



Distr.:

United Nations Inter-Agency Network on Women and Gender Equality

Original: English

Report of the Twenty-first Annual Session of the Inter-Agency Network on Women and Gender Equality

The Twenty-first Session of the United Nations Inter-Agency Network on Women and Gender Equality (IANWGE) was held on 18-19 March 2024 in New York. Discussions focused on the Gender Review and the Gender Equality Acceleration Plan; the 68th Session of the Commission on the Status of Women; thematic and emerging issues of systemwide relevance; gender analysis as a building block of gender mainstreaming; and the upcoming IANWGE intersectionality-informed gender analysis toolkit. The session also featured an interactive dialogue with the Chair of the IANWGE, Ms. Sima Bahous, Under-Secretary-General and Executive Director, UN Women.

Opening Session: Welcome and Introductions

The twenty-first annual session of the United Nations Inter-Agency Network on Women and Gender Equality (IANWGE) was held from 18-19 March 2024 in New York, co-hosted by UN Women and UNICEF, and facilitated by Ms. Leslie Groves, Senior Gender Equality Consultant.

Ms. Aparna Mehrotra, Director of the UN System Coordination Division at UN Women and Secretary of IANWGE, along with Ms. Lauren Rumble, Associate Director of the Gender Section at UNICEF, delivered opening remarks. Ms. Mehrotra welcomed the IANWGE members and extended thanks to UNICEF for co-organizing the meeting. The Secretary encouraged active participation in discussions on gender mainstreaming and the impact of emerging issues. She stressed the vital need for members to collaborate closely and adopt a unified approach to maintain momentum, particularly in safeguarding the fundamental rights that women deserve but are at risk of losing.

Ms. Rumble welcomed all participants, before underscoring the ongoing discrimination women and girls face. Ms. Rumble called for collective solidarity to drive gender-transformative change globally and thanked the UN Women team for organizing the meeting.

Session I: Opening Remarks by Ms. Sima Bahous, Chair of IANWGE, Under-Secretary-General and Executive Director, UN Women

The Chair warmly welcomed IANWGE members to the 21st Annual Session of IANWGE, and extended thanks to UNICEF colleagues for graciously hosting the meeting. The Chair noted it was heartening to see so many focal points representing the UN system. She emphasized the ongoing importance of keeping gender equality and women's empowerment at the heart of the UN system.

Reflecting on the 68th session of the Commission on the Status of Women (CSW68), the Chair reminded IANWGE of the urgent need to accelerate progress on gender equality by addressing poverty and strengthening institutions and financing. She emphasized the need for a coordinated effort across the system, including CSOs, Member States, and the private sector.

The Chair noted that it was reassuring to see the Secretary-General (SG) committing to gender equality at International Women's Day (IWD) 2024, emphasizing that the SG had chosen to launch the Gender Equality Acceleration Plan (GEAP) that day. UN Women will be working with the Executive Office of the Secretary-General and all entities to move the GEAP forward.

In this context, the Chair noted the recently launched Gender Snapshot report, produced by UN Women and UN DESA, which emphasizes that:

- More than 342 million women and girls could be living in extreme poverty by 2030.
- Gender gaps in poverty remain high, particularly among women aged 25 to 34.
- That gender gaps in poverty are driving food insecurity.
- In ongoing crisis contexts, women and girls are suffering the most.

The Chair remained hopeful that CSW68 would reach a robust set of Agreed Conclusions (AC) that will provide a comprehensive and implementable roadmap to address the multifaceted challenges facing women and girls globally in the context of this year's theme. The Chair previously had reiterated to Member States and civil society organizations (CSOs) the importance of ensuring that the ACs are implementable. She hopes Member States will support the vision that every woman, whether rural or urban, should easily understand the ACs and their impact on their lives.

Highlighting UN Women's deep commitment to its coordination mandate, the Chair emphasized that success increasingly depends on collaboration and joint programming with sister agencies, especially in an environment of shrinking resources. She highlighted the *Safe and Fair: Realizing women migrant workers' rights and opportunities in the Association of Southeast Asian Nations (ASEAN) region programme* (ILO, UNODC, and UN Women) which expanded the rights of over 35 million people in 8 Southeast Asian countries by developing 84 new laws, policies, and strategies on labour and ending violence against women. Additionally, she noted that the Women's Empowerment Principles (WEPs), co-led by the Global Compact, are now signed by 9,000 companies in 160 countries. These examples showcase that by pooling our collective expertise, resources, and minds, we can ensure no woman or girl is left behind.

The Chair thanked IANWGE for the valuable contributions it has made to advance gender equality and the empowerment of women over the years. She encouraged members to continue to pool their resources and efforts to respond to current and emerging issues, such as intersectionality. In this regard, she looks forward to the forthcoming publication of the IANWGE Intersectionality-informed Gender Analysis Toolkit. Additionally, she reminded the Network that the upcoming 30th anniversary of the adoption of the Beijing Declaration and Platform for Action in 2025 (Beijing+30) offers an opportunity for IANWGE to highlight its strength, possibly by rallying behind a collective initiative showcasing promising practices on gender mainstreaming from across the UN system.

In closing, the Chair reiterated that effective coordination of gender equality efforts is central to UN Women's mandate and is a personal priority. She wished IANWGE members two days of constructive exchanges, learning, and future collaboration.

Session II: Gender Review and the Gender Equality Acceleration Plan

Ms. Anne Birgitte Albrechtsen, High-Level Facilitator of the 12-member-task team on the independent review of the UN system's capacity to deliver for women and girls, provided an overview of the gender review and the proposed UN System-Wide GEAP.

Commissioned by the SG, the review assessed the United Nations' capacity to meet internationally agreed gender equality commitments and support Member States, and acknowledged the following:

- Significant progress by gender focal points (GFPs) such as those in the IANWGE network.
- Existence of gaps such as the lack of a common language for gender equality, ineffective gender mainstreaming, and limited access to leadership for GFPs.
- The necessity to value the contribution of UN GFPs, and advocate for their promotion.
- Uneven leadership, inconsistent accountability, and a patriarchal culture detrimental to the work of GFPs.

The GEAP has five elements including:

1. A clarion call to the system: This involves aligning behind gender equality, applying strong UN principles universally, and centering women and girls in all UN work, while adhering to international norms across all sectors.
2. Transformative leadership: Leaders must strengthen understanding of gender power dynamics, value gender experts' work, and ensure delivery of impactful GEWE results.
3. Accountability: The SG will chair a Gender Steering Group meeting twice a year, and there will be a biannual country-level gender equality review where Resident Coordinators will report the UN's country-level progress on gender equality to the SG or Deputy SG.
4. Resources: Efforts will focus on increasing resources for both targeted and mainstreaming work, including advocating for higher assessed contributions for coordinating and system-wide efforts.
5. 'All in': There will be a focus on expanding partnerships with civil society and grassroots organizations, ensuring resources are channeled to them. Additionally, there is a proposed review of the Commission on the Status of Women and the use of different instruments and intergovernmental bodies within the multinational system.

After the presentation, members highlighted the following:

- (a) Communication is needed from the SG's Office to all entities on the process going forward, including on the implementation of the Acceleration Plan to ensure alignment by all entities.
- (b) IANWGE focal points should be copied when the communication goes out on the Plan.
- (c) Strong and clear internal and external messages on the Plan should be developed by the SG's Office, with updates as needed.
- (d) The Plan provides an opportune moment for the system to coordinate better on gender mainstreaming and gender equality issues; as well as how to use networks like IANWGE to assist in its implementation.
- (e) Opportunities for engagement going forward, including for technical entities, are needed. The argument must be made as to why each entity has a role to play in contributing to advancing gender equality results.
- (f) Guidance needed on how to present the Plan to entities' respective Governing Bodies, including on the 15% target for gender equality work in order to get 'buy in' for implementation of the Plan.
- (g) Institutionalization of accountability is critical to hold leadership accountable. The existing gender architecture must be strengthened so as not to overburden the existing GFPs.
- (h) If every part of the organization must be involved, then there must be shared responsibility.
- (i) Leverage existing accountability mechanisms, such as the UN-SWAP, to strengthen accountability and prevent additional reporting. SWAP 3.0 is up for review and this provides a great opportunity to reflect on how the Plan's proposals can be integrated.
- (j) Power analyses are critical to understanding the perpetuation of gender inequalities and to identify the relevant solutions.

Session III: CSW68 – Priority theme: Accelerating the achievement of gender equality and the empowerment of all women and girls by addressing poverty and strengthening institutions and financing with a gender perspective

Ms. Sarah Hendriks, Director of the Policy, Programme, and Intergovernmental Division at UN Women provided the Network with an update on CSW68 and the status of the negotiation of the ACs. Ms. Hendriks stressed the importance of situating CSW within upcoming global normative efforts. She underscored leveraging CSW68's conclusions to establish norms for ending women's and girls' poverty globally, discussing challenges like financing roles, thematic balance, and enhancing gender equality language.

Ms. Hendriks provided a detailed overview of the SG's report on the CSW68 priority theme which had formed the basis of the zero draft of the ACs, outlining the following key recommendations:

- Expand fiscal space for addressing women and girls' poverty by mobilizing diverse financing sources, including fiscal pacts to channel multiple financial flows toward poverty eradication.
- Strengthen public institutions' accountability to meet women and girls' needs in poverty, especially in the care economy.
- Increase financing for women's rights organizations amid declining development aid, supporting initiatives like the GEAP to allocate resources for gender equality in conflict and crisis settings.
- Enhance poverty data and statistics to better capture its differential impact on women and girls, particularly at the household level.
- Prioritize gender-responsive social protection, investments in the care economy, and public services in new development strategies.

In the context of negotiations, Ms. Hendriks noted that Member States agreed on the following:

- Recognition of the key GEWE normative frameworks, including: CEDAW, Beijing Declaration and Platform of Action, Convention on the Rights of the Child, Declaration on the Right to Development, Declaration on the Rights of Indigenous Peoples, New York Declaration for Refugees and Migrants, and the role of regional conventions.
- Importance of strengthening international and regional cooperation.
- Recognition of CSW's primary role for the follow-up to the Beijing Declaration and Platform for Action.
- Importance for developed countries to support commitments to official development assistance (0.7% of GNI for ODA to developing countries, and 0.15-0.20% target for least developed countries).
- Call for budget transparency and community-led monitoring in budget processes.

Ms. Hendriks shared some of the contentious issues raised in the negotiations, including:

- Social norms and power data as well as citizen-generated data for increased accountability. Additionally, the use of sex vs gender in relation to data.
- Support to women's rights organizations and protection of Human Rights Defenders.
- Recognition of unpaid care work's economic value beyond GDP and invest in the care sector for job creation and gender gap reduction.
- Strengthening of gender equality machineries, and enhanced authority, operational capacity and resources for national gender equality mechanisms and focal points to mainstream gender perspectives in financing policies.
- Sexual and Reproductive Health and Rights, and comprehensive sexuality education.

- The Women, Peace and Security Agenda and women's participation in peace building.
- Multiple and intersecting forms of discrimination.
- Whether the reform of international financial institutions falls within the mandate of CSW.
- Contention around the issues of corruption, taxation, illicit financial flows, and debt relief.

Challenges and concerns shared by IANWGE members in the context of CSW68, and the negotiations of resolutions more broadly, included:

- Coordinated resistance from certain Member States on resolutions involving gender equality issues.
- Ongoing challenges with language inclusion and definitions such as "gender", "gender-responsive," "gender equality," "gender-transformative," and "women and girls in all their diversity."
- Retaining agreed language while advocating for new language to address emerging issues discussed at CSW68.
- Safeguarding LGBTQIA+ rights alongside women's and girls' rights without compromise.
- Challenges in addressing non-discrimination and inclusion of gender-diverse personnel.
- Concerns over rollbacks of children's rights, particularly in family protection contexts.
- Including regional perspectives, especially from Latin America and the Caribbean, in addressing contentious language issues.
- Sharing experiences, lessons learned, and coordinating effectively within the Network and across the UN system to tackle these challenges.

Ms. Hendriks highlighted that a proposed outcome of the GEAP includes coordinating a political strategy to counter organized efforts aiming to undermine gender equality, underscoring the need for clear definitions and broader engagement with gender equality language among Member States and stakeholders.

Proposed actions:

- IANWGE Secretariat to consider preparing a brief capturing IANWGE members' experiences and strategies to counter the pushback on the normative work on gender equality and the empowerment of women and girls.
- Organize a dedicated intersessional meeting on the pushback to further discuss common contentious issues and strategize on proposed ways to address these and coordinate more effectively.

Session IV: Thematic and Emerging Issues of System-Wide Relevance

Leanne Burney, UN Water - UN system-wide strategy for water and sanitation and the World Water Day 2024

- UN-Water is the coordinating mechanism for the UN on water and sanitation comprised of 36 members, including several entities represented in the IANWGE.
- UN-Water coordinates the work towards Sustainable Development Goal (SDG) 6. The mechanism aims to inspire action towards gender equality in water and sanitation and does so through global campaigns and policy development.
- The UN system-wide mandate for water and sanitation as contained in the General Assembly mandate A/RES/77/334 was developed in consultation with Member States. The

objective is “to fully operationalize inter-agency coordination, capitalize on reforms of the UN development system, and to leverage upscaled water and sanitation actions of UN entities to support Member States, with emphasis on the water-related needs of developing countries.”

- Lessons learnt from UN Women, for example, the coordination efforts through the UN-SWAP accountability framework, are being applied to UN-Water’s gender strategy implementation plan.
- World Water Day 2024 was held on 22 March, with the theme being ‘Water and Peace’. The 2023 campaign was ‘Toilet Equity’, focusing on women’s challenges in accessing water and sanitation.

Ursula Wynhoven, ITU - UN System white paper on artificial intelligence governance

- The High-level Committee on Programmes is developing a white paper on AI governance and analysis of the UN system, institutional models, functions, and existing international normative frameworks applicable to AI governance.
- AI presents risks and opportunities, including specific gender equality issues such as the exacerbation of bias, discrimination, and the potential to tackle the underrepresentation of women in digital spaces.
- The white paper includes several references to gender equality, and given it was developed by over 40 representatives from various UN entities, it proposes recommendations for international actors to advance AI governance based on UN values.
- There was an official CSW68 session and side-event on ‘Artificial intelligence to advance gender equality: challenges and opportunities’.
- There is a position paper on ‘Placing gender equality at the heart of the Global Digital Compact: Taking forward the recommendations of the sixty-seventh session of the Commission on the Status of Women’.
- Other relevant AI events include a lab session on AI and gender, and Global AI for Good Summit webinars which will be held throughout the year. Interested members are encouraged to attend.

Verona Collantes-Lebale, GEF – Global Environment Facility Gender Partnership

- The Global Environment Facility (GEF) Gender Partnership, comprised of 18 agencies, provides opportunities for IANWGE members to participate in GEF’s workplan. Members are encouraged to get involved, provide input and collaborate on broad gender and environment issues.
- Opportunities for collaboration include: capacity-building for GEF implementing agencies on gender mainstreaming, establishing a Community of Practice and understanding GEF entry points for women’s empowerment; knowledge management including the development of practical tools and indicators for gender transformative projects, gender and the environment online courses, and guidance for social inclusion, intersectionality and non-discrimination; awareness-raising such as sharing of gender-related communication, contributions to GEF newsletters, workshops and dialogues; and, plans for raising visibility through GEF LinkedIn group, story-telling, commemorative days and co-hosting events and high-level meetings.

Emanuela Pozzan, ILO – Transformative Agenda for Gender Equality

- In 2019, the Declaration on the Future of Work was established, emphasizing a transformative agenda for gender equality. It contains key pillars that build on international labor standards, equal opportunities, and equal treatment.
- A crucial issue is the right to work, rights at work for women in all their diversity, and equal pay for work of equal value, which is especially relevant in the context of the care economy and CSW68.
- While significant progress has been made since 2019 in the area of the care economy, advancing standards for paternity leave and integrating the care agenda within the context of climate change remains a priority.
- ILO had approved a resolution concerning a just transition towards environmentally sustainable economies and societies for all, which included gender-responsive guiding principles and inclusive language.

Anna Coates, WHO – Advancing a results-based approach to gender equality and health

- Historically, data on gender inequalities across health domains has not been adequately prioritized. This had led to an approach whereby rather than focusing on gender equality in its own right, the importance of gender equality has been considered solely as a precondition for other health outcomes.
- The objective of advancing gender equality through gender responsive attention to women's health is to generate evidence on the influence of sex and gender on health across the life span, and to develop evidence-based actions to address these needs, whilst recognizing structural barriers necessary to advance women's health agenda.
- WHO is approaching this pragmatically, working across technical programmes to advance gender equality via a health system lens.
- A transformative step was achieved with the adoption of the sex and gender inequity in research guidelines to promote improved reporting of sex-disaggregated data in clinical and public health research. Such data will support the development of specific actions to address women's health needs, including in areas which do not always focus on women's health. This exemplifies WHO seeing gender equality as a standalone objective.

Fleur Newman, UNFCCC – Nationally determined contributions and the gender work programme

- Nationally Determined Contributions (NDCs) are the country's national climate plans alongside national adaptation plans. They represent a process for transforming economies and societies, offering an opportunity to address systemic imbalances and consider just transitions in policy and investment, including in the context of gender equality.
- COP28 provided an opportunity for a global stock-taking of the Paris Agreement, which is based on peer review rather than compliance.
- In the next round under the Kyoto Protocol, all countries have commitments or contributions under the Paris Agreement and will be required to submit NDCs in 2025.
- This year marks the 10th anniversary of a dedicated gender work programme under the UNFCCC. The Lima Work Programme on Gender and its Gender Action Plan are under

review, presenting an opportunity to help countries be more strategic in their negotiations and considerations of required actions.

Session V: Interactive Dialogue with UN Women Deputy Executive Director for Normative Support, United Nations System Coordination and Programme Results, Nyaradzayi Gumbonzvanda

The session, moderated by the Secretary of IANWGE, introduced members to UN Women's Deputy Executive Director (DED) for Normative Support, UN System Coordination and Programme Results, Ms. Nyaradzayi Gumbonzvanda. In her opening remarks, Ms. Gumbonzvanda urged the Network to stay optimistic despite the current global context, and to focus on progress towards empowering women and girls. In this context, Ms. Gumbonzvanda reiterated prioritizing meaningful discussions, especially on contentious issues like social norms, and advocated using the UN system as a platform for both support and coordination, naming this proposed effort 'Impact Together'.

Following her remarks, the Secretary led a discussion where members shared perspectives on interagency coordination, plans for commemorating Beijing+30, and strategies for scaling up joint programming with innovative approaches. There was consensus that the Network played a pivotal role in coordination and acknowledgment of the Secretariat's valuable efforts.

The DED stressed the importance of UN entities collaborating closely for effective impact and advocated for increased resources to advance women's rights and equality, emphasizing the foundational agreements, such as CEDAW. In this regard, several speakers underscored the critical role of senior leadership in fostering interagency activities. Leveraging IANWGE's collective expertise, including through the Gender Theme Groups at the country level was also discussed.

Other key issues highlighted by members included the need for gender-sensitive data collection and monitoring, along with discussions on how macroeconomic and fiscal policies impact poverty reduction and funding for gender equality initiatives. Members also underscored the societal impact of the care economy on women and emphasized the importance of monitoring emerging issues like climate justice through a gender-responsive and intersectional lens.

Finally, members noted that UN Women can help facilitate engagement strategies for other entities to collaborate with CSOs and other movements at the country level to build momentum and align Beijing+30 with long-term strategic plans in light of progress on the ground.

Session VI: IANWGE: Strengthening the Network as a Driver of Change for Gender Equality and Women's Rights

The Network reviewed the history and purpose of IANWGE, which originated after the 1995 World Conference on Women in Beijing and was created as a subsidiary body under the UN Chief Executives Board for Coordination (CEB) to drive system-wide efforts on gender equality and women's empowerment. Working in designated groups on a future plan of work for the Network, the following views emerged on the IANWGE Terms of Reference:

- Need to integrate with UN-SWAP and the GEAP, adapting to new structures and responsibilities.

- Clarify the process for issuing joint statements/advocacy, ensuring initial alignment with the respective authorities.
- Develop common approaches on system-wide priorities, including navigating governing body contexts and addressing political pushbacks.
- Develop joint position papers on issues of mutual interest.
- Enhance focus on communications, with a unified strategy for common messages to increase the visibility of the Network through rebranding efforts.

Suggestions presented on the IANWGE Workplan included:

- Compilation of good practices on gender mainstreaming.
- IANWGE to consider contributing tools to the GEAP (i.e. develop templates or methodologies for power analysis to identify capacity building needs, and compile resources for system capacity building) and integrating it's relevant aspects/actions of the into the upcoming next iteration of the UN-SWAP, also for efficiencies.
- Support the joint statement on GEAP and suggest aligning IANWGE's workplan to the GEAP instead of an ad hoc plan every year.
- Agreement to establish a working group on Beijing+30/CSW69.
- Re-establish the working group on gender and environment (GEF, UNEP, UNFCCC, UNCCD, IFAD, FAO, UNDP, etc. with GEF, UNFCCC and UNEP as co-leads).
- Suggestion for one of the focus areas of a working group on gender and environment to be gender issues related to displacement as a result of degradation of the environment.

Proposed action:

- The Secretariat will consolidate comments, circulate the revised workplan to the Network, and gather feedback from all entities for final comments and decisions.

Session VII: Capacity Building Session: Introduction to Gender Analysis

Expert trainer Lucy Ferguson facilitated a capacity building session, an *Introduction to Gender Analysis*. In the opening remarks, Ms. Ferguson provided a definition of gender analysis, with examples from the UN system and NGOs.

Members noted varying levels of experience in conducting a gender analysis. In light of this, it was reiterated that a robust gender analysis had three pillars: i) focus on gender power relations; ii) analysis of formal and informal power relations; and iii) context specific/intersectional approach.

DESA noted instances where intersectional identities are rejected due to political or cultural sensitivities, especially in certain regions. DPO emphasized that using an anglophone centric phrasing of key terminology can complicate intersectional gender analyses. ICSC highlighted the complexity of collecting data on informal power relations and questioned how to effectively capture such information.

UNFPA highlighted the importance of conducting gender analysis in family planning, noting the need for anthropological and sociological data collection methods aligned to the local context. They suggested leveraging insights from local feminist and youth organizations to capture qualitative and quantitative data.

IFAD noted that it implements gender analysis at two levels: first at the macro level through country strategies, and second, at the micro level through gender-responsive project interventions.

OHCHR emphasized the need to integrate strong statistical data that highlights gender inequalities with qualitative analysis to comprehensively understand the root causes, particularly noting that social norms cannot be understood through quantitative statistics alone.

Ms. Ferguson clarified that gender analysis is not merely a tool but an essential approach within gender mainstreaming, stressing the need for it to be well-considered, robust, and impactful through:

- Development of multilingual resources and ensure careful translation of key terminology.
- Involvement of various stakeholders at the early stages of gender analysis.
- Establishing clear guiding principles for conducting a gender analysis.
- Conducting a literature review if possible.
- Securing budgetary support, adjusting scale of gender analysis based on available funds.
- Ensuring robust data with sex disaggregation is utilized for intersectional perspectives.
- Advocacy for stronger data collection methods.
- Ensuring political buy in at senior management levels.

Session VIII: IANWGE Working Groups and practical application of the IANWGE Intersectionality-informed Gender Analysis Toolkit

IANWGE Intersectionality Working Group co-leads WHO and UNODC provided an update on the practical implementation of the forthcoming IANWGE intersectionality-informed Gender Analysis Toolkit.

The process to develop the toolkit involved consultations with in-house experts to ensure it would meet international standards and consultations with the expert and the working group members. A successful cost-sharing model covered expert fees, design and editing services, demonstrating how to leverage scant resources for common inter-agency goals; a process which could be replicated by future working groups. The co-leads shared lessons learned, including delays in processes such as fund transfer, hiring, and fund disbursement.

Expert consultant Dr. Olena Hankivsky noted that the development of the toolkit involved an iterative process, incorporating critical feedback from members. Ms. Hankivsky provided an overview of the toolkit, stating that it begins by defining what intersectional gender analysis is and what it means in theory and practice. She proceeded to introduce the definition of intersectional gender analysis, clarifying its many concepts. Lastly, she highlighted that the toolkit outlines the essential building blocks to establish baselines and address data and resource challenges, emphasizing the need for consistent approaches.

It was noted that the challenge of moving forward involves identifying entities interested in piloting the toolkit. Potential interested entities include WFP, UNDP, ECA, and UNFPA.

The members discussed the practicalities of piloting the toolkit, noting the following:

- Piloting can be via projects or programmes, tailored to entities' needs and capacities.

- A need for examples across different entities to refine the toolkit effectively.
- Flexibility in piloting approaches is valued.
- Emphasis on need for operational testing at regional and country levels to demonstrate practical application.
- Consideration of official pilot launch when doing it jointly/individually, to show complementary network of partnerships.

Proposed actions:

- In preparation for the toolkit's launch later this year (date TBD), a piloting strategy is to be planned by the working group.

Closing session

In the closing session, facilitator Ms. Leslie Groves organized an activity to gauge participants' sentiments about the meeting, with keywords prominently featured being "informative," "inspired," "empowered," and "collective".

Ms. Satvika Chalasani, Senior Gender Advisor at UNICEF, shared that she appreciated the opportunity to co-host the IANWGE annual meeting. She highlighted UNICEF's commitment to gender equality across sectors like education, health, and social protection, with a focus on empowering women and girls, alongside support for boys. She invited IANWGE members to collaborate with UNICEF's Gender Section, emphasizing their dedication to achieving meaningful results for women and girls.

The Secretary of IANWGE underscored the Network's pivotal role in fostering solidarity among gender focal points across the UN system, recognizing their longstanding commitment to advancing gender equality goals. She thanked participants for their engagement and commitment to the annual session.

The Secretary reiterated the imperative of integrating gender considerations into emerging areas to drive meaningful progress and praised the interest in forming new working groups to tackle the key topics that were identified. She also highlighted the importance of capacity-building in gender analysis, which focused on methodologies and tools for diverse contexts, particularly in emerging fields. The Intersectionality Working Group was also appreciated for its efforts on the forthcoming toolkit.

She further highlighted the leadership sessions with UN Women's Executive Director and Chair of the Network, Ms. Sima Bahous, and Deputy Executive Director, Ms. Nyaradzayi Gumbonzvanda which provided insights to galvanize the Network ahead of Beijing+30.

In closing the Secretary stressed the importance of collective action and inter-agency collaboration in addressing gender challenges effectively. The Secretary expressed gratitude to Leslie Groves for expertly facilitating the meeting. She further expressed appreciation to the UNICEF team for their willingness to host the meeting. She also thanked the UN Women IT team and the IANWGE Secretariat for contributing to the meeting's success.

| List of participants | | | | |
|----------------------|-----------------|----------------|------------------|---|
| # | First Name | Last Name | UN System Entity | Job title |
| 1 | Abigail | Ruane | DPPA | Political Affairs Officer |
| 2 | Alejandra | Pero | WFP | Global Advisor Indigenous Peoples |
| 3 | Amira | Nassim | IOM | Migration Policy Officer |
| 4 | Ana | Güezmes | ECLAC | Director, Division for Gender Affairs |
| 5 | Angela | Mwai | UN-Habitat | Chief HRSI |
| 6 | Angela Rong | Chen | UN Women | Inter-Agency Coordination Specialist |
| 7 | Anju | Pandey | UN Women | Administrative Associate |
| 8 | Anna | Coates | WHO | Senior Gender Technical Lead/Unit Head |
| 9 | Aparna | Mehrotra | UN Women | Director, UN System Coordination Division |
| 10 | April | Pham | OCHA | Senior Gender Advisor and Chief Gender Unit |
| 11 | Carolina | Rivera Vazquez | UNDP | Gender Specialist in Data Accountability and Research |
| 12 | Cate | Owren | UNDP | Senior Advisor, Gender Equality |
| 13 | Catherine Renee | Andela | DPO | Chief, Gender Unit |
| 14 | Christian | Courtis | OHCHR | Gender and Women's Rights Adviser |
| 15 | Constanze | Westervoss | IAEA | Senior Coordinator, Director Generals Office |
| 16 | Danielle | Bernos | IOM | Alternate FP |
| 17 | Dawn | Minott | UNFPA | Advisor, Gender, GBV |
| 18 | Emanuela | Pozzan | ILO | Senior Gender Specialist |
| 19 | Fleur | Newman | UNFCCC | Unit Lead |

| | | | | |
|----|------------|------------------|----------|--|
| 20 | Francisco | Cos Montiel | UNRISD | Senior Research Coordinator |
| 21 | Jessie | Kalepa | UN DESA | Associate Governance and Public Administration Officer |
| 22 | Jesus | Sanchez Mugica | UNDP | Gender Seal coordinator |
| 23 | Keiso | Matashane-Marite | ECA | Chief of Section Gender Affairs |
| 24 | Leanne | Burney | UN-Water | Programme Officer |
| 25 | Leslie | Groves | UN Women | Expert Facilitator |
| 26 | Leyla | Sharafi | UNFPA | Senior Gender Advisor |
| 27 | Margarita | Panagopoulos | UNGC | Gender Equality Manager |
| 28 | Maria Noel | Estrada | UNRISD | Programme Management Officer |
| 29 | Marian | Salema | UN Women | Inter-agency Coordination Specialist |
| 30 | Ndaya | Beltchika | IFAD | Lead Technical Specialist, Gender Targeting and Social Inclusion |
| 31 | Nerine | Guinee | UNDP | Special Assistant to the Director of Gender Equality |
| 32 | Nicole | van Huyssteen | UN Women | Inter-Agency Coordination Specialist |
| 33 | Raquel | Lagunas | UNDP | Director of Gender Equality |
| 34 | Raymond | Brandes | UNEP | Programme Management Officer (Gender) |
| 35 | Rehab | Al-Sanabani | UNDP | Gender and Crisis Specialist |
| 36 | Sara | Negrao | UNOCT | Gender Adviser |
| 37 | Satvika | Chalasani | UNICEF | Senior Gender Advisor |
| 38 | Sharon J. | Taylor | UN Women | UN Coordination Advisor |
| 39 | Shihana | Mohamed | ICSC | Human Resources Policies Officer |
| 40 | Shivangi | Shrivastava | UN Women | Inter-Agency Coordination Specialist |
| 41 | Suki | Beavers | UNAIDS | Director, Equality and Rights for All |
| 42 | Ursula | Wynhoven | ITU | Director and Representative to the UN |
| 43 | Valentina | Resta | UN DESA | Senior Governance and Public Administration Officer |

| | | | | |
|----|---------|------------------|--------|--|
| 44 | Verona | Collantes-Lebale | GEF | Senior Gender Specialist |
| 45 | Yannis | Derbali | UNEP | Programme Management Officer |
| 46 | Archana | Patkar | UNAIDS | Head of Gender |
| 47 | Carmen | Schuber | UNIDO | Gender Expert |
| 48 | Diana | Rodriguez | ECLAC | Social Affairs Officer |
| 49 | Elena | Pohl | UNODC | Gender and Research Specialist |
| 50 | Esther | Kirimi | UNHCR | Head of Gender Equality Unit |
| 51 | Hilary | Murphy | UNECE | Senior Social Affairs Officer |
| 52 | Joanna | Blossner | OHCHR | Human Rights Officer |
| 53 | Ken | Okamoto | UNU | Chief of HR |
| 54 | Maha | Mousavi | ICAO | Partnership Specialist |
| 55 | Sara | Callegari | WIPO | Gender and Diversity Specialist |
| 56 | Seema | Gaikwad | UNOPS | Gender mainstreaming and social inclusion specialist |