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UNECE Gender Policy

Note by the Secretariat:

The attached document is submitted to the UNECE Executive Committee for information.

**UNECE Policy for Gender Equality and the Empowerment of women:
Supporting the SDGs implementation in the UNECE region (2016-2020)**

FOREWORD

In September 2015, UN member States adopted the 2030 Agenda for Sustainable Development. At the heart of this broad and universal agenda are 17 Sustainable Development Goals with 169 targets, seeking to put the world on a sustainable path and to realize the human rights for all. The vision to create a world in which every woman and girl enjoys full gender equality and there are no barriers to their empowerment is not only embedded in the stand alone Goal 5; it is integrated in all SDGs. It is now up to member States and the UN system to turn this vision into reality. This will require significant effort, as the 2014 regional review of the implementation of the Beijing Platform for Action revealed that the UNECE region needs further progress. UNECE is strongly committed to helping achieve SDG 5 and to mainstream gender equality and the empowerment of women and girls in its efforts towards the other SDGs. After all, growth and prosperity cannot be called “sustainable” if the welfare of 50 per cent of the world’s population is not always paramount in our minds.

UNECE has made significant contributions to the achievement of gender equality and women’s empowerment in the UNECE region in areas as varied as the development of statistical indicators for measuring gender equality and capacity building for women entrepreneurs. As we align the work of our substantive divisions with the 2030 Agenda, we will expand gender mainstreaming in all areas, as well as in our organizational culture. The UNECE Policy on Gender Equality and the Empowerment of Women has been prepared in order to provide a concrete, practical, action-oriented framework for these efforts.

This Policy also forms part of my personal commitment as Executive Secretary of UNECE to manage an organization where women and men have equal opportunities to advance in their professional life, and to work jointly for the promotion of gender equality in all areas of work together with UNECE member States. Consequently, the Policy and its accompanying Gender Action Plan have been fully aligned with the UN System-wide Action Plan on Gender Equality and the Empowerment of Women (UN-SWAP). They contain actions and measurable outputs both at the subprogramme level and for cross-sectional activities, including the key UN-SWAP areas of the representation of women in the organization, capacity building of staff and gender in evaluations.

In conclusion, I reiterate my commitment to implementing the UNECE Policy on Gender Equality and the Empowerment of Women and its accompanying Gender Action Plan, and to furthering the advancement of women in the UNECE region.

Christian Friis Bach
Under-Secretary-General
Executive Secretary

UNECE Policy for Gender Equality and the Empowerment of women: Supporting the SDGs implementation in the UNECE region (2016-2020)

“We must all, women and men alike, examine if our words and actions are contributing to the myriad of gender inequalities, such as inadequate access to resources or justice, discriminatory attitudes, unequal sharing of the burden of family care, the gender pay gap, discriminatory and derogatory representation in media, gender-based violence, the glass ceiling, and many more besides. We are ready to do our part in UNECE”.

Christian Friis Bach
Under-Secretary-General and Executive Secretary
United Nations Economic Commission for Europe

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ACRONYMS

CEB	United Nations System's Chief Executive Board for Coordination
CEDAW	Convention on the Elimination of All Forms of Discrimination Against Women
CSO	Civil Society Organization
CSW	Commission on the Status of Women
DGFP	Divisional Gender Focal Point
ECOSOC	Economic and Social Council (UN)
ECA RWGG	Europe and Central Asia Regional Working Group on Gender
GAP	Gender Action Plan
IANWGE	Inter-agency Network on Women and Gender Equality
SDG	Sustainable Development Goal
TOR	Terms of Reference
UN-SWAP	United Nations System-Wide Action Plan on Gender Equality and the Empowerment of Women
UNECE	United Nations Economic Commission for Europe
UNECE GFP	UNECE Gender Focal Point
UNFPA	United Nations Population Fund
UDHR	Universal Declaration of Human Rights
UN	United Nations

I. INTRODUCTION

1. The purpose of this policy document is to provide UNECE with an updated guidance for achieving and maintaining gender equality and women's empowerment in all its areas of work, and in the equal representation of women in its staff. It also calls on the whole Organization to strengthen efforts in addressing gender equality as part of the basic principle of the 2030 Agenda that no one is to be left behind.
2. The updated UNECE Policy on Gender Equality and Women's Empowerment (UNECE Policy referred herewith) presents a further development of the strategic framework for guiding efforts to achieve gender equality embedded in the UNECE Policy and Gender Action Plans (GAP) for 2012-2013 and 2014-2015¹. It incorporates lessons learned from UNECE's work to date on gender equality and the empowerment of women, including an assessment of staff capacity on gender equality and empowerment of women conducted in 2015.
3. UNECE Policy follows the performance and reporting standards for UN entities developed in the United Nations System-wide Action Plan on Gender Equality and the Empowerment of Women (UN-SWAP)² and the Guidance Note³ to ensure its alignment with the UN-SWAP. Moreover, this update will strengthen the accountability and capacity of UNECE for achieving results in mainstreaming gender and equal representation of women in its work.
4. This document responds to the challenges of the 2030 Agenda for Sustainable development and seeks entry points to address the gender dimension in the SDGs in the UNECE subprogrammes of work.
5. The UNECE Policy establishes a framework with policy objectives and directions for action. The policy will be updated every five years and its implementation is ensured by an action plan at cross-sectoral and sectoral levels, which is biennially updated. The UNECE Gender Action Plan for 2016-2017 is included in the Annex.
6. The UNECE Policy and the Gender Action Plan were endorsed by the UNECE Senior management at the Directors' meeting on 13 June 2016. The implementation of the GAP is monitored and discussed at a Directors' meeting every year. The GAP is the vehicle for UNECE's implementation of the UN SWAP.
7. The UNECE Policy document includes five sections. In section II the rationale is presented, followed by UNECE's commitments in section III. In section IV the policy objectives and guiding principles are set out. Section V describes the UNECE priority areas and strategic actions.

II. RATIONALE

8. Gender equality is a core objective of development on its own. Having equal rights, opportunities and responsibilities between women and men is a matter of human rights and social justice. But gender equality is also a fundamental pre-condition to sustainable growth and people-centred development. Excluding women from any sectors of life means creating barriers to progress and disadvantages for society as half of the world's population mind, skills, and talent remain untapped. Empowering women is crucial for reaching sustainable development, because it entails women gaining more power in determining consumption and production patterns decisions and control over distribution of resources between and within generations.
9. UNECE asserts the centrality of gender equality and the empowerment of women in sustainable development and reaffirms its commitment to the goal of achieving gender equality. The Organization's work on gender equality and women's empowerment is based on strong intergovernmental mandates provided by the Beijing Platform for Action (1995), the outcomes of the twenty-third special session of the General Assembly to follow up the Platform for Action (2000), and several resolutions of the Economic and Social Council on mainstreaming a gender perspective into all policies and programmes in the United Nations system (most recently in E/RES/2015/12, of 10 June 2015).
10. 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. Gender issues have been included in the plan of action arising from the reform of the Commission in 1997 (Declaration on Strengthening Economic

¹ UNECE Gender Action Plan 2014-2015: Key to Regional Sustainable Development

http://www.unece.org/fileadmin/DAM/Gender/Beijing_20/UNECE_Gender_Action_Plan_2014-2015_final.pdf

² For more information, see www.unwomen.org/en/how-we-work/un-system-coordination/promoting-un-accountability.

³ Guidance on the development of gender equality and the empowerment of women policies, UN Women Coordination Unit, May 2014 -

<http://www2.unwomen.org/~media/headquarters/attachments/sections/how%20we%20work/unsystemcoordination/guidance-development-gender-policies.pdf>

Cooperation in Europe and Plan of Action – ECOSOC-1997/224), followed by an Agreed Framework for gender mainstreaming adopted in 2001.

11. After the adoption of the UN-SWAP by the UN system Chief Executives Board for Coordination (CEB, April 2012), UNECE developed and implemented its first Gender Action Plan for putting into practice the UNECE policy on gender equality for the biennium 2012-2013 and an update for the next biennium. The Gender Action Plan was the first attempt to align UNECE cross-sectoral and sectoral activities with the UN-SWAP overarching framework as part of ensuring UN system coherence and as required by the CEB. The UNECE strategy and GAPs for the last four years included actions and respective outcomes in the six areas of the UN-SWAP, namely (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 activities were developed within the relevant mandates of UNECE Sub-programmes.

III. UNECE COMMITMENTS

12. UNECE commits to further implement ECOSOC agreed conclusions 1997/2 on mainstreaming a gender perspective⁴ in its areas of work.

13. UNECE commits to further address existing and emerging gender gaps in the area of gender and economy in the UNECE region as a follow up to international summits and conferences. The Beijing +20 regional review meeting on the implementation of the Beijing Platform for Action (4-5 November 2014) disclosed a number of gender inequalities, calling upon governments, civil society, national and regional institutions in the UNECE region to step up and accelerate efforts and actions to put an end to gender disparities for all. Many of these inequalities are caused by discriminatory stereotypes that limit educational choices of women, burden them with unpaid care, create barriers for women at the workplace, both for initial access to employment adequate for their education levels, and promotion to decision-making levels. In addition, on-going political tensions and conflicts in Europe have exacerbated the situation of women, including that of refugees, deepening existing inequalities.

Box 1

The co-chairs' conclusions at the Beijing+20 regional review meeting call for strategies to accelerate change and redouble efforts at national, regional and international levels. These strategies are targeting women in precarious employment, or working part-time, receiving lower wages due to discrimination, or heavily engaged in unpaid care work. Measures and specifically tailored programmes focus on reducing barriers to women at markets, including exports, upgrading skills to match markets' needs, coaching women to advance in their careers.

14. The UNECE Executive Secretary commits to take leadership on, and accountability for the implementation of this UNECE policy for gender equality and the empowerment of women.

15. UNECE reaffirms its commitment to align itself with the UN SWAP for the implementation of the CEB Policy on gender equality and the empowerment of women.

16. UNECE commits to continue to advocate for gender equality and the empowerment of women in its work within the UN system, as well as with its member States and partners at national, regional and international levels.

17. UNECE will continue to regularly monitor and report on the implementation of the UN-SWAP following the requirements for ranking its activities according to the 15 Performance Indicators that are common for the UN system. All UNECE Divisions participate in the preparation of the UNECE strategic actions and GAP, its implementation and annual reporting.

⁴ Official Records of the General Assembly, Fifty-second Session, Supplement No.3 (A/52/3/Rev1), chap.IV, para 4.

Box 2

UNECE promotes the reflection of gender in high-level inter-governmental processes. The high-level statement on the post-2015 development agenda and the Sustainable Development Goals in the UNECE region, which was an output of the 2015 Commission session subsequently submitted to ECOSOC, highlighted the commitment to mainstream gender in all activities and promote the empowerment of women, and to focus on gender equality issues in monitoring sustainable development via statistical indicators and recommendations. The Chair's Summary from the March 2015 Regional Consultation on Financing for Development, which constituted UNECE's input to the 3rd International Conference on Financing for Development, also highlighted the economic and human rights aspects of gender equality, and called for the Addis Ababa outcome document to give high attention to financing for gender equality, as well as for the private sector to focus on gender equality. The two documents are available http://www.unece.org/fileadmin/DAM/commission/2015/E_ECE_1475_en.pdf and http://www.unece.org/fileadmin/DAM/sustainable-development/Chairs_summary-Financing_for_Development-2015.pdf

IV. POLICY OBJECTIVES AND PRINCIPLES

Policy Objectives

18. The objectives of the UNECE Gender Policy are:
- To advance **women's equal participation** with men as decision makers in the Organization and in all its areas of work
 - To **mainstream a gender perspective** in the substantive work of the Sectoral Committees
 - To contribute to **reducing gender inequalities** in its member States, including in access to and control over the resources and benefits of development in the pertinent areas of UNECE's work.

Principles

19. UNECE Policy emphasizes the crucial role of both women and men in shaping gender relations – the relations between women and men. Therefore, it recognizes men's as well as women's efforts and actions as key drivers for achieving and maintaining equality between them in all areas of UNECE's work.
20. Consistent with the overarching theme of the UNECE programme of work – the implementation of the 2030 Agenda for Sustainable Development – and in line with its mandate to mainstream gender perspectives in all of its subprogrammes, UNECE Policy will contribute to the achievement of the stand-alone goal on gender equality, Goal 5, and of the gender-related targets in the other SDGs where relevant.
21. UNECE Policy will comprise a transparent accountability and institutional mechanism (see section 5.3), and will ensure a favourable organizational culture to support the efforts of all staff.
22. UNECE will continue to promote women's economic empowerment through capacity building, policy dialogue and exchange of best practices of women entrepreneurship development in its member States in cooperation with all stakeholders. Special attention will be given to the countries in the SPECA region within the SPECA thematic working group of Gender and Economy.

V. PRIORITY AREAS AND STRATEGIC ACTIONS

23. The key priority areas for the effective and coherent implementation of the UNECE Gender Policy include gender mainstreaming as a key strategy at cross-sectoral and divisional levels, gender and economy as a specifically targeted range of actions, organizational culture and gender parity, accountability, building capacity, and working in partnership.

5.1. Mainstreaming gender in UNECE activities

Box 3

Gender mainstreaming is mandated by the 1995 Beijing Platform for Action as a strategic approach for achieving gender equality and women's empowerment at all levels of development. The Platform commits all stakeholders in development policies and programmes, including United Nations entities, member States, the international development community and civil society actors, to take action. The 1997 agreed conclusions of ECOSOC defined gender mainstreaming 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 policies and programmes in all political, economic and societal spheres so that women and men benefit equally and inequality is not perpetrated. The ultimate goal is to achieve gender equality."

24. UNECE reaffirms that gender mainstreaming is a key tool for successful implementation of the Policy. Within the mandate of UNECE, activities supporting gender mainstreaming include: providing leadership to member States by bringing the gender perspective to the forefront through policy analysis, expert group meetings, documentation for intergovernmental bodies, workshops and conferences, development of norms and regulations, and monitoring of their implementation, collection, use and dissemination of sex-disaggregated data. This strategic approach will also be applied to UNECE's contribution to the achievement of the SDGs within its 8 sub-programmes where relevant, and as a specific targeted programme on promoting women's economic empowerment and women's entrepreneurship development in the UNECE region.

25. Actions over the past years to address the gender dimension in UNECE's work have varied depending on the specific features of its subprogrammes. Independent from these specifics, UNECE's has identified the common understanding of concepts related to gender, senior management leadership and accountability, gender mainstreaming in strategic planning, normative and analytical work, and allocating adequate funds as important drivers to promote gender equality.

26. Gender mainstreaming requires both integrating a gender perspective into the content of the different policies, norms and standards, and addressing the issue of representation of women and men in the various processes leading towards equitable outcomes. Therefore, mainstreaming gender in the work of UNECE will go hand in hand with a strategy to ensure equal representation in the UNECE staff. In section 5.2 the issues of equal representation of women and men in UNECE are addressed.

A. Mainstreaming gender at cross-sectoral level

27. To provide a common basis for all UNECE Divisions, the Policy identifies *strategic actions for all subprogrammes*. These actions are applied at cross sectoral level and include methodological support to reflect gender in the substantive 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 and subsidiary bodies. To bring about a better understanding of the UN policy on gender equality intergovernmental bodies will be informed about existing mandates defined by the Beijing Platform for Action and other UN documents (in particular the ECOSOC agreed conclusions 1997/2 on gender mainstreaming).

28. The implementation of the UNECE Policy is supported by regular reviews of progress made in gender mainstreaming and updating the GAP every two years. A discussion on progress in gender mainstreaming in UNECE could also be part of the biennial sessions of the Commission.

29. UNECE will apply various methods to put the principles of gender mainstreaming into practice, including gender analysis and impact assessment. The effective functioning of these methods will be ensured by developing comprehensive gender-disaggregated statistics and gender indicators by the UNECE Statistical Division as well as further improving the skills of UNECE's staff to implement relevant methods (see section 5.5).

30. To ensure that a gender perspective is taken into account through the whole cycle of work, the Policy will further strengthen the use of gender analysis in the strategic planning process: both in the 'overall orientation' as well as in the expected accomplishments, gender-sensitive results statements and indicators at the level of subprogrammes.

31. At the level of operational activities, the Policy commits to further integrating the gender dimension in the meetings of the Working Group on Technical Cooperation. Expanding both the scope of and the number of projects

which explicitly look through a gender lens in technical cooperation is another priority area that goes across all subprogrammes. This will require further integration of gender in planning, monitoring, reporting and evaluation of technical cooperation projects.

32. The new UNECE Evaluation policy, adopted by the Executive Committee in October 2014, facilitates the reflection of gender dimension in projects. It takes into account UNEG norms and standards and the UNEG Guidance for Integrating Human Rights and Gender Equality in Evaluation. In May 2014, UNECE also issued a ‘Support Guide for Conducting Evaluation’, which provides clear guidance on how to integrate Gender and Human Rights considerations in every phase of the evaluation process.

B. Special objectives targeting women only

33. In conjunction with gender mainstreaming as a key strategy to achieve and maintain gender equality, the UNECE Policy recognizes the important role that activities tailored towards women’s needs only play in promoting women’s economic independence in the UNECE region. Strategic actions will continue to empower women through building up women’s skills and knowledge, expanding networks and facilitating networks for women entrepreneurs.

34. UNECE has a long-standing commitment to the promotion of women’s entrepreneurship in South-East Europe, Caucasus and Central Asia. In addition to capacity-building workshops for women entrepreneurs, activities will include assessing the business environment for women entrepreneurs and organizing sub-regional forums for women entrepreneurs to address issues of particular concern such as the lack of networking opportunities, difficult access to credit and lack of specific knowledge and skills. The UNECE Policy to strengthen the promotion of women’s entrepreneurship will be supported by the Thematic Group on Gender and Economy within the United Nations Special Programme for the Economies of Central Asia (SPECA).

35. Engendering subregional initiatives in the work of the SPECA will continue with a focus on the challenges and progress of SDG 5 and mainstreaming gender equality in relevant SDGs through specific activities, including expert group meetings and exchange of best practices.

36. The UNECE Policy commits to further monitor and report on the advancement of gender equality and the empowerment of women in the UNECE region as part of the Beijing review process. This may include support for the preparation of the Beijing +25 review at national level and a possible regional review meeting in 2019.

C. Strategic objectives at divisional level

37. The strategic objectives for gender mainstreaming at divisional level are identified below and are in line with the mandates of their respective subprogrammes.

a. Environment Division

38. 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 UNECE Multilateral Environmental Agreements, as appropriate.

39. Mainstream a gender perspective in the relevant activities 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.

40. Integrate a gender approach in the long-term strategy on promoting access to water and sanitation through looking at the impacts on the poor 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.

41. 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 UNECE Strategy for ESD.

42. Promote the incorporation of the gender dimension in relevant chapters of the Environmental Performance Reviews (EPRs), as appropriate.

43. Support UNECE member States in their efforts to achieve gender related targets in the 2030 Sustainable Development Agenda, particularly targets 5.1, 5.5, 5.c under Goals 5 “Achieve gender equality and empower all women and girls”, within the activities of the subprogramme.

b. Sustainable Transport Division

44. Introducing gender aspects in the agenda of Bureau meetings when appropriate.

45. Extending sex-disaggregated data collection by the Working Party on statistics, especially in relation to road accidents.

46. Making NGOs working in transport more gender sensitive, especially in data collection.

47. Continue to raise awareness on the link between gender and transport in the UNECE region through the organization of events.

c. Statistical Division

48. Working towards mainstreaming gender in national statistical systems, including organization of expert meetings on gender statistics, preparation of methodological materials and capacity building.

49. 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.

50. Promoting the use of appropriate statistical data in measuring and explaining gender issues.

51. Developing the necessary measurement approaches and indicators, and creating a monitoring mechanism for the 2030 Agenda including gender-sensitive indicators for relevant SDGs.

Population Unit

52. 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.

53. Serving as a clearing house for the Generations and Gender Programme (GGP), a programme to collect micro-data on relationships between generations and gender: promoting data use, disseminating research results and contributing to the sustainability of the programme.

d. Sustainable Energy Division

54. Promote and raise awareness of the importance of taking into account the gender perspective in different activities and events under the Committee on Sustainable Energy and Groups of Experts, as appropriate.

55. Creating a supportive environment for expert participation, policies, regulations, innovative development and knowledge-based economies in the area of Sustainable Energy tailored towards the needs of both women and men.

e. Economic Cooperation and Trade Division

56. Introducing a gender dimension in the implementation of the Innovation Performance Reviews, in particular through gender analysis of the labour market and education.

57. Covering appropriately aspects related to women entrepreneurship, including gender-specific barriers.
58. Paying attention to the gender perspective, where relevant, in the topics addressed in different seminars and conferences.
59. Introducing a gender perspective in the agenda of the Committee on Trade.
60. Improving the skills base of women related to work on the implementation of agricultural quality standards and on standardization policies and regulatory cooperation.

f. Forests, Land and Housing Division

61. 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.
62. Including gender aspects in forest sector reporting and increasing the visibility of the topic by incorporating gender aspects into the Integrated Programme of Work of the UNECE Committee on Forests and the Forest Industry and the FAO European Forestry Commission.

5.2. Supporting organizational culture and gender parity

63. UNECE is expanding the application of a set of facilitative policies aiming at supporting a gender-sensitive work environment tailored towards the needs of its staff, both women and men including flexible working arrangements, parental leave, etc.
64. The Policy will further promote the equal representation of women and men, in particular at those levels where gender gaps persist further to the secretariat-wide Gender Equality Strategy which is currently being developed.

5.3. Strengthening accountability

65. An accountability framework for gender equality follows the principles of transparency, information disclosure and motivation in line with the UNECE Accountability Framework⁵.
66. The UNECE Executive Secretary commits himself to taking leadership on, and being accountable for this gender equality policy. Improving gender equality and empowering women, and increasing efforts to attain gender parity in the organization, are part of the Executive Secretary's commitments and are reflected in the expected accomplishment as part of the Senior Manager's Compact for 2016.
67. This leadership is supported by placing accountability with the UNECE Directors for developing and updating specific strategies and actions in the biennial Gender Action Plan for the respective subprogrammes. This Directors' role is explicitly included with a specific goal in the e-performance system. The Divisional Gender Focal Points (DGFPs) facilitate the process starting from the design of the specific tasks to their implementation. The functions of the DGFPs related to gender mainstreaming, monitoring and reporting at subprogramme levels are assigned explicitly and reported in the e-performance system.
68. As part of the UNECE's commitment to gender equality, all staff is accountable for the implementation of the Policy. The update, monitoring and reporting of the Policy at the UNECE level is coordinated by the UNECE Gender Focal Point in SDGU.
69. To enhance accountability of UNECE's staff, an award for the best practice on gender mainstreaming will be offered biennially at the Commission Sessions. This award will be the result of a competition among UNECE staff/teams.

⁵ <http://www.unece.org/info/open-unece/accountability.html>

5.4. Gender-responsive auditing

70. To ensure accountability, consultation with the SDGU will take place on risks related to gender equality and the empowerment of women, including risks on the implementation of the current policy, as part of the OIOS based audit plan.

5.5. Building capacity

A. Capacity assessment

71. Assessment of the knowledge of gender concepts and skills to apply gender analysis is crucial for the implementation of the Policy. In 2015, the first capacity assessment of all UNECE staff was carried out through an online survey. The results of this survey identified the gaps and needs to increase staff's awareness of UNECE's mandate on gender mainstreaming and its implementation, through the use of various tools and techniques. This assessment has been used to develop a capacity plan (section B). It also serves as a benchmark for biennial evaluation of the advance of staff's capacity.

B. Capacity development

72. The successful implementation of the gender policy depends on staff's capacity to mainstream gender in their everyday work. Informed by the results of the capacity assessment of UNECE's staff on gender equality and the empowerment of women, a capacity plan was established and endorsed at the Directors Meeting on 25 January 2016. The plan includes both formal and informal training.

73. As part of the formal training, the online course "I Know Gender: An Introduction to Gender Equality for UN staff" (UN Women) will continue to be mandatory for all UNECE staff. In addition, three types of trainings will be organized to meet the needs of DGFPs, senior managers and project managers. Extra-budgetary resources will be explored for funding.

74. UNECE's staff will continue to be updated on practical issues in the area of gender mainstreaming and its application during lunch workshops. Informal training will also include workshops on key Conventions (in particular CEDAW, CRC and CRPD); results of international meetings (e.g. the Beijing Platform for Action); relevant UN documents on gender equality and the empowerment of women.

75. Sharing experience and common challenges in gender mainstreaming by teams, subprogrammes and projects will reinforce synergies among divisions. A workshop on the use and collection of sex-disaggregated data will be annually organised to help teams make use of gender statistics in their everyday work.

5.6. Resources

76. The update and implementation of the UNECE Policy at cross-sectoral level is provided by the SDGU, where the UNECE Gender Focal Point is located. The network of Divisional Gender Focal Points will continue to support the reflection of gender in the specific work of the subprogrammes.

77. In a financially constrained environment, funding for gender related activities, such as training and projects will continue to rely heavily on external resources.

78. In regard to tracking financial resources and their allocation to gender related activities, UNECE commits to implement a mechanism as part of UMOJA and developed for the UN Secretariat.

5.7. Working in partnership

79. The Policy will continue to go hand-in-hand with existing and emerging issues developed in this area by UN Women. The Policy envisages cooperation with UN Women as a lead entity on gender equality and the empowerment of women in the UN system as well as with other UN agencies. At global level, UNECE follows up on the work of the

CSW and contributes to the main themes of discussions joining the efforts of all UN Regional Commissions. UNECE is a member of the IANWGE where policies, programmes and measures are shared and emerging issues discussed.

80. At regional level, UNECE cooperates with the UN Women Regional Office, UNFPA and other regional offices of UN entities working in the area of gender or related areas, such as health, population, etc. The ECA Regional Working Group on Gender (RWGG), which consists of 11 agencies, had the first face-to-face meeting in February 2016 to outline its work plan.

81. The Policy will continue to benefit from cooperation with all stakeholders working in this area and region, including civil society.

UNECE GENDER ACTION PLAN 2016–2017

ACTIVITIES AT CROSS-SECTORAL LEVEL					
UNECE/Gender as cross-sectional activity					
Objectives	Related Actions	Measureable output	Timeframe	Resources	Mid-term and final reporting
Objective 1: (SWAP Performance Indicator (PI) 1) Promote a gender-balanced approach and encourage governments to send gender balanced delegations for the Sectoral Committees and all subsidiary bodies.	<ul style="list-style-type: none"> • Monitor sex disaggregated data on participants to intergovernmental meetings and report them annually to the Sectoral Committees and the 67th session of the Commission; • Raise the attention of member States to increase the number of women as participant in delegations, including through meetings of EXCOM and the Geneva Gender Champions initiative. 	<ul style="list-style-type: none"> • Percentage of women participating at intergovernmental meetings. 	2016–2017	UNECE Divisions (Divisional Gender Focal Point – DGFPs), SDGU RB	December 2016 December 2017
Objective 2: (SWAP PI 1) Mainstream a gender perspective in the work of the Sectoral Committees and all subsidiary bodies	<ul style="list-style-type: none"> • Bring to the attention of the intergovernmental bodies gender dimension of respective areas of work including through presentations on gender mainstreaming at Committees' sessions. 	<ul style="list-style-type: none"> • Gender mainstreaming is discussed at the sessions of the Sectoral Committees; • Gender mainstreaming is included in the Decisions of the Committees. 	2016–2017	SDGU/UNECE GFP, DGFPs RB	December 2016 December 2017
Objective 3: (SWAP PI 2, 10 and 11) Develop 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 an accountability framework in the update of the UNECE Policy on gender equality and the empowerment of women; • Include the responsibilities for gender mainstreaming in the performance assessments of the Senior Management and the Divisional GFPs; • Include gender mainstreaming as an item in the Directors' meetings quarterly. 	<ul style="list-style-type: none"> • Increased support of Senior Management and the Divisional GFPs for a gender transformative environment in UNECE through: <ul style="list-style-type: none"> ○ Activities related to gender mainstreaming are assessed in the e-PASes of Senior Managers and DGFPs, ○ Gender mainstreaming is discussed at Directors' meeting quarterly. 	2016–2017	ES, Senior Management, EO, UNECE Divisions, SDGU, RB	December 2016 December 2017

Objectives	Related Actions	Measureable output	Timeframe	Resources	Mid-term and final reporting
	<ul style="list-style-type: none"> Continue efforts to achieve the equal representation of women and men for staff at P4 and P5 levels. 	<ul style="list-style-type: none"> Increased percentage of females at P4 and P5 levels. 	2016–2017	ES and Senior management, EO, RB	December 2016 December 2017
	<ul style="list-style-type: none"> Continue to improve the organizational culture to promote gender equality and the empowerment of women through the implementation of facilitative policies, such as maternal, paternal, adoption, family, emergency leave, breast feeding child care and flexible working arrangements. 	<ul style="list-style-type: none"> The implementation of the arrangements on facilitative policies is monitored and all forms of flexible working arrangements are formalized. 	2016–2017 Divisions and EO	ES, EO, RB	December 2016 December 2017
Objective 4: (SWAP PI 12 and 13) Build capacity of UNECE staff to mainstream gender in their respective areas of work	<ul style="list-style-type: none"> Develop a plan for building capacity of UNECE staff to mainstream gender in their substantive work. 	<ul style="list-style-type: none"> Key areas for improvement of skills related to gender mainstreaming identified and included in the trainings for staff. 	2016	UNECE GFP, DGFP	January 2016
	<ul style="list-style-type: none"> The basic course “I know gender” continues as a mandatory training for all levels of UNECE staff; Monitor the number of UNECE staff who have taken the course “I know gender” by Divisions; Organize trainings for the DGFPs and project managers on gender mainstreaming. 	<ul style="list-style-type: none"> Training of basic concepts for new staff performed in cooperation with UN Women (basic course “I know gender”); Percentage of staff trained with basic concepts; DGFPs and project managers trained on gender mainstreaming. 	2016-2017	EO, UNECE GFP, DGFPs, UN WOMEN, ECE Directors USD 20,000	December 2016 December 2017
	<ul style="list-style-type: none"> Organize workshops for exchange of information among Divisions. 	<ul style="list-style-type: none"> Skills and knowledge on how to better reflect gender in substantive areas of work are disseminated among Divisions. 	2016-2017	SDGU/UNECE GFP and DGFPs	December 2016 December 2017

Objectives	Related Actions	Measureable output	Timeframe	Resources	Mid-term and final reporting
Objective 5: (SWAP PI 8 and 9) Track resources devoted to gender mainstreaming in the UNECE activities	<ul style="list-style-type: none"> Follow up with UMOJA experts and implement track resources methodology upon the provision of instructions; Develop and pilot a methodology to ensure that projects with gender dimension are tracked within the existing financial system (XB) in UNECE. 	<ul style="list-style-type: none"> Resources devoted to gender are tracked; Instructions for project managers preparing project proposals discussed and approved at DM; A financial mechanism (Gender marker) implemented to 2 pilot ECE projects (XB). 	<p>2017 depending on UMOJA</p> <p>2016-2017</p>	EO, SDGU/UNECE GFP, DGFP, RB	December 2016 December 2017
Objective 6: (SWAP PI 5) Strengthen the implementation of the ECE's evaluation in line with UNEG gender-related norms and standards	<ul style="list-style-type: none"> ECE's evaluation policy is implemented to reflect gender dimension in projects. 	<ul style="list-style-type: none"> ECE's projects are evaluated taking into account the reflection of gender dimension. 	2016–2017	Executive Secretary, PMU	SWAP Report December 2016 SWAP Report December 2017
UNECE/Gender and Economy					
Objective 1: (SWAP PI 1 and 2) Promote implementation of a gender perspective in the analytical work of the ECE Divisions	<ul style="list-style-type: none"> Support the work of the Divisions to implement a gender perspective in analytical area of work, including technical assistance, knowledge sharing and promoting best practices. 	<ul style="list-style-type: none"> Increased number of projects with a gender component. 	2016-2017	UNECE GFP, DGFP, RB XB – 10,000 per year	December 2016 December 2017
	<ul style="list-style-type: none"> Exchange of information and experiences on progress made in analytical area of work in UNECE Subprogrammes. 	<ul style="list-style-type: none"> Seminars on key principles of implementation of gender analysis in UNECE's main areas of work are held. 	2016-2017	UNECE GFP, DGFP, RB and XB – 10,000 USD	December 2016 December 2017

Objectives	Related Actions	Measureable output	Timeframe	Resources	Mid-term and final reporting
Objective 2: (SWAP PI 1 and 15) Increase visibility of work on gender in UNECE	<ul style="list-style-type: none"> Publish UNECE materials, press releases of events reflecting their gender dimension, and other materials on the UNECE website; Organize a panel on empowering women in the European Economy at the 67th session of the Commission; Mainstream gender in the agenda of the 67th session of the Commission; Report on major results on gender at the 67th session of the Commission. 	<ul style="list-style-type: none"> Increased awareness on empowerment of women in the ECE region; Number of published materials related to gender. 	2016-2017	ES, SDGU, RB	December 2016 December 2017
Objective 3: (SWAP PI 1 and 14) Engender subregional initiatives in the work of the SPECA Thematic Group on Gender and Economy	<ul style="list-style-type: none"> Advocate for achieving gender equality (SDG 5) and mainstreaming gender in respective SDGs in the member countries of Central Asia through organizing annual meetings of the SPECA TWG on Gender and Economy. 	<ul style="list-style-type: none"> Reports of the annual meetings with key focus on challenges towards achieving SDG 5 and mainstreaming gender in respective SDGs produced; Proposals for joint thematic oriented projects developed. 	2016-2017	RB and XB – 30,000	December 2016 December 2017
Objective 4: (SWAP PI 14) 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, workshops for women entrepreneurs from CIS countries – 2 workshops in 2016 and 2 in 2017. 	<ul style="list-style-type: none"> 120 women entrepreneurs from CIS trained and built skills in information and communication technologies and support system for entrepreneurship development. 	2016-2017	UNECE GFP RB	December 2016 December 2017
Objective 5: (SWAP 14 and 15) Promote knowledge generation and exchange of best practices in the member states of the 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 Inter-Agency Network for Women and Gender Equality (IANWGE) (March 2016 and 2017), the IANWGE Working Group on women’s economic empowerment and to the annual sessions of the Commission on the Status of Women (CSW) (March 2016 and 2017); Participate in the Regional Working Group on Gender and cooperate with UN entities within the RCM. 	<ul style="list-style-type: none"> UNECE’s activities on gender equality reported and presented at the IANWGE meeting and the CSW annual sessions; Regular updates of the work on gender in UNECE at meetings of the RWGG and RCM. 	2016-2017	UNECE GFP; RB	March 2016 March 2017

ACTIVITIES AT SUBPROGRAMME LEVEL

Subprogramme 1: Environment

Objectives	Related Actions	Measureable output	Timeframe	Resources	Mid-term and final reporting
<p>Objective 1: Promote and raise awareness of the importance of including a gender perspective in the preparation of activities/events and in policy discussions within the ECE environmental intergovernmental framework, including the Committee on Environmental Policy, the governing bodies of the ECE multilateral environmental agreements (MEAs), the Steering Committee on Education for Sustainable Development (ESD), the Steering Committee of the 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; • Promote the incorporation of a gender perspective in meeting agendas and in presentations delivered by speakers; • Promote gender-balanced participation in the meeting of ECE environmental governing bodies and capacity-building events; • Promote, where possible and appropriate, the integration of a gender perspective in policies, recommendations and other meeting outputs; • Contribute to the implementation of SDG 11.2 by: (a) raising awareness on gender-specific aspects of sustainable mobility and public transport and (b) building capacity of member States * <p>*SDG 11.2: By 2030, provide access to safe, affordable, accessible and</p>	<ul style="list-style-type: none"> • Issue of gender mainstreaming in environmental activities included in the agendas of the Committee on Environment Policy and other intergovernmental bodies improved; • Gender-balanced participation in the ECE environmental governing bodies improved; • Gender-balanced participation in the ECE environmental capacity-building events improved; • As a follow-up on the analytical work carried out by the Divisions in this field, a gender-focused component organized under THE PEP relay race annual event(s) (depending on extrabudgetary funding and approval by THE PEP Steering Committee) For instance: a background paper for the Relay race, including gender aspects to be addressed, developed and shared with relevant stakeholders at city level; • One session within the relay-race agenda focusing on SDG 11.2 organized. 	<p>2016–2017</p>	<p>Environment Division, ECE Gender Focal Point (RB, XB)</p>	<p>December 2017</p>

Objectives	Related Actions	Measureable output	Timeframe	Resources	Mid-term and final reporting
	sustainable transport systems for all, improving road safety, notably by expanding public transport, with special attention to the needs of those in vulnerable situations, women, children, persons with disabilities and older persons.				
Objective 2: Assist member States in assessing the current gender sensitivity of ESD action plans and strategies.	<ul style="list-style-type: none"> Sharing of experiences and good practices with regard to gender equity as a key theme in the ECE Strategy for ESD. 	<ul style="list-style-type: none"> Good practices/relevant resources with regard to gender equality in education available online on ECE ESD website; Discussion held on addressing the promotion of gender equality through education for sustainable development during the 12th⁶ meeting of the Steering Committee on ESD; Good practices/relevant resources disseminated through the ESD website, as well as through related awareness-raising channels (subject to availability of resources). 	2016–2017	Environment Division, ECE Gender Focal Point (RB, XB)	National reporting on implementation of the first phase launched on 8- 10 June 2016
Objective 3: Promote the rights of every person without discrimination with regard to access to information, public participation in decision-making and access to justice in environmental matters.	<ul style="list-style-type: none"> Integrate gender issues and a gender perspective in all activities under the Convention on Access to Information, Public Participation in Decision-making and Access to Justice in Environmental Matters (Aarhus Convention) and the Protocol on Pollutant Release and Transfer Registers (Protocol on PRTRs) are carried out taking gender aspects into consideration; 	<ul style="list-style-type: none"> Equal opportunities for participation of women and men in meetings, capacity-building seminars, workshops and trainings ensured; All activities under the Convention on Access to Information, Public Participation in Decision-making and Access to Justice in Environmental Matters (Aarhus Convention) and the Protocol on Pollutant Release and Transfer Registers (Protocol on 	2016-2017	Environment Division (RB, XB)	Sessions of the Meetings of the Parties to the Aarhus Convention and Protocol on PRTRs in 2017 and the related activities under the Work Programmes for

⁶ Subject to final confirmation by the Bureau and the Chair of the UNECE Steering Committee on ESD.

Objectives	Related Actions	Measureable output	Timeframe	Resources	Mid-term and final reporting
	<ul style="list-style-type: none"> Integrate gender issues in all activities under the Convention on Environmental Impact Assessment. 	<ul style="list-style-type: none"> PRTRs) are carried out taking gender aspects into consideration; All activities under the Convention on Environmental Impact Assessment in a Transboundary Context and its Protocol on Strategic Environmental Assessment (both of which relate to access to information and public participation in impact assessment procedures) are carried out taking gender aspects into consideration. 			2015–2017 Final: December 2017
Objective 4: Incorporate the gender dimension in the sectors covered by the Environmental Performance Reviews (EPRs).	<ul style="list-style-type: none"> Incorporate the gender dimension in the relevant chapters of the EPRs, as appropriate. 	<ul style="list-style-type: none"> Abstracts on gender dimension included in the EPRs produced. 	2016–2017	Environment Division (RB, XB)	December 2017
Objective 5: Assist member States in assessing and improving the situation of equitable access to water and sanitation in the framework of the Protocol on Water and Health to the Convention on the Protection and Use of Transboundary Watercourses and International Lakes, in particular considering the gender dimension of access for vulnerable and marginalized groups	<ul style="list-style-type: none"> Support policy and decision makers to analyse the situation of access to water and sanitation at the national and/or local levels by using the Equitable Access Score-card, with due regard paid to the specific uses and needs of women and, where appropriate, to develop an equitable access action plan to ensure equitable access to water and sanitation for all, including women. 	<ul style="list-style-type: none"> Data collected on access to facilities adapted to women’s needs and requirements, as an outcome of using the Equitable Access Score-card, in three countries (Azerbaijan, Armenia, Serbia); Two national workshops (Armenia, the former Yugoslav Republic of Macedonia) to provide guidance to develop policies and measures regarding equitable access to water and sanitation, taking into consideration women’s specific uses and needs undertaken. 	2016–2017	Environment Division (RB, XB)	“Situational analysis” of equitable access to water and sanitation produced in the three countries; Two national/local action plans developed to improve access; Evaluation through reporting to intergovernmental meetings and expert meetings.

Objectives	Related Actions	Measureable output	Timeframe	Resources	Mid-term and final reporting
<p>Objective 6: Promote consideration of the gender dimension in the implementation of the targets set under the Protocol on Water and Health in the Republic of Moldova</p>	<ul style="list-style-type: none"> Follow a gender-sensitive approach under the UNECE-Swiss Agency for Development and Cooperation (SDC) project to implement the targets set under the Protocol on Water and Health so as to promote the integration of gender as a social determinant in policy development, water and health services, resource allocation, project and programme planning, monitoring and implementation. 	<ul style="list-style-type: none"> Gender dimension integrated in National Programme on implementing the targets set under the Protocol, containing an action plan on the implementation of the targets on water and health in the Republic of Moldova by including at least two actions directed towards improving access to water and sanitation for women, children, vulnerable groups and persons living in rural areas; Results of the national self-assessment exercise regarding equitable access to water and sanitation conducted in 2015 trigger action at national level to integrate gender dimension in national policies; Equal opportunities for participation of women and men in training events organized for water operators and water users associations provided (including those on norms and standards for small-scale systems). 	2016–2017	Environment Division (RB, XB)	<p>Annual reports submitted by ECE to SDC on progress in project implementation;</p> <p>Internal project documents;</p> <p>Presentations of the project outcomes at the intergovernmental meetings under the Protocol on Water and Health.</p>

Objectives	Related Actions	Measureable output	Timeframe	Resources	Mid-term and final reporting
		<ul style="list-style-type: none"> Equal opportunities for participation of women and men in events organized under the Clearing House under the Protocol on Water and Health⁷ provided. 			Findings and results of the national self-assessment exercise regarding equitable access to water and sanitation published and considered when preparing policies on access to water and sanitation, including in relation to the gender dimension.
Objective 7: 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 preparation and implementation of adaptation strategies. 	<ul style="list-style-type: none"> Gender dimension included in vulnerability assessment reports and climate change adaptation strategies for some pilot projects, where appropriate; Equal opportunities for participation of women and men provided. 	2016–2017	Environment Division (RB, XB)	Project reports Lists of participants

⁷ Completing the project outputs and meeting the indicators listed for objective 6 will depend on the implementation of the SDC-UNECE project by the authorities of the Republic of Moldova and project partners.

Objectives	Related Actions	Measureable output	Timeframe	Resources	Mid-term and final reporting
Objective 8: Address gender mainstreaming in the framework of the National Policy Dialogues on integrated water resources management.	<ul style="list-style-type: none"> Consider the gender dimension in the Steering Committees established under the National Policy Dialogues and their activities. 	<ul style="list-style-type: none"> Equal opportunities for participation of women and men in meetings, capacity-building seminars, workshops and trainings provided. 	2016–2017	Environment Division (XB)	Annual reports submitted to donors.
Objective 9: Address gender mainstreaming in the Global Environment Facility (GEF) project, “To promote joint management of shared water resources of the transboundary Chu and Talas River Basins, including developing the Chu-Talas Commission” implemented by ECE in cooperation with partnering agencies.	<ul style="list-style-type: none"> Develop strategy on stakeholder involvement and gender mainstreaming. 	<ul style="list-style-type: none"> Gender groups identified among the key stakeholders in project preparation and involvement of gender groups in project activities assured⁸. 	2016–2017	Environment Division (XB)	Reports on project implementation submitted to GEF.
B. Strategic actions at divisional level					
Subprogramme 2: Sustainable 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 when appropriate	<ul style="list-style-type: none"> As a follow-up on the analytical work carried out by the Division in this field, organize a roundtable on gender aspects in transport (<i>depending on extrabudgetary funding</i>). 	<ul style="list-style-type: none"> Gender aspects in the transport sector effectively addressed at a Roundtable; A background paper for the Roundtable, including gender aspects to be addressed, developed and shared with relevant stakeholders. 	2016–2017	XB USD 15,000	

⁸ This project output will depend on the implementation of the project by ECE and partnering agencies.

Objectives	Related Actions	Measureable output	Timeframe	Resources	Mid-term and final reporting
<p>Objective 2: Contribute to the implementation of SDG 11.2 by: (a) raising awareness on gender-specific aspects of sustainable mobility and public transport and (b) building capacity of member States * <i>*SDG 11.2: By 2030, provide access to safe, affordable, accessible and sustainable transport systems for all, improving road safety, notably by expanding public transport, with special attention to the needs of those in vulnerable situations, women, children, persons with disabilities and older persons</i></p>	<ul style="list-style-type: none"> As a follow-up on the analytical work carried out by the Divisions in this field, organize a gender-focused component under THE PEP relay race annual event(s) (<i>depending on extrabudgetary funding and approval by THE PEP Steering Committee</i>). 	<ul style="list-style-type: none"> Gender aspects in the development of sustainable mobility solutions and public transport systems at city level effectively addressed during annual relay race conference; A background paper for the Relay race, including gender aspects to be addressed, developed and shared with relevant stakeholders at city level; Capacity building workshop as a side event during relay race event organized. 	2016–2017	Sustainable Transport Division & Environment Division; XB USD 30,000	
Subprogramme 3: Statistics					
<p>Objective 1: Mainstreaming gender into national statistical systems</p>	<ul style="list-style-type: none"> Organization of expert meetings on gender statistics. 	<ul style="list-style-type: none"> Set of papers reflecting recent developments in gender statistics in UNECE countries prepared. 	2016-2017	Statistical Division and statistical offices of member countries	
<p>Objective 2: Building capacity of national statistical offices to measure gender issues, including gender-relevant aspects in the 2030 Agenda for Sustainable Development</p>	<ul style="list-style-type: none"> Organize workshops on producing the monitoring indicators for SDG 5 on gender equality. 	<ul style="list-style-type: none"> Increased availability of indicators of gender equality in countries of Eastern Europe, Caucasus and Central Asia. 	2016-2017	Statistical Division with financial support from UNFPA and the Development Account, statistical offices of countries of Eastern Europe, Caucasus and Central Asia	

Objectives	Related Actions	Measureable output	Timeframe	Resources	Mid-term and final reporting
Objective 3: Disseminating statistics on gender issues and promoting their use	<ul style="list-style-type: none"> • Updating the UNECE Gender Database; • Producing articles on gender issues using the Database; • Organizing training on dissemination of gender statistics. 	<ul style="list-style-type: none"> • Increased use of the UNECE Gender Database; • Regular publication of short articles on statistical findings in the UNECE Weekly; • Improved dissemination of gender statistics in countries of Eastern Europe, Caucasus and Central Asia. 	2016-2017	Statistical Division with financial support from the Development Account.	
Subprogramme 4: Economic Cooperation and Integration					
Objective 1: Prepare Innovation Performance Reviews that will include an assessment of gender issues regarding education, entrepreneurship and other aspects related to innovation performance.	<ul style="list-style-type: none"> • Collect statistical and analytical materials; • Interview a wide range of stakeholders during field missions. 	<ul style="list-style-type: none"> • Innovation Performance Reviews integrating gender issues in education, entrepreneurship and other aspects for two countries with economies in transition published, prepared and disseminated. 	2016–2017	The preparation of these Reviews depends on the success in raising the necessary extra-budgetary resources.	Peer-review of chapters by external contributors.
Objective 2: Explore ways to mainstream gender aspects into future work of the subprogramme.	<ul style="list-style-type: none"> • Promote gender-balanced panels of experts when organizing meetings under the ECI subprogramme. 	<ul style="list-style-type: none"> • Gender-balanced panels of experts at meetings organized under the ECI subprogramme, subject to the availability of experts. 	2016-2017	RB & XB	Committee on Innovation, Competitiveness and Public-Private Partnerships

Subprogramme 5: Sustainable Energy					
Objectives	Related Actions	Measureable output	Timeframe	Resources	Mid-term and final reporting
Objective 1: Promote a gender perspective in the work of the CSE and Groups of Experts.	<ul style="list-style-type: none"> • Create a supportive environment for expert participation, policies, regulations, innovative development and knowledge-based economies that take into account both women's and men's needs in the energy sectors covered. 	<ul style="list-style-type: none"> • Gender-balanced participation in the ECE Sustainable Energy committee and groups of experts improved; • Gender-balanced participation in the ECE Sustainable Energy committee and groups of experts bureaus improved. 	2016-2017	Sustainable Energy Division (RB)	
Subprogramme 6: Trade					
Objective 1: Maintain and prepare norms, standards, recommendations and best practices for trade facilitation and e-business, regulatory cooperation and standardization policies and agricultural quality standards with considering gender dimension; and help member States implement these.	<ul style="list-style-type: none"> • Ensure norms, standards, recommendations and best practices integrate gender issues where relevant; • Support the implementation of norms, standards, recommendations and best practices with a view of gender considerations where relevant, and encourage gender balance within human resources; • Ensure that capacity-building programs address men and women in an equal manner and that a gender perspective is actively promoted in its policy documentation and training materials. 	<ul style="list-style-type: none"> • Gender dimension items integrated into ECE's studies on regulatory and procedural barriers to trade. 	2016-2017	RB & XB	Peer review by the secretariat

Objectives	Related Actions	Measureable output	Timeframe	Resources	Mid-term and final reporting
Objective 2: Incorporate the gender dimension in the discussions and studies about regulatory and procedural barriers to trade	<ul style="list-style-type: none"> • Introduce a new item titled "Regulatory and procedural barriers to trade: a gender perspective" in the agenda of the Steering Committee on Trade Capacity and Standards. Instruct the two working groups, namely the Working Party on Regulatory Cooperation and Standardization Policies as well as the Working Party on Agricultural Quality Standards, to follow-up this new item; • Collect best practices on how to make regulatory processes more gender informed under the auspices of the Working Party on Regulatory Cooperation and Standardization Policies. 	<ul style="list-style-type: none"> • A new item "Regulatory and procedural barriers to trade: a gender perspective" in the agenda of the Steering Committee on Trade Capacity and Standards introduced; • Best practices about making regulatory processes more gender informed collected and shared. 	2016-2017	RB	Steering Committee on Trade Capacity and Standards
Objective 3: Work towards the integration of a gender perspective into Trade Facilitaiton deliverables, including a UNECE Recommendation on Women in Trade Facilitation	<ul style="list-style-type: none"> • Development of a White Paper on Women in Trade Facilitation. The Paper will give an overview of female participation in sectors related to international trade facilitation globally and highlight the importance of ex-ante and ex-post analysis of gender equality in trade reforms. It will also present best practices; • Work towards a UNECE Recommendation on Women in Trade Facilitation based on the White Paper; 	<ul style="list-style-type: none"> • White Paper on Women in Trade Facilitation produced; • Draft UNECE Recommendation on Women in Trade Facilitation produced. 	2016-2017	RB	Report to the UN/CEFACT Bureau, Plenary and UNECE EXCOM

Objectives	Related Actions	Measureable output	Timeframe	Resources	Mid-term and final reporting
	<ul style="list-style-type: none"> Raise awareness of UN/CEFACT experts and their responsiveness to gender-related aspects of their work. 				
Objective 4: Integrating a gender dimension in regulatory and standardization policies	<ul style="list-style-type: none"> Tabling a parliamentary document for the 2016 session on the gender dimension of standardization activities; Following up as appropriate to the discussion in the plenary. 	<ul style="list-style-type: none"> A parliamentary document for the 2016 session on gender dimension of standardization discussed. 	2016-2017	RB	Report by the Secretariat to the WP.6 session
Subprogramme 7: Forestry and Timber					
Objective: Increase the visibility of gender aspects in the forest sector	<ul style="list-style-type: none"> Carry out a study on forest sector workforce and future green jobs, including the gender aspects. The study will look into the status, challenges and opportunities of forest sector workforce, and the changing requirements of the forest sector (forestry, forest industry, green economy, bio-based products and services, policies to support job creation and improve the image of the sector, education and study curricula). The analysis will take into account the gender balance of the workforce and the trends in the changing profiles of jobs, and search to identify barriers and opportunities for women in the forest sector. 	<ul style="list-style-type: none"> A study paper and panel discussion with member states at the COFFI meeting prepared and discussed. 	April 2016-March 2017	Funding from Finland 20,000 USD and Switzerland 20,000 USD. Work coordinated by a P2 (3 months of staff time) and supported by the Team of Specialists on Green Jobs in the Forest Sector	The preliminary results of the study will be presented in October 2016 and final results ready March 2017.

Subprogramme 8: Housing and Land Management					
Objectives	Related Actions	Measureable output	Timeframe	Resources	Mid-term and final reporting
Objective: Increase the visibility of gender aspects in the housing and land management policies	<ul style="list-style-type: none"> To ensure the gender dimension is addressed in the UNECE Country Profiles on Housing and Land Management as part of the analysis of national housing and land management legal framework and policies that ensure equal treatment and non-discrimination for women. 	<ul style="list-style-type: none"> An analysis of gender is part of the Country Profiles on Housing and Land Management, see http://www.unece.org/housing/country-profiles.html. 	2016-2017	Extrabudgetary resources	The results of the study in Armenia will be presented in September 2016 and the results of the study in Kazakhstan in September 2017.
Subprogramme 8b: Population					
Objective 1: Enhanced national formulation and implementation of evidence-based policies on population ageing and intergenerational and gender relations	<ul style="list-style-type: none"> Facilitate an exchange of experience and expertise through the Working Group on Ageing and assist 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"> Three new issues in a series of Policy briefs with a gender sensitive approach developed and disseminated [working titles]: ‘Migration and older age’, ‘Older persons in rural and remote areas’, and ‘Recognising the potential of older persons’. 	July 2016, January and August 2017	Population Unit, RB & XB	Drafts discussed by the Working Group on Ageing
		<ul style="list-style-type: none"> Peer evaluation on a progress made in implementing the Road Map and the National Plan of Action on Ageing in Armenia and recommendations on enhancing MIPAA/RIS implementation in the country through a gender lens is published. 	Field mission in April 2016 report in August 2016	Population Unit, WGA member States, RB & XB	External evaluator prepares special chapters
		<ul style="list-style-type: none"> Synthesis Report on the third review and appraisal cycle of MIPAA/RIS implementation in the ECE region 	September 2016	Population Unit	Endorsed by the UNECE Ministerial Conference on Ageing

		including gender aspect is published.			September 2017
<ul style="list-style-type: none"> Promote gender-sensitive research on ageing and intergenerational relationships that contribute to evidence-based policy making through the Active Ageing Index project and the Generations and Gender Programme (GGP). 	<ul style="list-style-type: none"> The workshop on data gaps for developing active ageing indicators with the gender breakdown is held; The updated Active Ageing Index with the gender breakdown is published under the AAI-III project. 	June 2016	Population Unit, RB and XB (UNFPA)		
		December 2017	Population Unit RB & XB (donor-European Union)	Annual reports submitted to donor	
		<ul style="list-style-type: none"> Review and process applications for GGP data disseminated to stakeholders; Bibliography on studies, based on GGS data produced; Report for the meeting of the GGP's Council of Partners & inputs to the work of the Consortium Board developed and disseminated. 	2016-2017 ongoing 2016-2017 ongoing May and September 2016; June and November 2017	Population Unit Population Unit Population Unit	