



**Inter-Agency Network on  
Women and Gender Equality**

**22 April 2005**  
English only

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

**New York, 22 to 25 February 2005**

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## I. Introduction

1. The United Nations Inter-Agency Network on Women and Gender Equality convened its fourth annual session in New York from 22 to 25 February 2005. The session was chaired by Assistant Secretary-General, Ms. Rachel Mayanja, Special Adviser on Gender Issues and Advancement of Women.

2. In her opening remarks, the Chairperson noted that challenges for gender equality in 2005 were formidable, referring specifically to the report of the High-Level Panel on Threats, Challenges and Change and the ten-year review of the implementation of the Fourth World Conference on Women and of the outcome document of the twenty-third special session of the General Assembly on Beijing+5, scheduled to take place during the forty-ninth session of the Commission on the Status of Women (CSW).

3. The Chairperson reminded participants of the intergovernmental processes, including the high-level coordination segment of the substantive session of the Economic and Social Council (ECOSOC) on achieving the internationally agreed development goals, including those contained in the Millennium Declaration, and the outcomes of the major United Nations conferences and summits. Prior to ECOSOC, from 27 to 28 June, at a High-Level Dialogue on Financing for Development, Member States would be given the opportunity to review progress made in meeting the objectives and commitments of the Monterrey Consensus. The Chairperson challenged the Network to come up with an agreed plan of action as a contribution to these intergovernmental processes.

4. The Chairperson drew attention to the 2004 session of the Security Council, which marked the fourth anniversary of its resolution 1325 and the adoption by the Council of a far-reaching Presidential Statement (PRST/2004/40). She invited the Network to give consideration to preparing a joint statement, which could present specific proposals for further actions from the United Nations system's perspective. She invited the Network to consider ways to best support colleagues in the field, to enhance inter-agency cooperation; and to ensure the effective use of reporting and other field-based information.

## II. Discussion

### A. 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 ten-year review of the Platform for Action at the CSW

5. Under this item, members of the Network reaffirmed that the Beijing Platform for Action was the centre of the United Nations framework on gender equality. It also acknowledged other core instruments such as the Convention on the Elimination of All Forms of Discrimination against Women, Security Council resolution 1325 on women, peace and security, and other international development conferences outcomes such as the Programme of Action of the International Conference on Population and Development (ICPD). The Network noted that the United Nations institutional mandate for gender mainstreaming had been strengthened by the July 2004 ECOSOC review and appraisal of the system-wide implementation of the Council's agreed conclusions 1997/2 on mainstreaming a gender perspective into all policies and programmes of the United Nations, and by the adoption of ECOSOC resolution 2004/4 on this item. The Network stressed the need to effectively incorporate these instruments into all areas of work of the United Nations.

6. A concern was raised that gender issues seem to have lost political priority. The importance of ensuring that gender was mainstreamed into all work related to the Millennium Declaration and the Millennium Development Goals (MDGs) and other processes, including the response to the report of the High-Level Panel on Threats, Challenges and Change and the UN reform, was stressed. The need to build linkages with these processes and create synergies among them was underscored. The Network also discussed the importance of maintaining efforts to mainstream gender in policies and programmes and coordination mechanisms at country-level. Mechanisms such as the CCA/UNDAF, PRSP processes, Consolidated Appeals Process (CAP), MDG reporting, CEDAW reporting, and other national development frameworks offer strategic entry-points for gender equality but were not always seized by the United Nations and national gender machineries. The use and support of Gender Theme Groups within United Nations country teams was also discussed.

7. In this context, the Network noted the positive language of the 2004 Triennial Comprehensive Policy Review (TCPR) resolution on gender mainstreaming as a positive outcome of its advocacy with various constituencies. The TCPR resolution galvanized efforts to increase operational effectiveness of the United Nations at country-level. In order for it to be effectively implemented and monitored, the Network noted the need to establish

closer links with leaders in United Nations technical cooperation efforts such as the United Nations Development Group (UNDG).

8. The Network agreed that the contributions of gender mainstreaming strategies to development, and in particular to economic development, had to be made more explicit. It agreed that the achievement of gender equality was as much a development issue as an issue related to human rights, peace and security, and that gender equality needed to be mainstreamed in these areas as well. At the same time, targeted interventions to achieve women's empowerment, especially among most disadvantaged groups of women, remained critical and reinforced gender mainstreaming initiatives for the overarching goal of gender equality. The Network identified emerging areas in need of more focused attention to a gender perspective such as disaster response and management, information and communication technologies (ICTs), indigenous populations, slum dwellers, water and sanitation. The Network's role in developing a common response to emerging challenges was emphasized.

9. It was noted that clear targets and indicators set by the international community such as the Millennium Development Goal on education, facilitated progress in promoting gender equality. The need to find similar ways of measuring progress in the other critical areas of concern for gender equality under the Beijing Platform for Action was underlined.

10. Concern was expressed over a loss of momentum around gender mainstreaming, which had the potential for gender advocates and specialists to lose political leverage and support. Many noted that earlier identified challenges and obstacles remained, such as limited resources for gender work and isolation of gender units. Part of this situation stemmed from a persistent misunderstanding of what gender main-streaming actually meant, the need to constantly remind senior managers to invite gender specialists to their policy deliberations and reporting, and to ensure that gender issues were adequately integrated into results-based programming and funding frameworks. Depending on their individual mandates, entities needed to rethink or refocus gender mainstreaming at different levels – international, regional, national and community.

11. Members also noted that a significant gap between policy and implementation persisted in all entities. While most organizational policies on gender equality were in place, policy-makers at the highest levels did not seem to be effectively engaged in actual incorporation of gender perspectives in programmes and resource allocation of their entities. In this regard, the importance of political will was emphasized. It was agreed that stronger

advocacy for implementation of gender-sensitive policies was required.

12. The Network felt that there was a need to ensure that decision-makers at all levels were held accountable and that more efficient ways of measuring progress were developed. It was suggested that achievements of the Network and the UN system as a whole in promoting gender equality should be highlighted.

13. The importance of partnerships was stressed. It was necessary to take advantage of civil society networks, including community-based and non-governmental organizations, the private sector and non-UN international organizations to maximize the efforts of the United Nations gender advocates. The role of men and boys as partners in promoting gender equality was also underlined, as well as finding partners among decision-makers who were sensitive to gender issues. The importance of involving affected communities in decision-making was noted.

14. Questions raised on the future role of the network:

- i. How could the Network shift its focus from information-sharing to a shared analysis of gender issues?
- ii. How could the Network link up with and support the national Gender Theme Groups?
- iii. How could the Network support the UN reform process and make it more effective?
- iv. How could collaboration be strengthened within the Network to avoid duplication of efforts between entities?
- v. How could the monitoring role of the Network be developed?
- vi. How could the Network present gender mainstreaming in a more practical, concrete and result-oriented manner?
- vii. How could the Network become more client-oriented and demand driven? How could the Network best define its clients?
- viii. How could the Network strengthen or develop partnerships within and outside the UN system?
- ix. How could the Network best address obstacles and challenges remaining such as gender units being isolated from other units within their own entities?
- x. How could the Network extend its support to entities whose gender units worked in constrained conditions?

15. A joint statement was drafted by the Network members to be conveyed by the Special Adviser on Gender Issues at the United Nations System Chief Executives Board (CEB) for Coordination. (See Annex I).

## **B. Beyond the ten-year review of the Beijing Platform for Action**

16. In this session, the Network noted that many commitments, policies, and legal frameworks already existed for promoting gender equality. However, as progress on the ground had been limited, the Network agreed that UN entities needed to focus on action, implementation and results, to fully engage all relevant actors at all levels.

17. The Network needed to consider how to ensure that initiatives reached the intended audiences. The need for a participatory approach that fully involved targeted populations, in particular women and girls, in decision-making, planning and programme implementation, including in development of indicators and dissemination of statistical results, was stressed. In that regard, the Network recommended establishing linkages with women leaders at the local government level.

18. Given the many challenges encountered in some regions in promoting gender equality and backlashes from conservative forces that considered gender equality a threat to certain values, the Network recognized that different strategies were needed for different regions and contexts. The Network needed to consider how to deal with cultural and political sensitivities when promoting gender equality.

19. The important political role of the women's movement and women's organizations as change agents was highlighted. A revitalization of the women's movement was seen as bringing the needed impetus to galvanize political will within institutions and among technocrats in charge of policy-making and planning processes. The role of international organizations in encouraging and supporting the women's movement to put gender issues back on the national agenda needed to be re-examined.

20. Trends in international assistance towards national execution and direct budget support were seen as presenting a risk of diluting attention to gender specific interventions and expenditures and bypassing national gender machineries. The importance of making gender an owned priority at country-level was stressed. The opportunity provided by the MDGs implementation process to strengthen commitments to gender equality and women's empowerment was noted.

21. Governance was another area that required closer attention. Both possibilities and challenges facing women as political actors needed to be explored and the role of

the United Nations in promoting women's involvement in governance at all levels should be further examined.

22. Enhanced cooperation, strengthened alliances and close partnerships between different actors were perceived as key to successful implementation. The importance of sharing lessons learned and good practice examples between regions, and between agencies was noted. The need to form strategic networks and develop mechanisms for enhanced cooperation between departments and agencies at country-level to avoid fragmentation and duplication of efforts was underscored. Such efforts should take into account the comparative advantages of the respective entities.

23. The importance of establishing closer links to strategic actors outside the United Nations system, such as the academia, think-tanks, media and civil society was noted both for ensuring that gender was an integral part of research and for creating awareness of existing intergovernmental commitments to promote gender equality.

24. Mechanisms to involve youths in activities and decision-making should be examined. Involving men and boys as partners in promoting gender equality was re-emphasized, and adolescents were an important group to target.

25. The need to become more focused and strategic was noted, particularly in light of limited resources and reduced staff. Capacity-building, in particular, needed to be carried out in a more systematic manner identifying key institutions and actors. It was important to target the right groups and decision-makers at different levels depending on the agenda. It was noted that national machineries for women sometimes had a limited mandate and agenda and that other central or line ministries might need to be targeted directly at country-level. In focusing on results, the entities also needed to identify the most likely points for impact on women's lives, such as access to land and property.

26. The issue of violence against women and gender-based violence in conflicts was discussed. The question was how to galvanize more attention to these issues and ensure a timely response from the Security Council to violence against women. The views of the affected women were essential. Moreover, swift sanctions against peacekeepers found guilty of sexual exploitation and abuse was required. The situation of women and girls in conflict and post-conflict was still not part of the MDGs process. In that regard, resolution 1325 needed to be widely disseminated at country-level.

27. Consensus/Decisions:

- i. The Network should identify strategic alliances and entry-points to integrate gender into existing processes and working groups to promote multi-sectoral interventions.
- ii. The Network saw the coordinating and leadership role of the Office of the Special Adviser on Gender Issues as critical to raising women's concerns at the centre of decision-making bodies of the United Nations, especially the CEB and the UNDG.
- iii. It was important to monitor the UN reform and ensure that resources for gender specialists and gender focal points were not reduced while "re-profiling" human resources.

**C. Five-year review of the Millennium Declaration and the Millennium Development Goals**

*(a) Overview of global processes*

28. Ms. Marta Maurás, Director of the Office of the Deputy Secretary-General (DSG), provided an overview of United Nations intergovernmental processes led by the UN Secretariat, with a focus on the Millennium Declaration and the Millennium Development Goals. The Secretary-General's report on the implementation of the Millennium Declaration was being prepared by a team under the guidance of the DSG. Its content was being negotiated through formal and informal consultations among Member States, led by ten Member States facilitators appointed by the Secretary-General.

29. The report would provide information and strategic guidance for the current review process, and would be divided into several chapters focusing on peace and security; development; rule of law and protection of vulnerable groups; and strengthening the United Nations. The Secretary-General's report would include inputs from the Millennium Project report and its Task Forces, as well as from the report of the High-Level Panel on Threats, Challenges and Change. The report would also provide a basis for the future outcome document to be adopted by the high-level plenary of the General Assembly scheduled for 14 to 16 September 2005.

30. The review process would also cover the outcome of the High-level Dialogue on Financing for Development, which would take place immediately before the ECOSOC session. There would be consultations with civil society organizations in June 2005, though the extent to which CSOs would be able to participate in September was still to be determined. The September meeting would consist of a high-level plenary

and several roundtables, the outcomes of which would feed into a Chair's summary.

31. The Director emphasized the progress already undertaken at country-level with the support of United Nations Country Teams, for instance in the production of national MDGs reports, the inclusion of the MDGs in poverty reduction strategies and improvements in statistical data collection and use. In response to a comment that the United Nations entities were using the MDGs as advocacy tools but were not being held accountable for their own use of the MDGs in their policy and funding framework, she mentioned another report on the contribution of the United Nations system to the implementation of the MDGs, which was being drafted under the guidance of the CEB's High-Level Committee on Programmes and would be issued shortly.

32. The Network raised a concern that despite the inclusion of gender perspectives in the Millennium Declaration, gender equality issues were still not being mainstreamed into the major decision-making fora on MDGs implementation and monitoring. In that regard, Ms. Maurás encouraged the Network to speak out in decision-making circles such as the Inter-Agency Expert Group on MDGs Statistics and Indicators. Mentioning the ten facilitators in charge of negotiating the content of the Secretary-General's report, she encouraged the Special Adviser on Gender Issues to request an opportunity to review the Secretary-General's report before it was issued.

*(b) Millennium Project Task Force on Education and Gender Equality*

33. Ms. Caren Grown, member of the Millennium Project Task Force on Education and Gender Equality, gave a presentation on the Task Force's report: *Taking action: achieving gender equality and empowering women*. The report underscored the need to place women's empowerment at the centre of development and placed priority on practical and strategic approaches that governments and UN entities must take to promote gender equality (Goal 3). While education was necessary for women's empowerment – especially at secondary level – it was not enough as empowerment was multidimensional. To this effect, the Millennium Project Task Force adopted an operational framework of gender equality and women's empowerment that delved on three empowerment domains: capabilities; opportunities; and security. These domains were interrelated and change in all three was important for achieving Goal 3.

34. To ensure that Goal 3 was met by 2015, the Task Force identified seven strategic priorities particularly

relevant for poor women, adolescents and women and girls in conflict and post conflict countries.

35. The Task Force suggested 12 additional indicators to those already used to monitor Goal 3 for global and national monitoring. Moreover, it was also critical to improve countries' capacity to enhance the scope, quality and frequency of collection of sex-disaggregated data. The Task Force adopted a gender needs assessment methodology for estimating financial requirements of gender-related interventions. This tool could also be used for policy dialogue on gender-sensitive budgeting.

36. To bring about gender equality, Ms. Grown recommended the following essential elements: political commitment by and mobilization of a large group of change agents at different levels; technical capacity to implement change; institutional structures and processes to support the transformation; adequate financial resources; and accountability and monitoring systems.

37. In conclusion of the discussion on this topic, the Network felt that concerted efforts to promote the seven strategic priorities recommended by Task Force 3 were needed and that each entity should develop a strategy to bring those recommendations forward. Entities should invite members of Task Force 3 to present its recommendations. The Task Force 3 would also prepare a policy brief for future advocacy by IANWGE members. The gender needs assessment tool was seen as a promising proposition to cost out specific interventions for achieving gender equality.

#### **D. Gender statistics and indicators: *The World's Women 2005: Trends and Statistics***

38. The Chief of the Social and Demographic Statistics Branch of the United Nations Statistical Division updated the Network on the status of *The World's Women 2005: Trends and Statistics*. The Chief stated that the report focused on progress in gender statistics, and briefed the Network on the widespread phenomenon of missing statistical data, including such basic information as population size and other demographic variables. Taking the example of birth and death registration, she suggested that this lack of data prevented Member States from being accountable for child and maternal mortality and other gender disparities. She pointed out that there was no official international system for collecting data on violence against women. In this context, improving knowledge of gender issues and availability of sex disaggregated data on maternal mortality or violence against women would remain a daunting task.

39. The Network inquired about the UN Statistical Division's plans to build capacity in gender statistics to address data gaps. It further discussed the problems and causes regarding distorted data and inadequate indicators. The Network discussed the advantages of improved collaboration and coordination amongst the different UN entities and the importance of enhanced understanding of the statistical data systems used to collect data.

40. The importance of statistics and indicators was stressed, and continued work amongst regional commission's and UN entities to improve the quality of data was seen as essential to achieving gender equality.

41. The Network recommended that regional commissions invest in structures that would allow them to build national capacity to collect data on gender issues.

#### **E. Human rights issues**

##### **(a) *Matters related to the Committee on the Elimination of Discrimination against Women***

42. The Chief of the Women's Rights Section, DAW/DESA provided an overview of the outcome of the thirty-second session of the Committee on the Elimination of Discrimination against Women held from 10 to 28 January 2005; and discussed the relationship between the Committee and entities of the United Nations system.

43. The Division conveyed the Committee's disappointment about the limited participation of UN entities in addressing the Committee, and underlined the opportunities available to UN entities to contribute to the Committee's work including: by providing country-specific information at the Committee's sessions and, preferably at the time of the Committee's pre-sessional working groups; by offering/providing support to the country concerned in the follow-up to and implementation of the Committee's concluding comments; by using the Convention more systematically and strategically in all country-based work; and by disseminating information on the Convention and its Optional Protocol. DAW concluded by informing that all information related to CEDAW was available on the website of the Division for the Advancement of Women.

44. During the discussion it was noted that, in many cases, UN entities did not submit information to the Committee because they might not undertake programmes in the countries under consideration during a particular session. It was also noted that not all UN entities received letters asking for contributions. It was agreed that DAW would send letters requesting contributions to all

interested UN entities, including the regional commissions and to all the members of the Inter-Agency Network on Women and Gender Equality.

***(b) Update on the in-depth study on all forms of violence against women***

45. The Chief of the Women's Rights Section, DAW/DESA, provided an update on the status of the preparation of the Secretary-General's in-depth study on all forms of violence against women, mandated by General Assembly resolution 58/185. She informed that the study was currently being prepared and that a Task Force on the study had been established comprising 26 UN entities and 12 non-governmental organizations. Initial meetings on the study were held with entities of the UN system and NGOs in November 2004 and DAW was currently organizing two Expert Group Meetings: one on data and statistics on violence against women, in collaboration with the Economic Commission for Europe and the World Health Organization; and another on "good practices". An inventory of activities on violence against women undertaken by UN entities was also being prepared and, to this effect, a questionnaire had been sent out to 35 UN entities on 10 January 2005 in order to obtain an overview of the work being done on this issue, and to identify areas for increased attention and collaboration. The DAW representative highlighted the importance of receiving additional responses to the questionnaire and as of 11 February 2005 there were responses from 8 UN entities.

46. During the discussion, the Network shared information on the work undertaken by some UN entities on violence against women. The World Health Organization for example pointed out that it had undertaken a study on violence against women in ten countries, and that a report focusing on the health implications of violence against women will be launched in June to July 2005. The importance of reflecting the current state of studies on violence against women into the Secretary-General's in-depth study was highlighted.

**F. Human resources and the status of women in the United Nations system**

47. The Focal Point for Women in the Secretariat emphasized the continued importance of monitoring statistics and trends both for overall results and specific levels of appointments. She expressed concern about the slow increase of women in professional categories; with an increased rate of 2.5 per cent from 1998 to 2004, it would take a long time to achieve gender parity in staffing. Greater efforts were required to harmonize both statistics, which were powerful advocacy tools, as well as

policies across the system. Accountability of managers was yet another area which required strengthening, as illustrated by the Organizational Integrity Perception Survey conducted in the Secretariat. The latter noted that the "tone at the top" was the single greatest determinant of change.

48. A representative of OHRM, Chief of Staffing, underlined the General Assembly mandate to achieve objectives on geography and gender targets. The Human Resources Action Plans were a tool to hold managers accountable. For the next cycle, more gender-sensitive indicators were being developed.

49. During the discussion, the difficulty of presenting timely data across the system was raised. Data presented to the General Assembly were based on statistics available to the CEB Secretariat. It was also suggested to make vacancy announcements more accessible to all entities across the United Nations system, from the Secretariat Galaxy system to postings available through all other programme agencies.

50. With respect to the new staff selection system, The Network recommended to revisit the issue of special measures for women, which had been considerably weakened. In this context, the Network recommended that human resources policies be guided by article 4.1 on temporary special measures of CEDAW, which has been detailed in its General Recommendation 25.

**III. Follow-up to Inter-sessional activities: Reports from Task Forces**

**A. Gender Equality and the Millennium Development Goals**

51. The World Bank and UNDP, as Task Managers, reported on activities carried out in 2004. In accordance with the Task Force's mandate to provide information on linkages between gender equality and all of the MDGs, the Task Force had produced a package of materials, which included one-page notes describing Task Force member organizations' respective gender and MDG-related work. The Task Force requested a renewed and broadened mandate from the IANWGE to review and document national level gender and MDG activities in order to provide greater input into national level decision-making processes. The materials also needed to be more inclusive and cover the activities of other United Nations entities that were not members of the Task Force. The Task Force should also consider how it could strengthen its own and the IANWGE's message on the need to enhance the linkages between the Beijing Platform for Action and the MDGs.

52. During the discussion, IANWGE members suggested that in light of the forthcoming MDG+5 Summit in September 2005, the Task Force members and the IANWGE as a whole use the existing materials strategically and at decision-making levels to influence global and national processes and ensure the use of the existing analysis in these processes. It was also suggested that the Task Force or the Network members engage in dialogue with country level policy makers and stakeholders negotiating the final outcome of the MDG review processes.

53. Recommendation: The Network renewed the mandate of the Task Force.

#### **B. Gender and Information and Communication Technologies (ICTs)**

54. There was no oral presentation by the Task Force. The Task Force planned to meet to discuss the upcoming World Summit on the Information Society to be held in Tunis in November 2005, and would report back to the Network.

55. Recommendation: The Network renewed the mandate of the Task Force.

#### **C. Women, Peace and Security**

56. The Office of the Special Adviser on Gender Issues (OSAGI) reported on activities of the Task Force over the last year. The Task Manager noted that Security Council Presidential Statement 2004/40 asked the Secretary-General to prepare a system-wide action plan for implementation of Security Council resolution 1325. OSAGI was currently drafting this action plan in conjunction with the Task Force. The draft would be completed after the CSW meeting in March, and would then be transmitted to the agencies for inputs. Each entity would include its goals, timelines and activities. The Task Manager noted that October 2005 would be the fifth anniversary of the Security Council resolution 1325, and that suggestions from the Network would be welcome on how the event could be observed. It was suggested that a one-pager on what different parts of the system were doing on women, peace and security, similar to that of the Task Force on Gender and the MDGs, could be one of the outputs for the fifth anniversary.

57. The Network discussed sexual abuse and exploitation by peacekeeping personnel. It was agreed that this issue needed to be considered within the broader context of institutional accountability. The gender dimensions of this problem had to be explored and it was

noted that the solution was more than a disciplinary one. Gender perspectives needed to be fully incorporated into all peace and security work of the United Nations. Other factors had to be looked into such as the proportion of women as peacekeepers, living conditions of peacekeepers and humanitarian staff, codes of conduct, staff training and length of mission assignments. It was noted that these incidents were under investigation. The Secretary-General's policy of zero tolerance for offenders was also noted. The Network noted that there was a need to prepare host communities in advance to deployment of peacekeeping personnel and humanitarian workers. The role of Gender Advisors and their relationship with humanitarian workers and civil society was crucial. The discussion focused on accountability, prevention, rehabilitation, and the need for strong, swift and meaningful action. The response had to be system-wide.

58. The Network expressed concern in view of the lack of gender-sensitivity of the arms control community. It recommended that gender training of field staff be undertaken and that Member States be asked to invest more money in arms control.

59. Recommendations:

- i. A strong proposal or message should be sent from the Network to the Secretary-General or the Chair of the CEB, to be complemented by an audience with the Secretary-General and a press conference with the media, on the issue of sexual abuse and exploitation by peacekeeping personnel.
- ii. The Network renewed the mandate of the Task Force.
- iii. INSTRAW joined the Task Force.

#### **D. Gender Mainstreaming in the Common Country Assessments and the United Nations Development Assistance Framework (CCA/UNDAF) processes**

60. In its report, UNIFEM, as the Task Manager noted that one of the main activities of the Task Force had been strengthening the work of the country Gender Theme Groups. The importance of these Groups was becoming more crucial with the growing importance of the MDGs. The Groups were however comprised of gender focal points that were already overloaded with many tasks. Despite their heavy work schedule, some of these Groups were functioning effectively, successfully and strategically. The Task Force had completed its Resource Guide and dissemination to the Gender Theme Groups had begun. The Resource Guide gave the Groups, and to communicate on good practices and their activities.



61. The Task Manager noted that the Resource Guide had not been adopted as a formal item on the United Nations Development Group (UNDG) agenda, and the Task Force regretted the non-responsive stance of the UNDG. The Task Force reported that the number of Gender Theme Groups had been declining. While some Gender Theme Groups existed, the human resources status of Country Offices affected the effectiveness of these Groups immensely. In some cases, Gender Theme Groups had not even been created because of “re-profiling” and reductions at the country-level. There was the fear that this trend would spread throughout the UN system. The importance of gender focal points was reiterated.

62. The Network noted that the gender equality was increasingly treated as a cross-cutting theme rather than a main item of the CCA/UNDAF result framework, thereby marginalizing the importance of gender equality on country teams’ agenda. A recent UNDG country survey sent to all offices on their work on MDGs had only included one or two lines on gender. The Network stated the need to actively engage the UNDG to ensure the adequate inclusion of gender mainstreaming in the CCA/UNDAF result framework, otherwise the Network feared that it would not be included at all.

63. Under its mandate, the Task Force had followed the negotiation process within the framework of the Triennial Comprehensive Policy Review of Operational Activities for Development of the United Nations System (TCPR). The TCPR was an instrument for reporting and accountability. This was seen as an important opportunity to influence the input of Member States into incorporating gender issues into the TCPR. The language on gender mainstreaming had been subsequently reflected in the resolution which had been adopted during the fifty-ninth session of the General Assembly. While the Task Force was congratulated on its work, it was noted that the Task Force still had work to do on the CCA/UNDAF and the TCPR.

64. Recommendations:

- i. The Network renewed the mandate of the Task Force.
- ii. The Network will invite a UNDG representative to brief the Network at its fifth session.
- iii. The Network re-emphasized its suggestion that the Special Adviser on Gender Issues and Advancement of Women be included as a member of the CEB.

#### **E. WomenWatch**

65. DAW, as Task Manager, summarized the activities of the Task Force, which took place in 2004. It was noted

that WomenWatch continued to have funding problems over the period, not only for the post of Web Manager, but also for the post of Information Officer. At best, the WomenWatch website had been managed by temporary Web Managers, and was now being supported technically and substantively by DAW, as needed. Because of this situation, some of the regular WomenWatch activity had been suspended, but there had been a conscious effort to keep links updated. Some funding had been received from a number of donors and UN entities.

66. Despite these setbacks, the WomenWatch website had been able to host 11 online discussions in preparation for the ten-year review and appraisal. The online discussions were coordinated by DAW in collaboration with different members of the IANWGE who sponsored its moderators. In addition, with a new design for ease of navigation, the *Directory of Gender Resources* had been launched on WomenWatch, which included information from UN entities on gender mainstreaming and other thematic issues. Feedback was requested on the design of the portal and navigation tools. A recent addition to the website was a short note on the gender-sensitive response to the tsunami tragedy, but not much feedback had been received as yet.

67. Several challenges remained: additional funding for human resources; the need for a more effective system of updating information from members of the IANWGE; the showcasing of WomenWatch at WSIS in Tunis in 2005; and the need to have the website available in other languages.

68. Recommendations:

- i. The Network renewed the mandate of the Task Force.
- ii. The Task Manager would continue to request funding from IANWGE entities and other donors for the website.

#### **F. Gender and Trade**

69. UNCTAD, as Task Manager, reported on activities of the Task Force, including research and analysis, advocacy, and capacity-building. The purpose of the Task Force was to enhance understanding of the relationship between gender and trade. A publication “Gender and Trade” had been launched in 2004. A summary of the publication was included as a press release in the Task Force report. In terms of advocacy, several opportunities had presented themselves, including the UNCTAD XI meeting with policy-makers in 2004, and a WTO symposium on the subject. The Task Manager reported that it was not an easy task to reconcile divergent views among members of various agencies and come up with a

common understanding of this complex subject. At policy-making level, a General Assembly resolution on trade had been passed but efforts to include references to gender and trade had failed.

70. The Network requested more information on the links between gender and trade in relation to macroeconomics. The Task Manager noted that macro-economic policies were outside the mandate of the Task Force. The Task Manager elaborated on gender and trade in the informal sector, and the difficulties surrounding collection of data in this area. Discussion ensued regarding trade liberalization and how it affected gender and trade. The Task Manager mentioned concerns from some trade negotiators from developing countries that reference to gender equality could be used as a form of conditionality to trade negotiations. The Network felt that more advocacy targeting national policy makers would help to overcome these reservations.

71. Recommendations:

- i. The Network renewed the mandate of the Task Force for the time being. However, the Task Force needs to be revitalized as it lost momentum after the launch of its publication. Lack of resources is the main obstacle to undertaking new activities.
- ii. Policy briefs based on the publication would be prepared and disseminated to policy makers and other users.

### **G. Gender and Water**

72. The Task Force on Gender and Water, led by its Task Manager, the Division for Sustainable Development, expanded its work over the last year. It reported to two groups, the Network and UN Water, the inter-agency mechanism that coordinates system-wide activities in the area of water resources, including the activities surrounding the International Water for Life Decade. The Task Force, as a sub-programme of UN Water, had been asked to take responsibility for the gender component of the Decades activities, and a framework for action was already being used. The upcoming session of the Commission on Sustainable Development would focus on water, sanitation and human settlements, and was an opportunity for side events, workshops and other activities on gender and water. The Task Force had given input into the Millennium Project on Sanitation and Water and had the opportunity to develop a relationship with women Ministers whose portfolios covered water. Discussions took place on the gender implications of privatization of water, its economic implications, and economic efficiency arguments and gender issues in sanitation in slums. The need for sharing information was emphasized, since it was noted that some entities had

done substantial work in the area of gender and water, which would be an additional resource for the work of the Task Force. It was suggested that the Task Force widen its scope and include issues around conflict over water resources.

73. Recommendations:

- i. The Network renewed the mandate of the Task Force.
- ii. The Task Force would continue its work, and develop training and advocacy tools.
- iii. ECLAC, INSTRAW, UNPFII and World Bank joined the Task Force.

### **H. Indigenous Women**

74. The Task Manager, the Secretariat of the Permanent Forum on Indigenous Issues, noted that the actual work of the Task Force had only begun in June 2004, after the results of the May session of the Permanent Forum on Indigenous Issues. The goals of the Task Force were elaborated in the Report of the Task Force. The main achievements of the Task Force were listed in an information kit produced for the Network. The subject of indigenous women and gender were relatively new, and was considered as an emerging subject. During the 2004 session of the Commission on the Status of Women, a high-level event on the role of indigenous women had taken place. In collaboration with the Office of the Special Adviser, a set of briefing notes on gender perspectives were being prepared in time for the next meeting of the Permanent Forum. The Task Force noted that 60 indigenous women leaders would be participating in CSW. The upcoming Second Decade on Indigenous Issues (2005-2014) was another opportunity for further fulfilling the workplan of the Task Force.

75. Recommendations

- i. The Network renewed the mandate of the Task Force, with focus being given to the work of the Task Force at the next meeting of the Permanent Forum.
- ii. INSTRAW joined the Task Force.

### **I. Gender Mainstreaming in Evaluation, Monitoring and Programme Reporting**

76. OIOS and ILO, the Task Managers, noted that the establishment of the Task Force was one of the recommendations of the Workshop on Mainstreaming a Gender Perspective in Evaluation, Monitoring and Programme Reporting, held during the third session of the IANWGE in 2004. The Task Force had completed a desk study, which was a web-based review of the literature and noted that in most of the literature, monitoring and

evaluation of gender programming and policies was the weakest area. There however existed a proliferation of tools and activities and some good practices in the area. But there was consensus that there was not much guidance to indicate how gender-related monitoring and evaluation should take place within the UN system.

77. The Task Force identified its objectives, including: the promotion of strategic partnerships between units responsible for oversight and for gender mainstreaming; the development and sharing of tools as well as training for mainstreaming gender into corporate monitoring and evaluation processes among Task Force members and entities of the UN system; and highlighting the ways gender-sensitive quantitative and qualitative indicators have been developed, evaluated and monitored in the UN system. In this regard, the Task Force outlined eight related activities. The Task Manager also noted that General Assembly resolution 58/269 “Strengthening of the United Nations: an agenda for further change” refers to strengthening monitoring and evaluation systems and asks OIOS, in collaboration with the Joint Inspection Unit, to submit for the General Assembly’s sixtieth session, proposals on the strengthening and monitoring of programme performance and evaluation. This was seen as a good opportunity to incorporate a gender perspective. The Network noted that the Secretary-General’s report on programme performance of the United Nations for the biennium 2002-2003, referred to gender mainstreaming in its “overview of key results achieved by the United Nations”. The Task Force also noted that work was ongoing to enhance the gender component of IMDIS, the online system used by the Secretariat for programme budget planning and monitoring.

78. **Recommendation:** The Network renewed the mandate of the Task Force, and endorsed its suggested activities over the next year.

#### **J. Ten-year review and appraisal of the Beijing Platform for Action**

79. DAW, the Task Manager, updated the Network on the activities of the Task Force. It was noted that due to problems of continuity in the Web Manager position for WomenWatch, a separate section on the review and appraisal was not established on WomenWatch. Rather, a link was established to the DAW webpage on the review and appraisal process.

80. Through the Task Force, 11 online discussions took place on the WomenWatch website on various critical areas of concern of the Beijing Platform for Action and emerging issues such as trafficking. Appreciation was expressed to all the Network members who facilitated,

sponsored or participated in the online discussions. The Task Force members shared information regularly on communication and outreach activities to be undertaken on the ten-year review and appraisal, including posters, postcards, documentaries and publications. An inter-agency photo exhibit would be launched, coordinated by DAW, on the theme: “Making a difference through gender equality and women’s empowerment: Thirty years of United Nations efforts to promote gender equality and empower women.” This activity was intended to raise the profile of the IANWGE during the CSW. Additionally, facilities had been made available for members to showcase their materials during the CSW. It was noted that in terms of interaction with the MDGs Task Force, some members of the ten-year review and appraisal Task Force were also members of the Gender and MDGs Task Force; in this way members of the Gender and MDGs Task Force were given the opportunity to exchange information on the 10-year review process. Meetings of the Task Force were also opportunities for DAW to share information on the preparations for the forty-ninth session of the Commission on the Status of Women, including aspects such as activities of the Bureau of the CSW, documentation, participation of NGOs and side events.

81. DAW took the opportunity during its presentation, to update the Network on the current status of preparations for the CSW, including the programme of work (high-level roundtables, plenary and panel discussions), expected resolutions (including two new resolutions on women’s economic empowerment, and trafficking in women and girls); and expected outcome of the meeting. The CSW would not have agreed conclusions, but a declaration was being negotiated. The declaration was envisaged to be a short concise document which would focus on reaffirming the Platform for Action, its linkages with the MDGs, and the relationship between the Platform and the Convention on the Elimination of All Forms of Discrimination against Women.

82. The Network expressed concern about the obstacles to reaffirm language that had been negotiated ten years ago. The Network felt that the expected outcome was not about renegotiation, but rather commitment, implementation and accountability to the existing Platform.

83. **Recommendation:** The Task Force completed its work; the Network expressed its appreciation and recommended the discontinuation of the Task Force.

#### **IV. Workshop on “Ten-year review of gender mainstreaming: Focusing on results”**

84. The Chairperson of the Network and ASG/Special Adviser on Gender Issues opened the IANWGE Workshop on “Ten-year review of gender mainstreaming: Focusing on results.” In her introductory remarks, she noted that in the past few years, the Network workshops have focused on strengthening its own capacities, improving methodologies and ensuring that the Organization’s work reflected a gender perspective. In this context, presentations that focussed on measuring the achievement of gender equality and empowerment of women at the country-level were crucial to its work.

85. The purpose of the workshop was to identify practical steps to accelerate progress towards the achievement of gender equality against the backdrop of current challenges and emerging global issues. Three main objectives were identified: to explore new initiatives, to suggest new ways of improving methods for gender mainstreaming, and to discuss how the Network could strengthen coordination at the national, regional and international levels.

86. Plenary presentations were made by UNIFEM on “Millennium Development Goals: Platform for promoting women’s human rights”; by ECA on “The African Gender and Development Index: Results from 12 countries”; by ESCWA on “Gender indicators for Arab countries”; and by UNFPA on “Engaging policy-makers in gender mainstreaming: Successes and challenges.” The participants were divided into smaller working groups in the afternoon to allow for more in-depth discussions on results achieved and challenges encountered in promoting gender equality. Conclusions and recommendations for the way forward for the IANWGE were presented to the plenary at the closing of the workshop.

#### **A. Millennium Development Goals: Platform for promoting women’s human rights**

87. The presentation focused on how gender equality advocates in a growing number of countries were devising effective approaches to use the MDGs as a platform to strengthen commitments to women’s human rights and empowerment. It built on examples from the UNDP Project “Gender Equality and the Millennium Development Goals” that UNIFEM was executing in five countries. In these countries, UN Gender Theme Groups and other partners devised strategies to mainstream gender into the MDGs processes, including analysis, reporting, campaigning and implementation.

88. The presentation demonstrated how the MDGs, CEDAW and Beijing frameworks could mutually reinforce each other and converge rather than operate separately. With the proliferation of regional and

international instruments at country-level, and the need to localize the MDGs targets and indicators which build on national gender action plans and CEDAW reporting, coordination mechanisms were needed to bring all these efforts together.

89. The presentation left the following future areas to be explored:

- i. In the context of UN reform and the consensus on the MDGs, what guidance, tools and/or resources could the IANWGE provide to ensure that UN Country Teams systematically use MDGs processes to strengthen progress toward gender equality and women’s empowerment?
- ii. How could transaction costs for national partners be reduced to ensure that gender equality frameworks were mutually re-enforcing?

90. The discussion which followed focused on three main themes: developing a common understanding and clear language related to gender equality and gender mainstreaming; gender-sensitivity training; and coordination.

91. Many entities expressed concern about perceived loss of momentum on gender equality agenda due to the proliferation of seemingly competing priorities and processes that in turn render women invisible and lead experts to question if gender mainstreaming was effective. Gender mainstreaming was often zealously understood as an implicit cross-cutting matter and explicit attention to gender disparities and specific efforts to empower women were lost or forgotten. This discussion led to issues of communication and the use of gender ‘jargon’. Some entities expressed the need to design a set of common basic principles to use as a basis for evaluation of results and to shift from processes (the gender mainstreaming approach) to a focus on gender equality outcomes. A more pragmatic approach was called for.

92. In order to institutionalize gender-sensitivity and increase common use of a gender lens, the Network viewed mandatory staff gender training as relevant, along the lines of recent initiatives to train UN staff on IT and Security issues. However, some entities expressed concerns that gender training would not be sufficient to institutionalize gender-sensitivity unless it was accompanied by organizational culture change. As in other agencies and bi-lateral organizations, gender training and accountability could be linked to performance appraisal. It was suggested that the IANWGE should act as a model of gender equality and partnership by bringing men on board.

93. Follow-up:

- i. The Network raised the important issue of matching the gender-related organizational structure of the United Nations with the growing demands of the development, peace and security and humanitarian assistance mechanisms. In order to use gender expertise resources more efficiently, coordination would allow entities to pool together resources and expertise for a common goal.
- ii. A Task Force on matching the changing development context with adequate gender equality structures was proposed, in order to create synergy among agencies and departments.
- iii. In the context of UN reform, a proposal was made for the IANWGE to send a joint statement to the Secretary-General so that he would in turn urge entities of the UN system to re-emphasize the importance of the goal of gender equality to the work of the Organization and draw attention to mandates to incorporate gender perspectives into all policy-making, programming, implementation and monitoring processes.

#### **B. The African Gender and Development Index (AGDI): Results from 12 countries**

94. At this session, the pilot gender and development index developed by the ECA was presented by the Acting Chief of the Centre for Gender and Development. It was designed to measure the performance of African Member States in addressing gender equality and women's empowerment and combines two sets of data: quantitative changes in outcome indicators on education, health, employment, and political participation; and qualitative changes in the adoption and implementation of policies, legal framework and budgets. The second set of data assesses the performance of governments in meeting their obligations towards the international and regional conventions that they were signatory to.

95. The presenter reviewed the steps undertaken in developing the AGDI, including: its conceptual framework; analysis of the global and regional documents that African States have ratified; selection of indicators for computation of the index; setting up of national and regional advisory panels; and validation of the index and trials in 12 countries. Notably, the ECA AGDI was used in Ghana in the NEPAD peer review.

96. The following discussion focused on matching the set of AGDI indicators with those used in monitoring CEDAW, the Beijing Platform for Action and the MDGs; how to operationalize the index; and issues of costs, statistical data availability and interpretation. Along with the need to match the outcome indicators with the MDGs, missing indicators included: access to sexual and

reproductive health; female genital mutilation/cutting; early/forced marriage; equal access to land/ownership of land; and indicators related to indigenous people.

97. Some entities expressed strong interest in the potential of such an index to draw the attention of Member States and to incite them to follow-up on gaps found. However, high costs and the time consuming nature of data collection and verification limits this reporting to a four to five-year frequency. There was some concern expressed regarding statistics, interpretation and data collection. Due to the qualitative nature of the data, the comparability of data between countries was questioned. Similarly, the need to train enumerators on definitions and interpretations of concepts was also raised, as well as the lack of representation from countries of conflict and post-conflict. ECA reminded the Network that this was a pilot programme. A suggestion to establish a Task Force on gender statistical collection was replaced by a recommendation to encourage each agency to share their indicators to develop a more encompassing index.

98. Follow-up: Given the expressed need for further information sharing and continued close collaboration on the development of indicators and collection of statistics, it was proposed that this item be given a more permanent status on the IANWGE agenda.

#### **C. Gender indicators for Arab countries**

99. At this session, the Status of Arab Women (SAW) Index was presented. Building from the AGDI efforts, the ESCWA Centre for Women undertook to develop a composite indicator on the status of women in Arab countries. This index adds two new subsidiary subsets to the traditional outcome package of income, education and health indicators: legal and cultural indicators, which measure customs, traditions, laws and conventions. The content of these two subsets reflected the specificity of Arab societies.

100. A variety of shortcomings and challenges were expressed during the following discussion. The presenter noted that while cultural dimensions only dealt with women, surveying of men would also be useful. Quantitative measurement of customs and tradition and analysis of their impact on the situation of women was also quite complex and costly. Data production was also hampered by resistance from some of this region's Member States on the need to collect such information. Some entities proposed to present this effort as an application of CEDAW recommendations. Again, the index raised the issue of operationalization and whether it could lead to government future actions.

#### **D. Engaging policy makers in gender mainstreaming: Successes and challenges**

101. In the last plenary session, UNFPA Africa Division presented on the Network of African Women Ministers and Parliamentarians (NAWMP). The Network, which was the highest forum of African women leaders, aims at accelerating the process of empowering women to play a more active, coordinated and informed role in addressing issues of population and sustainable development. It also aims at strengthening the capacity of African Women Ministers and Parliamentarians to assess the progress made by their governments in achieving international, regional and national commitments to address women's concerns as well as to advocate for legislative and policy change to achieve gender equality. As a lead UN agency in population programmes and in an effort to give emphasis to the strong linkages between reproductive health, gender equality and the broader issues of development, UNFPA has assisted the Network of African Women Ministers and Parliamentarians since its inception in 1995.

102. Some entities challenged the women-only nature of the NAWMP and felt it was important to include gender-sensitive parliamentary men in the Network. These entities also reminded the IANWGE that not all women were gender-sensitive and men should be enlisted as role models for gender equality.

103. The Network discussed its role in assisting NAWMP. Although, more information on the Network was requested, some entities expressed a clear interest in sharing information and resources and providing technical support. One of the recommendations was to officialize the NAWMP to increase its ability to link with other networks and agencies and to draft legislation at the local level. The NAWMP was currently in the process of being accredited by the African Union.

#### **104. Recommendations of the Workshop:**

- i. It was proposed that the workshop of the Fifth Session of the IANWGE in February 2006 could focus on how the Network could support the work of Gender Theme Groups at national level.
- ii. The IANWGE identified the following as its main tasks: information sharing; analysis sharing; and taking joint action.
- iii. Ways and methods of refocusing the work of the Network and expanding its reach, needed to be examined. More attention to the regional level was needed, and the possibility of establishing regional IANWGE chapters was proposed. The need to create spaces for more in-depth discussions on selected topics was noted. The joint workshops

held with the OECD/DAC Network on Gender Equality had provided critical opportunities for discussions at policy and operational level in the past, and should continue.

- iv. Stronger efforts were needed to identify strategic entry-points for influencing policy-making processes and setting shared targets and goals to ensure that attention to gender issues became an integral part of these processes rather than as an 'add-on', or it could run the risk of being sidelined by other urgent priorities. For example, stronger linkages between Gender Theme Groups and CCA/UNDAF processes were needed.
- v. The Network should examine opportunities for enhancing accountability for gender mainstreaming at the highest levels. Proposals included the preparation of a compendium of best practices of evaluation and monitoring and to link the fulfillment of gender mainstreaming with the Performance Appraisal System of UN managers.
- vi. The importance of continued close collaboration in the development of mechanisms and tools for gender mainstreaming was underscored. There was, for example, a proposal on creating a common database on MDG indicators.
- vii. The IANWGE needed to examine ways of creating opportunities for joint discussions and consultations in between sessions. The use of tele/video-conferencing was proposed.
- viii. The importance of WomenWatch as a tool for information sharing and joint programming was underscored. The IANWGE needed to undertake collective fundraising efforts to ensure its continued financing.
- ix. Stronger efforts were needed to ensure that the outcomes and analyses of Task Forces were widely disseminated to influence policy-making processes at both international and national levels, and to feed into the policy-making processes of the different entities. Mechanisms and entry-points needed to be identified.
- x. Strengthened efforts were needed in the area of capacity-building and training. Proposals included sharing of training kits on gender mainstreaming; inter-agency sharing of expertise with the support of OHRM funding; creating a shared database of gender experts; and compiling and disseminating fact sheets on "how to mainstream gender perspectives". The IANWGE should also examine how gender training could be made mandatory to UN staff. Concrete proposals could be made in the context of wider institutional changes within the UN system.
- xi. The IANWGE needed to examine ways of better influencing and being more active in responding to

- emerging and urgent issues on the international agenda.
- xii. A number of proposals were given on the content and format of the annual sessions of the Network. These included: to invite bilateral agencies, donors and male colleagues to attend the meeting; to present a one-page activity report of each agency to facilitate information-sharing; and to encourage creative thinking, for example, by inviting external facilitators.
  - xiii. The Chairperson's role as spokesperson for the IANWGE should be strengthened and supported. It was important to fully use this channel to deliver shared messages and analyses from the IANWGE to the highest policy-making levels, including the CEB.

#### **V. IANWGE methods of work and next year's agenda**

105. The Network concurred that the agenda covered too many areas which led to insufficient time to analyze each issue. It recommended that the agenda for the Fifth Session of the IANWGE corresponded to the agenda of the CSW session of that year. This thematic focus would allow for increased interaction among members and presenters and utilization of shared analyses on emerging issues. It was proposed that each entity would prepare a brief position paper to engage other entities in differing reflections on the topic.

106. Moving to become more strategic in interacting with intergovernmental and organizational processes, the

Network suggested changing its timing to a much earlier date than the CSW so that the Network members could liaise strategically with Member States delegations and UN country teams before each CSW. The Network also proposed to reduce the duration of the meeting to three days.

107. Furthermore, it was suggested that meeting in another location other than New York would allow involvement of field constituencies. It was felt that presentations from the field would be useful and should be included.

108. In terms of report format and approval process, it was agreed that the Network would not discuss the full report at the end of the session but only focus on specific action points, delegating drafting responsibility to the Secretariat. After a brief online approval process, the report would be adopted ad referendum.

109. The Network suggested adopting a more interactive method of work. The Network should increase its outreach to other coordination mechanisms to mainstream gender and identify concrete steps to increase gender awareness.

110. The Network made several recommendations on the methods of work of the Task Forces. It was felt that each Task Force should have specific deliverables and be time-bound.

**Annex 1**  
**Joint Statement**  
**Inter-Agency Network on Women and Gender Equality**

*At its fourth annual meeting, held in New York from 22 to 25 February 2005, the Network adopted the following statement, drawing attention to the continuing central relevance of efforts to promote gender equality to the achievement of international development and security, and emphasizing the need to ensure appropriate action by all UN system entities and coordination mechanisms.*

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On the tenth anniversary of the Fourth World Conference on Women, the over 60 representatives of UN system departments, funds and programmes, specialized agencies and other entities participating in the Inter-Agency Network on Women and Gender Equality reaffirm their commitment to the objectives set out in the Beijing Declaration and Platform for Action and the Outcome Document of the Twenty-Third Special Session of the General Assembly.

We reiterate that the achievement of all the Millennium Development Goals will require the full and effective implementation of the commitments set out in the Beijing Platform for Action, and of the obligations accepted by Governments under international human rights treaties - particularly the Convention on the Elimination of All Forms of Discrimination against Women.

Based on our work and experience, we emphasize that - as reflected in the Millennium Declaration - the MDGs will only be attained if women are fully included as beneficiaries, participants and decision-makers in all efforts towards the attainment of each and every Goal.

We welcome ECOSOC resolution 2004/4 and particularly its call for every UN entity to develop action plans (with time-lines), to address the gap between policies and practices designed to ensure that both women and men's concerns and needs are specifically addressed at every step of analysis, planning and implementation of all activities, with a view to further gender equality. As ECOSOC noted, action plans are critical to strengthen commitment and accountability at the highest levels within the UN system, as well as to establishing mechanisms to ensure systematic monitoring and reporting on progress.

We welcome increasing calls for more effective inter-agency coordination and collaboration, including in the provision of assistance to Governments at country-level. We call on all UN system coordination mechanisms and decision-makers to draw on the expertise and technical support provided by the Network and its taskforces, to ensure that gender equality is promoted by all UN system activities.

We believe that the UN Country Teams and entities present at national level must, not only be held accountable, but also receive increased guidance and support to integrate a gender perspective in all their activities and to assist Member States in their efforts to achieve development and security for all women and men.

The Network is committed to continue its efforts to promote collaboration on the advancement of women and gender equality, and in that regard:

- (a) endeavours to carry out joint activities and shared analysis to identify lessons learnt and strategic entry-points – including through its theme-specific Task Forces - for the implementation of the UN system commitments to the promotion of gender equality;
- (b) will increase its efforts to engage in dialogue with other partners and with decision-makers in relevant substantive areas, and in UN coordination mechanisms, to ensure the results of the Network's activities are appropriately utilized;
- (c) calls for increased support for the functioning and expansion of the UN WomenWatch website, in order to facilitate the exchange and dissemination of the wealth of relevant information and practical tools generated by the Network and its members.



**Annex 2**  
**List of Participants**

**Chairperson:**

Ms. Rachel Mayanja  
DESA/Office of the Special Adviser on Gender Issues and Advancement of Women (OSAGI)

**Secretary:**

Ms. Sylvie I. Cohen  
DESA/Division for the Advancement of Women (DAW)

**Assistant Secretary:**

Ms. Abigail Loregnard-Kasmally  
DESA/Division for the Advancement of Women (DAW)

Ms. Katarina Salmela

DESA/Office of the Special Adviser on Gender Issues and Advancement of Women (OSAGI)

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

Office of Internal Oversight Services (OIOS)

Ms. Christa Lex

Office of Legal Affairs (OLA)

Ms. Barbara Masciangelo

Department of Political Affairs (DPA)

Ms. Kanchan Paser

Ms. Laura Bologna

Department for Disarmament Affairs (DDA)

Ms. Agnes Marcaillou

Ms. Kristina Romachkan

Department of Peacekeeping Operations (DPKO)

Ms. Comfort Lamptey

Ms. Nicole Borg

Department of Economic and Social Affairs/

Office of the Special Adviser on Gender Issues (OSAGI)

Ms. Aparna Mehrotra

Ms. Wariara Mbugua

Ms. Sylvia Hordosch

Ms. Hanya Salah

Ms. Gillian Stein

Division for Advancement of Women (DAW)

Ms. Carolyn Hannan

Ms. Christine Brautigam

Ms. Heike Alefsen

Division for Social Policy and Development (DSPD)/ Secretariat of the Permanent Forum on Indigenous Issues	Ms. Genevieve Hampton
Statistics Division	Ms. Elsa Stamatopoulou
Sustainable Development	Ms. Mirian Masaquiza
Office of the High Commissioner for Human Rights (OHCHR)	Ms. Mariana Lopez
Economic Commission for Africa (ECA)	Ms. Mary Chamie
Economic Commission for Europe (ECE)	Ms. Marcia Brewster
Economic Commission for Latin America and the Caribbean (ECLAC)	Ms. Mara Bustelo
Economic and Social Commission for Asia and the Pacific (ESCAP)	Ms. Thokozile Ruzvidzo
	Ms. Ewa Ruminska-Zimny
Economic and Social Commission for Western Asia (ESCWA)	Ms. Diane Alméras
United Nations Conference on Trade and Development (UNCTAD)	Ms. Tone Bleie
United Nations Development Programme (UNDP)	Ms. Koh Miyaoi
	Ms. Fatima Sbaity-Kassem
United Nations Development Fund for Women (UNIFEM)	Ms. Anh-Nga Tran-Nguyen
	Ms. Aster Zaoude
United Nations High Commissioner for Refugees (UNHCR)	Ms. Bharati Silawal
	Ms. Joanne Sandler
	Ms. Ingrid Arnò
	Ms. Kristin Timothy
	Ms. Gry Tina Tinde
	Ms. Terry Morel
	Ms. Bushra Halepota
United Nations Relief and Works Agency for Palestine Refugees in the Near East (UNRWA)	Mr. Sahir Lone
United Nations Children's Fund (UNICEF)	Ms. Kristina Goncalves
United Nations Population Fund (UNFPA)	Ms. Ayesha Imam
	Ms. Kaori Ishikawa
	Ms. Aminata Toure
World Food Programme (WFP)	Ms. Adama Diop-Faye
United Nations Human Settlements Programme (UN-HABITAT)	Ms. Lucia Kiwala
	Ms. Yamina Djacta
United Nations University (UNU)	Ms. Birgit Poniatowski
International Trade Centre (UNCTAD/WTO-ITC)	Ms. Sabine Meitzel

International Research and Training Institute for the Advancement of Women (INSTRAW)	Ms. Carmen Moreno
Joint United Nations Programme on HIV/AIDS (UNAIDS)	Ms. Carolina Taborga
International Labour Organization (ILO)	Ms. Sonia Elliott
Food and Agriculture Organization of the United Nations (FAO)	Ms. Linda Wirth
United Nations Education, Scientific and Cultural Organization (UNESCO)	Ms. Adrienne Cruz
World Health Organization	Ms. Marcela Villarreal
World Bank	Ms. Saniye Gülser Corat
International Telecommunication Union	Ms. Eva Wallstam
World Intellectual Property Organization	Ms. A. Waafas Oforu-Amaah
International Fund for Agricultural Development	M. Jessica Hughes
International Atomic Energy Agency	Ms. Savitri Bisnath
International Organization for Migration	Ms. Helen Lom
<b>Invited speakers:</b>	Ms. Xenia von Lilien-Waldau
Chief, Demographic and Social Statistics Branch, Statistics Division/DESA	Ms. Tracy Brown
International Center for Research on Women	Ms. Susanna Christofides
Director, Office of the Deputy Secretary-General	Ms. Mary Chamie
Statistician, Statistical Services Branch, Statistics Division/DESA	Ms. Caren Grown
Chief, Staffing Service/OHRM	Ms. Marta Maurás
	Ms. Francesca Perucci
	Ms. Ying-Ying Tang

## Annex 3

## List of Task Forces for inter-sessional activities

<b>Task Force</b>	<b>Task Manager(s)</b>	<b>Task Force members</b>
Gender equality and the MDGs	<b>UNDP and World Bank</b>	DESA/DAW, ECA, ECE, ECLAC, ESCAP, ESCWA, FAO, IFAD, OHCHR, OSAGI, UNESCO, UNFPA, UN-HABITAT, UNHCR, UNICEF, UNIFEM, INSTRAW, UNU and WFP.
Gender and information and communication technologies	<b>ITU</b>	DESA/DAW, ECE, ESCWA, ILO, INSTRAW, UNCTAD, UNDP, UNIFEM, FAO, UNESCO and World Bank.
Women, peace and security	<b>OSAGI</b>	DESA/DAW, DDA, DPA, DPI, DPKO, ESCWA, ILO, INSTRAW, OCHA, OHCHR, OHRM, OSRSG-CAAC, UNDP, UN-HABITAT, UNICEF, UNIFEM, UNFPA, UNHCR, UNU, UNPFII and WFP. Observers are: IOM, the Commonwealth Secretariat and the NGO Working Group on Women, Peace and Security, which include the Hague Appeal for Peace, International Alert, International Women's Tribune Center, Women's Commission for Refugee Women and Children, Women's International League for Peace and Freedom, and Amnesty International.
Mainstreaming a gender perspective in the CCA/UNDAF	<b>UNIFEM</b>	DESA/DAW, UNDP, UNFPA and UNICEF
WomenWatch	<b>DESA/DAW</b>	DPI, ECA, ECE, ECLAC, ESCAP, ESCWA, FAO, ILO, INSTRAW, ITU, UNDP, UNFPA and UNIFEM
Gender and trade	<b>UNCTAD</b>	DESA/DAW, ECA, ECE, ECLAC, ESCAP, ESCWA, FAO, ILO, ITC, OHCHR, OSAGI, UNDP, UNEP, UN-HABITAT, UNIDO, UNIFEM, World Bank and WTO. Non-UN organizations include: Commonwealth Secretariat and OECD
Gender and water	<b>DESA/DSD</b>	DESA/DAW, ECA, ECLAC, ESCAP, ESCWA, FAO, IFAD, INSTRAW, ITU, OSAGI, UNFPII, UNDP, UNEP, UN-HABITAT, UNHCR, UNESCO, UNICEF, UNIFEM, WHO and the World Bank. Non-UN organizations include: the Gender and Water Alliance; the Women's Environment and Development Organization (WEDO); the Water Supply and Sanitation Collaborative Council (WSSCC); the UN Foundation; and the Freshwater Caucus (CSD).
Indigenous Women	<b>DESA/DSPD</b>	DESA/DAW, ECA, ESCAP, FAO, ILO, INSTRAW, OHCHR, OSAGI and UNIFEM.
Gender mainstreaming in evaluation, monitoring and programme reporting	<b>ILO and OIOS</b>	DESA/DAW, ECA, ESCAP, FAO, OSAGI, UNFPA UN-HABITAT and UNHCR.