



Inter-Agency Network on Women and Gender Equality

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

New York, 19 to 21 February 2008

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List of Abbreviations

CEB	Chief Executives Board for Coordination
CEDAW	Convention on the Elimination of All Forms of Discrimination against Women
CSD	Commission on Sustainable Development
CSW	Commission on the Status of Women
DAW	Division for the Advancement of Women
ODA	Office for Disarmament Affairs
DESA	Department of Economic and Social Affairs
DPI	Department of Public Information
DPKO	Department of Peacekeeping Operations
ECE	Economic Commission for Europe
ECLAC	Economic Commission for Latin America and the Caribbean
ECOSOC	Economic and Social council
ESCAP	Economic and Social Commission for Asia and the Pacific
ESCWA	Economic and Social Commission for Western Asia
FAO	Food and Agriculture Organization
HABITAT	United Nations Human Settlements Programme
HLCM	High-level Committee on Management
HLCP	High-level Committee on Programme
HQ	Headquarters
IANWGE	Inter-Agency Network on Women and Gender Equality
IASC	Inter-Agency Standing Committee
ICT	Information and communication technologies
ILO	International Labour Organization
IMDIS	Integrated Monitoring and Document Information System
INSTRAW	International Research and Training Institute for the Advancement of Women
ITC/ILO	International Training Center/ International Labour Organization
ITU	International Telecommunication Union
NGO	Non-governmental Organization
MDG	Millennium Development Goal
OCHA	Office for the Coordination of Humanitarian Affairs
OECD-DAC	Organization for Economic Cooperation and Development – Development Assistance Committee
OHCHR	Office of the High Commissioner for Human Rights
OIOS	Office of Internal Oversight Services

OSAGI	Office of the Special Adviser on Gender Issues and Advancement of Women
SACOSAN	South Asian Conference on Sanitation
UN	United Nations
UNCT	United Nations Country Teams
UNCTAD	United Nations Conference on Trade and Development
UNDAF	United Nations Development Assistance Framework
UNDG	United Nations Development Group
UNDP	United Nations Development Programme
UNESCO	United Nations Educational, Scientific and Cultural Organization
UNFCCC	United Nations Framework Convention on Climate Change
UNHCR	United Nations High Commissioner for Refugees
UNICEF	United Nations Children's Fund
UNIFEM	United Nations Development Fund for Women
UNFPA	United Nations Population Fund
UNSSC	United Nations System Staff College
WB	World Bank
WFP	World Food Programme
WHO	World Health Organization

I. Introduction

1. The seventh annual session of the Inter-agency Network on Women and Gender Equality (hereinafter referred to as the Network), chaired by the Special Adviser on Gender Issues and Advancement of Women, was held from 19 to 21 February 2008, at UN Headquarters in New York.
2. The report is organized as follows: Section II of the report sets out the matters for the consideration of the High-level Committees on Programme and Management of the United Nations Chief Executives Board for Coordination (CEB). Section III contains an overview of actions and decisions adopted by the Network. Section IV contains a summary of conclusions reached by the Network on the items contained in the agenda.
3. The agenda of the meeting, the list of participants and the list of task forces and working groups for inter-sessional activities are contained respectively in Annexes I, II and III to the present report.

II. Matters for consideration by the High-level Committees on Programme and Management of the CEB

4. During the session the Network discussed issues related to UN reform; integration of a gender perspective into the on-going intergovernmental processes, including financing for development, development and trade, mid-term review of the Millennium Development Goals (MDGs); emerging trends and challenges, including climate change and rapes; and the Secretary-General's campaign to end violence against women and girls. The Network also stressed the importance of interagency cooperation and greater coherence.
5. The Network wishes to draw attention of the High-level Committees of the CEB to the following matters:
 - (a) On Programme
 - (i) In the context of the development of a system-wide action plan to operationalize the system-wide policy on equality and women's empowerment and gender mainstreaming strategy, an enhanced accountability framework was developed. It includes draft standards for the gender mainstreaming policy and strategy to be applied at Headquarters linked to the UNDG Performance Indicators for Gender Equality and Women's Empowerment for UN Country Teams. An Ad Hoc Working Group of the Network on the action plan was tasked to prepare a concept paper and a road map on the draft action plan by July 2008. The action plan will be submitted to the HLCP and, ultimately, to CEB for approval.
 - (ii) Monitoring of MDG3 and gender aspects of other MDGs and addressing the lack of data on indicators need to be intensified. The World Bank's Global Monitoring Report 2007 found that data for the official indicators of MDG3 are available for only 59 out of 154 countries (for 2000–05).
 - (iii) In the framework of the Monterrey follow-up process, it is recommended that policy dialogue on financing gender equality at the level of the HLCP and CEB be furthered, including through strategic use of the agreed conclusions of the 52nd CSW on "Financing gender equality and the empowerment of women".

(iv) Violence against women and girls, including rapes, moved to the forefront of the UN agenda. The Secretary-General's campaign to end violence against women and girls, two forthcoming reports on violence against women and rapes to the General Assembly, and the forthcoming report to the Security Council on women, peace and security present fresh opportunities to intensify and better coordinate inter-agency action on this issue.

(v) Gender aspects of climate change require urgent and consistent attention by the UN system. The Network discussed practical steps to contribute a gender perspective to the coordinated UN system-wide action on climate change led by CEB. It established a new task force to work on this issue.

(vi) Measuring impact of UN gender related activities is critical. The challenge is to integrate each entity's own outcomes and to measure the country level performance.

(vii) There is a critical need to develop a practical and sustainable system to disseminate and share good practices on gender mainstreaming, which would be available to Country Teams and to Member States. To this effect, a collective UN system effort should focus on building on the already available good practice databases rather than developing and maintaining a new database.

(b) On Management

(i) The lack of resources for the Network's activities, including for its task forces, remains the major impediment for its work. For many joint activities there is no follow up or continuity because of paucity of financial resources. While external joint fundraising is undertaken, financial support from HLCM and CEB is vital to demonstrate commitment and ownership. The CEB committed itself to ensure that adequate resources were deployed by the organizations of the system so that progress in gender mainstreaming may be effectively advanced.¹

(ii) The Network agreed that investments in capacity building should be drastically increased and a basic system-wide standardized or minimum level capacity-building/training for all staff for gender experts and for senior management should be established.

(iii) The Network also discussed the benefits and challenges of introducing a system-wide gender auditing. The Network found the gender audit to be a useful self-assessment tool and stressed that it should be voluntary and systematic.

(iv) Further efforts are needed to reach gender balance in the UN system. Regression was observed in some entities and at some levels. Some projections indicated that gender balance would never be reached at the current rates of progress. Having discussed the status of women in the Secretariat at a meeting of the Policy committee on 12 February 2008, the Secretary-General had decided on a number of measures to improve gender balance in the UN Secretariat. The Deputy Secretary-General is in charge of developing a forward looking gender balance strategy.

¹ CEB/2006/1 para. 57

III. Decisions of the Network

6. The Network decided:

- (a) That the completed questionnaire with inputs for the Secretary-General's report to the substantive session of ECOSOC should be returned to OSAGI by 24 March 2008;
- (b) To intensify its work on the operationalization of the system-wide action plan on gender mainstreaming by tasking its Ad-Hoc Working Group on the action plan to prepare a concept paper and a road map on the draft action plan by July 2008;
- (c) To hold an inter-sessional meeting to further discuss gender audits and invite ILO to make a more detailed presentation;
- (d) To provide links to existing databases on training facilitators and system-wide compilation of good practices on gender mainstreaming in order to set up a more systematic method to share good practice examples.
- (e) To set up a new taskforce on capacity-building for gender mainstreaming to be co-chaired by UNICEF and OSAGI and involve the UNSSC and ITC/ILO as well as learning/staff development units in UN entities;
- (f) To set up a new taskforce of the Network to develop a programme of action for the Secretary-General's campaign to end violence against women and girls and make proposals to the Steering Group;
- (g) To create a taskforce on implementation of General Assembly resolution 62/134 on eliminating rapes and other forms of sexual violence in all their manifestations including in conflict and related situations to develop the outline of the report, types of data required and guidance for the field level;
- (h) To change the name of the task force on gender and water to "Gender, sanitation and water task force";
- (i) To establish a new task force to address the issue of climate change;
- (j) To set up a taskforce on tracking gender related resources within the UN system chaired by UNDP;
- (k) That the Chairperson should approach two members of the Network, including one from a specialized agency, to serve as vice-chairs, in the absence of the Chairperson; and
- (l) To introduce work programmes of Task Forces in the beginning of the year; more regular intersessional meetings and enhanced partnerships with civil society, bilateral and regional organizations.

IV. Summary of conclusions

A. Opening of the session

7. The Special Adviser on Gender Issues and Advancement of Women opened the session and welcomed the Network members. She emphasized that the tradition of interagency cooperation on gender mainstreaming took a new significance and relevance in the context of UN reform aiming at greater coherence and coordination. The major catalytic role played by the Network in achieving gender equality throughout the UN system had been increasingly recognized by the General Assembly, ECOSOC, the Security Council and the Commission on the Status of Women in their resolutions and decisions.

8. Gender mainstreaming remained an effective strategy in achieving gender equality throughout the UN. The Special Adviser was impressed by the dynamic leadership of the Network in mainstreaming a gender perspective throughout the UN system and thanked all members, in particular Task Managers, for their support. Despite significant progress that had been made during the past year there was much more to be done. The 2008 review of the UN efforts to mainstream a gender perspective in all policies and programmes by ECOSOC would provide an opportunity to assess progress and identify gaps and challenges. She drew urgent attention of the Network to a number of areas, including financing for gender equality, the forthcoming mid-point review in the achievement of the MDGs, the ongoing intergovernmental process on system-wide coherence, response to new and emerging issues of climate change, and the General Assembly resolution on eliminating rapes and other forms of sexual violence in all their manifestations, including in conflict and related situations.

9. The Network was reminded of institutional challenges such as further operationalization of the system-wide policy on gender equality and women's empowerment and gender mainstreaming strategy, including an enhanced capacity building and accountability for staff of the UN system; developing a more systematic way to share good practice examples, tools and methodologies and the design of a database of trained facilitators at the country and regional levels.

10. The Special Adviser also proposed a number of steps to improve the working methods of the Network, including the appointment of Vice-Chairs for broad sectors of the work of the Network (peace, development, human rights and institutional development; introduction of work programmes of Task Forces in the beginning of the year; more regular intersessional meetings and enhanced partnerships with civil society, bilateral and regional organizations).

B. Review and appraisal of the system-wide implementation of the ECOSOC agreed conclusions 1997/2 on mainstreaming a gender perspective into all policies and programmes of the United Nations system.

(i) Preparations for ECOSOC Substantive Segment 2008

11. In its resolution 2006/36, ECOSOC stressed that training was critical for increasing the awareness, knowledge, commitment and capacity of staff at all levels in mainstreaming a gender perspective in UN policies and programmes. ECOSOC resolution 2007/33 recognized that a large gap remained between policy and practice and that building United Nations staff capacities alone was not sufficient for the Organization to meet its commitments and obligations with respect to gender mainstreaming.

12. In preparation of the forthcoming Secretary-General's report requested by ECOSOC resolution 2007/33,² OSAGI presented to the Network a draft questionnaire to collect inputs on capacity-building and training on gender mainstreaming, as well as good practices in increasing accountability, improving knowledge management and development of new tools etc, within the UN system.

13. In the ensuing discussion, the Network concluded that capacity building and training in gender mainstreaming throughout the UN system was facing many challenges, including inadequate financial and human resources, incoherent inter-agency coordination, lack of political will and institutional responsibility. The UN entities were at different levels of progress in capacity building as well as understanding of the role of gender equality as part of their mandates/mission and policy-making.

14. The Network welcomed the draft questionnaire to be shared by each UN entity with its gender unit and office of human resources and made a number of recommendations for its improvement: to set clear requirements and objectives, identify main gains and challenges, facilitate learning from the good practice examples; capture the specificities of the different entities, include sections on gender balance and accountability, and where possible, define indicators. The Network decided to establish a basic system-wide standard or minimum level capacity-building/training for all staff, gender experts and senior management. The responsibility for capacity building in gender mainstreaming should be shared by the gender unit, the office of human resources and programme units. The Network felt that investments in capacity building should be drastically increased. Gender mainstreaming was recognized as a core function and capacity building for gender mainstreaming should be funded from regular budgets or core resources of UN entities. The Network agreed that accountability with respect to resource allocations for mainstreaming a gender perspective into capacity-building and training processes at headquarters and country levels, should be raised as one of the recommendations of the Secretary-General's report to ECOSOC. The Network decided to return the completed questionnaire to OSAGI by 24 March 2008.

15. Further to para. 4 (e) of resolution 2007/33, in which ECOSOC requested the Network to share and disseminate good practices, tools and methodologies on gender mainstreaming electronically, the Network concluded that there was a critical need to develop a practical and sustainable system available to country teams and to Member States. Mindful that proper documentation, and maintaining and updating a database would require resources and time, the Network concluded that the UN system effort should focus on building on the already available good practice databases and systematically contributing to them rather than developing and maintaining a new database. A number of participants identified examples of regional or thematic good practices databases already in existence that could be made more visible and could be used as a starting point. Country Teams and regional commissions could contribute to the process of documenting good practices. Moreover, it would be important to clearly define system-wide applicable criteria of what constitutes a good practice. The participants agreed to provide links to their existing good practices databases.

16. A similar conclusion was reached with respect to the request by ECOSOC contained in paragraph 7 of the same resolution, in which the Council requested the Network to explore the possibilities for developing an accessible and consolidated database of trained facilitators at the country and regional levels, in consultations with Member States. The lack of the trainers and expertise was found as a challenge, including the identification and evaluation of candidates and resources to finance their work, but also the definition of criteria for good trainers.

² The resolution requests a report in response to paragraph 4 of the Council resolution 2006/36 and on progress made in the implementation of Council resolution 2007//33.

17. Further to paragraph 19 of ECOSOC resolution 2006/9 on future organization and methods of work of CSW, which calls on the Secretary-General to report on how the discussion and conclusions of the Commission impact the work of their entities in advancing the status of women, the Network members agreed to share their experiences and good lessons on how the outcomes of the CSW affected their work. An item to this effect should be included in the above questionnaire.

(ii) Operationalization of the system-wide policy and strategy on gender mainstreaming and synergy/linkages with the UNCT Performance Indicators for Gender Equality and Women's Empowerment being finalized by the undg Task Team on Gender Equality and other frameworks such as the ILO gender audit

18. The Network took up the review of how to make operational the gender equality and women's empowerment and gender mainstreaming strategy endorsed by CEB in 2006 and develop system-wide standards for gender mainstreaming as an accountability framework. Accountability was recognized as a cornerstone of UN reform and both Member States and the Secretary-General made it their high priority.

19. Mr. Tony Beck, Consultant with OSAGI, made a presentation on the draft standards for the system-wide policy and strategy to be applied at Headquarters level and their links to the undg Performance Indicators for Gender Equality and Women's Empowerment for UN Country Teams, and the monitoring and reporting format for Security Council Resolution 1325 (2000) on women, peace and security.

20. The draft standards were developed in response to a request made by CEB in October 2006 and further discussed at the intersessional meeting of the Network in June 2007. From July to September 2007, 14 UN entities were consulted and on the basis of these consultations, the draft standards were formulated in November 2007 and subsequently sent for comments to UN entities. The draft comprises 31 standards setting a minimum level of performance with regard to gender equality to which UN entities can aspire.

21. The Network welcomed the draft standards as the accountability framework of the action plan and concluded that the standards were complementary and mutually reinforcing with the two other accountability frameworks. At the joint IANWGE/OECD-DAC workshop in Paris in January 2008, donors made clear that they attached critical importance to accountability, monitoring and evaluation of results. Participants, however, felt that the UN system could and should go beyond these requirements and work towards establishing impact of UN actions on the ground, including through impact assessments. More space for a human rights approach to gender mainstreaming as opposed to a donor driven accountability was recommended. At the country level, the application of the undg Performance Indicators for Gender Equality and Women's Empowerment was particularly timely. The Indicators would allow for the establishment of a baseline and would enable assessment of how achievements are being obtained rather than being limited to the outcome itself. Participants also pointed to the importance of measuring the impact of and using the related scorecard as part of the UNCT Performance Indicators.

22. The Network also discussed the benefits and challenges of introducing a system-wide gender auditing. ILO briefed participants on its experience with the gender audit. The gender audit is a tool to promote organizational learning on mainstreaming gender practically and effectively. The audits are done on a voluntary basis and are regarded as a self-assessment that takes into account objective data and staff perceptions of the achievement of gender equality in the Organization. The gender audits have

to date been conducted in 29 ILO field offices and HQ units and among many ILO constituents and UN agencies at country level in all the regions.

23. The Network found the gender audit to be a useful self-assessment tool. Experience showed that It should be utilized on a voluntary basis and should be used systematically rather than on an ad hoc basis. A strong entity-wide policy and commitment to gender equality and gender mainstreaming were necessary to create an enabling environment for more effective and systematic gender audits. The challenges in gender auditing included difficulties to institutionalize it, including buy-in by managers, adequate financial resources and training of a sufficient pool of facilitators, especially at the country level. One of the main challenges in introducing the gender audits was how to ensure links to impact assessments.

24. Regarding the issue of impact, the Network was unanimous that measuring impact was important but difficult, and a method was needed to measure not only results but also gaps. The Network agreed that the challenge was to integrate each entity's own outcomes and to measure the country level performance, especially because all countries are positioned at different levels.

25. The Network took note of the new system-wide standards for gender mainstreaming and decided to continue its work on the operationalization of the system-wide action plan by its Ad-Hoc Working Group on the action plan consisting of WHO, WFP, UNCTAD, UNESCO, HABITAT, FAO and DDA with OSAGI acting as secretary to the Group. The Working Group would prepare a concept paper and a road map on the draft action plan by July 2008. The Network also decided to hold an intersessional meeting to further discuss gender auditing and invited ILO to make a more detailed presentation, including on the link with the system-wide gender mainstreaming policy and strategy.

(iii) Capacity building for gender mainstreaming

26. In 2007, the Network underscored the importance of capacity development for gender mainstreaming and recommended that concrete steps be taken, including providing technical inputs in the development of specific modules and developing competencies for gender mainstreaming for staff including senior managers throughout the UN system to be facilitated by the UNSSC. While individual UN entities made further gains in advancing capacity building for gender mainstreaming, at the system-wide level, little progress has been achieved.

27. Participants discussed key challenges in capacity-building and training and provided information on available training programmes in respective entities. Some entity-specific evaluations indicated that staff capacity on gender issues was low. In order to be effective, training had to move beyond awareness-raising, to provide concrete tools for mainstreaming a gender perspective in various substantive areas of work. A training course would have to address both common issues of concern and the need for entity-specific customization. Ensuring compliance and enforcement of training were crucial and suggestions were made to link training to recruitment processes and/or performance evaluations. The support of senior managers was considered critical for the success of training programmes.

28. The Network decided to set up a new task force on capacity-building for gender mainstreaming to be co-chaired by UNICEF and OSAGI. The task force would build on the gains made in the UN system in capacity building. It would (a) take an inventory of capacity building opportunities for gender mainstreaming available in UN entities and identify materials that could be transferable for use in a generic training; (b) examine good practices and challenges in this area; (c) set clear objectives for a three-tiered UN system-wide capacity building programme, including a basic computerized course for

all staff of the UN system, a series of courses for gender specialists and a course/retreat for senior officials; (d) develop a concrete action plan and financial requirements to implement the programme; and (e) identify experts on training issues. It was suggested that the task force may review the common UN system-wide course on human rights.

29. The Network emphasized that it would be important to involve the UNSSC and ITC/ILO and learning/staff development units in UN entities in order to institutionalize training on gender issues.

C. Follow up to inter-sessional activities

(i) Implementation of General Assembly resolution 61/143 preventing violence against women and the Secretary-General's multi-year, system-wide campaign to eliminate violence against women and girls.

Implementation of General Assembly resolution 61/143

30. General Assembly resolution 61/143 called upon Member States and the UN system to intensify their efforts to eliminate violence against women. The Network was briefed by DAW and UNFPA, co-chairs of the task force on violence against women on progress made in this area, including joint programming to be undertaken in 10 pilot countries on violence against women, the creation of a manual/guideline based on joint programming for use of UN Country Teams, compiling and updating of an inventory of the UN system activities on violence against women, and resource flow analysis and outreach to donors on the need for enhanced resources for activities related to preventing and eliminating all forms of violence against women.

31. In the follow-up to resolution 61/143, the report to the 63rd session of the General Assembly on intensification of efforts to eliminate all forms of violence against women would provide another update on activities of the UN system.

32. The Network underlined the importance of taking into account the efforts of the UN system itself to prevent and end violence, sexual exploitation and abuse, and harassment perpetrated by or against staff members in order for the UN to be able to lead by example. Finally, the Network strongly emphasized the need for the UN's support for Member States in addressing key gaps in policy frameworks, at the global and national levels.

Secretary-General's campaign to end violence against women

33. Following the decision of the Policy Committee, the Secretary-General would launch his multi-year campaign to end violence against women at the opening of the CSW with the participation of the President of ECOSOC, the Executive Director of UNFPA and an NGO representative. The Steering Committee (comprising OSAGI, UNFPA, UNIFEM and WHO) led by the Deputy Secretary-General oversees the campaign which would have three goals: global advocacy, UN leadership by example and strengthening partnerships at the regional and national levels. OSAGI and DPI were developing a communication campaign strategy and a fact sheet; a website on the campaign would be put up in six UN official languages (<http://endviolence.un.org>). The campaign would last until 2015 and be linked to the achievement of the MDGs.

34. Some members of the Network expressed concern about the objectives and focus of the campaign. They highlighted the need for a clear and simple message and suggested that the key points of prevention, impunity and justice be addressed. Violence against women is primarily viewed as a

violation of human rights and a crime against humanity. The cost of violence, including economic costs due to limiting women's potential and a link between violence and slower development must also be emphasized. The Network suggested that the focus of the campaign be on the responsibility of governments to prevent and end violence against women and not on activities of the UN system. Since most of the violence against women was perpetrated by men, their involvement is crucial in the campaign.

35. The priority for 2008 would be on high-impact activities at the national, regional and international level. The Special Adviser on Gender Issues and Advancement of Women announced that she would set up a task force of the Network to develop an action plan for the campaign and make proposals to the Steering Group. The following members expressed their willingness to participate in the task force: ECLAC (on behalf of the regional commissions), UNICEF, WHO, ITU and UNDP. It would be crucial for the success of the campaign to commit governments to a set of goals and indicators. The task force should discuss monitoring and reporting on violence, partnerships with civil society and the private sector, outreach to parliaments, guidelines on media relations and ICTs, and clarify the roles of UN entities. For monitoring and reporting purposes, the work of ECE and DAW with the Statistics Division and the European Statistical Office were seen as a good starting point.

(ii) Implementation of Security Council Resolution 1325 (2000): Follow up to Presidential Statement S/PRST/2007/40

36. The Network was briefed on activities of the task force on women, peace and security which took place in 2007 with regard to Security Council resolution 1325 on women, peace and security, including the preparation of the Secretary-General's report, the open debate of the Security Council in October 2007, implementation at the national level, follow-up within the UN system and at the national level. The main achievements included the development of a UN system-wide action plan as a results-based management tool for 2008-09, and implementation reviews of the 2005-2007 action plan in 2006 and 2007. Work of collecting and compiling good practices on implementation of the resolution was also underway. OSAGI held two high-level policy dialogues on the development of national action plans (Santiago, 2007; and Addis Ababa, 2008).

(iii) Follow up on strengthening the gender equality work of the UN in support of Member States

37. With a renewed interest in strengthening the gender equality work of the UN system, pressure from various quarters, not least from Member States and civil society, has been building to provide a more detailed analysis of the current gaps in the gender equality work, focusing in particular on the country level and how those could be bridged. The appointment of two Facilitators by the President of the GA – Ireland and Tanzania – and the first informal consultations of the General Assembly on the report of the High level Panel on Coherence held on 7 February 2008 accelerated the process.

38. The Network noted that the following gaps should be given priority: limited technical capacity for gender mainstreaming, accessibility to and simplification of tools and methodologies, low accountability and limited support from high management, inadequate sharing of good practice examples, lack of ownership and weak partnerships with national actors, chronic lack of resources and fragmentation and incoherent policies of UN entities. Vital multi-sectoral or cross-sectoral issues e.g. violence against women, are not dealt with by national machineries and addressed by each UN entity only within its own mandate. The Network found that cooperation between UN agencies including at the country level presented many difficulties and expressed concern that with further decentralization of UN entities and absence of systematic guidance to Country Teams on gender mainstreaming, coherence

of the UN system, particularly in mainstreaming a gender perspective in sectors, may suffer further setbacks.

39. The Network strongly supported the strengthening of the current gender architecture and concluded that it should be consolidated in order to enhance the efficiency and effectiveness of the system. In order to enhance cooperation and coordination, the Network felt that the work of the consolidated entity should go beyond what is being done now by gender-focused entities, including support to national machineries. Taking into account the mandates of all UN entities active at the country level, the entity should ensure consistency and coherence of approach among all UN entities; monitor resources; provide a mechanism for implementation and follow up, including setting up and monitoring indicators; enhance system-wide accountability; ensure support of and links to other government and elected institutions; and ensure consistency with the Beijing Platform for Action, CEDAW and other international policies and norms. The Network emphasized that the entity should act within national development and gender equality priorities. The entity should provide a multi-sectoral approach and coordination to ensure commitment and accountability. The new entity and existing gender units of UN entities should not overlap and duplicate each other.

D. Summary reports from task force managers

40. Oral reports were provided by the managers of the following task forces: Gender Equality and the Millennium Development Goals – the World Bank and UNDP; WomenWatch – DAW; Gender and Trade – UNCTAD; Gender Mainstreaming in Evaluation, Monitoring and Programme Reporting – ILO and OIOS, Women, peace and security – OSAGI, violence against women – DAW and UNFPA. More detailed reports were submitted in writing, including the report of the task force on gender and water.

1. Gender and the MDGs

41. The World Bank's Global Monitoring Report 2007 found that data on all the official indicators of MDG3 are available for only 59 out of 154 countries (for 2000–05). Even fewer countries have time series data that would allow tracking over time. Thus, the Task Force has two overall goals: serve as a clearinghouse of good practices and technical information on the methodologies, data sources, and indicators for monitoring the MDGs; and stimulate dialogue among IANWGE members on the key technical and policy issues relevant for monitoring MDG3. To accomplish these goals, the Task Force will focus on the following activities:

- **Monitoring the MDGs:** Document efforts and methodologies being used to monitor MDG3 and report on such monitoring as a means of disseminating and exchanging information among IANWGE members.
- **Indicators and statistics on MDG3:** Work with partner agencies to address the lack of data on these indicators and contribute to the search for additional indicators to complement the original set in order to improve measurement of progress.
- **Policy dialogue on the financing gender equality:** Organize discussions on the costs associated with achieving MDG3 and mainstreaming gender within the other MDGs.

42. The Network recognized the importance of the Taskforce and called for the internalization of the MDGs gender aspects both at the policy-making and operational levels. The Network called for increased sharing of information on ongoing work on the MDGs and proposed that the task force take the lead in ensuring that adequate attention is paid to gender concerns in the preparations for the mid-point review of MDGs in September 2008. UNIFEM and ECLAC joined the Taskforce.

2. WomenWatch

43. The task force on WomenWatch highlighted its achievements in 2007, including: increased visibility of UN entities' work on gender equality through regular updates and the expansion of WomenWatch directory of resources and WomenWatch newsfeed; increased availability of materials in the official UN languages through multilingual sections of the directory of resources; increased public awareness and knowledge sharing on priority gender equality issues through the organization and hosting of web-based interactive online discussions; enhanced interagency collaboration and fundraising. The task force announced that it would reorganize data on resources and discuss their policy and guidelines on the preparation of specific features in order to decentralize tasks to different agencies.

44. The Network stressed the increasing role of WomenWatch in managing knowledge and sharing experiences on gender mainstreaming among members of the Network and with member states and welcomed recent efforts to raise funds to maintain the website substantively.

3. Gender and trade

45. The task force identified three areas of work: policy issues for advocacy briefing, indicators to assess the impact of trade and trade policies on gender equality, and capacity building for women to benefit from trade. A calendar of activities could not be implemented due to lack of time and resources.

46. The Network expressed concern about the difficulties to mainstream a gender perspective in trade. It stressed the need to enhance the political visibility of the gender, trade and development nexus. It called on its members to further explore collaboration on specific aspects of trade.

4. Gender Mainstreaming in Programming, Monitoring, Evaluation and Reporting.

47. The key objectives of the task force are to: contribute to improving accountability through the regular programming, monitoring, evaluation and reporting processes; promote the use of gender-sensitive quantitative and qualitative indicators; identify and share tools, experiences, and lessons learned. A concept note on evaluation guidance – human rights and gender equality and of the annotated outline of the guidance document was prepared by OIOS for the United Nations Evaluation Group and shared them with the task force. The task force has focused on knowledge sharing among its members, including on mainstreaming gender in oversight and programme performance reporting activities, and on enhancements of the web-based tool (IMDIS) and developed plans for training on gender mainstreaming in oversight activities. The ILO developed its gender equality action plan for the biennium 2008-2009 in a results-based format, comprising outcomes, indicators, targets, activities as well as roles and responsibilities in the areas of staffing, programmes and institutional arrangements.

5. Violence against women

48. See paragraphs 30-32.

6. Women, peace and security

49. See paragraph 36.

7. Gender and water

50. The task manager, DESA/Division for Sustainable Development, was not able to attend the seventh session of the Network. In its written report, the task manager identified the following areas of action of the task force: advocacy to include the gender perspective in the Ministerial Declaration and final proceedings of Regional Sanitation Meetings such as AfricaSan and SACOSAN; the work of the CSD on the implementation of CSD 13 decision on water and sanitation,” integration of gender aspects into the work of UN Water pavilion at Zaragoza, Spain, in the summer 2008; and ultimately into outcomes of the fifth World Water Forum in Istanbul in 2009; and capacity-building (a workshop on sanitation in the Caribbean region (covering 16 countries) with special emphasis on improved sanitation and girls’ education. The task manager conveyed the request of the task force to change the name to “Gender, sanitation and water task force”. The task manager regretted that participation from other UN agencies was “almost non-existent” and the work of the task force was done by its manager and two new non-UN partners.

51. The Network made the following conclusions on the work of its task forces:

- (a) The main challenge faced by the task forces was the lack of resources. The Network suggested a joint fundraising effort.
- (b) A thorough review of the work of each taskforce was needed and a decision should be made as to the continuity of its work.
- (c) The global task forces should be reproduced at the regional and national levels in order to reinforce the work by the global taskforce.
- (d) Partnerships with other entities and actors not members of the Network should be sought to enhance implementation.
- (e) The need for the Network to work together and enhance its information sharing in order to ensure work done complements and adds value.
- (f) A mapping exercise to identify who was doing what was suggested to locate the gaps that are to be dealt with.
- (g) Flexible arrangements or a suspension of the work of a task force if so warranted were suggested.
- (h) The terms of reference and the work programme for the year should be submitted by the respective managers for each task force to the Chair of the Network and posted on the Network’s website.

E. New and Emerging Issues

(i) Implementation of General Assembly resolution 62/134 on eliminating rape and other forms of sexual violence in all their manifestations

52. The Network discussed the implementation of General Assembly resolution 62/134, a first-time comprehensive resolution on the elimination of rape and all forms of violence in all its manifestations. The Secretary-General’s report to the 63rd session of the General Assembly would report on rape and all

its manifestations, in terms of settings, victims and perpetrators. It was recalled that although responsibility for implementation clearly lies with Member States, the UN system was to provide support through data collection, assistance to victims, undertaking awareness raising programmes to eliminate rape in its various forms and address long term consequences.

53. The Network stated that the difficulty in gathering information on rape and violence against women, in particular, at times of conflict, was a challenge. The importance of ensuring that the approach to violence remains comprehensive, including domestic violence, was emphasized. The Network stressed the need to report on rapes and other forms of sexual violence in all countries not only in armed conflicts or countries emerging from conflicts. Not only women but also men were affected by sexual violence. Country specificities requiring different strategies should be taken into account. Differentiation of typology of forms of rapes by country, and sex disaggregated data on rape would be necessary to produce the report. The issue of ending impunity, ways for victims to obtain redress, laws or policies to punish the perpetrators should be addressed in the report. The Network called for clear guidance on reporting on the General Assembly resolution at the country level. The Network created a task force that would develop the outline of the report, types of data required and guidance for the field level.

(ii) Gender aspects of climate change

54. Some entities described efforts in defining their own strategies in addressing climate change, including with the participation of the respective institutional gender units (for example, FAO, HABITAT, UNESCO, UNDP). The Network observed that countries, especially from the G77, required more guidance and technical assistance regarding actions to be taken and coordination of efforts. National machineries also expressed interest in support on how to mainstream a gender perspective in climate change strategies.

55. The Network discussed practical steps on how to mainstream a gender perspective in all activities and policies of the UN on climate change and discussed the feasibility of establishing a new task force. Participants pointed out that inter-agency collaboration, in particular with UNFCCC, to develop strategies within the Secretariat, and communication among gender units was essential. A new task force was established to address the issue further with the following members: FAO, ILO, regional commissions, UNDP, UNESCO

F. Matters related to the 52nd Session of the Commission on the Status of Women

56. DAW briefed the Network on the 52nd session of the CSW. The priority theme was financing for gender equality which would be discussed by a high-level roundtable and two expert panels during the Commission. Panels would take place on the emerging issues “gender perspectives on climate change”, previously adopted agreed conclusions on “women’s equal participation in conflict prevention and management and conflict resolution and in peacebuilding” (2004) would be reviewed. A joint meeting was organized with the Statistical Commission on indicators of violence against women. A parallel event was organized on the priority theme for 2009, “the equal sharing of responsibility between women and men, including care giving in the context of HIV/AIDS”. The Commission would also include work on its communications procedure. Participants agreed that the agreed conclusions should be used to address the need for integrating a gender perspective in the follow-up process to the Monterrey Consensus in Doha process.

57. Participants decided that the agreed conclusions and other outputs should to be transmitted to ECOSOC and used to integrate a gender perspective into the Doha process.

IANWGE Draft Position Paper

58. The Network discussed a draft IANWGE draft position paper on financing of gender equality of the UN system. The position paper was intended to facilitate discussion of members of the Commission on the issue of financing gender equality and women's empowerment in the UN system during their negotiations of the agreed conclusions on financing for gender equality.

59. The Network emphasized the difficulty in identifying UN system-wide comparable financial data and information on investments in gender equality. Another drawback of this situation was that it made gender related activities invisible. Costing and tracking gender mainstreaming activities were found particularly challenging. Costs of capacity building for gender mainstreaming must be included. The Network adopted the position paper and requested the Chair to submit it to the Commission. A new taskforce was established, chaired by UNDP, to work on mechanisms to track resources for gender equality within the UN system.

System-wide Tracking Mechanism

60. Ms. Beverly Carlson of the DESA/ECOSOC Office briefed the Network on a system-wide tracking system in the context of a triennial comprehensive policy review of operational activities. A comprehensive financial database was requested by the General Assembly in its latest resolution on this matter (A/RES/62/208). In order to ensure a comprehensive data collection and tracking system, one similar to that used by the OECD-DAC should be set up. A number of initiatives in individual UN entities were underway, including the Atlas system by UNDP for tracking investments and expenditures in gender mainstreaming i.e. both mainstream and stand-alone investments to promote gender equality and women's empowerment; and a women specific projects tracking system in UNESCO. These systems were however not compatible and even where such systems exist they do not allow for a systematic tracking of gender related investments. Fragmentation of the financial system of the UN was a challenge that needed to be overcome to gain the confidence of donors. The UN's inability to track gender related resources was found by the joint workshop of IANWGE/OECD-DAC to be a major shortcoming and impediment in increasing the proportion of gender related aid available to the UN system. A comprehensive system of financial data with a capacity to track expenditures, including on gender equality, applicable by all UN entities would benefit not only UN entities and donors but also developing countries receiving aid. However, to develop the system, a major effort is needed to standardize, organize, classify and analyze data on a system-wide basis.

61. The Network emphasized the need for commitment and willingness to make such an extensive effort, particularly at the country level. A political decision at the highest level is needed to standardize financial systems of UN entities and make them compatible. The Network agreed to review existing financial and tracking systems, gather relevant data, develop a simple step-by-step method of classifying and coding UN gender related activities for tracking purposes. It further agreed that special attention needs to be paid to gender mainstreaming activities, which are more difficult to track. Gender mainstreaming must be defined and the definition consistently applied by the whole UN system in order to be able to track gender related investments. It was suggested that a taskforce be established as a matter of priority with a practical yet realistic timeframe with UNDP as Chair and UNESCO and UNICEF as members.

G. Matters Related to the Committee on the Elimination of Discrimination against Women

62. DAW briefed participants on its work in servicing the Committee during 2007. At the end of 2007 DAW handed the responsibilities of servicing CEDAW over to OHCHR. During the last two years, six sessions had been held and 69 reports of State parties were considered by the Committee.

63. The communication between UN entities and CEDAW had been strengthened by UN entities submitting joint Country Team reports. The joint reporting allowed for greater follow-up and support with Member States. DAW sent concluding comments to Resident Representatives for concerted follow-up and advocacy for the implementation of the Convention. DAW prepared a CD-ROM with a compilation of the work of the Committee during its first 25 years, which contains background information, all the concluding comments, and the General Recommendations of the Committee. The information is also available on the DAW website. DAW had also conducted a number of workshops on the implementation of the Convention in post-conflict countries, including Haiti, Sierra Leone and Liberia.

64. OHCHR briefed the Network on the 40th session held in January 2008 during which eight States parties' reports were considered. The Committee adopted two decisions: (i) on guidelines on the implementation of the Convention, and (ii) on the relationship with national human rights institutions. In addition, meetings were held with the High Commissioner for Human Rights, UNHCR and Geneva-based NGOs. The next session would be held in New York, during which UN entities were invited to contribute to discussions on draft general recommendations on migration and article 2 of the Convention. For the period 2008-09, five sessions of CEDAW would take place including two in chambers.

65. The Network emphasized increased reporting on the Convention from UN Country Teams and joint reporting by UN entities and called on all UN field based entities to make the work of the CEDAW Committee part of UNDAF process.

H. Human resources and the status of women in the UN system

66. The Focal Point for Women in the UN presented recent progress and projections of when gender balance would be reached for each agency and at each level. While there was some success, regression was observed in some entities and at some levels. Some projections indicated that gender balance would never be reached at the current rates of progress. Findings from an Expert Group Meeting convened by OSAGI concluded that without special measures gender balance could not be reached. This was a unanimous conclusion reached by experts from the private sector, academia and the UN system. A Secretary-General's decision after the meeting of the Policy Committee held on 12 February 2008 on measures to improve gender balance in the UN Secretariat calls on departmental heads to make urgent and substantial progress in improving gender balance in the Secretariat. The decision also emphasized the importance of a gender friendly environment, including work/life balance, strengthened terms of reference of focal points for women, and enhanced monitoring and accountability. The Deputy Secretary-General is in charge of developing a forceful, forward looking gender balance strategy.

67. The Network exchanged good practice examples in achieving gender balance and discussed the common constraints due to organizational culture, policies and practices. They requested more information and details on the Expert Group Meeting. The participants agreed that OSAGI statistics on gender balance in the UN system were useful for their internal advocacy and suggested that the reporting be annually instead of bi-annually.

68. It was suggested that the Secretary-General's letter to agency heads stressing the importance of measures to achieve gender balance should be reinstated. It was also suggested that colleagues working on diversity be invited to the next annual Network's meeting due to the interest in and the importance of the issue.

I. Other matters, including the International Women's Day theme for 2009

79. The Chairperson proposed that a bureau of four vice-chairs be established to coordinate activities in peace, development, human rights and institutional development areas. Some participants were concerned about how the vice-chairs would be selected and the effect that these extra responsibilities would have on their workloads. Some felt that coordination was OSAGI's responsibility even though they recognized that OSAGI's current staffing was inadequate and not up to par with the tasks at hand. While the Network would give further consideration to the issue of appointment of the Coordinators, the Chairperson would approach two members of the Network, including one from a specialized agency, to serve as vice-chairs.

70. The Network expressed deep concern regarding the funding of its activities: funds were needed for consultancies, organization of meetings, publications and other activities. The Network agreed that a system-wide fundraising must be undertaken. A greater interagency financial support at the level of CEB of activities carried out by the Network should be explored.

71. In recent years, the theme of International Women's Day was based on the theme of the CSW. In 2009, the priority theme of CSW will be the "equal sharing of responsibilities between women and men, including care giving in the context of HIV/AIDS". Some participants expressed concerns that focusing on AIDS might diminish the impact of the theme. Furthermore the theme needed to be short and concise. Participants were invited to think creatively about the theme for International Women's Day and send their views to OSAGI by early April 2008.

J. Concluding session and the dates for the eighth session

72. The suggested dates for the eighth session in 2009 are 24-26 February. A number of participants requested that the dates be moved to immediately precede CSW, to enable them to participate in the CSW session. It was explained that the IANWGE meeting had been moved to cover the period Tuesday to Thursday before the CSW in order to leave Friday free for networking. The Chairperson invited the members to reflect on the dates and get back with their views to OSAGI to finalize the dates.

ANNEX I

**UN Inter-Agency Network on
Women and Gender Equality
New York, 19-21 February 2008**

**IANWGE/2008/1
Seventh Session**

Provisional agenda

1. Opening of the session and adoption of the agenda
2. Review and appraisal of the system-wide implementation of ECOSOC Agreed Conclusions 1997/2 on mainstreaming a gender perspective into all policies and programmes in the United Nations system
 - (a) Preparations for ECOSOC Coordination Segment 2008
 - (b) Operationalization of the system-wide policy and strategy on gender mainstreaming and synergy/linkages with the UNCT Performance Indicators for Gender Equality and Women's Empowerment being finalized by the undg Task Team on Gender Equality and other accountability frameworks.
 - (c) Capacity building for gender mainstreaming
3. Follow-up to inter-sessional activities
 - (a) Implementation of General Assembly resolution 61/143 on "Intensification of efforts to eliminate all forms of violence against women" and the Secretary-General's a multi-year, system-wide campaign to eliminate violence against women and girls
 - (b) Implementation of Security Council resolution 1325 (2000): Follow up to Presidential Statement S/PRST/2007/40
 - (c) Follow up on strengthening the gender equality work of the United Nations in support of the Member States
 - (d) Summary reports from Task Force Managers
4. New and emerging issues
 - (a) Implementation of General Assembly resolution A/C.3/62/L.16/Rev.2 and A/C.3/62/L.85 on eliminating the use of rape and other forms of sexual violence in all their manifestations, including in conflicts and related situations
 - (b) Gender aspects of climate change
5. Matters related to the 52nd Session of the Commission on the Status of Women
6. Matters related to the Committee on the Elimination of Discrimination against Women
7. Human resources and the status of women in the UN system
8. Other matters, including the International Women's Day theme for 2009
9. Concluding session and the dates for the eighth session

ANNEX II

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Annex III

Inter-Agency Network on Women and Gender Equality Composition of Taskforces and Working Groups as of 28 February 2008

Name	Task Manager	Members	Year of Establishment
Gender equality and the Millennium Development Goals (MDGs)	WB UNDP	IFAD, ILO, UNESCO, UNFPA, UNICEF, UN-Habitat, FAO, UNHCR, OHCHR, UNU, UNIFEM, OSAGI, DAW, Regional Commissions - ECA, ECE, ECLAC, ESCAP, ESCWA.	2003
Women, Peace and Security	OSAGI	UN entities: DAW, DDA, DPA, DPI, DPKO, ESCWA, ILO, INSTRAW, OCHA, OHCHR, OHRM, OSRSG-CAAC, UNDP, UN-HABITAT, UNICEF, UNIFEM, UNFPA, UNHCR, UNPFII, WFP. Observers: the Commonwealth Secretariat, IOM, NGO Working Group on Women, Peace and Security.	2000
WomenWatch	DAW /DESA	Gender Focal Points in DPI, FAO, ILO, ITU, Regional Commissions - ECA, ECE, ECLAC, ESCAP, ESCWA, and Regional Commissions New York liaison Office - UNDP, UNESCO, UNFPA, UNIFEM, INSTRAW	Mar-97
Gender and Trade	UNCTAD	FAO, ILO, ITC, Regional Commissions - ECE, ECA, ECLAC, ESCAP, ESCWA, OHCHR, OSAGI, UNDP, UNEP, UNIFEM, UNIDO, the World Bank, and WTO.	Feb-03
Gender, Sanitation and Water	DSD/DESA	UN entities: DAW, Sustainable Development Division, FAO, IFAD, ITU, UNDP, UNEP, UNICEF, UN-HABITAT, UNIFEM, UNHCR, ECA, ESCWA, ESCAP. Non UN entities: the Gender and Water Alliance, Women's Environment and Development Organization, the Water Supply and Sanitation Collaborative Council (WSSCC), and the United Nations Foundation.	Taskforce on Gender and Water created 09/2003; renamed 02/2008

Gender mainstreaming in evaluation, monitoring and programme reporting	ILO OIOS	OSAGI, DAW, IANWGE, UN-HABITAT, UNHCR, WHO, UNIFEM , ECA, ESCAP, UNFPA, FAO, INSTRAW, UNESCO, DESA/STAT.	Feb-04
Secretary-General's Campaign on Violence against Women	OSAGI	ECLAC, UNICEF, WHO, ITU, UNDP	Feb-08
Tracking Financing for Gender Equality	UNDP	UNICEF, UNESCO, OSAGI, DAW	Feb-08
Gender and Climate Change		UNDP, ILO, FAO, UNESCO, Regional Commissions - ECA, ECE, ECLAC, ESCAP, ESCWA	Feb-08
Capacity Building for Gender Mainstreaming	UNICEF OSAGI		Feb-08
Implementation of GA 62/134 on Elimination of Rape and other forms of Violence.			Feb-08
Ad-hoc working group on Gender Action Plan		WHO, WFP, UNCTAD, UNESCO, HABITAT, FAO, DDA, OSAGI	Feb-08