



Administrative Committee on Coordination

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Report of the Inter-Agency Committee on Women and Gender Equality on its fourth session

(New York, 23–26 February 1999)

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I. Introduction

1. The Administrative Committee on Coordination (ACC) Inter-Agency Committee on Women and Gender Equality (IACWGE) held its fourth session in New York from 23 to 26 February 1999. The agenda for the session, as adopted by the Committee, is contained in annex I, the list of participants in annex II. The session was chaired by the Special Adviser on Gender Issues and Advancement of Women on behalf of the United Nations Secretariat.

II. Matters for consideration by the Administrative Committee on Coordination

A. Recommendations addressed to ACC

2. The Committee welcomes the interest of ACC in adopting an ACC statement as input into the special session of the General Assembly in the year 2000 on the theme "Women 2000: gender equality, development and peace in the twenty-first century". The Committee is committed to submitting a draft of such a statement to ACC for action at its second regular session in fall 1999. The Secretary-General and agency heads have given their strong and visible support to the advancement and empowerment of women and gender equality. The Committee emphasizes that the personal commitment of the Secretary-General and his letter of 13 October 1997 to agency heads transmitting agreed conclusions 1997/2 of the Economic and Social Council on gender mainstreaming were particularly effective. Agency heads have recognized the relevance of gender in all areas. In the light of this commitment, the Committee invites ACC to hold a substantive discussion on progress achieved in the implementation of the Platform for Action and gender mainstreaming at its second regular session in fall 1999, based on the Committee's draft statement. Such a discussion would send a clear message to Member States of the central importance attributed by the United Nations system to the goal of achieving gender equality.

3. The Committee invites ACC to lend its support to the conduct of a survey of management commitment to gender mainstreaming. This survey will be conducted by UNFPA on behalf of the Committee through a questionnaire addressed to senior and mid-level managers in all organizations. The Committee invites senior managers to present and discuss the results of the survey in a panel, to be organized by the Committee at the special session in the year 2000.

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

4. It was agreed that the Committee would hold its fifth session for three days at United Nations Headquarters in New York, from 1 to 3 March 2000. The provisional agenda for the fifth session is contained in annex III.

III. Work of the Inter-Agency Committee on Women and Gender Equality

A. Action taken and decisions adopted by the Committee

1. Compilation of good practices

5. The Committee reaffirmed its commitment to prepare a compendium of good practices in implementing the Beijing Platform for Action and gender mainstreaming, based on the work accomplished by its task force (IACWGE/IV/4). It entrusted its task force, chaired by the United Nations Development Fund for Women (UNIFEM) and the United Nations Development Programme (UNDP), to continue its work in accordance with the following guidance provided by the Committee.

6. With regard to the types of cases to be included, the Committee decided that the compendium would include both reports about substantive/field-based programme/project intervention and agency initiatives for mainstreaming gender within the institutional context. The cases will be clearly categorized by type and be presented separately since they will have different appeal to different audiences.

7. With regard to criteria, the Committee endorsed the criteria already in place, while recognizing that it was not necessary for cases to meet all criteria. While impact will continue to be an important criterion, the importance of criteria may vary depending on the type of case. In particular, cases that describe innovative processes used in different stages of the project cycle or in institutional mechanisms are of interest in developing the collection. Moreover, since an inherent objective of developing a good practices collection is to share information across agencies, themes and regions, the Committee emphasized the need for better documentation and discussion of issues relating to replicability.

8. With regard to format, the Committee noted that the prescribed format provided a good synopsis for the

development of the database and the larger collection. It agreed to revise the proposed order of presentation of subsections for better flow (background, strategy, impact, lessons learned, replication, who was involved). Furthermore, it noted that different formats might need to be used for different dissemination possibilities.

9. The Committee welcomed the submission of some 60 cases over the past year but noted the great variation in quality, source, theme, regional representation and agency representation. Consequently, greater attention will be given to the quality and quantity of cases presented for consideration, specifically (a) to obtain any missing information for cases that have already been submitted, and (b) to actively solicit information about noteworthy cases that should be included in the final collection.

10. The Committee noted the strategic opportunity offered for agency-internal discussion by the process of collecting cases. Members of the Committee agreed to seek actively the compilation of cases for submission from their agencies. At least two case studies per agency should be submitted by October 1999, with exceptions only for agencies where gender issues have only recently been addressed. The task force is requested to follow up with individual members of the Committee by May 1999 with a view to obtaining complete information by October 1999. Particular efforts will be made to obtain cases from underrepresented regions, especially Latin America and the Arab region.

11. The Committee noted that resources were required for administrative assistance, editing and analysis, as well as for dissemination vehicles, such as publications and the electronic database. The overall resources required amounted to US\$ 125,000. This included US\$ 55,000 for a publication on good practices at the special session. This amount will be included into the overall funding strategy to be developed by the Committee. At the same time, the task force was requested to develop a separate fund-raising proposal for the good practices compilation.

12. The Committee agreed to give wide publicity to its good practices collection. Between now and May 2000, different dissemination outlets would be developed with two objectives (a) to publicize good practices that have been submitted, and (b) to stimulate further interest in submitting case studies.

13. The Committee endorsed the database presented by the task force as the basis of the development of a full-fledged database of good practices. This electronic repository will include all cases that are deemed to meet at least some of the good practice criteria, and will be hosted through the inter-agency Web site (WomenWatch). The database entries will be presented in the prescribed format, and should be

searchable by the subcategories of this format (i.e., agency name, geographic focus, thematic focus etc.).

14. The Committee will develop a publication of selected good practices to be produced in time for the special session in June 2000. This publication should aim to communicate examples of United Nations accomplishments in implementing the Beijing Platform for Action and gender mainstreaming. The final selection (10 to 20 cases, depending on the quantity and quality of submissions) will be based on selection criteria to be developed by the task force. Since the publication is intended to appeal to a wide range of target audiences, a format different from the current two-page format will be developed. Cases could be developed in greater detail, include photographs and be written in a lively journalistic style.

15. A round table profiling the best of United Nations good practices in implementation of the Platform for Action and gender mainstreaming will be organized at the special session.

2. Budget codes and financial monitoring systems

16. The Committee decided that work on budget codes and financial monitoring systems should continue and build on the inter-sessional progress made by its task force. It designated the task force, chaired by the Division for the Advancement of Women, to continue its investigation of this question and to seek the resources required (US\$ 50,000) to carry out the in-depth study proposed by it. The task force should aim at developing guidelines for financial monitoring, including budget codes in support of gender equality. The Committee requested that such a study and guidelines be completed by February 2000, for submission to and action by the Committee at its fifth session.

3. Women in development/gender focal point study

17. The Committee endorsed the draft questionnaires prepared by the task manager, the United Nations Population Fund (UNFPA), and agreed on a process and time-frame for conducting the survey and analysing its results. In particular, it decided that UNFPA will administer both questionnaires, i.e., one addressed to gender focal points, and a second one addressed to management. The distribution of the questionnaire to gender focal points will be undertaken electronically, with a cover letter by the Chairperson of the Committee. A coding system will be used to ensure both anonymity as well as representativity of replies received. The questionnaire will be self-administered, but in each duty station one staff from a United Nations system entity will be designated to follow up with gender focal points to ensure a

high rate of replies. While most of the resource requirements connected with the conduct of the survey will be absorbed by the task manager, additional funds in the amount of US\$ 5,000 will be required for finalization of the analysis and elaboration of recommendations.

18. The Committee agreed that the Committee's effort at conducting a survey of system-wide management commitment to gender mainstreaming through the second questionnaire should seek the support of ACC. To that end, ACC will be asked to lend its full support to this effort. The Committee expressed its hope that the results of the management survey could be presented and discussed by a panel of senior managers during the special session.

19. Committee members will ensure individually that the largest possible number of gender focal points respond to the questionnaire before the agreed deadline — 31 August 1999 — to enable UNFPA to prepare the analysis and recommendations for submission to the Committee at its fifth session.

20. The Committee will share the results of its survey widely in the hope that other international or regional organizations might undertake similar efforts.

4. Methodologies for gender impact analysis

21. The Committee agreed that the issue of gender impact analysis would receive priority attention in this inter-sessional period. The discussion of current practices had revealed that methods applied and the extent and length of experience with gender impact analysis differed considerably among Committee members' organizations. Methods currently used include self-assessments, questionnaires, project screening, development and use of indicators, assessment workshops and analysis of budget allocations. The Committee agreed that in its future work it would focus on two different levels — the organizational level of gender mainstreaming, and the project level both nationally and sectorally. Further consideration will be given as to whether and how gender impact analysis in normative work should be added as a third level.

22. The Committee agreed on the following objectives: (a) to establish a framework for the Committee's future work in this area; (b) to exchange experiences among Committee members on current practices and methodologies used; and (c) to improve gender impact analysis to influence policies.

23. The Committee requested that the World Bank serve as task manager. Next steps will include: formulation of a framework for and subsequently the collection and compilation of existing practices and methods applied by Committee members (via e-mail). The task manager will also

undertake the organization, hosting and moderation of an e-mail discussion of Committee members to exchange information, discuss experience, and raise relevant issues in the second half of 1999. The results of this e-mail discussion will be presented to and reviewed by the Committee at its fifth session.

5. Compilation of a database on gender training materials

24. The Committee reiterated strongly the benefit which a comprehensive database on gender training materials would bring to all members of the Committee and other potential users. It decided that every effort would be made to see this project to completion. The Committee recognized that its intention of locating the project with the International Research and Training Institute for the Advancement of Women (INSTRAW) was not realistic at present. It decided to entrust the United Nations Children's Fund (UNICEF) with the convening of a working group to discuss all open issues, including the question of a project manager, the extent and cost of the project (the project proposal is costed at US\$ 500,000), fund-raising strategies and the project's location. It was also agreed that potential donors would be involved in this process.

6. ACC statement as input into the special session

25. The Committee adopted a working document containing the approach and outline of the statement and provided further guidance on the statement's content. It agreed on the process and timetable for its preparation. It designated its Geneva-based members, with the support of Paris and Rome-based entities, to prepare a first draft for circulation by the Committee's Chairperson to all members by early May 1999. The International Telecommunication Union (ITU) will serve as Convener of the working group, which will hold its first meeting on 16 April at Geneva. The Committee agreed to finalize the statement by September so that it could be submitted to ACC for discussion and adoption at ACC's second regular session, in October 1999. The Committee agreed that the ACC statement will consist of two parts: part one will be a short policy statement presenting the system's outlook on gender equality in the twenty-first century; part two will consist of supporting analysis and practical steps and measures for translating the policy statement into practice. It was also noted that the ACC statement would present an outward-looking vision, and as such would be complementary to the 1998 mission statement.

7. Funding of the Committee's activities

26. The Committee noted that its secretariat, as well as its activities, were accommodated within the regular workload of its members. These activities have been implemented in a collaborative manner by members through task forces and task managers. In several instances, projects are being implemented with the help of volunteers, or interns, and the Committee expressed its appreciation to them. Several of the Committee's activities, however, have been delayed, or had to be postponed, because of a lack of resources.

27. The Committee decided to establish a task force, to be chaired by the Division for the Advancement of Women, to develop a funding strategy for the Committee's projects and activities. The task force is requested to prepare a budget of all the Committee's ongoing activities, and to identify current and future resources for their implementation. It is also requested to undertake a survey of the resource base of other ACC mechanisms.

8. Interaction with ACC machinery

28. The Committee decided to continue its efforts to strengthen collaboration with other ACC mechanisms. In particular, the work programmes of these Committees should be reviewed with a view to identifying entry points for practical cooperation. The proposals made by the Chairperson of the Inter-Agency Committee on Sustainable Development (IACSD) and the Consultative Committee on Programme and Operational Questions (CCPOQ) should be studied for appropriate follow-up. The Committee also agreed to establish regular exchange with the Inter-Agency Standing Committee sub-working group on gender and humanitarian affairs.

9. System-wide medium-term plan for the advancement of women

29. The Committee considered that the preparation of the present plan (1996–2001), including its mid-term review, had been a useful exercise for participating entities. It noted that the preparation of the next plan (2002–2005) provided an opportunity to give careful consideration to the type of report that would be most useful for both United Nations entities and Member States. The Committee noted that present legislation calls for a new draft to be prepared for submission to the Economic and Social Council, through the Commission on the Status of Women in 2000. This means that the new plan needs to be prepared before the last session of the Commission as Preparatory Committee, as well as before the special session. The outcome of the special session can thus not be reflected in the plan.

30. Consequently, the Committee decided to submit to the Commission for its consideration a suggestion whereby the plan for 2002–2005 should be prepared in two phases. A first phase, to be submitted to the Commission and the Council in 2000, should consist of an assessment of activities undertaken by the United Nations system, of obstacles encountered and lessons learned from the present plan and the system-wide process of its implementation. A second phase, to be submitted to the Council through the Commission in 2001, should be prepared in light of the results of the special session. The second phase would reflect the emerging system-wide shift from advocacy to action and delivery. In the work of IACWGE, this shift is visible in the Committee's preparation of tools, good practices, guidelines etc. The new plan could attempt to focus on cross-thematic links between various areas rather than compartmentalize them into specific sectors, thereby reflecting a holistic approach to problem-solving. This would have the added advantage of building synergies between entities active in various sectors.

31. The Committee entrusted its Chairperson to bring the Committee's proposal to the Commission's attention and to seek its endorsement of a two-phase approach to the preparation of the plan for 2002–2005.

10. Workshop with the Organisation for Economic Cooperation and Development/Development Assistance Committee Working Party on Gender Equality

32. The Committee decided that a workshop for members of the Committee and of the Organisation for Economic Cooperation and Development/Development Assistance Committee (OECD/DAC) Working Party on Gender Equality should be convened on the topic "Women's empowerment in the context of human security". It welcomed the offer of the Economic and Social Commission for Asia and the Pacific (ESCAP) to host the meeting in late 1999 (early to mid-December). It designated the Division for the Advancement of Women as task manager for the substantive and organizational preparations of the workshop, in collaboration with the OECD/DAC Working Party on Gender Equality. The Committee asked its Chairperson to convey its appreciation to the Chair of the OECD/DAC Working Party for the successful past cooperation, and to invite the Working Party to participate actively in the preparation of all aspects of this planned workshop.

11. Status of women in the Secretariat

33. The Committee requested that the focal point on the status of women in the Secretariat brief the Committee on a

regular basis on questions of gender balance, and on strategies for achieving gender balance at all levels and in all areas.

B. Recommendations emanating from the Committee's workshop with resident coordinators and agency field representatives

34. The Committee expressed its appreciation to the 10 field-based colleagues who had participated in the workshop, and to their agencies for supporting their participation, i.e., UNFPA, UNICEF, UNDP, UNIFEM, the International Labour Organization (ILO), the Office of the United Nations High Commissioner for Refugees (UNHCR), the World Food Programme (WFO), and the Office of the United Nations High Commissioner for Human Rights. The Committee decided to include a regular item on its agenda to review the extent to which implementation of the Platform for Action and gender mainstreaming are reflected in common country assessments and UNDAFs, to be based on feedback from the field and analysis provided by the United Nations Development Group (UNDG) Sub-Group on Gender.

35. The following four topics were discussed during the workshop: (a) opportunities and constraints to track and measure progress in gender equality: the example of common country assessments; (b) mainstreaming a gender perspective into all thematic groups and inter-agency activities at the national level — examples and best/worst practices; (c) the United Nations Development Assistance Framework (UNDAF) process and inter-agency activities, their strengths and weaknesses for integrating follow-up to Beijing; (d) networking for and monitoring Beijing implementation (local partnerships; reporting on women and gender issues to Headquarters; tapping resources available in the United Nations system beyond one's own agency — the role of IACWGE).

36. Based on panel presentations by resident coordinators and agency field representatives and follow-up discussions, including in two working groups with the participation of field staff, the Committee adopted the conclusions and recommendations set out below. These will also be submitted to the Consultative Committee on Programme and Operational Questions (CCPOQ) as input into that Committee's ongoing work on operational questions. The Committee also invited the UNDG Sub-Group on Gender to bring them to the attention of UNDG.

1. Issues and recommendations concerning common country assessments and UNDAF

37. In considering the common country assessments and UNDAF, the Committee focused on issues and recommendations relating to strengthening the components of gender mainstreaming and integrating gender equality in both processes. The Committee took into account the fact that guidelines for common country assessments had been finalized for approval by the Secretary-General. The Committee also focused on aspects that would support the pre-common country assessments/UNDAF process and recommendations for strengthening the centrality of gender equality at that stage. Within these parameters, the issues and recommendations set out below were adopted.

Constraints of the existing process

38. The following are the recommendations of the Committee:

- Currently, it is a top-down process. It needs to be country driven and not perceived as an external process.
- The conceptual framework of the common country assessment process is not defined. It needs to be developed to capture the situation of women and other imbedded social issues so that they emerge visibly in the conclusions drawn from assessments.
- The role and involvement of civil society, the women's movement, social institutions and the stakeholders themselves is not clear.
- The entry points and opportunities for gender mainstreaming should be created right from the start of the process.
- The haste and speed of the process acts as a deterrent in seeking out data and use of participatory methodologies.
- The guidelines for common country assessments should be user-friendly.

Recommendations for pre-common country assessments: preparing the state of readiness

39. The following are the recommendations of the Committee:

- Provide clarity on the process: its objectives and the framework. The questions of what, who, how and for whom need to be addressed, especially in terms of the realities of gender issues.

- Ensure that gender equality is central to the process, and approach it differently from the current practice of adding on gender issues.
 - Take a proactive role in seeking gender-sensitive indicators in the common country assessments and UNDAF process.
 - Draw upon the lessons learnt in the first phase of common country assessments/UNDAF in building the teams and theme groups.
 - Build in flexibility to respond to the country-level specificities.
 - Create a responsive and interactive process with civil society and the stakeholders.
 - Ensure that the common country assessments/UNDAF process becomes transformatory and motivates change in the present modalities and working relationships.
 - Create conditions for joint ownership of the process and the products within participating United Nations agencies. In the case of gender, this can build upon existing inter-agency committees or working groups.
 - Common country assessments should not be prepared in isolation but should take advantage of and strengthen, subregional cooperation.
- All steps should be taken to seek and ensure the involvement of key actors in the national women's movement and universities in all stages of the process: the common country assessments must be done in consultation with women.
 - The United Nations Training Centre at Turin should include components on gender in its training programmes for UNDAF country teams.

2. Issues and recommendations concerning gender mainstreaming and networking at the field level

41. The Committee's discussions under these topics focused on sharing of information, the policy environment for gender mainstreaming, various challenges and opportunities for gender mainstreaming in each of the various agencies at the field level, including the continuing resource constraints. Throughout the United Nations system, including funds and programmes, financial constraints have precipitated cuts to programmes, as well as restructuring and downsizing. However, the Committee considers that budgetary constraints should not have an impact on gains that have already been made in gender mainstreaming.

42. The Committee agreed that the development of common approaches and tools need to be the focus of activity on gender mainstreaming over the coming period, with the objective of having a broad consensus and consolidated approaches of the United Nations system at the time of the special session of the General Assembly in 2000. While commonalities are extremely desirable, it is clearly recognized that this does not mean that each entity would use identical approaches given the uniqueness and specific mandates of the various entities.

43. The Committee identified management accountability for gender mainstreaming as one of the principal issues to be addressed by the ACC and other mechanisms. It was noted that policy instruments are now in place and accountability needs to be ensured on a priority basis. It was also agreed that much remains to be done before accountability can become fully operational, including the elaboration of and agreement on specific competency profiles for gender-sensitive management.

Recommendations concerning common mechanisms and approaches for gender mainstreaming

44. The Committee agreed to convene, before its next session, as part of the preparations for the special session, an inter-agency workshop with the objective of reviewing progress in gender mainstreaming in the United Nations system, establishing common understandings and agreeing

General recommendations

40. The following are the recommendations of the Committee:

- The role and involvement of civil society, the women's movement, and social institutions and the stakeholders themselves should be defined in the common country assessments process and in the assessment of effectiveness of the common country assessments and UNDAF.
- Mechanisms are needed for internalization of the process by all United Nations staff involved so as to use the common country assessments/UNDAF as a transformatory tool in harmonizing and building collegial working relationships.
- Gender expertise should be ensured in each thematic group at the country level. The role of the gender theme group should be strengthened to also function as the watchdog at the different stages of the process.
- Capacity-building of programme staff on gender is a priority, especially the "how to", and this should be undertaken side by side with the common country assessments/UNDAF process.

on common system-wide mechanisms, tools and processes for the implementation of agreed conclusions 1997/2 of the Economic and Social Council on gender mainstreaming. The Committee designated UNDP and UNICEF as co-facilitators of the task force to organize the workshop, including timing, venue and agenda. Preparations should be fully consultative among all the members of the Committee and involve field participation as much as possible. New technologies for the consultations, such as listservs, should be set up.

45. The workshop will be part of an ongoing process and build on discussions that have already taken place at Pearl River and the Turin Centre. It will in particular build on the Committee's own previous events on gender mainstreaming (Geneva, September 1997) and a rights-based approach (Rome, October 1998), as well as on agency responses to the Secretary-General's letter of October 1997 to agency heads on gender mainstreaming. The Committee hopes that such a workshop will be a follow-up activity to the letter of the Secretary-General, and will in turn produce a direct input into the review and appraisal process for the special session. As part of the preparatory process for the workshop, internal discussions should take place within each agency and with their constituencies regarding the most desirable tools and mechanisms for gender mainstreaming to generate input to the workshop.

46. Partnerships will be critical to this process, including with the UNDG Gender Sub-Group, which is also consolidating capacity-building approaches. Many Governments, such as the Philippines, have developed interesting tools for gender mainstreaming. Experiences within the Commonwealth secretariat, the Nordic Council, the Council of Europe, and the OECD/DAC Working Party on Gender Equality could also be drawn upon. The preparatory process for this meeting would include consolidation of all of these inputs into a preliminary framework for review at the workshop.

47. The Committee will invite members of ACC to participate in a panel discussion at the special session of the General Assembly in 2000. This panel will discuss (a) the outcome of the workshop; and (b) issues of management accountability for gender mainstreaming, including those arising from the United Nations management survey on the women in development/gender focal point function conducted by UNFPA for the Committee.

48. The Committee decided to review at a future session the merit and desirability of establishing a subcommittee on gender mainstreaming along the lines of standing subcommittees of IACSD and CCPOQ. It entrusted its Chairperson with exploring the merits and disadvantages of

establishing a subcommittee, as compared to the maintenance of a task force or working group on gender mainstreaming.

Recommendations concerning management accountability for gender mainstreaming

49. The Committee, through its Chairperson and based on the advice of the task force, will dialogue with relevant entities in the United Nations system to develop mechanisms to ensure management accountability for gender mainstreaming, as follows:

- The development of steps to ensure continued strengthening of managerial competence in gender mainstreaming;
- The evaluation of managers' performance must include their performance in reference to specific benchmarks and milestones on gender mainstreaming, within their mandates;
- Field-level reports must include (a) clearly defined benchmarks for success in gender mainstreaming, and (b) other achievements vis-à-vis these benchmarks;
- Selection criteria for managers must take into account their implementation of gender mainstreaming mandates, policies and guidelines.

Recommendations concerning networking

50. The Committee invited the Division for the Advancement of Women to set up a regular e-mail communications link among all members of IACWGE to ensure networking of information on gender mainstreaming in the United Nations system. This should include:

- A virtual bulletin (minimum 1–5 pages monthly) on key events and actions concerning the special session in 2000 and broad policy directions on gender mainstreaming. All members will contribute input to this bulletin;
- Listings of resources on gender mainstreaming, as available from members and/or other sources;
- Facility for listservs to disseminate information items, including lists of annotated resources for gender mainstreaming;
- WomenWatch should include information on:
 - Gender mainstreaming training/capacity- building materials;
 - Generic models of gender mainstreaming;
 - Gender parity in staff in the United Nations system.

Recommendations concerning resources and institutional mechanisms

51. The Committee recommended that the United Nations system put in place institutional mechanisms and make resources available that will ensure mainstreaming of gender equity and gender equality concerns in all policy, programming and staffing exercises, particularly during any restructuring.

C. Summary of discussion

52. The meeting was opened by the Special Adviser on Gender Issues and Advancement of Women, who welcomed participants and made an opening statement. She welcomed in particular resident coordinators and agency field representatives who had come to New York at the invitation of the Committee for a workshop on implementation of the Platform for Action and gender mainstreaming. The workshop represented the Committee's desire to strengthen the links between Headquarters and the regional and national levels. The Special Adviser expressed her appreciation to the task managers and ad hoc working groups for the inter-sessional work accomplished under various agenda items. The results of their work would contribute substantially to the development of tools and methodologies in the practical follow-up to the Beijing and other conferences, including gender mainstreaming.

53. Noting the increased visibility of the Committee and its work, she reported on activities that had been implemented during the last year, including her participation in an inter-agency panel discussion at the occasion of the special session of the Economic and Social Council in May 1998 on integrated conference follow-up; and her presentation to CCPOQ in September 1998 with a view to strengthening cooperation and coordination among ACC bodies. The Special Adviser noted that the second workshop of members of the Committee and the OECD/DAC Working Party on Gender Equality on a rights-based approach to gender equality, hosted by the Food and Agriculture Organization of the United Nations (FAO), had been well attended. Its report, which had been widely distributed, had been very well received.

54. Referring to the upcoming session of the Commission on the Status of Women and the preparations for the special session of the General Assembly to be held in June 2000 on the theme "Women 2000: gender equality, development and peace in the twenty-first century", she urged the Committee to develop a statement for ACC to serve as system-wide input into the intergovernmental process. Such a statement would

represent an opportunity for a substantive assessment of emerging challenges, good practices and obstacles encountered by the United Nations system in the implementation of the Beijing Platform for Action and gender mainstreaming. She also called on the Committee to conclude work on some of its items, and to consider which new issues should be addressed by the Committee at its fifth session.

Emerging challenges

55. This item had been included to highlight issues that needed to be addressed in the framework of the comprehensive review and appraisal of the implementation of the Beijing Platform for Action, as seen from the perspective of individual entities and organizations. It provided an opportunity to discuss new approaches and practical steps to strengthen attention to women and gender issues in the changing global, regional and national environment. The discussion also focused on issues that were expected to receive increased attention during the preparations for and at the special session.

56. Members discussed emerging challenges and issues within their organizations. There was a sense that given the comprehensiveness of the programmes of and platforms for action of recent global conferences such as ICPD and the Fourth World Conference on Women, the task at hand was primarily one of identifying how broader and persistent issues of concern needed to be addressed, including with a new and different emphasis and approach, and how to focus on persistent gender-related gaps revealed by taking cross-cutting views of issues and critical areas of concern. The challenge was to measure gaps, develop tools and move ahead with concrete and practical action, drawing on lessons learned.

57. Upcoming major events, such as the Tenth Congress of the United Nations Conference on Trade and Development (UNCTAD) in 2000, and the United Nations Educational, Scientific and Cultural Organization (UNESCO) World Conference on Science in June 1999, were likely to bring new and increased attention to the gender dimensions in such areas as trade, investment, science and technology including information technology, and sustainable development. Women's continuing absence from policy and decision-making in these and other important fields, notably in matters of peace and security, meant that decisions on research and development concerning health, armaments and many other fields remained largely beyond the reach of women. The area of telecommunications and its implications for women was also starting to be more actively addressed.

58. It was noted that a rights-based approach was increasingly recognized as critical for achieving gender equality. This was very visible in such areas as women's equal right to land and property, and more generally with regard to women's enjoyment of economic and social rights. A new focus on universal ratification and implementation of international instruments in the areas of work and employment and of the Convention on the Elimination of All Forms of Discrimination against Women and other human rights instruments confirmed this trend. The development and completion of adequate legal frameworks needed to be complemented by legal literacy and monitoring mechanisms to ensure that legislation was known, understood and implemented at the national level. Progress in implementing international norms required further efforts at advocacy and country-level support.

59. Women's empowerment remained a critical task but took on new urgency at a time of dramatic change in the global economic and financial structure. The introduction of gender in economic issues and policies therefore became key. Globalization and its political, economic and social impact and consequences for women, including on employment and income-earning opportunities, required sustained attention. The withdrawal of the State at varying degrees through budget restrictions tended also to threaten the realization of social rights, putting social cohesion at risk. These developments emphasized the persistent need to strengthen the economic rationale for integrating gender in macroeconomic analysis and decision-making, in trade, finance, poverty eradication policies and other areas traditionally seen as gender neutral. Efforts were also needed to find ways for better integrating gender in the policy dialogue in country assistance strategies and frameworks.

60. The links between and the gender dimensions of such issues as foreign and local investment, trading systems, commodities, land, enterprise development and entrepreneurship, including for rural women and girls, required analysis and action. Also, issues of women's poverty and enterprise were taking on new dimensions in light of the shifting realities of globalization. New and better tools were needed to integrate the gender dimension into macroeconomic analysis, international trade, and business policies and strategies. The challenge to come up with practical strategies, tools and indicators remained to be met. Globalization also increased migration flows, thus raising issues of safety and protection for women migrant workers.

61. Regional aspects and consequences of globalization and their impact on women were highlighted. Economic hardship, economic and political transition, financial crises and structural adjustment were affecting women differently from

men. While caused by economic factors, such hardship had repercussions on other areas, such as social cohesion and enforcement of rights, especially economic rights of women.

62. The need for social protection, social safety nets and economic and social security for all, including for workers in the informal sector, and in part-time and casual work, required increased attention. An approach favouring a social dialogue to build social consensus and partnership between women and men were identified as key strategies. The issue of how the current trading system and its institutionalization in the World Trade Organization (WTO) affected social systems and its gender dimensions remained inadequately understood and addressed. Trafficking in women and girls needed to be pursued further in a comprehensive rights-based framework.

63. While issues of women's reproductive rights and health had been very prominent since Cairo and Beijing, the situation of older women and their right to a healthy and purposeful life and related implications for health policy and social support systems were gaining ground as major concerns. Likewise, overall demographic changes were placing a new urgency on developing comprehensive and sustained approaches to adolescent health, including reproductive health issues. In this context, new awareness of the vulnerabilities of adolescent girls were emerging. The forms and extent of violence against girls, especially intra-family violence, were coming to the forefront as requiring urgent attention in light of the absence of systematic governmental policies to address this issue. As these new health concerns emerged, system-wide health reforms in many parts of the world put increasing pressure on resources for health, including reproductive health. The weakening of welfare State structures and privatization of social services both increased the vulnerability of older women and placed new burdens of caregiving on younger women.

64. The issue of HIV/AIDS and its population, health, socio-economic and rights dimensions represented a major challenge from a gender perspective. Women and girls experienced high rates of infection with HIV/AIDS. This trend had an impact on overall national productivity, especially rural productivity, *inter alia*, in terms of the availability of labour. With some 14 million women of childbearing age being HIV positive and women's growing infection rate, health and social support systems were facing unprecedented challenges. Support to women in their caring responsibilities for family members, including orphans, also needed to be addressed.

65. It was noted that women's de facto access to land rights had been an issue for some time. To ensure long-term food

security, the issues of equal access for men and women to opportunities for rural entrepreneurship and to productive resources, including land, as well as the need for employment generation for rural youth in a modernized agricultural sector, all deserved more serious attention. Furthermore, the social and gender-differentiated impact of the increasing commercialization of agriculture should be assessed.

66. Attention also needed to be given to male and female identities and gender roles, and the transformation of unequal gender structures. Such efforts should lead to the development of effective policy interventions for changing attitudes and stereotypes. This required the involvement of men in the realization of gender equality.

67. Strengthening women's networks and roles to influence policy, and to participate fully in political processes to prevent and resolve conflicts, remained among the major challenges ahead. Despite the continuing dynamism of women's NGOs, there still remained a gap in the pace of progress at the level of Governments. A lack of dialogue between NGOs and Governments was also noted, and the promotion of a more direct interface between Governments and NGOs during country assessments, policy dialogue, both nationally and globally, was recommended.

68. Concern was expressed at the significant reduction in donor resources, which brought new challenges for maintaining progress in gender mainstreaming since it was seen as being in competition with other priorities. Strengthening of partnerships among agencies, with NGOs and other organizations, including academia, were therefore taking on a new urgency. Increased attention was also required to issues of indicators and measurements since declining resources made it imperative to demonstrate the effectiveness of interventions from a gender perspective. Change brought about by gender mainstreaming and the quality of such change needed to be better tracked. Members highlighted the danger of a misinterpretation of gender mainstreaming, expressed in the reduction of women-specific programmes and gender focal points. Such misinterpretation had resulted in backtracking of commitments made and a regression in gains achieved. Downsizing in agencies had also affected gender balance.

69. The question of accountability for gender issues needed to be developed further, in particular its transfer from gender focal points to senior management. Tools and strategies for management accountability were being improved and increasingly used to put in place an enabling environment for organizational change.

70. It was noted that the discussion of emerging issues and challenges confirmed the relevance of many of the issues

raised in the report of the Secretary-General on a framework for further actions and initiatives which would be considered by the Preparatory Committee for the special session upcoming session (E/CN.6/1999/PC/2). That report put forward for consideration of Member States five functional categories for further actions to implement the Beijing Platform for Action: political will and commitment to create an enabling environment for implementation of the Platform for Action; capacity-building for advancement of women and gender mainstreaming; accountability for and assessment of implementation of the strategies and actions in the Platform for Action; cooperation and partnership for implementing the Platform; and support to women and girls currently subject to discrimination and disadvantage. The report also proposed four cross-cutting themes for further analysis and action. While based on the Platform, they had either not been elaborated systematically in the Platform or required new approaches for progress: globalization and the economic empowerment of women, especially poor women; women, science and technology and the new information age; women's leadership; and human security and social protection. The Committee's discussion had shown that these were issues that preoccupied many entities of the United Nations system.

Mainstreaming a gender perspective: compilation of good practices

71. The task force on the compilation of good practices, chaired by UNIFEM and UNDP, and with the participation of the United Nations Centre for Human Settlements (Habitat), UNICEF, INSTRAW and UNFPA, submitted its report (IACWGE/IV/4), containing a progress report, an overview of submissions received and several examples of good practices. The task force highlighted issues to be addressed by the Committee at its present session. These included a review of the criteria established by the Committee for selection of good practices in the light of the submissions received; the need to follow-up on examples that had been submitted with incomplete information; the issue of representation, i.e., some entities had submitted a large number of good practices, while others had not submitted any; and the question of funding for continuation of the compilation. The task force also sought guidance on the dissemination of the good practices selected, in particular the question of the type of material to be produced for the special session.

72. Members commended the task force for the excellent work done. It was stressed that the selected good practices should receive wide dissemination, and that therefore their availability on the WomenWatch Web site should be

complemented by a publication for distribution. Several members informed the task force that they would be soon contributing examples for inclusion in the collection. Members who had submitted examples emphasized the significance of the internal process of collecting the information in their organizations. It had created an opportunity for critical discussion within organizations around implementation of the Platform for Action and gender mainstreaming. The question of impact of programmes, projects and process was highlighted, and the need to look at impact not only in terms of outcomes and outputs but also with regard to planning processes.

Mainstreaming a gender perspective: women in development/gender focal point review

73. The Committee received a report from UNFPA, the task manager for conducting the review (IACWGE/IV/6). Based on the terms of reference agreed upon by the Committee, UNFPA canvassed members for topics and issues to be addressed in the review, reviewed studies on similar issues done elsewhere in the system and prepared draft questionnaires. These had been tested on various occasions. UNFPA presented two questionnaires for the Committee's review, one to be completed by gender focal points and a second one to be completed by management. Among the issues where the Committee's further guidance was required were the question of the administration of the questionnaire and related resource implications; the time- frame; anonymity for completing the questionnaire; and subsequent analysis of results and development of recommendations. UNFPA indicated that resources were available to conduct the survey but that a strict deadline of completion of the survey by September 1999 needed to be adhered to.

74. The Committee expressed its appreciation to UNFPA for the work so far completed and the consultative process used in the development of the questionnaire. Suggestions were made on how to resolve the issues raised.

Mainstreaming a gender perspective: quantitative and qualitative indicators for monitoring and evaluating progress in implementing the Platform for Action

75. The Committee was briefed by a representative of the United Nations Statistics Division on preparations for the special session of the Economic and Social Council on 10 and 11 May 1999. That session would be devoted to a discussion of development indicators in the integrated follow-up to United Nations conferences. It was of particular interest to the Committee since the role of data disaggregated by sex and

age as a basis for gender-sensitive policy-making was firmly recognized. The report under preparation for the session would assess the current status of statistics and indicators at the national and international levels, and would propose further steps that were necessary to ensure coordinated follow-up. The attention of the Committee was drawn to an expert group meeting (8–10 March 1999) to review the draft report on indicators, and Committee members were urged to provide input to the revision of the draft report.

76. Given that the successful use of indicators depended on availability of the related data, concern was expressed that at a time of resource constraints, the collection and publication of sex-disaggregated data was given less and less priority. The need for capacity-building in the collection and use of such data at the national level was highlighted. Collaboration among agencies at the country level to ensure a coherent approach to data collection was called for, and guidelines could facilitate consistency. It was also noted that in some areas, such as reproductive health, indicators had proliferated, and efforts to improve their consistency and manageability had been successful.

77. The Committee was briefed by the Special Adviser on Gender Issues and Advancement of Women on the status of *The World's Women*. An update of that publication, to be prepared by the United Nations Statistics Division, had been requested by the General Assembly, but no budgetary provisions had been made for its preparation. The effort to seek extrabudgetary resources had resulted in funds and pledges from many United Nations entities, namely UNDP, UNFPA, UNICEF, UNIFEM, WFP, the World Health Organization (WHO), and the Department of Economic and Social Affairs of the United Nations Secretariat. The Special Adviser thanked them for their timely contributions. A number of Governments had also contributed to this project, thus securing it financially. It was expected to be issued in 2000.

Mainstreaming a gender perspective: methodologies for gender impact analysis

78. The Committee received an oral report from the World Bank as the task manager of this issue. An update was given on the World Bank's ongoing review of gender performance and impact methodologies. It included a list of indicators by sector of the type of information the World Bank was seeking from other parts of the United Nations system in the conduct of the review.

**Mainstreaming a gender perspective:
WomenWatch**

79. The Committee was briefed by the Division for the Advancement of Women as one of the three constituent members, on WomenWatch, the United Nations Internet gateway for information on women's and gender issues. Since the Committee's last session, the following United Nations entities had joined the project through a financial contribution, thus making them also members of the WomenWatch Committee, which sets policy for the site: the UNDP Gender in Development Programme, UNESCO and the World Bank. The Spanish national machinery for the advancement of women had also joined. It was reported that WomenWatch had received a substantial contribution from the United Nations Fund for International Partnerships for a project to make this technology more accessible to women and conduct e-mail workshops for the review and appraisal of the Beijing Platform for Action in preparation for the special session. The workshops would build on the pilot effort on women and health, conducted in August/September 1998. Since the WomenWatch project wished to partner with agencies in this effort, it was invited to take on moderating responsibilities for various critical areas. It was noted that summaries of these on-line workshops would be made available to the Commission and the special session.

**Mainstreaming a gender perspective:
compilation of database on gender training
materials**

80. The Committee had before it a report by the task managers UNICEF and INSTRAW (IACWGE/IV/7). A project proposal, consisting of three phases until the end of the year 2000, had been completed by a consultant. The project was costed at US\$ 500,000. Since UNICEF would not be in a position to take on the task of implementing the proposal, the Committee's guidance was sought on the project proposal itself, in particular with regard to its usefulness and desirability to implement it. The Committee's guidance with regard to fund-raising for its implementation was also sought.

**Mainstreaming a gender perspective: budget
codes and financial monitoring systems**

81. The Committee was briefed by the Division for the Advancement of Women as the task manager for this item, and had before it a preliminary working draft of a study that was being prepared on this issue by two graduate students from the Kennedy School of Government at Harvard University (IACWGE/IV/5). It was noted that a letter from the Chairperson of the Committee requesting information

from all entities on budget codes and gender sensitivity had received very uneven replies, thus highlighting the need for further defining the framework, and to increase the knowledge base on this issue (IACWGE/IV/11). The growing interest in the issue of gender budgeting at both the national and international levels was noted, thus confirming the Committee's leadership in this area. The Committee's guidance was sought with regard to the resource requirements for continuing work on this project, in particular to fund an in-depth study with recommendations for steps to be taken to ensure that all United Nations entities adequately reflected gender equality and gender mainstreaming in their budgeting and accounting activities. The aim was to increase capacity to monitor and track expenditures on activities that supported women's equality in the interest of improved accountability for implementing the Beijing Platform for Action and related mandates.

**Mainstreaming a gender perspective: follow-up
to mission statement**

82. Members of the Committee emphasized the effectiveness of the ACC mission statement in their work. Its issuance was seen in the overall context of agencies' own mandates, areas of responsibility and commitment to gender equality. It had facilitated the creation of a climate supportive of the gender mainstreaming process. The value of agreed conclusions 1997/2 of the Economic and Social Council, of the Secretary-General's letter of October 1997 and of the ACC mission statement were seen as elements in a continuous process of organizational change. Several members reported on recent changes regarding gender in the organizational structures and policy commitment of their organizations. While there were many positive developments, concern was also expressed at the insufficient commitment, and even regression in commitment to gender issues and gender mainstreaming. Members noted that the ACC statement now under preparation as the United Nations system's input into the preparatory process for the special session should build on accomplishments and highlight concerns.

**Preparation of a draft statement for adoption by
ACC as input to the special session**

83. Following the Committee's proposal, ACC had agreed to issue an ACC statement as input to the special session along the lines of similar statements for the special session on drug abuse control, for Rio follow-up and most recently on poverty eradication. Members reiterated the importance attached to such a statement, and its expected usefulness for the intergovernmental process. The Committee's discussion on emerging challenges had given a useful indication of the

types of issues, priorities and actions that the system was focusing on and that could be worked into such a statement. Members called for a substantive discussion of the statement by ACC itself, and committed themselves to pursuing this matter with their executive heads who were members of ACC.

84. Members noted that the ACC statement, to be prepared as the system's input into the preparatory process for the special session, should be guided by the following considerations: the goal which was being pursued by the statement; the theme of the statement, whereby the Committee's discussion of emerging challenges should serve as guidance; and the specific content in terms of policies and actions. It was also noted that the primary audience for the statement would be Governments. The statement should be submitted to the Commission at its session as Preparatory Committee for the special session to be held in March 2000.

Mainstreaming a gender perspective: follow-up to workshop on a rights-based approach to gender equality

85. The Committee agreed that the Rome workshop on a rights-based approach to women's advancement and empowerment and gender equality (5 to 7 October 1998) had been a valuable experience in clarifying the rights-based approach. The Committee expressed its appreciation to FAO, in particular the Director of the Women and Population Division, for hosting the event. It agreed that regular meetings with the OECD/DAC Working Party on Gender Equality provided a useful opportunity for exchange of experience. The participation of colleagues from the field as well as from specific sectors brought additional critical perspectives to the discussions of gender experts from bilateral and multilateral organizations, and should be sought for future events. The Committee considered several possible themes for the next workshop. While there was strong support for and interest in a workshop to consider evaluation and monitoring questions of gender mainstreaming, it was felt that a workshop on this topic would benefit greatly from the Committee's planned work on methodologies for gender impact analysis. It should thus be convened after preliminary results of the Committee's working group on this issue had been presented to the Committee at its fifth session. It was also noted that globalization was an issue that had an impact on women's empowerment and human security.

Follow-up to global conferences and interaction with ACC machinery: discussion with the Chairperson of IACSD and CCPOQ

86. At the Committee's invitation, the Chairperson of IACSD and CCPOQ addressed the Committee on possible areas of cooperation and improved coordination. This exchange was a further step in such cooperation after the exchange of views that the Chairperson of IACWGE had held with CCPOQ in September 1998 at the invitation of the Chairperson.

87. The Chairperson of IACSD and CCPOQ discussed in particular the balance that needed to be achieved in integrated conference follow-up between a coordinated implementation of all conference results, on the one hand, and the recognition of the specificity and uniqueness of each conference and thus conference-specific follow-up on the other. The challenge for ACC mechanisms was to give practical expression to these two requirements. Mainstreaming in particular required that links were established to facilitate and ensure its application in all processes. At the same time, its application in various sectors remained poorly understood, thus making research in terms of methodologies a priority. According to the working methods of various ACC mechanisms, different approaches for collaboration could be considered. These included the establishment of joint task forces for specific issues; exchange of programmes of work; regular representative participation in respective sessions; stand-alone input from IACWGE on items dealt with by others; and guidelines on entry points for gender mainstreaming, in particular in non-traditional areas.

88. Committee members expressed their appreciation for the visit of the Chair of IACSD and CCPOQ. The importance of mechanisms for collaboration was emphasized. It was noted that gender issues should not be seen as stand-alone issues, neither should they be integrated to the point where they became invisible. The need for balance was therefore critical. Follow-up to the Fourth World Conference on Women and gender mainstreaming was a common responsibility of all, thus making a unified approach especially at the field level even more important. This needed to be reflected in the work of the ACC mechanisms.

89. It was brought to the Committee's attention that the twentieth special session of the General Assembly on countering the world drug problem, held in June 1998, now constituted a major global conference.

Other matters

90. The Committee took note of the report on the work of the UNDG Gender Sub-Group (IACWGE/IV/9).

91. The Committee took note of the report (IACWGE/IV/10) and briefing presented by the Office for the Coordination of Humanitarian Affairs on the establishment of a sub-working group on gender and humanitarian assistance of the Inter-Agency Standing Committee and its planned activities. Members expressed their support for the sub-working group.

92. The Chairperson of the Committee introduced the newly appointed gender adviser to the United Nations system in Afghanistan. Her appointment occurred as direct implementation of one of the recommendations of the Inter-Agency Gender Mission to Afghanistan, (12 to 24 November 1997). The Committee very warmly welcomed the gender adviser and assured her of all its support. Members also pledged the full support of their agency representatives for Afghanistan currently posted at Islamabad. The Committee expressed the hope of holding future exchanges with the gender adviser.

93. The Committee discussed the steps being undertaken by the Secretary-General to achieve gender balance at all levels and in all areas by the year 2000. In particular, the Committee reviewed the revised special measures governing recruitment and promotion of women and the preparation of departmental action plans to achieve gender balance.

Dialogue with resident coordinators and agency field representatives

94. At the invitation of the Committee, a workshop was held with resident coordinators and agency field representatives around implementation of the Platform for Action and gender mainstreaming. This dialogue served as a forum for exchange of experiences, good practices and challenges encountered in these areas, and to strengthen the knowledge base at the field level with regard to implementation of gender-specific Conference recommendations. Field-based representatives from UNDP, UNFPA, UNICEF, UNIFEM, WFP, the Office of the United Nations High Commissioner for Human Rights, and the ILO participated in the dialogue.

95. Field-based representatives participated in four panel discussions on the following topics: opportunities and constraints to track and measure progress in gender equality: the example of common country assessments; mainstreaming a gender perspective into all thematic groups and inter-agency activities at the national level — examples and best/worst practices; the UNDAF process and inter-agency activities — their strengths and weaknesses for integrating follow-up to Beijing; and networking for and monitoring Beijing implementation.

96. The Committee expressed its deep appreciation to field-based colleagues for their very valuable insights and recommendations, and for the exchange of views and practical suggestions for follow-up.

Annex I

Agenda

1. Opening of the session and adoption of the agenda.
2. Emerging challenges.
3. Mainstreaming a gender perspective and follow-up to inter-sessional activities:
 - (a) Compilation of good practices;
 - (b) Budget codes and financial monitoring systems;
 - (c) Women in development/gender focal point review;
 - (d) Quantitative and qualitative indicators for monitoring and evaluating progress in implementing the Platform for Action and for mainstreaming;
 - (e) Methodologies for gender impact analysis;
 - (f) WomenWatch;
 - (g) Compilation of database of gender training materials;
 - (h) Follow-up to mission statement;
 - (i) Follow-up to workshop on rights-based approach.
4. Preparation of a draft statement for adoption by ACC as input into the special session of the General Assembly to review and appraise the implementation of the Platform for Action, and of further actions and initiatives, to be held from 5 to 9 June 2000.
5. Follow-up to global conferences and interaction with ACC machinery:
 - (a) Integrated conference follow-up, in particular at the country level (UNDG/UNDAF);
 - (b) Cooperation with ACC machinery.
6. Dialogue with resident coordinators and agency field representatives.
7. System-wide medium-term plan for the advancement of women: review of the plan for 1996–2001 and preparations for the 2002–2005 plan.
8. Two-year work programme:
 - Issues for 2000 session: ACC statement to the high-level review of the Platform for Action.
9. Other matters.
10. Adoption of the report, including dates and agenda for the fifth session.

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Agenda of the workshop of the Committee with resident coordinators and agency field representatives, 24 February 1999

Overall goal/objectives

The workshop intends to establish a dialogue between the members of the Inter-Agency Committee on Women and Gender Equality (IACWGE) and resident coordinators and agency field staff around implementation of the Platform for Action and gender mainstreaming. Participants will share experiences regarding implementation of the Platform for Action and gender mainstreaming strategies for the United Nations Development Assistance Framework (UNDAF) and for inter-agency activities and to make concrete recommendations to strengthen these activities.

Topics for discussion

- A. The UNDAF process and inter-agency activities, their strengths and weaknesses for integrating follow-up to Beijing.
- B. Mainstreaming a gender perspective into all thematic groups and inter-agency activities at the national level: examples and best/worst practices.
- C. Opportunities and constraints to track and measure progress in gender equality: the example of common country assessments.
- D. Networking for and monitoring Beijing implementation (local partnerships; reporting on women and gender issues to Headquarters; tapping resources available in the system beyond one's own agency — role of IACWGE).

Outcome

The workshop is expected to put forward suggestions on how inter-agency activities in the field, future UNDAFs and common country assessments can better reflect gender concerns. It is also expected to clarify how field-based staff can tap the system as a whole, through IACWGE, for support, backstopping, advice and guidance. It is also expected to discuss how and what kind of reporting from the field on implementation of the Platform for Action and gender mainstreaming can best be channelled back into the policy processes at Headquarters. A special emphasis will be placed on identifying the capacities needed for the full implementation of UNDAF and Beijing mandates and the needs of country teams for support in building the required capacities.

Format

The dialogue will take place in the form of panel presentations and discussion. Presentations will be strictly limited to 10 (ten) minutes to allow time for discussion. Each panel will be facilitated by a chair/facilitator.

There will be four panels, with up to four presenters each. The panel presentations will be followed by a discussion in plenary. Time will be set aside for work in small groups for in-depth discussions on issues raised during the panels/plenary discussion, and to elaborate recommendations for further action.

The small groups will meet on 25 February. The recommendations will be presented to the Committee for its adoption on 26 February.

Field-based participants are also invited to attend the regular session of the Committee, and to contribute to its work.

Presenters and topics

Topic A. The UNDAF process and inter-agency activities, their strengths and weaknesses for integrating follow-up to Beijing

Time: 10 a.m.–11:30 a.m.

Facilitator: Heidi Swindells, United Nations Development Group Office

Panellists: Jan Wahlberg, UNDP, Albania
Claudio Sepulveda, UNICEF, Colombia
Aster Zaoude, UNIFEM, Senegal

Topic B. Mainstreaming a gender perspective into all thematic groups and inter-agency activities at the national level: examples and best/worst practices

Time: 11:30 a.m.–1 p.m.

Facilitator: Therese Morel, UNHCR, Mexico

Panellists: Mirtha Carrera-Halim, UNFPA, Bolivia
Suneeta Mukerji, UNFPA, Sri Lanka
Miriam Lopez, WFP, Dominican Republic

Topic C. Opportunities and constraints to track and measure progress in gender equality: the example of common country assessments

Time: 3 p.m.–4:30 p.m.

Facilitator: Brendan O'Brien, UNICEF, New York (programme support and information systems)

Panellists: Ian Chambers, ILO, Costa Rica
Bill Musoke, UNFPA, Nigeria
Aster Zaoude, UNIFEM, Senegal and French West Africa

Topic D. Networking for and monitoring Beijing implementation (local partnerships; reporting on women and gender issues to Headquarters; tapping resources available in the system beyond one's own agency — role of IACWGE)

Time: 4:30 p.m.–6 p.m.

Facilitator: Kristen Timothy, Division for the Advancement of Women

Panellist: Madeleine Rees, Office of the United Nations High Commissioner for Human Rights, Bosnia and Herzegovina

Annex II

List of participants

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

Secretary: Kristen Timothy (United Nations)

United Nations, its entities and programmes

Department of Political Affairs	Joan Seymour
Department of Peacekeeping Operations	Mary Eliza Kimball
Department of Economic and Social Affairs	Yakin Erturk Amina Adam Cristine Brautigam
Population Division	Mary-Beth Weinberger
Statistics Division	Joann Vanek Grace Bediako
Department of Public Information	Susan Markham Marian Awwad Elisabeth Ruzicka-Dempsey
Office for the Coordination of Humanitarian Affairs	Imma Guerras-Delgado
Focal point on the status of women in the Secretariat, Office of the Special Adviser on Gender Issues and Advancement of Women	Deirdre Pardal
Office of the United Nations High Commissioner for Human Rights	Madeleine Rees Maarit Kohonen
Economic Commission for Europe	Patrice Robineau
Economic Commission for Latin America and the Caribbean	Margaret McCaffery
Economic and Social Commission for Asia and the Pacific	Thelma Kay
Economic and Social Commission for Western Asia	Fatima Sbaity Kassem
United Nations Children's Fund	Joan French Sree Gururaja Sherrill Whittington Claudio Sepulveda Brendan O'Brien
United Nations Conference on Trade and Development	Gloria V. Koch

United Nations Development Programme	Rosina Wiltshire Sarah Murison Waafas Ofosu-Amaah Rosemary Kalapurakal Ian Wahlberg
United Nations Development Fund for Women	Joanne Sandler Stephanie Urdang Aster Zaoude
United Nations Population Fund	Wariara Mbugua J. Bill Musoke Suneeta Mukherjee Mirtha Carrera-Halim
United Nations Drug Control Programme	Susan Mlango
World Food Programme	Elina Sana Miriam Lopez
United Nations Centre for Human Settlements	Diana Lee-Smith Aliye Pekin Celik
Office of the United Nations High Commissioner for Refugees	Anne Dawson-Shepherd Terry Morel
United Nations University	Jacques Fomerand
International Trade Centre UNCTAD/WTO	Sabine Meitzel
Non-governmental Liaison Service	Barbara Adams
International Labour Organization	Jane Youyun Zhang Ian Chambers Sue Mark
Food and Agriculture Organization of the United Nations	Sissel Ekaas
United Nations Educational, Scientific and Cultural Organization	Breda Pavlic
World Health Organization	Claudia Garcia-Moreno Asha Williams
World Bank	Monica S. Fong
International Monetary Fund	Justin Zulu Harriet Shugarman
International Fund for Agricultural Development	Xenia Von Lilien-Waldau
United Nations Industrial Development Organization	Hassan Bahlouli
Joint and Co-sponsored United Nations Programme on HIV/AIDS	Aurorita Mendoza

World Intellectual Property Organization	Helen Lom
International Telecommunication Union	Hanne T. Laugesen Patricia Faccin
Pan American Health Organization	Marijke Velzeboer Salcedo
United Nations Development Group Office	Heidi Swindells

Annex III

Provisional agenda for the fifth session

1. Opening of the session and adoption of the agenda.
2. Emerging challenges.
3. Mainstreaming a gender perspective and follow-up to inter-sessional activities:
 - (a) Compilation of good practices;
 - (b) Budget codes and financial monitoring systems;
 - (c) Women in development/gender focal point study;
 - (d) Quantitative and qualitative indicators for monitoring and evaluating progress in implementation of the Platform for Action and gender mainstreaming;
 - (e) Methodologies for gender impact analysis;
 - (f) WomenWatch;
 - (g) Compilation of gender training materials;
 - (h) System-wide medium-term plan for the advancement of women.
4. Field-level implementation of the Beijing Platform for Action and gender mainstreaming: review of common country assessments and UNDAF from a gender perspective.
5. Interaction with ACC mechanisms.
6. Preparations for the special session of the General Assembly on the theme “Women 2000: gender equality, development and peace for the twenty-first century” (5–9 June 2000).
7. Other matters.
8. Adoption of the report, including dates and provisional agenda for the sixth session.

Annex IV

List of task managers for inter-sessional activities

Activity	Task manager
Workshop on women's empowerment in the context of human security	Division for the Advancement of Women
Women in development/gender focal point study	UNFPA
Compilation of good practices	UNIFEM and UNDP
Budget codes and financial monitoring systems	Division for the Advancement of Women
Database on gender training materials	UNICEF
ACC statement for special session in 2000	ITU
Methodologies for gender impact analysis	World Bank
Cooperation with ACC mechanisms	Committee Secretary
Funding strategy for Committee's activities	Division for the Advancement of Women
Workshop on gender mainstreaming	UNDP and UNICEF