



# Administrative Committee on Coordination

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English only

## Report of the Inter-Agency Committee on Women and Gender Equality at its fifth session

(New York, 23-25 February 2000)

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## **I. Introduction**

1. The Inter-Agency Committee on Women and Gender Equality of the Administrative Committee on Coordination (ACC) held its fifth session in New York from 23 to 25 February 2000. The agenda for the session, as adopted by the Committee, is contained in annex I, and the list of participants is contained 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 the Administrative Committee on Coordination**

2. The Inter-Agency Committee on Women and Gender Equality expresses its deep appreciation to the Administrative Committee on Coordination for its consideration of gender equality issues during its second regular session of 1999 and for the adoption of an ACC statement to serve as input into the preparatory process for and the special session of the General Assembly entitled "Women 2000: gender equality, development and peace in the twenty-first century". The Committee urges ACC to select, on a regular basis, gender-specific topics for consideration, as well as to continue to highlight gender equality issues in all its sectoral discussions.

3. The Committee wishes to draw the attention of ACC to the findings of the gender focal point study on the United Nations system, conducted by the United Nations Population Fund (UNFPA) as task manager on behalf of the Committee, and to the recommendations adopted thereon by the Committee. The Committee would welcome an opportunity to present these findings to ACC.

4. Over the past several years, the Committee has produced a number of joint outputs that are concrete tools for and examples of the work of the United Nations system in the area of gender equality. These include but are not limited to the good practices collection, the gender focal point study, the study of

gender mainstreaming in programme budgets and the collection of gender training materials. The Committee wishes to inform ACC of the financial and human resources implications of these joint activities, as implemented by task managers, task forces and working groups on the Committee's behalf. These activities are undertaken by members in addition to their regular work programme and without any earmarked support in members' budgets, thus creating concern about the sustainability of this working method. In order to address this situation, the Committee's Chairperson is requested to develop a framework for the future funding of the Committee's joint activities, for example the establishment of a trust fund. The Chairperson will seek the guidance of members of ACC in developing the future framework for funding modalities for the Committee's joint activities.

### **B. Provisional agenda, dates and venue of the sixth session of the Committee**

5. It was agreed that future sessions of the Committee would be in general of four or five days' duration. It was agreed that the Committee would hold its sixth session for five days at United Nations Headquarters from 26 February to 2 March 2001. This would include a one-day workshop on approaches and methodologies for gender mainstreaming. The provisional agenda of the sixth 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**

#### **Good practices collection**

6. The Committee decided to continue and to expand the good practices initiative. In particular, it decided to conduct a content analysis and to create an analytical framework to provide ongoing summaries of the work displayed on the WomenWatch web site.

7. The Committee assigned a group, consisting of the task manager and task force (the United Nations

Development Fund for Women, the United Nations Development Programme, the United Nations Children's Fund, the United Nations Centre for Human Settlements (Habitat) and UNFPA) as well as the United Nations International Research and Training Institute for the Advancement of Women (INSTRAW), the Economic Commission for Latin America and the Caribbean, the Office of the United Nations High Commissioner for Refugees and the World Food Programme, to redefine and expand the criteria to include indicators, to better judge the impact of projects considered good practices and to develop the analytical framework by which the initiative will continue. In expanding the criteria, further consideration will also be given to the categories of good practices to be included in the collection.

8. The Committee decided that the United Nations Development Fund for Women (UNIFEM) and the United Nations Development Programme (UNDP) would continue as task managers through June and that they would expand the database by sending out another call for submissions from agencies. The Committee agreed that the name of the collection ("good practices"), the question of translation and other issues raised by the task force in its report would be considered in the light of the work to be undertaken by the group assigned to develop the analytical framework mentioned above.

9. The Committee decided to consider, in the second half of 2000, the possibility that the Gender Awareness Networking and Information System (GAINS) of INSTRAW be designated the host and manager of the web site, taking into account action that might be taken by the Economic and Social Council in July and the financial situation of INSTRAW. This consideration will also apply to the gender training materials initiative.

10. The Committee agreed not to prepare a publication of good practices for the special session, as this would replicate individual agency efforts and in view of the lack of financial resources. Instead, the Committee reaffirmed its decision to demonstrate the good practices collection in a public exhibition during the special session and to prepare a handout or poster on the initiative.

11. The Committee agreed that Governments and civil society should be involved in the good practices initiative — both in having their good practices

represented and as users of the database — which could, in turn, lead to financial support for the initiative. It decided that the modalities for this expansion would be considered by the group referred to in paragraph 7 above.

### **Gender focal point study**

12. The Committee welcomed the study prepared by UNFPA as task manager for the gender focal point study. It gratefully accepted the willingness of UNFPA to continue to serve as task manager for the follow-up to the study, including its finalization on the basis of members' written comments, which were to be provided to the task manager by the end of March. After the study is finalized, UNFPA will prepare a two-page written summary of it to achieve maximum impact of the findings with senior management. The Committee decided to bring its recommendations, together with the two-page summary, to the attention of all executive heads of United Nations entities and of managers who had participated in the study, through its Chairperson. The Committee also agreed that UNFPA, in cooperation with the Chairperson, would organize a panel discussion of senior managers during the special session on commitment to gender mainstreaming.

13. The recommendations adopted by the Committee on the basis of the findings of the study are summarized below.

14. The Committee underlines the continuing relevance of guidance provided in agreed conclusions 1997/2 of the Economic and Social Council on gender mainstreaming with regard to the role and functions of gender units and gender focal points. It also emphasizes that despite the findings of the study concerning seniority, resources and the multiple tasks assigned to them, gender focal points across the United Nations system have done excellent work in strengthening attention to gender equality issues and improved gender mainstreaming across all sectors. The Committee also recognizes that institutional arrangements differ widely across the system and that each has its advantages and drawbacks in relation to the gender mainstreaming function. While there is no institutional blueprint, the Committee underlines the importance of having a clear policy statement that defines the responsibilities and accountability of management, and clear terms of reference for the corporate gender focal point and technical/programme gender focal points.

15. The study has revealed discrepancies between entities' stated gender equality policies and goals and the institutional framework, technical expertise, support and human and financial resources allocated for their achievement. It is therefore critical that the terms of reference of gender focal points clearly spell out their technical functions, roles and responsibilities and distinguish between the responsibilities of an organization's corporate, institutional or official gender focal point or adviser and those of technical or programme gender focal points. The role of technical and programme gender focal points should be that of facilitator and catalyst, and their responsibilities for gender mainstreaming must be clearly spelled out. Gender focal points are not accountable for the implementation of gender mainstreaming in their organizations.

16. Responsibility and accountability for gender mainstreaming rests with senior managers. They must have the commitment and competency to lead the entity's gender equality policy and the implementation of the gender mainstreaming strategy. Gender focal points rely on corporate gender equality policies for operational guidance. Intergovernmental guidance on gender equality is a critical element in the development and implementation of a gender equality policy, the issuance of guidelines and directives and ongoing support for the work of gender focal points.

17. Corporate gender focal points and advisers and technical and programme gender focal points often occupy junior levels. Consequently, the majority of gender advisers and focal points do not have access to decision-making processes that have an impact on gender equality, including gender mainstreaming. Entry points need to be created to involve gender focal points in internal decision-making processes. It is also critical to ensure that an organization's senior gender adviser has the right to participate in corporate decision-making.

18. It is critical that staff on regular posts be designated as gender focal points to support gender mainstreaming and to create a durable stock of knowledge and experience on gender equality issues. The existing high level of dependency on junior staff employed for limited duration and as short-term consultants should be reduced. Diversity should be ensured by appointing more men as gender focal points.

19. The technical services that gender focal points can provide are in great demand from Governments and partner organizations. United Nations entities should strengthen the gender networks in the field and pool their resources on gender (focal points, senior gender advisers, etc.) as much as possible in order to respond better to the demand for advice on gender issues.

20. The earmarking of budgetary provisions for both women and gender activities has proven to be a useful tool, especially in the implementation of Economic and Social Council agreed conclusions 1997/2 on gender mainstreaming.

21. Gender mainstreaming does not preclude or substitute for women-specific interventions and policies, which are still needed in many parts of the world and in all sectors. These should continue to be promoted and supported as much as possible.

22. It is essential to separate structurally the function of gender focal points from the functions of focal points that are responsible for achieving an organization's goals in the area of gender balance and a gender-sensitive work environment (focal points for women). Responsibility for recruitment and promotion to achieve an organization's gender balance goals must be located and institutionalized in the personnel, training or human resources units or divisions, not with gender focal points. These units and divisions also need to have responsibility for gender training of staff. They need to develop a cluster of core gender competencies and skills that should be acquired by staff at various levels, including senior managers. Specialist expertise and training is required for gender focal points and need to be provided by human resources units. Staff induction should include gender mainstreaming knowledge and promote peer support and team-building.

#### **Gender mainstreaming in programme budgets**

23. The Committee took note of the three phases of the study on gender mainstreaming in programme budgets in the United Nations system, and members committed themselves to working with their counterparts in budgeting and programming units to achieve comprehensive replies to the survey that is now being conducted (phase two of the project). The Committee agreed to review the findings expected to emanate from the project at its next session, with a

view to forwarding them to ACC for endorsement. The Committee agreed that at its next session it would consider a set of generic guidelines on mainstreaming gender perspectives into medium-term plans, programme budgets and programme performance assessments, taking into consideration the diversity of budget arrangements in the United Nations system.

24. Members agreed that the findings of phase three of the project, namely, that in-depth analyses of the potential of and constraints to incorporating gender perspectives in programme budget processes in five entities (the United Nations Office of the High Commissioner for Human Rights, the Department of Political Affairs, the Economic and Social Commission for Asia and the Pacific, UNFPA and the World Health Organization) would be disseminated through a seminar at each organization involving senior management, programme budget staff and gender specialists. Each of the five entities is individually responsible for organizing such a seminar.

25. The Committee decided to convene a workshop on the findings of the project for budget, programming and gender specialists, and entrusted the task manager with the implementation of this decision.

26. The Committee requested that the task force, chaired by the Office of the Special Adviser on Gender Issues and Advancement of Women/the Division for the Advancement of Women as task manager, continue to implement the project. It invited the task force to prepare new terms of reference for the work after June 2000, for the Committee's approval, which should include the following activities: follow-up measures, including broad distribution of the findings both within and outside the United Nations system through various means (print, electronic and Internet versions); and investigation of ways and means of achieving regular attention to gender mainstreaming in programme budgets by the Committee for Programme and Coordination, the Fifth Committee of the General Assembly and ACC. The task force was also invited to develop between sessions draft generic guidelines for the Committee's consideration. The issue of the human and financial resources required for mainstreaming and the possible need for earmarking and for more redeployment of existing resources should also be assessed, and recommendations should be prepared for the Committee's consideration. The findings of the gender focal point study would serve as input in this regard. The workshop referred to in paragraph 25

above should also be included in the terms of reference.

#### **Compilation of a database on gender training materials**

27. The Committee agreed that the question of maintenance of the database and the future of this initiative will be considered in the light of the ongoing work of INSTRAW on this topic. Since apparently only two electronic submissions of gender training materials had been received (although several other members confirmed that they had submitted such information), the Committee invited the United Nations Children's Fund (UNICEF), as task manager, to repeat the request for the submission of materials (electronic only).

28. Given the dynamic nature of the material and its potential availability on the Internet, the Committee did not endorse the request of the task force to make materials available on CD-ROM.

29. The Committee agreed that by 1 April, the task manager would provide an update to the Committee on the feasibility of continuing this initiative to June. If the initiative, as presently envisioned, does not prove feasible, the Committee agreed that the site would become a directory of gender training materials on the WomenWatch "UN Resources on Gender" web site, supplying titles and brief summaries along with links to sources. In this way, materials may be more readily shared by agencies, they will be gathered with greater ease, and they will be posted on the site with less technological difficulty. This approach would also resolve the issue of copyrights.

#### **WomenWatch**

30. The Committee emphasized that the WomenWatch initiative was extremely valuable, and welcomed its continuation beyond the special session of the General Assembly. The Committee strongly urges all agencies to consider financial and partnership support to the WomenWatch web site, which was endorsed as an inter-agency initiative by the Committee at its third session. Partnership in the WomenWatch initiative is expected to enhance a sense of ownership of the site by agencies. More focused tools and resources on how to strengthen gender mainstreaming should be provided either on the WomenWatch site or through links. It was also agreed that a page on the Inter-Agency Committee on Women

and Gender Equality would be added, which will contain information about the Committee's activities as well as its outputs. The Committee entrusted the WomenWatch team with developing the modalities for this page. It was agreed that the gender focal points e-mail list serve would be revitalized.

31. The Committee supported the WomenWatch Committee's plans to conduct an assessment of the web site. Members will be contacted and were invited to supply inputs to the assessment. The WomenWatch Committee is encouraged to include in the assessment issues of access, software compatibility and availability of materials in different languages. The assessment team will contact gender focal points as well as other officials in United Nations agencies and regional commissions for their suggestions regarding the site. The Committee noted that the future direction of the site would be based on the findings of the study. The Committee invited the WomenWatch Committee to inform it at its next session of these findings and their implementation. At that point, the Committee will consider the question of formal funding for the project.

#### **Tools and indicators for gender impact analysis, monitoring and evaluation**

32. The Committee took note of the challenges that had emerged in the conduct of the study on methodologies for gender impact analysis, especially with regard to the availability and use of indicators on gender. The Committee decided to continue this work, and requested the Economic Commission for Latin America and the Caribbean (ECLAC) to take over the responsibility and to chair a working group, building on the work already done by the World Bank.

33. The Committee requested that ECLAC and its working group develop its terms of reference to clarify the objectives for future work in this area, including the use of existing indicators in a comparative perspective and the development of new indicators for new areas of concern, specifically those referring to citizenship, leadership and political participation. Efforts should also be made to develop indicators for concepts such as women's empowerment and for gender mainstreaming. ECLAC was invited to consider convening a workshop on indicators concerning gender equality, including gender mainstreaming. The Statistics Division of the Department of Economic and Social Affairs will be requested to participate in this working group.

#### **Resources for the joint activities of the Committee**

34. At the invitation of its Chairperson, the Committee continued its discussion, initiated at the fourth session, of resources for the Committee's joint activities. The Committee noted that its joint activities, especially the work undertaken by task managers and task forces, were implemented by members on top of their regular work programme, without any budgetary allocation. It thus requested its Chairperson to develop a framework for the future funding of the Committee's joint activities. This might include the establishment of a trust fund, with contributions to be sought from donors as well as United Nations entities, for current as well as future activities. Other modalities, such as direct contributions to a task manager/task force for the implementation of a joint activity, should also be considered. The Committee emphasizes that such a trust fund would be strictly limited to joint activities in conjunction with its annual agenda, and would not be used for the secretariat of the Committee. The Committee invited its Chairperson to keep members informed of progress between sessions, as well as to report to the Committee at its next session. The Committee also noted the importance of as many members as possible taking on task manager responsibilities or contributing actively to the work of task forces on joint activities. In this regard, the Committee emphasized the importance of non-New York-based entities, including regional commissions, also taking on such responsibilities.

#### **Mainstreaming of a gender perspective in common country assessments and the United Nations Development Assistance Framework**

35. The Committee agreed to establish a task force on common country assessments (CCAs) and the United Nations Development Assistance Framework (UNDAF) to work proactively to develop strategies for influencing the CCA/UNDAF process, including but not limited to responding to ad hoc requests for support under the new system of technical support being set up by the United Nations Development Group. The Committee requested its task force to develop draft terms of reference clearly focused on gender mainstreaming in the CCA/UNDAF process and to distribute them, through its Chairperson, to the Committee for approval.

36. The Committee agreed that reports on efforts being made to implement gender mainstreaming in the CCA/UNDAF process would be circulated regularly to all members of the Committee, including those who are not members of the United Nations Development Group.

37. The Committee requested its Chairperson to bring to the attention of the Chairperson of the Consultative Committee on Programme and Operational Questions the following recommendations with a view to their being reflected in that Committee's work on the resident coordinator system:

- Efforts are needed to develop means for more effective networking at the field level among gender theme groups and other gender specialists and gender focal points;
- Efforts are also needed to achieve more effective networking among theme groups on such issues as gender equality, poverty eradication, HIV/AIDS, sustainable livelihoods, environment and governance;
- Gender theme groups at the field level should be encouraged to achieve an open-ended and flexible composition, and especially include agency representatives that are not members of the United Nations Development Group.

**System-wide medium-term plan for the advancement of women, 2002-2005**

38. The Committee took note of the schedule proposed by the Division for the Advancement of Women for the preparation of the system-wide medium-term plan for the advancement of women, 2002-2005. Accordingly, a working group chaired by the Department, consisting of five members, will be established following the special session of the General Assembly in June and the Economic and Social Council session in July. The working group will agree on the substantive approach, format and timetable for the preparation of the new plan, as well as inputs from the system. The Committee requested that the working group improve the plan's practical usefulness, place particular emphasis on the harmonization and synchronization of policies and approaches to the follow-up to the Beijing Conference and the special session and strengthen the plan's usefulness as a coordination tool.

39. It was noted that the final draft of the new plan would have to be completed by 1 December 2000. The document will first be submitted as a draft to the Commission on the Status of Women at its forty-fifth session in March 2001 and will be formally submitted to the Economic and Social Council in July 2001 by the Secretary-General, in his capacity as Chairperson of ACC, following the approval by ACC of the plan at its session in April 2001.

**Workshop with the Working Party on Gender Equality of the Development Assistance Committee of the Organisation for Economic Cooperation and Development**

40. The Committee welcomed the proposal of the Working Party on Gender Equality to convene the fourth in a series of workshops bringing together members of that group and the Committee. The Committee endorsed the Working Party's proposal of the topic (gender equality and programming in governance), including proposed subthemes that would focus on the links between poverty, governance and gender equality. Habitat and UNDP agreed to serve as task managers for the preparation, organization and conduct of the workshop, in cooperation with the Working Party. Habitat, pending confirmation, agreed to host the workshop in Nairobi, possibly around World Habitat Day (3 October). The Committee urged all members to participate in this event.

**Observer status for the International Organization for Migration**

41. At the request of the International Organization for Migration (IOM), and in the light of that organization's contribution to the work of the United Nations for the advancement of women, especially on questions concerning migrant women and trafficking in women, the Committee decided to grant IOM observer status in its work. Such participation was extended to IOM under item 6 of the Committee's agenda. The Committee also decided that IOM would be invited to participate in future sessions of the Committee under the appropriate agenda items.

**B. Summary of discussion**

42. 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 new members, and expressed her warm appreciation to the Committee's task managers and working groups for the inter-sessional preparations and the reports they would be presenting under the Committee's various agenda items.

43. Referring to the forthcoming special session of the General Assembly, entitled "Women 2000: gender equality, development and peace in the twenty-first century", the Special Adviser welcomed the contributions of the entities of the United Nations system to the preparatory process and their anticipated involvement in the special session. She also noted that several of the Committee's outputs, including the good practices compilation, the study on gender mainstreaming in the programme budget processes, the database on gender training materials and the review of gender impact analyses would constitute concrete contributions to that process, as would the ACC statement that had been drafted by the Committee. She invited the Committee to provide its joint comments on the draft outcome document to the preparatory committee for the special session, including suggestions for further actions and initiatives that were particularly pertinent from the system's perspective.

44. The Chairperson outlined the issues before the Committee at the present session. These included in particular completion of several of the tasks the Committee had worked on for some time and decisions on the future maintenance of the Committee's database-related work. New areas of work and task managers needed to be identified, and the Chairperson hoped that groups could be formed at various duty stations to undertake inter-sessional preparations. The funding of the Committee's activities needed to be discussed, and the guidance and advice of ACC could be sought thereon. The Committee would also expand its cooperation with other ACC mechanisms through an exchange of views with the Consultative Committee on Administrative Questions (Personnel).

45. The Chairperson called upon the Committee to consider how ongoing institutional reform and financial constraints affected the capacity of gender units and gender focal points to support effectively the system's commitment to gender equality and the implementation of the gender mainstreaming strategy.

### **Emerging challenges**

46. This item had been included on the Committee's agenda to provide an opportunity to discuss emerging trends, challenges and themes that required structural and/or policy intervention from the entities of the United Nations system, individually or collectively, with regard to norm and policy development, operational activities and institutional issues. Emerging challenges and trends in the framework of the review and appraisal of the implementation of the Beijing Declaration and Platform for Action were raised. The discussion also provided an opportunity to assess progress and challenges in the implementation of the gender mainstreaming strategy and of gender equality issues in conjunction with integrated follow-up to recent United Nations conferences and summits.

47. Members' attention was drawn to eight emerging issues and challenges that had been identified on the basis of information provided by Governments to the Division for the Advancement of Women concerning implementation of the Platform. The analysis was contained in the report of the Secretary-General that would be presented to the Commission on the Status of Women acting as preparatory committee for the special session of the General Assembly (E/CN.6/2000/PC/2 and Corr.2 and 3). Changes in the global environment had brought a new or sharpened focus to some of these issues. Regional evaluations conducted by the regional commissions for preparatory meetings had highlighted the specific concerns and challenges in the regions.

48. Members highlighted the impact of new partnerships and new coalitions on gender equality issues. The emergence of civil society as a very active partner in international affairs required a better understanding of the many diverse ways in which United Nations agencies interacted with the non-governmental community. The need for inclusion of non-governmental organizations and civil society organizations in the work of the United Nations system at various levels was emphasized. Non-governmental organizations had played a very active role in the past in putting gender equality issues on the global agenda, for example women's participation in public life. Similar non-governmental organization efforts now under way with regard to globalization confirmed the role and power of civil society, and thus reinforced the need to forge new alliances for gender equality beyond traditional areas of concern. Members also stressed the importance of maintaining and strengthening



partnerships with parliamentarians, and noted that the involvement of other actors, such as unions, provided opportunities to increase awareness and responsibility for gender equality issues. Cooperation with local governments had provided an opportunity to focus on urban governance and gender equality issues.

49. The continuing absence of gender equality issues from many important forums and discussions at the level of intergovernmental bodies and in the United Nations system was noted with concern. Women and gender equality issues remained either absent or marginalized in discussions on globalization, technology and the economy. The outcome of the recently concluded tenth session of the United Nations Conference on Trade and Development emphasized women's participation and called for a gender perspective in analytical work in order to achieve gender equality in all sectors of the economy. The experience of the Asian financial crisis of the late 1990s and the subsequent recovery had brought a new awareness for the need to better manage globalization processes and to improve the rules governing them. The United Nations system played an important role in this regard, and the Committee and the gender focal points needed to be fully involved to ensure that adequate attention was paid to gender equality aspects.

50. A renewed emphasis on poverty eradication by intergovernmental bodies as well as in the work of United Nations entities was observed. As poverty reduction and eradication were no longer seen mainly as questions of income but of opportunity, security and empowerment, the relevance of gender in this new approach had become clear. The impact of this new paradigm for gender equality and the work of the Committee was raised. Efforts to make gender analysis a required part in all phases of planning, programming, monitoring and evaluation were called for. Empowerment strategies to overcome women's poverty and social exclusion were highlighted, including security of tenure and land rights.

51. A blurring in the rural-urban divide was noted, with industrial production moving into rural areas and agriculture and smallholding gaining a foothold in urban areas. An emerging distinction between rural women and farm women, with specific and different sets of needs, constraints and capacities, was observed that needed to be reflected in policy and programme approaches. Likewise, rural ageing and the changing composition of rural populations posed new challenges

to training, extension work and the provision of services to maintain or reach adequate levels of productivity. A lack of attention to the situation of women in rural areas in the proposed outcome document of the preparatory committee for the special session was noted.

52. The HIV/AIDS pandemic had a growing impact on the work of an increasing number of United Nations entities. Issues such as households headed by poor women, 12 million AIDS orphans, sexual exploitation of young girls, trafficking and the continuing stigma and discrimination against women with AIDS needed to be addressed. The impact of AIDS on rural productivity had become apparent where household composition was changing, with children becoming heads of households and consequently failing to attend school. A growing focus on the role of men was noted, with the theme of the next two-year AIDS campaign being "men, gender and AIDS". The fact that soldiers were spreading AIDS also needed to be addressed.

53. New information and communication technologies brought benefits to both women and men, but also had different impacts on women and men and created new vulnerabilities and exclusions for women. Efforts were needed to ensure that rural areas would not be excluded from new means of communication. The low number of women in decision-making positions in information technology, telecommunications and science and technology in general was noted. The importance of avoiding gender stereotyping in those sectors was emphasized.

54. Members emphasized that further research on gender equality issues in many areas remained essential for feeding into policy processes. Globalization and its manifestations, such as transition to a market economy, the changing nature of work and employment, the creation of new opportunities in some sectors and the loss of livelihoods in other areas remained insufficiently understood in terms of their gender equality implications. The role of non-State actors such as unions in clarifying the gender dimensions of work and work-related rights and benefits needed to be further highlighted.

55. The changing nature of conflict and its impact on women had become even more evident in recent months. In drawing attention to recent conflicts and the violence perpetrated against women in them, members called for a more effective and visible involvement of

the Committee in this issue. It was noted that the balance of power between women and men was affected by the involvement of the international community in conflict and its resolution, including especially by interventions to empower women. Such interventions resulted in perceived or real threats to men's traditional identity and a desire to return to former social patterns, often causing anger and violence against women, especially sexual violence. It was thus very important to focus on traumatized men in order to achieve long-term gender equality goals. The backlash caused by men led some United Nations entities to assess how to empower them without losing gains for women. In addition to addressing issues of women victims of war and conflict, continued emphasis was given by United Nations entities to women as builders of peace and to increasing women's capacity to participate in conflict resolution and peace maintenance, including at the preventive stages.

56. The requirement to respond to immediate needs in emergency situations with donor resources provided for such purposes, at the expense of addressing long-term gender equality goals, was highlighted. It was noted that short-term emergency interventions for women, such as targeting women for food and medical aid, could backfire on long-term gender equality goals as they may upset existing gender relations and cause resentment and backlash against gender equality among men.

57. Members noted that violence against women in non-conflict situations continued, requiring new efforts to create zero tolerance, better awareness and better enforcement of legislation and protection of women victims of violence.

58. Effective implementation of gender mainstreaming continued to face serious challenges. With scarce resources, the work required to conduct gender analysis became more and more difficult. Yet at the same time, such analysis was critical, especially for gender-sensitive policy-making. Lack of gender sensitivity at the senior level of management within the United Nations system and in intergovernmental bodies compounded the problem. The low number of women in leadership positions was an additional problem. A continued tendency for discussions on gender mainstreaming to focus on issues of gender balance was noted, requiring further work on concepts and definitions. Members underlined the importance of having a more diverse choice of gender specialists,

including both women and men and representing a broader geographical spectrum. Difficulties in recruiting such experts, especially male experts, were acknowledged. Members also reiterated that gender mainstreaming was not the responsibility of women alone.

59. Ongoing difficulties in measuring the degree of progress in gender mainstreaming were noted. This was evident in the lack of qualitative indicators and the consequent reliance mainly on quantitative measurements, such as the number of women at various levels or the number of women beneficiaries of projects, emergency relief, and other services. Policy statements on gender mainstreaming and the achievement of gender equality were very important, but the challenge remained their operationalization. While there was growing availability of tools to facilitate gender analysis and gender mainstreaming, they remained insufficient. The importance of using a holistic approach to gender equality issues rather than a purely sectoral approach was also emphasized. It was further noted that both United Nations entities and Governments had a tendency to express support for gender mainstreaming in gender-specific meetings, while the same entities or Governments often failed to raise gender equality issues in other sector discussions.

60. Notwithstanding ongoing difficulties encountered in gender mainstreaming, there was also cause for optimism. Starting in small, well-defined areas or with specific activities provided opportunities to demonstrate the relevance of gender perspectives and could form the basis for broader, more systematic gender mainstreaming. It was important to generate greater clarity on the potential of the mainstreaming strategy and support for its implementation, particularly in intergovernmental bodies. Intergovernmental requests for evaluation reports on progress in gender mainstreaming provided opportunities for critical self-assessment and renewed efforts. It was also seen as the Committee's responsibility to raise enthusiasm for gender mainstreaming system-wide. The new emphasis of the United Nations on competencies could be used to highlight the need for gender competencies for all staff and specific competencies for managers as well as for specialists with advocacy and catalytic roles.

61. Members noted the critical link that needed to be established between gender mainstreaming efforts in sectoral areas and in planning, programming and

budgeting processes, and in programme monitoring and evaluation. Without being adequately grounded in medium-term plans and programme budgets, efforts to mainstream a gender perspective would continue to lack commitment and resources. Several entities had started work to ensure the institutional anchoring of gender mainstreaming in medium-term plans and programme documents. It was highlighted that intergovernmental mandates called for “visible” gender mainstreaming. Explicit attention to gender perspectives was critical for the successful implementation of gender mainstreaming. The negative impact of myths and misconceptions about gender mainstreaming was noted by members, in particular the tendency to equate gender mainstreaming with the “disappearance” of women and gender equality issues from key policy, programme and budget documents, or with the question of a quantitative, or numerical, balance between women and men, particularly at the highest levels. Members emphasized the need for more time for a structured debate on gender mainstreaming, either in a workshop or in an inter-sessional setting, as well as at future meetings of the Committee.

62. Continuing misconceptions about gender mainstreaming and its implementation made it advisable to clarify the roles, mandate, status and resources of gender focal points, particularly with the increased emphasis on securing greater responsibility and accountability from management levels. The hope was expressed that the gender focal point study would provide the opportunity to consider this matter in depth.

63. Members reported that to a far too great extent, success with gender mainstreaming was still dependent on the availability of personnel and financial resources outside regular budgets, and the mainstreaming strategy was thus not yet an integral part of the work of the United Nations.

64. The operationalization of the rights-based programming framework remained a challenge. Protection of the rights of women and girls in armed conflict and in daily life continued to be overlooked in the absence of clear accountability measures. Examples of judicial interpretation of human rights treaties (the Convention on the Rights of the Child and the Convention on the Elimination of All Forms of Discrimination against Women) needed to become more widely accessible, as this constituted a resource for better enforcement of rights.

65. Members emphasized the importance of gender (sexist) stereotypes on the change of attitudes concerning the role of women and men in all societies and in all areas for the work of United Nations entities. Traditional as well as newly emerging stereotypes continued to reinforce gender inequality. The lack of effective means to address gender stereotyping contributed to the delay in implementing the gender mainstreaming strategy within United Nations entities as well as in Member States. The question of identity — of masculinity and femininity, and the so-called marginalization of men — thus needed to be addressed as a matter of urgency.

### **Mainstreaming a gender perspective**

#### *Compilation of good practices*

66. The Committee received a report prepared by UNIFEM and UNDP serving as the task manager, with representatives from UNICEF, Habitat and UNFPA (IACWGE/V/4). The report was supplemented by a PowerPoint presentation on the establishment of the proposed site entitled “United Nations Resources on Gender”, which would include the compilation of good practices and other database-related work of the Committee, such as gender training materials and a directory of gender focal points. The site would also allow for easy links to other United Nations databases. Difficulties in categorizing submitted practices were acknowledged. Some 70 good practices provided by members have been included on the site, which was an internal site only, and are expected to be launched at the special session in June. Members were encouraged to visit the collection at its temporary internal location (<http://www.unifem.undp.org/goodpractices>) and to provide feedback on the collection.

67. The task manager raised the issue of the longer-term future of the good practices collection and of the database. The task manager also drew attention to the resources needed for the maintenance and continuation of the project and the ongoing need for entities to contribute new material. The Committee’s guidance was required on the proposed preparation of a publication and the convening of a panel on good practices at the special session; the need for an external analysis of the content of the database; the possible linkage of the database to other initiatives of the Committee; and the number of languages needed to ensure the usefulness of the database to a wide audience. The task manager also recommended that

further consideration be given to the title of the collection, namely, "good practices".

68. The Committee commended the task force for its continued excellent work. It was noted that several members were working on their own good practices publications, thus raising the question of whether a separate publication by the Committee was needed. Members also suggested that further consideration be given to the criteria for selecting good practices, with a view to including non-project activities, such as research and normative work that had made a difference in gender equality outcomes.

#### *Methodologies for gender impact analysis*

69. The Committee had before it a study coordinated by the World Bank on gender monitoring and impact evaluation by United Nations agencies (IACWGE/V/7) based on the responses of a survey to which 15 United Nations agencies had replied. The study assessed the degree of gender analysis done at various stages of the project cycle, including in project identification, selection and design, in project implementation and in mid-term and ex-post evaluation. It also considered the tools used for incorporating gender into projects and the availability of those tools, whereby a major gap in the development of indicators (interventions) and their actual use was noted. The majority of these tools were sector- and institution-specific.

70. The study indicated that constraints to incorporating gender in monitoring and evaluation were consistent across agencies. The lack of incentives for project managers to incorporate gender analysis into related work and the lack of budgets for gender analysis was noted, but significant work was done to prepare guidelines and other tools. The challenge was to ensure the wide dissemination of existing knowledge, including the need for accountability in the implementation of gender-sensitive projects, programmes and evaluations.

71. Members welcomed the work done by the World Bank as a tangible part of the Committee's learning process. Members stressed the importance of achieving greater accountability for a more consistent use of gender analysis, especially through better monitoring and evaluation of progress. Various steps, such as self-assessment, intergovernmental mandates and discussion and incorporation of gender mainstreaming goals into medium-term plans and programme budgets

were suggested. Integration of gender into existing evaluation tools and frameworks was recommended. New and more transparent programming methodologies used by some entities provided promising opportunities for increasing accountability for gender analysis. The need to establish strategic links between gender focal points and programming and budgeting offices was emphasized. Members suggested that a workshop be convened on gender mainstreaming, with a particular focus on evaluation and monitoring.

#### *Compilation of a database of gender training materials*

72. UNICEF, as task manager, presented the status report on compilation of the database (IACWGE/V/8), noting that the project had been implemented by the Commonwealth of Learning on behalf of a steering committee of United Nations entities (UNICEF, UNIFEM and UNDP). The project included the establishment of an electronic database to organize training materials into a readily accessible resource providing strategic links to institutions with expertise and experience in gender training. Materials were currently being collected, but responses remained insufficient. A demonstration of the compilation of materials was expected to take place in April. A number of issues were raised for guidance by the Committee, including on languages to be considered, quality control of the database, the ultimate home of the collection, copyright issues and the maintenance of the database.

73. Members noted a shift in the originally stated purpose of the collection towards an interactive design, and expressed concern about the related resource implications. It was also noted that materials were usually made available free of charge, thus not causing copyright problems. It was noted that GAINS, the new method of work of INSTRAW, and the collection of gender training materials should be closely linked once GAINS was funded and operational. The issuance of a CD-ROM was presented as one option in order to overcome possible copyright problems.

#### *WomenWatch*

74. The Committee received an oral report by the Division for the Advancement of Women, Chair of the WomenWatch Committee, including an overview of the financial situation for the maintenance of the

WomenWatch web site, activities undertaken in the past year, present membership and use of the site. WomenWatch provided wide dissemination of information. The Committee was invited to discuss new potential areas for cooperation, including the submission of a joint funding proposal to the United Nations Fund for International Partnerships (the Turner fund). Members were encouraged to consider becoming partners of the site (at a cost of \$5,000 annually) to ensure its maintenance, but especially to reflect the United Nations system as a whole and to provide the widest possible linked access to United Nations resources on gender.

75. Members congratulated the WomenWatch team for the excellent work done in the past year, especially the online dialogues on the 12 critical areas of concern in preparation for the special session and the summary of the online working groups submitted to the preparatory committee for consideration (E/CN.6/2000/PC/CRP.1). Concern was expressed about the widening gap between those with access to electronic resources and those without. One effort to address this concern was the WomenWatch project to interface with WomenAction 2000, a network consisting of more than 30 individual non-governmental organizations and 17,000 participants that redisseminates electronic information in a non-electronic format. It was emphasized that there would be no overlap between the WomenWatch site and GAINS, as these had completely different purposes and methodologies.

*Gender mainstreaming in the programme budget processes*

76. The Committee had before it the report of the Office of the Special Adviser on Gender Issues and the Advancement of Women/Division for the Advancement of Women as task manager (IACWGE/V/5 and Add.1 and 2). The project was aimed at mainstreaming gender equality into programme budgets within the United Nations system. It had started in December 1999 and was expected to be completed by June 2000. The project consisted of three phases. Phase I provided an inventory of efforts made to mainstream a gender perspective into budget processes outside the United Nations system. Phase II, currently ongoing, was the preparation of an overview and analysis of efforts by a team of consultants to incorporate a gender perspective into programme budgets in the United Nations system.

A questionnaire is being distributed to budget and programme staff designated by heads of agencies, with copies to gender focal points. Phase III of the study would look more deeply at a sample of five organizations, UNFPA, WHO, the Economic and Social Commission for Asia and the Pacific (ESCAP), the United Nations Office of the High Commissioner for Human Rights and the Department of Political Affairs. The members of the Committee were encouraged to be actively involved in phase II in their organizations and to provide feedback to the team of consultants on issues of concern. It was highlighted that the purpose of this work was to establish clear links between the declared goals of an organization and its resource allocations.

77. Members emphasized the importance of greater clarity on gender perspectives in plans and budgets and an increased ability to track performance on gender mainstreaming. Members commented on their own efforts to establish links between gender focal points and planning, programming and budgeting offices in their organizations, including through the development of coding systems. The need for indicators was raised. Differences between project-oriented operational entities and Headquarters-based entities with regard to programme and budgeting processes were noted. The need to clarify differences between women-specific projects and programming and gender mainstreaming in programme budgets was underlined. Members were encouraged to seek alliances with divisions dealing with other cross-cutting issues, such as the environment, that were pursuing similar goals of increased programming sensitivity. The need for expert advice was pointed out.

*Women in development/gender focal point study*

78. UNFPA, as task manager, introduced the report (IACWGE/V/6) on the United Nations system-wide gender focal point study and presented the key findings. The study examined the profiles, functions, organizational structures and management aspects of gender focal points and supervisors in the United Nations system. It was based on the replies of 179 gender focal points and 109 supervisors to questionnaires. The key findings and major recommendations of the study were presented. The task manager drew attention to the resource implications that the study had created for the task manager and

advised the Committee to consider this matter in its future work.

79. The Committee expressed its deep appreciation to the task manager for the excellent work done in compiling and analysing the information. Members commented on the timeliness of the study, as continuing institutional reforms were expected to affect the role and function of gender focal points. The critical importance of the institutional framework for the functioning of gender focal points was noted, as well as of resources allocated for their work. Members noted that the role of the gender focal points needed to be placed in the context of the efforts to achieve greater responsibility and accountability at management levels. Members recommended that the key findings be condensed into a short written summary for agency heads.

*Quantitative and qualitative indicators for monitoring and evaluating progress in implementing the Platform for Action*

80. Under this sub-item, the Committee was briefed by the Statistics Division on progress in the preparation of *The World's Women 2000: Trends and Statistics*,<sup>1</sup> to which a number of entities had contributed financially and substantively and which was expected to be published in time for the special session. In addition to topics comparable to those in the previous editions of the publication, the new publication would include new or expanded discussions of women and new information and communication technologies, women and men in the family and progress in gender statistics. Two important developments in the field of gender statistics occurring since the Fourth World Conference on Women were the national time-use surveys undertaken, for the first time, by a number of developing countries and the increasing number of countries collecting statistics on violence against women as well as the WHO database in which such statistics are compiled. Both areas of work were also considered in *The World's Women 2000: Trends and Statistics*.

81. Several members drew attention to their ongoing work of collecting data and statistics disaggregated by sex, and noted areas where there was still a dearth of data.

*Preparations for the special session of the General Assembly*

82. The Committee was briefed by the Secretary of the Commission on the Status of Women on the procedural aspects of the special session, in particular issues of participation by United Nations entities. While a decision by the Preparatory Committee thereon remained pending, its Bureau was expected to propose that executive heads of United Nations entities be invited to address the plenary and that other representatives have an opportunity to address the Ad Hoc Committee of the Whole. Modalities for such participation remained to be discussed.

83. The Director of the Division for the Advancement of Women briefed the Committee on the substantive preparations for the session of the Preparatory Committee, and in particular the documentation that would be before it. An update was provided on the status of negotiations concerning the outcome document of the special session and also with regard to participation by non-governmental organizations in the special session.

84. The Committee's Chairperson drew attention to the strong interest and support of the Deputy Secretary-General in the special session and her regular meetings with representatives of United Nations entities, non-governmental organizations and government delegations, especially the host country's, on matters concerning the event. Efforts were made at different levels to increase the visibility of the special session and to attract participation at the highest level. She drew attention to the proposed United Nations system's side events that had been compiled by her office. Given the limited amount of space and time available during the special session, entities were urged to consolidate their proposals, undertake joint events and indicate priorities. Based on their feedback, a schedule of events would be drawn up by her office and the Division for the Advancement of Women by mid-March for comments by entities.

85. The Committee received briefings from representatives of the five regional commissions on the regional meetings that had taken place. The outcomes of those meetings will serve as input into the global preparations and will be available to the Preparatory Committee. Representatives stressed the large numbers of participants, from both Governments and non-governmental organizations, in those events. The

Economic Commission for Africa, for example, identified two critical issues, namely AIDS and poverty, as well as the need for monitoring, evaluation and accountability measures at the national level. The Economic Commission for Europe drew attention to the participatory approach, where representatives of non-governmental organizations were given an unprecedented opportunity to participate directly in negotiations. The outcome included calls for gender budgeting and time-bound targets. The follow-up meeting of the Economic and Social Commission for Western Asia had taken place in December 1998, where partnerships between Governments and non-governmental organizations had been a difficult matter. Issues considered included good governance, institution-building and capacity-building. ESCAP reviewed progress, but also acknowledged the persistence of serious problems, such as trafficking in women and girls. Recommendations covered areas such as women's political and economic empowerment, human rights, monitoring and evaluation and links with civil society. Emerging issues had not been dealt with separately, but were woven into the overall outcome. ECLAC also noted the increased participation of civil society, including in government delegations. The outcome document reaffirmed all international commitments and covered equity and the human rights of women as an integrated concept, with explicit attention to reproductive health, reproductive rights and peace.

*Field-level implementation of the Beijing Platform for Action and gender mainstreaming: review of common country assessments and the United Nations Development Assistance Fund from a gender perspective*

86. Under this item, the Committee received a report by the Chairperson of the United Nations Development Group sub-group on gender, who reported on the work of the sub-group in providing input to increase gender awareness of the common country assessments indicators and the UNDAF process, as well as to increase gender-sensitive language in the guidelines for both processes. The sub-group was working to create a gender resource map, including data on gender advisers and specialists, to be made available through the resident coordinator network. It had proposed the development of a glossary of terms on gender mainstreaming, which could eventually form part of the gender resources database on the WomenWatch web

site. In reviewing the reports of resident coordinators, the sub-group found that the gender perspective reflected in them was disappointingly weak. A lack of understanding of gender concerns and confusion between "gender equality issues" and "women's issues", was noted. This reinforced the need to mainstream gender equality issues into theme groups and task forces other than those dealing specifically with gender. Among the challenges identified in the report, the Chairperson called for continued vigilance to reflect gender equality in all Development Group documents and reports. She reported that although all Development Group sub-groups had been dissolved, in the future gender expertise would be called upon on an ad hoc basis by the Development Group. She noted that there was a continuing need for a specific focus on gender mainstreaming, and the Committee was invited to support the commitment to gender equality in all development activities at the country level.

87. Members expressed their appreciation to the Chair of the sub-group on gender for her report, including on the work of the sub-group. It was noted that the findings of the analysis of resident coordinator reports reinforced discussions held in the Committee concerning the need for competencies and accountability for gender mainstreaming. The Chair was encouraged to convey the findings of her analysis to the resident coordinators, through the Chairperson of the Inter-Agency Committee on Women and Gender Equality. The role of coordinating and theme groups at the field level was raised, as was their accessibility to agency representatives. A question was raised concerning the mandates and terms of reference of the technical groups that were expected to replace the Development Group sub-groups. It was suggested that the information contained in various reports presented to this session of the Committee could be synthesized into one report, as they reinforced each other.

*Interaction with Administrative Committee on Coordination machinery*

88. Under this item, the Committee welcomed the participation of the Vice-Chairperson of the Consultative Committee on Administrative Questions (Personnel), Jan Beagle, who had been invited by the Committee's Chairperson to brief the Committee on the work of the Consultative Committee with regard to gender balance and a gender-sensitive work environment. In issuing the invitation to the

Consultative Committee, the Committee noted its efforts to establish and maintain cooperation and to exchange information with other committees that are part of the ACC machinery. Following past meetings with the chairpersons of the Consultative Committee on Programme and Operational Questions and the Inter-Agency Committee on Sustainable Development, the Committee appreciated the cooperation with the Consultative Committee on Administrative Questions.

89. The Committee was also briefed by the focal point on the status of women in the Secretariat, who updated it on changes in the number of women at all levels and on progress in the preparation of gender action plans and their integration into human resources action plans in the Secretariat.

90. In her briefing, Ms. Beagle noted that the Consultative Committee on Administrative Questions, consisting of the United Nations system's human resources specialists, placed great emphasis on developing progressive human resources policies, the sharing of best practices, including on the improvement of the status of women, and the reflection of such policies in the change management processes of the United Nations system. She focused on four aspects, namely, the Consultative Committee's efforts to bring human resources management issues to the attention of the highest levels of management; its work with organizations on reforms of human resources management policies; benchmarking through a study conducted by Cranfield University (United Kingdom); and work-family issues. She emphasized the Consultative Committee's efforts to ensure that the advancement of women was a policy priority in the organizations of the system and included as an integral part of human resources reform from the outset. Reform initiatives under way that should prove beneficial to women included definition of core and managerial competencies, more transparent recruitment and promotion policies, managed mobility, increased training in gender mainstreaming and use of skills inventories. She also reviewed various efforts in place and under way to address work and family issues of concern to all staff, but with a particular impact on women, such as flexitime, reduced work schedules, flexible-place/home-based work, spouse employment and family leave. She provided details of a new mechanism, the participating agency mobility system, which aims to foster inter-agency mobility. Ms. Beagle expressed the hope for cooperation between the

Consultative Committee and the Inter-Agency Committee on Women and Gender Equality in the future, especially with regard to the integration of gender issues into human resources management reforms, support for women working in the United Nations system through better information sharing on rights and opportunities and increasing the capacity of women to act as their own advocates.

91. Members expressed their appreciation for the briefings and drew attention to the diversity of human resources policies in place across the agencies of the United Nations system. Anticipated retirement patterns over the next few years and related possible opportunities for improving gender balance were noted. Some progress in recruiting women, especially at senior levels, was reported, while low overall gender balance also persisted. The persistence of gender blindness in change management processes was also commented on.

#### *Notes*

<sup>1</sup> *The World's Women 2000: Trends and Statistics* (United Nations publication, Sales No. E.00.XVII.14).



## **Annex I**

### **Agenda for the fifth session of the Inter-Agency Committee on Women and Gender Equality**

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 the United Nations Development Assistance Framework from a gender perspective.
5. Interaction with Administrative Committee on Coordination mechanisms.
6. Preparations for the special session of the General Assembly entitled "Women 2000: gender equality, development and peace for the twenty-first century" (5 to 9 June 2000).
7. Other matters.
8. Adoption of the report, including dates and provisional agenda for the sixth session.

## Annex II

### List of participants

*Chairperson:*

Angela E. V. King (United Nations)

*Acting Secretary:*

Christine Brautigam (United Nations)

*Assistant Secretary:*

Edith Castellares (United Nations)

### United Nations and its entities and programmes

Office of Legal Affairs	Mahnoush H. Arsanjani
Department of Peacekeeping Operations	Mary Eliza Kimball
Office for the Coordination of Humanitarian Affairs	Besida Tonwe
Department of Economic and Social Affairs	
• Division for the Advancement of Women	Yakin Ertürk Fatiha Serour
• Population Division	Mary-Beth Weinberger
• Statistics Division	Joann Vanek
Office of the Special Adviser on Gender Issues and Advancement of Women	Carolyn Hannan
Focal point on the status of women in the Secretariat	Zohreh Tabatabai
Office of the United Nations High Commissioner for Human Rights	Madeleine Rees Elsa Stamatopoulou
Economic Commission for Africa	Josephine Ouedraogo
Economic Commission for Europe	Patrice Robineau
Economic Commission for Latin America and the Caribbean	Sonia Montaña
Economic and Social Commission for Asia and the Pacific	Thelma Kay
Economic and Social Commission for Western Asia	Fatima Sbaity Kassem
Regional Commissions New York Office	Margaret McCaffery
United Nations Children's Fund	Sree Gururaja Ulla Bisgaard

United Nations Conference on Trade and Development	Gloria-Veronica Koch
United Nations Development Programme	Aster Zaoude Dasa Silovic
United Nations Development Fund for Women	Noeleen Heyzer Joanne Sandler
United Nations Population Fund	Wariara Mbugua
United Nations Environment Programme	Maaike Jansen
United Nations Drug Control Programme	Sylvie Alpert Bryant
World Food Programme	Elina Sana
United Nations Centre for Human Settlements (Habitat)	Diana Lee-Smith
Office of the United Nations High Commissioner for Refugees	Robyn Groves Tsegereda Assebe
United Nations University	Jacques Fomerand
International Research and Training Institute for the Advancement of Women	Tatiana Sikoska
International Labour Organization	Jane Youyun Zhang
Food and Agriculture Organization of the United Nations	Sissel Ekaas
United Nations Educational, Scientific and Cultural Organization	Breda Pavlic
World Health Organization	Asha Singh Williams
World Bank	Monica S. Fong
International Monetary Fund	Leena Lahti
International Telecommunication Union	Hanne T. Laugesen
World Meteorological Organization	Valery Detemmerman
World Intellectual Property Organization	Helen Lom
International Atomic Energy Agency	Beverly Young
Joint United Nations Programme on HIV/AIDS	Aurorita Mendoza
Consultative Committee on Administrative Questions	Jan Beagle, Vice-Chairperson
Department of General Assembly Affairs and Conference Services	Kate Starr Newell, Secretary of the Commission on the Status of Women and of the preparatory committee for the special session

## **Annex III**

### **Provisional agenda for the sixth session of the Inter-Agency Committee on Women and Gender Equality**

1. Opening of the session and adoption of the agenda.
2. Integrated and coordinated follow-up to Beijing +5, including system-wide medium-term plan for the advancement of women, 2002-2005.
3. Follow-up to inter-sessional activities:
  - (a) Database activities (including compilation of good practices, gender training materials and WomenWatch);
  - (b) Gender mainstreaming in programme budgets;
  - (c) Tools and indicators for gender impact analysis, monitoring and evaluation;
  - (d) Funding for the Committee's activities.
4. Approaches and methodologies for gender mainstreaming.
5. Gender and information and communications technologies.
6. Interaction with Administrative Committee on Coordination mechanisms: diversity issues in human resources management.
7. Other matters.
8. Adoption of the report, including dates and provisional agenda for the seventh session.

## Annex IV

### List of task managers for inter-sessional activities

<b>Activity</b>	<b>Task manager</b>
Workshop on gender equality and programming in governance, with a focus on the links between poverty, governance and gender equality	UNCHS and UNDP
Women in development/ gender focal point study	UNFPA
Compilation of good practices	UNIFEM and UNDP, with task force (UNICEF, UNFPA, Habitat, INSTRAW, ECLAC, UNHCR, WFP)
Database on gender training materials	UNICEF
WomenWatch	WomenWatch Committee (Chair: Division for the Advancement of Women)
Tools and indicators for gender impact analysis, monitoring and evaluation	ECLAC, with working group (FAO, ILO, UNESCO, UNICEF, WFP, UNHCR regional office, Division for the Advancement of Women, Statistics Division of the Department of Economic and Social Affairs)
Gender mainstreaming in programme budgets	Office of the Special Adviser on Gender Issues and Advancement of Women/Division for the Advancement of Women
Funding strategy for the Committee's joint activities	Chairperson
Approaches and methodologies for gender mainstreaming	Office of the Special Adviser on Gender Issues and Advancement of Women
Gender and information and communication technologies	ITU
System-wide medium-term plan	Division for the Advancement of Women, with working group (ESCAP, UNESCO, UNICEF)