



I. Introduction

1. In its resolution 1996/34, the Economic and Social Council endorsed the system-

Department of Economic and Social Affairs

Division for the Advancement of Women

Office of the Special Adviser on Gender Issues and Advancement of Women (OSAGI)

Population Division

Statistics Division

Department of Public Information (DPI)

United Nations Population Fund (UNFPA)

United Nations University (UNU)

World Bank

World Health Organization (WHO)

World Meteorological Organization (WMO)

World Intellectual Property Organization (WIPO)

4. Responses indicate that over the period of implementation of the plan, there has been considerable progress in implementing the broad range of activities that it envisages, as well as policy commitment to the goals of the Fourth World Conference on Women. In addition, responses indicate that a number of obstacles to the implementation of the plan have been encountered. These include uneven understanding of the implications of gender factors; failure to integrate gender fully into all mechanisms; lack of indicators to assess progress made in gender integration; lack of data disaggregated by sex; institutional constraints; and lack of staff capacity.

5. Part II of the report provides an overview of progress in implementation by entities of the 12 critical areas of concern of the Platform for Action, with more detail being provided in the annex attached to the report. Part III of the report outlines institutional and financial arrangements established to facilitate implementation of the Platform and the system-wide medium-term plan. Where appropriate, good practices, lessons learned and obstacles to implementation are indicated. Information provided by respondents on actions taken pursuant to the recommendations of the mid-term review of the system-wide medium-term plan are provided throughout the report.

II. Overview of progress in implementation in the 12 critical areas of concern of the Platform for Action

6. United Nations system action in the critical area of concern “Women and poverty” has stressed the importance of empowering women to raise their standard of living and reduce their poverty. Activities have included poverty reduction through micro-credit activities, including via the establishment of revolving funds, and skills training, particularly with respect to trade, market standards and the means to access international markets and negotiate favourable terms and conditions. Efforts have also sought to facilitate women’s access to financial services, including through the funding of micro-finance institutions. Several initiatives have emphasized the importance of access to property by women. The substantive or geographical focus of several programmes were also redirected to include women in post-conflict situations or affected by the Asian economic crisis as special target groups.

7. In the critical area “Education and training of women”, United Nations system activities have underscored the view that access to information, education and training is of key importance to women’s empowerment. Efforts have highlighted education for girls, equality of access to basic education and training programmes for girls’ education.

policies, have also been undertaken. Efforts have also been directed at the promotion of women's participation in economic development, including in self-employment and business enterprises, as well as to ensuring gender equality in the world of work.

12. In the critical area, "Women in power and decision-making", United Nations activities have been focussed on increasing the number of women in decision-making positions at all levels and in various sectors, as well as empowering women to become active participants in all forms of political structures and decision-making processes. Efforts have included the design of a set of indicators of women's participation and leadership, the provision of women with adequate skills to enable them to become efficient managers and promoting organization of women in trade unions. Support for women parliamentarians, and efforts to sensitize female and male parliamentarians to gender issues continued. Such efforts have also been made with respect to female and male government ministers, including those in key finance and economic posts, Strategies to encourage the participation of women in non-governmental organizations and networks have also been implemented.

13. Activities in the critical area, "Institutional mechanisms for the advancement of women" have concentrated on enhancing methods of data collection, in particular sex-disaggregated data and database development. Efforts have also been directed at strengthening the capacity and catalytic role of national machineries for the advancement of women, including through the compilation of comprehensive directories, the organization of expert group meetings and assistance for the development of gender policies and action plans. Support has been provided for the establishment of bodies to advise on the gender implications of particular issues, such as human settlements and the promotion of technical cooperation, as a mechanism to promote effective partnerships among intergovernmental organizations, governments, research institutes and the private sector.

14. The focus of the United Nations system in the critical area "Human rights of women" has been to emphasize women's equal and full enjoyment of their rights, with a human rights based approach to activities, including with regard to development and eradication of poverty.

portrayal of women and girls in the media and at increasing the attention of the media to issues concerning women, as well as advocacy with regard to those issues. During the reporting period, although efforts were directed at traditional media, particular emphasis was placed by the system on the internet and the world wide web, and effective strategies to manage and share information on issues such as the gender mainstreaming strategy. Training has also been provided to women journalists, including in regard to modern communication management techniques and the production of television news programmes.

16. Activities in the critical area “Women and the environment” have sought to underline the importance of ensuring that women’s contribution to environmental protection is recognized and protected and that gender concerns are reflected in policy-making and environmental decision-making. Support for women’s participation in conferences concerning issues such as water resources, planning and management, interdisciplinary approaches to gender, environment and sustainable development and the development of tools to facilitate gender responsive environmental planning and management have been amongst the systems’ responses in this critical area.

17. Efforts to eliminate gender-based disparities between girls and boys have been the focus of United Nations activities under the critical area “The girl child”. Activities included database development on child mortality by sex and analytical studies of gender differences in infant and child mortality. Strategies to prevent and eliminate child labour, including the worst forms of child labour and trafficking have also been introduced, with the 1999 International Labour Conference adopting a new Convention on the Worst Forms of Child Labour. The critical importance of girls’ education for their equal enjoyment of rights and full participation in the political, social and economic development of their communities has been emphasized. Gender-sensitive prototype reading material which responds to the actual needs of girls on such topics as child marriage and HIV/AIDS have been produced and training of personnel for non-formal education provided. Provision of access to and information about reproductive and sexual health services for adolescents has been emphasized, as has the health of adolescent girls.

III. Institutional and financial arrangements and obstacles encountered in implementation

18. Respondents reported on institutional and financial arrangements congruent with the Platform for Action and the system-wide medium-term plan for the advancement of women, 1996-2001, many of which built on developments outlined in the mid-term review of the implementation of the plan

A. Implementing the gender mainstreaming strategy

19. The mid-term review provided details of mandates for mainstreaming gender designed and endorsed by intergovernmental bodies. Responses include reference to

recent intergovernmental mandates, including the agreed conclusions 1998/1 of ECOSOC's humanitarian affairs segment which requested the Emergency Relief Coordinator to ensure that a gender perspective is fully integrated into humanitarian activities and policies. The ECOSOC agreed conclusions 1991/1 recognized that all humanitarian emergencies have gender-specific impact, and that the integration of a gender perspective in planning and implementation of activities.

20. During the reporting period, the World Telecommunication Development Conference (WTDC) adopted Resolution 7 on gender and telecommunication policy in developing countries which, *inter alia*, established a Task Force on Gender Issues to incorporate a gender perspective in the campaign for the universal right to communication. The Task Force has met three times since its establishment in March 1998 and approved targets and workplans for the year 2000 at its meeting in September 1999. In October 1998, the Plenipotentiary Conference of the ITU adopted a resolution on the inclusion of a gender perspective in the work of ITU, including its work programmes, leadership and human resources development activities. The Office of the High Commissioner for Human Rights has finalized a policy statement on Gender Mainstreaming and Women's Human Rights, and as part of the OHCHR's Mission, Aims and Strategic Objectives for 1999-2001, a workplan on gender and the human rights of

gender mainstreaming strategy, outlining steps to be taken to ensure that gender is mainstreamed at different stages of country programmes has been developed by

37. Entities which appointed gender focal points during the reporting period included the ITU, whose Secretary-General appointed the first focal point in August 1998 following recommendations of the Staff Council. In 1998, the Office for the Coordination of Humanitarian Affairs created focal points for gender issues in its offices in New York and Geneva. A Gender Adviser has been appointed in the Office of the Resident Coordinator in Afghanistan and works with the United Nations entities. Pursuant to the UNEP Governing Council's decision 20/9 on the role of women in environment and development of 5 February 1999, a professional staff member has been undertaking tasks relating to the role of women in environment and development. During the next biennium, a post at the P-4 level dedicated to gender will be established to strengthen UNEP's gender mainstreaming efforts. UNCTAD's focal point, a staff member at P-5 level, act as ex officio member of the Departmental Panel on Placement and Promotion and is assisted by another officer, financed through extra-budgetary funds. ITC's focal point is at Director level and is supported by several other professional officers.

38. The creation of senior gender specialist posts for regional offices has continued, with the ILO creating three additional posts during the reporting period – two in Asia and one in Africa – thus bringing the number of senior gender specialists to seven. In order to strengthen competence, the ILO has organized a team-building workshop for gender

country-based focal points, while in the South-East Asian office, a women's health team has responsibilities for gender mainstreaming and women's health. The remaining four WHO regional offices have regional advisers in women's and reproductive health. At the initiative of the Department of Peacekeeping Operations, two gender units are being established with the United Nations UNMIK (Kosovo) and with the United Nations Transition Authority in East Timor (UNTAET).

D. Mobilization and allocation of financial resources

40. Responses of several entities suggested clear commitment to increase spending on gender responsive activities. During 1998-1999, the Women and Habitat Programme of UNCHS had an operational budget of \$US 734,000 which represented under 0.1 per cent of the UNCHS budget for that period. At its seventeenth session in May 1999, the Commission on Human Settlements requested UNCHS to ensure that both the Women and Habitat Programme and the Gender Unit were adequately resourced. The ITU indicated that a specific budget allocation of CHF 50,000 had been made for gender issues for 2000-2001, with a further CHF 200,000 being set aside for the Task Force on Gender Issues. UNEP allocated funds for implementation of the gender sub-component of a project on Policy, Inter-agency and Gender during 1998-1999 and reported that it had approved funds for gender related activities for 2000-2001. ECLAC indicated that expenditure with respect to its Women and Development Unit from January 1997 to June 1999 was \$US 821,844, while additional allocation in terms of human and financial resources to incorporate the gender perspective amounted to \$US 843, 615. WMO has approved funds to support a meeting on the participation of women in meteorology, hydrology and related fields for 2000-2001, while interagency contributions to UNAIDS for activities incorporating a gender perspective amounted to almost \$US 1 million. The Office of the High Commissioner for Human Rights indicated that additional financial resources had been provided in order to implement the High Commissioner's decision to prioritize the issue of trafficking in persons, with a focus on trafficking in women and children for the purposes of sexual exploitation.

41. Responses of several agencies indicated that the collection of information on expenditures for gender-responsive programmes continues to be a problem within UN entities, with several reporting that their activities and projects concerning women and girls are budgeted and implemented within the sectors responsible for their major programmes. Thus UNESCO indicated that during the 1998-1999 biennium allocation to major programmes was close to \$US 11 million and the proposed sum for the 2000-2001 biennium is over \$US 20 million, with gender-related activities. The World Bank reported that its lending has averaged \$US 490 million during the last three years being directed to reproductive health issues, including STD/AIDS activities. The World Bank has also committed \$US 26 million for to the funding of retail micro-finance institutions, regional/global networks and capacity-building initiatives.

42. Systems of financial monitoring, including with regard to gender concerns, have been or are being introduced by several entities. UNICEF's financial and programme

monitoring systems now include specific codes for reporting on gender mainstreaming activities, and budget codes have been designed to reflect gender-related activities, both as primary project activities and components of other projects. UNFPA's budget coding system was revised to facilitate tracing of how gender concerns are addressed in UNFPA's programmes. UNESCO is currently developing a new integrated/programming/budget/monitoring system which will provide capacity for strategic view of activities and their impact and allow programming elements to be defined in terms of activities, description and expected results, performance indicators and qualitative data this allowing assessment of the overall budgetary situation with regard to specific groups, including women. Tasked by the IACGWE, the OSAGI/DAW is conducting a study of budget processes as instruments to mainstream gender equality across the United Nations system.

E. Human resources

43. Efforts have been made to achieve gender balance in staffing. UNDP's Gender Balance in Management Policy, adopted in 1998, elaborates a strategy for achieving gender balance in UNDP's workforce, especially in senior management. The second phase of the Policy for 1998-2001 establishes targets for recruitment, retention of female staff and addresses quality of workplace issues, human resources management and accountability. ECLAC's strategies to achieve gender balance also include an orientation programme for new staff and gender sensitivity training for senior staff which cover gender policies, and harassment, including sexual harassment. The Under-Secretary-General for OCHA has instructed all senior managers to fill posts, particularly at senior levels, with qualified women, while the UNEP Gender Focal Point is involved in the Appointment and Promotion Board process. A representative of the Special Adviser is an ex-officio member of the appointment and promotions bodies at United Nations Headquarters. At duty stations away from UN Headquarters, where the OSAGI cannot be represented on the local appointment and promotion committee, the departmental focal point for women serves as an ex officio member of the local appointment and promotion committee.

44. At the United Nations, women on posts subject to geographical distribution is 38.6 per cent as of 30 November 1999. Activities to increase the proportion of women employed at WIPO especially in the professional categories, brought the number of women employed to 30.8 per cent, with six women occupying posts at the D-1 level. UNESCO's July 1999 data indicated that women constitute 40.9 per cent of professional staff and 54.8 per cent of total staff and currently 47.8 per cent of all professional posts in UNFPA are occupied by women. Since 1 June 1999, 50 per cent of staff at D-1 level at ECLAC have been women, while for posts subject to geography, the percentage of women is just over 33 per cent. The WMO technical commissions and regional bodies have adopted resolutions to encourage the participation of women in their respective fields and in 1999, the WMO Congress adopted a resolution which requests measures to facilitate the participation of women in all scientific and technical aspects of the work of the organization. The WMO has also compiled a list of female experts in meteorology and related fields for the use of WHO and technical commissions and has, since 1997,

preparation for the Special Session of the General Assembly on Beijing+5, the ACC held a substantive discussion on the gender aspects of globalization at its second regular session in 1999. An ACC statement to serve as input into the Special Session was prepared, and will be presented to the third session of the Preparatory Committee for the Special Session.

50.

Annex

Information on implementation in the 12 critical areas of concern of the Beijing

9. Interventions to increase the participation of women in informal sector employment and improve the income and working conditions of poor rural women which were initiated by ILO included vocational and skills training, credit and savings schemes and the identification of viable income-generating activities for women. The ILO also elaborated a capacity-building programme on gender, poverty and employment focussing on the three objectives of enhancing women's access to quality employment opportunities; strengthening their bargaining and negotiating power and providing innovative strategies for social protection for less organized workers and those in the informal sector, including home workers. Poverty alleviation projects executed by UNIFEM have included a project in Burkina Faso which trained over 300 women in improved production techniques for shea butter allowing women which provided them with a wide market and the opportunity to negotiate large orders.

agricultural cooperatives in Botswana and provision by UNDP of microcredit to poor women in Yemen. Women and poverty featured as a segment of the UN radio programme “Women”, while United Nations Information Centres (UNICs) in several countries organized workshops, conferences and exhibits of gender and poverty issues. For example, the UNIC in Asuncion, Paraguay, organized a workshop for rural women and the UNIC in Algiers, Algeria hosted an exhibit and conference on rural women’s agricultural products, which was covered by Algerian television and radio. A television programme produced by the UNIC in Ougadougou, Burkina Faso, in collaboration with the UNDP country office in Burkina Faso concerning women and poverty was broadcast by Television Nationale du Burkina, while ILO had developed a package on gender, poverty and employment which is being adapted to African, Latin American and Western Asian contexts.

13. The FAO has also continued raising awareness of issues concerning rural women. World Food Day 1998 and TeleFood 1998 highlighted the contribution of women to global food security. In addition to significant conventional public information and outreach efforts relating to gender and agricultural development, on 8 March 1999, FAO launched a website on gender and food security (<http://www.fao.org/gender>). UNCHS has sought to highlight the importance of women’s land rights through print media and posters, while UNDP has continued to publish its monograph series which addresses gender, poverty and good governance.

II. Education and training of women

Information collection, database development, research and analysis

14. In its continued implementation of the Platform for Action and the recommendations of the IACWGE with respect to the collection of statistics disaggregated by sex, the Statistics Division of DESA has been preparing, with the support of UNFPA, version 4 of the Women’s Indicators and Statistics Database (WISTAT) which incorporates comprehensive data on the education of women and girls. WISTAT version 4 provides the basis for the *World’s Women 2000*, which will highlight this area. The World Bank has also created a database EDSTATS, which provides a range of country level data relevant to the education of girls. In addition to providing basic sex-disaggregated data in its annual World Report on Education, UNESCO has also published a guide in English titled “Gender Inequality: A Guide to Indicators” (1997) and a guide in Chinese titled “Gender Inequality: A Guide to Indicators” (1997).

ECLAC also prepared four studies on aspects of women's health with regard to various countries in the region.

20. Information collection and research with regard to the gender perspectives of HIV/AIDS have been undertaken under the auspices of UNAIDS, which has also initiated a pilot programme with UNFPA and UNIFEM in the Bahamas, India, Mexico, Senegal, Viet Nam and Zimbabwe on gender concerns and HIV which incorporates research and training components.

21. Databases on different aspects of reproductive health, tuberculosis and epidemiological information are maintained by the WHO and are being reviewed for gender differences and a system for collecting data on women, health and development issues is being established by the WHO's Regional Office for Africa, while the Regional Information System on Women's Health of the WHO Regional Office for the Americas is currently mounting webpages on gender issues, including gender and health-sector reform, gender and tobacco and gender and reproductive health. The WHO has also collaborated with countries of the South East Asian region to complete "Women's Health and Development Country Profiles" which provide an analysis of women's health and development issues based on quantitative and qualitative information and propose recommendations for action. The World Bank has developed a website on safe motherhood which provides information for practitioners.

Operational activities

22. Operational activities in this area have included projects concerning female genital mutilation, reproductive health, safe motherhood and HIV/AIDS. WHO has sought to generate knowledge and test interventions aimed at the elimination of female genital mutilation, as well as to improve management of its health consequences. UNIFEM has assisted in the introduction of alternative rites of passage for young women in Kenya which has resulted in reduction of female genital mutilation, as well as a sense of empowerment and self-confidence for the young women involved.

23. DESA's Population Division has provided technical advice and assistance to country projects supported by UNFPA dealing with reproductive health issues, while it has also assisted ESCAP in evaluation of its family planning programmes. WHO's activities have been directed at the elimination of maternal mortality, including the low status of women, discrimination against the girl child and early marriage which lead to high risk pregnancies. The World Bank provided assistance to over 100 projects in more than 70 countries with women's health components, with the majority of lending focussed on reproductive health, including family planning, maternal health and STD/AIDS control. For example, in Indonesia, the World Bank has supported the deployment of 50,000 midwives, thereby improving the technical skills of hospital staff to manage obstetric emergencies. ECLAC's subregional headquarters for the Caribbean collaborated on several projects relating to the integration of population into development planning and the conduct of surveys on teenage fertility and the analysis of data, as well as the preparation of policy-related strategies and the conduct of workshops for analysis

of the surveys. Reproductive health for women has remained the focus of UNFPA's activities, with over 60 per cent of its funding aiming to improve the access and availability of quality services that meet the reproductive and sexual needs of populations, particularly women. Work in this context included that aimed at increasing reproductive health information services for women, training to service providers and standardizing protocols and guidelines and providing contraceptives and basic medical equipment, with emphasis being made on building national capacity in these areas.

an effort to increase its capacity in this regard, a UNAIDS adviser was placed in UNIFEM.

26. Several of the WHO's operational activities have concerned disease prevention for women. Its Task Force on Gender Sensitive Interventions on Tropical Diseases has evaluated the impact of gender components on specific aspects of disease prevention and control and has supported the implementation and assessment of a gender sensitive strategy with a view to establishing a set of strategies and activities incorporating gender concerns which can be tested in other contexts. A review of prevalence and incidence of major tropical diseases by sex has also been conducted and a global strategy for the prevention of non-communicable diseases that affect women as frequently as men is being finalized. In addition, the WHO is developing a Global Strategy for the Management of Osteoporosis, including practical guidelines. WHO's activities to confront tobacco and substance abuse have also included a strong emphasis on women and girls.

27. Examples of DPI activities concerning women and health have included the production of radio and television programmes on female genital mutilation, as well as programmes concerning the reproductive health of refugees and the reduction of maternal mortality.

28. Information dissemination and outreach with regard to HIV/AIDS has been undertaken by UNAIDS in various fora, including the forty-third session of the Commission on the Status of Women in 1999 and the Special Session of the General Assembly on ICPD+5. Several statements and interviews of the High Commissioner for Human Rights have also sought to raise awareness in this context. UNICEF also supports information dissemination activities in relation to health, particularly with regard to HIV/AIDS and female genital mutilation. A series of meetings organized by the WHO concerning reproductive health research and services have resulted in the dissemination of 8 reports on these issues, the most recent being "Women's needs and gender perspectives in reproductive health in the Eastern Mediterranean Region". Other outreach activities of the WHO have included the production of an advocacy kit on the concept of reproductive health with special emphasis on safe motherhood, 3000 copies of which have been distributed, the dedication of 1998 World Health Day to pregnancy and safe motherhood and the publication of the "Regional Health Report 1998: Focus on Women" to raise awareness of the status of women's health in South East Asia. In addition, a major component of WHO's 1999 World Tobacco Day was on smoking prevalence amongst young and middle-aged women.

IV.

the basis for the *World's Women 2000*, which is being prepared under the direction of the Statistics Division and which will highlight violence against women, including female genital mutilation. A system for collecting data on gender issues, including violence against women, sexual abuse, rape and incest, and harmful traditional practices such as female genital mutilation is being established by the WHO's regional office for Africa, while the Regional Information System on Women's Health developed by the WHO regional office for the Americas is currently mounting webpages on gender-based violence which will include all publications and tools generated by two sub-regional domestic violence prevention projects.

30. The WHO has implemented a multi-country study on the prevalence, health consequences, risks and protective factors for violence against women. The study entails a cross-sectional survey of 3,000 women in six to eight countries, supplemented by qualitative research involving women and men. ECLAC has sought to address the dearth of official data on violence against women present in almost every country of the region by preparing studies on the issue, which have included a study on violence within couples which was presented to the ECLAC's VII Regional Conference. UNCHS has developed a paper on violence against women in urban areas. The second phase of a UNICEF study on domestic violence, focusing on abusers and assessing programme interventions was completed in 1998 and will be disseminated to guide programme activities on community-based interventions to combat violence against women.

31. Research on harmful traditional practices, including female genital mutilation, has been the focus of the work of several entities, with research in this context being one of the priorities of WHO which has currently developing a regional research and development programme with regard to six sub-Saharan countries to identify best

35. In regard to female genital mutilation, activities of the OHCHR have included the preparation of two regional seminars, and support to human rights mechanisms whose mandates concern this practice. UNFPA supported interventions to prevent female genital mutilation, including a project created by the Sabini Elders in Uganda which promotes

women's peace movements in Burundi have been initiated by UNIFEM, which has also supported a South Asian initiative to bring together NGOs from across the region to develop work plans on women and peace. During 1998, UNIFEM, UNDP and UHCHR supported a conference in Baku, Azerbaijan on women in conflicts. UNICEF has sought to ensure greater participation of women in administration of refugee camps in Lebanon through workshops, seminars, including on management skills training and the establishment of a soft loan scheme administered jointly by women's associations and popular committees which formulate local camp policy. UNICEF and UNIFEM are building on training workshops for Somali women aimed at creating a critical mass of women able to advocate for peace by initiating a joint project in Somalia to promote women's participation in civil governance. An interregional consultation on Women's Land and Property Rights in Situations of Conflict and Reconstruction organized by UNIFEM, UNCHS, UNHCR and UNDP was held in Kigali, Rwanda in 1998. The outcome of the meeting, a Declaration of Commitments was presented to the Commission on the Status of Women at its forty-second session in 1998.

42. Projects to ensure provision reproductive health care for women in conflict and other emergency situations have been implemented by UNFPA, including in Afghanistan and the Republic of Congo and through the provision of reproductive health packages for refugees from Kosovo. Together with UNHCR and the ICRC, UNFPA supports a project in the Great Lakes region of Central Africa which provides comprehensive reproductive health care to displaced women and counselling for women and girls who have been sexually abused.

Public outreach and information dissemination

43. Radio and television programmes on the situation of women in armed conflict, refugee and internally displaced women and the projected impact of the International

through projects carried out with a number of collaborators including UNDP, ILO and

food producers and those working with them at the community level of local knowledge systems.

47. The World Bank has sought to facilitate the integration of gender issues in economic and social projects and programmes through a number of lending programmes. In its capacity as Chair of the Consultative Group to Assist the Poor, and in partnership with other donors, the Bank has sought to address women's access to financial services through funding for micro-finance institutions, the clientele of which is predominantly female.

48. National action plans were formulated in several countries under the ILO's More and Better Jobs for Women programme, and tripartite commissions on gender equality in the world of work were set up in five countries. In Central America, a sub-regional project on organizing women workers in export processing zones was initiated by the ILO in late 1998. UNCTAD has executed a project on the follow-up to measures adopted by major conferences with respect to LDCs which aim to create opportunities for women entrepreneurs.

49. Conferences, seminars and workshops were convened or supported by several entities. The ILO organized training and awareness seminars for its tripartite constituents which have been directed at improving working conditions and industrial relations for women workers. It also was instrumental in the Cote d'Ivoire national policy workshop on employment, gender and economic reform held in November 1998 which led to the adoption of an action plan to be used by government ministries in the preparation of central planning/budgetary documents. The ECA African Centre for Women organized an international conference on African women and economic development to coincide with the 40th anniversary of ECA in 1998. ESCAP organized a regional meeting on the impact of globalization on women at Bangkok in June 1998, while a sub-regional workshop organized by ESCAP in October 1998 in Viet Nam adopted the Ho Chi Minh Plan of Action for Promoting Women in Small Businesses. In preparation for UNCTAD X to be held in February 2000, UNCTAD held an Expert Workshop on Trade, Sustainable Development and Gender in July 1999. Agreed conclusions and recommendations on globalization, trade-related issues and gender and specific problems of LDC's and gender were reached by the ninety-six experts drawn from States members of UNCTAD, entities of the United Nations system and NGOs. UNIFEM provided technical assistance to the African Intergovernmental Authority on Development for a trade harmonization workshop for women in business from Djibouti, Eritrea, Ethiopia, Kenya, Uganda and Sudan and assisted in the organization of a workshop in South Africa on gender-sensitive budgets.

Public outreach and information dissemination

50. Activities to increase awareness of the economic position of women, the importance of their economic empowerment and the impact of economic policies on them undertaken within the system included the production by DPI of radio and television programmes on such topics as the negative impact of structural adjustment policies on

women in New Zealand and on globalization and opportunities for women in West Africa. UNIC, Santiago, Chile also launched a media campaign on the economic integration of women in the labour force in Latin America.

VII. Women in power and decision-making

Information collection, database development, research and analysis

51. A website on African women was established with the support of UNIFEM's regional programme for women's regional political leadership. A set of indicators on women's participation and leadership was designed by ECLAC and a questionnaire elaborated thereby enabling the collection of recent information on women's political participation in 30 Latin American and Caribbean countries. ECLAC prepared a position paper on gender equity issues in access to power and participation for the VII Regional Conference on the Integration of Women into the Economic and Social Development of Latin America and the Caribbean held during November 1997. The Division for the Advancement of Women, DESA, continued to update and widely disseminate its data base on women in government.

Operational activities

52. Projects, including workshops, to increase the participation of women in decision-making in various sectors were implemented by United Nations during the reporting period. UNDP has sought to facilitate women's access to and influence on governance structures, conflict management and political decision-making through political literacy, leadership training, the enhancement of political negotiation skills and networking, especially among women politicians, both sub-regionally and regionally. Workshops and training activities to sensitize parliamentarians and other officials have been organized by UNIFEM in Kenya and the Pacific, as a result of which more women ran for political office in Kiribati and Vanuatu. UNESCO efforts have been directed towards increasing the number of women parliamentarians, particularly through its cooperation with the Inter-Parliamentary Union, while UNFPA has supported a meeting of African Women Ministers in 1998. In collaboration with the Council of Women World Leaders, the World Bank linked women in key government financial and economic positions to discuss globalization and financial governance. In 1999, the Division for the Advancement of Women and the Office of the Special Adviser on Gender Issues and Advancement of Women collaborated with the Council of Women World Leaders to convene a meeting of women Ministers of Justice at UN Headquarters. The FAO organized a workshop on gender and participation in agricultural planning which evaluated experiences in gender-sensitive participatory rural appraisal and sought to ensure women a voice in cultures where men dominate decision-making. A "gender responsive participatory agricultural planning package" based on the outcome of the workshop has been developed. The ILO's "Women in Management in Africa" sought to provide women with adequate skills for becoming efficient managers, including through promoting union organization of women, while application of UNCHS's programme

manual on Women's Empowerment which provides teams of residents of urban informal settlements in data collection and analysis has been applied in 13 countries in four regions, and has resulted in the increase of women's role in decision-making. UNICEF activities in this regard have been in the area of training, with training in women's and children's rights and gender being provided to village council members in Uganda, in order to build the capacity of women members and women members of Indian panchayats being provided with training and other support.

53. Several projects to be implemented in the next biennium were developed during the reporting period, including an ECA proposal for a women leaders training institute

Public outreach and information dissemination

54. Department of Public Information activities in this area included radio and television programmes, for example on making it as a woman politician in Africa, and workshops and media-outreach strategies targeted to raising public awareness on the importance of increasing women's participation in the political process and decision-making. UNICS organized a number of activities which included a workshop on the

advancement of women, and in collaboration with the Division for the Advancement of Women, DESA, organized an expert group meeting on national mechanisms for the advancement of women. As part of its activities to strengthen the capacity of national governments to mainstream a gender perspective, ECLAC supported a project to incorporate the gender perspective in the training activities to be conducted by the Association of Mayors and City Council Members. The Huairou Commission, a non-governmental umbrella body dealing with women and habitat issues has been supported by UNCHS, and advises it on gender concerns. UNFPA assisted national bodies with responsibility for gender equality issues by providing institutional support, training and technical assistance for national committees, parliamentarians and gender/women and development units in ministries. UNFPA also provided support to national and regional women's NGOs in order to increase their involvement in policy-making, and encouraged technical cooperation amongst developing countries as a mechanism to promote sharing of experience within and among countries. For example, UNFPA supported the creation of five South-South Centres to encourage sharing of successful experiences. Similarly, UNICEF provided training to government and NGO personnel in countries in several regions, including Egypt where two national meetings for NGOs from seven governorates were organized. UNICEF has also provided technical and financial support for the expansion of women's affairs focal points into a variety of government ministries in Ethiopia, and for Uganda's gender mainstreaming framework and strategy. In the context of its development cooperation activities, and in order to advance the status of women in public administration and promote and support intellectual property institutions in developing WIPO has been formulating a series of regional management training seminars for women heads of intellectual property offices in developing countries.

Public outreach and information dissemination

57. DPI activities to increase awareness of institutional mechanisms for the advancement of women included the production of television programmes on the Commission on the Status of Women. ECLAC posted its Directory of National Machineries on its website in May 1999, and established a mechanism to update the site. The Wall Chart on Basic Social Services for All, 1997 produced under the auspices of the ACC Task Force on Basic Social Services for All by the Population Division, DESA, in collaboration with other Task Force Members, highlights goals of the recent major United Nations conferences, including the Fourth World Conference on Women and presents statistical data relating to the major quantitative goals relating to basic social services.

IX. Human rights of women

Information collection, data development, research and analysis

58. During the reporting period, several entities prepared research studies on questions of women's human rights, while others ensured that their broader research integrated women's human rights. For example, both ECA and ECLAC prepared

documents on the implementation of CEDAW in their regions, with ECLAC producing research documenting progress in legislation since the adoption of the Convention, and an analysis of how far juridical systems in Latin America promote women's equality. Studies by the ILO on discrimination against migrant workers have incorporated a gender dimension. UNICEF's Tehran office has initiated the collection of information on Iranian children and women with a view to creating a multimedia CEDAW /Convention on the Rights of the Child (CRC) database and has also conducted a study comparing Iran's national laws with the requirements of CEDAW and CRC. UNICEF has also supported a similar study with regard to Lebanon. The Division for the Advancement of Women prepared a study on the integration of a gender perspective into the work of the human rights treaty bodies which was presented to the tenth meeting of chairpersons of human rights treaty bodies in 1998.

Operational activities

59. Amongst operational activities undertaken during the period were workshops and meetings aimed at clarifying broad-based women's rights issues, as well as at mainstreaming the Convention on the Elimination of All Forms of Discrimination against Women and its Committee.

60. The Division for the Advancement of Women organized a workshop on the rights-based approach to women's advancement and empowerment and gender equality in October 1998. The meeting, which was hosted by the FAO, sought to clarify how a rights-based approach affects policy formulation and implementation and brought together members of the United Nations Inter-agency Committee on Women and Gender Equality and the Organization for Economic Cooperation and Development/Development Assistance Committee (OECD/DAC) Working Party on Gender Equality. The DAW also organized a workshop for members of the IACWGE and the OECD/DAC Working Party on Gender Equality, on women's empowerment in the context of human security, hosted by ESCAP, which took place in December 1999. In collaboration with UNIFEM and the OHCHR, the Division for the Advancement of Women organized a three-day workshop in May 1999 on gender integration into the United Nations human rights system for human rights special mechanisms and chairpersons of human rights treaty bodies. In collaboration with the OHCHR, UNCHS held an expert group meeting on practical aspects in the realization of the human right to adequate housing which, inter alia, recommended that CEDAW develop a general recommendation on women, discrimination and housing rights. UNICEF supported the training of Bolivian indigenous women on issues of human rights, and established, in collaboration with over 40 governmental, non-governmental institutions and UN entities, the Rights of Women and Girls Programme, which promotes reform of legislation, the training of officials in rights and gender issues and an outreach campaign on girls' rights, in Mexico.

61. To commemorate the twentieth anniversary of the adoption of the Convention on the Elimination of All Forms of Discrimination against Women and the tenth anniversary of the adoption of the Convention on the Rights of the Child b6 Tcs0002 Te i nr'D03 Twas on

organized a judicial colloquium on the application of international human rights law at

Public outreach and information dissemination

63. DPI activities on the human rights of women highlighted the fiftieth anniversary of the Universal Declaration of Human Rights, as well as the work of the Committee on the Elimination of Discrimination against Women. A panel was organized on women and human rights on International Women's Day 1998 and during 1999 an information kit was widely distributed to mark the twentieth anniversary of the adoption by the General Assembly of the Convention on the Elimination of All Forms of Discrimination against Women, as well as the adoption of its optional protocol. Television and radio programmes on the human rights of women, workshops and publications, including a chapter of the 1998 edition of UN Briefing Papers on Human Rights Today: A United Nations Priority, also addressed the human rights of women. ECA outreach activities included the release on International Women's Day 1998 of a publication on the gender dimension of human rights education, while radio-programming, panel discussions and theatre productions on specific women's rights issues were also organized. A number of UNICEF's outreach activities focussed on CEDAW. For example, it has supported the production of materials on CEDAW in Lesotho, including in local languages, as well as in Nigeria.

64. Much of ILO's outreach activities concentrated on the ILO Declaration on Fundamental Principles and Rights at Work, adopted by the International Labour

67. In preparation for the ECA 40th anniversary conference on African Women and Development, and in order to guide media coverage, the ECA organized a gender and media workshop. Projects sponsored by UNICEF in Malawi, Nepal and Tanzania have been aimed at raising the awareness of media professionals on issues such as gender mainstreaming and gender-sensitivity in the media and with regard to CEDAW and CRC. UNICEF and the Nepal Press Institute have signed a memorandum of understanding to implement a series of media-led initiatives at community, national and regional levels. In 1998, in collaboration with local NGOs, UNIFEM created a Latin American Advertising Festival award for non-sexist advertising which was won by a one-minute programme on domestic violence. UNESCO created four community radio stations which promote literacy and basic education to be run by women in India, Nepal, Suriname and Trinidad and Tobago. Through its “Women on the Net” project, UNESCO also strengthened the involvement of women in electronic communication and promoted exchange between women on culture and new communications technology, while in collaboration with several partners, UNESCO provided training in Latin America for women in journalism, modern communications management techniques and the production of television news programmes.

Public outreach and information dissemination

68. Radio programmes, including on the International Women’s Media Foundation Courage in Journalism awards were produced by the Department of Public Information, which also supported panels and workshops on the role and status of women in the mass media, including at UNICs in Armenia, Kazakhstan and Tunisia.

XI. Women and the environment

Information collection, database development, research and analysis

69. Several studies related to this critical area were prepared during the reporting period, including on gender, the environment and the sustainability of development by ECLAC, while UNU has documented success stories of women in natural resources management enterprises. Research initiated by ECLAC in late 1999 will document the impact of natural disasters from a gender perspective in two sub-regions.

Operational activities

70. Support has been provided by entities for women’s participation in water and environmental sanitation programmes. For example, UNICEF has prepared a manual to assist programme officers mainstream a gender perspective into water, hygiene education and sanitation programmes. It has also included a separate chapter on mainstreaming gender in such programmes in its programmers guide to gender-mainstreaming, which has been field-tested. In India, UNICEF has also provided training for women so that they can work as pump mechanics and supported training on safe sanitation for women in

Nigeria. Training courses on the protection of the environment have also been supported by UNICEF in Iran, while UNICEF women's cooperatives in Mauritania have managed to cut water costs to a third of their previous levels and increase household water consumption in 200 households. UNICEF efforts in Honduras have been targeted to increasing women's capacity to negotiate and participate in water and sanitation programmes, with the result that there has been increased participation by women in water boards and as voluntary health visitors, plumbers and water sellers. Training seminars on the use and management of water have also been provided by UNESCO to women in Mauritania and South Africa, while FAO has trained women members in water users' associations in Cambodia, Nepal and Zambia in order to facilitate their equitable participation in water interventions.

71. UNDP and UNIFEM have developed a comprehensive programme to promote renewable energy technologies for women in Ghana and Nigeria. UNIFEM also assisted UNDP to revise guidelines for its small grants fund on global environment facilities for Belize, Guatemala and Mexico to ensure that 25 per cent of grants would be allocated for women's projects. In 1998, UNCHS organized a workshop on gender responsive environmental planning, which provided the basis for a source book on Gender Responsive Environmental Planning and Management. ILO's activities in this critical area have emphasized occupational health and safety and improving the working environment, including in occupations dominated by women.

Public outreach and information dissemination

72. Several DPI activities aimed to increase public awareness about the role of women in environmental management and sustainable development. For example, in 1999, the UNIC Antananarivo, Madagascar linked the observances of International Women's Day and World Water Day, while the UNIC, Rabat, Morocco organized an exhibit for International Women's Day which focussed on the UN global conferences on development and environment.

XII. The girl child

Information collection, database development, research and analysis

73. Three data sets on child mortality by sex for Africa, Asia and Latin America and the Caribbean were released by the Population Division, DESA during the reporting period, while amongst the topics highlighted by version 4 of the Women's Indicators and Statistics Database produced by the Statistics Division, DESA, is the education of women and girls. Methodological approaches for conducting child labour sample surveys were developed by the ILO and it conducted child labour surveys in 12 countries in Africa,

Division, DESA. UNICEF has also supported studies on progress achieved in Asia in this critical area, as well as a literature review of Filipino child-rearing attitudes and practices and gender socialization. Other studies supported by UNICEF included research initiated in 1998 to investigate the incidence of female pre-natal sex selection and its influence on sex ratios.

Operational activities

74. Operational activities of UNICEF in this critical area have been directed to increasing awareness of sex-discrimination against girls and the self-confidence of girls. Projects include the Girl Child Project in the Maldives which incorporates career counselling for secondary schools and aims to empower girls and the Meeting the Development and Participation Rights of Adolescent Girls-project which, in collaboration with NGO, intergovernmental and UN partners, has been initiated in 13 countries. The project aims to provide adolescent girls with access to information, education, learning, health services, recreation and opportunities to participate in society. In collaboration with the All China Women's Federation, UNICEF is also executing a project initiative in China to establish public education guidelines. The first phase of this project, completed in 1998, examined socio-cultural causes for discrimination against girls, while phase two, carried out in 1999 included a workshop for policy-makers and the development of a training manual to raise consciousness with regard to these issues. Phase three will develop public education strategies and materials to address these concerns.

75. UNFPA supports information, education and communication activities aimed at parents, teachers, local leaders and others on inter alia the importance of girls' education, their protection in the educational system, the negative effects of early pregnancy and marriage and harmful traditional practices. It also supports programmes, including that of the Women's Centre of Jamaica Foundation, which provide support for adolescent mothers, particularly with regard to their education.

76. The ILO's International Programme on the Elimination of Child Labour (IPEC) continued to support the development and implementation of country programmes of action to prevent and eliminate child labour, with the girl child being listed amongst the groups most vulnerable to the worst kinds of child labour and trafficking. During 1999, the International Labour Conference adopted a new ILO standard to eliminate the worst forms of child labour. One of the projects supported by the Trust Fund in Support of Actions to Eliminate Violence against Women was directed at preventing girls in orphanages and boarding schools from being caught up in trafficking.

Public outreach and information dissemination

77. UNICEF has supported the development of Meena, a cartoon character, and Sara, the subject of a radio series, who provide role models for girls and provide a forum for discussion of sex discrimination in childhood. Meena, a South Asian character has been the subject of a 13-episode animated film series which has explored son-preference, early marriage and dowry, while Sara, developed for Southern Africa, has provided a platform

to discuss the importance of girls staying in school, genital mutilation and domestic workload. Both the Meena and Sara initiatives include related items including facilitators' guides, storybooks and children's education materials which have been adapted to the needs of various countries.

78. UNICEF produced a video on gender issues in the classroom, as well as posters directed at raising gender awareness for South Africa. In India, UNICEF supported "the girl child week". The Working Group on Girls of the NGO Committee on Girls served as the official task force on girls at the forty-second session of the Commission on the Status