



United Nations

Inter-Agency Network on Women and Gender Equality

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Report of the Sixteenth Annual Session of the Inter-Agency Network on Women and Gender Equality**New York, 9-11 March 2017**

The 16th annual session of the Inter-Agency Network on Women and Gender Equality (IANWGE) was held 9-11 March 2017 in New York. Discussions focused on thematic and emerging issues of system-wide relevance; mapping of the UN system work on gender equality and the sustainable development goals; interagency collaboration on strategic planning for gender equality; and accountability mechanisms for the gender equality. The session also featured a dialogue with the Chair of the Network, Ms. Phumzile Mlambo-Ngcuka, Under-Secretary-General and Executive Director, UN Women and Vice-Chair, Ms. Lakshmi Puri, Assistant Secretary-General and Deputy Executive Director of UN Women that focused on enhancing interagency collaboration for the work on gender equality and the empowerment of women and girls. An IANWGE Retreat was also held to discuss the Network's role, working methods and a dedicated work programme.

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Opening Session

The sixteenth annual session of the United Nations Inter-Agency Network on Women and Gender Equality (IANWGE) was held from 9-11 March 2017 at the UN Secretariat, New York. Ms. Aparna Mehrotra, Director, UN System Coordination Division, UN Women, and Secretary of IANWGE opened the session.

In her opening remarks, the Secretary welcomed the members to the session and expressed her appreciation to all who contributed to the preparations for the meeting, agreed to be discussants and moderators for the various sessions. She emphasized the important role the Network plays in supporting the implementation of the 2030 Agenda for Sustainable Development and working as one UN for the achievement of gender equality and the empowerment of women and girls.

The Secretary noted that the annual meeting would focus on thematic and emerging issues of system-wide relevance, mapping of the UN System's work on Gender Equality and the Empowerment of Women (GEEW) and work on the Sustainable Development Goals (SDGs). With respect to the IANWGE Retreat, she also pointed out that it was expected to focus on working methods and work programme.

Ms. Mehrotra noted the importance of revitalizing the Network in support of gender mainstreaming across the UN system and in monitoring and promoting gender equality in the context of the Commission on the Status of Women, other intergovernmental processes and outcomes and the SDGs.

The Secretary took the opportunity to introduce Ms. Katja Paulina Pehrman, her successor for the post of the Senior Adviser and Focal Point for Women in the UN System, which was vacated upon Ms. Mehrotra's appointment as the Director of UN System Coordination Division, UN Women in 2016.

Session I: Thematic and Emerging Issues of System-wide Relevance

The objective of the session was to update IANWGE members on thematic and emerging issues that require system-wide attention. The session was organized in parallel break-out sessions and led by discussants. After the break-out sessions, the discussants reported back at the plenary on key take-aways. This session was moderated by Ms. Julia Rohe, Quality Monitoring Officer and Gender Focal Point, UNIDO.

A. Leadership

Lead Discussant: Mr. John Hendra, Senior UN Coordinator, UN "Fit for Purpose", UNDG

There had been a realization that the demands of the 2030 Agenda and the changed global development context called for a new leadership model, which reflected a new way of working together at the country, regional and global level. To this effect, all three pillars of the UN System Chief Executives Board for Coordination (CEB) – the High-Level Committee for Programme (HLCP) and High-Level Committee for Programme (HLCM) and the United Nations Development Group (UNDG) had been asked to contribute towards a new system-wide leadership framework for further elaboration to the CEB at its first regular session in 2017.

Mr. Hendra noted that the UNDG Leadership Working Group was established to re-think current UN leadership and develop a new framework. It was stressed that this framework was not merely a tool for human resources management framework, but rather to foster broader cultural change. The new framework consists of 8 core principles (*norm-based, principled, inclusive, accountable, multi-dimensional, transformational, collaborative and self-applied*) that led to a broader discussion with the HLCM to create a joint leadership framework that advocated four ways of working that include:

- Horizontal thinking from linear thinking.
- Co-creation – moving away from project focus to working across the pillars and collaboratively.

- Focus on impact by results based orientation.
- Driving transformational change.

The challenges of the framework were highlighted:

- UN personnel are not yet versed in the new leadership approach and need to be provided with new sets of skills and build up new types of knowledge.
- Nurturing and developing a new type of UN Leaders requires behaviour change by the UN as a whole as well as by individual UN entities.
- Moving ahead a new UN Leadership model will need to be a system-wide effort across all UN entities to have the desired impact.

Moving forward, the CEB needs to lead a system-wide initiative to align the UN and its entities to the new Leadership Framework including having Senior UN leaders drive the initiative, having staff co-own the initiative and adjusting structures, policies and processes to the new framework.

Mr. Hendra stressed that the need to encourage and engage with colleagues from the HLCP and the HLCM, to review the framework, especially gender parity and gender equality. Also, the importance of having a system of accountability and transparency as well as the ability to track implementation was highlighted.

While the framework covers inclusiveness in its eight core principles, IANWGE expressed concern that it did not explicitly specify the importance of leaders demonstrating gender sensitivity, and that this should comprise a competency in the terms of reference (ToRs) for agency heads and all staff. Some participants noted that gains were made on gender equality work and gender parity, during the tenure of some Heads of entities but were ultimately lost when a less gender-sensitive and committed Head took office.

B. Gender Parity

Lead Discussant: Ms. Aparna Mehrotra, Focal point for Women in the UN System/Director of the Coordination Division, UN Women.

Since taking office, the Secretary-General has repeatedly emphasized the need for the UN System to accelerate efforts to reach system-wide gender parity. The management at the top remains key to making substantive change a reality. From the moment of his inauguration, the Secretary-General has publicly pledged to achieve gender parity in all his appointments to the Senior Management Group (SMG) and the CEB, and achieve gender parity at the USG and ASG levels, and reach gender parity at all levels throughout the system “well before 2030”.

To operationalize this commitment, a working group has been convened involving all CEB entities and Secretariat Departments. The Task Force is focusing its efforts on several key areas such as including senior appointments, special measures, accountability, data and targets, mission settings and enabling and flexible work environment.

With respect to the way forward, it is important that entities to support the Task Force’s efforts and implement the measures put forth in the system-wide gender strategy, including strengthening their HR reporting on progress towards meeting the goal of gender parity at every level within their organization.

During the discussion, participants noted that the Secretary-General needs to address the issue of gender parity at all levels across the Organization, and not limit it to senior appointments. Members noted the importance of accessibility of the data and the need for it in real time so that opportunities to women are not. Also, it was proposed that a common survey on the organizational climate is developed so that results can be shared across the system.

UNEP informed the group of the development of its new diversity policy. It includes a key measure to track gender parity and geographical balance and is strongly supported by the newly appointed Executive Director of UNEP. OHCHR also mentioned its diversity task force to review gender and geographical diversity as well as diversity in the context of other groups such as people with disabilities, indigenous people and other minorities.

C. SDG Indicators

Lead Discussant: Mr. Papa Seck, Policy Specialist, Research and Data, UN Women

In 2016, the UN Statistical Commission (UNSC) reached agreement on the global indicator framework proposed by the Inter-Agency and Expert Group on Sustainable Development Goal Indicators (IAEG-SDGs), “as a practical starting point “subject to further technical refinement”. The Commission also took decisions on capacity-building.

Mr. Seck addressed challenges related to the effective monitoring of SDG 5 and gender-related indicators in other Goals – such as gender, poverty and environment – in the area where currently comparable data, capacity and methodologies are lacking.

To respond to such challenges, a new Flagship Programme Initiative on Gender Statistics, *Making Every Woman and Girl Count* has been launched. The proposed programme is to work with partners including governments, international agencies and civil society organization. The programme is to achieve results in three interlinked areas of work.

- Enabling environment: Building a supportive policy and institutional environment for the localization (i.e., national and local adaptation) and effective monitoring of the SDGs.
- Data production: Increasing the quality, comparability and regularity of gender statistics to address national data gaps and meet reporting commitments under the SDGs and other international treaties and agreements, including the Convention on the Elimination of All Forms of Discrimination against Women (CEDAW) and the Beijing Platform for Action, as well as national priorities.
- Data accessibility: Ensuring that gender statistics are accessible to users in governments, civil society, academia and the private sector and are analysed to inform policy-making and advocacy and to monitor progress on the SDGs.

UN Women has been in consultation with the statistical division of other entities. Mr. Seck stressed that the role of coordination among international agencies and other actors at all levels is a key to success of the programme. UN Women will periodically update IANWGE members on the progress area. More details on the programme can be found here. <http://www.unwomen.org/en/how-we-work/flagship-programmes/making-every-woman-and-girl-count>.

D. Disabilities

Lead Discussants: Ms. Akiko Ito, Chief, Secretariat for the Convention on the Rights of Persons with Disabilities, UN DESA and Ms. Maribel Derjani-Bayeh, Policy Specialist, UN Women

The importance of improving the inclusion of women and girls with disabilities across all issues and mainstreaming gender and disability were highlighted. Some progress has been made in increasing attention to women and girls with disabilities in response to norms and standards set by intergovernmental and Treaty bodies. However, challenges remain which include silos between the policy spheres leading to the invisibility of women and girls with disabilities as well as lack of information, statistics and data to monitor and evaluate the situation of women and girls with disabilities, and a perception of women and girls with disabilities as vulnerable rather than active and empowered partners and agents of change.

In response, areas of work have been specifically identified – mainstreaming gender and disability across all the work in the UN System, and strengthening the inclusion and participation of women and girls with disabilities, especially by:

- integrating gender equality and disability as crosscutting issues, creating a unique sphere addressing development of strategies from the perspectives, and for the well-being of women and girls with disabilities.
- improving gender equality indicators for persons with disabilities, and gender disaggregated disability indicators and enhance the knowledge sharing across the system.
- identify entry points to mainstream gender and disability in all the UN's work, including through knowledge sharing and inter-agency task forces and other cooperation initiatives.

The importance of having an institutional response to the effective inclusion and empowerment of women and girls with disabilities, including in response to our governing bodies, was stressed. In this regard, IANWGE was asked to think about a new perspective of disability and gender that can be analyzed and articulated with specific policy mandates in coming years. DESA is currently updating the UNDG Guidance Note "Including the rights of persons with disabilities in the UN programming at the country level" (The guidance note can be found here : : http://www.un.org/disabilities/documents/iasg/undg_guidance_note_final.pdf) and welcomes input from different entities; DOCO suggests to work the CEB Secretariat to accelerate implementation and facilitate integration.

E. Indigenous Peoples Issues

Lead Discussant: Ms. Mirian Masaquiza, Social Affairs Officer, Secretariat of the UN Permanent Forum on Indigenous Issues, Division for Social Policy and Development, DESA

Indigenous women experience multiple forms of discrimination. They often lack access to education, health care and ancestral lands, face disproportionately high rates of poverty and are subjected to violence, such as domestic violence and sexual abuse. The situation of indigenous women must therefore be considered in gender analysis and gender equality issues.

The situation of indigenous women has gained increasing attention in intergovernmental processes and outcomes. In this context, the Commission on the Status of Women is expected to consider the empowerment of indigenous women as a focus area/emerging issue during its 61st session in 2017. Expert members of the Permanent Forum and the Special Rapporteur on the rights of indigenous peoples are expected to attend, providing an opportunity to enhance visibility for the situation of indigenous women. To work together across the UN system, two levels of implementation can be considered – at global level through policies and strategies and at national level where the collaboration and support from the network is most essential. Practical suggestions for moving forward include:

- Review progress and further implementation of CSW resolutions 49/7 and 56/4 on indigenous women.
- Include indigenous women (through participation, specific focus in questionnaires and disaggregated data) in their reports, programmes and SDG related work.
- Follow-up on specific recommendations of the UNPFII that require the concerted action of the UN system.
- Follow-up on the recommendations of the World Conference relating to indigenous women
IANWGE to re-establish a Task Force on the empowerment of indigenous women” to produce practical tools.

IANWGE members expressed interest in focusing on the intersectionality of gender and indigenous issues including in the context of SDG implementation.

F. Climate Change

Lead Discussant: Ms. Fleur Newman, Programme Officer, UN Climate Change Secretariat

In 2016, key accomplishments in the areas of gender equality and climate change include the extended agreement to continue the Lima Work Programme on Gender (LWPG) till 2019 at the twenty-second session of the Conference of the Parties (COP 22) in Marrakech, which includes a goal of gender balance under the UN Framework Convention on Climate Change (UNFCCC).

Moving forward, a workshop to develop a gender action plan would take place during the May subsidiary body session in 2017. Two technical papers would be developed: the first one on challenges and options for reaching gender balance goal under the UNFCCC in party delegations and constituted bodies, and the second on entry points for how gender considerations can be integrated, monitored and reported by each of the bodies constituted under the UNFCCC.

There is lack of expertise within governments to implement gender mainstreaming in climate change policy and action. At the international level, underrepresentation of women and party delegations, particularly heads of delegation and other decision-making bodies under the convention were also mentioned as key challenges.

Going forward, suggested measures include:

- joint capacity building of national focal points and national ministries;
- participation in workshops and expert group meetings and
- making submissions in relation to gender action plans

In this respect, IANWGE members were encouraged to consider joint collaboration for building of national capacities on gender and climate change under the Convention.

G. New Urban Agenda

Lead Discussant: Ms. Angela Mwai, Leader, Gender Equality Unit, UN-Habitat

In October 2016, New Urban Agenda was adopted as the outcome of the Habitat III Cities Conference in Quito, Ecuador. The agenda sets the direction for the next 20 years to guide sustainable urban development globally. While the UN-Habitat Agenda of 1996 prioritized mainstreaming in general when less than 50 percent of the global population lived in cities and discussion of women were minimal, the New Urban Agenda of 2016, when more than 50 percent of global population live in cities, is strong on gender and aligned with SDGs.

UN-Habitat has been tasked to develop an action framework for the implementation of the New Urban Agenda. Under the transformative commitments - social inclusion and ending poverty; prosperity and opportunities for all and Sustainable and resilient development, the New Urban Agenda has five substantive focus areas including national urban policies, urban legal framework, integrated urban and territorial planning and design, financing organizations and means of implementation. Strong elements of gender are embedded in the five substantive focus areas. For example, more women in cities, ensuring women are in the decision-making processes, working toward women and girls access to city administration, urban public space, and access to health education and other services (SDG 11.7) are included in the agenda.

UN-Habitat asks for planning to mitigate some of the challenges such as undocumented migrants and to find opportunities for women and girls. IANWGE members expressed great interest in engaging with the implementation of the New Urban Agenda, including WFP on the issue of low income settlements and slums, UNOPS on resource mobilization and UN Women on any gender and urbanization. UN-Habitat mentioned that the rural urban nexus is key to much of UN-HABITAT's work, which centers on low income settlements and Cities Prosperities Initiatives (CPI) as a tool cities can use to collect data. It is also proposed that IANWGE to consider joint programming within the UN System to take the Agenda forward.

F. Violence against women

Lead Discussant: Ms. Kalliopi Mingeirou, Policy Specialist, UN Women

Violence against women and girls (VAWG) remains a pervasive form of discrimination that occurs at alarming levels across all countries. Prevention of violence against women, availability of essential services for survivors and violence against women data collection are areas in which the UN system needs to enhance interagency collaboration and coordination. The prevention and response to violence against women is beyond the remit of a single agency. Better UN coordination can therefore result in greater impact for women and girls. Attention is increasing being given to preventing violence before it happens by addressing the root causes and risk factors at different levels, prevention measures must be multipronged.

The Essential Services Package identifies the essential services that should be provided by the health, social services, police and justice sectors as well as guidelines for the coordination of Essential Services and the governance of coordination processes and mechanisms. Service delivery guidelines for the core elements of each essential service were also identified to ensure the delivery of high quality services, particularly for low and middle-income countries in which women and girls experience violence. These outcomes demonstrate the power of the UN system when it responds as one.

Elimination of violence against women is an SDG commitment and one of UN's main areas of focus. This provides more opportunities for meaningful interagency collaboration and coordination on this issue. Given the persistent challenges in the collection and analysis of data on VAW, it is essential for UN agencies to build capacities of national statistical offices. Capacity-building should not only focus on data collection methods and data analysis but also on ethical standards. To work in a coordinated manner on the issue, it is important to make the linkages between violence against women and other issues such as disabilities; health; conflict and non-conflict settings; and humanitarian crises.

The current underfunding of the work on violence against women remains a challenge resulting in insufficient expertise, training and specialization to deal with violence against women. Advocacy and communications are also hampered by insufficient human and financial resources.

Session II: Mapping of the UN System's work on Gender Equality and the Empowerment of Women Objectives tied to the SDGs

A. Mapping of the UN System's work on Gender Equality

The current global backdrop for meeting the global commitments on gender equality is complex. For the UN to remain credible and relevant, the UN system must invest in building a strong and vital gender architecture that can respond to the emerging threats and challenges to the gender equality agenda.

To present a nuanced current picture of the UN architecture for gender equality, UN Women has undertaken a mapping of GEEW work across the UN system as contained in entities' strategic plans.

Tony Beck, UN Women, noted that UN-SWAP 2.0 – particularly in terms of Strategic Planning – will be focused on moving from mainstreaming to results. The Mapping of the UN system's work on GEEW is intended to support the new UN-SWAP 2.0 indicators, which includes requiring entities to focus on gender-related SDG results. One of the key elements of the UN-SWAP is to ensure that gender equality is integrated in the strategic planning process, and the UN-SWAP has, so far, supported this. Ultimately, the objective is to use the UN-SWAP

to better articulate and/or identify the achievements of the UN system on GEEW and then, in turn, use it as a resource mobilization tool.

The latest QCPR resolution adopted in December 2016 (A/RES/71/243) requests the UN system to map Strategic Plans against the SDGs, "with a view to identifying gaps and overlaps in coverage and providing recommendations for addressing them". As a result, the Strategic Plans/Frameworks of UN entities are currently being reviewed. Therefore, this mapping also responds to this request, in relation to the gender content of strategic plans and their ties to the SDGs and SDG 5 in particular.

Since most current strategic plans came into effect pre-SDGs, it is necessary to establish a baseline for reporting, which is what the mapping exercise is expected to do. The extracted data has been input into a searchable, online database which will be available to all the UN-SWAP focal points. The hope is that by collating this information in a systematic way, and clustering it into thematic and functional areas, it may serve to increase synergy and coherence and reduce duplication across the UN.

Nicole Van Huyssteen, UN Women, reported on preliminary findings from the mapping of the UN System's work on Gender Equality and the Empowerment of Women (GEEW) and its link to the SDGs. The team analyzed and reviewed the language of close to 60 strategic plans and frameworks – 28 UN entities and 28 Secretariat sub-programmes. The exercise was both labour-intensive and time-consuming because of the varied structure and content of many of the strategic plans. The Secretariat frameworks were more aligned.

UN Women outlined the work done to date in developing the database, instructions on how to use it, and the ways in which it believes it could be a useful tool for the UN system, particularly in so far as it relates to the roll out of UN-SWAP 2.0 in 2018.

As an initial step, the team identified the strategic plans of all the CEB UN entities, as well as OHCHR, UNAIDS, and UN Secretariat Departments. Since the strategic planning documents were not always easy to locate, one of the first outcomes of this exercise would be to create an updated and consolidated repository of key Strategic Plans/Frameworks for easy access to all the UN-SWAP focal points and entities. The links to all strategic planning documents used in the mapping exercise are included in the database.

UN Women conducted a desk review of all the Strategic Plans/Frameworks and identified the relevant gender equality and empowerment of women (GEEW) language by using key words searches, to correlate and arrange that information into a number of different categories: outputs and outcomes; thematic and functional areas; SDG areas; and SDG 5 target areas.

The data was used to create a searchable, online database which aims to help entities easily review and compare the main GEEW results currently contained in entities' plans, and to understand what is being worked in relation to gender at the System-wide level.

The data is organized by the following categories: outputs and outcomes; thematic and functional areas (in which the GEEW language is organized into 12 thematic and 6 functional areas the UN is currently working on); SDG areas, and SDG 5 target areas.

As noted by Tony Beck in his opening remarks, UN Women hopes that this initial analysis will serve as a pre-SDG baseline of the UN system's work in relation to gender equality. UN Women invites entities to review their respective entries, validate the data, and ensure that all the SDGs and functional and thematic areas are adequately correlated.

A demonstration of the on-line database's features then took place. The Excel-based database, which is hosted on Google Docs, is user-friendly and makes it easy to filter data. The database is organized into 12 tabs/sheets, with

the first tab setting out instructions and a step-by-step explanation on how to use, filter and download the information contained therein.

By arranging information and hosting it on an easily accessible online database, entities should be able to sort and filter the data by entity, SDG or by thematic area, or by outcomes and outputs. The database offers a simple and intuitive filtering, and users are encouraged to leave comments or feedback.

Some preliminary findings reveal that:

- 96% percentage of entities have publicly available Strategic Plans/Frameworks
- 89% percentage of UN entities have relevant gender language in their plans
- 89% percentage of Secretariat sub-programmes have relevant gender language in their plans

Entities are asked to log on to the database [via this link](#), to verify their entries, and to provide feedback via the comment feature in the database. The team will then incorporate any feedback and changes it receives. The next steps will be for the team to conduct an in-depth analysis of the main thematic, functional and SDG areas the system is working on in relation to gender, and to identify potential areas for maximum entity synergy and coordination.

B. Interagency collaboration on strategic planning of UNDP, UNFPA, UNICEF and UN Women

In efforts to foster interagency collaboration in developing Strategic Plans in the UN system, Mr. Julien Pellaux, Strategic Planning Adviser, UN Women, briefed the Network on the development of UN Women's Strategic Plan 2018-2021. The Plan will respond to four key questions.

- Vision 2021: Anchored in the long-term vision of the 2030 Agenda, what should be achieved for women and girls by 2021, just nine years before the deadline for the SDGs?
- Impact: What difference is UN Women making in women's lives, particularly the ones at risk of being left behind?
- Strategies: How can UN Women fully leverage and integrate its triple mandate of normative support, UN coordination and operational activities for transformative results? What are other strategies for which UN Women has a comparative advantage?
- Resources: How can the linkage between resources and results be strengthened?

The first draft will be before the UN Women Executive Board at its Annual Session in June 2017 and the final version is expected to be adopted by the Board at its Second Regular Session in September 2017.

UN Women has been working very closely with UNDP, UNFPA, UNICEF and to some extent with WFP through an interagency group with the aim of harmonizing the approaches, timelines and deliverables of their respective Strategic Plans. This initiative is an attempt to respond to the strong call from Member States for coherence across the entities. The overall Group is trying to agree to have similar structures, similar definitions of concepts such as "leaving no one behind".

There are also four specific groups:

- Joint approach to contributing to the 2030 Agenda and the SDGs.
- Results framework: harmonized approach and structure.
- Results-resources linkages – common methodologies.
- Gender equality – common approaches, areas of collaboration.

The Gender Equality Group has identified some common principles (legislative frameworks such as the Beijing Platform for Action (BPfA) etc.), common approaches (i.e. UN-SWAP), and some overarching areas of

collaboration where it makes sense to work together (e.g. Women's economic empowerment with a life cycle approach, on reproductive rights including Female Genital Mutilation (FGM)/ Female Genital Cutting (FGC) and child marriage, then looking at issues of fragility in the humanitarian context).

The new QCPR strongly emphasizes coherence as well as gender equality. The QCPR informed the development of the new Strategic Plan and several elements from the QCPR are reflected in the new Strategic Plan:

- The 2030 Agenda for Sustainable Development is at the heart of the work of each UN entity.
- The UN system plays a key role in supporting governments through policy advice, normative support, capacity development, and South-South and triangular cooperation.
- National ownership and leadership remains paramount.
- Greater coherence, coordination and synergies are needed in UN activities at corporate and country level and across humanitarian and development work.
- Gender equality and women's empowerment are system-wide responsibilities.
- Innovative partnerships should be developed to support UN's efforts to support countries in their implementation of the 2030 Agenda.

Session III: Dialogue with UN Women Executive Director/Deputy Executive Director

The ongoing support needed for the full implementation of normative agreements on gender equality, including the Beijing Platform for action, the 2030 Agenda for sustainable development and national legislation by Governments demands that the UN system work collectively, including through interagency mechanisms like IANWGE, to deliver for women and girls.

This will require UN entities to work more closely in a joined-up manner and across the agendas of the United Nations – development, peace, human rights and humanitarian action -to ensure sustainable development. It is impossible to have gender-responsive implementation of the Beijing Platform for Action (BPfA) and the 2030 Agenda at global, regional and national levels without effective interagency collaboration and coordination.

In this respect, the Executive Director of UN Women and Chair of IANWGE stressed the importance of creating an enabling environment within the United Nations for such collaborative engagement. At present, there is commitment from the top to achieve gender equality at the highest level by the United Nations Secretary-General. He has underscored the importance of gender equality and gender parity in the UN system and made them his priorities. He intends to make sure women take their rightful place at senior levels in the United Nations and has requested a clear roadmap with benchmarks and time frames to recruit more women at all levels of the organization.

However, the Executive Director noted that it was unrealistic to think that the challenges UN entities face in doing the work on gender will be solved solely by the Secretary-General. Every entity will need to support him in this endeavor. At the same time, it helps that UN Women is included in the Executive Committee of the Secretary-General to 'watch the space' and transmit messages where possible from the Network.

To be effective and impactful, the Executive Director suggested the Network avoid duplication and overlap by identifying common issues to work together for results. Members were encouraged to focus on the one or two priority issues that could be easily started and offer opportunities to work with others, including outside the UN. Members recognized the need to build synergies and coherence while undertaking this work, including through joint programming. Working with other coordination bodies will also be key to ensure attention to gender considerations in thematic issues. The development of strategic plans that include gender-related activities and outcomes also provides an opportunity for UN entities to work synergistically. The involvement of country offices, Member States and civil society, was strongly promoted particularly for national-level implementation of global commitments on gender equality. Men and boys must also be engaged in these efforts.

UN support of SDG implementation was one area that the entities could collaborate on especially around SDG 5. UN entities could specifically engage with countries involved in the voluntary national reviews on SDG implementation in preparation for the High-level Political Forum (HLPF). The Executive Director suggested the final report of Secretary-General's High-Level Panel (HLP) on Women's Economic Empowerment could also provide opportunities for entities to work together.

The Deputy Executive Director of UN Women and Vice-Chair of the Network, Ms. Lakshmi Puri stressed that the focus on the gender compact must be prioritized as well as systematic gender mainstreaming in and across sectors. The Network represents the “arms and feet” of the norms and standards achieved and it is therefore important to build on these achievements. The UN system should be empowered by the gains made with respect to the 2030 Agenda for sustainable development, the New Urban Agenda, the Paris Agreement, Migration and Refugees. The Network must see how it can support the implementation of such outcomes, that clearly recognize gender equality as a priority for sustainable development. Without gender equality, development priorities and objectives will not be reached.

The Deputy Executive Director noted that preserving the gains on gender equality was important considering the current shifts and disruption of western political order that challenges the partnership and multilateral agendas. The bastions of gender equality and human rights are being challenged in both Europe and the United States of America. In this regard, the accelerated implementation of achievements so far is critical. Further, using the ‘all-of-UN approach’ and mainstreaming gender in the work of the UN must be routine.

The Deputy Executive Director also stressed the need to better understand the nature of the linkages in an SDG framework that is universal and deeply interlinked to enhance policy integration. She recognized that on some level individual entities were looking at SDG implementation but the Network, would need to also reflect on how it can support this work collectively. Ms. Puri also highlighted the need to focus on intersectionality of gender and other issues, including in the context of the SDGs. In moving the agenda forward there is a need to focus on the 10 ‘I’s’¹ for gender-responsive implementation of SDG 5 and the other Goals.

Members welcomed the opportunity to work together, including on SDG implementation. A mapping of the SDGs, including SDG5, to see what the entities were specifically doing and opportunities for collaboration was suggested.

IANWGE recognized the need to address intersectionality in the work on gender. For example, there is a need to assess how gender and disability intersect to shape outcomes for women as compared to men with disabilities. The SDG Framework is well suited to such analysis due to its interconnected nature and the focus on leaving no one behind and reaching the furthest behind first. It was noted that a focus on intersectionality could also support Member States who were still grappling with the notion of intersectionality in policy and programme development.

On the issue of system-wide collaboration, members noted the work on the development and implementation of the UN-SWAP. They found that the peer-to-peer interaction fostered over time helped to strengthen engagement and partnerships. IANWGE viewed the engagement as a good practice of the UN system working harmoniously towards a common goal, accountability for gender mainstreaming in the UN system. It was also the diverse nature of the UN-SWAP indicators that facilitated active involvement and engagement, including at the senior level and beyond gender focal points. The Network recognized that through the work on UN-SWAP, the respective entities became more aware of the importance of gender mainstreaming and gender equality. Applying the same approach to the roll-out and implementation of the updated UN-SWAP, scheduled for roll-out in 2018, was strongly supported.

¹ These include inclusion, integration, indivisibility, implementation, inspiration, institutions, investment, information, innovation and impact.

The Network expressed willingness to continue to work on gender equality in their respective entities and through IANWGE. However insufficient human and financial resources remain a serious problem as evidence in the UN-SWAP reporting. Under-resourcing of the gender agenda, including gender programming, across the UN was an ongoing issue that had now become the norm. It was suggested that UN Women could convey this message in its capacity as a standing member of the Secretary-General's Executive Committee. Including dedicated funds for gender mainstreaming into Senior Manager's Compacts was also suggested. In the interim, the Network suggested exploring ways of working together, within existing and pooled resources, on common interests, including through joint programming. Mobility of staff across agencies to work on gender was also proposed.

IANWGE applauded the Secretary-General's efforts on gender parity in the UN system. The Network noted that already there were some gains in the UN system on gender mainstreaming and gender equality that should be preserved. Concern was expressed that, in some cases, gains made are eroded and lost when management changes at the highest level. Accountability for gender equality at the highest level was therefore greatly needed. Members suggested including specific gender outcomes in the terms of reference (TOR) of Heads of UN entities to protect gains. Considering the Secretary-General's support for the issues of gender equality and gender parity, the timing is right to push for this directive.

The Network stressed the need to assess current gender policies to ensure that they address the needs and priorities of both women and men, including as it relates to flexible work arrangements and parental leave. To ensure effective gender policies, IANWGE recognized that the gender parity for example must be viewed as both a policy issue and a human resources issue. In this respect, both gender experts and human resources experts must be involved in discussions.

Several entities stressed the need to elevate the status of IANWGE as a global interagency coordination mechanism. Members stated that there is a need to explore how IANWGE can be more effective in carrying out its function. Some members felt that the Network should be closely linked to the CEB to elevate its status and increase its credibility. For this to happen, the UN Secretary-General's support for IANWGE must be leveraged. The forthcoming review of the CEB also provided an opportunity to bring this to the attention of the Secretary-General.

Session IV: Accountability for Gender Equality SWAP 2.0 and Gender Score Card - Role of the UN System

A. Updated UN-SWAP

The UN-SWAP was approved in 2012 for a five-year implementation period. Plans are, therefore, underway for a second-generation UN-SWAP expected to be rolled out 1 January 2018. As planned in the framework document that was approved by the CEB in 2012, the next generation UN-SWAP will have a focus on gender equality and the empowerment of women results. The full set of UN-SWAP 2.0 Performance Indicators were circulated at the meeting and changes highlighted during the session.

Tony Beck, lead consultant to UN Women on the UN-SWAP, updated the Network on the next generation UN-SWAP, known as UN-SWAP 2.0, as follows:

- UN-SWAP 2.0 has been developed through an extensive consultation process including the whole of the UN system. There is a strong focus on results, tied to the SDGs, as well as an additional Performance Indicator on leadership. There are also some changes to other Performance Indicators, e.g. audit and evaluation. While the UN-SWAP 2.0 Performance Indicators are complete, work is ongoing on the Technical Notes to support their implementation.

- The first reporting for UN-SWAP 2.0 would be due in January 2019. This may require significant changes to entity reporting systems in order to report fully on gender equality and the empowerment of women results, tied to the SDGs.
 - UN Women has the opportunity to aggregate results across the UN system, if entities are using comparable methodologies. Common methodologies can be recommended for entities.
 - In October 2016, a Working Group on Results was formed with the objective of completing the results related Performance Indicators for UN-SWAP 2.0. This task was completed in December 2016.
- Action Points:
- Tony Beck to explore the potential of reconstituting the Working Group on Results to support finalization of UN-SWAP 2.0 Technical Notes and recommend common methodologies for reporting on results. The Technical Notes will be completed by December 2017.
 - UN-SWAP letters will include trends over time.
 - Entities will determine themselves whether UN-SWAP reports remain public, however, entities which choose to make findings public will be listed in the report of the Secretary-General to ECOSOC on gender mainstreaming.

Members expressed support for the UN-SWAP peer review process with many also suggesting that an external review may be more appealing to donors as an accountability tool. A request was made to also review the indicator criteria for parity at the general service level, recognizing that equal representation of men is unattainable at this level. UN Women noted that, very importantly, organizations must continue to strive for parity at all levels including the General Service level, as professions where women are predominantly represented become undervalued. Arresting or reversing this trend required an infusion of men into the GS ranks.

B. Updated Gender Scorecard

Mr. Michele Ribotta, Coordination Advisor, UN-Women and Ms. Raquel Lagunas, Senior Advisor, UNDP respectively, informed the Network on the development of an updated Gender UNCT SWAP Scorecard, an accountability framework for the UNCT and one better aligned to the UN-SWAP. While an original scorecard was developed in 2008, it must now be upgraded from being a tool to becoming an accountability framework which also uses a common platform for reporting and comparability. It may be recalled that the CEB policy on gender equality required the implementation of an accountability framework for the country level and one that incorporated results. Also, the QCPR calls for its continued implementation if the Scorecard.

In preparation for the update a review of the Scorecard was conducted in 2015. It pointed to three reoccurring obstacles:

- Limited uptake: only 50 UNCTs reporting on it once in 8 years;
- Lack of ownership: external consultants simply prepared the reports; and
- Suboptimal performance across indicators

The development the updated scorecard started in 2016 through the task team on UNDG Task Team on Gender Equality. Co-developed with UNDP, the methodology has been reassessed and aligned to that of the UN-SWAP. Implementation of the Scorecard occurs at the UNCT level. The first round of consultations covered regional offices of UN-Women and UNDP and then piloting in 6 countries (Ukraine, Egypt, Vietnam, Iraq, Uganda, Iraq and India). The framework consists of 7 performance areas and 18 indicators with reporting based on self-assessment and not external expertise. Six UNCTs served as pilots to test the tool and suggest refinements. Each pilot, was supported

by a team with comprising UN Women and UNDP. The use of a participatory approach yielded a stronger tool. The Pilots also proposed new areas of focus including ‘security’ and ‘operations’.

It was noted that UNCTs seemed to want incentives to participate. While all pilots reported a positive outcome, the following challenges were noted:

- Fragmentation when parts of same house don’t talk to each other. It is important to avoid piece-meal approach.
- Transforming it into a ticking the box exercise rather than a reflection exercise.
- Time needs to be assigned to carry out the assessment.

Reporting on the Scorecard is best undertaken on a common platform which is yet to be developed and members of IANWGE can encourage UNCTs to take up the scorecard.

Annex 1: Agenda

Sixteenth Annual Session
United Nations Inter-Agency Network on Women and Gender Equality (IANWGE)
9-11 March 2017

DAY ONE		
Thursday 9th March, 2017 (1.30 p.m. to 5.00 p.m.)		
Opening Session		
1:30 p.m.-2:00	Introduction and adoption of agenda	
Session I: Thematic and Emerging Issues of System-wide Relevance		
2:00 p.m. – 5.00 p.m. (Coffee break: 3:15 p.m. – 3:30 p.m.)	<p><i>Objective:</i> To update IANWGE members on thematic and emerging issues that require system-wide attention.</p> <p><i>Methodology:</i> Breakout Sessions led by discussants followed by wrap-up in plenary</p> <p>For each theme listed in this session on emerging issues, all discussants to provide a one-page summary of their topic outlining: (i) its status, (ii) challenges (iii) practical suggestions for the system to work together to achieve a common outcome over the next year and (iv) two possible questions to guide the discussion. These may include roll out of a proposed system-wide activity and its funding or challenges for which the discussant seeks system-wide collaborated solution.</p>	<p><u>Moderator</u> Julia Rohe, Quality Monitoring Officer and Gender Focal Point, UNIDO</p>
Table 1		
2:00 p.m.-3:15 p.m.	Leadership	<i>John Hendra</i> <i>Senior UN Coordinator</i> <i>“Fit for Purpose”</i> <i>UNDG</i>
	Indigenous Peoples Issues	<i>Chandra Roy-Henriksen</i> <i>Chief & Ms. Mirian Masaquiza, Social Affairs Officer, Secretariat of the UN Permanent Forum on Indigenous Issues</i> <i>Division for Social Policy and Development</i> <i>UN DESA</i>
	Gender Parity	<i>Aparna Mehrotra</i> <i>Focal Point for Women in the UN System</i> <i>UN Women</i>
Table 2		
	Migration	<i>Ashraf El Nour</i>

			<i>Director, IOM Office to the United Nations IOM</i>
		Climate Change	<i>Fleur Newman Programme Officer UN Climate Change Secretariat</i>
Table 3			
2:00 p.m. - 3:15 p.m.		SDG Indicators	<i>Papa Seck Policy Specialist UN Women</i>
		New Urban Agenda	<i>Angela Mwai Leader, Gender Equality Unit UN-Habitat</i>
Table 4			
2:00 p.m. - 3:15 p.m.		Violence against Women	<i>Kalliopi Mingeirou Policy Specialist UN Women</i>
		Disability	<i>Akiko Ito Chief, Secretariat for the Convention on the Rights of Persons with Disabilities UN DSPD/DESA</i>
		Peace and Security	<i>Paivi Kannisto, Chief, Peace and Security, UN Women</i>
3:15 p.m.-3:30 p.m.	Coffee Break		
3:30 p.m. - 5:00 p.m.	PLENARY: Key takeaways and wrap-up		

DAY TWO	
Friday 10th March 2017 (8.30 a.m. to 5.00 p.m.)	
8.30 a.m.- 9.00 a.m.	COFFEE & TEA
Session II: Mapping of the UN System's work on Gender Equality and the Empowerment of Women Objectives tied to the SDGs	

9.00 a.m. – 10.15 a.m.	<p><i>Objective:</i> To present UN Women’s initial mapping of GEEW work across the UN System tied to implementation of the SDGs, and to discuss coherence, synergy and duplication.</p> <p><i>Methodology:</i> Presentation followed by plenary discussion.</p> <p><i>Presenters:</i></p> <ul style="list-style-type: none"> • <i>Julien Pellaux, Strategic Planning and Operations Adviser, Office of the Executive Director, UN Women</i> • <i>Tony Beck, UN Women</i> • <i>Nicole Van Huyssteen, UN Women</i> 	Moderator Aparna Mehrotra (UN Women)
Session III: Dialogue with Vice-Chair: Lakshmi Puri, Assistant Secretary-General and Deputy Executive Director, UN Women		
10.15 a.m. – 11:00 a.m.	<p>Objective: To identify opportunities for interagency collaboration and cooperation to further the global compact on gender equality.</p> <p>Methodology: Presentation followed by plenary discussion.</p>	Moderator Vice-Chair: Lakshmi Puri, Assistant Secretary-General and Deputy Executive Director, UN Women
Session IV: Accountability for Gender Equality SWAP 2.0 and Gender Score Card - Role of the UN System		
11:00 a.m.- 1:00 p.m.	<p><i>Objective:</i> Presentation on the UN SWAP 2.0 and Gender Score Card, including plans for 2017 and beyond.</p> <p><i>Methodology:</i> Presentation followed by plenary discussion.</p> <p><i>Presenters:</i></p> <ul style="list-style-type: none"> • Tony Beck, Consultant, UN Women • Michele Ribotta, Coordination Adviser, UN Women • Raquel Lagunas, Senior Policy Advisor on Gender Mainstreaming • Team BPPS, UNDP 	Moderator Thokozile (Thoko) Ruzvidzo (ECA)
1:00 p.m.- 1:45 p.m.	LUNCH AT DESK	
Session V: Session with Chair: Phumzile Mlambo-Ngcuka, Under-Secretary-General and Executive Director, UN Women		

1:45 p.m. – 2:30 p.m.	<p><i><u>Objective:</u></i> To identify opportunities for interagency collaboration and cooperation to further the global compact on gender equality.</p> <p><i><u>Methodology:</u></i> Tour de table with UN entities followed by discussion with the ED of UN Women.</p>	<p><u>Chair:</u> Phumzile Mlambo-Ngcuka, Under-Secretary-General and Executive Director, UN Women</p>
Session VI: Matters related to the Commission on the Status of Women (cancelled)		
2.30 p.m.- 3.15 p.m.	<p><i><u>Objective:</u></i> Provide IANWGE with an update on CSW-61.</p> <p><i><u>Methodology:</u></i> Presentation followed by plenary discussion.</p> <p><i><u>Presenters:</u></i></p> <ul style="list-style-type: none"> • Inter-Governmental Support Division (IGSD) 	<p><u>Moderator:</u> Aparna Mehrotra, UN Women</p>
Closing Session		
3.15 p.m.- 4:00 p.m.	<p><i><u>Objective:</u></i> Solicit feedback from IANWGE members on the annual meeting and the way forward.</p> <p><i><u>Methodology:</u></i></p> <ul style="list-style-type: none"> ▪ Key takeaways from the annual meeting ▪ Looking ahead to 2018 	<p><u>Moderator:</u> Aparna Mehrotra, UN Women</p>
DAY THREE		
Saturday 11th March, 2017 (09.00 a.m. to 3.00 p.m.) <i>Daily News Building, Room 19-19 (220 East 42nd Street, New York, NY 10017)</i>		
09.00 a.m.- 3.00 p.m.	Retreat	<p><u>Facilitators</u> Raquel Lagunas, UNDP Tony Beck, Consultant</p>

Annex 2: List of Participants

- Chair: Phumzile Mlambo-Ngcuka, Under Secretary-General and Executive Director of UN women
- Vice Chair: Lakshmi Puri, Assistant Secretary-General and Deputy Executive Director of UN Women
- Secretariat: Aparna Mehrotra, Director of the United Nations System Coordination Division of UN Women

Agency	Name	Title/Office
DESA	Akiko Ito	Chief, Secretariat for the Convention on the Rights of Persons with Disabilities UN DSPD/DESA
DESA	Chandra Roy-Henriksen	Chief, Secretariat of the UN Permanent Forum on Indigenous Issues
DESA	Mirian Masaquiza,	Social Affairs Officer, Secretariat of the UN Permanent Forum on Indigenous Issues, Division for Social Policy and Development, DESA
DESA	Valentina Resta	Senior Governance and Public Administration Officer
DPA	Laura Bologna	Political Affairs Officer
ECA	Thokozile (Thoko) Ruzvidzo	African Centre for Gender United Nations Economic Commission for Africa Addis, Ababa, Ethiopia
ECE	Malinka Koparanova	Senior Social Affairs Officer and Gender Focal Point Sustainable Development and Gender Unit United Nations Economic Commission for Europe
UN Global Compact	Lauren Gula	Senior Manager, Social Sustainability & Gender Equality
ILO	Raphael Crowe	Senior Gender Specialist Gender, Equality and Diversity Branch
IFAD	Maria Hartl	Senior Technical Specialist Gender and Social Equity Policy and Technical Advisory Division Programme Management Department, IFAD
OCHA	Hilde Sjobo Asbjornsen	Gender Specialist
OCHA	Gwi-Yeop Son	Director of Corporate Programmes
UNAIDS	Jaleel Partow	Senior Adviser, New York Liaison Office
UNDP	Raquel Lagunas	Senior Policy Advisor on Gender Mainstreaming Team BPPS,

UNEP	Janet Kabeberi-Macharia	Head, Gender and Safe guards Unit
UNEP	Victor Tsang	Programme Officer Gender and Social Safeguards Unit
UNEP	Mariama Daramy-Lewis	Senior Advisor Human Resources Chief, HR & Training Section Corporate Services Division, United Nations Environment
UNFCCC	Fleur Newman	Programme Officer
UN-HABITAT	Angela Mwai	Leader, Gender Equality Unit
UNHCR	Rebecca Eapen	Senior Gender Adviser
UNIDO	Julia Rohe	Quality Monitoring Officer and Gender Focal Point
UNOPS	Laura Lima	Gender and Urban Specialist
UNRWA	Jasmin Reitzig	New York Office
WIPO	Courtney Doagoo	WIPO New York Coordination Office
WFP	Kawinzi Muiu	Director, Gender Office, Rome
WFP	Alina SEEBACHER	New York Office
WHO	Sophie Evekink	New York Office
WHO	Anna Coates	Chief, PAHO
WHO	Veronica Magar	Team Leader/Gender, Equity & Human Rights (GER)
ICSC	Shihana Mohamed	Human Resources Policies Officer, International Civil Service Commission
UNCTAD	Simonetta Zarrilli	Chief, Trade, Gender and Development Programme Division on International Trade in Goods and Services, and Commodities (DITC)
IOM	Ashraf El Nour	Director of the IOM Office to the United Nations in New York

UNCDF	Beth Porter	Policy Advisor Financial Inclusion
UNCDF	Mohammad Adbabdi	Local Development Programme Manager
DPI	Doeun Kim	Intern
	Katja Paulina Pehrman	Ambassador, Permanent Representative of Finland to the OSCE (in future: Senior Adviser and Focal Point for Women in the UN System)
UN Women	Papa Seck	Policy Specialist, Research and Data
UN Women	Paivi Kannisto	<i>Chief, Peace and Security, UN Women</i>
UN Women	Kalliopi Mingeirou	Policy Specialist EVAW section
UN Women	Julien Pellaux	Strategic Planning Adviser, EDO
UN Women	Michele Ribotta	Coordination Advisor UN System Coordination Division
UN Women	Sharon Taylor	Inter-Agency Specialist UN System Coordination Division
UN Women	Shivangi Shrivastava	Inter-Agency Specialist UN System Coordination Division
UN Women	Soo Yeon Kim	UN System Coordination Division
UN Women	Tony Beck	Consultant
UN Women	Nicole Van Huyssteen	Consultant