

DEPARTMENT OF POLITICAL AFFAIRS

POLICY STATEMENT ON GENDER EQUALITY AND STRATEGIC GOALS OF GENDER MAINSTREAMING

Mandate

Beijing Declaration and Platform for Action;
Outcome Document of the twenty-third Special Session of the General Assembly
“Women 2000: gender equality, development and peace for the twenty-first century”;
CSW Agreed conclusions on women and armed conflict (1998);
CSW Agreed conclusions on women's equal participation in conflict prevention, management and
conflict resolution and in post-conflict peace-building (2004);
ECOSOC Agreed Conclusions 1997/2 on mainstreaming a gender perspective in all policies and
programmes in the United Nations;
ECOSOC resolutions 2004/4 and 2005/31 on mainstreaming a gender perspective in all policies
and programmes in the United Nations;
Security Council Resolution 1325 (2000) on women, peace and security;
The World Summit Outcome document, A/RES/60/1 (see e.g. paragraphs 12, 58, 59,
116, 166, 169.

The Department of Political Affairs (DPA) is fully committed to the promotion of gender equality. It will ensure that gender perspectives are integrated in all activities which fall within its mandate and that activities effectively contribute to the implementation of Security Council resolution 1325 (2000). DPA understands that promoting gender equality is key to the successful accomplishment of its mandate.

The ECOSOC agreed conclusions 1997/2 define gender mainstreaming as: “the process of assessing the implications for women and men of any planned action, including legislation, policies or programmes, in all areas and at all levels. It is a strategy for making women’s as well as men’s concerns and experiences an integral dimension of the design, implementation, monitoring and evaluation of policies and programmes in all political, economic and societal spheres so that women and men benefit equally and inequality is not perpetuated. The ultimate goal is gender equality.”

Security Council resolution 1325 (2000) reaffirms the important role of women in the prevention and resolution of conflicts and in peace building, and stresses the importance of their equal participation and full involvement in all efforts for the maintenance and promotion of peace and security, and the need to increase their role in decision-making with regard to conflict prevention and resolution. It also calls for measures that ensure the protection of and respect for human rights of women and girls, particularly as they relate to the constitution, the electoral system, the police and the judiciary.

In the 2005 World Summit Outcome document (General Assembly resolution 60/1), world leaders reaffirmed that gender equality and the promotion and protection of the full enjoyment of all human rights and fundamental freedoms for all are essential to advance development, peace and security. They also reaffirmed their commitment to the full and effective implementation of Security Council resolution 1325 (2000), and to mainstreaming a gender perspective in the policies and decisions of the Organization.

Strategic goals of gender mainstreaming in DPA

DPA plays a central role in monitoring and assessing global political developments; advising the Secretary-General on actions contributing to the maintenance and restoration of peace and security; providing support and guidance to United Nations peace envoys and political missions in the field; and serving Member States directly through electoral assistance and through substantive servicing of the Security Council and other United Nations bodies.

While undertaking these activities, DPA staff must ensure that gender dimensions are fully taken into account and reflected in all areas of their work.

DPA will focus on the following goals and priorities:

- Support the Security Council to give greater attention to gender perspectives in its conflict prevention and peace-building efforts (e.g., assessment missions, reporting, mission mandates);
- Incorporate gender dimensions, including with regard to budgetary needs, into the planning of DPA assessment missions, as well as peace building and peace support missions;
- Systematically incorporate gender mainstreaming guidance in instructions to SRSGs, RSGs and Special Envoys and facilitate their efforts to integrate S/RES/1325 (2000) into their peacemaking activities;
- Ensure that a gender analysis is regularly carried out in the development of DPA policies, programmes and reporting;
- Develop guidance and capacity building tools and provide training for headquarters and field-based staff to facilitate the integration of a gender perspective in their conflict prevention, peacemaking and peace-building work;
- Appoint gender advisers and focal points for women at Headquarters and in all DPA missions;
- Appoint and promote women to senior level posts in line with the Department's Human Resources Action Plan;
- Include women in senior positions on fact-finding and assessment missions;
- Undertake regular consultations with women and women's organizations, including on fact-finding and other missions;
- Support and facilitate local and sub-regional women's organizations in their conflict prevention, peacemaking and peace-building activities;

- Support and facilitate local women's capacity building, aimed at their increased and effective participation at all stages of peace processes, including electoral processes;
- Provide targeted support to transitional governments and local NGOs on implementing S/RES/1325 (2000);
- Promote and encourage gender justice and the rule of law;
- Support Member States in the CEDAW process.

Substantive Framework

- In 2005, DPA conducted five workshops for Headquarters and field-based staff on ways to integrate S/RES/1325 (2000) in their conflict prevention, peacemaking and peace-building work.
- DPA is in the process of developing an action plan for implementing S/RES/1325 (2000), coordinated by the Department's Gender Focal Point/Gender Adviser. The action plan will provide Headquarters and field-based staff with practical guidance on how to integrate gender perspectives into their substantive work.
- DPA's Focal Point/Gender Adviser, in collaboration with the UN Office of Human Resources Management, will periodically review the need for additional gender mainstreaming/gender sensitivity training and capacity building for DPA Headquarters and field-based staff and identify specific training objectives.
- Presentations on gender mainstreaming and DPA's mandate will be integrated into Departmental staff training programmes.

Monitoring and Reporting

- Ensure that gender perspectives are regularly incorporated in reports of the Secretary-General, and that gender-disaggregated data is provided where relevant.
- DPA will continue to contribute to system-wide reports of the Secretary-General on gender mainstreaming and on women, peace and security.

Strategic Partnerships

- DPA will continue to collaborate with the UN system, including the Special Adviser of the Secretary-General on Gender Issues and Advancement of Women, governments, regional and sub-regional organizations and NGOs to facilitate information-sharing, policy discussions, and the sharing of best practices in implementing S/RES/1325 (2000).

- The DPA Gender Focal Point/Gender Adviser will coordinate Ad-hoc advisory and consultative groups to support the Department's gender mainstreaming activities.

Institutional Support

- DPA will seek ways to appoint a Gender Adviser at Headquarters to coordinate and facilitate the mainstreaming of gender in all areas of its work.
- The DPA Gender Adviser/Focal Point at Headquarters will give support and guidance to gender advisers/focal points for women in DPA missions.
- When recommending candidates to the Secretary-General for high-level posts such as SRSGs, DPA will seek to ensure that women candidates are included.
- DPA will continue to work towards achieving gender balance in the recruitment and promotion of staff, in keeping with the UN goal of achieving 50/50 gender representation among professional staff, including at senior and decision-making levels.

Responsibility for Implementation

Promoting the goal of gender equality is the shared responsibility of all DPA staff. As Head of the Department of Political Affairs, I, along with all senior managers, have the primary responsibility to ensure that the Department's gender equality policy and strategic goals of gender mainstreaming are effectively implemented by all staff in the execution of DPA's conflict prevention, peacemaking and peace-building mandate.

Managers are expected to provide leadership in promoting gender equality by ensuring that all staff members are informed about policy goals and mandates and have the necessary tools to incorporate gender perspectives in their respective areas of work.



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