



**Administrative Committee  
on Coordination**

ACC/1997/8  
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ENGLISH ONLY

REPORT OF THE INTER-AGENCY COMMITTEE ON WOMEN  
AND GENDER EQUALITY ON ITS SECOND SESSION

(New York, 5 and 6 March 1997)

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## INTRODUCTION

1. The Administrative Committee on Coordination (ACC) Inter-Agency Committee on Women and Gender Equality held its second session in New York on 5 and 6 March 1997. The agenda for the session, as adopted by the Committee, is contained in annex I of the present report; the list of participants is contained in annex II. The session was chaired by Ms. Angela E. V. King, Assistant Secretary-General and Special Adviser on Gender Issues and Advancement of Women, who had been designated by the Secretary-General to chair the Inter-Agency Committee on behalf of the United Nations.

### I. MATTERS FOR CONSIDERATION BY THE ADMINISTRATIVE COMMITTEE ON COORDINATION

#### A. Mainstreaming a gender perspective into all policies and programmes of the United Nations system

2. The following principles/prerequisites of mainstreaming a gender perspective are submitted to ACC for endorsement. ACC is invited to request the subsequent issuance of administrative instructions or similar action by all members of ACC to ensure that a gender mainstreaming policy is consistently implemented in all departments and organizations of the system and by all levels of staff in all areas, in keeping with the Beijing Platform for Action.<sup>1</sup> In this regard, it is noted that:

(a) Responsibility for gender mainstreaming starts at the highest level and that all staff members should take responsibility for mainstreaming;

(b) Gender units/focal points to serve as catalysts, and policy and programme advisers, and to monitor processes and results, are essential for gender mainstreaming and should have the visible support of decision makers;

(c) Gender competencies of staff at all levels should be strengthened;

(d) Accountability/incentive systems should be established to effect the move from rhetoric to practice;

(e) Programme budgets and budget codes should be assessed to determine what resources go into gender mainstreaming.

3. The Committee invites ACC, in its consideration of peacekeeping, rehabilitation and development at its first regular session of 1997, to recognize the need to mainstream a gender perspective into all activities undertaken by the United Nations system in these areas.

4. The Committee draws the attention of ACC to the need to have more women in decision-making positions in the United Nations system with a view to achieving 50/50 gender balance by the year 2000. It also notes that particular efforts are needed to ensure that women are not disproportionately affected by any reorganization/retrenchment exercises within the United Nations system. In that

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regard, the crucial role of gender units/focal points for the mainstreaming of a gender perspective into all policies and programmes is emphasized.

B. Provisional agenda, dates and venue of the third session of the Committee

5. It was agreed that the Committee would hold its third session, of three days' duration, at United Nations Headquarters in New York, immediately prior to the forty-second session of the Commission on the Status of Women. The provisional agenda for the third session, the dates of which remain to be determined, is contained in annex III.

II. WORK OF THE INTER-AGENCY COMMITTEE ON WOMEN AND GENDER EQUALITY

A. Action taken and decisions adopted by the Committee

6. The Committee decided to establish an inter-sessional working group on mainstreaming a gender perspective, to be convened by its Chairperson. The working group, together with counterpart groups in other duty stations, would prepare specific issues for decision by the Committee at its annual session.

7. The Committee supported the proposal to convene a joint workshop on experiences in mainstreaming with the Organisation for Economic Cooperation and Development (OECD)/Development Assistance Committee (DAC) Women in Development (WID) Group and agreed to make efforts to identify resources for this purpose.

8. The Committee decided that elements of the Joint Consultative Group on Policy (JCGP) papers would be reflected in the report of the Secretary-General on mainstreaming a gender perspective into all policies and programmes of the United Nations system, to be submitted to the Economic and Social Council at its 1997 coordination segment. The papers would be further reviewed, and two of the three papers would, if possible, be combined into one for use in further inter-agency discussions, for circulation among the United Nations system, and so forth. Their use as background papers, after revision, at the proposed joint workshop with the OECD/DAC WID Group was endorsed.

9. The Committee agreed on a number of lessons learned from experience gained so far in mainstreaming. The principles/prerequisites recommended for ACC endorsement will be included in the mainstreaming report to the Economic and Social Council.

10. In light of the various activities being undertaken by the United Nations system and by ACC in developing statistics and indicators and qualitative data for monitoring follow-up to recent global United Nations conferences, the Committee decided to assess such efforts, to evaluate them with regard to gender dimensions and gender programming, and to prepare recommendations for harmonization and elimination of duplication. The United Nations Statistics Division was asked to prepare a report on the development of statistics and indicators relating to gender issues including any relevant work at regional and

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national levels. The JCGP Gender in Development (GID) Sub-group agreed to prepare a report on efforts to develop qualitative data.

11. The Committee noted that quantification of resources benefiting women and of those benefiting men as a result of mainstreaming was essential. A disaggregation of resources was necessary in order to assess and monitor whether women benefited from such resources in such a way as to accelerate the achievement of the goal of gender equality. Even more importantly, it was essential to monitor whether the disadvantages that women faced in specific areas were being remedied. Consequently, it decided to elaborate guidelines for budgeting processes and coding of budgets. It entrusted its inter-sessional working group with preparing a draft for discussion and action at its next session.

12. The Committee decided to entrust its Chairperson, with the support of ad hoc working groups in Rome, Geneva, Vienna and New York, with the preparation of a draft mission statement for circulation and adoption by e-mail (or fax, as appropriate) for submission to ACC at its second regular session of 1997 (October).

13. The Committee decided to continue monitoring the inclusion of gender aspects in the ACC task forces for integrated conference follow-up. To that end, it entrusted the United Nations Development Fund for Women (UNIFEM) to continue to link with the task forces and to keep the Chairperson of the Committee informed on an ongoing basis regarding these matters with a view to a gender perspective's being reflected in all recommendations that would emanate from their work.

14. The Committee decided to request UNIFEM to consult with members of the Committee on the work of the Gender Advisory Board to the Commission on Science and Technology for Development, and to present proposals to the Committee at its next session on ways and means of strengthening coordination between the Board and the Inter-Agency Committee, including reporting.

#### B. Summary of discussion

15. The meeting was opened by Ms. Angela E. V. King, who welcomed the participants and made an opening statement. She paid tribute to the leadership provided by Ms. Rosario Green, former Chairperson of the Committee, in the Committee's establishment and first session.

16. Ms. King noted progress in the mainstreaming of a gender perspective into all policies and programmes of the United Nations system, both at the intergovernmental level and at the level of the secretariats. She identified as the Committee's paramount challenge the need for the United Nations system to remain at the cutting edge and to provide leadership in translating into practical reality the rhetoric of mainstreaming. Not only the economic and social areas and operational activities, but all areas in which the United Nations system had a mandate, needed to mainstream a gender perspective. As accountability for mainstreaming was essential, indicators needed to be established and performance monitored. Better communication among the gender

focal points throughout the system, improved coordination and a renewed emphasis on comparative advantages to avoid duplication and overlapping remained goals in the system's activities on gender issues and mainstreaming. As regards catalysts for progress in mainstreaming and gender issues, she encouraged the Committee and its members to engage in a more direct and sustained policy dialogue with their colleagues, and to provide advice and guidance on gender mainstreaming.

17. Referring to the background papers that had been prepared for the second session, she expected the Committee to take decisions on recommendations to ACC on mainstreaming, and to prepare comments for ACC's upcoming discussion on peacekeeping, rehabilitation and development. She also expected that additional guidance would be provided on the finalization of the report of the Secretary-General on mainstreaming for the 1997 coordination segment of the Economic and Social Council. She urged the Committee to consolidate a strategic and systematic approach to its long-term work programme and, to that end, to put in place a rolling work programme for two-year periods. She also proposed the establishment of a working group on mainstreaming, with counterpart groups in other duty stations, which would meet inter-sessionally in order to carry forward work on particular issues.

Mainstreaming: indicators

18. The Committee discussed indicators and their role in mainstreaming a gender perspective, based on a discussion paper prepared by the United Nations Statistics Division on behalf of the JCGP GID Sub-group (IACWGE/II/BP.3). The significant accomplishments made in the development of statistical indicators on gender and the importance of close collaboration between the United Nations Statistics Division and the international organizations most directly concerned with women's issues, as reflected in such publications as The World's Women, were recognized. The Committee commended the extensive work done over the years by the United Nations Statistics Division in cooperation with other United Nations entities, on data and indicators disaggregated by sex. The long-standing support of the United Nations Population Fund (UNFPA) in developing and maintaining the Wistat database was also commended. The interest expressed by a number of entities in strengthening cooperation with the Statistics Division was noted. A new and relevant development in the field of social indicators was highlighted: The Statistical Commission had endorsed the Minimum National Social Data Set (MNSDS) as a guide for national statistical services to considering data requirements for monitoring implementation of the social programmes of action adopted at United Nations conferences.<sup>2</sup> The ongoing coordination through the Subcommittee on Statistical Activities of the Consultative Committee on Programme and Operational Questions (CCPOQ) was also noted.

19. In addition to the work of the United Nations Statistics Division, there has been activity among a number of other entities, which are collecting statistics disaggregated by sex in their areas of specialization. The entities collecting statistics include the United Nations Industrial Development Organization (UNIDO) on women in industry; the Food and Agriculture Organization of the United Nations (FAO) on women in the agricultural sector, forest and fisheries; the United Nations Educational, Scientific and Cultural Organization

(UNESCO) on women and education; the International Labour Organization (ILO) on employment; and the United Nations Children's Fund (UNICEF) on children. The United Nations Development Programme (UNDP) maintains the gender empowerment measure (GEM) established in the Human Development Report, 1995.<sup>3</sup> In implementing the Platform for Action, regional commissions such as the Economic and Social Commission for Asia and the Pacific (ESCAP) and the Economic and Social Commission on Western Asia (ESCWA), have established baseline data that will be used to monitor implementation. The International Research and Training Institute for the Advancement of Women (INSTRAW) noted the recent launching of a book on satellite accounts.

20. The discussion also focused on areas where work was needed to develop and improve statistics and indicators, including time use, gender-sensitive poverty measurement, human rights, reproductive rights and violence against women. Concerning the latter topic, the World Health Organization (WHO) is developing a database on violence against women. A request was made for the United Nations Statistics Division to undertake a mission to Rome to discuss with FAO, the International Fund for Agricultural Development (IFAD) and the World Food Programme (WFP) the matter of the development and use of statistics on the role of women in agriculture and related concerns of these agencies. The importance of qualitative data for monitoring many aspects of the Platform for Action was also discussed.

Mainstreaming: policy enforcement and accountability

21. Discussion of this topic was based on a discussion paper prepared by UNICEF on behalf of the JCGP GID Sub-group (IACWGE/II/BP.5). The paper considered accountability at three levels: planning and programming processes; institutional environment; and individual capacity and performance. Recommendations for increasing accountability in these areas were put forward. The Committee welcomed the paper as a useful basis for discussion. It noted with interest WFP's experience with its incentives/rewards system for gender mainstreaming. Some entities, including ILO, FAO, WFP and the Office of the United Nations High Commissioner for Refugees (UNHCR), reported on the establishment and functioning of special institutional mechanisms for coordinating and monitoring the mainstreaming of gender issues. Their effectiveness in ensuring organizational responsibility and accountability for gender mainstreaming was discussed.

Mainstreaming: parameters for evaluating best practices

22. A discussion paper on this topic had been prepared by the JCGP GID Sub-group, with UNDP as the lead agency (IACWGE/II/BP.4). The paper reviewed five key parameters for evaluating mainstreaming practices, namely, why mainstreaming; what is involved; where it needs to take place; by whom it needs to be carried out; and how it is to be implemented. The paper reflected experience gained from field-level case studies as well as institutional experience. Both papers were presented as drafts. Committee members provided suggestions for their finalization.

23. The complementarity of the two papers mentioned in paragraphs 21 and 22 above being noted in particular, it was suggested that they be combined to

eliminate any duplication. While the importance of a supportive institutional framework for successful mainstreaming in policies and operations was acknowledged, there was some concern about the strong emphasis in the paper contained in document IACWGE/II/BP.4 on the institutional dimension of mainstreaming. The response of the client (for example, in operational activities) and the client's ability to reflect and integrate a mainstreaming approach also needed to be addressed. In that regard, it was agreed that the means, methods and tools for translating the mainstreaming approach into practice at the field level, while constituting a logical extension of institutional transformation, needed further elaboration. At the same time, there was a strong sense that the United Nations system itself was not yet practising mainstreaming. The papers should focus more on the institutional capacity of the organizations to undergo the necessary transformations implied by gender mainstreaming as well as on changes in individual awareness and skills.

24. It was felt that the roles and functions of substantive/programmatic gender focal points, and focal points dealing with personnel/affirmative action issues needed to be clarified. Mainstreaming of a gender perspective in policies/programmes and in projects was not to be identified only, or confused, with affirmative action in an organization, although the one could certainly reinforce the other. Close cooperation with the Consultative Committee on Administrative Questions (CCAQ) was considered a useful approach to linking personnel and substantive gender issues in the context of ACC.

25. The difficulties of securing the support and interest of senior managers in areas not traditionally associated with women and gender issues were noted and, consequently, a recommendation or guidance from ACC to the system would be essential.

26. The comment was made that many projects either continued to have a women-specific component, or had been designed to target women, rather than to mainstream gender. It was proposed to conduct mainstreaming reviews of departments and bodies and to provide subsequently practical support for mainstreaming, taking into account that, in most sectors, women-specific approaches were still required as well to remedy inequities.

27. Experiences with gender training were discussed. The need to identify target groups for training and to differentiate training according to the level and responsibilities of the target group was highlighted particularly. Many entities have provided, and continue to provide, training on women's issues and gender mainstreaming for different levels of staff. It was also emphasized, however, that training alone was not enough. At the same time, training for gender sensitivity should be a requirement for all staff at all levels. Gender briefing sessions should be provided for senior managers. All training offered by the United Nations system should have a gender component.

28. ILO, for example, has a programme for organizing gender training for its staff and constituent members, training activities for the gender focal points and briefing sessions on gender issues for department directors and branch chiefs. In addition to broad gender training, a number of entities also provide

sectoral training, with an emphasis on differential impacts of policies and approaches on women and men.

29. It was suggested that "gender competencies" needed to be strengthened through a variety of means, not only training. The impact of training as a tool for transforming approaches to development and to equality/rights issues needed to be further assessed. While training might have an impact on the individual, its impact on an organization was difficult to assess. Incentives for learning and motivation, rather than training alone, therefore needed to be explored.

30. The Committee emphasized that gender mainstreaming was most effective when combined with a participatory approach to planning/programming and project implementation. It also stressed the importance of working with non-governmental organizations and women's groups, and of forming alliances and partnerships to build capacity for progress in mainstreaming.

31. The two JCGP GID Sub-group papers should further explore ideas for a rewards system for mainstreaming, particularly in areas that have been traditionally considered "technical" and thus less amenable to the introducing of gender variables. In such instances, intergovernmental mandates could be a useful incentive for achieving progress. Gender sensitivity should also be included as part of the evaluation of staff performance, both in substance and in approach.

32. FAO, ILO and UNDP have taken the lead in developing a socio-economic and gender analysis (SEAGA) programme as a collaborative effort with multilateral and bilateral agencies, non-governmental organizations and national academic institutions. This includes a conceptual framework, methodologies, materials, and tools for information and training. The importance of participatory and stakeholder approaches was emphasized. UNHCR and UNICEF have been engaged in extensive gender training using gender awareness, analysis and gender planning. Equality and empowerment, which are addressed in the UNICEF empowerment framework, were considered to be very useful.

33. The question of resources for mainstreaming was considered to be of essential importance at all levels, including the regional/national level. In that regard, it was noted that the current budget codes did not allow for an assessment of allocations disaggregated by sex. If expenditures are presented as being "mainstreamed", there is no accountability for resources benefiting women. It was important to be able to track expenditures that were contributing to reducing the gap in benefits accruing to both women and men. Thus budget codes needed to be reviewed and made more specific. The lack of a common understanding of how to identify an activity that had mainstreamed gender - as well as activities targeted to women - and of determining benchmarks for assessing who benefited was a serious concern.

34. The difficulty of disaggregating a budget according to beneficiaries was noted and it was suggested that activities should be disaggregated and monitored and evaluated on the basis of their differential impact on client groups including women and men. Others suggested that, notwithstanding the difficulties involved, the quantification of resources benefiting women was essential, as this was necessary to assess whether disadvantages women faced in



specific areas were being remedied. Agencies should be encouraged to set themselves resource targets that would reinforce accountability, promote equality and bridge the gap between men and women.

35. A planned workshop between the OECD/DAC Expert Group on WID and United Nations system focal points in the second half of 1997 in Europe to exchange experiences and lessons learned, and to develop common strategies for gender mainstreaming, was strongly supported by the session.

Mainstreaming: report of the Secretary-General on mainstreaming to the 1997 coordination segment of the Economic and Social Council

36. Discussion of this topic was based on a draft prepared by the Division for the Advancement of Women of the United Nations Secretariat (DAW) with input from the United Nations system (IACWGE/II/BP.1 and Add.1). The report will serve as a basis for consideration by the Economic and Social Council at its coordination segment, and is expected to present action-oriented recommendations on means to enhance system-wide coordination on gender issues and to mainstream a gender perspective throughout the United Nations system.

37. Members of the Committee commended the draft that had been prepared by the Division for the Advancement of Women of the United Nations Secretariat. During the discussion, it was agreed that elements from the three papers of the JCGP GID Sub-group would be incorporated into the report in the relevant sections. Detailed proposals on the structure of, and emphasis in, the report, and on drafting were made. Agency examples of best practices were provided. It was noted that a number of entities use the term "equity", whereas this term had been rejected by the Fourth World Conference on Women and did not appear in the Platform for Action. The Platform for Action uses only the term and concept of "equality". Consideration could be given to preparing a glossary of commonly used terms for use by the United Nations system.

38. The Committee agreed to provide further written comments and input, in particular with regard to questions raised in square brackets in the draft, to the Division for the Advancement of Women of the United Nations Secretariat. The Committee took note of the strict deadlines contained in paragraph 4 of the annotated agenda that would have to be adhered to in the finalization of the report.

Women in the peace process and gender and emergencies

39. Discussion of this item was based on a draft paper prepared by UNHCR with input from a number of entities of the United Nations system (IACWGE/II/BP.7). The paper explored two themes, namely women in the peace process, and gender-specific issues arising in emergency situations. It presented a number of recommendations for improving system-wide coordination. Issues explored in the paper included women's participation in the peace process, including in decision-making roles and in building and ensuring peace; human rights of women in emergency situations and situations of armed conflict; relief aid management and distribution; and health and reproductive rights of women in emergency situations.

40. The Committee thanked UNHCR for the considerable effort undertaken in preparing this draft. A number of suggestions for further revisions were made, including changes in the conceptualization of the paper, its structure and the draft recommendations, in particular with regard to accountability dimensions. Additional written input to revising the paper should be sent to UNHCR by mid-April.

41. The Committee was briefed by the Division for the Advancement of Women of the United Nations Secretariat on the approach of, and the issues to be addressed in, an expert group meeting on gender-based persecution that the Division would convene in preparation for the 1998 session of the Commission on the Status of Women. All interested entities were invited to participate in, or contribute to, the DAW's expert group meeting on gender-based persecution planned in the second half of 1997. That meeting was expected to present an opportunity for exploring further a number of the substantive issues introduced in the paper, as a basis for improved coordination by United Nations system entities.

#### Mission or advocacy statement

42. The potential of a mission statement for putting forward a common vision of the United Nations system on gender mainstreaming and women's issues was discussed. The Charter of the United Nations, the Platform for Action, the Convention on the Elimination of All Forms of Discrimination against Women<sup>4</sup> and other international human rights instruments should be considered in its elaboration.

#### Reporting requirements to intergovernmental bodies requiring United Nations system input

43. Based on two notes prepared by the Division for the Advancement of Women of the United Nations Secretariat (IACWGE/II/note.1 and 2), the Committee took note of a number of reports of the Secretary-General, to be prepared by the Division for the Advancement of Women of the United Nations Secretariat for submission to intergovernmental bodies, which will require the contributions of all or selected entities of the United Nations system. Most notably, inputs will be required for the 1999 World Survey on the Role of Women in Development, and for two reports to the General Assembly at its fifty-second session (on integration of women in development, and rural women), as well as for the rolling report on follow-up to the Fourth World Conference on Women and mainstreaming of a gender perspective, and for the 1998 mid-term review of the system-wide medium-term plan for the advancement of women. Deadlines for submission of contributions are reflected in the two notes. A consultative process for the preparation of three reports was discussed and agreed upon.

#### Interaction with ACC machinery

44. The Committee welcomed the information on activities of a number of ACC bodies, in particular CCPOQ, the Inter-Agency Committee on Sustainable Development (IACSD), and CCAQ, contained in a note prepared by the International

Monetary Fund (IMF), in collaboration with IFAD and the Division for the Advancement of Women of the United Nations Secretariat (IACWGE/II/BP.6), and the oral report by ILO (on CCAQ). Note was taken of the timing and agenda of these bodies, and of opportunities to establish linkages to facilitate gender mainstreaming.

45. Members of the Committee will establish cooperation with their counterparts on CCAQ, CCPOQ and IACSD to raise gender awareness. The Committee also requested its Secretary to review the agendas and work programmes of these committees with their respective secretaries in order to determine issues where cooperation on mainstreaming could most readily be pursued.

#### Interaction with the ACC task forces on integrated conference follow-up

46. UNIFEM presented a report on this matter (IACWGE/II/BP.8), which was considered very useful by the Committee. Note was taken of the fact that, apparently, gender considerations were unevenly reflected in the work of these task forces. For example, the reporting on governance needed to be examined from a gender perspective and the work on indicators should also reflect a gender perspective. While some country studies visibly incorporated gender considerations, others lacked such an approach. The attention of the task forces needed to be drawn to opportunities for more actively incorporating a gender perspective into their analyses and activities.

#### Other matters

47. UNIFEM briefed the Committee on activities aimed at inter-agency coordination undertaken in connection with the Gender Advisory Board of the Commission on Science and Technology for Development. The Committee expressed an interest in identifying modalities for establishing links with the Board.

48. The Committee was briefed by the Focal Point on the Status of Women in the Secretariat on the status of women in the Secretariat and on efforts to promote inter-agency collaboration on recruitment and other issues. Resources are needed to support this work (for example, the creation of a system-wide electronic database of women in respect of recruitment to senior positions). The link between affirmative action policies and mainstreaming of a gender perspective in programming needed to be further explored.

49. Concerns were raised that gender units/focal points might be disproportionately affected in the reform and restructuring process of the United Nations system, and that the situation would need to be monitored closely and carefully. The Committee also suggested that the presentation to intergovernmental bodies of statistical information regarding the numbers and percentage of women at all levels system-wide should be revived and a relevant recommendation would be included in the report on mainstreaming to the Economic and Social Council. The Committee would strengthen its interaction with CCAQ, and the ACC statement of February 1995 on the status of women in the secretariats of the United Nations system should be monitored by both committees.

Notes

<sup>1</sup> Report of the Fourth World Conference on Women, Beijing, 4-15 September 1995 (United Nations publication, Sales No. E.96.IV.13), chap. I, resolution 1, annex II.

<sup>2</sup> See Official Records of the Economic and Social Council, 1997, Supplement No. 4 (E/1997/24), chap. X, para. 67 (a).

<sup>3</sup> New York, Oxford University Press, 1995.

<sup>4</sup> General Assembly resolution 34/180, annex.

Annex I

AGENDA

1. Opening of the session and adoption of the agenda.
2. Mainstreaming: review of conceptual and practical aspects.
3. Mission or advocacy statement on the advancement and empowerment of women and the mainstreaming of a gender perspective.
4. Indicators, parameters for assessing best practices, and policy enforcement and accountability: issues of coordination and mainstreaming and implications for further action.
5. Interaction with ACC machinery:
  - (a) Task forces on conference follow-up: next steps;
  - (b) Cooperation with other ACC machinery: CCAQ, CCPOQ, IACSD.
6. Women in the peace process: issues of mainstreaming.
7. Other matters:
  - (a) Briefing by the Division for the Advancement of Women of the United Nations Secretariat on upcoming reporting requirements of the United Nations system;
  - (b) World Survey on the Role of Women in Development, 1999;
  - (c) Exchange of information on upcoming joint activities;
  - (d) New ideas for future action;
  - (e) Any other business.
8. Adoption of the report, including dates and agenda for the third session.

Annex II

LIST OF PARTICIPANTS

Chairperson: Angela E. V. King (United Nations)

Secretary: Kristen Timothy (United Nations)

United Nations, its entities and programmes

Office of Legal Affairs	Mahnoush Arsanjani
Department of Political Affairs	Joan Seymour
Department of Peacekeeping Operations	Mary Eliza Kimball
Department for Policy Coordination and Sustainable Development	Jane Connors Dorota Gierycz Natalia Zakharova Christina A. Brautigam
Department for Economic and Social Information and Policy Analysis - Statistics Division	Joann Vanek
Department for Economic and Social Information and Policy Analysis - Population Division	Birgitta Bucht Keiko Osaki
Department for Development Support and Management Services	Tsu-Wei Chang
Department of Public Information	Marian Awwad
Department of Administration and Management	Zohreh Tabatabai
Office of the United Nations High Commissioner for Human Rights/Centre for Human Rights	Purificacion V. Quisumbing
Economic Commission for Europe	Patrice Robineau
Economic Commission for Latin America and the Caribbean	Miriam Krawczyk
Economic and Social Commission for Asia and the Pacific	Thelma Kay

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Economic and Social Commission for Western Asia	Akil Akil
Regional commissions, New York office	Margaret McCaffery
United Nations Children's Fund	Misrak Elias Sree Gururaja
United Nations Conference on Trade and Development	Gloria V. Koch
United Nations Development Programme	Rosina Wiltshire Benjamin Gurman
United Nations Development Fund for Women	Maxine Olson Joan Sandler Marilyn Carr Comfort Lamptey
United Nations Volunteers	Ulrika Richardson-Golinski
United Nations Environment Programme	Pierre Quiblier
United Nations Population Fund	Diane Lee Langston
World Food Programme	Mohamed El Kouhene
United Nations Centre for Human Settlements (Habitat)	Aliye Pekin Celik Laura Licchi
Office of the United Nations High Commissioner for Refugees	Rita Reddy Tsegereda Assebe
United Nations University	Suzanne DiMaggio
International Research and Training Institute for the Advancement of Women	Martha Dueñas Loza Borjana Bulajic
International Trade Centre UNCTAD/World Trade Organization	Sabine Meitzel
<u>Specialized agencies and related organizations</u>	
International Labour Organization	Jane Youyun Zhang Tania Mechlenborg
Food and Agriculture Organization of the United Nations	Leena Kirjavainen Serge Narouzi
United Nations Educational, Scientific and Cultural Organization	Zofia Olszowska

World Health Organization	Cecilia Rose-Oduyemi
World Bank	Cecilia Valdivieso Sheila Reines
International Monetary Fund	Inger Prebensen Harriet Shugarman
International Fund for Agricultural Development	Mona Fikry
United Nations Industrial Development Organization	Marie-Anne Martin
International Atomic Energy Agency	Beverly Young



Annex III

PROVISIONAL AGENDA FOR THE THIRD SESSION OF THE COMMITTEE

(New York)

1. Opening of the session and adoption of the agenda.
2. Emerging challenges.
3. Mainstreaming of a gender perspective:
  - Implementation of, and follow-up to, agreed conclusions on mainstreaming (1997 coordination segment of the Economic and Social Council);
  - Quantitative and qualitative indicators for monitoring and evaluating progress in implementing the Platform for Action and for mainstreaming;
  - Guidelines for resource allocations and budgeting;
  - Compilation of best practices for mainstreaming.
4. Interaction with ACC machinery:
  - (a) Task forces on conference follow up: next steps;
  - (b) Cooperation with other ACC machinery: CCPOQ, IACSD; CCAQ:  
  
Relationship between gender focal points and focal points on personnel issues.
5. System-wide medium-term plan for the advancement of women, with a special focus on operational activities.
6. Women and health: issues of substance and of coordination (in preparation for the 1999 consideration of the critical area of concern by the Commission on the Status of Women).
7. Two-year work programme:
  - Issues for 1999 session: preparation of a draft statement for adoption by ACC in 1999 as input into the comprehensive quinquennial review and appraisal of the implementation of the Platform for Action, which will be held in 2000;
  - Gender impact analysis.

8. Other matters:

(a) Briefing by the Division for the Advancement of Women of the United Nations Secretariat on upcoming reporting requirements of the United Nations system;

(b) World Survey on the Role of Women in Development, 1999;

(c) Any other business.

9. Adoption of the report, including dates and agenda for the fourth session.

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