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

What is the name of your organization

OSAGI

Does your organization have any field presence?

No

Please give the names of the units of your entity that contribute to the implementation of the Action Plan. (Max 300 words)

Please provide name, e-mail and phone number of a designated contact person for follow-up questions. [Name:]

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212-963-8134; 917-367-2252

Area of Action A. Conflict prevention and early warning

Progress and results At Headquarters

Progress and results In the Field

Lessons learned and good practices At Headquarters

Lessons learned and good practices In the Field

Gaps and challenges At Headquarters

Gaps and challenges In the Field

Please describe any activities not included in the Action Plan

1. Intensified advocacy efforts aimed at enhancing attention to gender issues in conflict prevention and early warning activities, including through participation and presentations as various events, including 2005 seminar in Vienna organized by OSCE and the Folke Barnadotte Academy, 2005 Global Conference convened by the Global Partnership for the Prevention of Armed Conflict in partnership with the United Nations Department of political Affairs, the 2006 Commonwealth Meeting of Ministers of Women's Affairs, 2006 Wilton Park, the annual meeting of the Committee on Women in NATO Forces and meetings of the Executive Committee on Peace and Security. 2. Contributed to the work of the DESA Task Force on Conflict Prevention, Peacebuilding and Development. The Task Force has established partnership with the United Nations Inter-departmental Framework for coordination on Early Warning and Preventive Action (the Framework Team.

Area of Action B. Peacemaking and peacebuilding

Progress and results At Headquarters

(B1) Provided support for increased political participation of women in all stages of peace processes, through advocacy with senior national and United Nations officials and presentations in inter-governmental bodies.
Organized the visit of the Special Adviser to Sudan to assess the situation and increase wormen's participation in peace processes. (B2) To ensure a more systematic attention of the Security Council to provisions of SCR 1325, OSAGI, through the IANWGE Task Force on Women, Peace and Security, was engaged in the review, development and update of gender-specific materials and tools, including consultation process undertaken by OSAGI during the preparation ofr the 2006 Secretary-General's report on women, peace and security to the Security Council.   OSAGI conducted regular meetings with United Nations officials and Member States, in particular the Group of Friends of 1325, to advocate for more systematic attention to the provisions of SCR 1325 in reports and documents prepared for and by the Security Council. (B3 see also above,B1) OSAGI has provided inputs to DPA's Peacebuilding Databank project, which include a section on women in peace processes and agreements. OSAGI has distributed and made available online, the recommendations from the 2003 Expert Group meeting on Peace agreements as a means for promoting gender equality and ensuring participation of women - a framework of model provisions.

Progress and results In the Field

Lessons learned and good practices At Headquarters

Lessons learned and good practices In the Field

Gaps and challenges At Headquarters

The challenge is to ensure the practical implementation of gender-specific recommendations in peacemaking and peacebuilding activities. Gap areas are as follows: - Lack of regular and systematic feedback between the policy activities at headquarters and field   activities; - Insufficient collection of data and information regarding women's participation in the peace   process; - Lack of efficient coordination among various United Nations entities, as well as with members of   the Security Council; - Lack of accountability mechanisms within the Security Council regarding the implementation of   1325; - Insufficient awareness and use of existing information/tools and materials; - Lack of minimum system-wide standards for gender mainstreaming by United Nations entities thus   making it difficult to translate recommendations contained in various entity specific and   interagency forums into the direct work of etities in a systematic way.

Gaps and challenges In the Field

Lack of systematic monitoring and reporting from the field to Headquarters on activities undertaken at country level to support women's participation in peace processes. Case studies of recent peace processes e.g. Sudan, could be conducted to analyze the obstacles to and misses opportunities for women's full participation in peace negotiations, which could facilitate the development strageties and mechanisms.

Please describe any activities not included in the Action Plan

Engaged in various advocacy initiatives on integrating the implementation of the SC1325 in the work of the Peacebuilding Commission and the Peacebuilding Support Office. Provided inputs to the DPA Under-Secretary-General's Policy Statement and Strategic Goals on Gender Mainstreaming. In December 2005, OSAGI collaborated with the Office of the Special Adviser on Africa, in organizing an ecpert group meeting on "Democratic Governance in Africa:Strategies for greater participation of women" which largly focused on post-conflict peacebuilding. The meeting was held in Arusha, Tanzania.

Area of Action C. Peacekeeping operations

Progress and results At Headquarters

(C1 and C3) Provided systematic support to poicy development for gender mainstreaming in peacekeeping operations and exchanged information with DPKO on a regular basis. Issues addressed included: - strengthening of the role and capacity of gender advisors in DPKO, including through indrease financial resources for their mandates; - enhancing DPKO's capacity for gender training; - preparations for and follow-up to the Policy Dialogue with Troop and Police Contributing   Countries to Review Strategies for Enhancing Gender Balance among Uniformed Personnel in   Peacekeeping Missions (March 2006). (C2) Participated in meetings of integrated mission task forces (e.g. Sudand and Timor Leste); Provided information on gender issues to mission planning staff in connection with the preparations for the Darfur Mission. (C5)   Prepared the updated version of the inventory of United Nations

Resources on Women, Peace and Security, which will be available in print (a limited edition) and online for the open depate of the Security Council in October 2006.

Progress and results In the Field

Lessons learned and good practices At Headquarters

Lessons learned and good practices In the Field

Gaps and challenges At Headquarters

The low professional status of gender advisors. Insufficient allocation of financial resources from both voluntary contribution and regular budget. The need for support from Member Stats in ACABQ and the Fifth Committee.

Gaps and challenges In the Field

Please describe any activities not included in the Action Plan

Area of Action D. Humanitarian response

Progress and results At Headquarters

Progress and results In the Field

Lessons learned and good practices At Headquarters

Lessons learned and good practices In the Field

Gaps and challenges At Headquarters

Gaps and challenges In the Field

Please describe any activities not included in the Action Plan

Participated in the IASC Task Force on Gender and Humanitarian Action, including the consultations for the handbook entitled: Women, Girls, Boys and Men: Different Neets - Equal Opportunities"

Area of Action E. Post-conflict Reconstruction and Rehabilitation

Progress and results At Headquarters

(E3) Developed, in collaboration with DPA and with inputs from other United Nations entities and international organizations, the handbook on elections. Organizaed and official launch of the handbook in October 2005. The handbook has been distributed to the field by DPA, and OSAGI has made it available online. (E4) Engaged in wide-range of advocacy activities aimed at the promotion of gender equality and empowerment of women, including through supporting the implementation of the Beijing Platform for Action, ratification of CEDAW and its Optional protocol.   Together with DPI organized a whole series of media events to raise awareness about 1325. Prepared and distributed to field missions, a brochure on 'Facts and figures on women, peace and security'.

Progress and results In the Field

Lessons learned and good practices At Headquarters

Lessons learned and good practices In the Field

The handbook on elections has been used inthe field and positive feedback has been received. However, much stronger efforts could be taken with regard to dissemination/outreach. In preparation of future publications and/or tools, a strategy for dissemination, fundraising and capacity-building in connection with outreach needs to be developed.

Gaps and challenges At Headquarters

There has not been sufficient funds availble for organization of thematic seminars EGMs and other meetings on gender and peacebuilding, additional translations, printing and dissemination/outreach of the handbook on elections. Joint efforts with DPA to raise money for this is required.

Gaps and challenges In the Field

Please describe any activities not included in the Action Plan

Area of Action F. Disarmament, Demobilization and Reintegration

Progress and results At Headquarters

Progress and results In the Field

Lessons learned and good practices At Headquarters

Lessons learned and good practices In the Field

Gaps and challenges At Headquarters

Gaps and challenges In the Field

Please describe any activities not included in the Action Plan

Area of Action G. Preventing and Responding to Gender-based Violence in Armed Conflict

Progress and results At Headquarters

Progress and results In the Field

Lessons learned and good practices At Headquarters

Lessons learned and good practices In the Field

Gaps and challenges At Headquarters

Gaps and challenges In the Field

Please describe any activities not included in the Action Plan

- Engaged in advocacy for effective prevention of and response to sexual and gender-based   violence. - Participated in coordination meetings linked to the joint partnership to respond to sexual   violence in conflict and crisis situations. - An in-depth study on all forms of violence against women requested by GA resolution 58/185 and   coordinated by DAW under the guidance of the Special Adviser will be presented to the General   Assembly at its sixty-first session (fall 2006).

Area of Action H. Preventing and Responding to Sexual Exploitation and Abuse by United Nations Staff, Related Personnel and Partners

Progress and results At Headquarters

Progress and results In the Field

Lessons learned and good practices At Headquarters

Lessons learned and good practices In the Field

Gaps and challenges At Headquarters

Gaps and challenges In the Field

Please describe any activities not included in the Action Plan

OSAGI has participated in and contributed to the work of the ECPS/ECHA Taskforce on protection from sexual exploitation and abuse.

Coherence and Coordination

Policy Guidance: Do you have any internal policy documents providing guidance on implementation of SCR 1325?

Don't know

If yes, please describe:

No separate internal policy document. OSAGI's work in the area of women, peace and security is based on the resolution itself, the UN system-wide action plan, the work plan of the Task Force on women, peace and security as well as recommendations in the Secretary-General's reports to the Security Council. OSAGI is responsible for coordinating the preparation of these reports. The work is also guided by the Beijing Platform for Action and CEDAW.

If not, please explain:

Programme Coordination: Is implementation of SCR 1325 reflected in substantive policy/project/funding design and management?

Don't know

If yes, please describe:

Activities linked to implementation of resolution 1325 are reflected in OSAGI's programme budget.

If not, please explain:

Common-System Partners: Does your entity at Headquarters collaborate and coordinate with different UN entities?

Don't know

If yes, please describe:

The Special Adviser on Gender Issues and Advancement of Women chairs the Inter-Agency Network on Women and Gender Equality (IANWGE), which is a network of about 60 gender focal points in United Nations offices, specialized agencies, funds and programmes, that monitors and oversees the mainstreaming of a gender perspective in the programmatic, normative and operational work of the UN system. The Special Adviser also chairs the IANWGE Task Force on Women, Peace and Security, which comprises 22 UN entities and eight observers from intergovernmental organizations and civil society. The TF supports and monitors implementation of Security Council resolution 1325. Members of the TF, including OSAGI, participate in other coordination mechanisms within the system such as the DESA Task Force on Conflict, Prevention, Peacebuilding and Development and the IASC Task Force on Gender and Humanitarian Assistance. The Special Adviser is a member of the Executive Committee on Peace and Security and has attended meetings of other high-level coordination mechanisms, including the CEB bodies. Informal networking and information exchange with different entities is carried out on a continuous basis.   In the context of the preparation of the SG report for 2006 Security Council, OSAGI has organized and carried out three-phase consultative process with UN entities, Member States and NGOs. The strategic objective of that exercise is to provide recommendations on enhancement of coordination, monitoring and accountability by the UN entities engaged in the implementation of SC1325.

Have any specific challenges been encountered?

- The lack of coherent approach among UN entities to the implementation of SC1325; - Insufficient attention to the implementation of 1325 on behalf of high-level Inter-agency   machinery, such as CEB, UNDG, the Policy Committee and ECPS/ECHA; - Insufficient coordination of activities regarding the implementation of SC1325 among UN entities   along with duplication and overlapping; - The lack of consistent attention on behalf of senior professionals to the work of the Task Force   on Women, Peace and Security; - Insufficient involvement of professional staff with specific relevant technical and substantive   expertise; - The lack of technical, financial and human resources across the system for implementation of the   action plan, including for performing the secretariat functions; - A greater interaction with high-level interagency machinery, including through membership in CEB   and the Policy Committee, would support more effective input to system-wide processes.

Common-System Partners: Does your entity in the field collaborate and coordinate with different UN entities?

Don't know

If yes, please describe:

Have any specific challenges been encountered?

Collaboration and coordination with national and regional partners: Does your entity collaborate and coordinate with national and regional partners, including government actors and civil society?

Don't know

If yes, please describe:

OSAGI works with the 'Friends of 1325' group consisting of Member States supporting the full implementation of Security Council resolution 1325 (2000) as well as the NGO Working Group on Women, Peace and Security. Regular meetings were organized with Member States representatives and representatives from regional and civil society organizations to discuss matters related to gender equality and implementation of intergovernmental mandates, including resolution 1325.

Have any specific challenges been encountered?

System-wide Coherence and Coordination: Do you feel your work is part of a coordinated and coherent strategy for the UN system to implement SCR 1325?

Don't know

If yes, please describe:

While much stronger efforts are needed to improve coordination, system-wide strategies for implementing 1325, monitoring and evaluation, the further development of the system-wide action plan as well as this consultative process should be considered as is a first step towards this.

If not, please explain:

Accountability of managers and staff

Does your entity have mechanisms in place to ensure accountability for implementation of SCR 1325 among staff, in particular for senior managers?

Don't know

If yes, please describe:

Regular meetings of staff members to discuss the progress of work in that area. Reporting to ASG.

Have any specific challenges been encountered?

Intergovernmental bodies rarely specify action required from particular entities leaving it to the discretion of the Secretary-General to designate the office or department to implement each mandate. OSAGI has been tasked by the Secretary-General to prepare his reports to the Security Council conduct the study on women and peace and coordinate interagency activities in the area of women and peace. OSAGI however has no specific intergovernmentatal mandate. This prevents this Office to include this activity in its strategic plan and biennium programme budgets.

Results-Based Management (RBM)

RBM Framework: Have provisions of SCR 1325 been integrated within Results-based Management Frameworks?

Don't know

If yes, please describe:

If not, please explain:

No provisions for RB outputs are made.

Indicators: Have indicators to measure progress in implementing commitments under the action plan been established?

Don't know

If yes, please describe what indicators:

Monitoring, Evaluation and Reporting

Monitoring: Has any monitoring mechanism for implementation of SCR 1325 been established within your entity at Headquarters?

Don't know

If yes, please describe:

If not, please explain:

OSAGI, in collaboration with the IANWGE network, prepares the annual Secretary-General's reports to the Security Council on implementation of

resolution 1325. OSAGI, through this consultation, is looking to define system-wide mechanisms for coordination and monitoring.

Monitoring: Has any monitoring mechanism for implementation of SCR 1325 been established within your entity in the field?

Don't know

If yes, please describe:

If not, please explain:

Sex and age disaggregated data: Is sex and age disaggregated data collected on a routine basis?

Don't know

If yes, please describe:

If not, please explain:

Reporting: Is information on gender issues and implementation of SCR1325 routinely included in official reporting?

Don't know

If yes, please describe:

OSAGI, in collaboration with the IANWGE network, prepares the annual Secretary-General's reports to the Security Council on implementation of resolution 1325. OSAGI also provides inputs to reports prepared by other entities upon request.

If not, please explain:

Capacity-Building

Training: Have any specific training programmes/modules/courses on SCR 1325 been developed as a special course/regular staff training/management/leadership or technical training?

Don't know

If yes, please describe:

If not, please explain:

Given the size of OSAGI no internal training has been developed.

What categories of staff are being trained? [Senior Management]

No

What categories of staff are being trained? [Professional Staff]

No

What categories of staff are being trained? [Technical Staff]

No

What categories of staff are being trained? [Uniformed personnel]

No

What categories of staff are being trained? [Support staff]

No

What categories of staff are being trained? [Other]

Tools and guidelines for implementation of SCR1325 Have specific tools, such as guidelines, checklists and/or instructions been developed to assist staff in implementing SCR 1325?

Don't know

What categories of staff? [Senior Management]

No

What categories of staff? [Professional Staff]

No

What categories of staff? [Technical Staff]

No

What categories of staff? [Uniformed personnel]

No

What categories of staff? [Support staff]

No

What categories of staff? [Other]

How are these tools used by staff at Headquarters? Describe briefly:

OSAGI collaborates with different entities in development of tools and guidelines and compiles an inventory of United Nations resources on women, peace and security, which is made available.

Have any specific challenges been encountered?

How are these tools used by staff in the field? Describe briefly:

Have any specific challenges been encountered?

Knowledge-management: Is there a system in place within your entity to collect and disseminate data and information on the implementation of SC1325, including good practice examples and lessons learned?

Don't know

If yes, please describe how information technology is used in that process.

OSAGI, in collaboration with the Inter-Agency Task Force on Women, Peace and Security has compiled an 'Inventory of United Nations Resources on Women, Peace and Security. This is available online at: http://www.un.org/womenwatch/feature/wps/ along with other resources related to women, peace and security and implementation of Security Council resolution 1325 (2000). The inventory is currently being updated to reflect the most recent resources available within the UN system. Links to the expert group meetings and related reports can also be found on the same website.

If yes, please describe how such data and information are used to improve the work of your entity on the implementation of SCR 1325.

It would be possible to add a section to the online feature on good practices (this has been proposed), but this would require the active collaboration and information exchange with all UN system partners as they would have to provide this information to be shared.

Resource Allocation

Financial Resources: Have adequate financial resources been allocated towards your entity's implementation of commitments under the action plan?

Don't know

If yes, please describe [differentiate between RB and XB]:

If not, please explain:

There is no regular budget funding available for this area of work. In 2006, the Office had a budget of $50 000 in extra budgetary resources for women, peace and security related activities.

Human resources: Has a gender unit/focal point/or focal points for follow-up been designated for Headquarters?

Don't know

Human resources: Has a gender unit/focal point/or focal points for follow-up been designated for the field?

Don't know

If yes, please describe and specify level/s of staff:

If not, please explain:

Since 2004, OSAGI has not had a post dedicated to women and peace. Three staff members [(P5, P4 from 1 June 2006) and P2] have worked, under guidance of the Special Adviser on Gender Issues on this area part-time.

How many other staff members are directly involved in implementation? Please indicate professional level.

In total, three staff members [(P5, P4(from 1 June 2006) and P2] have worked on this area part-time

Gender Balance: Have any specific initiatives been taken at Headquarters to achieve gender balance at all levels and all categories of staff?

Don't know

If yes, please describe:

The Focal Point Office situated in OSAGI monitors progress made by the UN System in reaching gender parity at all levels and in all categories of posts, particularly in senior and decision-making posts; OSAGI works with a global network of 60 focal points and alternates located in different departments and offices of the Secretariat. In addition, the Office cooperates with relevant entities of the UN System to strengthen policy development and implementation in all areas with a bearing on the improvement of the status of women. This includes issues of relevance to conditions of employment, work environment, work balance issues, recruitment and retention as well as advocacy and outreach. The Special Adviser is a member of the Senior Review Group and provides, upon request, recommendations of qualified female candidates to the Secretary General, Heads of DPKO and DPA, as well as other Heads of UN entities for high level posts. The office of the focal point participates in ex officio capacity in the Central Review Bodies. Of particular mention is the analysis of the causes for the slow advancement of women, requested by the General Assembly. It was undertaken in 2005 for the wider UN system and will be reported on to the next session of the General Assembly. The first phase of the study was undertaken solely for the Secretariat and was reported on in 2004.

Have any specific challenges been encountered?

More specific accountability for and implementation of the special measures for gender equality. Management culture and mechanisms for accountability need to be reviewed to ensure that they do not directly or indirectly disadvantage women. Promulgation of modified terms of reference of the Departmental Focal Points for Women, enhancing their participation in the processes of relevance to increasing and sustaining gender balance in the organization. These functions have been seriously weakened under the new staff selection system in effect since 2002. Effective and efficient processes of grievance resolution and internal administration of justice have special bearing on the

situation of women. These systems need to be harmonized, made user friendly and clarified.

Gender Balance: Have any specific initiatives been taken in the field to achieve gender balance at all levels and all categories of staff?

Don't know

If yes, please describe:

Have any specific challenges been encountered?

What suggestions do you have for improving implementation of the system-wide action plan during 2006-2007?   You may choose to provide information in the following categories, or other information according to your priorities. Please be brief.

Coherence and Coordination, including interagency coordination

There is a need for: - coherent approach to the implementation of SC1325 (common understanding of goals and approaches   to achieving gender equality, coherence in standards for gender mainstreaming, individual entity's capacities, accountability of staff and senior management, coherent planning and   programming methods, gender mainstreaming tools and methodologies, systematic monitoring and   joint planning and programming, common/coherent methods of reporting and evaluation. - improved coordination to be based on a clear overview of what is being done, what remains left   to do and what could be improved. - strengthen cooperation and dialogue among all major stakeholders within UN system; especially between the policy and fields levels. - a concise system-wide plan that identifies priorities, strategies and actions to achieve them,   deadlines and resources, and ensures sustainability of undertaken efforts. Such plan will create   a foundation for coherent and coordinated implementation of SC1325.   - improved mechanisms for coordination, including through strengthening the capacity of   coordination mechanisms. - increase of financial and human resources (staff time) available for the actual interagency coordination work - strengthen partnerships between UN entities, Member States, regional and sub-regional   organizations, academic institutions and civil society organizations. - improved sustainability of activities and follow-up on different initiatives, including   recommendations in different reports.

Accountability

There is a need for developing an efficient accountability mechanism(s) based on the improved system -wide monitoring and reporting. Accountability mechanism(s) should promote coherent and coordinated strategy in support of the implementation of SC1325 among UN entities and include an incentive

framework for good performance. Demonstrated political will and accountability at senior levels of UN entities, Heads of entities, SRSGs, RC's and senior staff is critical to successful implementation of gender mainstreaming and the provisions of SCR 1325. Challenges persist in ensuring that staff other than gender specialists assume this responsibility.

Results-based Management

Monitoring, Evaluation and Reporting

A mechanism for the systematic review of performance of the UN system in the gender field is required and would focus on the inadequate attention given to monitoring, the collection and compilation of sex-disaggregated data and information, which is necessary for the implementation of gender mainstreaming in specific sectors. Interagency measurable goals and timelines for gender mainstreaming and the empowerment of women, as well as indicators for monitoring and evaluation of the integration of gender perspectives in the work of UN entities need to be established.

Capacity-Building

• Ensuring an institutional structure that is supportive of gender equality and the empowerment of women. and promotes a strategy of gender mainstreaming. • Achieve common understanding of gender mainstreaming strategy, especially at the field level. • Organize regular gender training for all categories of staff. • Promote collection of data and information disaggregated by sex. • Enhance in-house expertise in gender analysis through regular training and promote . better use of gender experts in needs assessments, mission planning, programme development etc • Improve dissemination of information, international normative documents, policy decisions, tools, guidelines etc, including to national counterparts, civil society organizations and local communities. • Organize on a regular basis awareness-raising campaigns, including with the help of mass media.

Human and Financial Resource Allocation

There are not sufficient human and financial resources allocated to UN entities, programmes and projects that aim to support the mainstreaming of a gender perspective into peace and security issues and/or aim to support the empowerment of women and their participation in prevention activities, peace processes and post-conflict reconstruction. Here it is important to engage Member States, including donor countries, in support for such work as they make the decisions on regular budget funding in ACABQ and the Fifth Committee and provide extra-budgetary resources.

Gender Balance

A number of measures are needed, including: • more specific accountability for and implementation of the special measures for gender equality; • transparent recruitment processes; • wide dissemination to vacancy announcement - or outreach to - professional organizations women's organizations and

networks; • active outreach to identify suitable women candidates especially for senior level posts   including SRSGs; • career development programs to prepare women for managerial positions • attention to spouse employment issues; • clear job descriptions (with more focus on actual experience and skill mix than on narrowly   defined years of experience or types of education); • improved used of mentoring; • systematically updated and targeted rosters are needed.

Other:

If your entity could do only two things to improve its own implementation of the Action Plan, what do you think would be most useful?

1. Overcoming confusion about gender mainstreaming. Comprehensive and common understanding of how to apply gender mainstreaming to the implementation of SC1325 2. Building a clearer understanding of coordination itself, with clear identification of mandates, responsibilities and expected outcomes.

Are any there any other comments you would like to make?

OSAGI's main role is to ensure advocacy and coordination of the implementation of SCR 1325. The efficient performance of OSAGI depends on provision of adequate financial and human resources. It should also have the authority through Inter-agency mechanism to set concrete goals for policy actions and carry out comprehensive system-wide monitoring for the implementation.   OSAGI is not an operational entity. It relies on networking and coordination with operational entities, Member States and civil society organizations to move the 1325 agenda forward.

Do you have any suggestions for improving this questionnaire for use in subsequent years?

It should be shorter. Easier for entities to access and share with colleagues – a printable version should be available online.