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

New York, 23 to 26 February 2004

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I. Introduction

1. The United Nations Inter-Agency Network on Women and Gender Equality (from now on referred to as the Network) convened its third annual session in New York from 23 to 26 February 2004. The session was Chaired by the Special Adviser on Gender Issues and Advancement of Women on behalf of the United Nations. Section II of this report sets out the decisions of the Network for the consideration of the High-Level Committees. Section III contains an overview of the actions taken and decisions adopted by the Network for inter-sessional activities. Section IV contains a summary of the discussions of the items contained in the agenda. Section V provides a summary of the workshop on gender mainstreaming in programme reporting and monitoring. Annex I contains the agenda as adopted by the Network, annex II the Aide Memoire on the workshop on gender mainstreaming in programme reporting and monitoring, annex III the list of participants, annex IV the provisional agenda for the fourth session of the Network in 2005, and annex V the list of task forces for inter-sessional activities.

II. Issues for the consideration of the High-level Committees

2. During the session, Network members discussed issues, emerging trends and challenges within the framework of the follow-up to the Fourth World Conference on Women and the twenty-third special session of the General Assembly entitled “Women 2000: Gender equality, development and peace for the twenty-first century”. The Network noted the importance of inter-agency cooperation in areas such as the situation of indigenous women; the role of women in export services; and measuring progress in national reporting on gender issues on internationally agreed development goals, including the Millennium Development Goals (MDGs). The lack of sex-disaggregated data was identified as one of the major challenges of measuring progress in gender mainstreaming.

(a) High-level Committee on Programme

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

i. Information and communication technologies continue to be of interest to the Network. The task force on gender and information and communication technologies decided to continue its work until the culmination of the World Summit on the Information Society (WSIS II) in Tunis, in November 2005. The Network will work closely with the regional commissions to promote the integration of a gender perspective in the preparation and outcome of the Summit. The task managers are UNESCO, FAO and ITU (See paragraphs 6, 7).

ii. Regarding the forthcoming ten-year review and appraisal of the Beijing Platform for Action, the Network established a task force on review and appraisal of the Beijing Platform for Action during the inter-sessional period in 2003 for Geneva and New York based members. The task force will undertake a number of activities, including the development of a webpage, and developing a coordination and outreach strategy. The task managers are DAW and OSAGI (New York) and UNRISD (Geneva) (See paragraph 28).

iii. Finally, the Network expressed concern about the lack of human and financial resources to support the WomenWatch website which has now been transformed into a portal or gateway reflecting the work of UN agencies on gender equality and empowerment of women (www.un.org/womenwatch). The website is an important tool for promoting gender equality through outreach and publicity. Some agencies have played a role in the past and have provided funding to maintain the website, but this support has been on an ad hoc basis. An appropriate level of annual funding needs to be secured and sustained. Members of the High-level Committee on Programme (HLCP) may wish to decide to contribute regularly to this inter-agency portal (see paragraph 22).

(b) High-level Committee on Management

i. The Network highlighted the importance of integrating gender perspectives in programme budgets throughout the United Nations system. The attention of the High-level Committee on Programme is drawn to the reports of the project undertaken by the Task Force on gender mainstreaming in programme budgets which affirm the importance of collaboration with gender experts, programme managers and budget experts to integrate gender perspectives in programme budgets (see paragraphs 20, 21). While the task force has completed its work, follow-up of the progress made by UN entities to integrate gender in programme budgets will be undertaken in 2006.
ii. The Network recognizes the need to integrate a gender perspective in programme monitoring, evaluation and reporting particularly within the framework of results-based budgeting and management. The Network expressed concern about the lack of appropriate and relevant data for addressing gender concerns in evaluations. The importance of appropriate strategies, tools and a supportive organizational structure for integrating gender perspectives in programme activities was highlighted. The Network expressed concern about the continuing failure to routinely integrate gender perspectives in programme activities and called on senior managers to strengthen accountability for gender mainstreaming as a key corporate strategy. The Network decided to create a new task force to address monitoring, evaluation and reporting on gender mainstreaming, focusing specifically on core indicators and benchmarks. The task managers are ILO and OIOS (see paragraphs 31, 103-111).

iii. As regards attainment of the goal of gender balance set by the United Nations system, the Network reaffirmed its commitment to working with the High-level Committee on Management (HLCM) to achieve this goal, particularly in view of the preliminary findings of the mandated study (General Assembly resolution 57/180) on the probable causes of slow advancement in the improvement of the status of women in the UN system (See paragraphs 96-98). At this session, the Network reiterated the need to have data submitted to the Human Resources Network on a more timely basis as data for the Secretary-General’s report to the General Assembly at its fifty-eighth session (Fall 2003) only covered the period up to December 2002.

III. Decisions adopted by the Network

(a) Gender and the MDGs

4. The Network endorsed the continuation of the task force to foster a common approach within the UN system to mainstream a gender perspective in the MDGs. It noted that it is essential for the task force to promote synergies and to avoid duplication of efforts. The Network agreed that:

   i. Advocacy and outreach to different clients at the global, regional and country levels, including local authorities and civil society, was important, but with different messages for different audiences;

ii. The task force should be focused on promoting a uniform message that the empowerment of women and gender equality is essential for achieving the MDGs, and conversely that achieving MDGs promotes gender equality;

iii. At the 2005 review and appraisal during the forty-ninth session of the Commission on the Status of Women, two activities would take place - a side event focussing on gender and the MDGs, and the production of a brochure bringing together the dual messages of the inter-linkage of the MDGs and gender equality;

iv. The World Bank would take the lead on drafting and circulating key messages on how gender equality is important for achieving the MDGs to task force members for their endorsement. ECLAC would work on goals 1 and 3 and focus also on the linkages between the MDGs and their impact on gender equality;

v. The World Bank and UNDP would draft an action plan by the end of March 2004 for endorsement by the task force.

5. The members include: World Bank and UNDP (task managers), OSAGI, DAW, OHCHR, ECA, ECE, ECLAC, ESCAP, ESCWA, UN-HABITAT, UNHCR, UNICEF, UNIFEM, UNFPA, UNU, WFP, FAO, UNESCO, IFAD.

   (b) Gender and information and communication technologies

6. The Network agreed that the task force would continue its work until the culmination of the World Summit on Information Society (WSIS II) in November 2005.

7. The Network agreed that:

   i. UNESCO would be the lead task manager together with FAO and ITU.

   ii. The Chairperson of the Network would contact ITU to discuss identifying a new task manager who would be the focal point for gender and ICTs responsible for communicating with the task force. This was imperative as the declaration and plan of action of WSIS I endorsed the principle of gender equality and the importance of applying ICTs for the empowerment of women. ITU as the Secretariat for WSIS should play a main role in the Task Force on ICTs.
iii. INSTRAW could provide a supportive and useful role to the co-managers of the task force by providing a communication platform.

iv. The task force would look for more feasible ways to “piggy-back” on regional preparations for WSIS II including a global event modelled similarly to an event organized by the regional commissions for WSIS I. This would allow members of the task force to join in through their regional representatives.

v. The Chairperson of the Network would recommend to the Executive Secretaries of the regional commissions, that their gender focal points (their IANWGE members) should be members of the regional task force preparing for WSIS II, and monitoring the follow-up to WSIS I.

8. The members of the task force include: UNESCO, FAO and ITU (task managers), DAW, ECE, ESCWA, UNCTAD, UNDP, UNIFEM, INSTRAW, ILO and World Bank

(c) Women, peace and security

9. The Network decided on the continuation of the task force to ensure the strengthening of the advocacy for and coordination of the joint response of the United Nations system to the agenda on women, peace and security set by Security Council resolution 1325.

10. The Network agreed that revised draft terms of reference for the task force with strategic objectives and activities for 2004 should be shared with the full membership. The activities will need to be prioritized and activities allocated among members.

11. The Network agreed on the following areas of work:

i. Advocacy for women, peace and security;

ii. Partnerships and coordination;

iii. Women's participation and representation.

12. The Network agreed on the following specific activities for 2004:

i. Collect information, analyse and prepare the 2004 Secretary-General’s report to the Security Council on women, peace and security for October 2004.

ii. Ensure close links with and contribute to the review and appraisal of the Beijing Platform for Action (March 2005) and the ECOSOC substantive session (July 2004) where the implementation of the ECOSOC agreed conclusions 1997/2 on gender mainstreaming would be considered.

iii. Review the expert group meeting reports on women’s participation in peace agreements (Ottawa meeting - EGM/PEACE/2003/REPORT) and electoral processes in post-conflict countries (Glen Cove meeting - EGM/ELEC/2004/REPORT) and select recommendations on which the task force could work.

13. The Network agreed that the task force should carry over activities in the 2004 work plan from the 2003 work plan:

i. Review and discuss with members their needs for gender expertise in gender and women, peace and security issues.

ii. Relaunch NGO fact sheets to collect information on women’s groups in key priority countries where UN has peacekeeping or peace building missions.

iii. Support the work of the Special Adviser to ensure that a gender perspective is integrated in the work of the Executive Committees on Peace and Security and Humanitarian Affairs.

iv. Strengthen partnerships with groups and networks: prioritize the groups to work with in 2004 including UN Development Group Office, Committee on Small Arms (CASA), The Watchlist on Children in Armed Conflict, and the IASC Taskforce on Gender.

v. Continue to review the gender content of Security Council reports and resolutions and provide support to DPKO and DPA to improve the gender content in reporting.

14. The Network agreed that the task force would hold monthly meetings in New York. To include non-New York members it was proposed that teleconferences should be held periodically depending on cost implications.

15. The members of the task force include: OSAGI task manager, DAW, DDA, DPA, DPI, DPKO, OCHA, OHCHR, OHRM, OSRSG-CAAC, UN-HABITAT, ESCWA, UNDP, UNHCR, UNICEF, UNIFEM, UNFPA, WFP, UNU, ILO, IOM, Hague Appeal for Peace,
International Alert, International Women’s Tribune Center, Women’s Commission on Refugees, Women’s International League for Peace/Freedom, Amnesty International.

(d) Mainstreaming a gender perspective in CCA and UNDAF

16. The Network agreed that the work of the task force on mainstreaming a gender perspective in CCA/UNDAF should continue. With reference to the Resource Guide for Gender Theme Groups that the task force is developing, the Network agreed that the terms of reference should be broadened to include:

i. Liaising with the task force on women, peace and security to explore synergies and see how the Resource Guide could also be an effective tool for UN teams working in post-conflict countries;

ii. Exploring the link between good CCA/UNDAFs and strong Gender Theme Groups;

iii. Conducting a qualitative gender analysis of the upcoming Resident Coordinators reports;

iv. Bringing outputs of the different IANGWE task forces to the attention of the Gender Theme Groups;

v. Addressing the need for effective collaboration by linking and coordinating the outputs between human rights and gender focal points;

vi. Developing a strategy to update the CCA/UNDAF audit conducted in 2002;


17. The Network encouraged the task force to seek additional funding to support the initiatives outlined above.

18. It agreed that the task force should initiate a process, which may include collaboration with the UN Development Group, to make the Gender Theme Groups mandatory (as are the HIV/AIDS and Human Rights theme groups).

19. The members of the task force include: UNIFEM (task manager), DAW, ESCAP, UNHCR, UNFPA and the World Bank.

(e) Gender mainstreaming in programme budgets

20. The Chairperson highlighted the achievements of the task force during its four years of work and stressed the usefulness of bringing together gender experts, programme managers and budget experts.

21. The Network agreed that:

i. The task force had completed its task and would cease to operate;

ii. Individual entities should follow up the work undertaken by the task force;

iii. Innovative approaches and good practices could be shared on WomenWatch;

iv. The report of the task force on gender mainstreaming in budget processes should be disseminated to the Finance and Budget Network of the CEB and the HLCM;

v. The Network should assess progress in 2006, using the baseline developed by the task force.

(f) Database activities including WomenWatch

22. The Network:

i. Endorsed the draft Management Strategy for WomenWatch submitted by the task manager after review in the Policy Advisory Group (See annex VI);

ii. Agreed to consider providing financial contributions to the maintenance of the website on an annual basis and/or supporting the website in other ways;

iii. Agreed to provide the task manager with the names of staff to participate in the Management Group (substantive) and the Network of Web Managers (technical);

iv. Agreed to work towards ensuring increased visibility for WomenWatch through outreach and publicity;

v. Requested the task manager to continue to make appeals to relevant donors, supported by other members of the Network;
vi. Agreed to bring the need for human and financial resources for the website to the attention of the CEB/HLCP;

vii. Agreed that its members would undertake to moderate online discussions on WomenWatch in preparation and follow up to the review and appraisal in the CSW in 2005, coordinated by the task manager;

viii. Agreed that the report be brought to the attention of the HLCP.

23. The members of the task force include DAW (task manager), DPI, ECA, ECE, ECLAC, ESCAP, ESCWA, INSTRAW, ILO, FAO, UNDP, UNFPA, UNIFEM and ITU.

(g) Gender and trade

24. The Network endorsed the continuation of the work of the task force beyond UNCTAD XI (June 2004). The task force should take the opportunity of UNCTAD XI to make its work more visible. Gender and trade will remain on the international agenda and will gain in importance especially in the context of WTO negotiations. The Network examined the terms of reference for the task force and identified gaps and challenges that lay ahead. Resource and time constraints were seen as an obstacle to carrying out the work of the task force. The Network encouraged the task force to examine the idea of including NGOs in its work in order to benefit from their resources and research. The Network decided that:

i. Research and analysis is needed to understand further the gender and trade relationship. The forthcoming publication on “Gender and Trade: Opportunities and Challenges” (to be launched in June 2004) would be the beginning of the process, and much research on the subject remains to be done. The challenge would be to integrate gender analysis in the highly technical analysis of trade issues;

ii. Capacity-building is needed at the policy level through the preparation of gender-sensitive training materials, to support the targeting of different line ministries in trade negotiations;

iii. Sensitization of policy makers is needed, and the field offices of member entities such as UNDP and UNIFEM could be used for this purpose. Networks of business women and other stakeholders could also be called upon for strong advocacy;

iv. Gaps should be identified and solutions proposed to address the problem of lack of sex-disaggregated statistics.

25. The members of the Task Force include: UNCTAD (Task Manager), OSAGI, DAW, OHCHR, UN-HABITAT, ECA, ECE, ECLAC, ESCAP, ESCWA, UNDP, UNEP, UNIFEM, ILO, FAO, ITC, World Bank, UNIDO, WTO, and non-UN entities: Commonwealth Secretariat and OECD.

(h) Gender and water

26. The Network agreed to the continuation of the work of the newly established task force on gender and water. It endorsed the following decisions that would make the work of the task force more effective:

i. When working on the Millennium Development Goals (MDGs), Network members should emphasize the correlation between access to water and sanitation, on the one hand, and gender equality and women’s empowerment, on the other;

ii. The Network could provide a valuable support system for ensuring that women’s participation and gender equality is included in operational activities, policy and strategy development and capacity building during the International Decade for Action – Water for Life, 2005-2015;

iii. The gender and water task force should be active at the Commission on Sustainable Development, to be held from 19 to 30 April 2004. Water, sanitation and human settlements are the main themes and gender will be considered as a cross-cutting issue: (for example, a side event on gender, privatization and water will be held during the Commission on Sustainable Development);

iv. Updated “briefing notes” on gender and water from agencies should be prepared for the Commission on the Status of Women and the Commission on Sustainable Development at their respective sessions in 2005.

27. The members of the task force include: DESA/DSD (Task Manager), OSAGI, DAW, UN-HABITAT, UNHCR, ECA, ESCWA, ESCAP, UNDP, UNEP, UNICEF, UNIFEM, FAO, WHO, ITU, IFAD. Non-UN entities include: the Gender and Water Alliance;
the Women's Environment and Development Organization (WEDO); the Water Supply and Sanitation Collaborative Council (WSSCC); the UN Foundation; and the Freshwater Caucus (CSD).

(i) Ten-year review of the Beijing Platform for Action

28. The Network agreed to the following actions to assist in the review and appraisal process:

i. All regional commissions should post the questionnaire on review and appraisal sent to Governments on their individual websites;

ii. All IANWGE members should find ways to encourage and support UN member States to respond to the questionnaire by the deadline of 30 April 2004;

iii. The task force should work inter-sessionally through regular meetings whenever possible, and electronically;

iv. The initial work of the task force should be on development of a webpage which would include information related to the review and appraisal of the Beijing Platform for Action in 2005;

v. A communication and outreach strategy will be developed. Ideas which would be developed include: briefing notes/update on preparations for the Review and Appraisal; documentary (DAW with DPI); poster competition focussing on youth (OSAGI with DAW, DPI and UNFPA); documentary on main achievements since Beijing (DAW with DPI); one-page balance sheet from each of the regional commissions outlining major successes and drawbacks from 1995 to 2004 (ECE with regional commissions); and reproduction of the dove as a brooch/pin (DAW with DPI);

vi. Online discussions will be organized on all critical areas of concern and other emerging issues, on WomenWatch facilitated by relevant IANWGE members.

vii. Interacting with the task force on gender and the MDGs to develop strong linkages between the review and appraisal of Beijing and the major event on the MDGs in 2005.

29. The members of the task force include: DAW (task manager), OSAGI, DPI, ECA, ECE, ECLAC, ESCAP, ESCWA, UNICEF, UNIFEM, UNFPA, UNIDO, and World Bank.

(j) New Task Forces

i. Indigenous Women

30. It was agreed that a new task force would be established on indigenous women because the Permanent Forum on Indigenous Issues would consider the theme of indigenous women in May 2004. The task manager would be the DESA/Division for Social Policy and Development. Task force members include: OSAGI, DAW, OHCHR, ECA, ESCAP, UNIFEM, ILO, and FAO.

ii. Gender mainstreaming in evaluation, monitoring and programme reporting

31. The Network also decided to set up a new task force on gender mainstreaming in evaluation, monitoring and programme reporting. The task managers are ILO and OIOS. Task force members include: OSAGI, DAW, UN-HABITAT, UNHCR, ECA, ECLAC, ESCAP, UNFPA and FAO.

(k) Review and appraisal of the system-wide implementation of ECOSOC Agreed Conclusions 1997/2 on mainstreaming a gender perspective into all policies and programmes in the United Nations system

32. The Network agreed that:

i. Members would provide DAW with comments on the draft outline of the Secretary-General’s report and the draft questionnaire for the preparation of the report and the conference room papers (CRPs) by the end of the session;

ii. Members would submit responses to the final questionnaire to be sent out by the Division for the Advancement of Women (DAW) by 15 March 2004.

IV. Summary of discussions

(a) Opening of the session
The Inter-Agency task managers were lauded for their hard work and successful outcomes during the inter-sessional period. In particular, the task managers of the Gender and the ICTs task force were commended for working assiduously with Member States, agency representatives and NGOs to form the Gender Caucus. The Caucus was instrumental in getting gender-specific language into the final Declaration of Principles and Plan of Action of the World Summit on the Information Society (WSIS).

It was noted that gender mainstreaming remained an effective strategy in achieving gender equality through the work of the United Nations system and the Network had a central and continuing role to play in efforts to support managers to effectively mainstream a gender perspective in their work. It was recognized that significant progress had been made in gender mainstreaming in the United Nations system, as evidenced by the gender mainstreaming panel held at the last substantive session of ECOSOC in Geneva in July 2003. However, there was still much more to be done. The 2004 review and appraisal of ECOSOC Agreed Conclusions 1997/2 would provide an opportunity to assess progress, challenges, gaps and constraints to gender mainstreaming throughout the UN system.

The Network was reminded of challenges, such as violence against women, HIV/AIDS and conflict that continued to inhibit real advances in development. In order to address these challenges, increasing the involvement of women in leadership and decision-making positions as well as involving more men as champions of gender equality were recommended.

With the forthcoming 2005 review of the Millennium Declaration, the Millennium Development Goals (MDGs) remained high on the Inter-Agency agenda. Increasing recognition of the link between gender equality and the achievement of the MDGs reinforced the need to take gender equality into account in policies and programmes to ensure that development was effective, to safeguard women’s human rights, and to improve the living standards of both women and men.

A key issue on the agenda was the ten-year review of the Beijing Platform for Action and the outcome of the twenty-third special session of the General Assembly. The Network was encouraged to actively participate in the review process to ensure success and a continued commitment to the goals of the Fourth World Conference on Women and the twenty-third special session of the General Assembly. To facilitate the review process, the importance of strengthening monitoring and evaluation mechanisms and identifying necessary indicators to measure outcomes was stressed. The high-level round table of the Commission on the Status of Women would focus on measurement. The World’s Women: Trends and Statistics 2005 and the World Survey on Women in Development were identified as critical elements for the Beijing review.

The Director, Technical Support Division, UNFPA, provided the Network with information on preparations for the ten-year review of International Conference on Population and Development (ICPD). She noted that significant progress had been made in translating the commitments made in Cairo into policies and action programmes. But there was much more to be done. A field inquiry on national experiences was conducted to assess the implementation of the ICPD Programme of Action. The inquiry indicated that there were a rapidly growing number of governments that were making efforts to protect the human rights of girls and women, and to support women’s empowerment. UNFPA planned to organize round tables to follow-up on key issues raised in the field inquiry, in particular, on HIV/AIDS, reproductive health, poverty and migration. The Fund had received strong support for the review from both donor and programme countries.

The close links between the goals of the Cairo Conference and the Fourth World Conference on Women were affirmed, in particular those goals that relate to the rights to reproductive and sexual health, gender equality and freedom from violence. Countries had enacted laws and adopted legislation on women’s rights, established national commissions on gender, and adopted policies to combat gender discrimination. The major actions taken included efforts to increase women’s participation in governance, the adoption of legislation to empower women through family, inheritance and property laws, increased economic opportunities, education and training.

UNFPA had given assistance to the regional commissions to support the tenth anniversary of the ICPD with regional reviews, including regional analyses of the results of the field inquiry. The inquiry placed emphasis on experiences and lessons learned at the regional levels. Parliamentary groups and NGOs also took active roles in
the review process, organizing meetings at regional and national levels.

41. The Director noted that the achievements of the Beijing Conference and Cairo Conference must be preserved and safeguarded from renegotiation to avoid any setbacks in progress made to date. The ICPD ten-year review therefore placed emphasis on a technical approach. In general, the review processes of UN conferences and summits should be thoroughly prepared in order to minimize long-term problems. Furthermore, the review of ICPD would reinforce efforts to achieve the MDGs and would feed into the 2005 review of the Millennium Declaration, as well as the review and appraisal of the Beijing Platform of Action.

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

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

43. The Network was informed that a new task force on the ten-year review of the Beijing Platform for Action and the outcome of the twenty-third special session of the General Assembly was set up in Geneva in the July 2003 under ITU and UNRISD. A New York-based task force was also set up on New York, managed by OSAGI and DAW.

44. With regard to the ten-year review and appraisal of the Beijing Platform for Action, a specific format and period for conference review was not set out in the resolution of the Ad Hoc Working Group on conference follow-up (see A/RES/57/270B). However, a review and appraisal will be undertaken at the forty-ninth session of the Commission on the Status of Women in 2005 as part of the Commission’s multi-year programme of work. Network members highlighted some issues that required priority attention. Members stressed the importance of focusing on achievements, challenges, and good practices in implementing the Beijing Platform Action and the outcome document of the twenty-third special session.

45. Members identified a range of activities for the review and appraisal of the Beijing Platform for Action. These included conducting self-assessment surveys at the programme level (UNFPA and WFP); administering questionnaires at the national level (DAW, and the regional commissions); workshops (ESCWA, ESCAP, UNIFEM); regional meetings (ECE, ECLAC, ESCAP) and high-level inter-governmental meetings (ESCAP). There was concern that there should not be duplication and inconsistencies in the collection of data for the review. The lack of sex-disaggregated data was also a major concern among members.

46. With regard to gender mainstreaming, it was observed that greater attention should be given to expanding gender constituents to include line ministries, such as finance, trade, transport, energy, agriculture, health, and planning ministries. It was recognized that institutional capacity building on gender mainstreaming for line ministries would be required. Retention of knowledge on gender issues was critical for continuous gender mainstreaming in policies and programmes. Developing tools for monitoring and evaluating achievements in line ministries was also recommended. In addition, it was stressed that gender mainstreaming should take place at all levels, including at grassroots levels in urban slums and rural areas. Local authorities should encourage women’s participation in policy formulation as strengthening their participation at the local level could influence national policy formulation strategies to be more gender-sensitive.

47. The needs and situation of indigenous women were identified as one of the emerging issues that would require more consistent and focused attention at the inter-agency level. The Permanent Forum on Indigenous Issues will consider the issue of indigenous women, as a special theme of its session in May 2004. Members of the Network were encouraged to provide inputs. It was suggested that the Network could include an agenda item on indigenous women at the next session of IANWGE in 2005.

48. During the session, members emphasized the importance of promoting the role of women in trade,
particularly in export services. It was suggested that the use of ICTs in business should be explored to see how it could help women expand their business activities.

49. With regard to reporting at the country level on implementation of the Millennium Development Goals (MDGs), the need for UN agencies to work collectively on reporting mechanisms was highlighted. Agencies could pool their resources to increase the efficiency and effectiveness of country-level reporting. The need to integrate a gender perspective in the core practices of the organizations, to avoid compartmentalizing, was stressed.

50. It was noted that, while women in agriculture was not one of the 12 critical areas of concern in the Beijing Platform for Action, rural women and women farmers were specifically mentioned under virtually all critical areas. Subsequent conferences have further strengthened this focus including in the outcome document of the twenty-third special session of the General Assembly. Among emerging issues affecting rural women and women farmers were the impact of HIV/AIDS on agricultural production and food security, the impact of climate change, issues related to food safety, as well as the impact of increased liberalization of trade in agricultural commodities.

51. Women and migration was identified as another key issue. The number of female migrants, voluntary and forced, has increased exponentially over the years. There was a great need to understand the differential impact of migration on women and men. The 2004 World Survey on the Role of Women in Development prepared by DAW would focus on gender and migration. A Secretary-General’s report on the topic will be submitted to the Second Committee of the General Assembly at its fifty-ninth session this year.

52. The role of men and boys in achieving gender equality was discussed. The Commission on the Status of Women will consider the role of men and boys in achieving gender equality at its forty-eighth session in 2004. It was felt that the role of men and boys had not been sufficiently conceptualized. In one sub-region, there was concern that boys dropping out of school was being linked to the promotion of gender equality. Although there is no empirical evidence to that effect, such a perception could endanger progress towards gender equality, especially the education of girls, and it should therefore be addressed.

(c) **World’s Women: Trends and Statistics 2005**

53. Network members were briefed by the DESA Statistics Division on the forthcoming edition of *The World’s Women: Trends and Statistics*, to be issued in 2005. The publication would analyse the current state of gender statistics at the national level, with a focus on official statistics relevant to monitoring progress towards achieving gender equality as called for in the Beijing Platform for Action and mandated by the General Assembly. The analysis in the publication would consider all gender-related aspects of the MDGs. The publication would report on the availability, coverage, timeliness and quality of official national data relevant to gender, as reported by countries to the international statistical system from 1980 to present. In the publication attention will also be given to statistics other than those produced within official national statistics system, as data on many new and emerging topics crucial to understanding the situation of women are not mainstreamed into the official statistical system of countries. The report would present and analyse the extent to which gender is mainstreamed into countries’ data collection processes and flag areas where more effort is needed.

54. The members were reminded that in the past, the publication had been supported financially by organizations. Organizations were urged to continue this effort. During the ensuing question and answer period, the members urged the Statistics Division to exercise caution in the selection of unofficial sources of data, especially relating to violence against women. It was also proposed that spatially and age disaggregated data be added to report. Members also encouraged the inclusion of cultural indicators and data relating to the impact of conflict on women in the report.

(d) **Review and appraisal of the system-wide implementation of ECOSOC Agreed Conclusions 1997/2 on mainstreaming a gender perspective into all policies and programmes in the United Nations system**

55. The Director of DAW provided information on preparations for the Secretary-General’s report for the ECOSOC coordination segment, which will focus on a review and appraisal of the system-wide implementation of the ECOSOC agreed conclusions 1997/2. The report
would be prepared by DAW with the support of OSAGI and the Division for ECOSOC Support and Coordination. The report would be more analytical than descriptive and follow a similar approach as the Secretary-General’s report to the forty-eighth session of the CSW in 2004. It would provide an overview of achievements, remaining gaps and challenges and recommendations for future measures to enhance the implementation of gender mainstreaming. The report would focus on the United Nations system and intergovernmental processes as well as the IANWGE.

56. Additional conference room papers (CRPs) providing greater detail on issues of particular importance would be prepared in cooperation with members of the Network under the leadership of DAW, OSAGI, and the Division for ECOSOC Support and Coordination. Proposed topics for CRPs included gender mainstreaming in peace and security, operational activities, intergovernmental processes, the work of the IANWGE, and the work of the regional commissions.

57. A draft outline of the Secretary-General’s report and a draft questionnaire were presented to the Network with a request for comments before the end of the IANWGE session. The importance of receiving contributions and input from the members of the IANWGE for the preparation of the report and the CRPs was emphasized. Members were encouraged to respond to the questionnaire prepared by DAW/OSAGI/Division for ECOSOC Support and Coordination and to provide additional information as necessary.

58. Members of the Network discussed the need to assess the impact of gender mainstreaming policies, strategies and activities, focusing on both internal organizational processes and operational work.

59. As part of the preparations for the coordination segment, DAW, OSAGI and the Division for ECOSOC Support and Coordination would organize a panel on gender mainstreaming in intergovernmental processes. An interactive hearings would also be organized in the context of the coordination segment.

(e) Millennium Development Goals

Gender and the MDGs

60. A task force on Gender and the MDGs, was established at the second session of the Inter-agency Network on Women and Gender Equality in 2003 to provide an open and participatory exercise to foster a common approach to engendering the MDGs. The report of the task force was presented by the World Bank as co-task manager of the group. Activities undertaken by the task force since its establishment included an online discussion on gender equality and the MDGs, which aimed to identify how gender specific actions could be integrated into policies and interventions to achieve the MDGs; the launch of a website on gender equality and the MDGs, and a workshop on gender equality and the MDGs which represented a collaborative effort of the IANWGE, the OECD/DAC Network on Gender Equality, and the Multilateral Development Bank Working Group on Gender. The agencies participating in the task force had also produced several publications on the topic of gender equality and MDGs.

61. The Workshop on Gender Equality and the MDGs, which had been hosted by the World Bank in November 2003, highlighted the critical role of gender equality in achieving the MDGs. The Workshop sought to identify concrete operational and analytical examples of how gender issues could be integrated into the MDG policies and interventions; to identify processes and tools that would encourage greater accountability for addressing gender issues in the MDG implementation strategies; and to promote coordination among development agencies in their efforts to integrate gender issues into the MDGs.

62. The task manager reported that the three major themes examined at the Workshop in Washington, DC were: engendering national planning processes, policies and interventions to achieve progress towards the MDGs; building political momentum and mobilizing grassroots support for gender equality; and gender sensitive monitoring of progress towards the MDGs. Key recommendations that emanated from the discussions of the Workshop were the need to:

i. Prioritize women’s participation in decision-making at all levels in all MDG-related areas; and to strengthen institutional mechanisms for gender equality for oversight and accountability;

ii. Establish incentives for national and subnational governments to focus on gender in MDGs; and to build the capacity of institutions and individuals to address gender equality as a cross-cutting issue;

iii. Link sex-disaggregated data to action and advocacy around the MDGs and factor the outcome of the
10-year review of the Beijing Platform for Action into the 2005 review of the MDGs;

iv. For Governments and the World Bank to formalize an ongoing mechanism for consultation with women’s groups and civil society organizations;

v. Build partnerships in key areas;

vi. Frame arguments in terms of opportunity costs and economic gains;

vii. Involve women’s and civil society groups in the preparation of national reports on the MDGs and the wide dissemination of these reports;

viii. Engender all MDGs by 2005 by adding new indicators, especially on land rights, poverty and gender equality, reproductive health/rights and violence.

ix. Promote the development of gender sensitive MDG indicators and prepare international norms and standards for gender sensitive indicators;

x. Urge the United Nations Development Group (UNDG) to develop a tool kit to guide country teams in engendering MDG reports; to enhance gender analysis capacities so as to improve the work of existing networks; and

xi. Strengthen national systems of statistics to better disseminate information and coordinate data produced at country, regional and sub-national levels. Information about the workshop is available at (www.worldbank.org/gender/mdgworkshop).

63. Specific actions emanating from the Workshop’s recommendations should also be viewed as good practice suggestions, and each agency could apply them as appropriate.

64. Recognizing the importance of the MDGs, the Network called for an internalization of the MDG process both at the policy-making level as well as at the local and grassroots levels, through, inter alia, increased awareness raising and capacity-building. In particular, special efforts needed to be taken to increase the awareness and involvement of women’s groups in the MDG process. The role of senior management was also highlighted. In this regard, the members called for high-level individuals working on the MDGs to be informed of the work of the task force. The participants also noted that while Goal 3 of the MDGs specifically addressed gender issues, it was essential that gender aspects be considered in every goal and that special efforts be undertaken to make all the MDGs gender sensitive. In this respect, some members also expressed concern that some of the existing indicators on Goal 3 were not adequate to reflect overall progress made towards promoting gender equality and women’s empowerment. Members also underscored the need to develop gender-sensitive indicators and to collect sex-disaggregated data on progress made towards the goals as well as to build capacity to analyse such data.

65. Participants also called for increased sharing of information on work underway on the MDGs. In particular, the work of the regional commissions on indicators was welcomed. Members noted with concern the lack of attention devoted to gender concerns in the reports prepared by the UN Millennium Project task forces. It was proposed that the IANWGE task force could review the reports to ensure that adequate attention is paid to gender concerns. An ongoing dialogue between the Network and UN Millennium Project was proposed.

(f) Gender and information and communication technologies

66. The report of the task force on Gender and ICTs was presented by FAO on behalf of the three co-managers of the task force (FAO, UNESCO, ITU). Special tribute was paid to Ms. Patricia Faccin, former IANWGE member from ITU as lead manager of the task force through December 2003. The main focus of the activities of the task force since the previous session had been on the preparations for the first phase of the World Summit on Information Society (WSIS), held in Geneva from 10 to 12 December 2003. Despite the challenging physical dispersion of the task force members, it had been successful in its efforts to integrate language on women’s empowerment and gender equality in the WSIS Declaration of Principles and Plan of Action, among others, by developing a consolidated position paper and working in close collaboration with the WSIS gender caucus. The task force had also published 12 fact sheets on gender and ICTs, which had been widely disseminated including at the WSIS inter-sessional meeting held in July 2003; the Preparatory Committee held in September and November 2003; as well as at the first phase of the Summit in December 2003.

67. Regarding the future of the task force, it was widely felt that the task force should continue at least through the second phase of WSIS in Tunis in 2005, as this would enable the task force to continue its work of sensitizing delegations to the critical issue of gender and
ICTs. In light of the likely strong emphasis on the development impact of ICTs during the second phase of the WSIS, UNESCO agreed to spearhead the work of the task force as co-task manager. The work undertaken by the regional commissions in preparation for the WSIS should also be tapped. Members were encouraged to reflect on the future outputs of the task force, including the possible development of a more comprehensive system-wide publication on gender and ICTs. INSTRAW regretted that it had not been able to coordinate the task force or participate more actively in its work due to limited resources; however, it recognized the importance of the issue and informed members that it had prepared a paper on gender and ICTs, which would be shared during the CSW. INSTRAW also stated that it would try to contribute to the work of the task force through online discussions and other ways, as appropriate.

(g) Women, peace and security

68. The task manager, OSAGI, emphasized that the Inter-Agency task force on women, peace and security was established in 2000 following Security Council resolution 1325 adopted in October 2000. The task manager summarized the achievements of the task force, which can be found in its task force report. In this respect, it was pointed out that an analysis of the gender content of Secretary-General's reports to the Security Council from January 2000 to September 2003 revealed that 67 per cent of the reports made no, or very minor reference, to women and gender issues.

69. The task force has produced, among other things, briefing kits, briefing notes, published "At a Glance", a publication on Women, peace and security, as well as facilitated, cooperated and supported numerous events, panel discussions and expert group meetings. In addition, the task force is currently in the process of designing a methodology to collect information for the 2004 Secretary-General's report to the Security Council from January 2000 to September 2003 revealed that 67 per cent of the reports made no, or very minor reference, to women and gender issues.

(h) Mainstreaming a gender perspective in the CCA/UNDAF

71. The task manager, UNIFEM, presented the members an overview of activities of the task force. In 2003, UNIFEM had collaborated on behalf of the task force with the UNDG in mainstreaming gender in the updated CCA/UNDAF guidelines, which were circulated to all UN country teams. The task force had opted to conduct follow-up to the Scan of Gender Expertise in the UN system, which had been carried out by UNDP and UNIFEM earlier to map out the presence of gender specialists and gender focal points in the UN system. The task force had decided to develop a strategy to broaden the Scan and to update it on a regular basis.

72. The task force had also worked to develop a resource guide for gender theme groups to help strengthen their capacity. The guide will provide practical guidance with a focus on how to more effectively coordinate the UN system activities to support women’s empowerment and gender equality at the country level. The guide will serve as a tool to strengthen the role of all UN theme groups in mainstreaming gender concerns into CCA/UNDAF exercises, development of MDG reports and in the PRSPs. Among the issues to be covered in the guide are guidance on coordinated and joint planning and action, resource mobilization and management of theme groups. Once finalized, the guide would be circulated to all UN resident coordinators. An electronic copy, including relevant websites would also be made available.

73. Members were also informed of the task force’s current involvement in the Review of country experiences as part of the Triennial Comprehensive Policy Review (TCPR), which is conducted by DESA in preparation for the 2004 operational activities segment of ECOSOC. The task force had shared the results of two 2002 assessments of the gender components of CCA/UNDAFs with DESA. The task force members were also liaising with colleagues in country offices that has been participating in the review to ensure gender issues were highlighted.

74. According to the members, an endemic problem which needed to be addressed was that gender focal points in theme groups tended to hold junior level posts or
were on temporary assignments, which posed a major obstacle to their ability to mainstream gender into national policies. The question of accountability of senior management to gender mainstreaming needed to be tackled. In order to support and strengthen the work of theme group gender focal points, materials produced by all task forces should be made available to them. It was noted that post-conflict reconstruction constituted a possible area of collaboration for the theme groups.

(i) Gender mainstreaming in programme budgets

75. The task manager, DAW, presented the final report on the work of the task force to promote gender mainstreaming into programme budget processes throughout the United Nations system. The task force completed the final set of case studies on UNHCR, UNDP, WFP, and ITU, bringing the total number of case studies to fourteen.

76. The task force completed its work in June 2003 with the organization of a workshop on the findings and recommendations from the project as a whole, hosted by UNFPA in New York. Participants at that workshop included budget staff, programme staff and gender focal points.

77. The task manager highlighted some of the achievements of the work of the task force, including a three-part report on the initial assessment, fourteen individual reports on case studies, a mid-term synthesis report, a report on a workshop held at ILO in 2001, and the final report.

(j) Database activities including WomenWatch

78. The Network had before it the report of the task manager, DAW. The task manager acknowledged the financial contributions received from DAW, UNDP, UNFPA, WFP, ILO, FAO, the World Bank, and WIPO in 2003.

79. The newly re-designed WomenWatch website that was recently launched was displayed. It had new features and had been expanded through a new database-driven directory of resources that consolidated it as an inter-agency initiative and one-stop gateway with access to the websites and materials of the United Nations entities on gender equality and the empowerment of women. The directory contained links and information on, inter alia, gender mainstreaming, thematic issues and critical areas of concern and international instruments. Cross-references to the IANWGE website and to websites of other task forces had been established. Comments had been received from members of the IANWGE on the contents of the directory and on the portal design. And substantive and technical changes had been made in response.

80. The task manager raised three areas of concern in relation to the website – lack of resources to maintain the website substantively, i.e. through a permanent information officer; problems in making the website multilingual; and insecurity of funding.

81. To enhance WomenWatch’s role as a tool for communication and outreach, it was suggested that online discussions could be arranged on the critical areas of concern and other issues, as preparation for and follow up to the 2005 review and appraisal of the Beijing Platform for Action and the outcome of the twenty-third special session of the General Assembly. The task manager proposed that members of the Network moderate the online discussions. ECLAC offered to serve as manager for one online discussion.

(k) Gender and trade

82. The task manager, UNCTAD, presented the report on the work of the task force on gender and trade. The main objective of the task force was to sensitize policy-makers, most notably ministers of trade and heads of State. Incorporating a gender perspective in trade policies could increase women’s access to market rule-making as well as alleviate poverty among women. It was noted that gender and trade was a sensitive issue that required careful thought as to how to approach the topic.

83. Inter-sessionally the task force had undertaken preparation for a publication on Gender and trade: opportunities and challenges as input to UNCTAD XI in 2004 and other relevant activities in the UN system. The three areas of focus for UNCTAD XI were trade and poverty; trade and creative industries; and trade and gender. Agencies had provided feedback on the draft outline and agreed to prepare a chapter in the publication in their particular area of expertise. The task force would also jointly sponsor an interactive roundtable on trade and gender scheduled for Sao Paulo in June 2004.

84. Members expressed concern about the resistance to the idea of linking trade and gender. It was recognized that the link between trade and development was complex
and there were insufficient data to analyse this relationship. Moreover, gender equality and its relationship to development, was even more challenging to analyse. Members noted that trade was an important area to explore further from a gender perspective. It was recommended that the task force continue its work for another session. Due to the keen interest in the activities of the task force, it was suggested Network members outside of Geneva, participate online. The Network indicated that other members of the Network were focusing on issues related to trade (FAO, IFAD, UNDP) and collaboration on specific aspects of trade could be explored.

1) Gender and water

85. The task manager (DESA/DSD) emphasized that the gender and water task force aimed to increase the focus on gender concerns within the water resources and sanitation sectors in the Millennium Development Goals, the Commission on Sustainable Development and in the International Decade for Action - Water For Life, 2005-2015. Therefore it had worked on incorporating a gender perspective in the work of the Water and Sanitation Task Force of the Millennium Project. It also proposed to demonstrate the importance of women's involvement in water, sanitation and human settlements at the next two sessions of the Commission on Sustainable Development, and in some activities of the forthcoming International Decade for Action – Water For Life, 2005-2015.

86. The task manager reminded the Network that access to water for productive and household use and access to basic sanitation were crucial for the achievement of women's empowerment and gender equality. Even though the location of water points and latrines close to the home could increase women's dignity and reduce violence against women, in most cases, decisions about the design and location of water access points and sanitary facilities were made without the active involvement of women.

87. The task manager informed the Network that the task force had discussed the ‘Gender and Water messages’ that could be presented to the CSD, the Permanent Forum on Indigenous Issues (which will focus on indigenous women in 2004) and the CSW at its 2005 session. These messages were extremely important, particularly in the context of the ‘International Decade for Action – Water for Life’. The task manager stated that indigenous women and conflict resolution should also be added to the messages on gender and water. Suggestions were made on how to make the messages understandable, useful and appealing to delegates and other stakeholders. The task force had decided that the task manager would approach DPI to see whether an attractive, small brochure could be produced before CSD.

88. The task force had also raised the issue of the World Day for Water in 2004, which had as its theme “Natural Disasters” and would be celebrated on 22 March 2004. The task manager appealed to agencies that were planning to mark the day to inform the task force on what was planned, particularly how the gender perspective would be highlighted.

89. The Network identified several key actions that were needed to incorporate a gender perspective in water and sanitation sectors. These included:

i. Surveys and data disaggregated by sex on water use and water availability gathered or promoted by agencies;

ii. Gender focal points in each agency to initiate or strengthen cooperation with water focal points;

iii. Water and sanitation training programmes involving women in both technical and managerial areas;

iv. Community action and social mobilization for the provision of basic services, such as water; and

v. Promotion of sanitation and hygiene to increase women’s dignity and ultimately reduce violence against women.

90. The Network discussed the impact of privatization of water on women, which was a priority on the agenda. UNDP and the Women’s Environment and Development Organization (WEDO) and others had done studies on this topic. UN-HABITAT had also undertaken a study on “The Changing Perspectives and Roles in Urban Water and Sanitation: Privatization and Beyond”.

(m) Matters related to the Commission on the Status of Women

91. DAW provided an overview of the forty-eighth session of the Commission on the Status of Women. This year the high-level round table, organized in cooperation
with the Statistical Commission, would focus on gaps and challenges in measuring progress in the context of the review and appraisal of the implementation of the Beijing Platform for Action and the outcome of the twenty-third special session of the General Assembly in 2005.

(n) Ten-year review and appraisal of the Beijing Platform for Action

92. DAW briefed the Network of the preparations for the review. In cooperation with the regional commissions a questionnaire has been developed and sent to Member States. The questionnaire, will be the basis for the regional and global review and appraisals, covers questions on the main achievements; critical areas of concern; institutional arrangements; and future areas of focus. The deadline for submission of responses is April 2004. A webpage would be set up to provide information on the ongoing review processes at different levels. It would also include information submitted by Member States.

(o) Matters related to the Committee on the Elimination of Discrimination against Women

93. DAW briefed the Network about decisions adopted by the Committee on the Elimination of Discrimination against Women at its twenty-ninth and thirtieth sessions. The Committee adopted general recommendation 25 on article 4, paragraph 1, on temporary special measures, and included an overview of its current working methods in its annual report in order to make these more accessible and transparent to all interested stakeholders. Regarding its future programme of work, the Network was informed that the Committee decided to prepare its next general recommendation on article 2 of the Convention. Specialized agencies and other United Nations entities will be invited to contribute to a discussion on this article in July 2004, including providing informal background papers. Entities were also encouraged to submit information to the Committee and its pre-session working group in relation to States whose reports would be considered at the thirty-first (6 to 23 July 2004) and thirty-second (10 to 18 January 2005) sessions, in accordance with the Committee’s suggestion 25/2. Members of the Network were encouraged to strengthen support to implementation of the Convention at the national level, including follow-up to concluding comments, and to use the Convention in their programming. DAW also informed the Network that the forthcoming session of CEDAW would mark the twenty-fifth anniversary of the entry into force of the Convention on the Elimination of All Forms of Discrimination against Women.

94. DAW informed the Network about the adoption of General Assembly resolution 58/185 requesting the Secretary-General to prepare a comprehensive study on all forms and manifestations on violence against women by 2005. Relevant entities of the UN system would be invited to cooperate in this project.

(p) Human resources and the status of women in the UN system

95. A representative of the International Civil Service Commission (ICSC) briefed the Network on a forthcoming report on gender balance at all levels in the United Nations common system prepared by the ICSC. Based on responses from 19 entities and the CEB Secretariat, the report found increases in absolute numbers of women appointed to posts subject to geographical distribution and to non-geographic posts in the period between 31 December 1996 and 31 December 2002. Regarding the representation of women at the D-1 level and above, women’s representation increased in absolute numbers.

96. OSAGI briefed the Network on women’s representation in the Secretariat and the UN system. Among Professional staff with appointments of one year or more in the Secretariat, the proportion of women was 36.4 per cent as at 31 December 2003. In the more restricted group of Professional staff on posts subject to geographical distribution, women constituted 42.2 per cent. At the D-1 level and above, women held 26.7 per cent of positions among the larger group of Professional staff and 34.3 per cent on posts subject to geographical distribution. With regard to the achievement of gender balance targets in individual departments/offices, four departments/offices with 20 or more Professional staff had met or exceeded the target of 50/50 gender distribution of posts among men and women. Data for the United Nations system were only available as at 31 December 2002 when women made up 35 per cent of Professional and higher categories.

97. With regard to special measures and the role of departmental focal points, the delegation of authority to programme managers under the current staff selection system had restricted the monitoring and advisory role of the focal points. OSAGI and OHRM were looking into different ways of strengthening the system of focal points,
for example, by focusing on regular meetings with Heads of Department; contributing to the development and monitoring of the Human Resource Action Plans; and monitoring the implementation of work/life policies. With regard to the actual selection process, focal points could be more involved by reviewing the list of applicants to ensure that qualified women have not been overlooked for interviews, participating in the interview of the candidates, and ensuring that interview panels were gender balanced.

98. In response to General Assembly resolution 57/180, OSAGI has conducted the first phase of an analysis of the probable causes of the slow advancement in the improvement of the status of women in the United Nations system with a view to elaborating new strategies for achieving gender parity. A detailed report on the results of the study together with recommendations would be presented to the General Assembly at its fifty-ninth session. Preliminary findings of the study indicated that the current recruitment system relied too much on web-based vacancy announcements; that programme managers no longer have to justify their decisions of appointing men over equally qualified women to the central review bodies; that women in the General Service constituted a pool of qualified candidates that had limited opportunities for career development; that women’s mobility was more likely to be restricted by family constraints; that flexible working arrangements were perceived as a barrier to efficiency and productivity by management; and that there was a perception that managers were not held accountable for reaching gender parity targets.

(q) Other matters

(i) International Women’s Day 2004

99. The Chairperson thanked Network members for unanimously selecting “Women and HIV/AIDS” as the theme for International Women’s Day on 8 March. An inter-agency task force headed by OSAGI was organizing the event. The Secretary-General was expected to participate in the opening ceremony together with Her Majesty Queen Noor and Dr. Lee Jong-wook, Director-General of the World Health Organization (WHO). A panel discussion on the gender dimensions of HIV/AIDS was scheduled for the second segment of the event.

(ii) Policy statement for CEB

100. The Chairperson reminded the Network about the importance of drafting a new statement of commitment to gender mainstreaming and gender balance within the context of the new United Nations System Chief Executives Board for Coordination (CEB), similar to those approved by the heads of agencies prior to the Fourth World Conference on Women and the twenty-third special session of the General Assembly in 2000. She welcomed feedback from Members on the matter.

(r) Adoption of the report and provisional agenda for 2005

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

V. Summary of the Workshop on mainstreaming a gender perspective in evaluation, monitoring and programme reporting

(a) Summary of discussions

102. The Chairperson of the Network opened the workshop. The Chairperson pointed out the importance and timeliness of the workshop particularly within the context of results-based budgeting (RBB) and results-based management (RBM) currently being undertaken by the United Nations system. She noted that gender mainstreaming in programme reporting, monitoring and evaluation could only be effective with the appropriate strategies, tools and supportive organizational structure. The workshop was moderated by OSAGI.

103. Plenary presentations were made by the ILO on experiences and results of the implementation of a participatory gender audit; by the World Bank on implementing a gender mainstreaming strategy at the World Bank; by the UN Office of Programme Planning Budgets and Accounts on results-based management and evaluation: a gender perspective; and by the UN Office of Internal Oversight Services on incorporating a gender perspective in evaluation processes. Conclusions and recommendations were presented to the plenary at the closing of the workshop.

104. The discussions in plenary and in smaller working groups indicated that there were many positive developments in efforts to integrate a gender perspective in programme reporting and monitoring. It was noted that
the process was most effective when a gender policy already existed within the organization. The presentations indicated that entities of the UN system, including the UN Secretariat were taking the issue of gender mainstreaming very seriously in their work.

105. The Network attaches great importance to the nature and the type of indicators used to measure advances towards gender equality. The lack of appropriate and relevant data was identified as one of limitations of addressing gender concerns in reports and evaluations. The continuing absence of sex-disaggregated data, which are mostly used at the level of output, and the consequent reliance on proxy measurements impede proper monitoring and evaluation of the contribution of programmes in reducing gender gaps.

106. The challenge of “attribution” in evaluations, which is linked, to impact of gender mainstreaming was discussed. It was noted that while attribution is extremely difficult, it is nonetheless important to evaluate the “contribution” that interventions in gender mainstreaming have made. For example, it was noted that technical assistance in various forms has significant impact on the development of policies, adoption of standards and creation of mechanisms that in turn contribute directly to the improvement of the condition of women and men especially at the national level. Reporting on such contributions is essential especially within the results-based management context where such results could be useful for decision-making.

107. Another theme that was discussed in the workshop was the need to ensure clarity at the institutional and organizational levels with respect to the roles and responsibilities for monitoring and evaluating progress towards gender equality. It was noted that gender focal points have a significant role to play in ensuring evaluation of gender mainstreaming in the UN system. However, the actual monitoring and evaluation of progress towards gender equality rests with the organizational units who have the major responsibility for evaluation and oversight. Collaboration and cooperation between the two however is important in order to strengthen the overall corporate approach to evaluation and monitoring of gender equality programmes by reducing compartmentalization, as well as to integrate a gender perspective in other corporate monitoring, evaluation and reporting functions. Network members observed that at this time, it is still advisable to undertake periodic evaluations focusing exclusively on gender issues, while continuing with efforts to mainstream gender in other corporate evaluation processes.

108. Discussions also centered on new approaches that are emerging focusing on the development and implementation of corporate frameworks for regular assessments and self-assessments on progress in gender mainstreaming. Assessments and self-assessments can be undertaken at various levels of an organization and can blend the use of both qualitative and quantitative indicators. Their contribution is not only to decentralize responsibility for gender mainstreaming, but also to help entities identify where key challenges lie and devise for themselves road maps to address them. The participatory nature of such assessments and self-assessments contribute to transforming organizational culture.

109. The different mandates that different organizations operate under poses another challenge. While organizations with a normative mandate can institute and evaluate gender mainstreaming relatively easily, this poses a particular challenge for those organizations whose mandate is entirely operational. The challenge here is to ensure that the goal of achieving gender equality is considered at the same level as the operational mandate goal. In this case, gender equality should not only be considered a precondition for achieving the operational goal more efficiently, but a goal in itself. In this regard, organizations where the largest portion of their budget is from non-regular resources and where those resources are earmarked for specific initiatives, additional difficulties arise.

110. Network members noted that monitoring and evaluation reports on gender mainstreaming tend to rely heavily on the “efficiency” argument in support of programmes to promote gender equality. In this respect Network members suggested that it is essential to recall the various mandates and agreements that have underscored that empowerment of women is necessary in its own right. Strengthening the human rights approach in gender mainstreaming strategies and activities is therefore essential so that it is reflected in reporting. This could also contribute to evaluation and monitoring of the qualitative aspect of gender mainstreaming initiatives.

111. The persistent difficulties in gender mainstreaming in various departments and divisions was acknowledged to be a continuing obstacle to the realization of the Secretary General’s commitment to the promotion of gender equality. In this respect, the Network indicated it is essential to differentiate progress towards gender parity and progress in gender mainstreaming. While the former can be easily assessed, new tools such as scorecards that rate various entities on
range of issues could also be considered to facilitate assessment of progress made in gender mainstreaming.

112. Network members also discussed the possible focus of the next workshop. Suggestions included focusing on the concrete results that gender mainstreaming has led to, at the global, regional and country levels; having a dialogue with senior managers on their and the network’s expectations; addressing gender mainstreaming in the context of emerging challenges and changes; perspectives of the beneficiaries, especially poor women; encouraging dialogue with new partners and having a dialogue with those unconvinced about the merits of gender mainstreaming. A decision was taken to amalgamate these suggestions into an extended one and a half-day workshop focusing on the ten-year review on gender mainstreaming, the way forward as a contribution to the review of the Beijing Platform for Action.

(b) Conclusions arising from the workshop

113. Findings which emerged from the discussions on gender mainstreaming in programme reporting and monitoring included:

i. There is a need to ensure that the organizational units who have the major responsibility for evaluation and oversight carry out the actual monitoring and evaluation, with specialized input from gender focal points and gender units.

ii. There is clear evidence that efforts have been made to integrate a gender perspective in programme reporting and evaluation.

iii. Among non-gender specialists there is still a lack of clarity on the distinction between gender balance/parity on the one hand and gender mainstreaming on the other hand. It is important to clarify the distinction so that both can be used effectively to promote gender equality.

iv. There is a strong correlation between successful gender mainstreaming and the pro-active support of senior management level.

v. Dialogue between gender focal points and evaluation units must be maintained to reduce the persistent reliance on gender units to move the evaluation and monitoring process of corporate gender mainstreaming forward, as well as the process of integrating gender in the regular corporate monitoring/self-assessment, evaluation and reporting arrangements.

vi. Assessments of what works and what does not work are both equally important.

vii. Difficulties in collecting and interpreting data for evaluative purposes persist.

viii. Baseline data to measure progress is not easily available.

ix. Gender is often not included in the indicators of measurement of results, outcomes and impacts.

x. Sharing information between various agencies on methods and other resources is essential.

xi. Assessment and self-assessment are also a means of disseminating good practices.

xii. A systematic roster of trainers/facilitators on gender mainstreaming in monitoring and evaluation, who could be available to the UN system is needed.

(c) Recommendations of the Workshop

i. A strategic partnership is needed between evaluation, oversight, audit units and gender units to provide substantive and analytical support and inputs.

ii. There is a need to ensure that gender units remain catalytic and not take on the responsibility for regular monitoring and evaluation of the institution.

iii. The Network should consider creating a new task force to address monitoring, evaluation and reporting on gender mainstreaming and to look particularly at core indicators and benchmarks.

iv. Better quantitative and qualitative indicators should be developed.

v. Concerted efforts should be made to incorporate a gender perspective in existing corporate monitoring and reporting formats.

vi. Development and/or sharing of tools for monitoring and evaluating gender mainstreaming is essential.
vii. As a corporate responsibility, senior managers should play an instrumental role in mainstreaming gender perspectives in their work programmes.

viii. Efforts should be made by organizations to collect baseline data to measure progress.

ix. Hard data that show the linkage between gender mainstreaming and the success of projects should be collected to strengthen evaluation, monitoring and programme reporting.

x. IANWGE should assist organizations, which have not yet done so, in formulating a gender mainstreaming strategy.

xi. Hard data that show the linkage between gender mainstreaming and the success of projects should be collected to strengthen evaluation, monitoring and programme reporting.

xii. IANWGE should assist organizations, which have not yet done so, in formulating a gender mainstreaming strategy.
Annex I.

Agenda for the
Inter-Agency Network on Women and Gender Equality
at its third session (2004)

1. Opening of the session and adoption of the agenda.

2. (a) Integrated and coordinated follow-up to Beijing, the twenty-third special session of the General Assembly on “Women 2000: gender equality, development and peace for the twenty-first century” and major conferences as they relate to the Millennium Development Goals, and the ten-year review of the Platform for Action.

(b) *World’s Women 2005: Trends and Statistics.*

(c) Preparations for 2004 ECOSOC Coordination Segment: Review and appraisal of the system-wide implementation of its agreed conclusions 1997/2 on mainstreaming a gender perspective into all policies and programmes in the United Nations system.

3. Millennium Development Goals (MDGs).

4. Follow-up to inter-sessional activities:

   (a) Gender equality and the MDGs;
   (b) Gender and information and communication technologies;
   (c) Women, peace and security;
   (e) Gender mainstreaming in programme budgets;
   (f) Database activities including WomenWatch;
   (g) Gender and trade; and
   (h) Gender and water.

5. Matters related to the Commission on the Status of Women


7. Matters related to the Committee on the Elimination of Discrimination against Women.

8. Workshop on gender mainstreaming in evaluation, monitoring and programme reporting.

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

10. Other matters.

11. Adoption of the report, including dates and provisional agenda for the next session.
Annex II.

Workshop of the Inter-Agency Network on Women and Gender Equality
Gender Mainstreaming in programme reporting and monitoring

Background

The Inter-Agency Network on Women and Gender Equality (IANGWE) meets annually to share and exchange experiences on strengthening gender mainstreaming in the United Nations system. One of the activities of the IANWGE is a workshop that focuses specifically on practical approaches to gender mainstreaming in the UN system.

At its second session in February 2003, the Network decided to focus on gender mainstreaming in programme reporting and monitoring at its third session in 2004. Gender mainstreaming in programme reporting and monitoring is of critical importance particularly within the context of results-based budgeting (RBB) and results-based management (RBM) currently being undertaken by the United Nations system.

The focus of the Workshop is also very timely as it provides a good opportunity to contribute to the review and appraisal of the system-wide implementation of the ECOSOC agreed conclusions 1997/2 to be considered by ECOSOC at its coordination segment in 2004. The agreed conclusions on “Mainstreaming a gender perspective into all policies and programmes in the United Nations system” provide specific guidance on gender mainstreaming in the UN system. Although progress has been made in mainstreaming a gender perspective in policies and programmes in the UN system, challenges and gaps still remain.

Overall objectives

The Workshop aims to identify achievements, good practices, gaps, accountability and challenges in programme reporting and monitoring. One of the objectives of the Workshop is to provide a forum for entities of the UN system, which have adopted new or revised gender equality policies and strategies over the last 2-3 years, to share experiences on how they have incorporated reporting and monitoring as an integral part of their policy/strategy (or are planning to do so) and to provide information on implementation. Entities would be expected to address objectives, rationales, challenges and approaches of their work in this specific area.

Plenary presentation and discussions

High-level staff members from within the UN system will outline the main principles and approaches in programme reporting and monitoring. An interactive dialogue will follow presentations. In working groups, participants will share experiences on programme reporting and monitoring processes, including innovative approaches, methodologies, good practices and constraints. Follow-up opportunities for strengthening gender perspectives in programme reporting and monitoring will also be examined.

Format

The dialogue and exchange will take place in the form of presentations and discussion in plenary in both the morning and afternoon sessions, followed by discussion in smaller working groups. Presentations will be limited to 15-20 minutes to allow time for discussion. The moderator will also Chairperson the workshop. Facilitators will guide the working group sessions. Rapporteurs will be selected from each working group to report back to the plenary. The conclusion of the workshop and adoption of recommendations will be Chairpersoned by the Special Adviser on Gender Issues and Advancement of Women.
Outcome

The findings and recommendations of the Workshop will be included in the report of the Inter-Agency Network on Women and Gender Equality (IANWGE) for follow-up action by members of the IANWGE. The report will also be conveyed to the Commission on the Status of Women (CSW) as a background document, time permitting.
Annex III.

Meeting of the Inter-Agency Network on Women and Gender Equality (IANWGE)
23-26 February 2004 – Conference Room 3

List of Participants

Chairperson:
Ms. Angela E.V. King
DESA/OSAGI

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

Assistant Secretaries
Ms. Lotta Tahtinen
DESA/Division for ECOSOC Support and Coordination
Ms. Sharon J. Taylor
DESA/OSAGI

United Nations and its entities and programmes:

Department of Economic and Social Affairs:
Office of the Special Adviser on Gender Issues
Ms. Wariara Mbugua
Ms. Netta Avedon
Ms. Katherine Burns
Ms. Sylvia Hordosch
Ms. Hanya Salah
Ms. Annalisa Orlandi

Division for the Advancement of Women
Ms. Carolyn Hannan
Ms. Christine Brautigam
Ms. Amina Adam
Ms. Natalia Zakharova
Ms. Heike Alefsen
Ms. Birgitte Alvarez-Rivero
Ms. Makiko Tagashira
Ms. Anna Modersitzki
Ms. Abigail Loregnard-Kasmally
Ms. Emanuela Calabrini
Ms. Hulda Proppé
Ms. Rocio Cardenas-Schonborn
Ms. Arlene Sciancalepore
Ms. Assiya Akanay
Ms. Olga Barmina

Development Policy and Planning Office

Ms. Stefania Piffanelli

Statistics Division

Ms. Erlinda Go
Mr. Jerry Banda

Division for Social Policy and Development

Ms. Elisavet Stamatopoulou

Division for Sustainable Development

Ms. Marcia Brewster

Department of Disarmament Affairs

Ms. Agnes Marcaillou

Department of Management

Ms. Gudrun Fosse

Department of Political Affairs

Ms. Kanchan Paser

Department of Peacekeeping Operations

Ms. Anna Shotton

Department of Public Information

Ms. Cathy Keiley

Office of Internal Oversight Services

Ms. Christa Lex

Office of the High Commissioner for Human Rights

Ms. Mara Bustelo

United Nations Human Settlements Programme

Ms. Axumite Gebre-Egziabher
Ms. Dorothy Mutizwa-Mangiza
Ms. Yamina Djacta

Economic Commission for Africa

Ms. Josephine Ouedraogo
Ms. Hannah Tiagha

Economic Commission for Europe

Ms. Ewa Ruminska-Zimny

Economic Commission for Latin America and the Caribbean

Ms. Sonia Montano

Economic and Social Commission for Asia and the Pacific

Ms. Koh Miyaoi

Economic and Social Commission for Western Asia

Ms. Fatima Sbaity-Kassem

United Nations Conference on Trade and Development

Ms. Anh-Nga Tran-Nguyen

United Nations Development Programme

Ms. Aster Zaoude
Ms. Zazie Schäfer
<table>
<thead>
<tr>
<th>Organization</th>
<th>Speakers</th>
</tr>
</thead>
</table>
| United Nations High Commissioner for Refugees                                | Ms. Daisy Dell  
|                                                                              | Ms. Karuna Anbarasan  
|                                                                              | Ms. Bushra Halepota  
|                                                                              | Ms. Michelle Cervantes  
| United Nations Relief and Works Agency for Palestine Refugees in the Near East | Mr. Saahir Lone  
| United Nations Children’s Fund                                               | Ms. Kristina Goncalves  
|                                                                              | Ms. Noreen Khan  
| United Nations Development Fund for Women                                     | Ms. Ingrid Arno  
| United Nations Population Fund                                                | Ms. Sahir Abdul-Hadi  
| World Food Programme                                                           | Ms. Christa Rader  
| United Nations University                                                       | Ms. Birgit Poniatowski  
| International Trade Centre                                                    | Ms. Sabine Meitzel  
| International Research and Training Institute for the Advancement of Women    | Ms. Carmen Moreno  
|                                                                              | Ms. Carolina Taborga  
| International Labour Organization                                             | Ms. Linda Wirth  
| Food and Agriculture Organization of the United Nations                       | Ms. Sissel Ekaas  
| United Nations Education, Scientific and Cultural Organization               | Ms. Zofia Olszowska  
|                                                                              | Ms. Suzanne Billelo  
| International Civil Aviation Organization                                     | Ms. Diana Wall  
| World Bank                                                                    | Ms. Cecelia Valdivieso  
|                                                                              | Ms. Helene Carlsson  
| International Monetary Fund                                                   | Mr. Peter Fallon  
| World Intellectual Property Organization                                      | Ms. Helen Lom  
| International Fund for Agricultural Development                              | Ms. Annina Lubbock  
| International Atomic Energy Agency                                            | Ms. Anita Nilsson  
|                                                                              | Ms. Tracy Brown  
| International Organization for Migration                                      | Ms. Susanna Christofides  

**Invited speakers:**

Director, Technical Support Division  
United Nations Fund for Population  
Ms. Mari Simonen
Annex IV.

Provisional agenda for the fourth session of the Inter-Agency Network on Women and Gender Equality
(21-25 February 2005)

1. Opening of the session and adoption of the agenda.

2. Integrated and coordinated follow-up to Beijing, the twenty-third special session of the General Assembly on “Women 2000: gender equality, development and peace for the twenty-first century” and major conferences as they relate to the Millennium Development Goals, and the ten-year review of the Platform for Action.

   (a) *World Women: Trends and Statistics*

3. Follow up to 2004 ECOSOC Coordination Segment: Review and appraisal of the system-wide implementation of its agreed conclusions 1997/2 on mainstreaming a gender perspective into all policies and programmes in the United Nations system.

4. Millennium Development Goals (MDGs).

   (a) Status of Arab Women Index.

5. Follow-up to inter-sessional activities:

   (a) Gender equality and the MDGs;
   (b) Gender and information and communication technologies;
   (c) Women, peace and security;
   (e) Database activities including WomenWatch;
   (f) Gender and trade;
   (g) Gender and water;
   (h) Indigenous Women;
   (i) Gender mainstreaming in evaluation, monitoring and programme reporting.


8. Matters related to the Committee on the Elimination of Discrimination against Women.

   (a) Update on study on violence against women.

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

11. Other matters.

12. Adoption of the report, including dates and provisional agenda for the next session.
## Annex V.

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

<table>
<thead>
<tr>
<th>Task Force</th>
<th>Task Manager and members</th>
</tr>
</thead>
<tbody>
<tr>
<td>Gender equality and the MDGs</td>
<td><strong>World Bank and UNDP</strong> with OSAGI, DAW, OHCHR, ECA, ECE, ECLAC, ESCAP, ESCWA, UNHCR, UN-HABITAT, UNICEF, UNIFEM, UNFPA, UNU, WFP, FAO, UNESCO, and IFAD.</td>
</tr>
<tr>
<td>Gender and information and communication</td>
<td><strong>UNESCO, FAO and ITU</strong> with DAW, ECE, ESCWA, UNCTAD, UNDP, UNIFEM, INSTRAW, ILO, and World Bank.</td>
</tr>
<tr>
<td>technologies</td>
<td></td>
</tr>
<tr>
<td>Mainstreaming a gender perspective in the CCA/UNDAF</td>
<td><strong>UNIFEM</strong> with DAW, ESCAP, UNHCR, UNFPA and the World Bank.</td>
</tr>
<tr>
<td>Database activities including WomenWatch</td>
<td><strong>DAW</strong> with DPI, ECA, ECE, ECLAC, ESCAP, ESCWA, INSTRAW, ILO, FAO, UNDP, UNFPA, UNIFEM and ITU.</td>
</tr>
<tr>
<td>Gender and trade</td>
<td><strong>UNCTAD</strong> with OSAGI, DAW, UN-HABITAT, ILO, FAO, ECA, ECE, ECLAC, ESCAP, ESCWA, OHCHR, UNDP, UNEP, UNIFEM, ITC, the World Bank, UNIDO, WTO, and non-UN entities: Commonwealth Secretariat and OECD.</td>
</tr>
<tr>
<td>Gender and water</td>
<td><strong>DESA/DSD</strong> with OSAGI, DAW, UN-HABITAT, UNHCR, ECA, ESCWA, ESCAP, UNDP, UNEP, UNICEF, UNIFEM, FAO, WHO, ITU, IFAD. Non-UN organizations include: the Gender and Water Alliance; the Women's Environment and Development Organization (WEDO); the Water Supply and Sanitation Collaborative Council (WSSCC); the UN Foundation; and the Freshwater Caucus (CSD).</td>
</tr>
<tr>
<td>Ten-year review of Beijing Platform for Action</td>
<td><strong>DAW</strong> with OSAGI, DPI, ECA, ECE, ECLAC, ESCAP, ESCWA, UNICEF, UNIFEM, UNFPA, World Bank and UNIDO.</td>
</tr>
<tr>
<td>Indigenous Women</td>
<td><strong>DESA/DSPD</strong> with DAW, OSAGI, OHCHR, ECA, ESCAP, UNIFEM, ILO and FAO.</td>
</tr>
<tr>
<td>Gender mainstreaming in evaluation, monitoring and programme reporting</td>
<td><strong>ILO and OIOS</strong> with OSAGI, DAW, ECA, ESCAP, UN-HABITAT, UNHCR, UNFPA and FAO.</td>
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</table>
Annex VI


The WomenWatch website (http://www.un.org/womenwatch) is a joint initiative of the members of the United Nations Inter-Agency Network on Women and Gender Equality (IANWGE). The added value of WomenWatch for members of the Inter-agency Network is that it provides one-stop access to the websites and materials of United Nations entities on gender equality and the empowerment of women. It is an example of inter-agency cooperation on the strategic use of information and communication technologies, called for in the context of the reform of the United Nations. WomenWatch recently developed a database-driven Directory of Resources, which increases its value for both members of the IANWGE and all other categories of users - Governments, international and regional organizations, academia and NGOs and civil society. WomenWatch now provides direct access to information and resources on different thematic issues and regions/countries.

The WomenWatch Management Committee

Currently, the following United Nations entities are members of the WomenWatch Management Committee: DPI, FAO, ILO, INSTRAW, ITU, Regional Commissions (ECA, ECE, ECLAC, ESCAP, ESCWA), UNDP, UNFPA, UNIFEM, and DAW. DAW is the Task Manager for WomenWatch. The Management Committee consists of the Policy Advisory Group with supervisory functions, which meets once a year during the annual meetings of the IANWGE, and a Management Group, which meets in New York on an ad hoc basis as required. Other activities of the Management Committee are carried out electronically. An electronic Network of Web Managers has also been proposed to facilitate exchange on technical aspects of the website.

Objectives and strategies for the further development of WomenWatch

The overall objective of the Management Committee is to enhance the effectiveness of WomenWatch as a tool to meet the needs of IANWGE members and all users for a one-stop source of timely, relevant and well-organized information and resources on United Nations efforts to promote gender equality and the empowerment of women, and as a communication and outreach tool to enhance involvement of a broad group of stakeholders in the work of the United Nations on gender equality and the empowerment of women.

A number of key strategies could be adopted by the Policy Advisory Group for action by the Management Group and the Task Manager, as outlined below.

Objective 1: Improved and expanded website

Strategy 1.1. Enhancing management and maintenance structures

Development of ways and means to ensure regular substantive and technical up-dating of the information and resources available on the website. Options include greater involvement of members of the IANWGE in substantive updating and creation of a network of Web Managers for coordination on technical aspects.
Strategy 1.2. Expanding multilingualism

Increase in availability of materials in all United Nations official languages through increased collaboration with the regional commissions and proposals for funding to countries and organizations interested in particular languages.

Objective 2: Increased usefulness of the website as a communications tool

Strategy 2.1. Enhancing the use of the website in the context of preparations for and follow-up to the review and appraisal in the CSW in 2005
Conduct interactive online discussions and ensure broad distribution of the outcomes to all stakeholders.

Strategy 2.2. Increasing publicity for the website
Enhance visibility for WomenWatch through links on IANWGE member's websites; use all opportunities to publicize website, including at CSW and WSIS.

Objective 3: Increased financial stability and sustainability

Strategy 3.1. Consolidating cost-sharing arrangements within IANWGE
Share costs for maintenance among IANWGE members.

Strategy 3.2. Fundraising from external sources
Renew appeals to Member States; use appropriate contexts to approach potential donors, such as CSW and WSIS; and make appeals on the website.

Involvement of IANWGE members in the achievement of the objectives

The achievement of the objectives will depend on greater involvement of all IANWGE members in the implementation of the proposed strategies.

The Policy Advisory Group can play a key role by:

- Appointing staff to participate in the Management Group and the Network of Web Managers and increasing involvement in website management relating to content, design and multilingualism, coordinated and facilitated by the Task Manager.
- Working to ensure increased visibility for WomenWatch through outreach and publicity, in coordination with the Task Manager.
- Taking increased responsibility for ensuring financial stability and sustainability of WomenWatch, in consultation with the Task Manager.