

UNITED NATIONS ECONOMIC COMMISSION FOR EUROPE

UNECE Gender Action Plan

Key to Regional
Sustainable Development



UNITED NATIONS

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UNECE Gender Action Plan

Purpose and organization of the document

The purpose of this document is to update and put in action the UNECE policy for gender equality and women's empowerment (UNECE policy referred hereafter) which was initially developed within the Agreed framework for gender mainstreaming in the UNECE adopted in 2001. As a tool for its implementation the UNECE Gender Action Plan (GAP) has been developed and is presented in this document. It has been prepared following (a) a specific mandate on gender mainstreaming complying with the General Assembly Resolution 50/203 on follow-up to the Beijing Conference, several ECOSOC Agreed Conclusions (July 1997¹) and Resolutions, including Resolution 2011/6 on mainstreaming a gender perspective into all policies and programmes of the UN system², (b) the Work Plan on ECE reform (para 79, E/ECE/1434/Rev.1) and Recommendations of the panel on Economics of Gender at the 62 session of the Commission (E/2007/37-E/ECE/1448), (c) a number of recommendations by the Office of Internal Oversight Services (OIOS) to UNECE and (d) the United Nations system Chief Executives Board for Coordination (CEB) policy on gender equality and the empowerment of women based on ECOSOC recommendations.

While the UNECE policy follows the key principles for gender mainstreaming, it is based on the specific objectives and activities of UNECE Subprogrammes. In this regard, the strategy for gender mainstreaming focusing on long-term policy for gender equality and women's empowerment is further developed for implementation into an Action plan for gender mainstreaming for the period 2012-2013. The strategy and the action plan follow the UNECE Divisions' work plans for this period. The document is organized as follows: First, it presents the objectives of the UNECE policy and the mandate for gender mainstreaming followed by a brief explanation as to why we need to pursue gender equality and empowerment of women through gender mainstreaming our activities of work. Second, the UNECE strategic framework for gender mainstreaming is described and the Action Plan for 2012 -2013 is presented in details.

I. Introduction

The goal of UNECE policy is to support the achievement of equality between women and men while fostering economic integration at subregional and regional levels, promoting the regional implementation of the internationally agreed development goals, including the MDGs, and supporting regional sustainable development in its member countries and subregions.

Objectives:

The objectives of the policy are:

- To advance women's equal participation with men as decision makers in the areas of work of the UNECE Subprogrammes
- To mainstream a gender perspective in the substantive work of the Sectoral Committees
- To reduce gender inequalities in access to and control over the resources and benefits of development in the areas pertinent to the areas of work of the Subprogrammes.

Since the Regional Preparatory Meeting for the Beijing Conference organised by UNECE (Vienna, 1994) the Commission has gradually incorporated a gender perspective in its activities. A gender perspective has been included in the plan of action arising from the reform of the Commission in 1997 (Declaration on Strengthening Economic Cooperation in Europe and Plan of Action – ECOSOC-1997/224). In 2001 an Agreed Framework for GM in the ECE was adopted by the DM (24 July 2001) which included actions at cross-sectoral and divisional levels. There was no

¹ ECOSOC Agreed Conclusions 1997/2. Mainstreaming a gender perspective into all policies and programmes in the United Nations system. It calls on all entities of the UN system to institutionalize mainstreaming a gender perspective at all levels through specific steps, including by the adoption of gender mainstreaming policies and the formulation of specific mainstreaming strategies for sectoral areas.

² ECOSOC Resolution 2011/6. Mainstreaming a gender perspective into all policies and programmes in the United Nations system.

systematic monitoring but some ad hoc reports discussed GM such as in 2006 item 5 at the ECXOM meeting and in meetings of the Informal Group on Gender and Economy (15 November 2010).

The need to develop and implement an Action Plan to mainstream gender in UNECE was addressed several times by OIOS, including through a report based on a survey on the implementation of the GM mandates in 2009 at UNECE along with other UN entities. OIOS recommended to UNECE to (a) develop and disseminate a programme-level gender mainstreaming action plan and to (b) build an evidence-base by actively collecting and analysing outcomes, best practices and lessons learned in gender mainstreaming.

The Chief Executives Board for Coordination (CEB) endorsed in its October 2006 meeting a UN System-Wide policy on Gender Equality and the Empowerment of Women³. The ultimate goal of this policy is to strengthen the capacity of the UN system to support member states in promoting gender equality and the empowerment of women⁴. It commits members to “providing strong leadership within our organization to ensure that gender perspective is taken into account in all our organizational practices, policies and programmes”. To make the strategy of gender mainstreaming operational and achieve common understanding throughout the UN system, a System-wide action plan (SWAP) has been developed⁵. Having been presented to the HLCP and HLCM in March 2012, the SWAP was approved by the CEB in April, 2012.

The SWAP provides an overarching framework for accountability in the UN system and includes the following six areas: (a) accountability, (b) results based management, (c) oversight, (d) human and financial resources, (e) capacity, and (f) knowledge exchange and networking. In each of these areas entity-specific policies and plans can reflect the entity’s relevant mandates. However, all UN entities are expected to use the reporting framework of the SWAP. This framework is presented in Table 1.

Table 1: SWAP reporting framework

Elements of the CEB policy (6)	Performance Indicators	Rating and explanation of why rating has been given	Timeline for improvement	Responsibility for follow-up	Resources required
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The framework of the SWAP includes performance standards for all elements of the Plan and provides a practical guidance to senior managers including 15 Performance Indicators allowing senior managers to lead in the implementation of the policy, and be held accountable for gender mainstreaming in their mandated work. The 15 Performance Indicators are rated at five levels: missing, approaches requirements, meets requirements, exceeds

³ CEB/2006/2: *United Nations system-wide policy on gender equality and the empowerment of women: focusing on results and impact*: http://www.un.org/womenwatch/gm/UN_system_wide_P_S_Statement_2006.pdf

⁴ The policy commits CEB members to: “accelerating our efforts to advance the agenda for achieving gender equality and the empowerment of women through the practical implementation of the globally agreed commitments contained in the outcomes of global UN conferences and summits and their follow-ups, in particular the Beijing Declaration and Platform for Action, the outcome of the twenty-third special session of the General Assembly, the international agreed development goals, including those contained in the Millennium Declaration, the outcome of the 2005 World Summit and Security Council resolution 1325 (2000).”

⁵ The SWAP was developed through an extensive consultative process between July 2011 and February 2012 involving over 50 UN entities – including UNECE – and inter-agency coordination bodies facilitated by UN Women. This process included piloting by eight entities, namely ESWA, IAEA, IOM, OHCHR, UNAIDS, UNDP, UNFPA and UNICEF, where the SWAP reporting framework was tested and the performance indicators validated.

requirements and not applicable. The ‘meet requirements’ rating is set as a minimum for UN entity performance. To achieve a specific rating in one of the key elements UN entities have to meet all of the Performance Indicators⁶.

UN entities are expected to move to higher standards of performance and develop adequate plans to do so. The ultimate accountability for the implementation of the SWAP is with the Heads of UN entity and the CEB. The first formal reporting on the SWAP to the ECOSOC is planned for 2013 with UN entities reporting by early January 2013. While reporting on the SWAP is envisaged through self-assessment, it will be supported by entity peer review facilitated by UN Women.

Rationale

Effective implementation of gender mainstreaming requires an understanding of the mandates (overall mandates and those specific to particular sectors) and rationales for gender mainstreaming as well as the practical implications of the strategy. *All managers and professional staff in the secretariat must be conversant with these mandates and have the capacity to disseminate them appropriately in the Committees and Working Parties.*

Gender mainstreaming is not about establishing separate programmes for women. It concerns *bringing relevant gender perspectives to the centre of attention* in all relevant areas of work, for example, in data collection and research; policy development and analysis; statistics; organization of expert-group meetings, conferences and workshops; development of standards, norms and regulations and the facilitation and monitoring of their implementation; and training, policy advice and technical assistance programmes.

Box 1: Definition of Gender Mainstreaming:

Gender mainstreaming was defined by the UN Economic and Social Council in 1997 as:

“the process of assessing the implications for women and men of any planned action, including legislation, policies or programmes, in all areas and at all levels. It is a strategy for making women’s as well as men’s concerns and experiences an integral dimension of the design, implementation, monitoring and evaluation of the policies and programmes in all political, economic and societal spheres so that women and men benefit equally and inequality is not perpetuated.”

Source: UN Economic and Social Council. E. 1997.L.10.Para.4

Gender mainstreaming is important for promoting gender equality as well as ensuring the *effective achievement of sector goals*. Failure to take into account the contributions, potentials, needs and priorities of all stakeholders - women as well as men - leads to sectoral inefficiencies as well as increased inequality between women and men.

The equitable representation of women is an important element of gender mainstreaming. In the United Nations it is important, however, to *move beyond women’s participation* and to look at the gender perspectives in the normative and substantive work with which all divisions are involved.

Gender mainstreaming does not mean that gender perspectives will become invisible, and cannot be monitored. Gender mainstreaming requires that attention to gender perspectives is explicit. An effective tool to this end is to apply gender impact assessment. Gender impact assessment largely considers the effects of policies on the individual, rather than the household or community. These assessments seek to reveal how men as a group and women as a group may differ from each other in terms of their capacity to participate in and benefit from a given policy. Gender impact assessment should have the final goal of promoting positive change in respect to gender inequality. In other words, these assessments should not merely ask whether a policy maintained or will maintain the “status quo” between men and women. Rather, a gender impact assessment has a positive role to play in determining policy opportunities to actively increase and enhance equality between men and women.

⁶ For example, in the area of coherence, knowledge and information management, under the element of the Plan knowledge generation and communication, there are two Performance Indicators. To meet the requirements the entity must be considered adequate on both of these Indicators.

Box 2: What is gender impact assessment?

Gender impact assessment is a specific type of gender analysis that is used to predict and reveal how projects and policies have affected or will affect men and women differently. GIA shows how men as a group and women as a group may differ from each other in terms of their capacity to participate in and benefit from a given policy. These assessments have a positive role to play in determining policy opportunities to actively increase and enhance equality between men and women.

Source: UNDP 2007: 118

UNDP, 2007 Gender mainstreaming in practice: A Toolkit, page 105

To implement a policy for gender equality and empowerment of women, UNECE has developed a strategy and an Action plan for the activities in 2012-2013.

II. UNECE's efforts to promote gender equality: a strategic framework

This framework is composed of two categories of actions to be taken - those which cut across all Divisions and those which are specific to the various areas of work carried out by each Division. This framework will be under regular review in order to monitor progress in its implementation as well as to adjust it in view of new developments and opportunities for further gender mainstreaming in the ECE. Such monitoring and adjustment will mainly take place annually at meetings of senior management on gender mainstreaming, convened by the Executive Secretary, gathering the Directors, the ECE Gender Focal Point and the Divisional Gender Focal Points followed by a report at the biennial sessions of UNECE.

A. Strategic actions at cross-sectoral level**1. Strengthening the gender perspective in the work of the Sectoral Committees**

- Encouraging governments to send gender balanced delegations and facilitating gender balance among the candidates for the bureaux of Sectoral Committees (SCs) and subsidiary bodies
- Keeping the intergovernmental bodies informed on existing mandates defined by the Beijing Platform for Action and other UN documents (in particular the ECOSOC agreed conclusions on gender mainstreaming), and on this basis incorporating a gender dimension, where relevant, into the agenda of the work of the SCs
- Reviewing progress made in gender mainstreaming the work of the Subprogrammes and all UNECE activities every year and updating the strategy every two years including it on the agenda of the biennial sessions of UNECE

2. Implementing Gender analysis

- Incorporating a gender perspective into relevant analytical parts of documents, background materials and publications prepared by Divisions, supported, where possible, by sex-disaggregated data
- develop further the sex-disaggregated database of UNECE, its methodology and strengthen the support to our member states to implement a methodology relevant for gender analysis in their countries.
- Developing a resource base on gender perspective in each Division including: list of consultants and experts, reference materials, website addresses and various tools developed by UN/non-UN organizations
- Strengthen the capacity of UNECE staff to apply gender analysis through trainings and seminars

3. Engendering operational activities

- Integrate the gender dimension in the meetings of the Working Group on Technical Cooperation (WGTC)
- Integrating a gender perspective in planning, monitoring, reporting and evaluation of technical cooperation activities

4. Strengthening accountability of senior management and developing an enabling organizational and cultural environment to support gender mainstreaming

- Accepting ultimate responsibility for incorporating a gender perspective into divisions work and ensuring adequate accountability from their staff (at Divisional level, the Directors; at UN ECE level, the Executive Secretary)
- Including expected accomplishments related to gender mainstreaming into programme budgets and monitoring their implementation
- Developing Terms of Reference of DGFPs
- Providing support to DGFPs by (i) assigning time allocation for gender activities; (ii) including this work in the e-PAS workplan and (iii) reflecting it in the performance appraisal
- Ensuring further competence development on gender mainstreaming for the UNECE staff through training
- Encouraging staff members to share new issues, approaches and opportunities for further gender mainstreaming, keeping up with developments in the work programme
- Reviewing progress made in gender mainstreaming in each Division, at senior management meetings, gathering once a year, the Executive Secretary, the Directors, the UNECE GFP and DGFPs.
- Implementing a tracking mechanism to quantify disbursement of funds to gender mainstreaming

B. Strategic actions at divisional level

1. Economic Cooperation and Integration Division

- Introducing a gender dimension in the implementation of the Innovation Performance Reviews, in particular through gender analysis of the labour market and education.
- Covering appropriately aspects related to women entrepreneurship, including gender-specific barriers.
- Paying attention to the gender perspective, where relevant, in the topics addressed in different seminars and conferences.

2. Environment

- Promote and raise awareness of the importance of taking into account the gender perspective in different activities and events under the Committee on Environmental Policy and the ECE Multilateral Environmental Agreements, as appropriate.

- Mainstream a gender perspective in the relevant activities of work of the Convention on the Protection and Use of Transboundary Watercourses and International Lakes (Water Convention), with a particular focus on capacity building activities in different sub-regions, especially in Caucasus and Central Asia.
- Integrate a gender approach in the long-term strategy on promoting access to water and sanitation through looking at the impacts on the poor, vulnerable and socially excluded people including women and girls in different activities, especially in the areas such as equitable access to water and sanitation, public participation and small-scale water supply, as well as in the process of target-setting and by promoting the gender dimension in the implementation of the targets set.
- Promote the mainstreaming of a gender perspective in relevant activities within the “Environment for Europe” process and events related to the promotion of sustainable development, including providing assistance on how to address gender in the context of existing national ESD action plans and strategies under the ECE Strategy for ESD.
- Promote the incorporation of the gender dimension in relevant chapters of the Environmental Performance Reviews (EPRs), as appropriate.

3. Statistics

- Working towards mainstreaming gender in national statistical systems, including organization of expert meetings on gender statistics, preparation of methodological materials and capacity building.
- Improving, updating and maintaining the UNECE Gender Statistics Database and using it for statistical description of gender issues in reports and periodicals such as the UNECE Weekly newsletter.
- Promoting the use of appropriate statistical data in measuring and explaining gender issues.

4. Population Unit

- Providing gender-sensitive outputs in the context of the programme of work of the UNECE Working Group on Ageing in order to assist member States in the implementation of the Madrid International Plan of Action on Ageing and its Regional Implementation Strategy (in particular Commitment 8 on mainstreaming a gender approach in ageing societies). Outputs may include capacity development activities, publications, meetings and contributions to indicator development.
- Serving as a clearing house for the Generations and Gender Programme (GGP), a programme to collect micro-data on relationships between generations and genders: promoting data use, disseminating research results and contributing to the sustainability of the programme

5. Sustainable energy

- Introducing a gender perspective in the programme of work of the Committee for Sustainable Energy
- Creating supportive environment for policies, regulations, innovative development and knowledge-based competitiveness tailored towards the needs of both women and men.

6. Trade, housing and land management

- Introducing a gender perspective in the agenda of the Sectoral Committee where relevant
- Improve the skills base of women related to work on the implementation of agricultural quality standards and on standardization policies and regulatory cooperation.
- Implementing a gender perspective in the analysis of housing policies in the countries of the UNECE region and in supporting the respective government institutions to implement those policies.

7. Transport

- Introducing gender aspects in the agenda of Bureau meetings when appropriate;
- Continuing to raise awareness on the link between gender and transport in the UNECE region. As a follow up to the analytical work carried out by the Transport Division in this area in the previous years, organising meetings, such as a round table on gender aspects in transport subject to availability of extra-budgetary funding.

III. UNECE Gender Action Plan 2012-2013

ACTIVITIES AT CROSS-SECTORAL LEVEL					
Objectives	Related Actions	Measureable output	Timeframe	Resources	Mid-term and final monitoring Evaluation
Objective 1: Promote gender-balanced approach and encourage governments to send gender balanced delegations for the bureaus of the Sectoral Committees and all subsidiary bodies.	<ul style="list-style-type: none"> Monitor sex disaggregated data on participants to intergovernmental meetings and report on the web site of UNECE/Gender 	<ul style="list-style-type: none"> Item in the reports to the Sectoral Committees on gender-balanced participation in the annual sessions and updates of these reports on the web site of UNECE/Gender 	2012-2013	UNECE Divisions (Division Gender Focal Point – DGFP), UNECE GFP, RB	UNECE GFP December 2012 December 2013
	<ul style="list-style-type: none"> Report this participation annually to the Sectoral Committees and the 65th UNECE annual session 	<ul style="list-style-type: none"> Item in the report of the UNECE activities at the 65th annual session 	2013	UNECE Divisions, OES, RB	
Objective 2: Developing the capacity of the UNECE staff to support gender equality and women's empowerment.	<ul style="list-style-type: none"> Organize mandatory training for all levels of UNECE staff on basic knowledge of gender mainstreaming 	<ul style="list-style-type: none"> Training of all staff in cooperation with UN Women is performed (basic course on gender mainstreaming) 	2013	UNECE GFP, DGFP, UN WOMEN XB – 25,000 USD	December 2013
Objective 3: Mainstream gender perspective in the work of the Sectoral Committees and all subsidiary bodies relevant to UNECE.	<ul style="list-style-type: none"> Compile UN documents related to general and specific mandates on GM bringing to the attention of the intergovernmental bodies existing mandates of gender mainstreaming (e.g. the Beijing Platform for Action and follow-up of the Global and Regional meetings, ECOSOC meetings and other outcome documents of the GA sessions related to gender issues in the UN system, including the MDGs) 	<ul style="list-style-type: none"> Reports to the SCs on the recent developments of GM in the UN documents including links to these documents. 	2012 - 2013	UNECE GFP and DGFPs, RB	December 2012 December 2013
		<ul style="list-style-type: none"> Meetings of the Informal group on Gender and discussions to raise awareness of gender-sensitive policy work 	2012 - 2013	UNECE GFP, RB	December 2012 December 2013

Objectives	Related Actions	Measureable output	Timeframe	Resources	Mid-term and final monitoring Evaluation	
Objective 4: Developing accountability and an enabling institutional and cultural environment to support gender mainstreaming and representation of women in the UNECE.	<ul style="list-style-type: none"> Include the objective to GM in the Compact and performance assessments of the Senior Management 	<ul style="list-style-type: none"> Meetings of Senior Management on gender mainstreaming conveyed by the Executive Secretary 	2012 – 2013	ES and Senior Management, RB	December 2012 December 2013	
	<ul style="list-style-type: none"> Create a supportive architecture to GM in each Division 	<ul style="list-style-type: none"> Gender focal points established in UNECE Divisions (DGFPs) with relevant Terms of Reference and allocating part of their time to gender focal point functions reflected in the e-PAS. 	2012	ES, Senior Management, UNECE Divisions, UNECE GFP, RB		
	<ul style="list-style-type: none"> Continue to achieve the equal representation of women and men for staff at P4 and P5 levels. 		2012-2013	ES, EO, RB	December 2012 December 2013	
	<ul style="list-style-type: none"> Continue to improve the organizational culture to promote gender equality and the empowerment of women through implementation of family-friendly regulations and facilitating the reconciliation of work and private life. 	Reports on facilitative policies are discussed at DM regular annually	Q32012 – 2013	ES, EO, RB		
	<ul style="list-style-type: none"> Conduct a survey to obtain and analyze data relevant for assessing the qualitative aspects of organizational culture 	Report on the 65th annual session.	2013	EO and UNECE GFP, RB		

Objectives	Related Actions	Measureable output	Timeframe	Resources	Mid-term and final monitoring Evaluation
Objective 5: Tracking resources devoted to gender mainstreaming in the UNECE activities.	<ul style="list-style-type: none"> Developing a methodology to ensure that projects with gender dimension are tracked within the existing financial system in UNECE 	<ul style="list-style-type: none"> Instructions for project managers preparing project proposals 	2012	EO, UNECE GFP	December 2012 December 2013
UNECE/Gender and Economy					
Objective 1: Promote implementation of gender perspective in the analytical work of the ECE Divisions.	<ul style="list-style-type: none"> Supporting the work of the Division to implement gender perspective in relevant areas of work 	<ul style="list-style-type: none"> Lunch workshops on exchanging experiences among Divisions on GM 	2012-2013	UNECE GFP, DGFP, RB	December 2012 December 2013
	<ul style="list-style-type: none"> Monitoring progress within each Division and exchanging experiences on progress made in different areas of work in UNECE 	<ul style="list-style-type: none"> Lunch seminars on key principles of implementation of gender analysis in main areas of work of UNECE 	2012-2013	UNECE GFP, DGFP, RB and XB -10,000 USD	December 2012 December 2013
		<ul style="list-style-type: none"> Discussion papers reflecting gender perspective in social and economic policies in the countries of the UNECE region 			December 2012 December 2013
	<ul style="list-style-type: none"> Organize a panel on Empowering women in the European Economy at the 65th annual session 	<ul style="list-style-type: none"> Concept note 	2013	RB and XB – 5,000 USD	December 2012 December 2013
Objective 2: Engendering subregional initiatives in the work of the SPECA.	<ul style="list-style-type: none"> Mainstreaming gender into the economic policies of the member countries of Central Asia through organizing annual meetings of the SPECA WG on Gender and Economy 	<ul style="list-style-type: none"> Reports of the annual meetings with key focus on challenges ahead 	2012 – 2013	RB and XB – 15,000 per year	December 2012 December 2013
		<ul style="list-style-type: none"> Proposals for joint projects with member countries of SPECA 			December 2012 December 2013

Objectives	Related Actions	Measureable output	Timeframe	Resources	Mid-term and final monitoring Evaluation
Objective 3: Capacity building of member states in the EECCA region to promote women's entrepreneurship development.	<ul style="list-style-type: none"> Organize with the support of the Government of Israel and in cooperation with MASHAV and MCTC, Israel workshops for women entrepreneurs from CIS countries – 2 workshops in 2012 and 2 in 2013 – and for support systems for women entrepreneurship development in East Europe – one for 2012 and 2013 	<ul style="list-style-type: none"> Annually about 60 women entrepreneurs from CIS receive training and build networking skills in the field, and about 20 from South-East Europe are trained in support systems 	2012-2013	RB and XB	December 2012 December 2013
Objective 4: Promote knowledge generation and exchange of best practices in the member states of UNECE region on gender equality and empowerment at regional and global levels.	<ul style="list-style-type: none"> Contribute to global processes by providing inputs into the annual meetings of the IANWGE (February 2013) and the IANWGE Working Group on women's economic empowerment 	<ul style="list-style-type: none"> Report on UNECE activities and presentation at the IANWE meeting 	2013	UNECE GFP; RB	February 2012 February 2013
	<ul style="list-style-type: none"> Inputs to the annual sessions of the CSW (March 2013) 				March 2013
	<ul style="list-style-type: none"> Start the regional review preparation of the Beijing Platform for Action 	<ul style="list-style-type: none"> Identify key challenges in the UNECE region on gender equality and women's economic empowerment after the Beijing +15 review 	2013	RB	January 2013
		<ul style="list-style-type: none"> Prepare Terms of reference and identify the consultants to review those challenges 	2013	RB, XB, USD 15000	December 2013
	<ul style="list-style-type: none"> Organize the Third Forum for women entrepreneurs in the UNECE region 	<ul style="list-style-type: none"> Background note and agenda of the Forum, invite participants and experts from UNECE region 	October/November 2012	RB, XB	December 2012
		<ul style="list-style-type: none"> Background papers for the Forum 		XB	December 2012

ACTIVITIES AT SUBPROGRAMME LEVEL

Subprogramme 1: Environment

Objectives	Related Actions	Measureable output	Timeframe	Resources	Mid-term and final monitoring Evaluation
<p>Objective 1: Promote and raise awareness of the importance to include the gender perspective in the preparations for activities/events and into policy discussions within the ECE environmental intergovernmental framework, including the Committee on Environmental Policy, the governing bodies of ECE multilateral environmental agreements (MEAs), the Steering Committee on Education for Sustainable Development (ESD), the Steering Committee on Transport, Health and Environment Pan-European Programme (THE PEP) and the Rio+20 follow-up regional activities.</p>	<ul style="list-style-type: none"> • Raise awareness about gender mainstreaming in the environmental activities, as appropriate • Promote gender balance in environmental governance in the region • Promote the integration of gender issues in the sustainable development process through hearing the voices of Women Major Group • Promote the incorporation of the gender perspective in the meeting agendas and presentations delivered by the speakers • Promote, where possible and appropriate, the integration of the gender perspective in policies, recommendations and other meeting outputs 	<ul style="list-style-type: none"> • Including the issue of gender mainstreaming in the environmental activities in the agendas of the Committee on Environment Policy and other intergovernmental bodies • Promote gender balanced participation in ECE environmental governing bodies 	<p>2012-2013</p>	<p>Environment Division, ECE Gender Focal Point (RB, XB)</p>	<p>December 2013</p>

Objectives	Related Actions	Measureable output	Timeframe	Resources	Mid-term and final monitoring Evaluation
<p>Objective 2: Assist member States in assessing the current gender sensitivity of ESD action plans and strategies.</p>	<ul style="list-style-type: none"> Adaptation of “Toolkit for Promoting Gender Equality in Education” (2006) produced under the gender in education Network in Asia programme framework by UNESCO to ECE region.⁷ 	<ul style="list-style-type: none"> Adapted toolkit for promoting gender equality in education available on line on the ESD ECE website Session on addressing gender in the context of existing ESD action plans and strategies held during the 8th or 9th Steering Committee meeting of the UNECE Strategy for ESD Presentation of the toolkit at a Steering Committee meeting of the Strategy and panel discussion on how to address gender in the context of existing ESD action plans and strategies Dissemination of toolkit through the ESD website as well as through related awareness raising channels 	2012 – 2013	Environment Division, ECE Gender Focal Point (RB, XB)	National Implementation Reporting on implementation of phase III in 2014
<p>Objective 3: Promote the rights of every person without any discrimination to access to information, public participation and access to justice in environmental matters.</p>	<ul style="list-style-type: none"> All activities under Aarhus Convention and the PRTR Protocol are carried out with consideration of gender aspects 	<ul style="list-style-type: none"> Provision of equal opportunities for participation of women and men in meetings, capacity-building seminars, workshops and trainings 	2012-2013	Environment Division (RB, XB)	National Implementation Reporting on implementation of phase III in 2014

⁷ Subject to agreement by the Bureau of the Steering Committee at its 11th meeting.

Objectives	Related Actions	Measureable output	Timeframe	Resources	Mid-term and final monitoring Evaluation
Objective 4: Incorporate the gender dimensions into the sectors covered by the Environmental Performance Reviews (EPRs).	<ul style="list-style-type: none"> Promote the incorporation of the gender dimension within the relevant chapters of the EPRs, as appropriate 	<ul style="list-style-type: none"> EPR of Morocco Second EPR of Croatia 	2012 - 2013	Environment Division, ECE Gender Focal Point (RB, XB).	December 2013
Objective 5: Promote gender dimension in equitable access through implementation of the Protocol on Water and Health to the Water Convention in relation to facilitating access to water and sanitation for poor, vulnerable and socially excluded people including women and girls.	<ul style="list-style-type: none"> Support and encourage policy and decision makers at the national and local levels to review and, where appropriate, adapt existing approaches and put in place new or additional measures, to ensure equitable access to water and sanitation, including focusing on women's uses and needs 	<ul style="list-style-type: none"> Publications: No one left behind: Good practices to ensure equitable access to water and sanitation in the pan-European region 	July 2012	Environment Division (RB, XB)	Ongoing evaluation through reporting to intergovernmental meetings and expert meetings
		<ul style="list-style-type: none"> Development of a self-assessment tool on equitable access to water and sanitation with due regard of the gender dimension 	2013		
		<ul style="list-style-type: none"> Expert meetings and workshops addressing the issue of equitable access to water and sanitation including vulnerable groups such as women and girls 	2012-2013		
Objective 6: To promote the consideration of the gender dimension in the implementation of the targets set under the Protocol on Water and Health in the Republic of Moldova.	<ul style="list-style-type: none"> Follow a gender sensitive approach under the second UNECE-SDC project to promote the integration of gender as a social determinant into policy development, water and health services, resource allocation, project and programme planning, monitoring and implementation 	<ul style="list-style-type: none"> Action plan on the implementation of the targets on water and health takes account of gender dimension, by including at least 2 actions directed towards improving access to water and sanitation of women, children, other vulnerable groups and persons living in rural areas 	Mid-2012 - 2015	Environment Division (RB, XB)	Annual reports submitted by ECE to SDC on progress in project implementation, Internal project documents.
		<ul style="list-style-type: none"> At least 50 female staff in 			

		schools taking part in awareness raising campaigns conducted on water, health and environment issues			
Objective 7: To promote a gender-based approach in addressing climate change impacts on transboundary waters.	<ul style="list-style-type: none"> Particular attention to be given to gender aspects in the vulnerability assessment as well as in the modelling and scenario-building phase 	<ul style="list-style-type: none"> Vulnerability assessment reports for the pilot projects including the gender dimension 	2012	Environment Division (RB, XB)	Annual reports submitted by the ECE to the donor countries
Subprogramme 2: Transport					
Objective 1: Continue to raise awareness on the link between gender and transport and introduce gender aspects in the agenda of the Bureau meetings where appropriate	<ul style="list-style-type: none"> As a follow-up of the analytical work carried out by the Division in this field organize a Roundtable on gender aspects in transport (<i>depending on extra-budgetary funding</i>) 	<ul style="list-style-type: none"> Background note for the Roundtable 	2013	Transport, XB USD15,000	
Subprogramme 3. Statistics					
Objective 1: Mainstreaming gender into national statistical systems	<ul style="list-style-type: none"> Organization of expert meetings on gender statistics and gender-related sessions in meetings on censuses, migration statistics and time use surveys 	<ul style="list-style-type: none"> Set of papers reflecting recent developments in gender statistics in UNECE countries 	2012	Statistical Division and statistical offices of member countries	
		<ul style="list-style-type: none"> Papers focusing on the gender analysis of census data and gender aspects of migration 	2012-2013	Statistical Division and statistical offices of member countries	
	<ul style="list-style-type: none"> Compiling a set of indicators to be recommended for national statistical offices for measuring gender equality 	<ul style="list-style-type: none"> A recommended set of indicators for measuring gender equality 	2013	Statistical Division and statistical offices of member countries	

	<ul style="list-style-type: none"> Collecting and disseminating statistical data on gender issues, including gender differences in the labour market, decision-making and health, gender-based violence and work-life balance 	<ul style="list-style-type: none"> Updated UNECE Gender Statistics Database 	2012-2013	Statistical Division and statistical offices of member countries	
		<ul style="list-style-type: none"> Publication of short articles based on these data 	2012-2013		
Objective 2: Building capacity of national statistical offices to measure gender issues	<ul style="list-style-type: none"> Workshops on measuring gender aspects of the labour market, on time use surveys and on using the UNECE regional set of indicators of gender equality, to improve the related capacity of national statistical offices in Eastern Europe, Caucasus and Central Asia 	<ul style="list-style-type: none"> Increased levels of knowledge on the measurement of gender issues; increased skills in conducting statistical surveys. 	2012-2013	Statistical Division with support from UNFPA and the Development Account	
Objective 3: Incorporating gender perspective in monitoring the MDGs	<ul style="list-style-type: none"> Reflecting gender issues throughout the methodological work and data collection on MDG indicators 	<ul style="list-style-type: none"> Improved quality and documentation of statistical data by sex in the UNECE MDG Database 	2012-2013	Statistical Division with support from UNFPA and the Development Account	
Subprogramme 4: Economic cooperation and integration					
Objective 1: Promote gender-sensitive policy, financial and regulatory environment conducive to more inclusive growth, innovative development and higher competitiveness of enterprises and economic activities using the potential of both women and men in the ECE region	<ul style="list-style-type: none"> Create supportive environment for innovative development and knowledge-based competitiveness that will take into account both women's and men's needs. 	<ul style="list-style-type: none"> Publications: Fostering Innovative Entrepreneurship: Challenges and Policy Options 	2012	ECID	
		<ul style="list-style-type: none"> Workshop on innovation and competitiveness policies including a focus on gender dimensions of these policies 	2013	ECE Gender Focal Point and ECID (RB and XB)	
	<ul style="list-style-type: none"> Strengthen the environment for entrepreneurship and SME development including specific focus on women entrepreneurship for the areas and countries in the ECE 	<ul style="list-style-type: none"> Session on gender aspects of innovative entrepreneurship within the Third Regional Forum of Women Entrepreneurs to be held in Baku, Azerbaijan 	October-November 2012	ECE Gender Focal Point and ECID (within the Third Regional Forum for Women)	

	region which need particular attention (such as countries in Central Asia, Caucasus, and South-East Europe with economies in transition)			Entrepreneurs in the UNECE region) (RB and XB)	
	<ul style="list-style-type: none"> Promote an enabling environment for financial intermediation in support to gender-sensitive policies for innovative development 	Conference/workshop on financial innovative development including presentations on gender dimensions	2013	ECID (RB and XB)	
Subprogramme 5: Sustainable energy					
Objective 1: Promote gender perspective in the work of the CSE.	<ul style="list-style-type: none"> Create supportive environment for policies, regulations, innovative development and knowledge-based competitiveness that take into account both women's and men's needs in energy efficiency, energy access (distributed generation/renewables), sustainable urban development, cleaner electricity; in particular focusing on the link between energy and the achievements of the MDGs 	<ul style="list-style-type: none"> Programme in support of financing for energy efficiency, energy access, and renewable energy programmes. Policy support to enable investment in sustainable energy Statistics to illustrate gender implications of programme work 	2012-2015	SED	
			2012-2015	SED	
			2013-2015	SED/Statistics	
Subprogramme 6: Trade					
Objective 1: Improve the skills base of women related to work on the implementation of agricultural quality standards.	<ul style="list-style-type: none"> Create supportive environment for the participation of women in the training and capacity-building activities undertaken by the secretariat for the implementation of agricultural quality standards in transition economies 	<ul style="list-style-type: none"> Increase in the number of women trained 	2012 - 2013	Russian Voluntary Fund	
Objective 2: Improve the skills base of	<ul style="list-style-type: none"> Create supportive environment for the participation of women 	<ul style="list-style-type: none"> Increase in the number of women involved in the activities. 	2012 - 2013	RB	

women related to work on standardization policies and regulatory cooperation.	in the capacity-building activities undertaken by the secretariat in the area of standardization policies and regulatory cooperation.				
Objective 3: Increase the number of women participating in the standard-setting work of the subsidiary bodies of the UNECE Committee on Trade.	<ul style="list-style-type: none"> Increase the share of women delegates in the work of UNECE WP.6, WP.7 and UN/CEFACT through sensitization and communications to member States and other stakeholders 	<ul style="list-style-type: none"> Increase in the number of women delegates 	2012 - 2013	Member states / not applicable	
Subprogramme 8: Housing, Land Management and Population					
Objective 1: Promote gender-sensitive approach in the analysis of housing policies in the ECE region and in supporting ECE governments in implementation of those policies.	<ul style="list-style-type: none"> Include in the methodology of preparation of Country Profiles on the Housing Sector questions on property ownership, inheritance of the property by women, and access to housing (and, particularly, social housing) 	<ul style="list-style-type: none"> Revised Guidelines on Country Profiles which include questions on women's property rights and access to housing as well as interviews with women's NGOs and informal groups to have their views on housing policy. 	2012	RB	
	<ul style="list-style-type: none"> During Country Profiles' research missions organize interviews with women's NGOs and informal groups to take into account the views of women on their country's housing policies 	<ul style="list-style-type: none"> Future Country profiles based on the revised guidelines and including information from interviews with women's groups. 	2013	XB	

Objectives	Related Actions	Measureable output	Timeframe	Resources	Mid-term and final monitoring Evaluation
Objective 2: Enhanced national policy formulation on population ageing and intergenerational and gender relations to meet the challenges of demographic change.	<ul style="list-style-type: none"> Facilitate an exchange of experience and expertise through the Working Group on Ageing that assists member States in the implementation of MIPAA/RIS (in particular Commitment 8 ‘To mainstream a gender approach in an ageing society’) 	<ul style="list-style-type: none"> Two new issues in a series of Policy briefs with a strong gender sensitive approach: ‘Images of older persons’ and ‘Active Ageing’ 	January-September 2012	Population Unit	December 2012 December 2013
		<ul style="list-style-type: none"> Publication of a Road Map on Mainstreaming Ageing in the Republic of Moldova providing concrete recommendations on enhancing MIPAA/RIS implementation in the country with gender being a cross-cutting issue 	May 2012	Population Unit	
		<ul style="list-style-type: none"> Synthesis report of national reports on the implementation of MIPAA/RIS between 2007 and 2011 which includes an evaluation of progress made under commitment 8 	September 2012	Population Unit	
		<ul style="list-style-type: none"> Statistical annex to the synthesis report which includes gender-disaggregated data 		Population Unit	
	<ul style="list-style-type: none"> Promote gender-sensitive research on intergenerational relationships that contribute to evidence-based policy making through the Generations and Gender Programme (GGP) 	<ul style="list-style-type: none"> Proceedings of the 2012 Ministerial Conference on Ageing and the Regional Report on MIPAA/RIS implementation to the UN Commission for Social Development 	2013	Population Unit	December 2012 December 2013
		<ul style="list-style-type: none"> Review and process applications for GGP data 	On-going	Population Unit	
		<ul style="list-style-type: none"> Bibliography on studies, based on GGS data Report for the meeting of the GGP’s International Working Group & inputs to the work of the Consortium Board 	On-going April and June 2012 & in 2013		