



Inter-Agency Network on Women and Gender Equality

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Report of the Tenth Session of the Inter-Agency Network on Women and Gender Equality

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The session was the first annual meeting of IANWGE following the establishment of UN Women. Its Executive Director, Ms. Michelle Bachelet, shared her Vision and 100 days' plan and chaired the discussions on UN system coordination. A number of proposals for consideration by UN Women, especially in relation to its Strategic Plan, were made. During the substantive session on women's economic empowerment the perspectives of World Bank, ILO, UNDP, UNIDO, UNCTAD and International Trade Center were presented. The role of IANWGE was widely acknowledged, in particular in relation to results-based management.

The session included briefings on various issues, including on CSW55, CEDAW, women and peace and security, violence against women in a coordinated manner, gender equality and empowerment of women in the workplace, system-wide gender mainstreaming for effective coordination, options on capacity development for effective gender mainstreaming, as well as updates on current and proposals for new IANWGE Task Forces.

In the following is a summary, including a number of proposals and views shared. Seven distinct decisions were taken:

- Establishment of a Inter-Agency Working Group on Policy dialogue on women's economic empowerment;
- The Task Force on Violence against Women will be replaced by Standing Committee;
- The Task Forces on Women and Peace and Security, Women and Trade and Gender and the MDGs, will be maintained;
- The Task Force on Gender, Water and Sanitation will be abolished;
- Time-bound Task Forces on Rural Women (for the CSW56 theme) and on Access to Justice, with clear TORs to be drafted immediately, will be established.
- A common statement will be drafted by a limited group, presented for adoption by the Network and presented to the 55th session of the Commission on the Status of Women.
- An inter-session meeting will be held to discuss outstanding agenda items: The themes for the 2012 International Women's Day, the 2012 Joint biennial workshop of IANWGE and the DAC Network on Gender Equality (GENDERNET), and the dates for the Eleventh Annual Session of IANWGE.

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Session 1: Opening session

The Under-Secretary-General and Executive Director of United Nations Entity for Gender Equality and the Empowerment of Women (UN Women), Ms. Michelle Bachelet, welcomed the participants. She noted the great expectations for this first meeting since the establishment of UN Women and expressed the hope that the session would lay the groundwork for strengthening coordination and coherence of the work on gender equality and women's empowerment within the UN system. She presented the Vision of UN Women, where women and men have equal opportunities and capacities, where women are empowered and where the principles of gender equality are firmly embedded in all efforts to advance development, and peace and security. She stressed that UN Women would seek to harness the full capacity and comparative advantage of each part of the UN system to improve the impact and results of its efforts to advance gender equality. UN Women would not take over the work on gender equality, but would rather take the lead on some issues as per its mandate and five focus areas, while partnering and supporting other parts of the system on other gender related issues. Ms. Bachelet reiterated the five focus area as follows: expanding women's voice, leadership and participation; ending violence against women; strengthening implementation of women and peace and security agenda; enhancing women's economic empowerment; and making gender equality priorities central to national, local and sectoral planning, budgeting and statistics. In preparation of its Strategic Plan, UN Women would consult with colleagues in other parts of the system who had been working substantively on the priority areas identified by UN Women, so that duplication and overlap could be avoided.

Following Ms. Bachelet's statement, participants expressed strong support for the Vision as outlined, and assured her of their entity's full cooperation with UN Women. The importance of building strategic partnerships within and outside the system was noted, as was the need for enhanced collaboration with national women's machineries, Regional Commissions as well as the International Financial Institutions (IFIs) (e.g. the World Bank, IMF, and Regional Development banks). In this regard, it was suggested that UN Women could leverage the experiences of the Regional Commissions in translating international standards into sub-regional specificities and in supporting joint UN efforts at country level. A clear need was expressed for greater linkage of the normative work in Gender to the operational activities. In this regard the participants stressed the importance of promoting economic, social and political rights, in addition to the well articulated human rights perspective. Further it was noted that in order for a strong political, social and economic case to be made successfully for women's empowerment it would be important to demonstrate their significant contributions to economic growth and sustainable development.

Participant noted that in order for the system to successfully mainstream gender it would be necessary to do two major things; firstly to build capacity within the system, and secondly; to mobilize a critical level of funding in order to support system-wide efforts.

Sessions 2, 3 and 4: UN System coordination to accelerate gender equality and the empowerment of women

Ms. Bachelet chaired the sessions and emphasized the additional role of UN Women of leading, coordinating and promoting the accountability of the UN system in its work on gender equality and the empowerment of women. She reiterated that UN Women had neither the intention nor the capacity to replace the responsibility of each entity to deliver on gender equality.

A number of issues were raised in response to Ms. Bachelet's remarks. It was felt that coordination should be seen as a means to achieve more sustained results on the ground, by drawing more effectively on combined strengths of the various UN entities to provide support at global, regional and national levels. In this regard, active participation in existing mechanisms, such as CEB (HLCP, HLCEM, and UNDG) and IANWGE, would support this effort. Effective coordination would require collaboration with other partners including civil society organisations, NGOs and others including workers' and employers' organisations. It was proposed that consideration should be given as to how IANWGE and UNDG Gender Task Team could "work as one".

Knowledge Management and sharing was noted as an essential component of effective coordination. Participants proposed that UN Women be given a central role in this regard. It was proposed that IANWGE act as a practitioner's network, using Women Watch, which could do even more in terms of knowledge sharing for gender equality issues.

As regards accountability, it was noted that UN system entities must be held accountable for gender mainstreaming from the highest levels down. UN Women would not assume "a gender policing role". However, UN Women has an important role in assisting all parts of the system to account for their commitments, both globally and at country level. Participants noted that only some of the entities were currently using a gender marker and that there was no common gender tracking system in the UN system. There is a need for enhanced and coordinated efforts in tracking gender-related investment. Also, an accountability mechanism to measure quality and impact is needed, as well as tools for accountability, measurement and evaluation.

It was mentioned that UN Women should lead the efforts of the UN system to develop a system-wide action plan to operationalize an accountability system for gender mainstreaming, as called for by the CEB, including indicators, timetables, allocation of responsibilities and accountability mechanisms and resources, based on the 35 minimum performance standards already identified by IANWGE during its past four years' work on this item.

Session 5: Matters related to the Fifty-fifth Session of the Commission on the Status of Women

UN Women provided an overview of the agenda for the fifty-fifth session of the Commission on the Status of Women, including the various themes on the agenda. It was decided that IANWGE would deliver a joint statement to the CSW55 on the priority theme: "Access and participation of women and girls in education, training, science and technology, including for the promotion of women's equal access to full employment and decent work" (See Annex 2. The Office for ECOSOC Support and Coordination (OESC) provided a briefing of the

Coordination Segment of the Commission which would focus this year on gender equality and women's empowerment, with special attention to the implementation of the 2010 Ministerial Declaration. In this regard, entities were encouraged to organize, support and attend some of the parallel events.

As the fifty-sixth session of the CSW would consider as its priority theme "The empowerment of rural women and their role in poverty and hunger eradication, development and current challenges", FAO proposed to co-organize the Expert Group Meeting on rural women in Rome. An IANWGE Task Force on rural women was also proposed so that the group could make formal contributions to the meeting.

Session 6: Matters related to the Committee on the Elimination of Discrimination against Women

OHCHR briefed the Network on the last sessions of the Committee on the Elimination of Discrimination against Women (CEDAW). Key outcomes of the 46th, 47th and 48th sessions of the Committee included the following: a) the adoption of concluding observations related to wage disparities/employment issues, access to education, violence against women, including sexual violence, trafficking and exploitation for prostitutions, honour killings, female genital mutilation/cutting (FGM/C), child marriage/forced marriage, disadvantaged groups of women, older women and rural women; and b) the adoption of two general recommendations on clarifying the scope and meaning of the obligations of States parties to eliminate discrimination against women in all forms, and the plight of older women and the multiple forms of discrimination and challenges they face, such as with regard to income and security, housing and access to health care. The Committee had been working on drafting recommendations on the economic consequences of marriage and its dissolution; practices that affect women and girls, such as FGM/C and child marriage; women in armed conflict and post-conflict; and access to justice by displaced persons.

Participants welcomed the briefing by OHCHR and expressed their willingness to increase partnerships between UN entities and the Committee as well as between IANWGE and the Committee. As one of the reasons for the creation of UN Women was the need to bridge the gap between the operational and normative work, OHCHR was asked to define and lead a model of coordination for the preparation of the CEDAW Recommendations.

Session 7: Discussion on Women's Economic Empowerment

The theme was introduced by Ms. Bachelet, providing an overview of women's economic empowerment. She emphasized the essential importance of women's economic autonomy for progress in other areas, such as access to justice, health, and education, and for reducing poverty.

Despite recognizing important progress on women's economic empowerment principally due to gains in education and access to employment, Ms. Bachelet highlighted some remaining obstacles and challenges that needed urgent attention if the goals of poverty eradication and sustainable development were to be achieved: Women were the majority of the world's poor;

they were more likely than men to be poor and at risk of hunger because of the systematic discrimination they faced in education, health care, leadership and employment; women lacked direct or immediate access to financial services such as savings, credit, remittances, insurance, and other productive resources such as land, property, and social protection; women faced systematic discrimination, violation of their human rights, and they continued to be absent from decision-making processes. The situation of women in rural areas was of particular concern and required special attention, especially because of the level of poverty that was recorded in these settings.

Ms. Bachelet also stressed the fact that the last financial crisis had severely impacted women all over the world, particularly women from developing countries. ILO had estimated that the economic downturn was likely to lead to 22 million more unemployed women in 2009, jeopardizing the gains that had been made in the last few decades in women's empowerment. The impact of the crises however, went beyond the loss of formal jobs, as the majority of women worked in the informal economy, and did not show up in official unemployment statistics.

It was noted by Ms. Bachelet that greater efforts need to be made to ensure that policies and programmes would not impact women in ways that would further hinder the achievement of gender equality. As sustainable economic growth and human development rested on women's equal participation in the economy, policy choices and development financing would need to be tailored to the needs of both genders equally.

Ms. Bachelet congratulated IANWGE for its work within their respective organizations to date, and sought their views on four specific areas: (1) How could UN Women partner with IANWGE's membership to make a difference in the lives of women? (2) In what areas could IANWGE undertake joint programmes (e.g. rural women's livelihoods)? (3) What were the entry points for IANWGE to collaborate on women's economic empowerment? And (4) how best could the Network contribute to improved coherence of the work in the area of women's economic empowerment?

Presentations were made by the World Bank, ILO, UNDP, UNIDO, UNCTAD and the International Trade Centre (ITC).

The World Bank:

The representative of the World Bank briefed the Network on the work of the Bank which aims at enhancing women's access to economic resources, recognition of women's contribution to economic growth and poverty reduction and women's role in finance and private sector development. The World Bank had framed its Action Plan around four main pillars: (i) Labour Markets; (ii) Financial Markets; (iii) Land Markets; and (iv) Product Markets. Efforts included, for example, investments in gender responsive infrastructure, financial services to women, entrepreneurship development, all which help to increase the productivity and earnings of women producers. The Bank emphasized that economic empowerment of women was not only a women's issue, but a development issue. Investing in women's economic empowerment leads to economic growth and poverty reduction. The representative invited UN Women to joint efforts in the area of women's economic empowerment and highlighted that UN Women could

contribute significantly to mobilizing Member States to raise the demand for related investments.

ILO:

ILO briefed the Network on its long-standing work on women's economic empowerment around the Decent Work Agenda with its four pillars: (i) Employment, especially the Women's Entrepreneurship Development programme and the Cooperatives Programme; (ii) Social Protection such as the income replacement schemes, cash transfers and the Social protection Floor; (iii) Social Dialogue, in particular enhancing women's self-confidence and skills to hold leadership positions in workers' and employees' organizations as well as in national social dialogue commissions and institutions; and (iv) Women's rights within the core Conventions of the ILO such as Convention 100 and girls' rights under Convention 182. The ILO labour standards refer to "women's economic opportunities", being associated with Convention No. 111's message of equal opportunities for women and men in the world of work. The elements of self-worth and the right to choose, leading to a change in power relations, remain equally valid (including the work to reduce the gender pay gap). Recent breakthroughs included the 2009 Cairo Platform of Action on Women's Entrepreneurship Development, containing policy advice and practical guidelines for governments, workers' and employers' organisations and for associations of women entrepreneurs themselves. Despite recognizing some progress in the economic empowerment of women, those gains were under threat in the current economic and jobs crises, hence the importance of the Global Jobs Pact. One of ILO's time-tested tools to assist constituents on the ground get a baseline regarding policies, programmes and activities on women's economic empowerment was the Participatory Gender Audit (PGA), already rolled-out to a number of UNCTs (Albania, Cape Verde, Ethiopia, Kenya, Liberia, Malawi, Mozambique, Nigeria, Philippines, Rwanda, United Republic of Tanzania and Zimbabwe, with Uganda forthcoming).

UNDP:

The representative of UNDP called for a holistic approach when analysing women's role in economic growth and the definition of enabling policies. It was not, the representative noted, a matter of adding new programmes or interventions, but of radically revising the way gender was mainstreamed in economics and finding opportunities for women and the country to grow. Isolated programmes which would bring women into the productivity sector were insufficient. Rather, there had to be systematic efforts to enhance women's role in policy decisions and decision-making, which were critical factors in women's economic empowerment.

The representative of UNDP also emphasized that achieving the MDG on Gender Equality was a prerequisite for the achievement of the other MDGs. In this regard it was perceived that research to understand critical areas of women's economic empowerment was very important, and that focus on the policies and the macro-economic framework would be an excellent entry point. It was felt that the UN System needed to support Member States in learning new ways of carrying out of gender sensitive planning.

UNIDO:

UNIDO placed its agency's emphasis on the promotion of employment, education and training, particularly vocational training and skills development as a means to enhance women's productivity. UNIDO also focused on enhancing the role of women in industrial development as a key driver of poverty reduction. The agency had developed special programmes for girls and women in some countries (Uganda and Timor Lester for example), aiming at developing women's entrepreneur skills, training them in converting economic opportunities into successful businesses. UNIDO also focussed its attention on gender-sensitive industrial development and women in small- and medium-sized enterprises, additionally UNIDO supported women's businesses through capacity building initiatives, policy development and institutional capacity building.

UNCTAD:

UNCTAD's emphasis was on using trade as an instrument for women's economic empowerment. The representative noted that while it was important to recognize that trade liberalization had created jobs for women and had empowered them within the household, it also had destroyed sectors where women were once fully and gainfully employed. While experience varied across countries and regions, UNCTAD was undertaking a number of country case studies on the impact of trade policy on women in order to gather relevant information. Some studies showed that, despite ratification by countries of the CEDAW Convention and clear national strategies for women's empowerment, those strategies and commitments were not used as inputs in the development of macroeconomic policies, which remained gender neutral, and as such did not necessarily benefit women. UNCTAD noted that in most trade agreements it was clear that gender assessments had not been conducted prior to the negotiations. This meant that countries had not evaluated the potential impacts that trade agreements could have on women and consequently were not equipped to adequately cope with the consequences. In other cases, countries had not included women's enhanced participation in international trade among their trade-related development strategies. This would make mobilizing multilateral assistance mechanisms —such as Aid for Trade or the Enhanced Integrated Framework— in favour of women difficult. The representative noted that critical institutional capacity gaps persisted at the country and multilateral levels to genuinely mainstream a gender dimension into policy areas that were too often perceived as gender-neutral, such as trade.

ITC:

The International Trade Centre (ITC) highlighted activities under its Women in Trade Programme, including its programme on Aid for Trade which was a critical way to provide funding to women. Other programmes in developing countries aimed at helping women to explore their entrepreneurial potential, and in finding trade opportunities for women producers in the private sector and global markets.

In the discussion which followed, participants urged the engagement of policy makers at the highest level in mainstreaming gender within economic policy making. It was suggested that

Ms. Bachelet could mobilize key heads of UN entities to ensure that women's economic empowerment was mainstreamed on the agendas of the G7, G8 and G20.

In line with the views solicited at the opening of this Session, IANWGE suggested a number of roles which UN Women could adopt on the women's economic empowerment agenda. These included (i) In collaboration with UN Entities whose work contributes to supporting governments in the development of Macro Economic framework in understanding "how" to mainstream the gender issues in Women's Economic Empowerment; (ii) UN Women could include in its architecture (if appropriate) knowledge management of successful women's economic empowerment initiatives undertaken by different UN entities and share them across regions, sub-regions, countries and among UN entities; and (iii) work closely with the World Bank to monitor progress toward MDG3.

It was also suggested that UN Women could play its advocacy role in collaboration with the World Bank and the IMF for the development of gender sensitive programmes and projects as well as working on core gender statistics and indicators. It was noted that if UN Women, undertook this work, it would help to support both national authorities and UN entities in developing and implementing their own gender sensitive policies, provide technical expertise and support resource mobilization. Participants called for improved coordination in the area of women's economic empowerment and suggested a mapping of the comparative advantages of each UN entity vis-à-vis current activities on women's economic empowerment across the UN system, which would enable the identification of major gaps and challenges, and identify potential areas for a strengthened inter-agency collaboration.

OHCHR volunteered to undertake the mapping of the normative side. On the operational side, the Network suggested that a task force could be established to start working on this mapping exercise. Each entity would identify areas where they could contribute. If needed, sub-groups could be established to focus on various areas under economic empowerment. The Network suggested that through its Knowledge Management system UN Women could promote the replication and scaling up of good practices identified throughout the UN system.

Participants noted that IANWGE could play an important oversight role in the area of results-based management for women's economic empowerment; providing inputs for analysing progress in the area of women's economic empowerment and gender mainstreaming and equality policies. IANWGE could focus on the following key areas:

- Gender sensitive macroeconomic policies to promote growth and sustainable development
- Gender sensitive industrial development policies
- Gender sensitive macroeconomic policies to promote gender sensitive policies for raising rural finances
- Gender sensitive policies for pro-poor value chains development
- Policies to promote using remittances for empowering women
- Investment policies in agriculture and other sectors that are human centered and gender sensitive
- Gender sensitive capacity development policies to enhance economic empowerment through education and training

- Social protection to account for the gender dimension both in the formal and informal sector, including issues of unpaid work
- Provide assessment of the profile of women in particular in rural areas

As the priority theme of the fifty-sixth session of CSW in 2012 is “The empowerment of rural women and their role in poverty and hunger eradication, development and current challenges”, participants called for improving coordination efforts in this specific area. The work around rural women could then be used for showcasing the effectiveness of UN coordination. In agriculture, collaboration was identified as possible in four specific areas: (i) advocacy; (ii) policy; (iii) institutions; and (iv), social protection. There was also a call for engaging more with policy makers in the area of infrastructure investments, a key area for rural women’s economic empowerment. Within the area of international trade, key policy instruments that could be more effectively used for women’s economic empowerment and trade agenda included: aid for trade; as well as the Diagnostic Trade Integration Studies under the Enhanced Integrated Framework.

The Network discussed the idea of IANWGE setting up a permanent working group with the aim of establishing a longer term policy dialogue on women’s economic empowerment and contribute through this to UN Women’s efforts in this particular area. It was suggested that the group could contribute to the following: (i) undertake a mapping exercise; (ii) provide suggestions for strategic directions on women’s economic empowerment to UN System entities including UN Women, based on each entity specific mandate and expertise; and (iii) in consultation with and at the request of the CEB (HLCP and UNDG) suggest priority areas for further work at country level. The World Bank and the IMF could be invited to join the group. Through its work, the group would focus its attention on ways of highlighting successful and unsuccessful experiences and effective strategies on women’s economic empowerment. That kind of output would support and provide guidance to UN Women and the UN Country Teams. ECLAC offered to coordinate the development of the terms of reference for such a group.

The Network finally suggested that the Executive Director of UN Women could advocate for the inclusion of women’s economic empowerment priorities into the agenda of G8 and G20. This would (i) raise the visibility and the relevance of the issue and (ii) open greater avenues for resource mobilization and for ensuring that women’s economic empowerment is included in relevant UN conferences, for instance Rio 2012 and the Fourth UN Conference on Least Developed Countries.

Decision:

It was agreed that an Inter-Agency Working Group on Policy Dialogue on Women’s Economic Empowerment would be established.

Follow Up: UN Women

Timeline: ECLAC would propose the terms of reference for the group by the end of March 2011. Discussion will continue in the next Inter-sessional Meeting of the Network.

Session 8: Women and Peace and Security

UN Women provided an overview of current interagency work on women and peace and security (WPS). The current work was largely related to the Security Council Presidential Statement of 26 October 2010 (S/PRST/2010/22), which requested action in 3 areas: (i) it invited UN Women to brief the council on WPS; (ii) it supported taking forward the indicators in the Secretary-General's report (S/2010/498); and (iii) it requested a strategic framework on implementation of Security Council Resolution 1325(2000). The strategic framework was currently being developed in a sub-group of the IANWGE Task Force on women and peace and security. UN Women was consulting with the UN Statistics Division and the Human Development Report Office (HDRO) to further develop the indicators where necessary. It was observed that the 7-point action plan in the Secretary-General's 2010 report on women's participation in peace building (S/2010/466) provided another key basis for UN system work on women and peace and security.

DPA:

DPA reviewed its progress in increasing the number of women standing in elections as well as its training of female mediators and gender experts to provide technical expertise to peace processes as part of its adoption of several indicators from the Secretary-General's report (S/2010/498).

DPKO:

DPKO presented the results of its ten-year impact study on the implementation of SCR 1325 (2000) in its peacekeeping missions, which was based largely on interviews. The study found that although some progress had been made, it was primarily in the area of participation and representation. It was acknowledged that more needed to be done to engage local women, build women's capacity to promote and sustain their meaningful participation and address challenges stemming from their participation, e.g. sexual harassment as members of the police force.

OSRSG-SVC:

The Office of the Special Representative of the Secretary-General on Sexual Violence in Conflict (OSRSG-SVC/UN Action) reviewed the three Security Council resolutions on sexual violence in conflict, particularly SCR 1960(2010) which instituted a system of "naming and shaming" groups credibly thought to use sexual violence as a tactic of war and called for the development of a monitoring and reporting mechanism for conflict-related sexual violence. The SRSG's role and priority agenda were explained. The Security Council's amplification of their work on this issue was noted, particularly following the rapes in Walikale, DRC in the summer of 2010.

Noting the positive developments at the normative level, with five Security Council resolutions —S/RES/1325 (2000), S/RES/1820 (2008), S/RES/1888 (2009), S/RES/1889(2009) and S/RES/1960 (2010) — now providing a strong global policy framework in the area of women and peace and security, participants emphasized the need to move to concrete action at the operational level. Enhanced support to national actors was needed to translate global

commitments and policy recommendations into national policy, legislation and programming. OHCHR noted the need to move from normative to operational in implementing the five resolutions on women and peace and security; the importance of partnerships in doing so; and the need for UN Women's leadership in moving the women and peace and security agenda forward and reducing fragmentation.

The importance of leadership in the area of women and peace and security was emphasized. Opportunities created by the establishment of UN Women and the appointment of its Executive Director and well as the appointment of the Secretary-General's Special Representative on Sexual Violence in Conflict were positive developments.

The need to develop and expand partnerships between UN entities as well as with other stakeholders at global, regional and national levels was underlined. Enhanced efforts were needed to examine the comparative advantages of different UN entities and how they could better support each other's efforts to accelerate implementation of women and peace and security commitments. UN entities with limited capacity in the field could greatly benefit from the support of UN entities with stronger field presence and gender expertise.

Challenges with regards to resource mobilization were discussed. Efforts should be taken to further explore opportunities for joint programming and fundraising in different areas. IOM noted the challenges of raising funds to provide reparations to victims of conflict-related sexual violence and sought feedback from the network about why fundraising in this area has not been as successful as fundraising for Disarmament, Demobilization And Reintegration programmes (DDR) and the like which are seen as more male-dominated.

UNHCR highlighted the relevance of the displacement dimension when talking about Security Council Resolution 1325(2000). The Agency noted that any UN system-wide framework must ensure that refugee, returnee and displaced women and girls have full access to national and international protection regimes. Failure to do so puts women and girls at risk of exploitation and trafficking frequently resulting in their prosecution and '*refoulement*'. These frameworks should also address statelessness, which impacts on women and children due to the disproportionate application of nationality and birth registration laws in some countries.

Another point that came out repeatedly in several interventions during this session was ending impunity. UNHCR thinks this is indeed reflected in the draft.

Stronger efforts were also needed to promote and support women's effective participation and representation in decision-making at all levels. UN entities should examine how they could be more effective in providing support and capacity-building to women legislators and women in decision-making positions at national level as well as encouraging national institutions to develop similar capacity. Linkages between women political leaders, women civil society organizations and the national machinery for the advancement of women needed to be better facilitated and strengthened. UNDP emphasized the importance of developing policies that could be implemented by national counterparts in taking forward the women and peace and security agenda. WHO suggested that UN Women could make a specific recommendation to national gender machineries to delegate an officer whose terms of reference would include support to women legislators or those elected to decision-making or policy-making positions.

This should build on and complement the ad-hoc work in this area which is currently being done by NGOs.

The need for a strategy which would ensure engagement with diverse groups of women, in particular reaching out to women in rural and peril-urban areas was also raised. Additionally it was noted that attention should be given to the participation of and support to specific groups of women, such as women with disabilities. DESA noted the disproportionate effect of conflict on women with disabilities as well as women who become disabled as a result of conflict and encouraged their inclusion in discussions on peace and security.

Some specific initiatives were highlighted such as the establishment of a Regional Research and Documentation Centre for Women, Gender and Peace-building in the Great Lakes Region by UNESCO. The need to strengthen the linkages between efforts to promote sexual and reproductive health and the efforts to address sexual violence in conflict was noted.

Reference was made to General Assembly resolution 65/69 on women, disarmament, non-proliferation and arms control as it was the first resolution approved by the General Assembly in relation with this topic. Nevertheless, ODA stated that the role of women in disarmament had not been sufficiently acknowledged. More efforts would be needed to enhance the role of women in attainment of sustainable peace and security,

Session 9: Addressing Violence against Women (VAW) in a Coordinated Manner

The Campaign Manager of the Secretary-General's UNiTE to End Violence against women campaign emphasized the significant progress made at the regional and national levels. The UNiTE campaign had been rolled out in Africa, Latin America, Caribbean and Asia, with Pacific planned for this year. In the first three years of the campaign, a number of specific and innovative global tools and initiatives had been developed, including the Secretary-General's database on violence against women; a Handbook for Legislation on Violence against Women; and the Global Virtual Knowledge Centre to End Violence against Women. Social mobilization is one of the key components of the UNiTE campaign and a broad range of activities carried out by civil society as well as UN offices, were being registered by the Say NO- UNiTE social mobilization and a key communications platform of the UNiTE campaign.

Draft campaign strategy 2010-2015 had been developed, guided by the four action areas which were of equal importance for achieving all goals of the Campaign: (i) a human rights approach, (ii) social mobilization and partnerships, (iii) resource mobilization and (iv) UN leadership by example. The strategy further suggested specific activities and objectives that would need to be implemented and achieved at global and national levels in order to reach UNiTE campaign overall goals. Communication and resource mobilization strategy will be developed after the final review of the strategy by the High Level Steering-Committee (chaired by the Deputy Secretary-General).

It was further noted that the UNiTE Secretariat was developing the Men Leaders Network Action Plan and Men Leaders Action Kit. In this regard, presentation highlighted the global partnership developed with the very successful media campaign Bell Bajao (Ring the Bell), run

by Breakthrough, an international organization using the power of popular culture, media and community mobilization to transform men's attitudes about violence against women and girls.

From the programmatic perspective, it was suggested that there is a strong need for the UN system to align its work on violence against women and girls at the national level with the Framework for Action of the UNiTE campaign and its goals. Also, emphasis was placed on ensuring consistency of UNiTE's brand and messaging across all regional components, bearing in mind regional and national specificities.

The Advisor of the UN Trust Fund to End Violence against Women provided a briefing on the new governance structure of the Trust Fund which currently included a high-level steering committee and a sub programme advisory committee for programmatic issues. The grant process for 2011 would be completed by July.

Participants welcomed the two reports of progress and shared information on some of their work in this area, including issues related to HIV/AIDS, unemployment, sexual violence, women with disabilities, indigenous women, violence in schools, etc. There were a number of initiatives related to the development of indicators on violence against women, including a module that is developed and currently tested by the Regional Commissions. There was a call for using the existing indicators more effectively as the bases for information. Mention was made of joint collaboration between ECA's and African Union, which was being perceived as a good practice. Finally it was noted that there was an opportunity for strengthening the link between the UNiTE Campaign at the regional level and the implementation of Security Council Resolution 1325 (2000); as well as involving community leaders (such as religious and cultural leaders) who have significant influence on their constituents and explore ways in which they could address violence against women and related issues within their communities.

Session 10: Gender equality and empowerment of women in the workplace: status and prospects in the UN system

UN Women provided a briefing on the status of women in the UN system, and policies and practices regarding progress. Over the last eight years, monitoring and reporting by the Secretariat Focal Point for Women had gradually expanded in scope, with increased focus on the UN system, and increased in depth with new indicators being added each year to the Secretary-General's Report on the Improvement in the status of women in the UN system. In this regard, staff surveys, a gender scorecard template, a gender strategy and action plan, and Expert Group Meeting reports posted on the website, were noted as providing more in-depth information. It was observed the UN system was making some progress on increasing women's representation in senior level positions, averaging about 20 per cent. The representative listed the major impediments identified by UN entities as: lack of strong political will and leadership support from very senior levels of the organisations; lack of a comprehensive gender strategy; inadequate accountability, monitoring and enforcement/compliance mechanisms; lack of special measures for gender equality; weak integration of focal point systems; weak implementation of flexible working arrangements; organizational cultural barriers; and insufficient outreach and low numbers of qualified women applicants. The Focal Point's

Presentation is available at

http://www.un.org/womenwatch/osagi/ianwge2011/IANGWE_17_Feb_2011_1PM.pdf.

The ILO's Bureau for Gender Equality representative shared the leading role that her organisation has played in achieving gender equality. The 1999 ILO Gender Equality Policy set a target of 50 per cent of Professional and above posts to be filled by women by 2015, with particular emphasis on gender balance in senior posts. Career development opportunities for General Service staff had been expanded and specific measures taken to create a family-friendly and enabling working environment for all staff, both men and women. By 2008–09, women had held 42.5 per cent of professional and higher-level positions. By 2009, seven family-friendly and/or gender-responsive measures and policies had been created, including on paternity leave, adoption leave and teleworking, and 30.3 per cent of job descriptions for regular budget vacancies at professional level had referred specifically to gender sensitivity.

Early 2010, ILO adopted the 2010-2015 Action Plan for Gender Equality, aligned to the Organisation's Strategic Policy Framework and using the CEB's six elements for a gender mainstreaming strategy. Results to date included the human resources recruitment policy attention to gender parity; steady increase towards parity in senior posts, the addition of a dedicated gender equality module in the management and leadership development programme (MLDP), strengthening of a gender sensitive and family-friendly workplace including the introduction of a telework option, action taken on the recommendations by the Participatory Gender Audit (PGA), an increase in the number of ILO/donor partnership agreements that mainstream gender and expanded membership of the Gender Network (more men focal points, more senior staff). In each of these mutually-reinforcing priority action areas, the Action Plan had defined specific indicators (27 in total) which included a baseline, an example of indicative activities, and (when appropriate) a minimum performance standard. ILO had also produced (in three languages) a compendium on how the PGA tool can be used by the UN system.

UNESCO reported on its efforts to support equal career opportunities for its staff, appropriate working arrangements to balance work and life; and to progressively increase the representation of women in decision-making levels within the Secretariat to reach 50 per cent by 2015. The Division for Gender Equality (GE), located within the Bureau of Strategic Planning (BSP), is responsible for ensuring the implementation of UNESCO's global priority "Priority Gender Equality Action Plan for 2008-2013". This work was supported by a two-pronged approach involving both gender-specific programmes and gender mainstreaming within UNESCO's five Major Programmes (i.e. Education, Natural Sciences, Social and Human Sciences, Communication and Culture), inter-sect oral platforms and thematic areas of focus such as HIV and AIDS and climate change. To advance the goal of gender balance the Director of UNESCO will sign a compact with all senior managers with gender related responsibilities and will provide oversight and accountability through a mandatory training which must be taken by senior managers on gender mainstreaming and gender balance.

Participants highlighted the importance of accountability in this area. It was suggested Ms. Bachelet to work closely with the Secretary-General towards establishing a high level committee for 50/50 gender balance in the United Nations. In order to increase accountability, each entity head should report to the CEB on gender balance each year (as opposed to every two years), and sanctions should be established. Participants emphasized the need for political

support from the highest levels, consistent policy messages, action plans using RBM approach, communications plans, and strong focal point networks. It was proposed that the Office of the Focal Point in UN Women be strengthened. There was a need for enhanced inter-agency coherence and coordination, developing a consolidated data base of tried-and-tested advocacy tools, as well as considering establishing a working group/network of focal points for gender balance.

Session 11: New and Emerging Issues

In the discussion on new and emerging issues, several entities emphasized the recent events and developments in Egypt, Tunisia, Bahrain and elsewhere in the Middle East. Participants emphasized the need for assessing the impact on women and girls, as well as how women and girls could or would be involved in forthcoming peace processes was highlighted. It was suggested that IANWGE consider how these events/movements could provide opportunities for gender equality and women's empowerment in the political reforms.

Participants also highlighted as an emerging issue the need for promoting the mainstreaming of gender in the public administration frameworks, beyond using special measures such as quotas to bring women into government.

Technological means of communication, such as social networking and e-government, were also discussed as an emerging issue with regard to the ways in which groups are able to organize on a large scale and their potential for engaging women.

Several participants mentioned the impacts of the global economic and job crisis, as well as the food crisis. Each of these crises had had a differential impact on women and men and some entities gave examples of their work in these areas and noted that these impacts warranted closer attention.

New and emerging issues were identified with regard to specific groups of women, such as women with disabilities, migrant women, rural women, female youth, and women living with HIV and AIDS and its linkage with the economic crisis and a resulting lack of women's access to treatment. The need to analyse the situations of these and other groups of women in all aspects of human and social development as part of a human rights approach was emphasized.

It was suggested that violence against women was an issue that needed additional attention, not only in the context of physical and sexual violence but also the degradation of women through their portrayal in the mainstream media and in pornography.

Some participants wondered whether the concept of gender mainstreaming should be analysed with a view to rethinking its continued relevance in light of the limited progress made since Beijing. It was suggested that the world had changed substantially since the definition was adopted and that it may need to be refined.

Suggestions for UN Women to consider included:

- UN Women should examine what could be done to assist governments to address the challenges stemming from the economic crisis and what types of preventive and mitigation actions could be taken. In addition, UN Women specifically should adopt a holistic approach to promoting gender equality and addressing these issues, including through a thorough analysis and review of complex vulnerabilities and risk factors.
- UN Women should remain vigilant on the totality of the development agenda, including health and migration. HIV and AIDS should be mainstreamed into all five of UN Women's priority areas.
- UN Women should be the voice for girls and women who would otherwise be invisible. Partnerships will play an integral role in this effort.
- Part of UN Women's normative role could be to prepare background papers, issues papers and other informative documents when appropriate in order to alert governments and other partners of emerging issues.

Session 12: Gender Mainstreaming Ensuring Effective Coordination

UN Women addressed some of the challenges, including a lack of understanding of gender mainstreaming and the difficulties encountered when trying to measure it.

It was noted that gender had been successfully mainstreamed in the work of the UN Mine Action Service, women and peace and security, HIV and AIDS, disability, as well as employment. Nevertheless, there were still gaps in terms of monitoring and evaluation, accountability and the systematic production and use of sex-disaggregated data. The biggest gaps were the lack of tools and methodologies to track and measure implementation, and the need for gender expertise and improved gender analysis.

UN Women also provided an overview of gender mainstreaming in the 8 One UN pilot countries, out of which Albania and Uruguay were noted for their successes in Delivering as One in the area of gender equality. Remaining challenges included insufficient human and financial resources and inadequate gender expertise. Despite support from UNDG and IANWGE, and the commitment of the leadership of the Country Team, implementation continued to be slow and dependent on extra-budgetary funding. With regard to budgeting, for example, it was difficult to track funds spent on gender issues because different UN entities had different tracking systems. It was suggested that the mid-term and final evaluations of the One UN country pilots should specifically address the performance on gender equality.

Several entities provided an overview of their own gender evaluations and action plans. Some had had moderate success in mainstreaming gender. Factors that had limited the success of nearly all entities who shared their results included: (i) a lack of awareness or understanding of gender mainstreaming; (ii) the lack of a clear linkage of gender mainstreaming to their specific areas of technical work; (iii) lack of adequate and flexible tools and methodologies for implementation, monitoring and evaluation; (iv) inadequate leadership at the highest levels; (v)

poor enforcement and resulting accountability; and (vi) inadequate data from which to measure progress. The lack of consistent monitoring and evaluation of gender mainstreaming at the country level was also highlighted as a challenge to be addressed.

It was also suggested that gender should be incorporated into performance evaluations of senior managers and all staff, to varying degrees as appropriate, in order to build accountability into the operational and administrative structures.

Despite successes in some agencies, several entities questioned the effectiveness of the focal point structure and considered that there may be a need to either tighten the focal points/gender network or consider an alternative approach to ensuring that units have gender “champions”.

Specific suggestions for UN Women:

- UN Women could map the existing gender architecture of various entities and set minimum standards in this regard. It was noted that a discussion on minimum standards was held in the Ninth Session of IANWGE (2010) and it was suggested that the present discussion build on those outcomes.
- UN Women should use its position headed by a USG to advocate with peers at the USG level to ensure that gender was considered in the work of all departments and units.
- Some entities suggested that the creation of UN Women was a pinnacle moment that should go beyond advocacy alone and proposed that it had an opportunity to promote broader reform of the UN system’s work on gender, including the consolidation of accountability frameworks for tangible results.
- Negative evaluations on furthering the goal of gender mainstreaming imply some resistance and lack of willingness. Therefore, participants called for caution in attempting to solve a political problem with technical tools. This challenge was common to all UN system entities as well as to Member States.
- UN entities identified a need for a mutual dialogue about ideas on transforming power relationships and whether gender mainstreaming in its current form would be able to accomplish that. UN Women was seen as the natural leader for opening up and following up on this dialogue.
- UN Women should make efforts to bridge the gap between the normative framework for gender mainstreaming and meaningful change in the lives of women on the ground. At the same time, it was noted that UN Women would not be able to do everything on its own and that the Network would need to collaborate with it and support it politically and programmatically.
- With regard to IANWGE, it was proposed that UN Women take the lead in creating a knowledge sharing and management system which would draw information from all the entities which could share policies, action plans and evaluations, best practises, case studies. IANWGE could play a critical role in providing support to UN Women in this task.

Session 13: Capacity Development for Effective Gender Mainstreaming

UNICEF presented an update on the E-learning course on ‘Gender Equality, UN Coherence and You’, developed by UNICEF, UNFPA, UNDP and UN Women. The main goal of the course was to establish a minimum standard for an introductory orientation on gender equality and the United Nations system coherence, focused on programming, targeting staff in the four main agencies supporting and guiding course development.

The course was an interactive e-learning course, designed to be completed in three hours. It included eight modules on language and gender equality; women’s and girls’ rights, international commitment and culture; gender mainstreaming in the UN; working together for results on gender equality; using the United Nations system guidance and mechanisms at the national level; integrating gender equality into national processes; gender equality in humanitarian settings, action and beyond; and engaging men and boys in gender equality.

The four agencies developed the e-learning course together so as to raise awareness of gender issues and dynamics and to ensure a consistent level of knowledge. The course used a number of creative learning methods to meet the needs of UN Staff with differing levels of expertise and performing different types of work. It would contribute to a common understanding of terminology, core principles and effective approaches that would help agencies work together on gender programming. This e-learning course would support UN staff to develop strong gender mainstreaming skills and enable them to understand why gender equality was a prerequisite for successful and sustainable development.

United Nations Staff College (UNSSC) provided a briefing on the status of the UN system-wide capacity development strategy for gender mainstreaming. The objective was to develop a mandatory basic training course for all staff, based on existing courses. Some participants expressed the view that combining the existing training modules on gender mainstreaming produced by different UN entities individually or collectively into a single training course would likely represent an effective and inexpensive solution. It was mentioned that the role of the Executive Director of UN Women would be critical to ensure that the system-wide course be mandatory. It was also suggested that UN Women would provide support to the design of the course as well as to monitoring the results and overall success of the course. In addition it was anticipated and hoped that UN Women would also support the definition of a broader strategy on capacity development.

Participants emphasized the importance of making the two above-mentioned initiatives complementary. Some participants sought a clarification on the role of UN Women/Santo Domingo as it also had a mandate for training, capacity development and research. UNSSC advised that UN Women/Santo Domingo had been part of the preparations and recognized the need for a strengthened partnership between the two parties, as well as with other UN training and human resources offices, such as ITC-ILO.

UNSSC called on participants to provide financial support for UNSSC’s proto-type so that it could be completed, and some confirmed availability of funds for this purpose, based on the production by UNSSC of a revised budget.

The meeting concluded that UNSSC and UN Women would collaborate, in view of their interagency mandate, to ensure that the UN system-wide basic e-learning course on gender mainstreaming would draw upon the tools currently developed by various agencies. Further, the two entities would agree upon a revised budget to be presented to the agencies for funding.

Session 14: Updates on, and Review of the Work of IANWGE Task Forces

Task Force on Gender and Trade

The Task Force on Gender and Trade reported on the new special feature of WomenWatch on Gender Equality and Trade Policy. The purpose of the Special Feature was to present the collective views of the UN system on the links between gender equality and trade policy. The text presented a summary overview of key questions, concerns and policy recommendations, while providing reference (over 250 web links) to related UN resolutions, UN official documentation, publications and websites. UNCTAD, as the task manager of the task Force, led and coordinated the endeavour with the support of WomenWatch. UNCTAD acknowledged with thanks the substantive inputs and comments on various drafts received from the members of the Task Force, in particular UN Women; ECLAC; ESCAP; FAO; ILO; IOM; UNDP; and UNIDO. The members of the Task Force thanked UNCTAD for the leadership role played and for the time and efforts deployed. The Special Feature was available on WomenWatch website.

The Task Manger briefly reported on other activities of relevance to the Task Force and/or which benefited from the participation of members of the Task Force, namely: (i) the launching of a project on Mainstreaming gender in trade policy in five developing countries, including three Least Developed Countries (LDC), to support policy-makers to include gender considerations when formulating trade policy and negotiating trade agreements; (ii) the launching of the second Women in Business Award in April 2010. The ceremony benefited from the presence of representatives of ILO, ITC, FAO and IOM; (iii) the preparation for UNCTAD XIII Ministerial Conference (Doha, Qatar, April 2012) and more specifically the intention to hold a high-level event on women and economic development during the Conference; and (iv) the establishment of a Unit dealing with gender-related issues in the Office of the Secretary-General of UNCTAD.

Decision: Retain the Task Force on Gender and Trade under the leadership of UNCTAD.

Timeline: End of 2012.

Task Force on Violence against Women

The Task Force on Violence against Women reported on its implementation of the multi-stakeholder joint programme in ten pilot countries, with positive results achieved in all but one (due to the prevailing political climate in that particular country). Outcomes of the programme were linked to the Secretary-General's campaign UNiTE to End Violence against Women, such as the development of national action plans on violence against women; the mobilisation of men and boys; data collection; and advocacy.

It was noted that a compendium of key lessons learned from the implementation of the programme was being prepared and was expected to be finalised by spring 2011. Similarly, an inventory of UN activities on violence against women had also been maintained. UNFPA – as co-chair of the Task Force and the lead implementing agency at the country levels – held a global consultation in November 2010 in New York city on “Delivering as One on violence against women” and this consultation was attended by representatives of the multi-stakeholder joint programme pilot countries and the UN system, including by representatives of other one-UN initiatives on violence against women. The consultation provided an opportunity to present and vet the key findings from the draft compendium of the implementation of the Task Force joint programme in the ten pilot countries.

Decision: In view of the ongoing active joint programming work relating to the implementation of the joint multi-stakeholder programme in the pilot countries (with many countries now integrating this programme into the UNDAFs), it was agreed that the Task Force on Violence against Women will be converted to a Standing Committee on Violence against Women, with UNFPA and UN Women as co-chairs (DAW was the previous co-chair and is now a part of UN Women). The Funds and the Programmes that are actively involved in implementing the joint programme at the country levels will be a member of this Standing Committee.

Follow Up: UNFPA and UN Women will make a proposal on the next steps, developing the Terms of Reference and a work plan with indicators of progress and results for consideration by the Standing Committee, to be endorsed by IANWGE.

Timeline: Summer 2011.

Task Force on Women, Peace and Security

The Task Force’s work with regard to the commemoration of the 10th anniversary of Security Council resolution 1325 (2000) was reviewed.

In compliance with Security Council resolution 1889 (2008), the Task Force had established a Technical Working Group on Indicators (TWGI) to develop a set of indicators for use at the global level to track the implementation of resolution 1325 (2000). This work had been led alternately by the former OSAGI and the former UNIFEM, both of which are now part of UN Women.

It was noted that the Security Council had supported taking forward the set of indicators and had also requested the preparation of a strategic framework to guide the UN’s implementation of resolution 1325 (2000) over the next decade, which must be proposed in the Secretary-General’s 2011 annual report on women and peace and security. The Task Force was actively working on both of these issues under the leadership of UN Women.

Decision: Retain the Task Force for Peace and Security under the leadership of UN Women.

Follow Up: UN Women will continue to lead the consultative process towards the development of the strategic framework to guide the UN’s implementation of resolution 1325 (2000) over

the next decade which should be reflected in the 2011 Secretary-General's report on Women and Peace and Security.

Timeline: October 2011

Gender and Climate Change

It was recognised that gender has been lacking from the climate change discourse and that several task force members have been engaged in the issue. Activities by member entities and mutual support helped contribute to the inclusion of gender in the agreement that emerged from the Cancun Conference.

Task force activities during 2010 included meetings, sharing of information via an email list to coordinate activities between members, a special feature page on WomenWatch and a joint UN side event at the Cancun Conference.

Noted challenges included coordination with other interagency coordination mechanisms in which climate change was being discussed, such as the CEB which had a working group on climate change.

It was suggested that the Task Force continue its work with a focus on Rio+20 and the sustainable development debate, which overlaps with climate change issues.

Decision: The Task Force for Gender and Climate Change will continue to function with an emphasis on getting Gender issues into the agenda of Rio +20, and the Sustainable Development/Climate Change Debate

Follow Up: UNDP and UNESCO to continue to follow up

Timeline: 2012 Rio +20, and the Sustainable Development/Climate Change Debate

WomenWatch

2010 was a very active year for Womenwatch, increasing the visibility of UN entities' work on gender equality and women's empowerment, through:

- Special thematic features: A new special feature on Gender Equality and Trade Policy was developed in collaboration with the IANWGE Task Force on Gender and Trade, and under the leadership of UNCTAD. Special features on International Women's Day; Women with Disabilities; Rural Women and Development; Women, Peace and Security were expanded and updated in collaboration with IANWGE members.
- Updates of Womenwatch: In 2010, a total number of 1,872 UN system-wide gender equality news items were posted on UNGENews, Womenwatch's UN system-wide gender equality news feed. Regular updates included posting of events, new documents and publications, and new websites and online videos on the Womenwatch portal. Visual

banners were displayed to promote special UN events and campaigns (e.g., Secretary-General's database on violence against women, UNiTE to end violence against women, SAY NO, Stop Rape Now, 1-Billion-Hungry campaign on food insecurity, etc.).

- Technical improvements and new online services: Womenwatch launched media channels in Twitter and Facebook. A new functionality was implemented in the Womenwatch directory pages to share Womenwatch resources with other users, through social bookmarks, blogs, social media accounts or by email. Womenwatch also added an automated feature called "Email Alerts," which delivers UN system-wide gender equality news, events, publications and other resources directly to email subscribers once a day. This new feature attracted more than 600 new subscribers from Member States governments and aid agencies, civil society, academia, UN entities, and individual users.
- Inter-Agency Collaboration: Womenwatch website officer provided technical support to and maintained the IANWGE internal and public websites. In collaboration with the UN Women working-level group on Knowledge Management, a proposal for a new IANWGE intranet collaboration space was developed.
- Institutional arrangements and fundraising: Womenwatch was upgraded from a Task Force to an IANWGE Standing Committee. In November 2010, FAO contributed funds to Womenwatch.

IANWGE members expressed appreciation of Womenwatch as a valuable online tool and confirmed the permanent status of Womenwatch as an IANWGE Standing Committee. They asked for strengthening and institutionalizing Womenwatch, to be hosted by UN Women, but under global ownership of the IANWGE. The technical migration of Womenwatch to the new, powerful online platform of UN Women – while keeping a separate visual online identity for Womenwatch – was discussed, as well as a co-funding model for Womenwatch to be covered in part by IANWGE and in part by UN Women.

Discussion on Task Forces

It was acknowledged that IANWGE Task Forces were intended to be time-limited (a timeframe of 12 months was suggested), task-specific and produce a deliverable. The Task Force on Violence against Women is different as it actually programs at the country levels – hence, the decision to convert the Task Force into a Standing Committee that would provide technical ongoing guidance to the work at the country levels has been agreed upon.

In addition to the decisions made with regard to the above mentioned Task Forces, it was decided that the Task Force on Gender, Water and Sanitation be abolished. The Task Forces on Gender and the MDGs and Gender and Trade would continue. It was decided to establish a one-year Task Force on rural women, co-chaired by FAO and IFAD, and with the responsibility to draft and circulate Terms of Reference. An Inter-Agency Working Group on Policy Dialogue on Women's Economic Empowerment will be established. ECLAC offered to draft and circulate the Terms of Reference. Finally, a Task Force on Women's Access to Justice,

including reparations for injury suffered will be established, and draft Terms of Reference prepared jointly by ILO and OHCHR.

Decision:

- (1) Abolish the Task Force on Gender, Water and Sanitation;
- (2) Continue the Gender and MDG Task Force
- (3) Continue the Gender and Trade Task Force
- (4) Establish a one year Task Force on Rural women
- (5) Establish an Inter-Agency Working Group on Policy Dialogue on Women's Economic Empowerment
- (6) Establish a Task Force on Women's Access to Justice.
- (7) Upgrade the Task Force on Violence against Women into a Standing Committee.

Follow Up:

Task Force on Rural Women to be co-chaired by FAO and IFAD with the responsibility of drafting the TOR for review by the members of the Task Force and endorsement by IANWGE;

The Inter-Agency Working Group on Policy Dialogue on Women's Economic Empowerment: Terms of Reference will be developed by ECLAC in consultation with UN Women, and with acceptance by the Inter-Agency Working Group and endorsement by IANWGE. The Co-Chairs have yet to be established.

Task Force on Women's Access to Justice: Terms of reference will be prepared jointly by ILO and OHCHR for review by other members of the Task Force and for endorsement by IANWGE.

Session 15: Other Matters

It was decided that an inter-sessional meeting be held to discuss the outstanding issues, including the discussion and decision over the theme for the 2012 International Women's Day; the 2012 Joint biennial workshop of IANWGE and the DAC Network on Gender Equality (GENDERNET); and the dates for the Eleventh Annual Session of IANWGE.

Annex 1

Agenda

Session 1: Opening session

- ◆ Welcome statement, including introduction of UN Women's Vision (Ms. Bachelet)
- ◆ Discussion and feedback

Session 2: UN system coordination to accelerate gender equality and the empowerment of women

- ◆ Presentation of note setting out status quo (UN Women)
- ◆ Discussion of existing coordination strategy of UN system, at Global, Regional, and Country Levels; consideration of role of IANWGE and other coordination mechanisms (CEB and pillars) in an enhanced strategy
- ◆ Update on the preparations for the 2011 ECOSOC coordination segment (Office for ECOSOC Support)
- ◆ Identification of key issues to be addressed to improve coordination
- ◆ Outline of working group assignments

Session 3: Working Lunch

- ◆ Break into working groups over lunch to discuss effective and practical approaches to coordination

Session 4: Feedback and Discussion on Next Steps

Session 5: Matters relating to the 55th Session of the Commission on the Status of Women

- ◆ Update (UN Women)
- ◆ Identifying a set of IANWGE messages and recommendations for CSW
 - Participation in education and training including for the promotion of women's equal access to full employment and decent work
 - Participation in science and technology for decent work including for the promotion of women's equal access to full employment and decent work
- ◆ Steps for transmitting messages to CSW / Preparing joint statement

Session 6: Matters relating to CEDAW

- ◆ Update (UNHCHR)
- ◆ Lessons from States Parties' reporting on implementation/non-implementation and their implications for strengthening of UN systems work

Session 7: Substantive Issue: Women's Economic Empowerment

- ◆ Introduction (UN Women)
 - Five-minute introductory perspectives by World Bank, ILO, UNDP, UNIDO, UNCTAD and International Trade Centre (ITC)
 - Discussion

Session 8: Women and Peace and Security

- ◆ Updates on Implementation of Security Council Resolution 1325 (2000) and related resolutions on Women and Peace and Security (1820 (2008), 1888 (2009), 1889 (2009), 1960 (2010)
- ◆ Draft proposal of a UN system-wide framework for action on implementation of resolution 1325 (2000) (UN Women)
- ◆ Discussion: Role of IANWGE and UN Women in ensuring a coordinated approach to the full implementation of Security Council resolutions on Women and Peace and Security

Session 9: Addressing Violence against Women in a Coordinated Manner

- ◆ Update - Secretary-General's Campaign UNiTE to End Violence against Women (UN Women)
- ◆ Update - UN Trust Fund (UN Women)
- ◆ Way forward, including role of UN Women (Discussion)

Session 10: Gender Equality and Empowerment of Women in the Workplace: Status and Prospects in the UN System

- ◆ Review of trends across UN System (UN Women)
- ◆ Short presentations from ILO, UNESCO, Habitat and UNICEF

Session 11: New and Emerging Issues

- ◆ Discussion on regarding critical emerging issues in the area of gender equality and the empowerment of women
 - What are the issues?
 - How are they emerging?
 - What risk/opportunities do they present?
 - How should IANWGE respond?
- ◆ Role of UN Women

Session 12: Gender mainstreaming ensuring effective coordination

- Update (UN Women)
- Gender mainstreaming in the "One UN" pilots
- Findings from system-wide and entity evaluations of gender mainstreaming (Five minute presentations by the entities that have done major reviews/evaluations on gender mainstreaming in the last 12 months)
- Discussion of outcomes of evaluations
- UN Women's role in elevating attention to, and strengthening gender mainstreaming

Session 13: Capacity development for effective gender mainstreaming

- ◆ Progress made in capacity development: Modules for a system-wide training on gender mainstreaming
 - UNICEF, UNFPA, UNDP, UN Women: E-Learning course on Gender Equality, UN Coherence and You

- Towards a UN system-wide capacity development module (UN System Staff College / UN Women)
- The way forward

Session 14: Updates on, and review of the work of IANWGE Task Forces

- Gender Equality and the MDGs
- Women Watch
- Gender and Trade
- Gender, Sanitation and Water
- Violence against Women
- Women, Peace and Security
- Gender and Climate Change
 - ◆ Discussion of relevance of existing task forces and methods of work

Session 15: Other matters

- ◆ Update on plans for International Women's Day 2012
- ◆ 2012 Joint Biennial Workshop of the IANWGE and the DAC Network on Gender Equality (GENDERNET)
- ◆ Eleventh Session of IANWGE

16:15 - 17:00 Wrap up and closing

Annex 2

STATEMENT ON CSW55 PRIORITY THEME

“Access and participation of women and girls in education, training, science and technology, including for the promotion of women’s equal access to full employment and decent work”

Chair, Distinguished delegates and observers,

The Inter-Agency Network on Women and Gender Equality (IANWGE), having met at the 10th IANWGE Session (NY, February 2011), wishes to table this Statement:

1. IANWGE continues to bring together Gender Equality Focal Points of the whole United Nations system in a committed and coherent inter-agency approach to working as one for equality between women and men. IANWGE underlines the importance of the theme of this 55th session of CSW, which finds resonance in the mandates of all IANWGE members’ mandates.
2. IANWGE fully supports UN Women and its clear mandate - established by GA resolution A/RES/64/289 - to act as the secretariat on policy and operational activities for gender equality “with the additional role of leading, coordinating and promoting the accountability of the United Nations system in its work on gender equality and the empowerment of women”. The creation of UN Women galvanized the rest of the UN system in increasing efforts to achieve gender equality and women’s empowerment, based on comparative advantages, specificities and capacities to deliver results for women and girls in all countries.
3. Education is a basic human right, essential for sexual and reproductive health and HIV, and is a driver for economic growth, poverty reduction, and social change. It is essential for the empowerment of women in all regions of the world and the achievement of all internationally agreed development goals, including EFA and MDGs. *Quality* formal and non-formal education throughout life not only gives girls basic literacy and numeracy and life skills, it is a prerequisite for their higher training, transition to decent work and full citizenship.
4. Keeping girls, notably the most vulnerable and marginalized, in school, beyond primary, into secondary and tertiary education, diversifying their educational opportunities throughout life and options through quality technical and vocational education and training as well as ensuring that schools remain safe and empowering spaces for girls, free of all forms of violence and discrimination, has been linked positively to the achievement of the health MDGs. It therefore should be an essential element of national development policies, so as to address concerns about female dropout rates after primary schooling.
5. Gender stereotypes and discrimination are root causes of occupational segregation in the labor market. Eliminating myths about the aptitudes and learning abilities of girls and boys, having gender-sensitive education pedagogies and professionals, and encouraging

strong female role models in science, technology, engineering, and mathematics (STEM) should be combined with overcoming the gender-science stereotype in the workplace.

6. Prioritizing the professional development of teachers across all levels, and ensuring in law and practice their decent working conditions, contractual status and pay will create an enabling environment for delivery of quality education for girls and boys and young women and men.
7. Women's educational gains have not translated into increased employment and entrepreneurship opportunities in the formal sector, so national policies should address discriminatory environments, in particular restrictive social norms, limited female access to IT, and unequal sharing between women and men of care responsibilities within the household.
8. Women are earning more university degrees, but less remuneration once they enter the labor market, and may not get jobs in scientific and technical domains. Active labor market policies, including affirmative action in favor of women and equal pay policies to reduce the gender pay gap, are needed. Attention should be paid to the specific vulnerability of migrant and refugee women, their skills and the need for the recognition of their qualifications.
9. Women need to be involved on an equal footing with male scientists and technicians, in scientific research agenda setting, for example in programmes related to HIV infection, where gender-sensitive insights can spur on research methodologies and approaches. Enhancing women and girls' access to STEM will allow them to benefit more from the opportunities of expanded international trade. Access to technologies is strongly gendered, with men having systematically more access than women. For example, in agriculture, which provides the livelihood for a majority of the world's poor, most women continue to work by hand without access to tools and technology.
10. The global economic crisis presents challenges to female education and employment and trade opportunities. National crisis recovery measures should involve increased investments in education and employment services and should not be used as an excuse to downgrade the working conditions of educators, both women and men. The Global Jobs Pact offers a wide range of policy choices to governments, in consultation with relevant stakeholders, so as to ensure that the current crisis is used as an opportunity to end gender discrimination in education and in the transition to full employment and decent work for men and women. The UN system promotion of women's access to these basic rights helps eradicate discrimination against women and stimulate the world economy. It will reduce countries' vulnerability to violence and conflicts that arise in societies wracked by poverty and inequality.

Annex 3

Participants for the Tenth Session of the Inter-Agency Network on Women and Gender Equality 16-18 February 2011

Organization	Name	Email
CEB	Ms. Phyllis Lee	leep@un.org
DESA	Ms. Akiko Ito	ito@un.org
	Ms. Valentina Resta	restav@un.org
	Mr. Jonas Rabinovitch	rabinovitch@un.org
DPA	Ms. Elisabeth Scheper	scheper@un.org
	Ms. Lone Jessen	jessen@un.org
DPI	Ms. Charlotte Scaddan	scaddan@un.org
DPKO	Ms. Rita Reddy	reddyr@un.org
	Ms. Comfort Lamptey	lampteyc@un.org
ECA	Ms. Thokozile Ruzvidzo	truzvidz@uneca.org
ECE	Ms. Malinka Koparanova	Malinka.Koparanova@unece.org
ECLAC	Ms. Sonia Montaña	sonia.montano@cepal.org
	Ms. Geraldine Velandria	geraldine.velandria@cepal.org
ESCAP	Mr. Donald Clarke	clarke9@un.org
ESCWA	Ms. Afaf Omer	omer1@un.org
FAO	Ms. Marcela Villarreal	Marcela.Villarreal@fao.org
	Ms. Eve Crowley	Eve.Crowley@fao.org
	Ms. Lila Ratsifandrihamanana	ratsifandrihamanana@un.org
	Ms. Sharon Brennen-Haylock	brennen-haylock@un.org
ICSC	Ms. Shihana Mohamed	mohamedsh@un.org
IFAD	Ms. Maria Hartl	m.hartl@ifad.org
ILO	Ms. Jane Hodges	hodges@ilo.org
IOM	Ms. Anke Strauss	astrauss@iom.int
	Ms. Gelila Getaneh	ggetaneh@iom.int
ITC	Ms. Meg Jones	jones@intracen.org
OCHA	Ms. Kate Burns	burns@un.org
	Ms. Julie Lillejord	lillejord@un.org

ODA	Ms. Agnes Marcaillou Ms. Katja Flueckiger	marcaillou@un.org flueckigerk@un.org
OHCHR	Ms. Isha Dyfan Ms. Mona Rishmawi	IDyfan@ohchr.org mrishmawi@ohchr.org
	Ms. Gaynel Curry Ms. Tilde Berggren	curryg@un.org berggren@un.org
OIOS	Ms. Nishta Jogoo Ms. Christa Lex Ms. Sabrina Evangelista	jogoo@un.org lex@un.org evangelistas@un.org
OSRSG SViC/ UN Action	Ms. Yewande Odia (Acting CdC) Ms. Letitia Anderson	odiay@un.org letitia.anderson@unwomen.org
UNAIDS	Ms. Jantine Jacobi	jacobij@unaids.org
UNCTAD	Ms. Simonetta Zarrilli	Simonetta.Zarrilli@unctad.org
UNDP	Ms. Raquel Lagunas Ms. Inyang Ebong-Harstrup Ms. Ngone Diop	Raquel.lagunas@undp.org inyang.ebong-harstrup@undp.org Ngone.Diop@undp.org
	Ms. Maaïke Jansen	jansen@un.org
UNESCO	Ms. Saniye Gülser Corat	sg.corat@unesco.org
UNFPA	Ms. Aminata Toure Ms. Upala Devi Ms. Aleta Miller Ms. Gayle Nelson	toure@unfpa.org devi@unfpa.org amiller@unfpa.org gnelson@unfpa.org
	Ms. Lucia Kiwala	Lucia.Kiwala@unhabitat.org
UNHCR	Mr. Sivanka Dhanapala Ms. Anki Eriksson Ms. Beatriz Gonzalez	dhanapal@unhcr.org eriksson@unhcr.org gonzaleb@unhcr.org
	Ms. Noreen Khan Mr. Dan Seymour Ms. Theresa Kilbane	norkhan@unicef.org dseymour@unicef.org tkilbane@unicef.org
UNIDO	Ms. Miya Eun Mee Lee	e.lee@unido.org
UNSSC	Ms. Mariama Daramy-Lewis	m.daramylewis@unssc.org
UN Secretariat	Ms. Daniela Simioni	simioni@un.org

UN Women	Ms. Michelle Bachelet	michelle.bachelet@unwomen.org
	Ms. Patience Stephens	patience.stephens@unwomen.org
	Ms. Gulden Türköz-Cosslett	gulden.turkoz-cosslett@unwomen.org
	Ms. Sally Fegan-Wyles	sally.fegan-wyles@unwomen.org
	Ms. Joanne Sandler	joanne.sandler@unwomen.org
	Ms. Sylvie I Cohen	sylvie.cohen@unwomen.org
	Ms. Aparna Mehrotra	aparna.mehrotra@unwomen.org
	Ms. Christine Brautigam	christine.brautigam@unwomen.org
	Ms. Yassine Fall	yassine.fall@unwomen.org
	Ms. Aldijana Sisic	aldijana.sisic@unwomen.org
	Ms. Sharon Taylor	sharon.j.taylor@unwomen.org
	Mr. S.K. Guha	s.k.guha@unwomen.org
	Ms. Unni Ramboll	unni.ramboll@unwomen.org
	Ms. Hanny Cueva Beteta	hanny.cueva-beteta@unwomen.org
	Ms. Katarina Salmela	katarina.salmela@unwomen.org
	Ms. Malika Bhandarkar	malika.bhandarkar@unwomen.org
Ms. Meryam Aslan	meryem.aslan@unwomen.org	
Ms. Anna Falth	anna.falth@unwomen.org	
Ms. Patricia Cortes	patricia.cortes@unwomen.org	
Ms. Laura Myftaraj	laura.myftaraj@unwomen.org	
Ms. Karen Judd	karen.judd@unwomen.org	
Ms. Adriana Quinones	adriana.quinones@unwomen.org	
WFP	Ms. Isatou Jallow	isatou.jallow@wfp.org
WHO	Ms. Adepeju Olukoya	olukoyaa@who.int
World Bank	Mr. Hippolyte Fofack	hfofack@worldbank.org