

UNECE Gender Action Plan 2018-2019



UNECE GENDER ACTION PLAN 2018–2019

ACTIVITIES AT CROSS-SECTORAL LEVEL					
UNECE/Gender as cross-sectional UNECE activity					
Objectives	Related Actions	Measureable output	Timeframe	Resources	Mid-term and final reporting
Objective 1: Support 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 Commission session; ▪ 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. 	2018–2019	ECE Divisions (Divisional Gender Focal Point – DGFPs), SDGU RB	December 2018 December 2019
Objective 2: Mainstream a gender perspective in the work of the Sectoral Committees and all subsidiary bodies including through contributing to SDGs and gender-sensitive targets	<ul style="list-style-type: none"> ▪ Invite intergovernmental bodies to host a dialogue and share information on the incorporation of gender into their respective areas of work including through presentations on their contributions to meeting SDGs with reference to SDG5 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. 	2018–2019	SDGU/ECE GFP, DGFPs RB	December 2018 December 2019
Objective 3: Strengthen accountability to support gender mainstreaming	<ul style="list-style-type: none"> ▪ Include the responsibilities for achieving gender parity and gender mainstreaming in the performance assessments of the Senior Management and the Divisional GFPs; ▪ Carry out discussions of the Senior management's commitments to achieve gender parity and integrate gender considerations into the respective areas of work; Include gender mainstreaming as an item in the Directors' meetings regularly. ▪ Hold regular dialogue with the DGFPs and Senior management. 	<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 regularly. 	2018–2019	ES, Senior Management, EO, UNECE Divisions, SDGU RB	December 2018 December 2019

UNECE/Gender as cross sectional UNECE activity

Objectives	Related Actions	Measureable output	Timeframe	Resources	Mid-term and final reporting
Objective 4: Promote the institutional and cultural environment to support the equal representation of women and men in the UNECE	<ul style="list-style-type: none"> ▪ Develop and systematically implement the UNECE Strategy for Gender Parity as part of the UN System-wide Strategy for Gender Parity ▪ 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"> ▪ Sex-disaggregated data of staff at all professional levels within UNECE and by Division is monitored and regularly reported in an online application updated monthly; ▪ Increased percentage of female professionals at P4 and P5 levels. ▪ The implementation of the arrangements on facilitative policies is monitored and all forms of flexible working arrangements are implemented. 	2018–2019	ES and Senior management, EO RB ES, EO RB	December 2018 December 2019
Objective 5: Build capacity of UNECE staff to mainstream gender in their respective areas of work	<ul style="list-style-type: none"> ▪ Share information and exchange of best practices on integrating gender considerations as part of the UN-SWAP ▪ Encourage UNECE staff to take the mandatory training “I know gender”; ▪ Monitor the number of UNECE staff who have taken the course “I know gender” by Divisions; ▪ Organize trainings for the Senior management on unconscious bias and for DGFPs and project managers on gender mainstreaming tools. 	<ul style="list-style-type: none"> ▪ Improved knowledge and cooperation with UN entities in the 6 areas of SWAP; ▪ 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; Better understanding and implementation of gender considerations at the workplace and in projects. 	2018–2019	ECE GFP, DGFPs EO, ECE GFP, DGFPs, UN WOMEN, ECE Directors 30,000 USD	December 2018 December 2019
Objective 6: 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; 	<ul style="list-style-type: none"> ▪ Resources devoted to gender are tracked; 	2018 depending on UMOJA	EO, DGFP RB	December 2018 December 2019
Objective 7: Strengthen the implementation of the ECE evaluation policy in line with UNEG gender-related norms and standards	<ul style="list-style-type: none"> ▪ ECE evaluation policy is implemented to reflect the gender dimension in projects. 	<ul style="list-style-type: none"> ▪ ECE's projects are evaluated taking into account the reflection of the gender dimension. 	2018–2019	Executive Secretary, PMU	December 2018 December 2019

UNECE/Gender and Economy

Objectives	Related Actions	Measureable output	Timeframe	Resources	Mid-term and final reporting
Objective 1: Promote implementation of a gender perspective in analytical work of the UNECE Divisions including as a contribution to meeting SDG targets linked to gender equality	<ul style="list-style-type: none"> ▪ Support the work of the Divisions to implement a gender perspective in analytical work related to technical assistance, knowledge sharing and promoting best practices. 	<ul style="list-style-type: none"> ▪ Increased number of publications, events and meetings where gender issues are considered. 	2018-2019	ECE GFP, DGFP, RB XB – 20,000 per year	December 2018 December 2019
	<ul style="list-style-type: none"> ▪ Assess project proposals and make recommendations for gender mainstreaming. 	<ul style="list-style-type: none"> ▪ Increased number of projects where gender issues are considered. 			
	<ul style="list-style-type: none"> ▪ Exchange of information and experiences on progress made in analytical 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. 	2018-2019	ECE GFP, DGFP, RB & XB – 10,000 USD	December 2018 December 2019
Objective 2: Increase visibility of work on gender in UNECE	<ul style="list-style-type: none"> ▪ Re-design and update UNECE Gender website. ▪ 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 Commission session; ▪ Mainstream gender in the agenda of the Commission session and the RFSD in 2018 and 2019; ▪ Report on major results on gender at the 68th session of the Commission. 	<ul style="list-style-type: none"> ▪ Number of published materials related to gender. ▪ Increased awareness on empowerment of women in the ECE region ▪ UNECE member States are better informed about UNECE’s activities on gender 	2018-2019	ES, SDGU, RB	December 2018 December 2019
Objective 3: Engender subregional initiatives through the work of the SPECA Thematic Working 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 showing key focus on challenges towards achieving SDG 5 and mainstreaming gender in respective SDGs produced; ▪ Proposals for joint thematic projects developed. 	2018-2019	RB & XB – 30,000	December 2018 December 2019

UNECE/Gender and Economy

Objectives	Related Actions	Measureable output	Timeframe	Resources	Mid-term and final reporting
Objective 4: 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 2018 and 2 in 2019. 	<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. 	2018-2019	ECE GFP RB	December 2018 December 2019
Objective 5: Promote knowledge generation and exchange of best practices on gender equality and empowerment of women 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 2018 and 2019) and to the annual sessions of the Commission on the Status of Women (CSW) (March 2018 and 2019); 	<ul style="list-style-type: none"> UNECE's activities on gender equality reported and presented at the IANWGE meeting and the CSW annual sessions; 	2018-2019	ECE GFP; RB	March 2018 March 2019
	<ul style="list-style-type: none"> Participate in the Issue-Based Coalition on Gender and cooperate with UN entities within the RCM. 	<ul style="list-style-type: none"> Regular updates of the work on gender in UNECE at meetings of the IBC and RCM. 		SDGU, RB	December 2018 December 2019
Objective 6: Monitor and support the advancement of gender equality and the empowerment of women in the UNECE region	<ul style="list-style-type: none"> Contribute to and coordinate the preparation of the regional review and appraisal of the Beijing Platform for Action through: <ul style="list-style-type: none"> - Facilitation of the national reports - Organization of the intergovernmental meeting, 7-8 November, 2019 	<ul style="list-style-type: none"> Key challenges in the UNECE region on gender equality and women's economic empowerment are identified in policy papers prepared, and discussed at the regional review meeting. 	2019	SDGU RB & XB	2019

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 2030 Agenda for Sustainable Development implementation 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. 	<ul style="list-style-type: none"> ▪ Issues 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); 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 subject to member States' interest. 	2018–2019	ECE Gender Focal Point RB & XB	December 2019

Subprogramme 1: Environment

Objectives	Related Actions	Measureable output	Timeframe	Resources	Mid-term and final reporting
<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"> ▪ Sharing of experiences and good practices with regard to gender equality as a key theme in the ECE Strategy for ESD. 	<ul style="list-style-type: none"> ▪ Discussion held on addressing the promotion of gender equality through education for sustainable development during the 13th meeting of the Steering Committee on ESD under the separate agenda item; ▪ Good practices/relevant resources disseminated through the ESD website, as well as through related awareness-raising channels (subject to availability of resources). 	2018–2019	ECE Gender Focal Point RB & XB	Mandatory national reporting exercise to be held in 2018
<p>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</p>	<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; ▪ Integrate gender issues in all activities under the Convention on Environmental Impact Assessment. 	<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 PRTRs) are carried out taking gender aspects into consideration; ▪ Activities under the Convention on Environmental Impact Assessment in a Transboundary Context and its Protocol on Strategic Environmental Assessment (both treaties promote access to information and public participation in impact assessment procedures) are carried out taking gender aspects into consideration. (Ensuring equal opportunities for participation of women and men in meetings and capacity-building events) 	2018-2019	RB & XB	Sessions of the Meetings of the Parties to the Aarhus Convention and Protocol on PRTRs in 2021 and the related activities under the Work Programmes for 2018–2021

Subprogramme 1: Environment

Objectives	Related Actions	Measureable output	Timeframe	Resources	Mid-term and final reporting
Objective 4: Incorporate the gender dimension in the Environmental Performance Reviews (EPRs)	<ul style="list-style-type: none"> Incorporate the gender dimension in the relevant chapters of the EPRs and EPR recommendations, as appropriate. 	<ul style="list-style-type: none"> Abstracts on gender dimension included in the EPRs produced. 	2018–2019	RB & XB	December 2019
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, and to develop Equitable Access Action Plans 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 two countries (Azerbaijan and Bulgaria); Equitable Access Action Plan developed in Serbia, with policies and measures to improve equitable access to water and sanitation, taking into consideration women's specific uses and needs undertaken. 	2018–2019	RB & XB	Reporting to intergovernmental meetings (November 2018 and July and November 2019) and Expert Group meeting (June 2018).
Objective 6: 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 (including through pilot adaptation basing eg. Chu-Talas, Dniester, Neman, Drin). 	<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. 	2018–2019	RB & XB	Project reports Lists of participants
Objective 7: 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. 	2018–2019	XB	Annual reports submitted to donors.

Subprogramme 2: Sustainable Transport

Objectives	Related Actions	Measurable output	Timeframe	Resources	Mid-term and final reporting
<p>Objective 1: Continue to raise awareness on the link between gender and transport and introduce gender aspects in the agenda of the Inland Transport Committee (ITC) meetings</p>	<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 (depending on extrabudgetary funding). ▪ Include SDG 5 related statement in strategic planning of the Inland Transport Committee (ITC). ▪ Invite ITC at its annual session, to consider how to better mainstream a gender perspective into transport activities, and in light of the 2030 Agenda for Sustainable Development and the Sustainable Development Goals. ▪ Reference to awareness raising of gender dimension of sustainable transport as future activity in annual report of the Sustainable Transport Division to ITC. 	<ul style="list-style-type: none"> ▪ Gender is reflected in the report of the annual session of ITC; ▪ Gender is reflected in the strategic planning of ITC; ▪ 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. 	2018–2019	XB -15,000 USD, subject to member State interest	
<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</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) (depending on extrabudgetary funding and approval by THE PEP Steering Committee). 	<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. 	2018–2019	Sustainable Transport Division & Environment Division; XB - 30,000 USD, subject to member State interest	
<p>Objective 3: Contribute to the implementation of gender equality and women’s empowerment (SDG 5) by furthering women’s representation in the Sustainable Transport Division</p>	<ul style="list-style-type: none"> ▪ Hiring of women for staff positions in the P-category in 2018-2019 as much as possible 	<ul style="list-style-type: none"> ▪ Increased percentage of female staff in the P-category in the Division. 	2018–2019	As positions become available and female candidates are eligible and successful in written tests and interviews	

Subprogramme 3: Statistics

Objectives	Related Actions	Measureable output	Timeframe	Resources	Mid-term and final reporting
Objective 1: Mainstream a gender perspective into the work of the subprogramme and into national statistical systems	<ul style="list-style-type: none"> ▪ Promote gender-balanced panels of experts, speakers and participants in events organized as part of the statistics subprogramme ▪ Organize an expert meeting on gender statistics to share experiences, latest findings and best practices. 	<ul style="list-style-type: none"> ▪ Gender balanced panels, speakers and participants, subject to availability of experts. ▪ Set of papers, slides and posters reflecting recent developments in gender statistics in UNECE countries, is made available on public website. 	2018-2019 expert meeting second quarter of 2019	Statistical Division and statistical offices of member States	Lists of participants and meeting reports
Objective 2: Develop capacity of national statistical offices to measure gender issues, including gender-relevant aspects of the 2030 Agenda for Sustainable Development	<ul style="list-style-type: none"> ▪ Organize workshops on producing the monitoring indicators for SDG 5 on gender equality, and other SDG monitoring indicators which have a gender dimension. 	<ul style="list-style-type: none"> ▪ Workshop participants report increased ability to produce gender statistics (both sex-disaggregated indicators and indicators directly dealing with gender equality topics) in countries of Eastern Europe, Caucasus and Central Asia. ▪ Increased availability of gender statistics in countries of Eastern Europe, Caucasus and Central Asia. 	2018-2019	Statistical Division with financial support from the United Nations Development Account, UN Women and other partner agencies; statistical offices of countries of Eastern Europe, Caucasus and Central Asia	Workshop reports Workshop participant evaluation forms
Objective 3: Disseminate and communicate statistics on gender issues and promote their use	<ul style="list-style-type: none"> ▪ Update the UNECE Gender database; ▪ Produce articles on gender issues using the database; ▪ Establish and manage a Task Force on Communication of Gender Statistics; ▪ Organize workshops on dissemination, communication and use of gender statistics. 	<ul style="list-style-type: none"> ▪ UNECE Gender database is updated with new data ▪ Increased use of the UNECE Gender database; ▪ Regular publication of short articles on statistical findings in the UNECE Weekly; ▪ Findings and recommendations of Task Force on Communication of Gender Statistics are endorsed by the Conference of European Statisticians ▪ Improved dissemination and communication of gender statistics in member States, in particular the countries of Eastern Europe, Caucasus and Central Asia. 	2018-2019	Statistical Division with financial support from the United Nations Development Account, UN Women and other partner agencies	Internal database update reports Quarterly database usage reports UNECE Weekly newsletter Task Force interim reports and final recommendations (due June 2019) Workshop reports and participant evaluation forms

Subprogramme 4: Economic Cooperation and Integration

Objectives	Related Actions	Measureable output	Timeframe	Resources	Mid-term and final reporting
Objective 1: Prepare Innovation for Sustainable Development 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 for Sustainable Development Reviews integrating gender issues in education, entrepreneurship and other aspects for two countries with economies in transition published, prepared and disseminated. 	2018–2019	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. ▪ Share best practice on how the private sector can help empower women through PPPs 	<ul style="list-style-type: none"> ▪ Gender-balanced panels of experts at meetings organized under the ECI subprogramme, subject to the availability of experts. ▪ Launch of an initiative to empower women through PPPs with the engagement of the private sector, subject to extrabudgetary resources. 	2018-2019	RB & XB	Committee on Innovation, Competitiveness and Public-Private Partnerships

Subprogramme 5: Sustainable Energy

Objective 1: Promote a gender perspective in the work of the Committee on Sustainable Energy and its Groups of Experts.	<ul style="list-style-type: none"> ▪ Raise awareness on gender mainstreaming in energy-related activities ▪ Promote the incorporation of gender perspective in meetings agendas and in presentations ▪ 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"> ▪ Issues on gender mainstreaming integrated in the agenda of the Committee ▪ Gender-balanced participation in the ECE Committee on Sustainable Energy and groups of experts improved (subject to availability of experts) 	2018–2019	RB	December 2018 December 2019
------------------------------------------------------------------------------------------------------------------------------------------	-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------	--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------	-----------	----	--------------------------------

Subprogramme 5: Sustainable Energy

Objectives	Related Actions	Measureable output	Timeframe	Resources	Mid-term and final reporting
Objective 2: Explore ways to mainstream Sustainable Development Goal 5 “Achieve gender equality and empower all women and girls” in the subprogramme and in capacity building events on energy-related topics	<ul style="list-style-type: none"> ▪ Develop a framework to address gender mainstreaming in energy policy and recommendations ▪ Capacity building events to include a focus on gender equality and empowering women in the energy sector ▪ Promote gender-balanced panels of experts when organizing meetings under the Sustainable Energy subprogramme. 	<ul style="list-style-type: none"> ▪ A pilot project on reflecting the gender dimension in energy policy and recommendations is developed. ▪ Event(s) and/or sessions on empowering women in the energy sector organized, subject to XB resources ▪ Gender-balanced panels of experts at meetings organized under the Sustainable energy subprogramme, subject to the availability of experts. 	2018–2019	RB & XB	December 2018 December 2019

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 the consideration of 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. 	2018–2019	RB & XB	Report to the UN/CEFACT Bureau, Plenary, Steering Committee on Trade Capacity and Standards
--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------	-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------	----------------------------------------------------------------------------------------------------------------------------------------------------------	-----------	---------	---------------------------------------------------------------------------------------------

Subprogramme 6: Trade

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. 	2019	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"> ▪ Approval 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 also presents best practices; 	<ul style="list-style-type: none"> ▪ White Paper on Women in Trade Facilitation approved; ▪ Start the implementation of the recommendations of the White Paper on Women in Trade Facilitation. 	2018-2019	RB	Report to the UN/CEFACT Bureau, Plenary and UNECE EXCOM
	<ul style="list-style-type: none"> ▪ Work towards a UNECE Recommendation on Women in Trade Facilitation based on the White Paper; ▪ Raise awareness of UN/CEFACT experts and their responsiveness to gender-related aspects of their work. 	<ul style="list-style-type: none"> ▪ Draft UNECE Recommendation on Women in Trade Facilitation produced. 	2019	RB & XB	Report to the UN/CEFACT Bureau, Plenary and UNECE EXCOM

Subprogramme 6: Trade

Objectives	Related Actions	Measureable output	Timeframe	Resources	Mid-term and final reporting
Objective 4: Promoting the participation of women in standard-setting and processes related to the development and implementation of technical regulations and identifying and undertaking actions to ensure that standards contribute to gender equality	<ul style="list-style-type: none"> ▪ Organization of at least one meeting of the Gender Responsive Standards initiative per year ▪ Regular bi-monthly webinar meetings of the initiative held, with participation by at least 10 experts per webinar ▪ Approval of the “Gender Pledge” by the Working Party on Regulatory Cooperation and Standardization Policies ▪ Fundraising campaign so as to have the means to progress the implementation of the Action Plan. 	<ul style="list-style-type: none"> ▪ At least 6 national, regional or international standards bodies sign up to the “Gender Pledge” 	2018-2019	RB & XB	Report by the Secretariat to the WP.6 session
Objective 5: Integrating a gender dimension in work related to agricultural quality standards	<ul style="list-style-type: none"> ▪ Organization of at least one event related to gender and agriculture per year 	<ul style="list-style-type: none"> ▪ At least 2 national, regional or international cooperation bodies sign up to the “Gender Pledge” 	2018-2019	RB	Report by the Secretariat to the WP.7 session

Subprogramme 7: Forestry and Timber

Objective 1: Equitable gender representation in the governing bodies and core-groups of subsidiary bodies (teams of specialists)	<ul style="list-style-type: none"> ▪ To have nominees representing both sexes 	<ul style="list-style-type: none"> ▪ Number of leaders and deputies by sex 	Continuing	RB & XB	End of December each year
Objective 2: Increase the visibility of gender aspects in the forest sector	<ul style="list-style-type: none"> ▪ Include gender mainstreaming in studies and events prepared by the Joint UNECE/FAO Forestry and Timber Section 	<ul style="list-style-type: none"> ▪ Number of studies and events prepared by the Joint Section, where gender aspects were addressed 	Continuing	RB & XB	End of December each year

Subprogramme 8a: Housing and Land Management

Objective 1: 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. 	2018-2019	XB	The results of the study in Belarus will be presented in October 2018 and published in 2019.
---------------------------------------------------------------------------------------------------------------------	----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------	-----------------------------------------------------------------------------------------------------------------------------------------	-----------	----	----------------------------------------------------------------------------------------------

Subprogramme 8b: Population

Objectives	Related Actions	Measureable output	Timeframe	Resources	Mid-term and final reporting
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 the exchange of experience and expertise through the Working Group on Ageing and assist member States in the implementation of MIPAA/RIS (including 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 	July 2018, January and August 2019	Population Unit, RB & XB	Drafts discussed by the Working Group on Ageing.
		<ul style="list-style-type: none"> A one-day policy seminar promoting a gender-sensitive approach in addressing a specific policy challenge and facilitating the exchange of experience and practice between member States held 	November 2018	Population Unit RB & XB	Report to Working Group on Ageing
	<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"> Data presented at the International Seminar on the Active Ageing Index will be sex-disaggregated, taking into account gender differences in Active Ageing Updated sex-disaggregated data on the Active Ageing Index is published under the AAI-III project. 	September 2018	Population Unit RB & XB (donor-European Union)	Annual reports submitted to donor
		<ul style="list-style-type: none"> GGP data disseminated to stakeholders after review of applications; Bibliography on studies based on GGS data produced for enhanced dissemination of research and analysis on gender and inter-generational relations; Report for the meeting of the GGP's Council of Partners & inputs to the work of the Consortium Board developed and disseminated. 	2018-2019 ongoing	Population Unit	

Subprogramme 8b: Population

Objectives	Related Actions	Measureable output	Timeframe	Resources	Mid-term and final reporting
	<ul style="list-style-type: none"> ▪ Review progress in the implementation of the ICPD framework of action beyond 2014 in the UNECE region (which has a strong component on promoting gender equality and women's empowerment) 	<ul style="list-style-type: none"> ▪ A monitoring framework for the regional implementation of ICPD is developed to monitor progress in the implementation of the recommendations of the Chair's summary of the UNECE Regional Conference "Enabling Choices: Population Priorities for the 21st Century" in 2013. The framework uses SDG 5 indicators on which data for the region is available to monitor progress on SDG 5 targets and indicators ▪ Regional report on progress in implementing the recommendations of the Chair's Summary between 2013 and 2018 reports on progress on women's empowerment and gender equality ▪ The High-level regional conference on ICPD+25 and its published proceedings address progress in women's empowerment and gender equality in the UNECE region 	January - December 2018	Population Unit, RB & XB (UNFPA)	To donor