing basis specific tasks and pursue them with different means, geared to the particular results being sought. These orientations were obviously already embedded in the work of the previous Inter-Agency Committee, and he was pleased to see that the opportunity of the CEB decision had been seized to further reinforce them.

38. Mr. Civili added that the new structures of the inter-agency system did not need to detract from interactions between the various networks, on the one hand, and HLCP and CEB on the other. These interactions would become less formalized but, with good communications, they could be more substantive and have more policy impact than in the past. Inputs from the networks should not only originate from their work programme, but should be oriented towards HLCP’s and CEB’s own agendas and seek to inject dimensions that programme managers in different areas considered to be especially important and relevant.

39. The current work programme of the Network showed not only that it had a large amount of concrete

business to transact, but also that it had the same broad thrusts – around the integrated follow-up to conferences and the Millennium Declaration – that were also high on the CEB’s and HLCP’s agenda. This reinforced the opportunities that existed and would continue to present themselves for productive and fruitful interactions. The Network would not only have opportunities to have its voice heard, but had very relevant experience to offer: the process of integration and mainstreaming of the gender perspective that the Network was shaping and promoting was very much the type of integrating effort, across-the-board, that CEB believed to be essential for the system to make real progress in advancing the overall goals of the Millennium Declaration. The CEB secretariat was at the disposal of the Network to support and facilitate this type of substantive, policy-oriented interactions, which, he was sure, would be mutually enriching.

**(b) Integrated and coordinated follow-up to Beijing and the twenty-third special session of the General Assembly on “Women 2000: gender equality, development and peace for the twenty-first century”, and major conferences as they relate to the MDGs, the UN reform process and the ten-year review of the Platform for Action**

40. This item provided the members of the Network with an opportunity to address issues, emerging trends and challenges, and to identify issues which required interventions from the entities of the UN system in the follow-up to Beijing, the twenty-third special session of the General Assembly, major conferences as they related to the MDGs, the UN reform process and the ten-year review of the Platform for Action.

41. With regard to the ten-year review and appraisal of the Beijing Platform for Action, members highlighted a number of issues that deserved priority attention. The review and appraisal, which would also be considered at the Commission on the Status of Women in 2005, was the responsibility of national governments, UN entities and civil society. While the exact format and follow-up was being studied by a Working Group established by the General Assembly, it was felt that sufficient commitments, strategies, and approaches were already available and that the focus should be on implementation.

42. Poverty reduction was raised by several participants as a main concern in many countries, particularly in the Latin American and Caribbean, African, Middle Eastern and Asian regions. It was reported that in these countries, even though governments had adopted



poverty-reduction policies, gender perspectives were rarely incorporated into these policies and the dynamics between urban and rural poverty were insufficiently addressed. Given the concentration of women in low-paid and part-time jobs as well as in the informal sector, and the lack of appropriate social security schemes, more focus would have to be put on linking poverty, gender and employment. Women's employability should be addressed through innovative schemes, for example, through vocational training and the promotion of women's entrepreneurship.

43. Many members addressed issues related to ICTs. Enhancing women's access to ICTs would also increase women's employability. It was crucial to focus, however, not only on women's access to technology but on the social context of technology. It would be important to understand how technologies were developed and how women used them. The upcoming WSIS would offer an entry point for many gender perspectives.

44. Violence against women continued to be identified as one of the major issues, but it was recognized that violence should not be addressed in the context of domestic violence only, but in a boarder context, including trafficking in women and girls and gender-based violence in conflict situations. New approaches for the elimination of gender-based violence should be explored, including those that aim at forging partnerships with men at different levels.

45. Women's political participation was identified as another key issue. While some progress had been made, gender mainstreaming in governance processes remained a major challenge as they related to other issues such as violence against women, employment and education. More efforts were needed to link the political and economic empowerment of women.

46. HIV/AIDS was a major problem in many African countries, but there was a growing understanding of the potential scope of the pandemic in other regions. The link between the issues of HIV/AIDS and education and gender discrimination were addressed as well as the intersection between HIV/AIDS, drought and famine.

47. With regard to Africa, the New Partnership for Africa's Development (NEPAD) was the new development framework for development in Africa. It was pointed out that the process had not been gender-sensitive from the outset and that efforts were now made to integrate gender perspectives through Member States and civil society. Given the lack of indicators in the areas of the Beijing Platform for Action and Beijing+5, the Economic Commission for Africa (ECA) was in the process of developing an African Gender and Development Index.

48. Diversity in culture and cultural changes were also raised as major challenges. It was noted that even when appropriate legal and policy frameworks were in place, women often could not fully exercise their rights due to prevailing cultural stereotypes and gender roles.

49. During the discussion, the members emphasized the importance of inter-agency cooperation in various areas as many traditional issues and newly emerging issues were of concern to many UN agencies. Integrated rather than sectoral approaches would have to be developed, for example, in the areas of poverty and employment; ICTs; violence against women and the role of men; or in humanitarian crises where the issues of HIV/AIDS, drought, and famine were intersecting. Some issues were common to the mandate and work of different agencies, but collaborative efforts and comparative advantages deserved more attention.

50. In some areas, national women's machineries were threatened in their existence due to economic constraints. National machineries and civil society needed to be strengthened to ensure ownership in national development processes.

51. Members highlighted the importance of the implementation of existing policies and follow-up activities to major UN conferences including the World Summit on Sustainable Development and the International Conference on Financing for Development. Entry points for collaboration were identified in national and regional planning processes (CCA, UNDAF, PRSP, NEPAD), as well as advocacy and monitoring progress towards gender equality.

52. The importance of developing indicators and sex disaggregated data was underlined for the purpose of designing effective activities as well as for the evaluation and assessment of progress made at a national level. While members recognized that the development of strategies and policies to promote gender mainstreaming had been successful, gaps were identified in the monitoring and reporting processes, the lack of indicators and sufficient data. Reporting by the UN agencies to the UN on gender mainstreaming should be revised to avoid duplication and to make it more substantive by including some performance indicators to be compiled in a summary table. Furthermore, it was felt that the documentation on good practices needed to be improved and widely disseminated and utilized.

53. With regard to monitoring and evaluation of gender mainstreaming, it was observed that greater attention had to be paid to the need for human and financial resources, the selection of indicators, the dissemination of evaluations and

their use for the development of new strategies and overall policy frameworks.

### **(c) Millennium Development Goals**

54. Mr. Jan Vandemoortele (UNDP) made a presentation on the status of the implementation of the MDGs and the strategy put in place to promote them. He recalled that in the 1990s, progress made in areas covered by these goals had been uneven and often by-passed the poor and other vulnerable and marginalized groups. Mixed results had to be expected, for example, in gender equality in primary education, where progress, although real, was too slow to reach the target set in the Millennium Declaration. This was all the more worrying as women's education had a direct impact on child malnutrition and health. In this context, the MDGs were a rallying call for all relevant stakeholders to get together and work towards reaching them in a given timeframe. To that end, the strategy put in place included country reports on the MDGs, the Millennium Project carried out by Mr. Jeffrey Sachs, and the Millennium Campaign led by Ms. Evelyne Herfkens.

55. It was essential to ensure adequacy of the MDG framework at the country level. This implied bringing global targets "home", around a unified agenda and a common basis for assessing effectiveness. Targets should therefore be tailored to local realities, and it was encouraging to note that national authorities' involvement in preparing recent country reports had greatly increased. These reports had to be descriptive, concise and jargon-free in order to be accessible for non-specialists and provide an advocacy tool, particularly for youth, civil society and the media. Translation in local languages was also important.

56. Still at the country level, the links between the MDGs and the Poverty Reduction Strategy Papers (PRSPs) were not clear. PRSPs could be considered as a medium-term road map towards the long-term development objectives set by the MDGs. However, macroeconomic realities dominated the PRSP process in practice. Most countries followed a top-down approach by which progress benefited first the 'better off'. Increased attention to the MDGs would ensure that the more disadvantaged people took advantage of economic and social policies.

57. Available data and research indicate that in matters of discrimination, including against women and girls, much depended on the affected population's social stands. Improving living conditions of the poor would therefore contribute to reaching the MDGs related to gender equality in primary education as well as the under-five mortality rate.

58. Concerns were raised as to the discrepancy between the MDGs and realities on the ground, which could have a discouraging effect on developing countries, and

make it difficult for them to assume ownership of the process. Involving women in the MDGs process was deemed important. In that respect, it was stressed that further work should be done on the disaggregation of data in order to highlight the gender aspects of the MDGs.

59. Members were of the view that the focus on MDGs within the reform process provided a good opportunity to address gender issues. It was essential that gender aspects should be considered in every goal in order to attain the MDGs. It was suggested that the MDGs could play a key role for bridging the gap between emergency, recovery and development programmes.

60. Two working groups were organized on how to make the MDGs gender-sensitive. Reference was made to the draft concept note prepared by UNIFEM and to the working draft "Gender Equality and the Millennium Development Goals" prepared by the World Bank. In their report to the plenary, both groups stressed the need for advocacy work, including on the links between women's empowerment and poverty in its many dimensions. Further guidance and capacity-building on the intersection of gender and other cross-cutting issues of MDGs were also deemed necessary.

### **(d) Women, peace and security**

61. The Network had before it the report prepared by the Task Manager, OSAGI. The Network was informed about the preparation of the Secretary-General's study on women, peace and security in close cooperation with the Task Force and the Secretary-General's report to the Security Council based on the findings of the study. In addition, UNIFEM had commissioned an assessment by two independent experts, many of whose findings and recommendations reinforced those of the Secretary-General's report. Since the adoption of Security Council resolution 1325, the topic had become much more visible and many UN entities developed new training programmes, action plans and guidelines as well as resource materials. At the same time, there was still no post for a senior gender adviser in DPKO and reporting to the Security Council lacked systematic integration of gender perspectives. It was proposed that the Task Force continue its activities to contribute to inter-agency implementation, monitoring of progress and follow-up to the resolution 1325 and the new recommendations emanating from the Secretary-General's study, report and the Presidential Statement. Furthermore, it would be important to assist the whole spectrum of actors dealing with peace and security issues to integrate gender perspectives in their programmes and activities, with clear goals, targets, timetables and monitoring and reporting mechanisms. The Task Force should collaborate on developing a database of gender specialists as well as a

database of women's groups and networks as requested in the Presidential Statement. Another proposal was to have the priorities for action discussed at the level of the Executive Committees (ECPS, ECHA, undg, EC-ESA) to ensure systematic follow-up. The Task Force could also explore possibilities for developing partnerships with other inter-agency bodies such as the IASC Task Force on gender and humanitarian assistance and the IASC Task Force on the protection from sexual exploitation and abuse in humanitarian crises.

62. A number of members updated the Network on ongoing and past activities. UNFPA briefed the meeting about a conference it organized on the impact of armed conflict, which resulted in the formulation of a UNFPA strategy for gender mainstreaming in areas of conflict and reconstruction. ESCWA was a partner in organizing a meeting on women's role in peace-building in September 2002, which would be followed-up with another meeting this year. INSTRAW reported on its database on women and armed conflict which included sources of information and abstracts as well as links to relevant organizations. OHCHR noted that the inter-agency process of developing the study had been useful to raise awareness among staff. However, it was also reported that insufficient numbers of women candidates were applying for field positions of human rights officers at higher levels. DPKO developed a resource package on gender mainstreaming for peacekeeping operations which would be field-tested in missions before finalization.

### **(e) Gender mainstreaming in programme budgets**

63. The Task Manager, DAW, presented its report on the work of the Task Force to promote gender mainstreaming into programme budget processes through the United Nations system.

64. Inter-sessionally the Task Force had undertaken a third series of case studies covering four new entities: UNDP, WFP, UNHCR and ITU. This brought the total number of case studies completed by the Task Force to 19. Individual reports had been prepared for each of the four entities and were under discussion and review by these entities. The reports would be completed by March 2003.

65. The status report of all completed studies requested by the Network was under preparation and would be concluded with the inputs from all the completed studies and the four case studies currently underway. The report would provide information on the incorporation of gender perspectives in a number of key areas: budget instructions and guidelines; overview or introduction to the programme

budget; sub-programmes (or related category) including expected accomplishments, indicators of achievement; outputs including publications and other relevant aspects. A good practice example from UNFPA would be included in the status report, as requested. In addition, a matrix was under preparation on the departments of the Secretariat, comparing the programme budgets for 2000-2001 and 2002-2003. The report should be available in May 2003. Once the report was finalized, the workshop on the findings and recommendations would be organized in New York.

66. The Network noted the work carried out by the Task Force. Members participating in the current case studies highlighted the gains made both in terms of process and concrete outcomes. Members particularly expressed appreciation of the opportunity to utilize external experts to initiate a dialogue within their entities, including at high levels and with groups of staff which had never given much attention to gender perspectives. Critical entry points were identified and concrete recommendations made in each entity. These must be actively followed-up within the organizations themselves.

67. Members who had participated in earlier case studies also shared information on follow-up and progress within their organizations. These highlighted the importance of explicit and systematic follow-up to ensure institutionalization of the gains made.

68. Some of the problems in bringing attention to gender perspectives in programme budgets, even in the context of result-based budgeting, were raised. The way in which programme budgets were being prepared, for example, in the Secretariat, did not promote visibility of cross-cutting issues, including gender equality. Gender mainstreaming was difficult to capture since a lot of the catalytic work undertaken did not require budget allocations. The recent work carried out in the UN through the Executive Committee on Economic and Social Affairs (EC-ESA) in the preparation of the Programme Budget for 2004-2005 was positive in terms of promoting synergies, fostering collaboration and reducing the risk for duplication.

### **(f) Gender and financing for development**

69. The report of the work of the Task Force on gender and financing for development was presented to the Network by the Task Manager, DAW. This report constituted the final report of the Task Force.

70. Inter-sessionally, as mandated by the Network, the Task Force finalized the report from the Day of Dialogue and the report on the proceedings of the panel on gender mainstreaming in national budgets. These documents had been broadly disseminated. The Task Force also successfully

incorporated two of its earlier documents – the analysis of gender perspectives on the issues on the financing for development agenda; and the overview of existing mandates for gender mainstreaming in these areas – into the CD-Rom prepared by the Secretariat of the Conference on Financing for Development.

71. Preparations were begun to develop a feature page on WomenWatch to provide links to work being undertaken on gender and macroeconomics generally, as well as specifically in relation to follow-up to the Monterrey Conference. Initial discussions were held with representatives of the OECD/DAC on the proposal made at the last session of the Network that the next joint workshop could focus on “Staying Engaged With Gender and Financing for Development”. The Working Party did not feel that it had the expertise to bring to this topic and would prefer to discuss alternative topics for the joint workshop.

72. Individual members of the Network shared information on the ways in which gender perspectives were being incorporated into follow-up to the Monterrey Conference. INSTRAW carried out a research project; UNCTAD would be bringing gender perspectives into a project on globalization, in particular related to trade; ECA was working on gender and fiscal policy; ESCAP reported on several important initiatives in the region, including in the context of work on innovative sources of financing for sustainable development; UNDP had broadly disseminated the compilation of materials on gender and financing for development and had a paper available on gender and trade.

73. The difficulties experienced in getting adequate focus on follow-up to the Monterrey Conference were discussed. The risk of simply moving from preparation of one conference or event to the preparation of another, without sufficient attention to implementation and follow-up was highlighted. The knowledge acquired, experience gained and good practices identified in preparatory processes should be utilized more efficiently in implementation processes in individual entities and should also be more broadly shared in the Network.

74. There had not been sufficient analysis of the outcome of the Monterrey Conference from a gender perspective. Those entities working directly on specific issues related to the conferences such as trade, debt, domestic resource allocation, and investment could undertake and share analyses of the areas where gender perspectives were included and where greater attention was needed.

75. In light of the commitment to this issue in the Monterrey Conference, the excellent work done on

mainstreaming gender perspectives in national budgets by many parts of the UN system should be built upon. Linking the work on implementation and follow-up on financing for development to the work on the MDGs, PRSPs, NEPAD and LDCs would be very important.

### **(g) Gender and information and communications technologies (ICTs)**

76. The Task Manager, ITU, presented the report to the Network.

77. The main concern of the Task Force was to coordinate the input into the WSIS process from the various members of the Task Force as well as other members of the Network.

78. Activities included:

i. A special session on WSIS was held in conjunction with the ITU Development Sector Working Group on Gender Issues (WGGI) in which the work of the Task Force and its proposals were presented. The session approved a recommendation on including gender into the WSIS process and established a WGGI/WSIS Coordination Committee to coordinate and promote gender input into the preparatory process for WSIS; and

ii. Gender panels were held at the first Prepcom and at several Regional Preparatory Conferences. Gender considerations were included in outcome documents of Bucharest, Tokyo and Beirut Conferences.

79. Due to the increasing number of events and activities, it had become necessary to review the involvement of ITU in the Task Force as well as make recommendations for the future of the work carried out within the framework of the Task Force.

### **(h) Gender mainstreaming in the CCA/UNDAF process**

80. The Task Manager, UNIFEM, presented the report of the Task Force.

81. The Task Manager made a presentation summarizing the main findings and recommendations of the Desk Review. The findings highlighted that processes to develop CCA and UNDAF documents had – in the majority of countries reviewed – failed to systematically address gender equality issues, and consequently CCA and UNDAF documents often demonstrated varying degrees of gender-sensitivity. The Desk Review revealed that although the exercises often generated new opportunities for multi-stakeholder dialogue, women’s organizations and women’s national machineries had often not been involved in the

mainstreaming exercises. The CCA documents often only paid lip service to gender mainstreaming in introductory chapters with few exceptions, where gender analysis was conducted systematically beyond so-called women's traditional sectors, such as health and education. UNDAF documents – in the majority of cases – addressed gender inequalities with add-on strategies targeted at women and girls, resulting in marginalization (rather than mainstreaming) of gender equality issues in the documents.

82. The members of the Network appreciated the comprehensive presentation by the Task Manager. Relating to the need for high-level commitment to gender equality, members re-iterated the Desk Review's findings that gender-related matters often tended to be assigned to junior staff with little gender expertise and authority to influence mainstream processes. Many members emphasized that this problem was the result of a lack of commitment to gender mainstreaming on the part of senior level staff, often due to the scarcity of real accountability mechanisms. It was suggested that during the regular revision of the CCA/UNDAF Guidelines, the Task Force should ensure that gender perspectives were integrated.

83. It was also pointed out that national policies needed to be established in the first place. It was a question to what extent national machineries consider the incorporation of gender perspectives important for development. In this regard, women's representation in national governments and strengthening of civil societies were underscored.

84. The linkage between the reconstruction processes of a country in crisis, either by natural disasters or man-made disasters, and the development of a country, was addressed. Gender should be mainstreamed into emergency programmes and into the Consolidated Appeals Process (CAP), which, for countries in crises, would become the predecessor to CCA. This would also impact on humanitarian programmes of peacekeeping missions, as well as on mandates for post-conflict reconstruction undertaken by missions which functioned as transitional administrations.

85. Another issue raised was how to disseminate and use the findings of the Desk Review. Members agreed that the Task Force – based on suggestions made at its last meeting and by members of the Network – would develop a strategy in this regard. Members recommended that the Network should bring the findings of the Desk Review to the attention of UNDG and HLCP. Members also recommended that the Task Force could expand the Desk Review by conducting a number of case studies to identify good practices and missed opportunities.

## **(i) Database activities including WomenWatch**

86. The Network had before it the report of the Task Manager DAW. The WomenWatch Committee had been expanded to include DPI, FAO, ILO, INSTRAW, ITU, regional commissions, UNDP, UNFPA and UNIFEM. A three-level management mechanism was in place: an overall Policy Advisory Group (comprised of headquarters-based Gender Focal Points) which would meet once a year in conjunction with the annual Network meeting; a working level Management Group which would meet in New York every second month; and a Virtual Forum for web managers of all members of the Network.

87. Activities undertaken since the previous session of the Network included, as well as the technical activities mandated, preparation of a draft funding proposal for donors for a third phase; and preparation and launch of a website for IANWGE (20 December 2002). The "Afghan Women" feature page was updated; a new feature page on the ICC elections was added; feature pages on Financing for Development and the MDGs were under preparation; and a link to the WSIS website was established.

88. WomenWatch provided information on gender-specific issues and events, as well as links to UN system web pages for major activities and events on gender equality. WomenWatch had established a database-driven calendar of events with a mechanism that allowed users to add events directly through the website. A gender training tools and resources section would be expanded to provide access to information on gender training events. A Women of the World section of the site contains limited region and country-specific information and needed to be expanded. WomenWatch developed a directory of UN gender resources – an online database-driven mechanism, which will provide links to web sites and web pages, and in some cases to specific documents, produced by UN system entities. The directory was catalogued into sections on specific topics, such as the Platform for Action's critical areas of concern. This directory had not yet been posted since it required some substantive review. The web manager demonstrated both WomenWatch and the IANWGE website.

89. The Task Manager reported that the extra-budgetary funding of WomenWatch had ended in December 2002. The Task Manager, DAW, was covering the costs of the web manager in the interim. Members of the Network were invited to consider providing interim funding for the maintenance of the website while further external funding was sought. The draft funding proposal prepared included funding for a full-time gender specialist. The lack of

substantive resources was highlighted as one of the major constraints facing WomenWatch. The funding proposal also included resources for translation to ensure that as much material as possible available on WomenWatch was accessible in UN languages.

90. A first meeting of the Policy Advisory Group was held on 24 February 2003. Discussions highlighted the importance of financial contributions to WomenWatch from members of the Network to secure ownership. It was recognized, however, that not all members could contribute financially and that contributions “in kind” should be recognized as important. The value of greater interaction with the regional commissions in this respect was highlighted. The Policy Advisory Group would provide inputs to the funding proposal and provide nominations for members of the working-level Management Group by 31 March 2003.

91. Members emphasized the value of WomenWatch for individual entities as well as for the Network. Areas to be expanded in the future included statistics and indicators as well as training materials. It was important to be able to access information by issues/sectors as well as by agency. The use of WomenWatch to advertise job vacancies was raised. It was stressed that the responsibility for quality of information on WomenWatch rested with members. The importance of linking web managers with the WomenWatch web manager to ensure technical improvements to make the site more user friendly and interactive was also raised. The issue of a password-protected restricted space on WomenWatch was discussed but not resolved. Firewall issues would need to be considered further.

92. Initial discussions on the showcasing of WomenWatch during WSIS in December 2003, raised several possibilities: a roundtable, a noon-time event, a permanent stand with computers, a side event or activities at the Forum before the summit in collaboration with the World Forum of Broadcasters.

93. The discussion highlighted the need to secure resources to provide the substantive expertise needed to finalize the directory of resources and make this available by mid 2003. While securing donor funds was important, the issue of long-term sustainability and ownership was raised. In the long-term the UN should be able to sustain WomenWatch. Members expressed their interest in providing financial or “in-kind” support.

#### **(j) Working methods and the link between CEB and the Network**

94. The report of the Task Force was presented to the Network by the Task Manager, OSAGI. This was a new

Task Force established during the first session of the Network in 2002. The Task Manager briefed the Network on the background history and the purposes of the establishment of the Task Force.

95. During the first session, the Network entrusted the Task Force to establish a clear advocacy channel of communication to CEB in order to effectively integrate gender perspectives at both working and top management levels. The Network requested the Task Force to make proposals on ways of collaborating with CEB, HLCM and HLCP.

96. After the first session, the Task Force, through its Chair, sent letters to Mr. Carlos Magariños, the former Chair of HLCP and Mr. Joseph Connor, the former Chair of HLCM, with a report of the first session of the IANWGE, to establish a new relationship as well as to inform them about the decisions of the Network to ask them to incorporate gender perspectives into the course of their activities. The letter highlighting the key concerns arising out of the workshop, which the Network had on training and capacity-building for gender mainstreaming during the first session, particularly emphasizing the critical importance of senior management commitment and support and the need for improved accountability mechanisms, was also sent to Mr. Patrizio Civili, Secretary of CEB. The Task Force had met with the CEB Secretariat to discuss how the Network could collaborate with CEB, HLCM and HLCP.

97. Mr. Civili and Ms. Catherine Bertini, the current Chair of HLCM, briefed the Network on the work of CEB and HLCM respectively. The Task Manager, in her capacity as the Chair of the Network, would meet shortly with Mr. Lennert Båge, Chair of HLCP. The Network also interacted at this session with another body reporting to HLCM, namely the Human Resources Network. Its Chair, Ms. Jan Beagle, had been invited to the Network on the representation of women in the system.

98. The Task Manager informed the Network that, CEB and its two high-level subsidiaries were characterized by a new flexibility but expected the Network to determine its own agenda and interaction with CEB. Members reiterated the importance of keeping contact with CEB and the High-Level Committees. A question arose as to whether the Network needed to go through High-Level Committees in order to present issues to CEB. The Task Manager responded that, although many issues addressed by the Network were the type of issues also brought to the attention of HLCP, this did not prevent the Network from raising them directly with CEB. Relating to this point, the representative of the CEB Secretariat noted that it was also possible for agencies to raise concerns directly with HLCP. Responding to

inquiries about information on the work of CEB, the representative said that working papers and similar materials were currently posted on a restricted section of the CEB website. Thought was being given to ways of fostering greater interconnection with staff of the member organizations.

### **(k) Regional Commissions' project on tools and indicators**

99. The project coordinator ECLAC made a presentation on the status of work of a planned five-year inter-agency project on data collection and use of gender indicators for policy-making, as approved at last year's meeting of the Network. Consistent with that, ECLAC had taken a lead role in assuring information-sharing and in contacting potential donors. All five regional commissions had been active in related efforts, separately and together, including in-house cooperation with Statistics Divisions and considerable collaboration with agencies and entities of the UN system, the World Bank and the regional development banks. This already led to several products, including publications, analytical frameworks, guidelines and materials posted on regional commission websites.

100. Regarding funding, partial financial support had been obtained from UNIFEM and UNFPA, and proposals were presented to UNFIP, UNDP, the United Nations Development Account and the Government of Italy. Some on-going efforts were being supported under the umbrella of the work programmes and staff of the regional commissions and other UN entities.

101. Recognizing the importance of capacity-building in governments and civil society, for access, quality and use of data, ECLAC had been providing technical assistance and in 2002 organized an inter-agency meeting to coordinate conceptual and methodological aspects of such assistance, with participation from ten entities. A "common guide" was prepared as a result, with collaboration from ECE. Also of significance was the publication of a special edition of the ECLAC Demographic Bulletin (July 2002), focusing on gender-sensitive indicators.

102. Also noted was the work underway in ECE, ESCAP, ESCWA and ECA for strengthening databases of gender statistics and making them web-available, devising frameworks for compilation of quantitative and qualitative gender indicators across a range of fields, and elaboration of country profiles. ESCAP made available copies of its framework, and ECA made a separate presentation on its "African Gender and Development Index (AGDI)".

103. Speakers in the discussion highlighted concerns or activities from the perspective of their organizations, and emphasized the importance of better data in traditional and

emerging areas of analysis, including in relation to conflict situations and trafficking, as in many cases policies were being formulated without necessary supporting information. Speakers welcomed the work being done to link and build upon the Beijing and other action plans and the MDGs, in a manner that responded to the particular features of individual countries or regions. They emphasized the importance of the frameworks for gender indicators as a basis for innovation and advocacy. They also welcomed trends toward greater harmonization of data and collaboration among United Nations entities.

104. Among the suggestions made were that the WomenWatch gateway be a vehicle for dissemination of information on linkages concerning improved indicators and data; that the various Statistics Divisions should be fully associated with the efforts; that the Network could be a platform for greater visibility and funding possibilities; that more attention be given to charting women's participation in economic as well as political decision-making (heads of enterprises, etc.); that the relevant work of different agencies should be better displayed and known (for example, FAO's work on sex-disaggregated data for rural and agricultural situations); that greater attention be given to assessing vulnerability, which is a consideration in planning humanitarian assistance; that ways be found to assemble gendered profiles of countries that may need peacekeeping operations; that further work be done to draw out the gender distinctions that can be derived from the MDG targets and indicators; and that further attention be given to gender indicators on emerging issues such as ICTs.

### **(l) African Gender and Development Index**

105. ECA presented the work currently carried out on the elaboration of the AGDI. This exercise had been initiated in view of the current dissatisfaction towards existing instruments to assess progress made in the status of African women. Those instruments lack diversity and disaggregation of data, and there was a need for a common tool that could help appraise the level of implementation of both international and African regional platforms, conventions and frameworks. The AGDI aimed at providing such an appropriate tool.

106. The ECA Task Manager made a presentation of the Index. The AGDI would include a quantitative part, the gender status index, which presented gender differentials within the three "power blocks", namely social, economic and political. Its second component was the African Women's Progress Scoreboard, which would provide for a ranking system of countries on their performance in women's rights issues and other aspects of international and African commitments, including those contained in Beijing

+ 5, CEDAW, the ILO Conventions, African human rights mechanisms and more recently, NEPAD.

107. The elaboration process of AGDI was a participatory one, at the national and regional levels. The Index would be tested in 13 countries from April to June, and it should be finalized by the end of the year. ECA attached great importance to UN agencies participation at meetings held in this framework.

### **(m) Human resources and the improvement of the status of women in the UN system**

108. Ms. Catherine Bertini, Head of the Department of Management in the Secretariat, briefed the Network on the initiatives taken by WFP to achieve gender equality in staffing while she was the head of WFP. This was followed by a brief dialogue with the participants. Ms. Jan Beagle, Chairperson of the CEB Human Resources Network, made a presentation on human resources policies and personnel statistics in the UN common system followed by a short discussion.

109. Ms. Bertini described a number of policies on gender equality which she had initiated during her ten-year tenure at WFP. The best practices that emerged may translate into recommendations for replication elsewhere. Ms. Bertini mentioned that the process started with selecting a woman as the head of human resources. She set the example and instructed her managers to hire women in all occupational categories. However, this was not sufficient. It was the incorporation of targets in the performance appraisal that finally yielded the requisite results at WFP. Accompanying gender-sensitive policies were also essential. Mainstreaming gender into the programme proved to be effective as well. All programmes had to be focused to reach women (and children) including benchmarks and targets being set in all categories of programmes. With respect to her current position, as the Under-Secretary-General in the Department of Management, Ms. Bertini also explained her vision for the Secretariat and reiterated the Secretary-General's commitment to achieving a gender-balanced working environment by 2006, at the end of his present term. She stressed the importance of selecting more women at senior levels such as Under-Secretary-General, Assistant Secretary-General and Special Representative of the Secretary-General. The Organization was closely working with the HLCM to explore possible aggressive steps to achieve the set gender goals. She expressed her commitment to ensure that human resources policies were gender-sensitive and provided possibilities for staff members to combine their personal and professional priorities. Among those policies, spousal employment to retain women in the system and flexible working arrangements were mentioned. She also

raised issues related to the retention of women staff, support for working mothers, and family issues.

110. Some participants expressed concern about the role of departmental gender focal points under the new staff selection system, the selection of Resident Coordinators and the need for an increase in the number of women candidates submitted by the agencies.

111. Ms. Jan Beagle explained to the Network that the Human Resources Network and human resources directors were working towards three objectives; developing policies, sharing best practices, and advocating changes. Human resources policies have been the most effective tool to change the culture of an organization. In formulating comprehensive policies and programmes, the Human Resources Network was very careful in fitting gender perspectives into their policies. Improvement of the status of women in the Organization had been identified as a major policy priority and HLCM was committed to achieve the gender goal. Ms. Beagle raised the point, however, that many entities of the system had not yet set this as their priority.

112. By way of recommendations she suggested: more extensive use of existing legislative decisions and statements where gender balance was identified as central to the achievement of the goals; inclusion of gender perspectives in the core values and core competencies during recruitment processes, including in vacancy announcements; and transparency and openness in systems that assisted women at large. Monitoring should be done centrally; senior management and all managers needed to be held accountable for human resources aspects in a way similar to which they were held responsible for programmes and financial aspects. Best practices needed to be better shared; more useful programmes could be developed by building on these existing practices, by agencies learning and building from each others' achievements. Flexible work life policies such as flexible working hours, compressed work schedules (10 work days compressed into 9), a scheduled periodic working day away from the office (telecommuting) and a scheduled break for external activities should be widely introduced and used. Implementation of spousal employment policies was also recommended, as well as harmonized and updated data collection across the agencies for use by the CEB; commitment of the senior management; gender focal point system; and constant and consistent advocacy for gender issues by women in senior management. In addition, special leave arrangements on paternity leave were under consideration at the inter-agency level.

113. Ms. Aparna Mehrotra, UN Focal Point for Women, suggested that all agencies prepare reports such as the



Secretary-General's report on the improvement of the status of women. The preparation of this report itself was a useful good practice. She pointed out that the annual comparative statistics from each organization in the Secretary-General's report to the General Assembly was a useful monitoring tool and urged members to ensure that their organizations submitted the data on a more timely basis. She also pointed to the necessity to closely monitor targets set in the Human Resources Action Plans at the UN as well as the new system of staffing which came into effect as of May 2002. She encouraged the preparation of user friendly guidelines and sexual harassment policies in all agencies similar to the ones being developed in the Secretariat for DPKO and civilian staff. Links with the vacancy or human resources page of all agencies with WomenWatch should be established. The OSAGI publication "Network" should be seen as a vehicle to exchange information of relevance between agencies. OSAGI would be pleased to collaborate with agencies to cover and disseminate information on their relevant developments.

114. Presentations and discussions made it clear that the achievement of gender equality in staffing poses a challenge which required a multifaceted approach, including legislative policies, fundamental attitudinal changes, adherence to work life policies, advocacy for an increase in the representation of women as well as the dedication and commitment of senior management to the improvement of the status of women by the setting of time-bound targets. It was noted that the special measures to improve the status of women in the Secretariat were still applicable.

#### **(n) Matters related to the Commission on the Status of Women and the Committee on the Elimination of Discrimination against Women**

115. Ms. Christine Brautigam, DAW, briefed the Network on the 47<sup>th</sup> session of the Commission on the Status of Women, which would feature for the first time a high-level roundtable on national experiences in institutional capacity-building.

116. Ms. Helga Klein, DAW, suggested several ways for the entities of the Network to advance the national implementation of the Convention on the Elimination of All Forms of Discrimination against Women (CEDAW) and its Optional Protocol and to work towards universal ratification of the Convention. The Network decided to include CEDAW on the agenda of its next meeting.

117. Ms. Thérèse Gastaut, DPI, briefed the Network on the expert group meeting that had been co-organized with DAW on the participation and access of women to the

media. She also noted that in order to ensure publicity for gender perspectives, DPI's Strategic Communications Divisions had appointed a focal point for women's issues to follow the work of substantive departments.

#### **(o) Other matters**

118. With regard to human and financial resources, UNICEF suggested that the Network prepare a roster of existing gender expertise within the UN system, which would also indicate the position of gender experts/units within their respective entities. UNICEF agreed to prepare a draft matrix for circulation.

119. UNICEF briefed the meeting on activities of the Inter-Agency Standing Committee (IASC) Task Force on the protection from sexual exploitation and abuse in humanitarian crises. Following the crisis in West Africa, the Task Force was established and developed six core principles for a code of conduct and an action plan. It was widely recognized that the problem of abuse was not limited to West Africa or to humanitarian aid workers and peacekeepers. Both staff behaviour and vulnerabilities had to be analyzed and addressed. Based on the six core principles, a draft Secretary-General's Bulletin had been developed which would become part of the UN Staff Rules and Regulations once it had been cleared and approved. The draft Bulletin would apply to all civilian UN staff. Implementing partners of UN agencies would be expected to comply with the standards laid out in the Bulletin. The Task Force would also develop a model complaints mechanism for use by beneficiaries and staff. The Network agreed to keep progress under review.

120. UNIFEM made a presentation on the scan of gender expertise in the UN system based on a joint study undertaken by UNDP and UNIFEM. This initiative started at the request of UNIFEM's Consultative Committee at its forty-second session. The study was designed to identify gender expertise in the UN system and to map out institutional arrangements for inter-agency collaboration on gender issues. The study was still in progress. Members appreciated the work done by UNIFEM and UNDP and the comprehensive presentation by UNIFEM. It was mentioned that the list should include clear criteria and information on the areas in which the gender specialists indeed had expertise. During the discussion, the following recommendations were made: (a) before going out to a wider audience, the results of the scan should be re-circulated to members of the Network for another review of the criteria and to provide time for them to revise information provided; (b) agency representatives also suggested that it would be useful, in updating and improving the scan, to explore other categories beyond "Gender Focal Points" and

“Gender Specialists” which were currently described in the context of whether they had part-time or full-time responsibility; (c) UNICEF also suggested that they would circulate a matrix for agencies to indicate whether gender-specialist staff are core, non-core or other categories. This would be taken up by UNIFEM and UNDP in their work on improving the quality of information on the scan.

121. The Network discussed potential topics for its biannual meeting with OECD/DAC, and agreed to propose through its Chairperson, gender and the MDGs to be the topic for the next session.

### **(p) Adoption of the report and provisional agenda for 2004**

122. The Network adopted the report of the second session, as well as the dates and the provisional agenda for the next session (annex IV).

## **V. Summary of the Workshop on incorporating gender perspectives into the preparation of and follow-up to global conferences**

### **(a) Summary of discussions**

123. The workshop was opened by the Chair of the Network. The Special Adviser welcomed in particular the three representatives of NGOs which had collaborated actively with Network members individually, or with the Network itself, in preparation of and follow-up to conferences. Mr. Nikhil Seth, Secretary of the Ad Hoc Working Group on the Integrated and Coordinated Implementation of and Follow-up to the Outcomes of the Major United Nations Conferences and Summits in the Economic and Social Fields, made a presentation on the changing context of intergovernmental processes. The workshop was moderated by ECLAC. Conclusions and recommendations were presented to the plenary at the closing of the workshop.

124. The plenary presentations on incorporating gender perspectives into preparation of international conferences were made by ITU on the WSIS; DAW/DESA on the Second World Assembly on Ageing; the representative of the International Confederation of Free Trade Unions on the International Conference on Financing for Development; and FAO on challenges and lessons learned in various conferences. Plenary presentations on incorporating gender perspectives in follow-up to global conferences were made by the Division for Sustainable Development/DESA and the representation of the Women's

Environment and Development Organization on the World Summit on Sustainable Development; the representative of the Women's International Coalition for Economic Justice on follow-up to various conferences; and ESCAP on potentials and constraints in relation to implementation and follow-up.

125. The ensuing discussions in plenary and in smaller working groups indicated that there were many commonalities among members of the Network in terms of experiences over the past decade and in relation to remaining challenges and constraints. These needed to be clearly identified in order to improve both the effectiveness of future efforts to influence global conferences and the ongoing work on the promotion of gender mainstreaming. Discussions focussed on efforts made within UN entities themselves and within intergovernmental processes, as well as in inter-agency processes. Obstacles highlighted by participants in both the preparatory and follow-up processes included the lack of financial and human resources, including limited travel funds which resulted in low levels of participation by Gender Focal Points and reduced potential for influence.

126. The critical importance of incorporating gender perspectives into the preparation of and follow-up to global conferences was recognized. The catalytic role of the Network was raised in relation to both preparation and follow-up processes. The difficulties in assessing the impact of efforts made was, however, also pointed out.

127. The discussions on preparation of global conferences concluded that gender perspectives had not been systematically included in any of the conferences discussed. Progress had been very uneven, even in areas where policy commitments to gender equality had been in place for many years. A great deal of effort had been required in many of the preparatory processes to “hold the line” and not backslide on commitments already made. Potential for incorporating gender perspectives varies according to the issues or sectors being addressed, and as a result, different strategies have to be developed. In some conferences, such as the Second World Assembly on Ageing, the gender perspectives were relatively well established. In other conferences, such as the International Conference on Financing for Development, the issues on the agenda were considered to be gender-neutral, and promotion of gender mainstreaming required innovative strategies.

128. The risks in reducing gender mainstreaming in preparation of conferences to a technical issue, such as the insertion of language on women/gender into outcome documents were raised. The need to assess and influence the overall development frameworks – to bring about change in the agendas – was highlighted. The importance of having a clear understanding of what should be achieved

– what gender mainstreaming in relation to different issues/sectors and processes would entail – was noted.

129. Discussions on implementation and follow-up concluded that processes were often haphazard and poorly planned and coordinated, which made the incorporation of gender perspectives more difficult. It was also noted that, because of the large number of processes underway, there had been a tendency to move from one preparatory process to another without adequate attention to implementation and follow-up. There had also been limited attention to building on the preparatory work done on, for example, documenting experiences, disseminating materials produced and utilizing follow-up processes. The discussions also highlighted the importance of coming in at an early stage. A major challenge identified was promoting implementation and follow-up of conferences within the overall framework of the MDGs, using the potential in the measurable time-bound targets and indicators, without losing the broader focus of the commitments made in the Platform for Action and the outcome document of the twenty-third special session of the General Assembly.

130. An overall finding from the discussions at the workshop was the critical importance of the role of Gender Focal Points. Where success could be noted in both preparatory processes and in implementation and follow-up, it was largely due to the efforts of committed gender specialists within UN entities and in NGOs and civil society groups, and increasingly also as a result of effective partnerships between the UN and civil society. The presence of women in Member State delegations was identified as having potential for a positive effect, particularly in relation to issues/sectors which were predominately male-dominated. The relationship between the UN and civil society was described as “common goals, different roles” and the value of increased collaboration was emphasized. NGOs and civil society groups could play more visible advocacy and lobbying roles, produce shadow reports or establish shadow processes and provide grassroots women with a voice, while UN entities had other comparative advantages.

131. A further important overall finding was the persistent need to rely on the commitment of individuals within organizations. Institutionalizing the promotion of gender equality was identified as one of the remaining critical challenges around global conferences. In this context the issue of the seniority of Gender Focal Points and their access to information and decision-making was raised.

132. The diversity of issues and sectors covered in the global conferences in the 1990s created challenges in terms of technical expertise for Gender Focal Points and raised issues of credibility. Gender Focal Points could not be

specialists in all areas and strategic alliances were crucial. At the same time, the increased levels of gender awareness generally, and increased number of gender specialists in UN organizations, in Member State delegations and in NGOs, created potential for gender mainstreaming. Members noted also that this required Gender Focal Points to rethink their roles and strategies.

## **(b) Conclusions arising from the workshop**

133. Findings which emerged from the discussions on preparation of global conferences included the importance of:

- i. Timeliness, bringing attention to gender perspectives at an early stage in the process;
- ii. Influencing first drafts of documents;
- iii. Strategic alliances with a wide variety of stakeholders, particularly at senior levels;
- iv. More effective use of mandates that already exist;
- v. Providing evidence of the additionality of gender perspectives and using the effectiveness or development dividend approaches; and
- vi. High-quality inputs.

134. Good practice examples were identified, including:

- i. Innovative use of side events to bring high-profile attention to gender issues and create momentum;
- ii. Production and dissemination of relevant materials of high quality;
- iii. Strategic alliances with advocates within organizations, among Member States, or in NGOs;
- iv. Effective use of statements in plenary to raise awareness;
- v. Bringing actors together who normally do not interact; and
- vi. Advocacy on a one-to-one basis with key players.

135. Conclusions from the discussions on implementation and follow-up to global conferences included the importance of:

- i. Getting Gender Focal Points onto, or securing access to information from, critical bodies set up within organizations to plan implementation and follow-up, including inter-agency bodies;
- ii. Identifying key players and establishing effective lines of communication;

- iii. Creating incentives to promote commitment within organizations;
- iv. Maintaining and utilizing the strategic alliances created in preparatory processes;
- v. Incorporating implementation and follow-up into programme budgets and work plans;
- vi. Focusing more effectively on the human rights framework (in particular CEDAW) to give more “teeth” to policy commitments;
- vii. Identifying more high-level male and female advocates;
- viii. Developing effective accountability mechanisms at all levels;
- ix. Increasing the focus on national levels, including with women’s groups and networks and national machineries, and particularly through supporting women at grassroots levels to use conference outcomes as local organizing tools;
- x. Linking regional processes more effectively with global processes;
- xi. Developing innovative alliances with NGOs and civil society, particularly new groups emerging on human rights and social change agendas;
- xii. Adapting and developing specific tools to support implementation; and
- xiii. Ensuring adequate reporting from all Member States and not only from developing countries.

### **(c) Recommendations of the Workshop**

136. The discussions concluded that what was needed was not so much a radical change of approach as a consolidation by documenting and building on the

knowledge and practices accumulated over the past decade. Some concrete recommendations with implications for both individual members and the Network as a whole were put forward:

- i. The critical role of Gender Focal Points over the past decade in relation to gender mainstreaming in global conferences should be documented and used to promote both greater understanding of their role and access to increased resources;
- ii. As an integral part of all preparatory processes, evaluations should be carried out, “road maps” for implementation and follow-up established, and toolboxes developed;
- iii. The Network should provide early warning signals to all members on events and processes that should be influenced from a gender perspective and provide a forum for sharing of knowledge and experience, particularly in sectors which are considered gender-neutral;
- iv. Ways and means of using the MDGs as an effective overall framework should be developed and shared;
- v. Partnerships with NGOs and civil society should be expanded and enhanced;
- vi. Gender Theme Groups at national level should give more attention to conference implementation and follow-up;
- vii. Building on the review that UNDP currently is conducting, a gender evaluation of the MDGs country reports should be carried out;
- viii. Those entities working directly on specific issues in the world conferences could undertake and share analyses of the areas where gender perspectives were included and where greater attention is needed.

## **Annex I.**

### **Agenda for the Inter-Agency Network on Women and Gender Equality at its second session (2003)**

1. Opening of the session and adoption of the agenda.
2. Integrated and coordinated follow-up to Beijing, the twenty-third special session of the General Assembly on “Women 2000: gender equality, development and peace for the twenty-first century” and major conferences as they relate to the MDGs, the UN reform process and the ten-year review of the Platform for Action.
3. Millennium Development Goals.
4. Follow-up to inter-sessional activities:
  - (a) Women, peace and security;
  - (b) Gender mainstreaming in programme budgets;
  - (c) Gender and financing for development;
  - (d) Gender and information and communication technologies;
  - (e) Mainstreaming of a gender perspective in common country assessments and the United Nations Development Assistance Framework;
  - (f) Database activities including WomenWatch;
  - (g) Working methods and the link between CEB and the Network;
  - (h) Report on progress of the Regional Commissions’ project on tools and indicators; and
  - (i) African Gender and Development Index.
5. Human resources and the improvement of the status of women in the UN system.
6. Matters related to the Commission on the Status of Women and the Committee on the Elimination of Discrimination against Women.
7. Workshop on strategies for incorporating gender perspectives into the preparation of and follow-up global conferences.
8. Other matters.
  - (a) Financial and human resources for gender equality;
  - (b) Task Force on Protection from Sexual Exploitation and Abuse in Humanitarian Crises; and
  - (c) Map of gender expertise.
9. 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 incorporating gender perspectives into the preparation of and follow-up to global conferences**

#### **Overall objectives**

The workshop aims to foster greater understanding of different approaches, as well as lessons learned, on incorporating gender perspectives into preparation of and follow-up to global conferences. The workshop involves a process of dialogue and exchange of experiences among entities of the United Nations system and some non-governmental organizations which have worked collaboratively with entities in the United Nations system.

#### **Topics for discussion**

Presentations of concrete experiences, including good practice examples and potentials and constraints, will be made by five UN entities: UN/DESA – the Division for Sustainable Development and the Division for the Advancement of Women, ESCAP, FAO, and ITU. Representatives of three NGOs which have collaborated actively with UN entities and the IANWGE on preparation of and follow-up to global conferences will also make presentations: International Confederation of Free Trade Unions, Women's International Coalition for Economic Justice and WEDO. In-depth discussion in working groups will focus on key issues for increasing the focus on gender perspectives in preparation of and follow-up to global conferences. Participants will exchange experiences on innovative approaches and methodologies, lessons learned and good practice examples, as well as remaining challenges.

#### **Outcome**

The findings and recommendations of the workshop will be included in the report of the Inter-Agency Network on Women and Gender Equality.

#### **Format**

The dialogue and exchange will take place in the form of presentations and discussions in plenary in both the morning and afternoon sessions, followed by discussions in smaller working groups. Presentations will be strictly limited to between 7-10 minutes to allow time for discussions. The workshop will be chaired by a Moderator. The working group sessions will be guided by Facilitators. Rapporteurs will be selected from each working group to report back to the plenary. The conclusion of the workshop and adoption of recommendations will be chaired by the Special Adviser.

## **Annex III.**

### **List of Participants**

#### **Chairperson:**

Ms. Angela E.V. King  
DESA/OSAGI

#### **Acting Secretary:**

Ms. Aliye Celik  
DESA/Division for ECOSOC Support and Coordination

#### **Assistant Secretary:**

Ms. Michio Sarumida  
DESA/OSAGI

#### **United Nations and its entities and programmes:**

Office of Internal Oversight Services

Department of Political Affairs

Department of Peacekeeping Operations

Department of Economic and Social Affairs/

Office of the Special Adviser on Gender Issues

Division for Advancement of Women

Development Policy Analysis Division

Division for ECOSOC Support and Coordination

Department of Public Information

Office of the High Commissioner for Human Rights

Ms. Christa Lex

Mr. Detlef Wilke

Ms. Sherill Whittington

Ms. Aparna Mehrotra

Ms. Sylvia Hordosch

Ms. Elena Gastaldo

Ms. Carolyn Hannan

Ms. Christine Brautigam

Ms. Helga Klein

Ms. Amina Adam

Ms. Abigail Loregnard-Kasmally

Ms. Ann Orr

Mr. David Stillman

Mr. Marc-André Dorel

Ms. Thérèse Gastaut

Ms. Myriam Dessables

Ms. Mara Bustelo

Economic Commission for Africa	Ms. Josephine Ouedraogo
	Ms. Thokozile Ruzvidzo
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
Regional Commissions Liaison Office	Ms. Margaret McCaffrey
CEB Secretariat	Ms. Karina Gerlach
United Nations Conference on Trade and Development	Ms. Anh-Nga Tran-Nguyen
United Nations Development Programme	Ms. Aster Zaoude
	Ms. Dasa Silovic
United Nations Development Fund for Women	Ms. Joanne Sandler
	Ms. Zazie Schäfer
	Ms. Felicity Hill
	Ms. Maha Muna
United Nations High Commissioner for Refugees	Ms. Joyce Mends-Cole
	Ms. Michelle Cervantes
	Ms. Bushra Halepota
United Nations Relief and Works Agency for Palestine Refugees in the Near East	Mr. Maher Masser
United Nations Children's Fund	Ms. Maj Kattoft
	Ms. Kristina Goncalves
	Ms. Pamela Shifman
	Ms. Noreen Khan
	Ms. Geeta Narayan
United Nations Population Fund	Ms. Sahir Abdul-Hadj
World Food Programme	Ms. Adama Diop-Faye
United Nations Human Settlements Programme	Ms. Lucia Kiwala
United Nations University	Ms. Birgit Poniatowski
International Research and Training Institute for the Advancement of Women	Ms. Tatjana Sikoska
International Labour Organization	Ms. Jane Youyun Zhang
Food and Agriculture Organization of the United Nations	Ms. Sissel Ekaas
United Nations Education, Scientific and Cultural Organization	Ms. Lydia Ruprecht
International Civil Aviation Organization	Ms. Diana Wall



World Health Organization	Ms. Leslie Wade
World Bank	Ms. Cecelia Valdivieso
International Telecommunication Union	Ms. Patricia Faccin
	Ms. Ingunn Yssen
International Maritime Organization	Ms. Pamela Tansey
World Intellectual Property Organization	Ms. Helen Lom
International Fund for Agricultural Development	Ms. Annina Lubbock
United Nations Industrial Development Organization	Ms. Irene Freudenschuss-Reichl
International Atomic Energy Agency	Ms. Anita Nilsson
International Organization for Migration	Ms. Susan Christofides

**Invited speakers:**

Secretary of CEB Assistant Secretary-General for Policy Coordination and Inter-Agency Affairs – DESA	Mr. Patrizio Civili
Group Leader for the Social and Economic Development Group at UNDP	Mr. Jan Vandemoortele
Chairperson of HLCM Under-Secretary-General Department of Management	Ms. Catherine Bertini
Chairperson of CEB Human Resources Network Director of the Special Services Division Office of Human Resources Management	Ms. Jan Beagle
Secretary of the Ad Hoc Working Group on the Integrated and Coordinated Implementation of and Follow-up to the Outcomes of the Major United Nations Conferences and Summits in the Economic and Social Fields Chief of the Policy Coordination Branch Department of Economic and Social Affairs	Mr. Nikhil Seth

## **Annex IV.**

### **Provisional agenda for the third session of the Inter-Agency Network on Women and Gender Equality (23-26 February 2004)**

1. Opening of the session and adoption of the agenda.
2. Integrated and coordinated follow-up to Beijing, the twenty-third special session of the General Assembly on “Women 2000: gender equality, development and peace for the twenty-first century” and major conferences as they relate to the Millennium Development Goals, and the ten-year review of the Platform for Action.
3. Millennium Development Goals.
4. Follow-up to inter-sessional activities:
  - (a) Gender equality and the MDGs;
  - (b) Gender and information and communication technologies;
  - (c) Women, peace and security;
  - (d) Mainstreaming of a gender perspective in Common Country Assessments and the United Nations Development Assistance Framework;
  - (e) Gender mainstreaming in programme budgets;
  - (f) Database activities including WomenWatch;
  - (g) Working methods and the link between CEB and the Network;
  - (h) Gender and trade; and
  - (i) Gender and water.
5. Matters related to the Commission on the Status of Women.
6. Ten-year review of the Beijing Platform for Action.
7. Matters related to the Committee on the Elimination of Discrimination against Women.
8. Workshop on gender mainstreaming in programme monitoring and reporting.
9. Human resources and the status of women in the UN system.
10. Other matters.
11. Adoption of the report, including dates and provisional agenda for the next session.

## Annex V.

### List of Task Forces for inter-sessional activities

<b>Task Force</b>	<b>Task Manager and members</b>
Gender equality and the MDGs	<b>World Bank and UNDP</b> with DAW, OSAGI, ECA, ECE, ECLAC, ESCAP, ESCWA, FAO, IFAD, ILO, OHCHR, UNESCO, UNFPA, UNICEF, UNIFEM, UN-Habitat, UNHCR, UNU
Gender and information and communication technologies	<b>ITU, FAO, UNESCO</b> with DAW, ECE, ESCWA, INSTRAW, ILO, UNCTAD UNIFEM, UNDP, World Bank
Women, peace and security	<b>OSAGI</b> with DAW, DDA, DPA, DPKO, DPI, ILO, OCHA, OHCHR, OHRM, SRSG/CAC, UNDP, UNFPA, UNHCR, UNICEF, UNIFEM, UNU, WFP, observers
Mainstreaming of a gender perspective in CCA/UNDAF	<b>UNIFEM</b> with DAW, UNDP, DESA/Stat, OSAGI, UNFPA, UNICEF, World Bank
Gender mainstreaming in programme budgets	<b>DAW</b> with OSAGI, UNDP, UNFPA, UNICEF, WFP
Database activities including WomenWatch	<b>DAW</b> with DPI, FAO, ILO, INSTRAW, ITU, Regional Commissions, UNDP, UNFPA, UNIFEM
Working methods and the link between CEB and the Network	<b>OSAGI</b> with DAW
Gender and trade	<b>UNCTAD</b> with DAW, FAO, ILO, Regional Commissions
Gender and water	<b>DESA</b> with UN-Habitat, ESCWA, FAO, IFAD