



Inter-Agency Network on Women and Gender Equality

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

New York, 27 February – 1 March 2013

The twelfth annual session was chaired by UN Women Under Secretary-General and Executive Director, Ms. Michelle Bachelet. Ms. Lakshmi Puri, Assistant Secretary-General and Deputy Executive Director of UN Women participated in her capacity as Vice Chair of the Network.

This year's substantive discussion focused on the Post 2015 Development Framework, featuring an overview of its substantive and political developments, challenges and opportunities. The Post 2015 Development Framework was the opportunity for the Network to continue to crystallize on a common position on key messages related to gender equality and the empowerment of women, to be used in upcoming opportunities for advocacy with Member States and with civil society, as well as to identify entry points for integrating gender issues in the process, leading to the formulation of the Post 2015 Development Agenda.

Members of IANWGE were briefed on the preparations and key issues in relation to the 57th session of the Commission on the Status of Women, including on the status of negotiations of the agreed conclusions and the required follow-up action by members. The Network also reviewed progress in system-wide coordination of, and accountability for, gender equality work as well as of implementation of IANWGE decisions, covering the first year roll out of the System-wide Action Plan on Gender Equality and Empowerment of Women (UN-SWAP) and the consolidation of its baseline in 2013; findings and recommendations of the 2012 report of the Secretary-General on the Improvement of the Status of Women in the United Nations System (A/67/347); the resolution A/RES/67/226 "Quadrennial comprehensive policy review of operational activities for development of the United Nations system" (QCPR) and its implementation; the guidance note on common principles and standards for gender equality marker systems; and various on-going capacity development initiatives (Mapping of Human Resources working on Gender equality issues, Introductory course on gender mainstreaming and the Gender Academy). The Network also was briefed on the advances towards the United Nations Coordination Framework on Women's Economic Empowerment as well as on the preparatory work towards the twentieth anniversary of the Fourth World Conference on Women and the adoption of the Beijing Declaration and Platform for Action and of ICPD. The IANWGE task forces reported on progress made in 2012 and their work plans for 2013.

Participants recognized the improvements in IANWGE's modus operandi as a crucial interagency coordination mechanism with a catalytic role in advancing gender mainstreaming across the UN system in key sector areas.

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A. Summary of decisions taken and follow up identified actions

| Action Point | Responsible body |
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| System-wide efforts for addressing violence against women in a coherent manner | |
| <ul style="list-style-type: none"> • IANWGE to strongly support and help mobilize support towards strong progressive action-oriented agreed conclusions, and entities to consider effective ways for following up the CSW-57 outcome. • Advance the work on data collection, and bring UN system statisticians into the discussion on the Post-2015 Development Framework to ensure that violence against women-related indicators are adopted and used. | IANWGE |
| Gender balance and accountability for the UN system work on gender equality and empowerment of women | |
| a. Gender balance and status of women in the United Nations system | |
| <ul style="list-style-type: none"> • IANWGE members to review the 2004 (A/59/357) and 2006 (A/61/318) reports of the Secretary-General on the Improvement in the Status of Women in the United Nations System which recommend many measures based on reviews of secretariat and the UN system respectively. • UN Women to circulate list of pro-active (special) measures to accelerate progress towards gender balance. • UN Women to consider holding an EGM on Special Measures in 2013 or 2014. • UN women to organize discussions dedicated to gender balance and the relevant performance standards in the UN-SWAP. | <p>IANWGE</p> <p>UN Women</p> |
| b. Roll out of the UN-SWAP and consolidation of the baseline | |
| <ul style="list-style-type: none"> • Members to assist as feasible with the mobilization of resources to support the implementation of the UN-SWAP. • Raise awareness of Member States to ensure that their resolutions and/or decisions in the governing bodies clearly support the UN-SWAP and its full implementation, including regular reporting to the governing body. • Prioritize funding for the various components of the UN-SWAP including the outreach to donors and Member States as the most urgent, imminent and strategic need in terms of sustainability and efforts to show progress by the next UN-SWAP reporting i.e., January 2014. | <p>UN Women upon request by UN entities</p> <p>IANWGE</p> |
| Capacity development for effective gender mainstreaming | |
| a. Mapping of human resources working on gender equality in the UN system. | |
| <ul style="list-style-type: none"> • UN entities to use the data strategically, collectively and individually; and to identify ways in which the data could support their UN-SWAP analysis, and how its compilation could be regularized and improved. • For the data about staff working on gender equality issues to be presented as a percentage of total entity staff, entities should share with UN Women total staff counts, using the same parameters of data, to enable analysis. • Entities should notify UN Women if they identify discrepancies. • Entities requested UN Women to provide a breakdown by gender and grade of staff working on gender mainstreaming. | <p>IANWGE</p> <p>IANWGE</p> <p>UN Women to notify</p> |

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| <p>b. Update on the introductory course for mainstreaming gender equality</p> <ul style="list-style-type: none"> Peer review meeting will be held in March 2013 FAO and OHCHR both noted that their agencies have worked on the development of similar courses and that they would like to be engaged in the peer review. | UN Women |
| <p>c. Update on the guidance note on common principles and standards for gender equality marker systems</p> <ul style="list-style-type: none"> UNDP to share the gender marker reports that it generates. | UNDP |
| <p>d. ITC/ILO Gender Academy: On-going capacity-building initiatives in the UN system</p> <ul style="list-style-type: none"> IANWGE to make suggestions by <u>15 May 2013</u> for what UN entities would like to see incorporated into the November 2013 Gender Academy | IANWGE |
| Updates on the Task Forces | |
| <p>a. The Task Force on Women's Access to Justice (WA2J)</p> <ul style="list-style-type: none"> The final report on the mapping exercise of Wa2J programming in non-conflict context undertaken by the Task Force on Women's Access to Justice to be shared and considered at the IANWGE inter-sessional meeting. It is not expected that the Task Force will continue after this. | Co-chairs of the Task Force |
| <p>b. The IANWGE Standing Committee on Women, Peace and Security (SC-WPS)</p> <ul style="list-style-type: none"> IANWGE members with mandates related to WPS to support and actively engage in the efforts to accelerate action and delivery on WPS commitments as well as strategic planning for the 2015 High-level meeting of the Security Council on the implementation of SCR 1325(2000). IANWGE members to contribute materials to the new interagency webpage on Women, Peace and Security currently under development. An update on the work of the SC-WPS will be included as a separate agenda item at the next annual session. | IANWGE IANWGE IANWGE Secretariat |
| <p>c. Task Force on Gender and Trade</p> <ul style="list-style-type: none"> The Task Force to be maintained. The Task Force to contribute to the on-going production of country case studies and training materials led by UNCTAD. The forthcoming GENDERNET-IANWGE Joint Workshop to focus on gender equality and the Post-2015 Development Framework. | Task Force IANWGE Secretariat |
| <p>d. Joint Programme on Accelerating Progress towards the economic empowerment of rural women</p> <ul style="list-style-type: none"> The joint programme provides an interesting model on how a UN coordination task team can oversee a programme with concrete deliverables for rural women. The Task Force to circulate the programme document to the IANWGE. The report on progress in implementing the Joint Programme to be shared with IANWGE yearly. To document stories, good practices, and process. The Task Force also discussed ways for engaging in the organisation of an International Conference on rural women to be held in 2014 within the framework of the International Year for Family Farming, which is an activity of the Joint programme. | Task Force |

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| <p>e. Task Force on Gender and Climate Change</p> <ul style="list-style-type: none"> • The Task Force to be extended for one more year. • The 2013 TORs and concrete programme of work will be decided through a telephone conference at the end of March 2013. • UNIDO, WHO and ECA expressed interest in joining the Task Force. • UNIDO invited the Network to participate in the Vienna Energy Forum in May 2013, in particular in its Gender and Energy side event. • The Task Forces on climate change and migration decided to explore ways for mutual collaboration and synergy. • UNDP will circulate its Training Manual on Gender and Climate Change which has been used in all COP meetings. | <p>Task Force</p> <p>UNDP</p> |
| <p>f. Task Force on Gender and Migration</p> <ul style="list-style-type: none"> • Brief position paper on the human rights of female migrant workers as advocacy tool for the High-level Dialogue on International Migration and Development (HLD) 2013, and Post 2015 Development agenda. • Solicit inputs to Secretary-General's report on Migration and Development. • ECA regional preparatory meeting for HLD 2013 will have a panel on gender equality issues or will mainstream gender considerations into other panels and ensure that deliberations and outcomes reflect a gender perspective. | <p>Task Force</p> <p>ECA</p> |
| <p>Other initiatives</p> | |
| <p>a. UNDP Seal. A corporate certification process that recognizes good performance of UNDP offices / units to deliver transformational gender equality results</p> <ul style="list-style-type: none"> • UNDP to share the results of the expanded pilot phase at the next annual session of IANWGE. | <p>UNDP</p> |
| <p>b. MDGF “Two roads, one goal: Dual strategy for gender equality programming in the MDG Fund.”</p> <ul style="list-style-type: none"> • UN Women and UNDP, with MDGF support, are currently working on a collection of 20 case studies from the joint programmes – across all windows – that will include analysis of promising practices and lessons learned, also across multiple thematic areas. These are for use at the national level to encourage sustainability of efforts, and they will be compiled into a global compendium in later 2013. • The global compendium will include supporting documentation of case studies, of which Vietnam is one. | <p>MDGF</p> |
| <p>c. Expert group meeting on Gender Mainstreaming in Development Programming Frameworks</p> <ul style="list-style-type: none"> • UN Women will invite IANWGE representatives with relevant experience in programming to the EGM. • UN Women will keep IANWGE abreast of the outcomes of the Expert Group Meeting | <p>UN Women</p> |
| <p>d. General recommendations and ways to strengthen collaboration between IANWGE and CEDAW</p> <ul style="list-style-type: none"> • The IANWGE to be involved in particular in assisting Member States to implement the recommendations. OHCHR will organize in the treaty divisions for those who are interested in participating. • UNRWA called the Network to support the recommendation on stateless persons. • OHCHR to co-sponsor recommendations or provide written comments. | <p>IANWGE</p> <p>OHCHR</p> |

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| <ul style="list-style-type: none"> • OHCHR to have informal briefings for committee members or just support Member States when they do their reporting. • OHCHR was requested to bring feedback to the inputs received from the UN entities. • IANWGE to invite the CEDAW chair to give a briefing to the Network. | IANWGE Secretariat |
| <p>e. Follow up to the QCPR 2012</p> <ul style="list-style-type: none"> • UN Women to share the background information and highlights of the QCPR that require follow up by UNCTs and UN entities. • IANWGE to draw on the information shared to ensure communicating it to their Organization’s offices and units in the field and at HQs. | UN Women (already done) IANWGE |
| Proposal for the UN system coordination framework on women’s economic empowerment | |
| <ul style="list-style-type: none"> • Regarding the finalization of the Framework, the Geneva-based agencies proposed to conduct this work on behalf of the IANWGE. • Individual members would submit their comments and suggestions to UN Women in track changes directly in the document presented. • UN Women will then finalize it and send it to the entire membership for review and finalization. • The Members agreed on 15 March 2013 as the deadline for providing written inputs in track-change mode, in order to finalize the Framework. | IANWGE UN Women |
| ICPD 2014 and beyond and Beijing + 20: Current Status and information sharing | |
| <ul style="list-style-type: none"> • ILO will share with UN Women experiences from running its 12-month campaign on gender equality at the heart of decent work, with its inclusive processes and sophisticated range of products (in English, Spanish and French). • A uniform questionnaire, prepared by UN Women in consultation and collaboration with the regional commissions, will be used to compile information from Member States for preparation of the Secretary-General’s (regional and global) reports on the occasion of the 20-year review and appraisal of the implementation of the Beijing Platform for Action. Discussions with the regional commissions on expectations, methodology, purpose of the regional and global reports and timelines will take place. • The regional commissions will prepare the regional reports (drawing on the questionnaire prepared with UN Women) and regional meetings that would feed into the CSW session in 2015. • The forthcoming ECOSOC resolution on the 20-year review is expected to encourage the regional commissions to undertake regional reviews so that the outcomes of intergovernmental processes at the regional level can feed into the 2015 review. • It was suggested that UN Women should draw on and learn from the ICPD+20 review processes in order to inform its own preparations for Beijing +20. | ILO UN Women in consultation with Regional Commissions Regional Commissions UN Women UN Women |
| Substantive issue: Gender equality, the Post 2015 Development Framework and the SDGs | |
| <ul style="list-style-type: none"> • The next Joint Workshop of the IANWGE and the DAC Gender Equality Network (GENDERNET) to be held in Paris during the week of 5-8 November 2013 should focus on “Gender Equality and the Post-2015 Development Framework.” • The ILO suggested the IANWGE hold a technical meeting on gender equality indicators. This proposal received a lot of support from a number of other entities. In response to this request it was proposed to hold such a meeting sometime in May 2013 (venue and logistics still TBD). • The gender divisions in UN entities which chair or co-chair a thematic consultation, within the confines of chair’s mandates, will take on the responsibility to ensure that gender equality is mainstreamed in the output of the | IANWGE Secretariat ILO and UN Women |

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| <p>relevant consultation. If the thematic consultation has already taken place, then they will work to influence the summary reports of the consultation and its follow up.</p> <ul style="list-style-type: none"> Each entity will develop, or refer IANWGE members to, guidance on mainstreaming gender perspectives in the aspects of the Post 2015 Development Agenda that pertain to the entity's mandate. They encouraged UN Women to provide them with a template for such guidance. | |
| IANWGE and the way forward | |
| <p>a. Women Watch</p> <ul style="list-style-type: none"> Entities to consider ways in which they can protect and support Women Watch as a useful shared resource. The total project cost is US \$115,000 cost. Entities to notify on their contributions to Nanette Braun by Mid-April at the latest. | IANWGE |
| <p>b. Proposal for the Joint Biennial Workshop of the IANWGE and the OECD-DAC Network on Gender Equality (GENDERNET)</p> <ul style="list-style-type: none"> The next Joint Workshop of the IANWGE and the DAC Gender Equality Network (GENDERNET) to focus on "Gender Equality and the Post-2015 Development Framework". The Workshop to be held in Paris during the week of 5-8 November 2013. | IANWGE Secretariat |
| <p>c. News Bulletin and IANWGE Extranet</p> <ul style="list-style-type: none"> The IANWGE was encouraged to use the extranet as the working space and to contribute to the News Bulletin. | IANWGE |
| <p>d. Theme for International Women's Day 2014</p> <ul style="list-style-type: none"> The Secretariat to work on a proposal to be circulated and agreed with the Membership. | IANWGE Secretariat |
| <p>e. Dates for the Thirteenth Annual Session of IANWGE</p> <ul style="list-style-type: none"> The Thirteenth Annual Session will be held on 25-28 February 2014. | IANWGE Secretariat |

B. Sessions

1. Opening session

◆ Opening Statement by Michelle Bachelet, Under Secretary-General and Executive Director of UN Women and Chair of the Interagency Network on Women and Gender Equality

The Under-Secretary-General and Executive Director of United Nations Entity for Gender Equality and the Empowerment of Women (UN Women) and Chair of IANWGE, Ms. Michelle Bachelet, opened the meeting with a key note address. Ms. Bachelet highlighted some important recent achievements on various fronts, including in relation to international norms and standards, innovative partnerships and accountability and coherence of the UN system.

With regards inter-governmental processes, Ms. Bachelet highlighted the preparatory work towards the 57th session of the Commission on the Status of Women, the Rio+20 outcome document, as well as the ECOSOC's gender specific deliberations and the General Assembly Quadrennial Comprehensive Review on Operational Activities of the UN system (QCPR), which places strong emphasis on gender equality and women's empowerment as fundamental to sustainable human development.

Ms. Bachelet also noted that the UN System has a critical opportunity to ensure that gender equality and women's empowerment are strategically positioned at the centre of the Post-2015 Development Agenda, highlighting that the IANWGE has a key role to play in supporting and influencing the process.

During the discussion that followed, participants thanked Ms. Bachelet for her leadership, and stressed the importance of partnerships and joint collaboration with UN Women. The Network recognized that the UN-SWAP was an extremely useful instrument, and noted that achieving gender parity throughout the UN system remains a major challenge. With regards to the Post 2015 Development Agenda, women's economic empowerment should be a key element to drive change, while a combined human rights, development and poverty based agenda would probably be more effective than the proliferation of different sets of goals. Finally, participants noted the importance of the CSW57 and of achieving strong agreed conclusions, and the need to support Member States in reaching agreement on critical issues such as for instance sexual and reproductive rights, sexuality and education.

In closing the discussion, Ms. Bachelet expressed her gratitude to the members of the Network for their efforts in sustaining a common effective approach to gender equality issues, and committed UN Women's continued support to IANWGE.

2. System-wide efforts to addressing violence against women in a coherent manner

The session was chaired by Ms. Lakshmi Puri, Assistant Secretary-General and Deputy Executive Director of UN Women. Ms. Puri thanked the members of the Network for their unprecedented engagement in preparations for the 57th session of the CSW, including with regards to gathering evidence, best practices, supporting consultations with civil society, and providing inputs to the preparation of the 'Zero Draft of the Agreed Conclusions'.

Participants recognized that collaborations in the context of the CSW-57 has significantly increased from previous sessions, and highlighted the efforts to undertake a dual approach, both ensuring that violence against women takes a prominent place in the Post-2015 Development Agenda, but also working towards the achievement of the existing Millennium Development Goals. Members of the IANWGE also recognized the important role of UN Women in leading the support of the UN System to Member States in their negotiation of the agreed conclusions.

Other interventions focused on the need to track donors funding in support to ending violence against women; developing appropriate responses on controversial issues and providing technical expertise during the negotiation process. There were also calls for continuing to address contentious issues, including sexual orientation and gender identity, sexuality education; and addressing sexual harassment within the workplace as significant 'every day' abuses that generate the conditions for violence against women and girls to be permissible.

Ms. Christine Brautigam, Executive Secretary of the CSW provided additional information on the annual session and on the priority theme of the 58th CSW: 'Gaps and Challenges in the implementation of the Millennium Development Goals for Women and Girls'. In 2015, a comprehensive review of the Platform for Action will be conducted, providing an additional opportunity to position gender equality and the empowerment of women firmly in the Post 2015 Development Agenda.

Action points:

- IANWGE to strongly support and help mobilize support towards strong progressive action-oriented agreed conclusions, and entities to consider effective ways for following up the CSW-57 outcome.

- Advance the work on data collection, and bring UN system statisticians into the discussion on the Post-2015 Development Framework to ensure that violence against women-related indicators are adopted and used.

3. Gender balance and accountability for the UN System's work on gender equality and the empowerment of women

a. Gender balance and status of women in the United Nations system

Ms. Aparna Mehrotra, UN Women Senior Advisor on Coordination and Focal Point for Women in the UN System, reviewed gender balance documents placed on the IANWGE website e.g. tables comparing the status of women in each agency with the UN system including trends, appointments, promotions, separations; info graphics; and a report on the UN Women Expert Group Meeting on Gender Based Violence and the Workplace including a policy template. In addition to the above, outputs since the last IANWGE meeting were outlined including the Secretary-General's Report on the Improvement in the Status of Women in the United Nations System and web annexes (A/67/347); support to policy development (e.g. on-going input into the Secretary-General's Policy Committee), inter-agency coordination (e.g. updates provided to GA, CSW; Pregnancy Task Force) and direct support to agencies (e.g. resource packs, outreach and advice).

Issues raised during discussion included the following:

- the UN-SWAP gives an opportunity to highlight gender parity;
- mobility requirements may slow career progress of women at the P-2 and P-3 levels;
- some may feel that special measures refer only to hiring women instead of a man when in reality there are other aspects of special measures. It might be better to use the term "pro-active" instead of "special" measures since it is more inclusive; and
- there is gender imbalance among national officers who represent the face of the UN in the field as well as a potential source of recruitment for international staff.

Conclusions and Recommendations:

- Notwithstanding positive trends, progress remains insufficient. Part of the reason for slow progress is attitudinal, "Enforce behaviour and attitudes will follow."
- Senior managers should investigate and address the underlying causes of the high proportion of women on temporary contracts relative to their proportions on contracts of one year or more.
- Leadership at the top is essential but not sufficient; pro-active measures are also needed.
- Participants emphasized the need for childcare provisions and breastfeeding facilities.

Action Points:

- IANWGE members to review the 2004 (A/59/357) and 2006 (A/61/318) reports of the Secretary-General on the Improvement in the Status of Women in the United Nations System which recommend many measures based on reviews of secretariat and the UN system respectively.
- UN Women to circulate list of pro-active (special) measures to accelerate progress towards gender balance.
- UN Women to consider holding an EGM on Special Measures in 2013 or 2014.
- UN women to organize discussions dedicated to gender balance and the relevant performance standards in the UN-SWAP.

b. Roll out of the UN-SWAP and consolidation of the baseline

Ms. Aparna Mehrotra briefed the Network on the implementation of the system-wide action plan on gender equality and the empowerment of women (UN-SWAP). The UN-SWAP has created a strengthened conceptual model to promote gender equality and the empowerment of women. This has

been achieved through the unanimous endorsement of the framework comprising 15 System-wide Performance Indicators; development of a proactive and systematic approach to identify strengths and weaknesses; moving from a centralized approach led by gender units and focal points to a decentralized approach with both vertical and horizontal engagement within entities; and the development of a systematic and comprehensive approach to collect and compile data on gender equality and the empowerment of women. In addition, the UN-SWAP constitutes a well acknowledged response to Member States' requests for increased accountability, notably evidenced in ECOSOC resolution E/RES/2012/14 which welcomes the UN-SWAP and calls for its implementation system-wide. Also, the QCPR resolution ARES/67/226 welcomed the UN-SWAP and requested the Joint Inspection Unit to undertake a system-wide evaluation of its effectiveness following full implementation.

The UN-SWAP has revitalized and enhanced engagement for gender equality and the empowerment of women through endorsement of its implementation by heads of entities and senior management (ex. endorsement by the CEB and HLCP and HLCM); increased systematic senior management accountability (ex. USGs must now report on implementation of the UN-SWAP in their Senior Manager's Compacts with the Secretary-General); and the development of an active and large group of UN-SWAP Focal Points (approx. 144 across the System) who diligently worked on the development and roll-out of the UN-SWAP in their entities.

Many participants noted that the UN-SWAP was instrumental in revitalizing the issue of gender equality and the empowerment of women within their entities, including through enhanced buy-in from senior management. Other participants stressed that resource constraints constitute a barrier and real threat to the implementation of the UN-SWAP, while in some cases managers' fears of negative rating resulted in unwillingness to endorse and submit the first UN-SWAP report. While many participants noted that decentralizing the reporting on gender equality and the empowerment of women has been successful in their entity, some maintained that monitoring and reporting on the UN-SWAP remains a central function of gender units and focal points. In this context, it was suggested that terms of reference of UN-SWAP focal points be established, as a standardized template for adoption by all entities.

Action points:

- Members to assist as feasible with the mobilization of resources to support the implementation of the UN-SWAP.
- Raise awareness of Member States to ensure that their resolutions and/or decisions in the governing bodies clearly support the UN-SWAP and its full implementation, including regular reporting to the governing body.
- Prioritize funding for the various components of the UN-SWAP including the outreach to donors and Member States as the most urgent, imminent and strategic need in terms of sustainability and efforts to show progress by the next UN-SWAP reporting i.e., January 2014.

4. Capacity development for effective gender mainstreaming

The session was chaired by Ms. Isha L. Dyfan, Chief, Women's Rights and Gender Section at OHCHR and it included the following topics:

- a. Mapping of human resources working on gender equality in the UN system
- b. Update on the UN-system wide capacity development module
- c. Update on the guidance note on common principles and standards for gender equality marker systems
- d. ITC/ILO Gender Academy: On-going capacity-building initiatives in the UN system

a. **Mapping of human resources working on gender equality in the UN system.**

The presentation was led by Mr. Moez Doraid, Ms. Ingrid Arno and Ms. Phoebe Schreiner, from the UN System Coordination Division at UN Women. They provided a brief overview of the preliminary findings of the mapping exercise carried out under the auspices of the UNDG Task Team on Gender Equality and encouraged IANWGE members to consider how this data can best be used.

The mapping exercise aims at informing the UN system of the extent of human resources available, ensuring gender resources are tapped, and assisting the UN system to address gaps in human resources. The mapping was not an assessment of the *performance* of gender experts, but a quantitative count of the individual staff and groups/teams in each country team and headquarters team per entity working on gender equality.

Participants welcomed the presentation. A number of agencies noted that the data was interesting and that it could have a range of applications, including supporting internal advocacy. Some entities suggested that the data may need to be presented in a clearer fashion, by setting it in the context of a team/unit/office. One entity noted the need for exploring and understanding the increases that occurred and what do they mean. Further, they suggested that findings should be compared against institutional objectives. This data has important implications for the UN-SWAP, where there are requirements for Focal Points (FP) to be appointed at the P-4 level and above, with terms of reference and at least 20 per cent of FP time allocated to their FP functions.

Conclusions and recommendations:

- Explore ways for the mapping to reinforce the reporting requirements for the UN-SWAP, and specifically to reinforce the UN-SWAP outcomes for gender architecture.
- A second phase of the analysis could focus on a qualitative analysis of the increase in human resource capacity in relation to gender equality results. The UN System will need evidence of a direct relationship between levels of human resources and results if the business case for increased capacity on gender mainstreaming is to be built.
- It would be helpful to capture the extent of gender expertise in terms of training that personnel have received and experience they have acquired, in order to fully gauge the system's capacity for gender mainstreaming.
- It may be useful to look at the contributions of non-core staff, such as consultants, to understand the UN System's full capacity as well as the extent to which this work is being commissioned outside the System.

Action Points:

- UN entities to use the data strategically, collectively and individually; and to identify ways in which it could support their UN-SWAP analysis, and how data compilation could be regularized and improved.
- For the data about staff working on gender equality issues to be presented as a percentage of total entity staff, entities should share with UN Women total staff counts, using the same parameters of data, to enable analysis.
- Entities should notify UN Women if they identify discrepancies.
- Entities requested UN Women to provide a breakdown by gender and grade of staff working on gender mainstreaming.

b. Update on the UN-system introductory course for mainstreaming gender equality

The presentation was led by Mr. Moez Doraid, Director, UN System Coordination Division of UN Women. During its 11th annual session (2012), IANWGE tasked UN Women's Training Centre to begin developing a draft course curriculum outline and content on gender equality and women's empowerment. The objective of the Introductory Gender Mainstreaming Course is to develop/strengthen understanding and awareness of basic concepts of gender equality and women's empowerment. The course is intended to apply to all staff at HQ, regional and country levels and promote the first steps towards integration of a gender perspective into all work.

The course will be available for use by each UN entity, complementing and building on already available courses in various entities according to their mandate. It will target staff at all levels with no prior background in gender equality issues. The course will be structured in six modules, including: gender concepts to get started; women's rights at the UN; gender equality and women's economic empowerment; women's participation and decision-making; violence against women and girls; and what the UN is doing for gender equality throughout the system.

Participants noted the importance of having an introductory course available to all staff in view of the current budget cuts, which have reduced their ability of some entities to provide training on gender equality.

Action Points:

- Peer review meeting will be held in March 2013
- FAO and OHCHR both noted that their agencies have worked on the development of similar courses and that they would like to be engaged in the peer review.

c. Update on the guidance note on common principles and standards for gender equality marker systems

The presentation was led by Mr. Samuel Momanyi Nyambati, Chief of Programme Information & Performance Monitoring, Policy & Practice at UNICEF and Ms. Raquel Lagunas, Institutional Development Advisor at UNDP. It focused on the work undertaken by the Inter-agency Subgroup on "Accounting for Resources for Gender Equality" of the undg task team on Gender Equality, towards supporting the development of common principles and standards for gender equality marker systems.

In 2009, the report of the Secretary-General on Women and Peace and Security (S/2011/598 paragraph 36) called on all United Nations-managed funds to institute a "gender marker" to assist "in tracking the proportion of funds devoted to advancing gender equality." In addition, the Secretary-General's Policy Committee tasked the undg Task Team on Gender Equality to develop common principles to ensure the various UN gender marker systems are comparable.

Participants welcomed the briefing and recognized the gender marker was an excellent tool for improved accountability. This guidance note should focus on the programme level through the UNDAF. Entities highlighted their different experiences in developing the gender marker system, including the need to learn more lessons on how to apply the gender marker and track certain activities or funds. Participants also noted that it is very difficult to do tracking at different levels of interventions.

Action point:

- UNDP to share the gender marker reports that it generates.

d. ITC/ILO Gender Academy: On-going capacity-building initiatives in the UN system

The presentation was led by Ms. Benedetta Magri, International Labour Standards, Rights at Work and Gender Equality Programme, International Training Centre of the ILO. The ITC-ILO approach to capacity development for gender mainstreaming starts from the assumption that gender mainstreaming is a structural change strategy to reassess transform policies, governance structures, procedures, institutional arrangements, operational tools, practices and behaviours. Together, these changes can enable organisations to achieve gender equality and women's empowerment. Today, the UN has policies as well as tools for accountability, analysis and planning.

The ITC-ILO Gender Academy is an information and knowledge sharing event on the "How to" of gender mainstreaming in the development and employment fields. The next edition will run from 11 to 22 November 2013 and ITC-ILO is open to partnerships with other agencies (e.g. running joint thematic workshops). A broad range of other thematic courses on gender mainstreaming is available both on Campus and on-line, on topics such as Participatory Gender Audit, gender and development planning, and other more specific to the ILO mandate such as diversity and non-discrimination.

The Gender & Equality Organizational Self-Assessment (GEOSA) promotes organizational learning on how to practically and effectively mainstream gender. It brings together the knowledge sharing methods, the ILO Participatory Gender Audit, and system-wide accountability mechanisms (UN-SWAP, Gender Marker, UNCT performance indicators etc.).

Action point:

- IANWGE to make suggestions by 15 May 2013 for what UN entities would like to see incorporated into the November 2013 Gender Academy.

5. Updates on the task forces

a. The Task Force on Women's Access to Justice (WA2J)

The Task Force was created in 2011 with the aim to expand the knowledge-base and enhance coordination between UN entities in this area. The Task Force is co-chaired by OHCHR – ILO and also comprises members from DPKO, ECE, IOM, UNDP, UNHCR, UNODC and UN Women. In terms of progress to date, ILO highlighted training initiatives on WA2J that have yielded positive results, including a workshop for judges from courts in Botswana, Malawi, Nigeria, South Africa and Zambia on the application of ILO's gender equality Conventions. Twin courses are planned for East African courts and Caribbean courts and tribunals. A proposal for international labour standards (Convention and Recommendations) on GBV in the world of work has also been developed for debate in ILO governance structures.

The Task Force presented a mapping exercise covering WA2J programming in non-conflict context. The mapping, which complements the study by the Rule of Law Coordination and Resource Group on women's access to justice in conflict and post-conflict settings, will inform measures for implementing WA2J recommendations and feed into the development of the proposed UN Joint Global Programme on Women's Access to Justice.

Action points:

- The final report on the mapping exercise of Wa2J programming in non-conflict context undertaken by the Task Force on Women's Access to Justice to be shared and considered at the IANWGE inter-sessional meeting.
- It is not expected that the Task Force will continue after this.

b. The IANWGE Standing Committee on Women, Peace and Security (SC-WPS)

The Standing Committee, chaired by UN Women, comprises over 20 member entities and observers from civil society. Highlights of achievements in 2012 include steps taken to take forward the SCR1325 indicators and related reporting through the annual report of the Secretary-General to the Security Council on Women and Peace and Security; synergies created between different reporting processes such as those on peacebuilding and sexual violence in conflict; and the undertaking of a mapping of UN system WPS resources that will be made available on a new interagency webpage on WPS. The findings of the review of gender architecture in peacebuilding contexts commissioned jointly by UN Women, UNDP, DPKO, DPA, UNICEF and UNFPA were discussed and information was shared on the all-day work retreat held by the SC-WPS on 28 January 2013, which main aim was to assess progress against in the implementation of the UN's Strategic Results Framework on WPS. The importance of stepping up work to collect baselines and engaging senior managers in accelerating action against the mid-term (2014) targets was emphasized.

Priorities in 2013 include:

- Accelerating action and delivery on WPS commitments embedded in the UN Strategic Results Framework on WPS.
- Further development and reporting on the SCR 1325 indicators.
- Ensuring common messaging around gender architecture review and SCR 1325 indicators.
- Coordinating preparation of the 2013 report of the Secretary-General on WPS and related Open Debate of the Security Council.
- Launching of UN interagency WPS web page.
- Initiating strategic planning for the 2015 High-level Security Council review of the implementation of SCR 1325.

Several issues were discussed, including linkages to other processes such as follow-up to the Security Council's resolution on HIV, development of rosters and importance of coordinating efforts, and the status of the High-Level Steering Committee on WPS chaired by the DSG. A suggestion was put forward that an update on the work of the SC-WPS could be included as a separate agenda item at the next annual session rather than part of Task Force briefings/updates. New members that want to engage and contribute to the work of the SC-WPS are welcome.

Action points:

- IANWGE members with mandates related to WPS to support and actively engage in the efforts to accelerate action and delivery on WPS commitments as well as strategic planning for the 2015 High-level meeting of the Security Council on the implementation of SCR1325.
- IANWGE members to contribute materials to the new interagency webpage on Women, Peace and Security currently under development.
- An update on the work of the SC-WPS will be included as a separate agenda item at the next annual session.

c. Task Force on Gender and Trade

The Task Force, which is chaired by UNCTAD, briefed the Network on various activities, including:

- The UNCTAD XIII Ministerial Conference held in Qatar in April 2012 with a full day event on gender equality and women's empowerment involving high level officials, UN agencies such as UN Women and ITC, and other partners;
- Country case studies on the impact of trade liberalization on women conducted in Angola, Bhutan, Cape Verde, Lesotho, The Gambia, and Uruguay;

- The development of training materials on gender and trade targeting policy makers, academic and research institutions, and UN staff members.

These activities have contributed to raising the bar for addressing gender equality issues into the trade work. The Task Force expressed interest to contribute to the country case studies and training materials. The Task Force discussed ways of addressing the Post 2015 Development Framework. The forthcoming GENDERNET-IANWGE Joint Conference could provide an opportunity for a broader and more coordinated engagement. The Task Force also suggested identifying and addressing issues that appear not sufficiently covered by the Post 2015 Development Framework process.

Action points:

- The Task Force to be maintained.
- The Task Force to contribute to the on-going production of country case studies and training materials led by UNCTAD.
- The forthcoming GENDERNET-IANWGE Joint Workshop to focus on gender equality and the Post-2015 Development Framework.

d. Joint Programme on Accelerating Progress towards the economic empowerment of rural women

The Joint Programme was presented by the representative of IFAD on behalf of the Rome-based entities and UN Women, highlighting its goal to secure rural women's livelihoods and rights in the context of sustainable development and the Post 2015 Development Agenda through four outcome areas: improved food and nutrition security; increased incomes to sustain livelihoods and create wealth; enhanced leadership and participation in rural institutions and in shaping laws, policies and programmes; and gender responsive policy environments.

Recommendations and action points:

- The joint programme provides an interesting model on how a UN coordination task team can oversee a programme with concrete deliverables for rural women.
- The Task Force to circulate the programme document to the IANWGE.
- A report on progress in implementing the Joint Programme to be shared with IANWGE yearly.
- To document stories, good practices, and process.
- The Task Force also discussed ways for engaging in the organisation of an International Conference on rural women to be held in 2014 within the framework of the International Year for Family Farming, which is an activity of the Joint programme.

e. Task Force on Gender and Climate Change

The presentation was undertaken by UNESCO on behalf of UNESCO and UNDP. The Task Force focused its work on the preparation of input and support for UNFCCC COP-18 in Doha, the SG's panel on global sustainability, and other global meetings. The Task Force coordinated the integration of gender equality considerations in 11 high-level UN side events in Doha, out of the total 15 that were organized. These events provided opportunities for members and non-members to build their capacities on gender equality and climate change and it allowed Task Force members to document a series of lessons learnt and best practices in mainstreaming gender equality considerations in similar events. The outcome of the collective advocacy efforts gender equality principles are now firmly entrenched in UNFCCC negotiating texts in the areas of climate change adaptation, mitigation, capacity building and technology. At COP-18 in Doha in December, a new decision on gender was adopted that will serve to increase women's participation in UNFCCC negotiations and bodies and provide a space for gender deliberations in the official COP agenda. The new decision recognizes the importance of women's participation in achieving effective and equitable climate policy; requests the Secretariat to keep

information and data on women's participation in the conferences; and sets a goal of gender balance in all UNFCCC bodies, not just in elected UNFCCC positions, but also in delegations and informal negotiating bodies. The new gender decision places deliberations on gender equality issues in the official COP agenda and includes a request to the Secretariat to convene a workshop at COP19 to discuss gender responsive policies and strategies to advance gender equality in climate decision-making.

It was agreed that the Task Force will continue to coordinate and provide inputs to gender equality and climate change activities in the coming year, including supporting the activities workshop at COP-19 in Warsaw, Poland and the operationalization of the Green Climate Fund. The Task Force will therefore be extended for one more year. The TORs and concrete programme of work for 2013 will be decided through a telephone conference at the end of March 2013.

Action points:

- The Task Force to be extended for one more year.
- The 2013 TORs and concrete programme of work will be decided through a telephone conference at the end of March 2013.
- UNIDO, WHO and ECA expressed interest in joining the Task Force.
- UNIDO invited the Network to participate in the Vienna Energy Forum in May 2013, in particular in its Gender and Energy side event.
- The Task Forces on climate change and migration decided to explore ways for mutual collaboration and synergy.
- UNDP will circulate its Training Manual on Gender and Climate Change which has been used in all COP meetings.

f. Task Force on Gender and Migration

The Task Force, co-chaired by UN Women and IOM, will focus its activities for 2013 in the preparation for the forthcoming High-Level Dialogue on International Migration and Development to be held in - October 2013. It will also focus on the discussions in relation to the Post 2015 Development Framework. A priority will be to contribute to the report of the Secretary-General on Migration and Development, which will inform the High-Level Dialogue.

ECA will hold a preparatory regional meeting towards the High-Level Dialogue, in March in Tunis, aiming at agreeing on a common position by Member States. No dedicated panel has been decided but rather to ensure that gender equality considerations are included into the different panel discussions. To ensure gender equality inputs are provided, a special Chapter will be commissioned to assist the discussions and to ensure that gender equality is included in the outcome. The TORs will be distributed among the TF for comments and feedback. Recommendations for a consultant are welcome. Also need to ensure that gender experts participate in the High Level dialogue.

ESCAP has planned a separate panel on gender and migration to inform the outcome document of the High-Level Dialogue. The resulting conclusions/recommendations will be delivered at the High-Level Dialogue. The issue of domestic workers will also be addressed, with a report forthcoming. UN Women will share its Legal Protection Checklist for Domestic Workers, which can be used for advocacy with the work with NGO.

Action points:

- Brief position paper on the human rights of female migrant workers as advocacy tool for the High-level Dialogue on International Migration and Development HLD 2013, and Post 2015 Development agenda.

- Solicit inputs to Secretary-General's report on Migration and Development.
- ECA regional preparatory meeting for HLD 2013 will have a panel on gender equality or will mainstream gender equality issues into other panels and ensure that deliberations and outcomes reflect a gender perspective.

6. Other initiatives

The session was moderated by Ms. Jane Hodges, Director, Bureau for Gender Equality (ILO). It included the following initiatives:

- UNDP Seal. A corporate certification process that recognizes good performance of UNDP offices / units to deliver transformational gender equality results
- MDGF “Two roads, one goal: Dual strategy for gender equality programming in the MDG Fund.”
- Expert group meeting on Gender Mainstreaming in Development Programming Frameworks
- General recommendations and ways to strengthen collaboration between IANWGE and CEDAW
- Follow up to the QCPR 2012

a. UNDP Seal. A corporate certification process that recognizes good performance of UNDP offices / units to deliver transformational gender equality results

Ms. Raquel Lagunas, Senior Advisor on Institutional Development (UNDP), opened the session with the presentation of a short film (<http://www.youtube.com/watch?v=TOFReGIvcDo>) on the UNDP Gender Equality Seal. The Seal is a corporate certification process that recognizes good performance of UNDP offices and units in delivering transformational gender equality results. It was adapted by the BDP Gender Team from the certification programme for private and public organizations to promote gender equality in Latin America. The UNDP Seal is envisaged as a corporate certification process that recognizes good performance of UNDP offices/units to deliver transformational gender equality results.

A number of agencies raised concerns about the potential cost of duplicating the evaluation. UNDP confirmed that they are proposing cost sharing for countries with Missions. The central development budget is limited and so UNDP attempts to pool resources where possible as this also helps secure buy-in and commitment to the evaluation process. The three levels (bronze, silver, gold) were selected to help incentivize and measure progress and improvements. The Seal could be adapted so that the assessment is conducted without the involvement of HQ, as this would make it more available and transferrable to other agencies.

Actions points:

- UNDP to share the results of the expanded pilot phase at the next annual session of IANWGE.

b. MDGF “Two roads, one goal: Dual strategy for gender equality programming in the MDG Fund”

MDGF “Two Roads, One Goal: Dual Strategy for Gender Equality Programming in the MDG Fund” was presenter by Ms. Sara Ferrer, OIC MDGF, supported by Ms. Patricia Fernandez Pacheco (MDGF), Ms. Raquel Lagunas (UNDP), and Ms. Jennifer Cooper (UN Women).

The Fund had benefitted from a contribution of US \$900 million from Spain which allowed UN Agencies to provide coordinated support toward progress on the MDGs. The Fund committed to a dual strategy for gender equality based on the Beijing Platform for Action: i) A funding window supporting targeted joint programmes for gender equality, and ii) gender mainstreaming across the remaining seven windows. There has been a total of 27 participating agencies, 130 joint programmes in 50 countries since 2007 and eight thematic windows and nine thematic knowledge management initiatives. There are 13 joint programmes within the Gender Thematic

Window (US \$90 million), and 117 joint programmes in the remaining windows for which guidance on gender mainstreaming was provided through the MDGF “Guidance for the Development of Gender Responsive Joint Programmes”.

Added Value of Gender Joint Programmes:

- Incorporated multi-sectoral approaches
- Addressed intersecting inequalities (gender, race, etc.)
- Created efficiency by concentrating technical capacity and financial investment
- Raised the profile of gender equality as an interdisciplinary development issue
- Met women’s immediate practical needs while concurrently supporting transformational change
- Supported innovation, breaking new ground on a country-by country basis

Challenges from the Gender Joint Programmes Analysis:

- Mitigating expectations of fast and transformational progress
- Practical challenges of the quality of logical frameworks, management complexity of multiple partners and staff turnover.

Conclusions and Recommendations:

- A dual strategy for gender equality should be made up of targeted interventions addressing immediate practical needs that are implemented concurrently with strategic transformation change. The two elements are interrelated, complementary and of added value to broader development goals.
- As a mechanism, MDG-F has aimed to support an organizational culture that would deliver gender-equality results through coordinated United Nations support in 50 countries. The unprecedented funding for large-scale programming in support of gender equality, are commendable steps on the path toward such institutional change.
- There is added value to a multi-sectoral approach. It created efficiency through interagency coordination, addressed intersecting inequalities, and raised the profile of gender equality as an interdisciplinary development issue amongst governments and in many countries.
- MDG-F leadership has sent a consistent message of the priority of gender-equality considerations and their critical nature to advancing the MDGs as a whole.
- These findings and recommendations of the gender mainstreaming analysis were included in a background paper that informed discussions on the recently approved QCPR Resolution. Many of them are reflected in the final resolution. However, the extent to which the MDG-F experience and lessons are considered in debates on institutional change once MDG-F programmes conclude and financial incentives disappear will ultimately determine the MDG-F contribution of in this regard, and can only be assessed over time and through further analysis.
- UNCT performance indicators have been validated as a means of assessing the extent to which joint programmes include a gender equality focus and are applying principles of gender mainstreaming.
- Support joint programmes focused specifically on gender equality and the empowerment of women
- Strengthen accountability for gender mainstreaming: MDG-F recommended the inclusion of gender equality considerations in all programme proposals, provided guidance on how to achieve this objective. These measures represent strong incentives; however, the next step—of ensuring accountability for delivering on these requirements—was not fully taken.
- Include technical expertise in programme planning and management, as a key to ensure effective gender mainstreaming.

Forthcoming:

- UN Women and UNDP, with MDGF support, are currently working on a collection of 20 case studies from the joint programmes – across all windows – that will include analysis of promising practices and lessons learned, also across multiple thematic areas. These are for use at the national

level to encourage sustainability of efforts, and they will be compiled into a global compendium in later 2013.

- The global compendium will include supporting documentation of case studies, of which Vietnam is one.

c. Expert group meeting on Gender Mainstreaming in Development Programing Frameworks

The conceptual approach to and purpose of the UN Women Expert Group meeting on “Gender Mainstreaming Approaches in Development Programming: Being Strategic and Achieving Results in an Evolving Development Context” were presented by Ms. Sylvie Cohen, Senior Advisor on Gender Mainstreaming, UN Women. External experts and UN gender focal points are invited to contribute to the expert group meeting, which will take place in Santo Domingo at the UN Women Training Centre, from 30 April-3 May 2013.

In her presentation, Ms. Sylvie Cohen touched upon some of the progress and remaining challenges for the implementation of gender mainstreaming strategies within the UN system programming efforts at national level. She referred to recent intergovernmental mandates that call for aligning gender mainstreaming with national development strategies, policies and programmes. The 2012 ECOSOC resolution on gender mainstreaming and the Busan outcome highlighted the need to align gender equality programming with national priorities, to improve gender analysis and to align gender mainstreaming with results-based programming, while the 2012 QCPR resolution called for boosting the gender equality components of the UN development cooperation system. Furthermore, the post-2015 development debate is an opportunity to better incorporate gender equality in the new Development Agenda. She reminded the group of the need to update a UN system guidance note on gender-mainstreaming, which will be a concrete follow-up to the EGM.

Participants welcomed the proposal. They emphasized the need to show evidence of impact of gender mainstreaming, including through gender-sensitive monitoring and evaluation, gender-responsive budgeting and improved gender analysis.

Action point:

- UN Women will invite IANWGE representatives with relevant experience in programming to the EGM.
- UN Women will keep IANWGE abreast of the outcomes of the Expert Group Meeting

d. General recommendations and ways to strengthen collaboration between IANWGE and CEDAW

Isha L. Dyfan, Chief, Women’s Rights and Gender Section, OHCHR, briefed the Network on the latest developments in CEDAW Committee. She noted that the Committee was developing general recommendations and was interested in collaborating further with the IANWGE. All of last year the CEDAW Committee has been working on developing their recommendations; and conducted consultations in the regions on developing recommendation on women in conflict and post-conflict situations. By mid-2013 the first draft of general recommendations will be produced and circulated to the IANWGE. The expectation is to replicate these kinds of consultations. Since limited funding is a challenge there is a need to identify creative ways to engage, share information and reach out to colleagues in the field.

Five general recommendations are being developed:

- Economic consequences of marriage, family relations and their dissolution (to be finalized by end of March 2013)

- Committee on rights of child on harmful practices (to be finalized by end May 2013);
- Women's access to justice (discussion was held 18th Feb 2013);
- Gender-related dimensions of refugee status and asylum (UNHCR working with OHCHR as well as other agencies);
- General recommendation on rural women (FAO and WFP);
- There are also two new recommendations being developed on: climate change and natural disasters and the right to education.

Action points:

- The IANWGE to be involved in particular in assisting Member States to implement the recommendations. OHCHR will organize in the treaty divisions for those who are interested in participating.
- UNRWA called the Network to support the recommendation on stateless persons.
- OHCHR to co-sponsor recommendations or provide written comments.
- OHCHR to have informal briefings for committee members or just support Member States when they do their reporting.
- OHCHR was requested to bring feedback to the inputs received from the UN entities.
- IANWGE to invite the CEDAW chair to give a briefing to the Network.

e. Follow up to the QCPR 2012

The briefing was made by Mr. Moez Doraid. The QCPR resolution – Quadrennial Comprehensive Policy Review of Operational Activities for Development – (A/RES/67/226) was adopted by the General Assembly on 21 December 2012. It drew on various Secretary-General's reports and background notes – one of which on “Advancing Gender Equality and Women's Empowerment: An Assessment of Gender Mainstreaming in UN Operational Activities for Development” was commissioned by UN Women. The resolution places unprecedented emphasis on gender equality and women's empowerment as central to the UN operational activities and fundamental to development. The resolution deals with crucial issues such as: funding and resource allocations, strengthening of the RC System, Delivering as One (DaO) and the UNDAF, business practices, South-South Cooperation and more. The resolution also comprises a separate section on *Gender equality and the empowerment of women* which, which places a strong emphasis on accountability.

In addition, the QCPR strongly emphasizes the importance of ensuring system-wide coherence, in both programmatic and operational terms, and encourages more-system wide work and enhanced intergovernmental oversight over joint UN initiatives and processes. It also reaffirms the findings of the global evaluation of the DaO initiative, namely that system-wide coherence helps to promote greater attention to and focus on gender equality and the empowerment of women in the UN's programming, advocacy and policy work at the national level. The QCPR emphasizes the preparation of Common Country Programme Documents in countries that adopt the DaO approach; as well as common system-wide results reporting and common support services at the country level. Each of these elements is not only critical to ensure greater coherence and coordination of the UN system, but also represents an opportunity to further strengthen coordination on gender equality and women's empowerment in programmatic and operational terms.

In the discussion, participants recognized the importance of this landmark resolution and requested to share information about the implications of the recent QCPR on the UN System's work on gender equality and the empowerment of women and required follow up.

Action points:

- UN Women to share the background information and highlights of the QCPR that require follow up by UNCTs and UN entities.
- IANWGE to draw on the information shared to ensure communicating it to their Organization's offices and units in the field and at HQs.

7. Proposal for the UN system Coordination Framework on Women's Economic Empowerment

The session was moderated by Ms. Nilguen Tas (Competitiveness, Upgrading and Partnership Unit (CUP); and Chair UNIDO's Gender Mainstreaming Steering Committee of UNIDO). It provided an opportunity for IANWGE members to discuss the individual components of the proposed UN System-Wide Coordination Framework for Women's Economics Empowerment (WEE).

Ms. Yassine Fall (Chief, Economic Empowerment of UN Women) opened the meeting by providing background information on the initiative both in terms of the mandate given to UN Women as well as the consultation processes that had led to the current framework. She underlined the fact that the framework, including the possible "definition" of WEE, was a result of the thorough and participatory consultation process that the UN Women's funded consultant undertook with a large array of agencies in particular with the Geneva-based and Rome-based UN entities. It was also circulated after the consultation to wider range of agencies. Overall, IANWGE members expressed support for having a Coordination Framework and acknowledged UN Women's commitment to improve system-wide coordination on WEE, but considered that further work was required on the text.

The discussion focused on 3 main points:

- **The Common understanding of WEE:** Members raised several issues related to their own agencies' mandate as to what would be the right "definition" of WEE (the previous IANWGE session having decided that adopting a strict "definition" might not be the best way forward). The text should be re-formulated to reflect the common understanding that had emerged from the consultations prior to the 2013 IANWGE session. Some wanted to make it broader in scope, while others proposed to provide specific wording, making it narrower in scope. Members agreed to revisit the formulation of the common understanding while putting more emphasis on the economic dimension of WEE. Some considered several paragraphs to be superfluous, for example, paragraph 7-9, 17 ---which are interesting but too entity specific.
- **Issue clusters and analytical levels:** Some members suggested a more encompassing presentation of these components that would be more in line with the different aspects of the UN system's work on WEE.
- **Resource mobilization and CEB presentation:** IANWGE members questioned the need to address resource mobilization in the context of the implementation of the Coordination Framework, and whether the Coordination Framework needs CEB endorsement. Several suggested that given that the UN-SWAP was already approved, there was no need the Coordination Framework to be presented to the CEB.

Action points:

- Regarding the finalization of the Framework, the Geneva-based agencies proposed to conduct this work on behalf of the IANWGE.
- Individual members would submit their comments and suggestions to UN Women in track changes directly in the document presented.
- UN Women will then finalize it and send it to the entire membership for review and finalization.
- The Members agreed on 15 March 2013 as the deadline for providing written inputs in track-change mode, in order to finalize the Framework.

8. ICDP 2014 and beyond and Beijing + 20: Current status and information sharing

The Vice Chair of IANWGE, Ms. Lakshmi Puri, informed members that the Commission on the Status of Women would adopt a draft resolution, for action by the Economic and Social Council in July 2013, on the “Future organization and methods of work of the Commission on the Status of Women”. In the draft resolution the Council would decide that in 2015, at its fifty-ninth session, the Commission will undertake a review and appraisal of the implementation of the Beijing Declaration and Platform for Action and the outcomes of the twenty-third special session of the General Assembly, including of current challenges that affect the implementation of the Platform for Action and achievement of gender equality and the empowerment of women, as well as opportunities for strengthening gender equality and the empowerment of women in the post-2015 development agenda through the integration of a gender perspective.

Ms. Puri noted that the resolution would call on all States to undertake comprehensive national-level reviews of the progress made and challenges encountered in the implementation of the Beijing Declaration and Platform for Action and the outcome of the twenty-third special session of the General Assembly, and encourage the regional commissions to undertake regional reviews so that the outcomes of regional-level intergovernmental processes can feed into the 2015 review. She also noted that it is within the context of the 20-year review of Beijing that IANWGE will be challenged to identify ways to support the process. She encouraged the Network to reflect on how it can best contribute to the review. The Vice Chair stressed the need to have a meaningful review and not just a bureaucratic one as the Executive Director of UN Women pointed out in her opening remarks. She indicated that there were already some preliminary thoughts on what could be done during 2014, leading up to Beijing +20 in 2015. She shared the idea of a one year campaign that would focus on one of the critical areas of concern each month and noted that the active involvement of civil society as well as the full engagement of young men and women, boys and girls had to be seriously considered. She further stated that the review offers the opportunity to refocus on implementation and results.

Ms. Puri elaborated that there will be a report of the Secretary-General on the review and appraisal of the implementation of the Beijing Platform for Action and the outcomes of the twenty-third special session of the General Assembly. Ms. Puri informed the Network that a questionnaire, prepared by UN Women in consultation and collaboration with the regional commissions, will be used to compile information from Member States. Initial discussions with the regional commissions on expectations, methodology, purpose of the regional and global reports and timelines will take place in the margins of the IANWGE meeting.

IANWGE showed support for the review. ILO, in particular, described the global campaign it had initiated that focused on one issue each month and for which funding had been relatively easily secured. This same approach could be used for the Beijing +20, having one critical issue addressed each month over a 12 month period, with a broad range of media-friendly products produced in a timely fashion. Active involvement of the Communications Divisions/Departments was an absolute necessity for this methodology to be a success. The regional commissions shared their plans for the review which would involve preparation of regional reports (drawing on the questionnaire prepared with UN Women) and regional meetings that would feed into the CSW session in 2015. Also, the active involvement of workers’ and employers’ organizations should be sought. Further, the review offers the opportunity to refocus on implementation and results.

Mr. Luis Mora, Chief of the Gender, Human Rights and Culture Branch of UNFPA, provided an update on the 20-year review and appraisal for the International Conference on Population and Development (ICPD). Mr. Mora noted that there would be no renegotiation of the language in the Programme of

Action. Nonetheless, a questionnaire had been prepared to gather information for the preparation of a report of the Secretary-General on ICPD+20. The regional commissions and the country offices had been instrumental in assisting with the gathering of the information. A number of regional meetings had already taken place and there were plans to have more leading up to 2015. Mr. Mora also noted that the youth were very much involved in this process. In addition to the mandated report, UNFPA is taking the opportunity to prepare additional reports including one that will focus on discrimination and accountability over the last 20 years. A number of thematic conferences will also be held.

Action points:

- ILO will share with UN Women experiences from running its 12-month campaign on gender equality at the heart of decent work, with its inclusive processes and sophisticated range of products (in English, Spanish and French).
- A uniform questionnaire, prepared by UN Women in consultation and collaboration with the regional commissions, will be used to compile information from Member States for preparation of the Secretary-General's (regional and global) reports on the occasion of the 20-year review and appraisal of the implementation of the Beijing Platform for Action. Discussions with the regional commissions on expectations, methodology, purpose of the regional and global reports and timelines will take place.
- The regional commissions will prepare the regional reports (drawing on the questionnaire prepared with UN Women) and regional meetings that would feed into the CSW session in 2015.
- The forthcoming ECOSOC resolution on the 20-year review is expected to encourage the regional commissions to undertake regional reviews so that the outcomes of intergovernmental processes at the regional level can feed into the 2015 review.
- It was suggested that UN Women should draw on and learn from the ICPD+20 review processes in order to inform its own preparations for Beijing +20.

9. Substantive Issue: Gender Equality, the Post 2015 Development Framework and the SDGs

The session was moderated by Mr. John Hendra, Assistant Secretary-General and Deputy Executive Director for Policy and Programme of UN Women. Mr. Rene Mauricio Valdes, Chief of Staff of the Office of the ASG, adviser to the SG on Post-2015 Development Planning and Ms. Saras Menon, Director, Policy Division, UN Women were the presenters.

Mr. Hendra noted that High-level Panel (HLP) was holding a series of meetings. The last meeting was in Monrovia, Liberia in early February 2013, and they are due to meet again in Bali in late March 2013 at which time there is expected to be an internal initial draft of the Panel's report. While there seems to be no clear agreement among the Panel members, a focus on extreme poverty, sustainable production and consumption and job creation has emerged. It is important to keep in mind that this is a two and a half year process not a one-time event. The IANWGE was called to maintain the focus and effort over the whole period.

The Open Working Group on Sustainable Development Goals (OWG) had just started its work, coming out of Rio+20 process, it is responsible to develop Sustainable Development Goals (SDGs). It is imperative that the UN ensures substantive coherence between the two processes. Simultaneously, the UN Development Group (UNDG) had been holding country-level consultations (77 so far) as well as 11 thematic consultations. Moreover, there was a global conversation taking place also at <http://www.worldwewant2015.org/>. All of these processes were building on the UN Task Team report developed last year, with a focus on rights-based approach.

The MDGs at the country level remain very relevant as they are building blocks of development. There appears to be a growing consensus around the need to have a more modern approach to statistics and

data. Consultations are also pointing out that the agenda needs to be broader and that gender inequality must be addressed in a more robust manner. There would be many entry points in the next few months through the HLP, the OWG, the UN Task Team and through the UNDG consultations. The High-level segment of the General Assembly in September 2013 will also focus on the Post-2015 Development Agenda with the Secretary-General's report building on the HLP report and the country and thematic consultations.

Mr. Hendra emphasized that UN Women would want to see a more transformative and rights-based approach with a strong accountability framework. It would want to see gender equality at the centre of a new framework and also addressing the issue of violence against women.

In his presentation, Mr. Valdes stressed that all the streams of work that had been established by either the General Assembly or the Secretary-General were all moving forward. These include: the HLP, the inter-governmental processes that will eventually make the decision (i.e. the OWG), the UN Task Teams, the UNDG consultations, the Regional consultations, the UN Global Compact and the Sustainable Development Solutions Network. All of these were supported by one secretariat that brings together the technical teams that support the various streams.

Core inter-governmental processes to follow:

- The General Assembly Special Event in September 2013 on the MDGs, assessing progress and gaps. It will provide guidelines on how to proceed beyond 2015.
- ECOSOC Ministerial Review in July 2013.
- The OWG on SDGs reporting to the 68th session of the GA (Rio+20).
- Inter-governmental Committee on sustainable development financing strategy, to report in 2014 (Rio +20).

With regards to the importance of gender equality in Post-2015, Mr. Valdes emphasized the following:

- Gender-based discrimination, and the denial of the rights of women and girls, remains the single most widespread driver of inequalities in today's world. Gender-based violence, taking many forms, is a major element of this massive and continuing failure of human rights.
- A self-standing global goal on inequalities should be included in the post-2015 development framework. This should not be limited to economic inequalities but should also address other key dimensions, including gender inequalities and discrimination.

Ms. Saras Menon focused her presentation on mainstreaming gender equality in the process and outcome of the Post-2015 Development Framework. On enhancing coordination and coherence, she highlighted the inter-sessional meeting of IANWGE held on 28 September 2012 which focused on the 2015 Development Agenda, the collaboration of the IANWGE on the UN Task Team report, and the post-2015 Global Thematic Consultation on Inequalities (co-lead by UNICEF and UN Women) which took place in February 2013 in Copenhagen.

There was a recommendation that there should be a goal on inequality and a separate one on gender equality since inequality does not necessarily address gender inequality. An inequality goal is important because it captures a range of issues, but a gender equality goal is aspirational in terms of what we want to see in an equal society.

Ms. Menon also highlighted the stand-alone gender equality goal. After the Expert Group Meeting (EGM) of November 2012 UN Women prepared a paper which will be shared with the Network the week of 20 March 2013. In it UN Women call for the new framework to be based on a human rights perspective rather than on an empowerment angle. Gender equality should be treated across the

framework as a whole. The framework should address the structural basis of inequality and discrimination.

Ms. Menon stressed the need for the IANWGE to influence the three reports that are going to the Secretary-General in preparation for the High-level event in September 2013. The Network needs to work together on developing ideas for a stand-alone goal. It is important to be clear on the principles to be addressed. UN Women invited the Network to support the integration of gender equality in the other areas of work as well as in the definition of indicators and targets. The Network should ensure the indicators capture demonstrable change in the lives of women.

In the discussion, participants stressed the need for good indicators and gender disaggregated data which should draw on the already existing work. There is a global-level challenge, namely how to move the agenda globally and how to establish a statistical baseline for relevant indicators available. There was a call of caution on the nine preliminary indicators on violence against women that were to be adopted by the UN Statistical Commission. The ILO suggested to hold a small technical group meeting to work on gender equality indicators and targets, and further noted that a brief strategy for joint work is needed.

Participants expressed consensus around a parallel approach highlighting the need for addressing gender equality issues: the need for a stand-alone goal and the need to mainstream gender equality across other goals. There are some stakeholders in the debate who do not talk about gender equality at all. Gender equality is simply subsumed under inequality in the name of having one global agenda. FAO called for the differences that exist between rural and urban areas to be an important focus for the discussion. ILO called attention to Member States' interest in a goal on decent work and social protection and mentioned various background reports such as that on jobs and livelihoods.

Opportunities for the way forward included the following:

- The UN Task Team will be the technical support to the OWG, which is a strong entry point. The PRs from Hungary and Kenya are the co-facilitators of the OWG so the IANWGE would need to engage with them. At the country-level UN Women is engaging with multiple partners, including foreign ministries so that they can engage with the delegates here in New York.
- UN Women requested the Network to review the draft key messages. It would be best if each entity produces 1/2-pagers on their respective mandate as it pertains to gender equality and the Post 2015 Development Agenda. Finally it is essential that a technical meeting on indicators includes both statisticians as well as gender equality experts.

The discussion on the UN Women key message on gender equality and the Post-2015 Development Framework generated some concrete suggestions on how to retool the key messages. In Member's view, the current draft is too long, repetitive, and generic, and fails to bring out what is distinctive about gender equality, thus not being compelling enough. Instead they suggested the messages that should come across in a couple of pages are as follows:

- 1) Need a separate goal on gender equality and women's rights;
- 2) Only through a separate goal can we address the structural causes;
- 3) Countries are accountable; and
- 4) Economic, environmental and social sustainability cannot be achieved without women's rights.

Members of the Network then suggested that each entity should develop a 2-pager on what needs to be done in their respective area of work, with UN Women providing principles to guide the development of these sections; some entities had already contributed to mainstreaming gender equality in their Organization's background documents.

Finally, it was noted that women need to be central to formulation and implementation of the Post 2015 Development Agenda with resources to be made available for its implementation. Political commitment is essential, and accountability and monitoring mechanisms needs to be put in place.

The discussion also focused on potential main entry points to support and influence the processes around the development of the Post-2015 Development Agenda. It was agreed that IANWGE participants, whose entities are chairs or co-chairs of thematic consultations, within the confines of the chair's mandate, will take on the responsibility to ensure that gender equality is addressed in them. If the thematic consultations have already taken place, then they will make sure to influence the summary reports of the thematic consultations.

Participants further stressed that since many grapple for guidance on mainstreaming gender in specific non-gender equality domains in the Post-2015 Development Framework, each entity will develop a brief guidance note on ways of mainstreaming gender perspectives in the area of work within their mandate. Participants called for strengthening communication and interface with the gender divisions of Regional Economic Commissions so that they too can facilitate mainstreaming gender perspectives through the regional consultations. The issue of exclusion was also noted, with a call to all members to be united in including other segments of the population, through the UNDG and treaty bodies. Finally, participants urged one another to strive to influence the High-level Panel, both collectively and individually through their respective Head of Agency/Executive Director if they have more direct links to the numerous leaders on the Panel.

Conclusion and recommendations:

- There clearly are many streams of work both in the inter-agency and inter-governmental realms that are on-going and will continue over the next couple of years. It is therefore important to remember that this is a marathon during which the Network must be vigilant in following and systematically influencing the process.
- While there seems to be a certain degree of consensus about having a stand-alone gender equality goal (which also involves men), the Network should not assume that it will be the case. The UN system will have to sustain the “fight” for a risk persists for gender equality and continues to be subsumed under a goal addressing inequality more broadly.
- To that end the Network must ensure speaking with one voice. As such, there was a lot of support expressed by several entities for the proposal set forth by the ILO and UN Women to hold a technical brainstorming meeting on gender equality indicators sooner rather than later. Subject to availability of ILO premises and statistics colleagues, this type of 2-day informal meeting could be held sometime before May 2013.
- UN Women appreciates the substantive feedback on the key messages. It took note of the suggestions and will seek to address them in the paper that UN Women will be sharing with the Network in late March which looks in greater depth at what a gender equality goal might look like.
- Finally, in order to maximise our ability to influence the process, each IANWGE member participating in the annual session, the Network has to do its utmost to interface with the Post-2015 processes through the various entities to ensure that gender equality is addressed in all of the thematic streams. The Network has made a call for influencing the HLP, both collectively but also through the respective Executive Directors if appropriate, who might have more direct links to the numerous leaders on the HLP.

Action points:

- The next Joint Workshop of the IANWGE and the DAC Gender Equality Network (GENDERNET) to be held in Paris during the week of 5-8 November 2013 should focus on “Gender Equality and the Post-2015 Development Framework.”

- The ILO suggested the IANWGE hold a technical meeting on gender equality indicators. This proposal received a lot of support from a number of other entities. In response to this request it was proposed to hold such a meeting sometime in May 2013 (venue and logistics still TBD).
- The gender divisions in UN entities which chair or co-chair a thematic consultation, within the confines of chair's mandates, will take on the responsibility to ensure that gender equality is mainstreamed in the output of the relevant consultation. If the thematic consultation has already taken place, then they will work to influence the summary reports of the consultation and its follow up.
- Each entity will develop, or refer IANWGE members to, guidance on mainstreaming gender perspectives in the aspects of the Post 2015 Development Agenda that pertain to the entity's mandate. They encouraged UN Women to provide them with a template for such guidance.

10. IANWGE and the way forward

a. Women Watch

The presentation was led by Nanette Brawn and Jaya Jiwatram, UN Women Communications Branch. They focused on the results of a survey undertaken in 2012. The results and analytics showed that people are interested in what UN Women Watch offers and want to continue to see updates across various thematic areas. The overall feedback is that UN Women Watch needs a re-design so that it is modern, dynamic, simpler in navigation and allows users to easily search for the content they want. Based on research and a thorough evaluation of the web set-up, UN Women Watch requires an overhaul of its design and structure, includes adding a content management system, which the website currently does not have and severely limits search capabilities, and setting up a sustainable website architecture and design that is accessible, clean and device-agnostic. In order to carry out the re-design and implement the corporate CMS, UN Women Watch will require funds (estimate: US \$150,000-200,000). Hence, 2013 will focus on fundraising. During this time, UN Women Watch will continue to conduct an analysis of web and social analytics, revise its web architecture/taxonomy and investigate RSS aggregation models. It will continue to make site improvements using the existing web set-up to meet UN system needs.

Participants stressed that funding for Women Watch has been a recurring issue and suggested that, given the financial constraints that most agencies are facing, one solution would be to institutionalize Women Watch into UN Women's operations. Ms. Nanette Braun responded that the UN Women communications division has itself faced budget reductions and is not, therefore, in a position to absorb another post. She also noted that Women Watch is a shared resource, which aggregates the content of the whole UN System's work on gender equality and that there should be a joint effort amongst all agencies to protect it.

Action point:

- Entities to consider ways in which they can protect and support Women Watch as a useful shared resource. The total project cost is US \$ 115,000. Entities to notify on their contributions to Ms. Nanette Braun by Mid-April at the latest.

b. Proposal for the Joint Biennial Workshop of the IANWGE and the OECD-DAC Network on Gender Equality (GENDERNET)

As per the discussion in the agenda item related to the Post-2015 Development Framework, the Network decided that the next Joint Workshop of the IANWGE and the DAC Gender Equality Network (GENDERNET) should be focused on "Gender Equality and the Post-2015 Development Framework".

The IANWGE accepted the offer of the GENDERNET to hold the Workshop in Paris during the week of 5-8 November 2013.

Action point:

- The next Joint Workshop of the IANWGE and the DAC Gender Equality Network (GENDERNET) to focus on “Gender Equality and the Post-2015 Development Framework.” The Workshop to be hold in Paris during the week of 5-8 November 2013.

c. News Bulletin and IANWGE Extranet

The Secretariat highlighted its work on the six issues of the News Bulletin and the recently launched IANWGE extranet as means to improve coordination and exchange of information of inter-agency and system-wide relevance. The IANWGE was encouraged to use the extranet as the working space and to contribute to the News Bulletin.

Action point:

- The IANWGE was encouraged to use the extranet as the working space and to contribute to the News Bulletin.

d. Theme for International Women’s Day 2014

The IANWGE decide to continue to align the theme of International Women’s Day with the priority theme of CSW, which for 2014 is “Challenges and achievements in the implementation of the Millennium Development Goals for women and girls.” Ideas are welcome. There were voices of caution to keep in mind that from a communication point of view, the selected theme and slogan should be attractive to the media and that a decision should be taken and communicated well in advance to all Network members.

Action point:

- The Secretariat to work on a proposal to be circulated and agreed with the Membership

e. Dates for the Thirteenth Annual Session of IANWGE

- The Thirteenth Annual Session will be held on 25-28 February 2014.

f. Participants feedback on the annual session

- Participants recognized that there was a clear improvement in the annual session in comparison to previous ones. The agenda was rich and more focused on priority issues (e.g., discussing the preparations for CSW was an excellent idea).
- Many participants stressed that the format and methodology for the discussion had improved. Yet, some expressed interest on having some time for individual Networking. Some suggested extending the annual session to four days while others wanted to shorten it to 2.5 days. Some suggested not to link it to CSW (which means being away from post for a long time), while others noted that because of cost implications, holding the Annual session back-to-back with CSW is the most realistic option.
- The item ‘Other initiatives’ was not really focused on new developments into the UN system’s work on gender equality.

- The annual session was very productive. In the future it would be useful to capitalize on IANWGE members “intelligence” so that the Network will be able to identify issues and topics that should be in its “radar screen.”

11. Closing remarks

Ms. Lakshmi Puri, in her capacity as Vice Chair of the IANWGE, thanked the Membership for their contribution to a successful annual session. She stressed the Network’s hope for a possible final outcome of CSW 57 and its willingness to continue to support Member States in reaching consensus on the agreed conclusions to eliminate violence against women. After the CSW, the chair stressed the following priorities to be addressed by the IANWGE:

- Support Member States towards ensuring that the new Post-2015 Development Framework, including the SDGs, will deliver concrete results for women and girls and will put gender equality and women’s rights at the heart of development. The IANWGE would need to work closely to elaborate the content of a stand-alone goal on gender equality and women’s rights and strategize and develop together targets and indicators for all other areas.
- Ensure adequate reporting on the UN-SWAP in 2013 to establish the first baseline on the UN system’s performance on gender equality against the UN-SWAP Performance Indicators. UN Women, in its coordination role, will also continue to do its best to provide technical support to UN entities for the implementation of the UN-SWAP. In return, members of the Network will do their best to enhance UN-SWAP Networks and partnerships, and their system-wide leadership in areas where they have capacity, without which we all know the full potential to transform accountability for gender equality and the empowerment of women cannot be fully realized.
- Undertake preparations for the 20-year review and appraisal of the implementation of the Beijing Platform for Action.
- Continue to address the obstacles in advancing the status of women and working towards the achievement of gender parity in staffing within the UN System. The Network specifically identified the needs for enhancing the development of tools and more proactive measures for the advancement of women.

The Vice Chair stressed that IANWGE continued to be a crucial interagency coordination mechanism that continues to have a catalytic role to play in advancing gender mainstreaming across the UN system in key sector areas. The Network has gained visibility on the ground to help link the normative work to operational activities. Going forward, the Vice Chair noted UN Women will continue to count on the Network’s partnership in implementing the system-wide and interagency mandate on gender equality and women’s empowerment. Finally, the Vice Chair emphasized the Network had continued to reaffirm the validity and importance of system-wide action as the most realistic approach to gender equality problems in an increasingly inter related UN system.

Annex 1: AGENDA AND BACKGROUND DOCUMENTATION OF THE TWELFTH ANNUAL SESSION OF IANWGE

| Wednesday 27 February | | |
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| 9:00-10:30 | <p>OPENING SESSION</p> <ul style="list-style-type: none"> ◆ Opening Statement by Michelle Bachelet, Under Secretary-General and Executive Director of UN Women | <ul style="list-style-type: none"> • Opening statement • Discussion |
| 10:30 –10:45 | COFFEE BREAK | |
| 10:45-11:00 | <p>OPENING SESSION (Continue) Proceedings for the 12th Annual Session Vice Chair: Lakshmi Puri, Assistant Secretary-General and Deputy Executive Director, UN Women</p> | <ul style="list-style-type: none"> • Presenter: Moez Doraid, Director, UN System Coordination Division UN Women and Secretary of IANWGE • Adoption of the agenda • |
| 11:00 – 12:45 | <p>SYSTEM-WIDE EFFORTS FOR ADDRESSING VIOLENCE AGAINST WOMEN IN A COHERENT MANNER Vice Chair: Lakshmi Puri, Assistant Secretary-General and Deputy Executive Director of UN Women</p> <p>Background documentation:</p> <ul style="list-style-type: none"> • E/CN.6/2013/3: Multisectoral services and responses for women and girls subjected to violence. Report of the Secretary-General • E/CN.6/2013/4: Prevention of violence against women and girls. Report of the Secretary-General • E/CN.6/2013/1: CSW57: Annotated provisional agenda • E/CN.6/2013/1/Add.1: CSW57: Proposed organization of work • Stakeholders' Forum Report (13 and 14 December 2012) • Report of the Expert Group Meeting on prevention of violence against women and girls • Report on the online discussion on eliminating violence against women and girls: gaps, challenges and strategic directions in prevention and multisectoral services and responses • E/CN.6/2013/7 Proposals for priority themes for future sessions of the Commission on the Status of Women. Report of the Secretary-General • E/CN.6/2013/8 • A/HRC/23/17 Report of the United Nations Entity for Gender | <p><u>Presenters:</u></p> <ul style="list-style-type: none"> • Lakshmi Puri, Assistant Secretary-General and Deputy Executive Director of UN Women • Christine Brautigam, Executive Secretary CSW, UN Women <p><u>Discussion focus:</u></p> <ul style="list-style-type: none"> • Preparations and key issues in the lead up to CSW57 • Key political messages and concerns on the priority theme • Recommendations and follow up • Other matters related to CSW57 <p><u>Expected Outcome:</u></p> <ul style="list-style-type: none"> • Key issues and recommendations for consideration at next CSW57 |

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| | Equality and the Empowerment of Women on the activities of the United Nations Trust Fund in Support of Actions to Eliminate Violence against Women. Note by the Secretary-General | |
| 12:45-14:00 | LUNCH | |
| 14:00 –16:00 | <p>GENDER BALANCE AND ACCOUNTABILITY FOR THE UN SYSTEM'S WORK ON GENDER EQUALITY AND THE EMPOWERMENT OF WOMEN</p> <p>Vice Chair: Lakshmi Puri, Assistant Secretary-General and Deputy Executive Director of UN Women</p> <p><u>Background documentation:</u></p> <p>Representation of Women in the UN System</p> <ul style="list-style-type: none"> • Report of the Secretary-General on the Improvement in the status of women in the United Nations system (A/67/347) • UN System-wide data on the status of women • Data by entity on the status of women • Data by Secretariat Department on the status of women • Draft EGM Report on Gender Violence and the Workplace.docx • Draft Proposed Policy on Gender Violence and the Workplace.docx <p>SWAP</p> <ul style="list-style-type: none"> • ECOSOC Resolution 2012/24: Mainstreaming a gender perspective into all policies and programmes in the United Nations system • UN-SWAP Framework • UN-SWAP Technical Notes • Draft Roll Out Strategy of UN-SWAP • The global accountability framework for gender equality and the empowerment of women • GA resolution 67/226. Quadrennial comprehensive policy review of operational activities for development of the United Nations system (QCPR) | <p><u>Presenter:</u> Aparna Mehrotra, Senior Adviser on Coordination and Focal Point for Women in the UN System Division for Coordination, UN Women</p> <p>Discussion focus:</p> <ul style="list-style-type: none"> • Gender Balance and Status of Women in the United Nations System • Roll out of the SWAP and consolidation of the baseline <p><u>Expected outcome:</u></p> <ul style="list-style-type: none"> • Update on progress made and guidance for the way forward |
| 16:00 – 16:15 | COFFEE BREAK | |
| 16:15 - 18:00 | <p>CAPACITY DEVELOPMENT FOR EFFECTIVE GENDER MAINSTREAMING</p> <p>Moderator: Isha L. Dyfan, Chief, Women's Rights and Gender Section, OHCHR</p> | <p><u>Presenters:</u></p> <ul style="list-style-type: none"> • Mapping of human resources working on gender equality in the UN system and update on the UN system-wide capacity development module and feedback from participants on the way forward (30 minutes) |

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| | | <ul style="list-style-type: none"> ○ Ingrid Arno, UN System Coordination Division ○ Phoebe Schreiner, Consultant, UN Women ● Briefing on the system-wide basic course on gender mainstreaming <ul style="list-style-type: none"> ○ Moez Doraid, Director UN System Coordination Division of UN Women ● Update on the guidance note on common principles and standards for gender equality marker systems <ul style="list-style-type: none"> ○ Raquel Lagunas, Advisor of Institutional Development of UNDP ● ITC/ILO Gender Academy: On-going capacity-building initiatives in the UN system <ul style="list-style-type: none"> ○ Benedetta Magri-Short, Senior Programme Officer, International Labour Standards, Rights at Work and Gender Equality Programme, ITC/ILO. <p><u>Expected outcome:</u></p> <ul style="list-style-type: none"> ● Report on progress over CD initiatives ● Feedback and recommendations for way forward |
| Thursday 28 February | | |
| 9:00 – 9:15 | REPORT OF THE MEETING: Issues raised and agreements on 27 February | <u>Presenter:</u> Aparna Mehrotra, Acting Secretary IANWGE |
| 9:15 - 11:15 | <p>UPDATES ON WORK OF THE IANWGE TASK FORCES</p> <p>Moderator: Eve Crowley, Deputy Director, FAO Gender, Equity and Rural Employment Division</p> <p><u>Background documentation:</u></p> <ul style="list-style-type: none"> ● Task Forces report 2012 | <p>Breakout groups</p> <p>Working group 1</p> <ul style="list-style-type: none"> ● Women’s Access to Justice (OHCHR – ILO) ● Women and Peace and Security (UN Women) <p>Working group 2</p> <ul style="list-style-type: none"> ● Joint Programme on Rural Women (FAO, WFP, IFAD, UN Women) (TBC) ● Gender and Trade (UNCTAD) <p>Working group 3</p> <ul style="list-style-type: none"> ● Gender and Climate Change (UNDP – UNESCO) ● Gender and Migration (UN Women – IOM) |
| 11:15 – 11:30 | COFFEE BREAK | |
| 11:30– 12:15 | UPDATES ON WORK OF THE IANWGE TASK FORCES: Report back to plenary | Plenary session |

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| | (continued) Moderator: Eve Crowley, Deputy Director, FAO Gender, Equity and Rural Employment Division | Groups report back on results of group discussion focussing on way forward. 15 Minutes per group Expected outcomes: <ul style="list-style-type: none"> • Review progress • Consensus on way forward |
| 12:15-13.15 | OTHER INITIATIVES Moderator: Jane Hodges, Director, Bureau for Gender Equality (ILO) | <u>Presenters:</u> <ul style="list-style-type: none"> • UNDP Seal. A corporate certification process that recognizes good performance of UNDP offices/units to deliver transformational gender equality results <ul style="list-style-type: none"> ○ Raquel Lagunas, Senior Advisor on Institutional Development, UNDP • MDGF “Two Roads, One Goal: Dual Strategy for Gender Equality Programming in the MDG Fund”. <ul style="list-style-type: none"> ○ Sara Ferrer, MDGF supported by Patricia Fernandez Pacheco (MDGF), Raquel Lagunas (UNDP) and Jennifer Cooper (UN Women). <u>Expected outcomes:</u> <ul style="list-style-type: none"> • Update and information sharing on new initiatives |
| 13:15 - 14:30 | LUNCH TIME SESSION: PROPOSAL FOR THE UN SYSTEM COORDINATION FRAMEWORK ON WOMEN’S ECONOMIC DEVELOPMENT Moderator: Nilguen Tas, Chief, Competiveness, Upgrading and Partnership Unit (UNIDO) | <u>Presenter:</u> Yassine Fall, Chief Economic Empowerment Section, UN Women <u>Discussion focus:</u> <ul style="list-style-type: none"> • Background • Presentation of the Framework • Next steps <u>Expected outcome:</u> Feedback and consensus on the Proposal |
| 14:30 – 15:30 | OTHER INITIATIVES (continued) Moderator: Jane Hodges, Director, Bureau for Gender Equality (ILO) <u>Background documentation:</u> <ul style="list-style-type: none"> • Two roads one goal. Dual Strategy for Gender Equality Programming in the Millennium Development Goals Achievement Fund | <ul style="list-style-type: none"> • UN Women Expert Group Meeting on Gender Mainstreaming in Development Programming Frameworks <ul style="list-style-type: none"> ○ Sylvie Cohen, Senior Advisor on Gender Mainstreaming, UN Women • General recommendations and ways to strengthen collaboration between IANWGE and CEDAW <ul style="list-style-type: none"> ○ Isha L. Dyfan, Chief, Women’s Rights and Gender Section, OHCHR • Follow up to the QCPR 2012 <ul style="list-style-type: none"> ○ Moez Doraid, Director UN System Coordination Division, UN Women <u>Expected outcomes:</u> <ul style="list-style-type: none"> • Update and information sharing on |

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| | | new initiatives |
| 15:30 – 15:45 | COFFEE BREAK | |
| 15:45 – 17:00 | <p>ICPD 2014 AND BEYOND AND BEIJING + 20: CURRENT STATUS AND INFORMATION SHARING Vice Chair Lakshmi Puri, Assistant Secretary-General and Deputy Executive Director of UN Women</p> <p><u>Background documentation:</u></p> <ul style="list-style-type: none"> • ICPD Programme of Action • World Bank Gender Data • 7 Billion Actions Factsheet - Women & Girls - Empowerment & Progress | <p>Presenters:</p> <ul style="list-style-type: none"> • Beijing + 20: Current status and information sharing <ul style="list-style-type: none"> ○ Lakshmi Puri, Assistant Secretary-General and Deputy Executive Director of UN Women • Towards the ICPD beyond 2014 <ul style="list-style-type: none"> ○ Luis Mora, Chief of the Gender, Human Rights and Culture Branch <p><u>Expected outcomes:</u> Shared information on the current status of the two processes</p> |
| Friday 1 March | | |
| 9:00 – 9:15 | <p>REPORT OF THE MEETING: Issues raised and agreements on 28 February Discussion</p> | <p><u>Presenter</u> Moez Doraid, Secretary IANWGE</p> |
| 9:15–11:00 | <p>SUBSTANTIVE ISSUE: GENDER, THE POST 2015 DEVELOPMENT FRAMEWORK AND THE SDGS Moderator: John Hendra, Assistant Secretary-General and Deputy Executive Director of UN Women</p> <p><u>Background documentation:</u></p> <ul style="list-style-type: none"> • Report of the expert consultation on gender and the post-2015 agenda • Advancing the global development agenda post-2015: some thoughts, ideas and practical suggestions: UN System Task Team on the Post 2015 UN Development Agenda • Report: Realizing the Future We Want for All (May 2012) • UN System Task Team Thematic Think Pieces • Intergovernmental processes of relevance for post-2015 UN development agenda preparations (September 2012) • Members of the UN System Task Team • Gender equality and the post – 2015 framework: Gender and Development Network – Briefing No. 3, 2012 | <p>Plenary session</p> <p>Presenters:</p> <ul style="list-style-type: none"> • Rene Mauricio Valdes, Chief of Staff, Office of the Assistant Secretary-General, adviser to the Secretary-General on Post 2015 Development Planning • Saraswathi Menon, Director of Policy Division of UN Women <p><u>Discussion Focus:</u></p> <ul style="list-style-type: none"> • General presentation on the substance and the process in the lead up to the Post 2015 Development Framework • Mainstreaming gender equality in the process and outcome of the Post 2015 Development Framework <p><u>Expected outcomes:</u></p> <ul style="list-style-type: none"> • Key messages relating to gender equality and the Post 2015 Development Framework • Main entry points for supporting the process of articulating the Post 2015 Development Framework to mainstream gender • The way forward |
| 11:00 – 11:15 | COFFEE BREAK | |
| 11:15 – 13:00 | <p>SUBSTANTIVE ISSUE: GENDER, THE POST 2015 DEVELOPMENT FRAMEWORK AND THE SDGS (Cont.) Moderator: John Hendra, Assistant Secretary-General and Deputy Executive Director of UN Women</p> | <p>Breakout groups (45 minutes)</p> <p>Plenary debriefing (60 minutes)</p> <p><u>Expected outcomes:</u></p> <ul style="list-style-type: none"> • IANWGE members reach consensus |

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| | | on common key messages and identify strategic entry points for action |
| 13:00 - 14:00 | WORKING LUNCH | <p>Presenters:</p> <ul style="list-style-type: none"> • Implementation of the UN – SWAP <ul style="list-style-type: none"> ○ Aparna Mehrotra • Update on the guidance note on common principles and standards for gender equality marker systems <ul style="list-style-type: none"> ○ Raquel Lagunas, Senior Advisor on Institutional Development, UNDP |
| 14:00 – 15:30 | IANWGE AND THE WAY FORWARD Moderator: Moez Doraid, Director, UN System Coordination Division, UN Women and Secretary IANWGE | Plenary session <ul style="list-style-type: none"> • ICT/ILO "Gender Academy": On-going capacity-building initiatives for the UN system <ul style="list-style-type: none"> ○ Benedetta Magri, International Labour Standards, Rights at Work and Gender Equality, Training Programme, International Training Centre of the ILO • Women Watch and the way forward <ul style="list-style-type: none"> ○ Nanette Braun, Chief UN Women Communications Branch ○ Jaya Jiwatram, UN Women Communications Branch <p>Other issues to be introduced by Moez Doraid:</p> <ul style="list-style-type: none"> • Proposal for the Joint Biennial Workshop of the IANWGE and the OECD-DAC Network on Gender Equality (GENDERNET) • News Bulletin, IANWGE Extranet • Theme for International Women’s Day 2014 <p><u>Expected outcome:</u> Improved coordination and communication within the UN System in its work on gender equality and the empowerment of women</p> |
| 15:30 – 15: 45 | COFFEE BREAK | |
| 15:45 – 16:30 | REPORT AND EVALUATION OF THE ANNUAL SESSION | <p>Presenter: Secretary IANWGE</p> <ul style="list-style-type: none"> • Dates for the Twelfth Session of IANWGE in 2014 • Report of the Twelfth Annual Session of IANWGE in 2013 • Evaluation |
| 16:30-17:00 | CLOSING REMARKS | Chair / Vice chair of IANWGE |

Annex 2: EVALUATION OF THE ANNUAL SESSION

Results of the Evaluations on a scale of 1 to 6 (where 6 is high and 1 is low), assessing the extent to which the specific objectives of the Annual Session were addressed are presented in the table below. Average is the sum over the total of observations:

| Objectives | Observations | SUM | Average (1 min-6 max) |
|--|---------------------|------------|--------------------------------------|
| Identify key issues and recommendations for consideration at the upcoming CSW | 26 | 120 | 4.6 |
| Update on progress made and guidance on the way forward with respect to accountability for UN system's work on gender equality and the empowerment of women (e.g. gender parity and UN-SWAP) | 27 | 141 | 5.2 |
| Report on progress over capacity development initiatives and receive recommendations for the way forward (e.g. mapping of Human Resources, basic course on gender equality, guidance note on gender marker, ITC/ILO initiatives) | 25 | 126 | 5.0 |
| Review progress on the work of the IANWGE Task Forces and agree on the way forward | 26 | 110 | 4.2 |
| Feedback and agreement on the proposal for a UN System Coordination Framework on Women's Economic Empowerment | 24 | 76 | 3.2 |
| Update and information sharing on other initiatives (e.g. UNDP Seal, MDGF Two Roads: One Goal, EGM on GM, Collaboration with CEDAW) | 26 | 119 | 4.6 |
| Share information on the status of the ICPD 2014 and beyond, and Beijing + 20 | 25 | 114 | 4.6 |
| Share information, towards agreement on common key messages and identify strategic entry points to promote gender equality, in the post 2015 agenda and the SDGs | 27 | 124 | 4.6 |
| How would you rate the following on a scale of 1 to 6 (where 1 is low and 6 is high)? | | | |
| The organization of the Annual Session | 26 | 128 | 4.9 |
| The venue | 26 | 140 | 5.4 |

Summary of responses to other questions in the evaluation:

Which parts of the Annual session did you find most useful?

- Extremely useful exchange of information, in particular on the Chairs welcome remarks, the Post 2015 Development Agenda, the UN-SWAP, preparations for CSW and the ICPD and Beijing + 20 and capacity development. Good and diversified agenda. Good strategic choice of subjects.
- High level of representation and inter-action. Clarity of process and identification of issues. It allowed the identification of possible synergies and face to face contact and feedback from IANWGE colleagues. Better ability to sum up conclusions and agreements than in the past.
- Good management of time, though the Secretariat was encouraged to improve further on time keeping and in allowing time for individual Networking.

What changes would you make to the annual session and why?

- Excellent to focus on emerging issues.
- The most important session (post 2015) was male dominated and panelists did not have the right terminology.
- Encourage more involvement of the Regional Commissions and also have more focus on humanitarian issues. The IANWGE has become very development focused.
- Review the programme and not allow too many issues per agenda item.
- The parallel task force groups worked well. Good feedback on the report of the Joint Inter-Agency Group on Rural Women. Nevertheless, some recommended reconfiguring task force reporting. Also, having lunch working session for issues that should be in the agenda, make the sessions tiring. Include more innovations from the UN system.
- Extranet is fabulous. Great information management this time. Nevertheless, for next annual session all documents to be discussed should be distributed early enough (for example, Women's economic framework and key messages on the Post 2015 Development Agenda)

Additional comments:

- Excellent Organization. The annual session have improved tremendously on process and content. It would be important to consider how to reconfigure some aspects of the agenda to allow more focus and discussion on priority issues.
- The change of venue and format made this annual session better than the previous.
- The annual session was a good opportunity for sharing and learning from others, specially within UN Women
- Good administrative support. Secretariat staff was very helpful
- It was surprising that UN Women had its annual retreat at the same time than the IANWGE annual session and at in some session had UN Women represented only by junior staff. All members should make an effort to participate.
- Consider extending the annual session to four days or shorten it to 2.5 days. It is necessary to have some timing for networking on coordination issues. Could consider an extra day and a slightly lighter agenda.
- Still need to work harder on time keeping. Working lunches and last minute changes in the agenda are difficult to manage for non-New York based agencies.

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