



Administrative Committee on Coordination

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Report of the Inter-Agency Meeting on Women and Gender Equality*

New York, 27 February to 2 March 2001

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* Formerly the Inter-Agency Committee on Women and Gender Equality.



I. Introduction

1. The Inter-Agency Meeting on Women and Gender Equality of the Administrative Committee on Coordination (ACC) was convened in New York from 27 February to 2 March 2001. The agenda, as adopted by the Meeting, is contained in annex I, and the list of participants is contained in annex III. 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

2. In light of the ongoing reform of the ACC machinery, the Meeting will submit to the High-level Committee on Programme and Operations, for presentation to ACC, a set of recommendations on the purpose, expected outputs, and approaches in the work of the United Nations system for the achievement of gender equality. In making those proposals, the Meeting will be guided by intergovernmental commitments on gender equality, as contained mainly in the Beijing Platform for Action, the outcome of the twenty-third special session of the General Assembly entitled "Women 2000: Gender Equality, Development and Peace", the Millennium Declaration, and by gender-specific recommendations contained in other global instruments and plans.

3. The Meeting will include suggestions on future meetings, including their agenda, in the recommendations.

4. For planning purposes, the Meeting agrees to make provisions for convening an ad hoc meeting just prior to the forty-sixth session of the Commission on the Status of Women (March 2002) to review the output of inter-sessional activities and to follow up on decisions that are expected to be taken by ACC at its October 2001 session.

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

A. Action taken and decisions adopted by the Meeting

Gender mainstreaming in programme budget processes

5. The Committee endorsed the work undertaken by the task manager, the Office of the Special Adviser on Gender Issues, and decided to continue the project, taking into account the following considerations:

(a) In light of the experience gained from the five case studies completed in phase II of the project, the United Nations Population Fund (UNFPA) is requested to prepare a "good practice" example of its case study for its institutional impact, for wide distribution among members and interested constituencies, and to submit it to the next session of the Meeting;

(b) It was agreed that responsibility for follow-up after completion of a case study in an entity rests mainly with that entity. At the same time, it is recognized that support by the task force has an important catalytic function. Such support may come through workshops bringing together entities that have completed phases I and II of the project. Note was taken with appreciation of the International Labour Organization's offer to organize a workshop in Geneva for Europe-based entities, bringing together all institutional stakeholders (gender focal points and budget and programming officers). The possibility of convening a similar workshop in New York will be explored;

(c) Given the challenges identified by the task manager in developing system-wide generic guidelines, there was consensus that, instead, five more case studies would be completed by the fall of 2001 and an additional five in the spring of 2002. Following completion of the case studies, a synthesis report would be prepared, for submission to ACC, outlining the objectives, process and outcomes of the work of the task force;

(d) Each phase of the project will result in clear recommendations and examples that can serve for capacity-building and backstopping in the area.

Tools and indicators for gender-impact analysis, monitoring and evaluation

6. The Committee took note of the progress report of the task manager, the Economic Commission for Latin America and the Caribbean (ECLAC), especially of the lessons learned so far, and the challenges in the use of gender indicators. In that regard, the Committee noted the objective and approach of the task force — namely to make gender indicators available for policy-making, by looking at indicators from a user's perspective. The task force collaborates closely with the United Nations Statistics Division and other statistics offices, including those in the regional commissions, thereby strengthening links to mainstream producers of statistics, and to their work on coordinated and integrated follow-up to United Nations conferences in the field of statistics and indicators. The task force will not undertake work on development of tools for monitoring gender mainstreaming within United Nations entities in the current year.

7. The Committee underlines the crucial importance of gender indicators for the follow-up to the Beijing Platform for Action and related commitments, including the Convention on the Elimination of All Forms of Discrimination against Women, and endorses the continuation of the work of the task force, with ECLAC as task manager, within the following parameters:

(a) The project on tools and indicators for gender-impact analysis, monitoring and evaluation will be implemented over the next five years in order to provide reliable indicators at the 10-year benchmark of the adoption of the Platform;

(b) Work on gender indicators is a process that builds on existing work in related areas;

(c) Regional commissions play a catalytic role in coordinating the various stakeholders, including users and producers of statistics (Governments, United Nations Statistics Division and other statistics offices of the United Nations, non-governmental organizations, and others);

(d) All members of the Inter-Agency Meeting will continue their efforts to involve not only statisticians but also policy makers and representatives of civil society in their work, particularly with regard to new concepts and emerging issues that require monitoring tools;

(e) For use by the Inter-Agency Meeting, the task manager will compile an inventory of activities, by actor and type, with regard to gender indicators, in order to avoid duplication;

(f) The task manager will develop a multi-year project proposal on data collection and use of gender indicators for policy-making, in liaison with the United Nations Statistics Division and other statistics offices of the United Nations in order to take advantage of their work on indicators in the context of conference follow-up;

(g) The purpose of the project is to propose, after a dialogue with statisticians and policy makers, a minimum set of quantitative and, if possible, qualitative cross-cutting indicators while leaving sector-specific indicators to the realm of specialized agencies; develop a list of emerging issues for which indicators should be developed; work towards the development of consistent, across-the-board, replicable, comparable and reliable data, taking into consideration the conceptual and geographical coverage within the United Nations system and its specialized agencies; and support the technical assistance and capacity-building work of the United Nations Statistics Division and other statistics offices of the United Nations with regard to gender issues.

Gender mainstreaming in the CCA/UNDAF process

8. The Meeting took note of and endorsed the terms of reference of the task force on gender mainstreaming in the process of country cooperation assessments (CCA) of the United Nations Development Assistance Framework (UNDAF). It requested the United Nations Development Fund for Women (UNIFEM) to continue to serve as task manager. The task force is requested to collaborate closely with the sub working group on gender of the Inter-Agency Standing Committee of Humanitarian Agencies, to facilitate an exchange of experience on gender mainstreaming.

9. The Meeting agreed that during the current year, the task force would focus on the 12 countries identified for roll-out of UNDAF in 2001. The task force will use the United Nations gender resource map to identify the agencies that are active in gender mainstreaming in those countries and assess the capacity of gender theme groups present. The use of technical advisers on gender mainstreaming in the

CCA/UNDAF process will be prioritized for countries in highest need. This will draw expertise from countries that have already demonstrated best practices in gender mainstreaming in the CCA/UNDAF process.

10. The Meeting welcomed the initiative of the task force to develop a concept paper on women's empowerment and gender mainstreaming in the CCA/UNDAF process. The task force is encouraged to work with the Turin Training College to use the concept paper as the basis of a module on gender mainstreaming with practical tools/guidelines to be included in the CCA/UNDAF syllabus at the College.

11. The Meeting supported the initiative of the task force to work with the United Nations Development Group (UNDG) office and the Department of Economic and Social Affairs of the United Nations Secretariat to compile and disaggregate a set of specific indicators under each development goal of the millennium targets, and to analyse those data from a gender perspective. This should be done in liaison with the task force on tools and indicators.

Gender and financing for development

12. The Meeting welcomed the work already done by the task force and entrusted it with the continuation of its efforts, in accordance with the following terms of reference:

(a) Work actively to ensure that a gender perspective is reflected in the documentation and discussions of the preparatory processes and in the International Conference on Financing for Development in 2002;

(b) Support coordination and collaboration of the work of the United Nations system on gender and financing for development;

(c) Support coordination and sharing of information between the United Nations system, other international and regional organizations, and non-governmental organizations and civil society groups and networks, particularly women's groups and networks, on gender and financing for development;

(d) Organize a day of dialogue among government representatives, United Nations system and civil society stakeholders on gender and financing for development in the autumn of 2001, to coincide with the third preparatory committee meeting of the Conference on Financing. The dialogue would focus on

the agenda items of the Conference, including domestic resource mobilization, foreign direct investment, official development assistance, debt, trade and systemic issues;

(e) Support efforts to raise the public profile of gender issues in the Conference process;

(f) Organize one special event during the Conference preparatory meeting in January 2002, and one special event during the Conference in March 2002.

13. Depending on the assessment of the human and financial resources available for its work, the task force will review the above-mentioned tasks, streamlining them while keeping in mind the two major objectives of the initiative: strengthening the gender perspective in the issues addressed by the Conference; and promoting awareness-raising and advocacy on gender mainstreaming in the preparatory documentation, the debates and anticipated outcome of the Conference.

Women, peace and security

14. The Meeting welcomed the work done by the task force. Members of the task force strongly welcomed the opportunity of working together for the implementation of Security Council resolution 1325 (2000), including the elaboration of a draft action plan for implementation of the resolution in the United Nations system.

15. Noting that participation in the task force was open to all interested members, the Meeting endorsed the terms of reference presented by the task manager, as follows:

(a) Finalize and circulate the draft action plan on implementation of Security Council resolution 1325 (2000) in the United Nations system;

(b) Coordinate input to the Secretary-General's report requested under paragraph 16 of the resolution;

(c) Generate suggestions on how the United Nations system can remain actively seized of this matter.

16. The Meeting noted the progress made in preparing the Secretary-General's report requested by the Security Council resolution — i.e., a study of the impact of armed conflict on women and girls — and extended its full support to the effort. It endorsed the draft outline presented by the task force, according to

which the main sections of the report would consist of the following:

- (a) Impact during conflict;
- (b) Gender dimensions of peace processes;
- (c) Women's role in post-conflict peace-building;
- (d) Recommendations.

17. The Meeting welcomed the study mainstreaming a gender perspective in multidimensional peace operations, undertaken by the Lessons Learned Unit of the Department of Peacekeeping Operations, United Nations Secretariat, in cooperation with the Division for the Advancement of Women, United Nations Secretariat, and welcomed the Windhoek Declaration and the Namibia Plan of Action on Mainstreaming a Gender Perspective in Multidimensional Peace Support Operations, adopted at a seminar in that context (Windhoek, Namibia, May 2000), and agreed to build on their findings and recommendations for the Secretary-General's report.

Funding for the Meeting's activities

18. The Meeting took note of the report presented by its Chairperson, including projected expenditures for 2001 for joint activities (approximately US\$ 450,000). The Meeting discussed a number of efforts for funding those activities through both regular and extrabudgetary sources. It agreed that a multiplicity of funding strategies would be pursued, including members' individual efforts within their own entities, where possible, the establishment of a task manager and task force, and fund-raising on behalf of the Meeting in its entirety.

19. The Meeting decided to entrust its Chairperson, with the support of a task force, to continue to explore all possible sources of funding for joint activities. The ACC reform would be taken into account in the work of the task force.

20. The Meeting agreed that greater visibility and publicity for its work and its outputs would be pursued as part of the work of the task force.

WomenWatch, online databases on good practices, and gender training materials

21. The Meeting agreed that the WomenWatch Committee would review further the recommendations

made in the assessment report of the web site. The review would focus, in particular, on the question of the site's dual function as portal and as online resource, and related resource implications; and on the question of broadening participation of stakeholders beyond the United Nations system, keeping in mind that United Nations-related information was the competitive advantage of the site and that various other sites already provided information on activism by non-governmental organizations. It was agreed that until further review, WomenWatch would continue to serve both as a portal and an online resource.

22. The Meeting took note with appreciation of the completion of the work of the task managers on good practices and on gender training materials, the materials prepared, and the publicity given to the databases on a number of occasions, including at Beijing +5. It was agreed that no decision would be taken at that point concerning INSTRAW's possible hosting of the databases, including clearing-house functions (i.e., responsibility for their maintenance, updating and moderation), given the Institute's financial situation.

Gender and information and communications technologies

23. The Meeting endorsed the work already done by the task manager and entrusted the International Telecommunication Union (ITU) to continue to serve as task manager, in accordance with the following terms of reference:

(a) In order to reflect the cross-cutting nature of information and communications technologies (ICT), membership in the task force is open-ended, and members with active ICT programmes are particularly encouraged to participate;

(b) Proceed with the creation of an inventory of gender-specific ICT projects of United Nations-system entities and establish a central database within ITU where the inventory can be consulted and completed for the use of the members of the Meeting. The Meeting takes note that additional resources are necessary for the implementation of this work, and entrusts its task manager to consult members on steps to be taken in this regard;

(c) Determine ways and means of, and coordinate a system-wide strategy for, ensuring that a gender perspective is included in the preparations for

and outcome of the World Summit on the Information Society (2003). The strategy should include not only how each organization could contribute to the inclusion of a gender perspective but also how each organization could work with its constituency and, in particular, non-governmental organizations and representatives of civil society which will be partners in the World Summit;

(d) Undertake work on guidelines to assist/advice members of the Meeting on improving their own work on ICT, to make programmes and projects on ICT gender-sensitive.

Gender focal point study

24. The Meeting welcomed the finalized gender focal point study, presented by the task manager, UNFPA, which also included the recommendations the Meeting had adopted at its fifth session. It thanked the task manager for the completed output. The Meeting decided that an executive summary and the recommendations would be published in order to give visibility to the study, and requested the task manager to implement that decision, including securing funding for this purpose.

ACC reform and its implications for the work of the Meeting

25. The Meeting noted the ongoing reform of the ACC mechanisms. It decided to entrust its Chairperson, in (electronic) consultation with members, to prepare a proposal to the High-level Committee on Programme and Operations and ACC, on future arrangements for the United Nations system-wide work on gender equality. The proposal would assess the opportunities presented by the ACC reform to refocus the work. It would assess the activities of the Meeting in terms of working methods, outputs, clients and beneficiaries, and identify the unique contribution made by the Meeting so far to support implementation of the Beijing Platform for Action and other gender-related global commitments. The Meeting's submission to ACC would further include proposals on how a number of issues of system-wide relevance, such as women and peace and security, gender and ICT, CCA/UNDAF, tools and indicators for gender analysis, monitoring and evaluation, and gender mainstreaming in its many facets, could be addressed in an efficient, flexible and effective manner in the future. The Meeting agreed that the proposal would be completed by early June.

Terminology

26. The Meeting took note of the findings of a survey conducted by ITU on the use of the terms "chairman/chairperson/chair" in official meetings and documents of the United Nations system. The Meeting agreed on the desirability of establishing an official policy across all entities of the system for the uniform use of the term "chairperson" in all official meetings and documents.

Workshop of the meeting with the OECD/DAC Working Party on Gender Equality

27. The Meeting welcomed the status of preparations for the workshop on gender, governance and poverty eradication, scheduled to take place in April 2001 in Vienna, and agreed that future workshops should be convened every other year. It proposed that the next meeting, in 2003, should focus on gender indicators. The topic would be further refined at a later stage.

International Women's Day

28. The Meeting recognized the desirability, for publicity and advocacy purposes, to identify the topic for International Women's Day well in advance of 8 March. At the same time, the Meeting underlined the importance of using a flexible approach to respond to priorities of the moment. It was agreed that efforts would be made to propose the theme from four to five months in advance so as to allow all members to plan accordingly and to undertake effective mobilization efforts for the observance of the day.

B. Recommendations emanating from the Meeting's one-day workshop on approaches and methodologies for gender mainstreaming

29. The Meeting expressed its appreciation to the Chair for organizing the workshop and to the Executive Director of the United Nations Centre for Human Settlements (UNCHS), Ms. Anna Tibaijuka, for providing an excellent introduction to the workshop through her keynote address. The importance of the United Nations in the development of gender mainstreaming approaches and methodologies, in order to provide role models for Member States, was emphasized in the workshop. The critical role of the Meeting in the achievement of the advances made in

gender mainstreaming in the United Nations since the joint workshop organized by the Inter-Agency Committee on Women and Gender Equality and the OECD/DAC Working Party on Gender Equality (Geneva, 1997) was recognized. The importance of identifying and addressing new challenges to gender mainstreaming as part of the follow-up to the twenty-third special session of the General Assembly, particularly in relation to accountability for gender mainstreaming, was highlighted.

30. A number of critical challenges were highlighted, including: identifying the strategic entry points — the critical events or processes which provide potential for leverage from a gender perspective; ensuring that gains made in relation to gender mainstreaming are not lost in restructuring and reorganization within entities; moving from a reactive to a proactive mode in promoting gender perspectives in substantive work; engaging senior management and securing accountability for gender mainstreaming; developing methodologies and tools to ensure that attention to gender perspectives becomes routine in all areas of work; developing more innovative means of mainstreaming in normative work; moving gender mainstreaming work from extrabudgetary resources to regular budget resources; strengthening the mandates and resources of gender units and gender focal points, through, inter alia, provision of training, in order to stimulate effective catalytic roles; and institutionalizing men's involvement in gender mainstreaming efforts.

31. Specific challenges for the work of gender units and gender focal points included knowing when to “let go” of gender mainstreaming processes while still providing adequate levels of monitoring and necessary support to ensure that the processes stay on track; including in planning the need for preparedness to cope with demands created by catalytic work; and working strategically to deal with conceptual confusion and avoid unhelpful dichotomies, including developing greater understanding of the fact that women's interests can and should be addressed in the context of a gender approach.

Conclusions arising from the workshop

32. Based on the discussions in the workshop, the Meeting arrived at the following conclusions:

(a) The regional commissions have a critical role in influencing intergovernmental processes from a

gender perspective, particularly through opportunities for direct contact and collaboration with line ministries, which develops a conducive environment for gender mainstreaming and supports the work of other entities at the regional level;

(b) Methodologies and tools for corporate reviews and audits need to be developed, with emphasis on utilizing those processes to secure greater accountability for gender mainstreaming, particularly at senior management levels;

(c) Greater accountability from senior management is needed in a number of key areas — for example, in relation to the provision of capacity-building on gender mainstreaming for professional staff and adequate follow-up; development of clear instructions and support on gender mainstreaming for outposted staff; and adequate attention to gender mainstreaming in terms of reference for technical and programme staff and managers;

(d) Some issues are more difficult than others in terms of potential for incorporating gender perspectives, and some institutions present more constraints for gender mainstreaming than others. The need for special assistance for parts of the United Nations system which have, for different reasons, not been able to make as much progress as others, was highlighted. This could include more direct collaboration between individual Members of the Meeting;

(e) Issues relating to the establishment of an institutional environment conducive to the promotion of gender equality were raised. These included gender balance issues, sexual harassment, and work/family relationships. This led to a discussion of the advantages and disadvantages of separating or combining work on these issues and promotion of attention to gender perspectives in substantive work. It was concluded that it is not possible to have uniform modalities for this issue. While some organizations have managed to work successfully through an approach that integrates issues of a gender-sensitive work environment with gender mainstreaming in substantive work, in other entities a clear separation of the issues and the mechanisms for addressing them is essential for ensuring progress in gender mainstreaming.

Recommendations of the workshop

33. The following key recommendations of the workshop were adopted by the Meeting:

(a) The members of ACC should be invited to establish, within their own organizations, regular reporting mechanisms for all senior managers on gender mainstreaming. ACC should further be invited to undertake in 2002 a review of progress made in the implementation of agreed conclusions 1997/2 of the Economic and Social Council, based on a report to be submitted by the Meeting. The preparation of such a review and consideration of the findings by ACC would allow for systematic assessment of good practices, and remaining challenges;

(b) The Chair of the Meeting was invited to request the Secretary-General to send a second communication on gender mainstreaming as a follow-up to the twenty-third special session of the General Assembly;

(c) The Chair of the Meeting was invited to follow up the communication from the Secretary-General with a letter to heads of all entities, as was successfully done following the agreed conclusions 1997/2;

(d) The matrix developed by the Office of the Special Adviser should be further developed as a base for monitoring progress in gender mainstreaming across the system. It could be developed as a database which would be updated on a regular basis by entities in the system. This would provide an internal monitoring tool for senior management within entities, useful for assessing progress over time, as well as a mechanism to assist the Special Adviser on Gender Issues and Advancement of Women in having an up-to-date overview of progress throughout the system, for reporting to the Secretary-General, ACC, and relevant intergovernmental bodies. Guidelines should be developed to ensure consistency of reporting;

(e) The possibility of developing one basic system-wide annual reporting mechanism on gender mainstreaming should be investigated;

(f) Case studies could be carried out to identify the incentives and disincentives for gender mainstreaming inherent in financial and administrative rules and regulations;

(g) The need for different types of verifiable indicators to both clarify the process and the achievement of the ultimate goal of gender mainstreaming was recognized. The Meeting should investigate ways and means of developing common sets of indicators to cover different needs — for example, indicators on the human and financial resources required for gender mainstreaming; indicators for qualitative institutional change in support of gender mainstreaming; and indicators to ensure that processes of restructuring and reorganization within entities do not entail negative development in terms of gender mainstreaming. Indicators to measure progress in integrating gender perspectives in substantive work are also required, and they could include indicators of gender mainstreaming in major areas of work; and indicators for both policy/normative work and operational work;

(h) Improved linkages should be developed between the Inter-Agency Meeting on Women and Gender Equality and its task force on women, peace and security and the Inter-Agency Standing Committee (Humanitarian Affairs);

(i) Greater visibility for the work of the Meeting on gender mainstreaming should be promoted. Practical steps recommended included extracting important elements from the reports from the annual sessions to be sent to heads of entities by the Chair of the Meeting; involving the Department of Public Information in interviews and press releases around the work of the Meeting; getting information on the Meeting into different forms of entity information materials; arranging joint special events in conjunction with intergovernmental meetings;

(j) Noting the effectiveness of the one-day workshop on gender mainstreaming, similar opportunities for professional exchange on gender mainstreaming should be provided for gender focal points so as to strengthen their roles as catalysts for gender mainstreaming, for example, within the regional commissions;

(k) The Meeting decided to include a workshop on progress on gender mainstreaming as a regular item on its agenda, covering different aspects of gender mainstreaming, such as institutional development for gender mainstreaming, field-level experience with gender mainstreaming etc. The Meeting agreed on the

topic for the next workshop: Skills enhancement of technical staff for gender mainstreaming;

(l) The Meeting agreed that the Office of the Special Adviser should prepare a more detailed report on the discussion and outcomes of the workshop for ACC and for broader distribution, to, inter alia, the OECD/DAC Working Party on Gender Equality, as a follow-up to the joint Inter-Agency Meeting/OECD/DAC workshop on gender mainstreaming held in Geneva in 1997.

C. Summary of discussion

34. The Meeting was opened by the Special Adviser on Gender Issues and Advancement of Women, the Chairperson of the Inter-Agency Meeting on Women and Gender Equality. In her opening statement, the Chairperson welcomed participants, in particular new members. She expressed her warm appreciation to the Meeting's task managers and working groups for the inter-sessional preparations and the reports they would be presenting under the Meeting's various agenda items.

35. The Chairperson outlined some of the issues that required the Meeting's attention and action at its current session. In particular, the Meeting should identify new areas of work and design its agenda for the coming years. The outcome document of the special session of the General Assembly on Beijing +5 and the new multi-year work programme of the Commission on the Status of Women, to be adopted at its forthcoming session, should guide the Meeting in that regard. Drawing attention to the ongoing reform of ACC, the Meeting should consider the impact of the reform on its own work. She called for strong recommendations on how gender equality issues needed to be considered in the changing ACC machinery. Furthermore, the momentum generated by the adoption of Security Council resolution 1325 (2000) on women and peace and security, called for action by the Meeting, and she sought members' support and contributions with regard to the inter-sessional work done by a task force on that issue, as well as for its future work.

36. The Meeting was expected to agree on the next steps in ongoing projects towards the development of common indicators for implementation of the Beijing Platform for Action and gender mainstreaming and on

gender mainstreaming in budget processes. Ongoing support should be provided to field-based colleagues to ensure inclusion of gender aspects in CCA/UNDAFs, by strengthening cooperation between the Meeting and the country level. Work on compiling best practices and gender training materials should be concluded at the current session, and a decision was required on the future host entity for the relevant databases.

37. While stressing that the Meeting needed to be proactive and develop its own projects, it also needed to remain involved in the work others were doing. In that context, inter-sessional work had been initiated to ensure attention to gender perspectives in the high-level event on financing for development. The Meeting's work on gender and ICT provided an excellent channel for contributing to the World Summit on the Information Society, scheduled to take place in 2003. The Chairperson proposed to include a new standing item on the Meeting's agenda to exchange information on upcoming programmes and events to identify where the Meeting could strengthen the links with existing stakeholders or establish new partnerships for gender mainstreaming.

38. In order to allow sufficient time for reflection and exchange of views on gender mainstreaming, as part of the present session a one-day workshop had been organized on approaches and methods for gender mainstreaming, at the request of the Committee at its fifth session. That would allow for presentation of innovative work on different aspects of gender mainstreaming and discussion of key issues in working group sessions. It was hoped that practical recommendations on how to move forward in using the gender mainstreaming strategy would emerge from the workshop.

Follow-up to Beijing +5

39. The item provided an opportunity to discuss emerging trends, challenges and themes that required interventions from the entities of the United Nations system in the follow-up to the Beijing +5 special session of the General Assembly. During the discussion, members highlighted a number of process issues that offered opportunities for increased gender mainstreaming, such as the improvement of policy frameworks and programming and budgeting methodologies, the participatory development of indicators, the development of new partnerships and strategic alliances, and improved cooperation between

the global and the regional levels. Members also identified a number of sectoral areas where gender was emerging as a critical element or where the focus on gender aspects had become clearer, including the Beijing +5 process. Members stressed the importance of clarifying and highlighting connections and links between gender equality goals and targets, the elimination of gender discrimination and disparities and the overall work of the entities of the United Nations system.

40. Upcoming events, conferences, special sessions and review processes, such as the special session of the General Assembly on children, provided opportunities for highlighting such links as well as for increased implementation of gender mainstreaming. The importance of collaborating in the preparations and the follow-up to such events was underlined. It was critical to infuse such processes from the very outset with a gender perspective. In that context, members also stressed the need to link the regional and the global levels and to collaborate with civil society. Members were encouraged to make strategic choices in selecting crucial issues for intervention for greater impact and outcome.

41. Members highlighted the critical role of information and communication technologies (ICT), including e-commerce, the development of a knowledge society, and the importance of including a gender perspective in that area. Gender perspectives should be fully incorporated into the preparations and outcome of the World Summit for the Information Society (2003). The growing sector of e-commerce and e-trade presented opportunities but also challenges for women, and special efforts were required to take advantage of rapid developments in the field.

42. HIV/AIDS and its socio-economic, health and rights dimensions presented a major challenge from a gender perspective. In that context, the role of men and masculinity required particular focus. The pandemic presented a considerable risk to food security. Those issues were expected to be addressed at the special session on HIV/AIDS in June. The upcoming consideration of the topic by the Commission on the Status of Women was noted. HIV/AIDS had also become a new focus of work at the regional level.

43. Gender issues in the areas of sustainable development and food security were highlighted, including those in regard to natural resources

management, particularly in access to fresh water and irrigation water. Rural women continued to be critical in the fight against poverty and the achievement of global poverty-reduction goals, since they constituted the majority of the world's poor. Issues such as the rural/urban digital divide and HIV/AIDS were creating new challenges in rural areas for the achievement of food security. Those issues were likely to come up in the context of the five-year review of the implementation of the World Food Summit Plan of Action, scheduled to take place in 2001 in Rome. The particular situation of mountain women would be highlighted at a global meeting during the International Year of the Mountains (2002).

44. Members emphasized that women's inheritance and housing rights required the highest priority on the international agenda, on a par with violence against women. Women's restricted access to inheritance, housing and property rights in many societies remained a major impediment to development and a main cause of the feminization of poverty. These were expected to constitute difficult issues during the Habitat II +5 review. Land reform had also become an area of focus.

45. With greater knowledge about the constraints and opportunities faced by different age groups, a life cycle approach was increasingly essential for effective action. Adolescent girls required a specific focus. As that was becoming clearer in many areas, including education, health, HIV/AIDS prevention, violence, trafficking and sexual exploitation, approaches needed to be targeted to the specific age groups of girls, adolescents and women for better outcomes. The results of the International Conference on Population and Development +5 and the World Forum on Education were noted in that context.

46. Changing demographics towards an increasingly ageing population affected the structure of the care economy, work and family issues, and economic growth and development. The question of migration was becoming a major policy issue. Issues such as sustainability of pension systems, health and intergenerational solidarity could only be tackled in a satisfactory manner if gender perspectives were included. Members highlighted efforts under way to include those aspects in the preparations and outcomes of the Second World Assembly on Ageing (2002), including a regional point of view.

47. Macroeconomic policies and the informal economy took on new dimensions in the context of globalization and needed to be analysed from a gender perspective. Women constituted the majority of those in the informal economy and of those who cared for children and the elderly. The work was unpaid and undervalued and prevented women from entering the formal labour market. The gender implications of social insurance/protection in the context of the informal economy, in economic and financial crises, as well as in transition economies, needed a thorough analysis from a gender perspective.

48. Refugee and displaced women were particularly vulnerable to sexual and gender-based violence. Their protection should be a priority in humanitarian interventions. A process was under way to re-energize the Refugee Convention, with a particular focus to improve the understanding of the concerns of refugee and displaced women, as well as to review the policy and protection guidelines for refugee women. Members also reported on the integration of gender perspectives in the consolidated appeals process (CAP). The 2001 CAP had been launched under the theme "Women and war". It would now be important to identify follow-up, establish links with related efforts, and feed findings and progress back into intergovernmental processes, especially the humanitarian affairs segment of the Economic and Social Council.

49. The continuing focus on including a gender perspective in poverty eradication strategies was noted. Entities were contributing gender-specific input and activities to the upcoming Third United Nations Conference on the Least Developed Countries, and collaboration in organizing planned side events on gender issues was encouraged. Members also noted the opportunities presented by the Economic and Social Council's upcoming high-level segment on Africa to showcase gender-specific interventions.

50. Members noted the important role of the Convention on the Elimination of All Forms of Discrimination against Women, and its Optional Protocol in the work for gender equality. Women in peace and conflict resolution had also gained new prominence, especially with the debate in the Security Council on 24 October 2000 and adoption of resolution 1325 (2000). The World Conference on Racism, Racial Discrimination, Xenophobia and Other Forms of Intolerance (Durban, September 2001) would be an opportunity to pay particular attention to the gender

dimension of racial discrimination. It was one of two thematic issues (the other one being HIV/AIDS) to be taken up by the Commission on the Status of Women at its upcoming session.

51. Insufficient sex-disaggregated data, both in terms of quantity and quality, continued to restrict gender analysis. Members reiterated the need to collect such data and to develop or compile common indicators for women's empowerment and gender mainstreaming. The use of collaborative approaches involving all stakeholders was strongly supported.

52. Members stressed the need to continue work on capacity-building and accountability mechanisms for gender mainstreaming and for implementation of the commitments of the Platform for Action and Beijing +5. The growing importance of process issues for progress in gender equality was underlined. Attention to gender equality as a cross-cutting issue in all areas would be strengthened when a multi-stakeholder approach was combined with a multi-disciplinary approach.

53. Gender budgeting was highlighted as an important tool, both at the national level and within organizations. Those who had participated in the Meeting's study on gender mainstreaming in programme budget processes praised the usefulness of the experience. It was also noted that certain United Nations entities were undergoing reform processes and moving towards results-based and output-oriented programming models. That posed new challenges and opportunities for the work in gender mainstreaming in these organizations. It was important to determine the implications of this development for the work of gender units and to adapt mainstreaming strategies to the changing institutional environment.

Gender mainstreaming in programme budget processes

54. The Meeting had before it the report of the task manager, the Office of the Special Adviser on Gender Issues (IAMWGE/2001/4), which presented the work done since the Meeting's latest session. The focus of the task force was on the programme budget processes of the entities of the United Nations system. In addition to an overview of the efforts of all entities of the system to incorporate a gender perspective into programme budgets, five case studies had been undertaken (UNFPA, the Department of Peacekeeping

Affairs, United Nations Secretariat, the World Health Organization (WHO), the ILO and the Economic and Social Commission for Asia and the Pacific (ESCAP)), and the results had been widely shared and presented to different constituencies. The findings of the project showed the diversity of programme budget processes, thus making the preparation of generic guidelines difficult and perhaps of limited usefulness. To provide a more adequate understanding of the programme budget process in the United Nations system, a second project including five case studies (the United Nations Children's Fund, the Food and Agriculture Organization of the United Nations, the Office for the Coordination of Humanitarian Affairs of the United Nations Secretariat, the United Nations Conference on Trade and Development and the Economic and Social Commission for Western Asia) had been initiated. Two proposals for future focus of the work of the task force were presented. Different sets of guidelines, tailored to different types of budget processes, could be considered. Alternatively, the task force could continue to carry out case studies in individual entities. This second proposal arose out of the emphasis on the value of the process by those entities that had already participated. The availability of resources would be critical for the fulfilment of the terms of reference. The task manager also suggested that the process of promoting greater gender mainstreaming in programme budgets could not be taken much further in the Secretariat through the work of the task force.

55. Members, especially those where case studies had been undertaken, stressed the extreme usefulness of the project. It had opened up opportunities for broad discussion of institutional and programming processes in organizations, brought together colleagues not usually involved with gender issues, and increased momentum for accountability to gender equality goals. Incorporating gender perspectives in programme budgeting was considered a very strategic entry point. A positive aspect of the project was also bringing the inter-agency perspective into the entities to support work of gender units. Stressing the importance of the process, the United Nations Development Programme (UNDP) requested to be included in the list of case studies. While emphasizing the positive aspects, members also noted the need for guidance to support colleagues in integrating gender perspectives into programme budgets. The lack of gender analysis capacity of staff remained a serious constraint, requiring further investment in skills development. The

ILO proposed to host a workshop in Geneva in the second half of 2001 for those entities in Europe which had participated in the project, to further consolidate the outcome of the project and its findings and to improve monitoring and evaluation.

Tools and indicators for gender impact analysis, monitoring and evaluation

56. The Meeting received a report prepared by ECLAC as the task manager (IAMWGE/2001/5), and with the participation of the Economic Commission for Europe (ECE), FAO, the United Nations Educational, Scientific and Cultural Organization (UNESCO), UNIFEM and the World Food Programme (WFP). In accordance with the mandate provided, ECLAC developed a three-year project on gender indicators for policy-making purposes and secured extrabudgetary funding for the first year. In accordance with its terms of reference, a number of activities were carried out, including a first coordination meeting between ECLAC and ECE in October 2000 on the harmonization of a minimum set of indicators used by the two regional commissions and the initiation of a web site. Among the lessons learned so far, ECLAC emphasized the importance of a step-by-step approach and consensus-building with all stakeholders on a group of selected indicators, as well as of the systematic collection of data as a global public good. The construction of gender indicators and their use and efficacy required both technical capacity and political will, including recognition that indicator development and use was a process, not a one-time effort. Given the capacity of many countries for data collection, which largely remained limited to census and household surveys, indicator development needed to proceed cautiously and conservatively, using official statistics. Thus, focus should be placed on a limited set of indicators and their systematic application. At the same time, the conceptual discussion around indicator development and use needed to be pursued. Likewise, emphasis should be placed on developing simple and relevant indicators for selected emerging issues to benefit from members' sectoral experience, such as violence against women, citizenship or reproductive rights. All members were urged to contribute to that work.

57. Under the item, the Meeting received a briefing from the United Nations Statistics Division on its work on indicators, especially in the follow-up to United Nations conferences. Mr. Stefan Schweinfest noted that

the interest of intergovernmental processes, especially the Economic and Social Council, in statistics and indicators had increased with the need to identify clearly progress that was being made in implementation of the Conference results of the 1990s. A critical review of the development of indicators in the context of conference follow-up was prepared for the Council in 1999 (E/1999/11), containing a status analysis and drawing conclusions. The Council's discussion and resolution highlighted the need for a balanced approach to conference follow-up in that area, as well as the importance of Government involvement and ownership of indicator development. The Statistical Commission continued to work on harmonization and rationalization of indicators, supported by the Statistics Division (see E/CN.3/2001/16). In 2002, a report would be submitted to the Council containing a technical evaluation of all indicators used or proposed in conjunction with conference follow-up, whereby difficulties in identifying indicators in relation to the Beijing Platform for Action were noted. The long list was anticipated to include some 400-500 indicators. The report was expected to make recommendations on a possible short list, as well as a mechanism for review of proposed future indicators. Attention was also drawn to the work on the CCA indicator framework, coordinated by UNDG, and the successful efforts to include a gender perspective.

58. Members expressed their appreciation for the work done by the task force, as well as for the briefing provided by Mr. Schweinfest. Members noted the difficulties in developing indicators on issues of critical importance for women, such as violence against women. Constraints resulting from availability of data remained a concern. At the same time, it was stressed that the selection, compilation and use of indicators was not the sole domain of statisticians but required a cooperative process of experts from different disciplines.

Mainstreaming of a gender perspective in CCAs and UNDAF

59. The Meeting had before it the report of the task manager, UNIFEM (IAMWGE/2001/6). The task force had been established after the discontinuation in 2000 of the UNDG Sub-Group on Gender in order to maintain a focus on gender mainstreaming in the CCA/UNDAF process. Given the prominence of

gender theme groups in the field and the ongoing elaboration of CCA/UNDAFs in programming countries, emphasis was placed by the task force on developing a common understanding between entities on how to mainstream gender perspectives in CCAs and UNDAF, thus providing coherence in advice to the field, having a pool of expertise and common tools for the field and Headquarters to draw from. That should contribute to a common resource base and coherent framework for policy advice. Future work would include providing input and guidance to countries that were rolling-out in 2001, contribute to the ongoing evaluation and assessment of CCA/UNDAFs, and stress the use of sex-disaggregated data and indicators in the process and in the achievement of implementable targets from conferences and the Millennium Declaration, through CCA/UNDAFs. Elaboration of a conceptual framework for gender mainstreaming was under way.

60. Members welcomed the report and presentation, and noted in particular the task manager's optimistic assessment, compared to last year, of progress made. The task manager was commended for the focused work, and the linkages that were drawn between relevant instruments and the targets contained therein, and the work on CCA/UNDAF. Evaluations/assessments of CCA/UNDAFs required attention, as they would show whether their preparation was done in a participatory manner that allowed for attention to be paid to gender issues. The importance of the early availability of a common database on gender resources, especially of a gender resource map, was stressed. Such web-based resources would facilitate the work of different users. Gender theme groups needed to establish links to other initiatives, such as those on girls' education or poverty, to take advantage of progress in those areas. In light of decreasing resources, new initiatives needed to be carefully undertaken. It was noted that no new work on indicators was done by the group but rather a coordination and compilation of those relevant to CCA/UNDAFs.

Gender and financing for development

61. Based on a decision of an informal inter-sessional meeting, work had been undertaken on the issue, under the leadership of the ILO as task manager, to ensure that a gender perspective was reflected in the documentation and discussions of the preparatory

process for the high-level event on financing for development. The report submitted to the Meeting (IAMWGE/2001/7) highlighted the steps taken to provide input to the Secretary-General's report for the event, to provide support in conjunction with relevant resolutions adopted by the General Assembly at its fifty-fifth session, and to monitor and attend meetings and hearings leading up to session of the Preparatory Committee in February. Additional steps were proposed to sharpen the focus on gender aspects by taking advantage of entry points over the next few months. One critical aspect would be broader participation of members in the effort.

62. Under the item, the Meeting was briefed by Mr. Barry Herman (Development Policy Analysis Division, Department of Economic and Social Affairs, United Nations Secretariat), who provided an update on the outcome of the recent sessions of the Preparatory Committee. He noted the unique nature of the high-level event, which intended to bring together the major institutional stakeholders, including the International Monetary Fund (IMF), the World Bank, and the World Trade Organization (WTO), *inter alia*, to resolve inconsistencies in economic and financial matters relating to development. The report of the Secretary-General had been prepared with broad system-wide contributions (A/AC.257/12). Following discussions in the Preparatory Committee around the six topics of the agenda (A/55/28), it was decided that the "high-level event" would take the form of an international conference, under the auspices of the United Nations, at the highest political level, including at the summit level, and that it would take place in Mexico. A facilitator (Mexico) was entrusted with the preparation of a working paper which would serve to further focus the discussions of the substantive preparatory work in the May meeting of the Preparatory Committee. Following that, the facilitator would produce a concise text drawing upon the discussions to that point and all relevant inputs to help advance the discussion at the subsequent meeting of the Preparatory Committee in October/November. A high-level group of advisers, appointed by the Secretary-General and headed by former Mexican President Ernesto Zedillo, was expected to submit its proposals for action in May (after the session of the Preparatory Committee).

63. The meeting welcomed warmly the work done by the task manager and took note of the briefing by Mr. Herman. The way in which the six issues dealt with

in the report were defined made it difficult to see how a gender perspective could be included. The problems inherent in the perception of macroeconomics or trade as neutral were apparent. It was important to identify the specific gender issues in the six areas as they were dealt with in the agenda. Full knowledge of the agenda and related processes would allow for identification of entry points for gender equality concerns. It was suggested that partnerships be sought with civil society to emphasize the social dimensions of the macroeconomic issues under consideration in the financing process, and reference was made to the extensive work that entities had undertaken in recent years in that regard. Others proposed not to limit efforts to working with civil society and non-governmental organizations but to target all stakeholders, including finance officials, to correct the perception of gender neutrality of the issues involved. Noting that the implementation of the outputs of the conferences of the 1990s remained underfunded, members expressed concern as to whether the event raised new thematic issues or rather focused on the scope and modalities of funding for development, and possible gender biases therein. It was clarified that the latter was the case. There was also concern that apparently, gender units within entities had not been invited to contribute to the report. Since regional preparatory events had provided input to the global process, in future, consideration should be given to establishing regional task forces to inject such processes at an early stage with gender considerations.

Women, peace and security

64. The Meeting had before it the report of its Chairperson, who headed the task force on the issue (IAMWGE/2001/8). In October 2000, the Security Council for the first time discussed the theme of women, peace and security and adopted resolution 1325 (2000) on the issue. At its ad hoc inter-sessional meeting on 12 October 2000, the Meeting established the task force on women, peace and security. In follow-up to resolution 1325 (2000), a draft action plan for implementation of the resolution in the United Nations system had been developed, with inputs from all entities involved. Work was also under way on the Secretary-General's report on the impact of armed conflict on women and girls, as requested in paragraph 16 of the resolution. Preparation of the report was coordinated by the Office of the Special Adviser, at the Secretary-General's request. A draft outline for the

report, which was shared with the meeting, had been circulated widely for comments, and the preparation of the report was expected to be a collaborative effort of many parts of the system.

65. Members expressed their appreciation for the work of the task force. The Secretary-General's report should avoid duplicating or repeating work previously done in the area, while building on those efforts. Members shared information on the possible contributions of their entities to the report and on material that had already been developed. The Chairperson stressed that the report responded to a very specific mandate from the Security Council and had to be short, precise, and focused on the given mandate. Other issues could be addressed in future reports.

Funding for the Meeting's activities

66. Under the item, the Meeting received an oral report by its Chairperson. As had been agreed at the fifth session, the Chair explored various possibilities for securing funding for the Meeting's joint activities. Given the funding structure of the ACC machinery, it was highly unlikely that regular budget resources could be obtained. Informal discussions with donors, including private foundations, had provided some positive leads but very specific funding proposals would be required.

67. The Chair had undertaken a survey of expenditures incurred by task managers for their activities. While the survey was not complete and different types of expenditures had been reported, the numbers indicated expenditures of some \$500,000 for activities completed between 1997 and 2000, excluding staff time. Ongoing and planned projects for 2001 alone were projected to amount to approximately \$450,000.

68. In the discussion, it was suggested that each member include its share of joint inter-agency activities in its respective budget. It was recognized that that was more difficult in agencies whose bulk of resources represented staff costs. Greater visibility and publicity about the work of the Meeting would stimulate donor interest in funding particular projects, as was, for example, the case with the gender budgets project. Members were also urged to make greater and more efficient use of existing capacity and of opportunities for dovetailing inter-agency activities to other work. With entities' move towards results-based

budgeting and programming, there was growing pressure to define outputs more clearly, which should be an incentive for the Meeting to articulate its output more precisely.

Compilation of good practices and gender training material

69. The Meeting had before it the report of UNIFEM on the compilation of good practices in gender mainstreaming and implementation of the Beijing Platform for Action (IAMWGE/2001/9) and the report of UNICEF concerning the gender training resources collection (IAMWGE/2001/10). While the task forces had initially started as separate projects, they quickly intensified their collaboration and harmonized the structure of their databases. Following the decisions reached at the fifth session, work on the databases had been completed, and the results presented to the public in a joint workshop during the Beijing +5 special session of the General Assembly. Since then, the databases had remained static, with no further work being undertaken.

70. Both task managers stressed the need to designate a host for the databases who would also maintain them in the future. The collections would need constant updating to remain useful to users. UNICEF highlighted that adequate maintenance of the databases would require staff for both the substantive and the technical aspects. INSTRAW pointed to the possibility of hosting the databases in the context of its Gender Awareness and Information Networking System (GAINS). While technical expertise could be provided in-house, the funding would have to come from other sources. The question as to whether the databases should be consolidated into INSTRAW's existing data collections or whether they should be maintained individually and contain their present layout and structure, would also need to be resolved.

71. The Meeting stressed the need to link up all existing collections of good practices in the United Nations system, including possible harmonization of their presentations. Attention was drawn to the good practices collections on the web sites of UNCHS, UNDP and UNFPA. Reference was also made to the ongoing compilation of information on gender projects in some of the regional commissions, as a result of a relevant request by the Economic and Social Council.

72. Members commended the task managers on the good public relations material that had been produced and suggested that it could be a model for presenting the Meeting's work to the public. They also stressed the importance of getting feedback from clients in the field, to ensure that the databases were useful in their present format.

WomenWatch

73. Under the item, the Meeting received a briefing by the Division for the Advancement of Women as the Chair of the WomenWatch Committee. The WomenWatch web site continued to attract high interest. During the period April to June 2000, the site had an average of 950,000 monthly hits, an increase of 12 per cent compared to the same period in 1999. ILO and UNICEF had joined WomenWatch as partners, bringing the total number of participating United Nations agencies to nine, the others being the Division, UNIFEM, INSTRAW, the World Bank, UNESCO, UNDP's Sustainable Development Networking Programme (SDNP), and its Gender in Development Programme (GIDP). Major activities during the year 2000 included a live web-cast of the Beijing +5 special session, an exhibit of WomenWatch during the special session, and support to non-governmental organizations in organizing an ICT Gender Audit Methodology Workshop. Furthermore, navigation on the site had been made more user-friendly by the addition of a sitemap and a subject index. New additions to the site included sections on good practices and on the Inter-Agency Meeting on Women and Gender Equality.

74. The Meeting was also briefed on the results of an outside assessment of the site, for which the Meeting had provided guidance at its previous session. Two of the challenges identified by the assessment were brought to the attention of the Meeting — namely, the question of WomenWatch's dual function as both portal and online resource and the question of partnerships. Members discussed the question of whether WomenWatch should focus on United Nations-system information or expand, to provide information on activism by women from around the world. The Meeting also discussed whether WomenWatch should serve as a portal (i.e., gateway to information produced by United Nations agencies) or as an online resource (for example, providing database information). WomenWatch was currently serving the dual function of both a portal and a resource. It was highlighted,

however, that given the high costs and staffing required to serve as an online resource, it may be necessary for WomenWatch to prioritize.

Gender and ICT

75. The Meeting had before it the report of ITU which had served as task manager for the item (IAMWGE/2001/11). While change in the IT sector had occurred at astonishing speed, with constantly changing players, both individuals and multinational corporations, little had been done to work systematically on the gender-specific impact of ICT, including access, use and participation. As a first step, ITU conducted a survey of members' activities in the area of gender and ICT. Considering the incomplete replies, only few conclusions could be drawn with regard to the sector itself or about the work of the United Nations entities in the area. ITU concluded that, given the rapid developments in the field of ICT, especially in conjunction with globalization, it was paramount that special attention be paid to the mainstreaming of a gender perspective in ICT, both within the United Nations system organizations, and in all its work, including work at field level. Preparations for the upcoming World Summit on the Information Society, scheduled to take place in 2003, offered an excellent opportunity to ensure that gender considerations would indeed be reflected from the very outset. ITU had been entrusted by ACC with responsibility for preparing the Summit, in close cooperation with interested United Nations entities. A high-level organizing committee had been established, bringing together the most relevant entities, with staff seconded to work on preparations. Members were encouraged to work with their representatives on the Committee to ensure attention to gender aspects. At the same time, the Inter-Agency Meeting, through its task manager, should continue to facilitate cooperation among the gender focal points on ICT issues and build alliances with entities' ICT focal points.

76. Under the item, the Meeting benefited from a briefing by Mr. Sarbuland Khan (Department of Economic and Social Affairs, United Nations Section), who gave an overview of the work of the Council in regard to ICT for development. The Council's 2000 Ministerial meeting on the issue had been noteworthy in particular for the broad-based participation of all stakeholders, both in the lead-up to the event and in the event itself, which included Governments, United

Nations entities, the private sector, academia and civil society. One of the outcomes of the meeting was the recognition of the inescapable link between ICT and the achievement of development goals. While ICT could be a great equalizer, it could also become a great divider if access, use, infrastructure and other constraints faced by developing countries and by disadvantaged groups within countries were not addressed. Socially responsible market approaches were seen as the way to deal with such constraints. In the follow-up to the Council session, the Secretary-General had constituted a high-level advisory group on ICT for development, which was intended to lead to the establishment of an ICT task force. Among its tasks would be to support the creation of policy frameworks; help bring coherence to the many ICT initiatives under way; and help mobilize resources. Gender equality was a critical element in ICT, as participation of all stakeholders was essential in finding ICT-assisted development solutions.

77. Members expressed appreciation for the work done by the task manager and made additional suggestions for the continuation of the work. They welcomed the briefing given by Mr. Khan. While ICT held great potential for women, members were concerned to ensure that lessons learned in other areas, such as agriculture and education, would lead to a proactive integration of a gender perspective from the very outset. Preparations for the Summit should reflect such an approach, address gender discrimination and disparities, and dispel stereotypes concerning women and technology. ICTs were tools for enriching the work of United Nations entities, since new technologies offered opportunities for the inclusion of new constituencies. Likewise, policy discussions on ICT, such as the anticipated consideration of ICT by the Commission on the Status of Women in 2003, could lead to a broader perspective on underlying issues, such as discrimination, education, rights, or economic status. The question of access could not be separated from the resources necessary to improve it. The role of the private sector — its business interest in working with the United Nations and the United Nations policy in that regard — was also addressed. The Meeting could play a role in assisting entities whose own ICT strategies were lagging behind. It was stressed that ICTs were important both in terms of policy, and in terms of operational activities, with a focus on support to Governments. Mr. Khan emphasized the role of the United Nations as an “honest broker” on ICT matters

between Governments and the private sector, a role that was reflected in the focus on social responsibility in market liberalization, privatization and other economic aspects. Governments clearly needed to take the lead in developing national ICT strategies.

ACC reform and its implications for the work of the Inter-Agency Meeting

78. Under the item, the Committee was briefed by Mr. Qazi Shaukat Fareed, Director of the ACC secretariat, on the ongoing process of reform of ACC and its subsidiary machinery. The review, initiated in 1999 at the request of the Secretary-General as part of his overall process of reform, was intended to focus on measures to enhance the relevance of ACC's contribution to both policy development and coordinated programme development and implementation and to allow executive heads to focus more on strategic issues.

79. The principal recommendation coming out of the review was the establishment of two high-level committees — one on programme and operations, the other on administration. The committees, whose membership was at the highest possible level below the head of agency, were charged with making decisions on behalf of ACC in their areas of competence, thereby freeing executive heads to focus more on strategic policy issues. In adopting their terms of references at its 2000 fall session, ACC requested that the two committees, as their first order of business, undertake comprehensive reviews of the subsidiary bodies in each area with a view to ensuring greater rationalization, efficiency and cost-effectiveness. Executive heads stressed particularly that the review of the subsidiary machinery should be zero-based, taking as its starting point what needed to be done, rather than what was being done. To the extent possible time-bound and task-oriented working groups, or networks of technical experts, should replace standing bodies. ACC also decided to establish a single jointly financed secretariat and to replace the OC by a network of focal points who could be consulted on behalf of executive heads on all issues relating to the organization and agendas of the ACC sessions.

80. Mr. Fareed noted that the High-level Committee on Management (HLCM) had, at its first meeting (New York, 10-11 December 2000) abolished all the previous subsidiary machinery, including CCAQ (FB and PER) and ISCC. It had decided that issues on

the current work programme of the human resources directors and of the budget and finance directors would be pursued through task forces. In the area of ICT, HLCM itself would be responsible for moving forward strategic ICT concerns. With regard to the future work programme, HLCM decided that its work should focus on five priority areas: zero nominal growth and its impact on organizations of the system; capitalizing on technology; simplification in procedures and processes; sustainable employability; and staff security.

81. At its first meeting (Vienna, 26-27 February 2001), the High-level Committee on Programmes (HLCP), carried out a review of its subsidiary machinery. While it agreed that, in accordance with the request of the executive heads, subsidiary mechanisms would not continue in their current form, it did not reach a conclusive decision on the form that inter-agency coordination on women and gender issues would take. The Committee was aware of the importance of coordination work in the area and noted that there were also human resource aspects which perhaps could be taken up by HLCM. The Committee decided to revisit this issue at a subsequent meeting in September and that the current year should be considered as a transitional period where inter-agency coordination work could continue on the basis of the current arrangements. HLCP would be requesting the different subsidiary bodies, including the Inter-Agency Meeting to provide some inputs for its future discussions.

82. The Meeting welcomed the briefing provided by Mr. Fareed. A number of issues, including secretariat structures and their funding, were clarified. The timeframe for ACC decisions with regard to the Meeting was addressed, and it was decided that it would be taken up again by HLCP, tentatively scheduled to meet in September, and by ACC in October.

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

83. The Division for the Advancement of Women briefed the Meeting on the new system-wide medium-term plan for the advance of women, which had been prepared in a collaborative effort of members, in accordance with a mandate provided by the Economic and Social Council. The plan was organized in two parts, one presenting activities to incorporate gender perspectives into all policies and programmes of the

United Nations system, and the other outlining specific actions to support gender mainstreaming in each of the 12 critical areas of concern of the Platform for Action. The plan did not intend to be fully inclusive but rather to illustrate some key actions for gender mainstreaming. It presented both the actions of individual organizations and collaborative efforts.

Workshop on approaches and methodologies for gender mainstreaming

84. The workshop was opened by the Special Adviser on Gender Issues and Advancement of Women, who welcomed participants and made an opening statement. She thanked in particular those members that had agreed to facilitate, make presentations and chair sessions. The workshop emerged from the expressed desire of the Committee at its fifth session to provide an opportunity, within the context of the annual session, for deeper exchange of ideas and experience, including good practice and measures identified to address new challenges. The Chair re-emphasized the importance of a greater focus on approaches and methodologies for gender mainstreaming in the context of the discussions on the work programme and working methods of the Commission on the Status of Women, as a result of which it was expected that monitoring and reporting requirements on gender mainstreaming will be increased in the future.

85. The Executive Director of UNCHS, Ms. Anna Kajumulo Tibaijuka, gave the keynote address to the workshop. Ms. Tibaijuka emphasized the importance of ensuring that the interests and priorities of women were taken into account in the work of the United Nations, if achievement of sustainable development was to be possible. CCA/UNDAF was emphasized as a critical entry-point for bringing gender perspectives to bear on the operational work of the United Nations. The importance of developing greater capacity for gender mainstreaming was emphasized. Ms. Tibaijuka congratulated the Meeting on the innovative collaborative work being done in support of gender mainstreaming, ranging from working on databases of good practice and training materials to developing collaborative strategies to influence the preparations of the high-level event on finance for development. The catalytic value for individual entities of the work of the Meeting on gender mainstreaming in programme budgets was highlighted. It was emphasized that the representation of women was an essential but not

sufficient element in gender mainstreaming. Ms. Tibaijuka highlighted the need for greater focus on the development of institutional strategies for achievement of the goal of gender equality. More active partnerships with civil society at all levels were also called for.

86. The facilitator, UNIFEM, introduced the agenda of the workshop and encouraged members to share their expectations for it. Members expressed the need for empowerment in relation to the mainstreaming strategy, through, for example, exchange on methodologies and good practices, particularly on measures that would ensure that attention to gender perspectives would be more routine in their organizations and on means of tracking progress in gender mainstreaming, as well as verification that efforts being made in individual entities were in keeping with the collective wisdom of the United Nations system on gender mainstreaming.

87. During the morning session of the workshop, a number of members presented examples of their efforts to promote gender mainstreaming in different areas and with a variety of approaches. The presentations covered:

(a) Incorporating gender perspectives into corporate medium-term planning processes (FAO);

(b) Organizational arrangements to support gender mainstreaming (UNFPA);

(c) Incorporating gender perspectives at programme level (UNCHS);

(d) Gender mainstreaming in intergovernmental processes (ESCAP);

(e) Methods and tools to support gender mainstreaming (Office of the Special Adviser on Gender Issues).

In the ensuing discussions it was clear that, despite the wide variety of organizational structures, there were commonalities that would be identified and addressed constructively in a collaborative manner.

88. In the afternoon session, working groups, chaired by ILO, ECE, UNHCR and UNICEF, discussed improving monitoring and reporting, developing indicators of progress, establishing mechanisms for accountability and possible follow-up to the workshop. The results of the discussions were presented in terms of good practice, identifying new challenges and concrete recommendations to the Meeting and were

taken up in the recommendations above in the present report.

89. A number of important achievements, lessons learned, and good practice examples were identified. The promotion of the implementation of gender mainstreaming was recognized as a slow process, with incremental gains over time. The fact that progress was difficult (and sometimes impossible) without more active support of senior managers was raised. Capacity-building was recognized as a critical element and the need for innovative and diverse approaches was highlighted. Efforts to identify different types of resistance to gender mainstreaming and to develop effective strategies for addressing them were recognized as an essential element. The importance of identifying what needed to be done in different areas of work, developing concrete strategies and securing the endorsement of senior management for the strategies was also recognized. The need to link strategies with concrete outcomes was highlighted. The provision of positive incentives and recognition of the advances made, however small, was emphasized as important for creating a positive institutional environment for gender mainstreaming. The need for persistence, patience and prioritization on the part of gender specialists and focal points was identified as critical.

90. Achievements and examples of good practices included carrying out corporate reviews of progress in gender mainstreaming in a consultative fashion; incorporating gender perspectives in medium-term planning processes; trying to make a "business case" for gender, couching the arguments for gender mainstreaming in language recognized by the target groups (for example, economists, demographers, statisticians); repackaging information in order not to overload professional staff; using general mandates on gender mainstreaming and mandates on specific areas of work strategically; actively involving non-specialists and men in gender task forces; focussing consultative processes strategically on work programmes as a means of developing capacity for gender mainstreaming; working collaboratively and refusing to take responsibility for gender mainstreaming in processes that "belonged" to other parts of the entities (for example, expecting that instructions on gender mainstreaming in budget processes should come from the budget department and not the gender unit); developing alliances both inside and outside entities, including working strategically with member States

and governing bodies; innovative use of web sites and Intranets; utilizing the women's movement as a catalyst for change; and keeping gender issues related to the work programme at the centre of attention, using a variety of methods.

91. The members expressed appreciation of the opportunity for deeper reflection and exchange of ideas. The value of such professional exchange was acknowledged in the suggestion that such a workshop be made a part of the regular agenda of the Meeting and that similar opportunities should be provided to gender focal points throughout the system. The workshop was closed by the Chair of the Meeting.

Annex I

Agenda

1. Opening of the session and adoption of the agenda.
2.
 - (a) Integrated and coordinated follow-up to Beijing +5;
 - (b) System-wide medium-term plan for the advancement of women, 2002-2005.
3. Follow-up to inter-sessional activities:
 - (a) Gender mainstreaming in programme budgets;
 - (b) Tools and indicators for gender impact analysis, monitoring and evaluation;
 - (c) Mainstreaming of a gender perspective in common country assessments and the United Nations Development Assistance Framework;
 - (d) Gender and financing for development;
 - (e) Women, peace and security;
 - (f) Funding for the Meeting's activities;
 - (g) Database activities (including compilation of good practices, gender training materials and WomenWatch).
4. Approaches and methodologies for gender mainstreaming.
5. Gender and information and communications technologies.
6. The ACC reform and its implications for the work of the Inter-Agency Meeting on Women and Gender Equality.
7. Other matters.
8. Adoption of the report, including dates and provisional agenda for the next session.

Annex II

Workshop on approaches and methodologies for gender mainstreaming: background and agenda

1 March 2001

Background

Overall objectives

The workshop aims to foster greater understanding of, and capacity for, gender mainstreaming, through a process of dialogue and exchange of experiences among entities of the United Nations system on efforts to incorporate gender perspectives into different areas of work of the United Nations. Concrete recommendations will be made for strengthening gender mainstreaming throughout the system.

Topics for discussion

Participants will exchange experiences on innovative approaches and methodologies in relation to integrating gender perspectives into policy and programme development and intergovernmental processes, as well as in developing mechanisms and tools to support gender mainstreaming. In-depth discussion in working groups will focus on key issues for improving gender mainstreaming, such as improved monitoring and reporting (including indicators of success), establishing accountability (particularly of managers) and supporting catalytic roles for specialists, as well as other issues identified by the participants themselves as critical for further development.

Outcome

The findings and recommendations of the workshop will be included in the report of the Inter-Agency Meeting on Women and Gender Equality on its current session (27 February-2 March 2001). A more detailed separate report will also be prepared, which summarizes the presentations made on innovative efforts to promote gender mainstreaming, the results of plenary and working group discussions and the recommendations of the Meeting.

Format

The dialogue and exchange will take place in the form of presentations and discussion in plenary during the morning session (9.30 a.m.-1 p.m.). Presentations will be strictly limited to between 10-12 minutes to allow time for discussion. The morning session will be chaired by a facilitator. The four working group sessions in the afternoon (between 3 p.m.-4.30 p.m.) will be guided by Chairs. Rapporteurs will be selected to report back to the plenary (4.30 p.m.-6 p.m.). The conclusion of the workshop and adoption of recommendations will be chaired by the Special Adviser.

Agenda

- 9.30-11.00 **1. Welcome and introduction**
 Opening: Ms. Angela E. V. King, Chair of the Inter-Agency Meeting
 Keynote address: Ms. Anna Kajumulo Tibaijuka, Executive Director, UNCHS
- 2. Examples of gender mainstreaming within the United Nations system**
 Facilitated by Joanne Sandler, UNIFEM
- (a) Incorporating gender perspectives into the corporate medium-term planning process
 Ms. Sissel Ekaas, FAO;
- (b) Organizational arrangements to support gender mainstreaming
 Ms. Wariara Mbugua, UNFPA;
- Plenary discussion
- 11.00-11.30 Coffee break
- 11.30-1.00 (c) Incorporating gender perspectives at programme level
 Ms. Diana Lee-Smith, UNCHS;
- (d) Gender mainstreaming in intergovernmental processes
 Ms. Thelma Kay, ESCAP;
- (e) Tools to support gender mainstreaming
 Ms. Carolyn Hannan, OSAGI;
- Plenary discussion
- 3. Introduction to the afternoon session**
- 1.00-3.00 Lunch
- 3.00-4.30 **4. Moving forward on gender mainstreaming**
 Working group sessions
 Group One: Chaired by Ms. Jane Youyun Zhang, ILO;
 Group Two: Chaired by Mr. Patrice Robineau, ECE;
 Group Three: Chaired by Ms. Joyce Mends-Cole, UNHCR;
 Group Four: Chaired by Ms. Sree Gururaja, UNICEF.
- 4.30-6.00 Report-back from the group sessions (Rapporteurs from groups)
 Facilitated by Joanne Sandler, UNIFEM
- 5. Conclusion of the workshop**
 Adoption of recommendations
 Chaired by: Ms. Angela E. V. King

Annex III

List of Participants

Chairperson:

Ms. Angela E. V. King (United Nations)

Acting Secretary:

Ms. Christine Brautigam (United Nations)

Assistant Secretary:

Ms. Christina Janssen (United Nations)

United Nations and its entities and programmes

Office of Internal Oversight Services	Ms. Ellen Fasano Ms. Helene Thorup-Hayes
Department of Political Affairs	Ms. Kanchan Paser
Department of Peacekeeping Operations	Ms. Mary Eliza Kimball Ms. Marlene Nilsson
Office of the Coordinator of Humanitarian Affairs	Ms. Ute Kollies-Cummings
Department of Economic and Social Affairs	
Office of the Special Adviser on Gender Issues and Advancement of Women	Ms. Carolyn Hannan Ms. Deirdre Pardal
Division for the Advancement of Women	Ms. Yakin Ertürk Ms. Fatiha Serour Ms. Amina Adam Ms. Dorota Gierycz Ms. Maria Hartl
Statistics Division	Ms. Grace Bediako
Department of Public Information	Ms. Elisabeth Ruzicka-Dempsey
Office of the United Nations High Commissioner for Human Rights	Ms. Elsa Stamatopoulou-Robbins
Economic Commission for Africa	Ms. Josephine Ouedraogo
Economic Commission for Europe	Mr. Patrice Robineau
Economic Commission for Latin America and the Caribbean	Ms. Sonia Montano
Economic and Social Commission for Western Asia	Ms. Fatima Sbaity-Kassem
Economic and Social Commission for Asia and the Pacific	Ms. Thelma Kay
Regional commissions, New York Office	Ms. Margaret McCaffery

United Nations Centre for Human Settlements	Ms. Anna Kajumulo Tibaijuka Ms. Diana Lee-Smith
International Research and Training Institute for the Advancement of Women	Mr. James Lang
United Nations Children's Fund	Ms. Sree Gururaja
United Nations Conference on Trade and Development	Ms. Gloria-Veronica Koch
International Trade Centre (UNCTAD/WTO)	Ms. Sabine Meitzel
United Nations Development Programme	Ms. Aster Zaoude Ms. Dasa Silovic
United Nations Development Fund for Women	Ms. Noeleen Heyzer Ms. Joanne Sandler Ms. Suzette Mitchell
United Nations Volunteers	Ms. Jean Anglin
United Nations Population Fund	Ms. Wariara Mbugua
United Nations Environment Programme	Ms. Beverly Miller
United Nations Drug Control Programme	Ms. Lucie Hrbkova
World Food Programme	Ms. Patricia Kennedy
Office of the United Nations High Commissioner for Refugees	Ms. Joyce Mends-Cole Ms. Tsegereda Assebe Ms. Michelle Cervantes
United Nations University	Mr. Jacques Fomerand
Non-Governmental Liaison Service	Ms. Lotta Tahtinen
International Labour Organization	Ms. Jane Zhang Ms. Cindy Berman
Food and Agriculture Organization of the United Nations	Ms. Sissel Ekaas
United Nations Educational, Scientific and Cultural Organization	Ms. Breda Pavlic
World Health Organization	Ms. Asha Singh-Williams
World Bank	Ms. Helene Carlsson
International Monetary Fund	Ms. Christina Hip Flores
International Telecommunication Union	Ms. Hanne Laugesen Ms. Patricia Faccin
World Intellectual Property Organization	Ms. Helen Lom
International Fund for Agricultural Development	Ms. Eve Crowley
International Atomic Energy Agency	Ms. Annick Carnino

International Organization for Migration	Mr. Robert Paiva Ms. Therese Hyden
ACC secretariat	Mr. Qazi Shaukat Fareed
Department of Economic and Social Affairs	
Division for Economic and Social Council Support and Coordination	Mr. Sarbuland Khan
Development Policy Analysis Division	Mr. Barry Herman
Statistics Division	Mr. Stefan Schweinfest

Annex IV

List of task forces for inter-sessional activities

Task force	Task manager and members
Funding for the Meeting's joint activities	Chairperson , members to be determined
Gender and financing for development	ILO (task manager until March), with Office of the Special Adviser on Gender Issues, Division for the Advancement of Women, Department of Economic and Social Affairs/FFD, UNEP, UNFPA, UNIFEM, UNCTAD, Non-Governmental Liaison Service
Gender and ICT	ITU , with UNIFEM, UNDP, World Bank, UNESCO, INSTRAW, FAO
Gender mainstreaming in programme budgets	Office of the Special Adviser on Gender Issues , with UNICEF, UNFPA, WFP and Division for the Advancement of Women
Mainstreaming of a gender perspective in CCA/UNDAF	UNIFEM , with Office of the Special Adviser on Gender Issues, Division for the Advancement of Women, UNICEF, UNDP, UNFPA, Office of UNDG
Tools and indicators for gender impact analysis, monitoring and evaluation	ECLAC , with ECE, FAO, ILO, UNESCO, UNICEF, UNIFEM, WFP, UNHCR regional office, Division for the Advancement of Women, Department of Economic and Social Affairs/Statistics Division
Women, peace and security	Office of the Special Adviser on Gender Issues , with UNICEF, UNIFEM, UNDP, UNFPA, UNU, Division for the Advancement of Women, Office for the Coordination of Humanitarian Affairs, Department of Political Affairs, Department of Peacekeeping Operations, Department for Disarmament Affairs, Department of Public Information, Office of Human Resources Management, WFP, UNCHR, OHCHR, IOM (as observer)

WomenWatch

WomenWatch Committee (Division for the Advancement of Women, UNIFEM and INSTRAW, chaired by Division for the Advancement of Women), with the World Bank, UNESCO, UNDP/Sustainable Development Networking Programme, UNDP/Gender in Development Programme
