

UNECE GENDER ACTION PLAN 2020

ACTIVITIES AT CROSS-SECTORAL LEVEL

UNECE/Gender as cross-sectional UNECE activity

Objectives	Related Actions	Measurable output	Timeframe	Resources	Mid-term and final reporting
<p>Objective 1: Promote a gender parity approach for panels and meetings participation and encourage member States, networks of experts and other stakeholders to send gender-balanced delegations to UNECE meetings</p>	<ul style="list-style-type: none"> ▪ Monitor sex-disaggregated data on participants to intergovernmental and other meetings and report them annually to the Sectoral Committees and the Commission session. ▪ Continuously encourage member States, networks of experts, public and private institutions, academia and civil society to increase the number of women as members of delegations, including in meetings of EXCOM and in the framework of the Geneva Gender Champions initiative. 	<ul style="list-style-type: none"> ▪ Increased percentage of women participating in intergovernmental meetings. 	2020	ECE Divisions Divisional Gender Focal Points (DGFPs) SDGU RB	December 2020
<p>Objective 2: Strengthen intergovernmental outcomes related to gender equality and the empowerment of women</p>	<ul style="list-style-type: none"> ▪ Intergovernmental bodies host a dialogue and share information on the incorporation of gender issues into their respective areas of work, including through presentations of their concrete contributions to mainstreaming SDG5 and implementing gender-sensitive targets of other SDGs. 	<ul style="list-style-type: none"> ▪ Gender mainstreaming is discussed at the sessions of the Sectoral Committees and their subsidiary bodies; ▪ Gender mainstreaming is included in the Decisions of the Committees. 	2020	SDGU ECE Gender Focal Point (GFP) DGFPs RB	December 2020
<p>Objective 3: Reinforce accountability to support gender mainstreaming in UNECE</p>	<ul style="list-style-type: none"> ▪ The performance assessments of the Senior Management include responsibilities to achieve gender parity in staff and encourage gender mainstreaming in all activities of their respective subprogrammes. ▪ The performance assessment of the DGFPs reflect the objectives and actions related to their functions as focal points for gender mainstreaming in their respective subprogrammes. ▪ Hold regular dialogue with the DGFPs and Senior management on how to better integrate gender perspective in respective areas of work. 	<ul style="list-style-type: none"> ▪ Activities related to gender mainstreaming are assessed in the performance assessments of Senior Managers and DGFPs both at medium- and end-term discussions. ▪ Gender mainstreaming is discussed at Directors' meetings regularly. 	2020	Executive Secretary (ES) Senior Management Executive Office (EO) ECE Divisions SDGU RB	December 2020

Objectives	Related Actions	Measurable output	Timeframe	Resources	Mid-term and final reporting
Objective 4: Promote the institutional and cultural environment for gender equality and the empowerment of women in the workplace	<ul style="list-style-type: none"> Systematically implement the UNECE Strategy for Gender Parity as part of the UN System-wide Strategy for Gender Parity. 	<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. 	2020	ES & Senior Management EO RB	December 2020
	<ul style="list-style-type: none"> Continue to improve the organizational culture to promote gender equality and the empowerment of women through the implementation of facilitative policies, such as maternal, paternal, adoption, family, emergency leave, breast feeding child care and flexible working arrangements. 	<ul style="list-style-type: none"> The implementation of the arrangements on facilitative policies is monitored and all forms of requested flexible working arrangements are implemented. 		ES EO RB	
Objective 5: Promote the practice of gender equality and gender-mainstreaming in terms of staff recruitment	<ul style="list-style-type: none"> Ongoing updates on ECE Gender report through the Executive Office intranet. Encourage hiring managers to achieve a gender balanced recruitment process across all positions. 	<ul style="list-style-type: none"> 50/50 gender balance across organization with a particular focus on deficient sub-programmes and post levels 	January - December 2020	Executive Office HR focused staff time	Jul 2020 Dec 2020
Objective 6: Implementation of Flexible Working Arrangement (FWA) to support greater work life balance for all staff post maternity/paternity leave period	<ul style="list-style-type: none"> Provide real time reporting to all ECE staff on the use of FWA across the organization through the use of the Executive Office intranet. Mandate all managers to report on any non-approval of FWA through the Executive Office intranet to facilitate the mediation of the non-approval to approval. 	<ul style="list-style-type: none"> Full support of all FWA requests through a real time and transparent FWA approval process, facilitating greater use of this arrangement for all genders across the organization. 	January - December 2020	Executive Office HR focused staff time	Jul 2020 Dec 2020
Objective 7: 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. 	<ul style="list-style-type: none"> Improved knowledge and cooperation with UN entities in the 6 areas of UN-SWAP. 	2020	ECE GFP DGFPs EO UN WOMEN ECE Directors	December 2020
	<ul style="list-style-type: none"> Encourage UNECE staff to take the mandatory training "I know gender". 	<ul style="list-style-type: none"> Training of basic concepts for new staff performed in cooperation with UN Women (basic course "I know gender"). 			
	<ul style="list-style-type: none"> Monitor the number of UNECE staff who have taken the course "I know gender" by Divisions. 	<ul style="list-style-type: none"> Increased percentage of staff trained with basic concepts. 			
	<ul style="list-style-type: none"> Organize workshops for DGFPs and project managers on gender mainstreaming issues. 	<ul style="list-style-type: none"> Better understanding and implementation of gender considerations at the workplace and in projects. 			

Objectives	Related Actions	Measurable output	Timeframe	Resources	Mid-term and final reporting
Objective 8: Systematize the implementation of the ECE evaluation policy in line with UNEG gender-related norms and standards	<ul style="list-style-type: none"> ECE evaluation reports systematically assess the gender dimension in projects and recommend improvements. 	<ul style="list-style-type: none"> Evaluation terms of reference are strengthened by including gender related questions under more than one evaluation criterion when applicable, and by requiring an evaluator with gender expertise. Evaluation design is strengthened by requiring a focus on marginalized groups of women when applicable. Evaluation reports are strengthened by requiring analysis of gender as a cross cutting issue, and analysis of whether attention was paid to the intervention's effects on women. 	2020	ES PMU	December 2020
UNECE/Gender and Economy					
Objective 1: Promote implementation of a gender perspective in analytical work of the UNECE Divisions including as a contribution to achieving 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 where gender issues are considered. 	2020	ECE GFP DGFPs RB XB	December 2020
	<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. 			
Objective 2: Increase visibility of work on gender in UNECE	<ul style="list-style-type: none"> Update UNECE Gender website on a regular basis. Publish UNECE materials, press releases of events reflecting their gender dimension, and other materials on the UNECE website. Organize a discussion on gender issues at the RFSD 2020. 	<ul style="list-style-type: none"> Number of published materials related to gender issues. Increased awareness on empowerment of women in the ECE region. UNECE member States are better informed about UNECE's activities on gender. 	2020	ES SDGU RB	December 2020
Objective 3: Engender subregional initiatives through the work of the SPECA Thematic Working Group on Gender and SDGs	<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 exchange of information and best practices in the SPECA TWG on Gender and SDGs. 	<ul style="list-style-type: none"> Materials on key challenges towards achieving SDG 5 and mainstreaming gender in respective SDGs produced. Proposals for joint thematic projects developed in the context of the SPECA TWG on gender and SDGs. 	2020	RB	December 2020
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. 	<ul style="list-style-type: none"> Women entrepreneurs from CIS trained and built skills in information and communication technologies and support system for entrepreneurship development. 	2020	ECE GFP RB	December 2020

Objectives	Related Actions	Measurable output	Timeframe	Resources	Mid-term and final reporting
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 for documents/materials of UN Women, including the Inter-Agency Network for Women and Gender Equality (IANWGE) and the Commission on the Status of Women (CSW). 	<ul style="list-style-type: none"> UNECE's activities on gender equality reported and presented in documents/materials of UN Women. 	2020	ECE GFP RB	2020
	<ul style="list-style-type: none"> Participate in the Issue-Based Coalition (IBC) on Gender and cooperate with UN entities within the UNECE region. 	<ul style="list-style-type: none"> Substantive contributions to and regular updates of the work on gender in UNECE at meetings of the IBC on Gender. 		SDGU RB	December 2020

ACTIVITIES AT SUBPROGRAMME LEVEL

Subprogramme 1: Environment

Objectives	Related Actions	Measurable output	Timeframe	Resources	Mid-term and final reporting
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 UNECE environmental intergovernmental framework, including the Committee on Environmental Policy, the governing bodies of the UNECE multilateral environmental agreements (MEAs), the Working Group on Environmental Monitoring and Assessment, 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	<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. Contribute to the implementation of SDG target 4.7 by: (a) raising awareness of the importance of promoting sustainable development through ESD and its key themes including gender equality, and b) building the capacity of member States in mainstreaming gender perspective in ESD, as one of key themes of Sustainable Development. 	<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. 	2020	Environment Division ECE GFP RB, XB	December 2020

Objectives	Related Actions	Measurable output	Timeframe	Resources	Mid-term and final reporting
Objective 2: Assist member States in assessing the current gender sensitivity of ESD action plans and strategies	<ul style="list-style-type: none"> Sharing of experiences and good practices with regard to gender equality as one of the key themes of Sustainable Development addressed in the ECE Strategy for ESD. 	<ul style="list-style-type: none"> Discussion held on addressing the promotion of gender equality as one of the key themes of Sustainable Development through education for sustainable development during the 15th meeting of the Steering Committee on ESD. Good practices/relevant resources disseminated through the ESD website, as well as through related awareness-raising channels (subject to availability of resources). 	2020	Environment Division, ECE GFP RB, XB	Mandatory national reporting exercise to be held in 2020
Objective 3: Promote the rights of every person without discrimination with regard to access to information, public participation in decision-making and access to justice in environmental matters	<ul style="list-style-type: none"> Integrate gender issues and a gender perspective in all activities under the Convention on Access to Information, Public Participation in Decision-making and Access to Justice in Environmental Matters (Aarhus Convention) and the Protocol on Pollutant Release and Transfer Registers (Protocol on PRTRs) are carried out taking gender aspects into consideration. Integrate gender issues in all activities under the Convention on Environmental Impact Assessment (Espoo Convention) and its Protocol on Strategic Environmental 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 Aarhus Convention and the 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). 	2020	Environment Division RB, XB	<p>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.</p> <p>Sessions of the Meetings of the Parties to the Espoo Convention and its Protocol on SEA in 2020 and the related activities under the joint workplans for 2017-2020</p>
Objective 4: Incorporate the gender dimension in the Environmental Performance Reviews (EPRs)	<ul style="list-style-type: none"> Incorporate the gender dimension in the third EPRs of Romania and Azerbaijan and their recommendations, as appropriate (SDG 5.a). 	<ul style="list-style-type: none"> Abstracts on gender dimension included in the EPRs produced. 	2020	Environment Division RB, XB	December 2020

Objectives	Related Actions	Measurable output	Timeframe	Resources	Mid-term and final reporting
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 analyze the situation of access to water and sanitation at the national and/or local levels by using the Equitable Access Score-card, with due regard paid to the specific uses and needs of women and, where appropriate, to develop Equitable Access Action Plans to ensure equitable access to water and sanitation for all, including women (SDG 6.1; 6.2). 	<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 Belarus. 	2020	Environment Division RB, XB	
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 development of the strategic action programs/river basin management plans with climate change dimension to be incorporated and through implementation of the adaptation measures (in the pilot basins e.g., Chu-Talas, Dniester, Neman, Drin) (SDG 6.4; 6.5; SDG 13). 	<ul style="list-style-type: none"> Gender dimension included in the strategic action programs/river basin management plans which account for climate change adaptation. Equal opportunities for participation of women and men provided for development of the strategic action programs/river basin management plans and implementation of the adaptation measures. 	2020	Environment Division 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 (SDG 3.9; 6.4; 6.5). 	<ul style="list-style-type: none"> Equal opportunities for participation of women and men in meetings, capacity-building seminars, workshops and trainings provided. 	2020	Environment Division XB	Annual reports submitted to donors

Subprogramme 2: Sustainable Transport

Objective 1: Continue to raise awareness on the link between gender and transport and introduce gender aspects across all activities of the Inland Transport Committee (ITC) meetings	<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). Implement the gender aspects identified in the ITC Strategy to 2030. Invite ITC at its annual session, to consider how to better mainstream a gender perspective into its transport activities based on the ITC Strategy. Strive to achieve gender balance in the policy segment of the annual ITC session. 	<ul style="list-style-type: none"> Gender is reflected in the report of the annual session of ITC. Gender balance in the policy segment 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. 	2020–2021	XB -15,000 USD, (subject to member State interest)	
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Objectives	Related Actions	Measurable output	Timeframe	Resources	Mid-term and final reporting
<p>Objective 2: Contribute to the implementation of SDG 11.2 by: (a) raising awareness on gender-specific aspects of sustainable mobility and public transport and (b) building capacity of member States</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). Continue to gather gender disaggregated data within transport statistics to facilitate gender related policy development. 	<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 THE PEP relay race. 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. Add a gender focused agenda item to the activities of the working party on Transport Statistics. 	2020-2021	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 2020-2021 as much as possible. 	<ul style="list-style-type: none"> Increased percentage of female staff in the P-category in the Division. 	2020-2021	As positions become available and female candidates are eligible and successful in written tests and interviews	
Subprogramme 3: Statistics					
<p>Objective 1: Mainstream a gender perspective into the work of the subprogramme and into national statistical systems</p>	<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 ECE countries, is made available on public website. 	Expert meeting 4Q 2020	Statistical Division Statistical offices of member States	Lists of participants and meeting reports
<p>Objective 2: Develop capacity of national statistical offices to measure gender issues, including gender-relevant aspects of the 2030 Agenda for Sustainable Development</p>	<ul style="list-style-type: none"> Organize workshops on producing the monitoring indicators for SDG 5 on gender equality, and other SDG monitoring indicators which have a gender dimension. The workshop will focus on improving data disaggregation in the SDG indicator framework. 	<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 (EECCA). Increased availability of gender statistics in EECCA countries. 	Workshop 4Q 2020	Statistical Division UN Women and other partner agencies Statistical offices of EECCA countries United Nations Development Account (UNDA)	Workshop reports Workshop participant evaluation forms

Objectives	Related Actions	Measurable output	Timeframe	Resources	Mid-term and final reporting
Objective 3: Disseminate and communicate statistics on gender issues and promote their use	<ul style="list-style-type: none"> Compile data and launch of the UNECE Dashboard and Database for SDG Indicators with gender breakdowns in all the relevant indicators. Produce articles on gender issues using the database. Finalize work of the Task Force on Communication of Gender Statistics. Organize session on dissemination, communication and use of gender statistics at UNECE expert meeting. 	<ul style="list-style-type: none"> The UNECE Dashboard and Database on SDG Indicators launched and maintained. Increased use of the UNECE Gender database. Regular publication of short articles on statistical findings in the UNECE Weekly. Guidance on Communication of Gender Statistics are endorsed by the Conference of European Statisticians and disseminated. Improved dissemination and communication of gender statistics in member States, in particular the countries of Eastern Europe, Caucasus and Central Asia. 	Launch of the SDG Dashboard in March 2020 Guidance endorsed by CES in 2Q 2020	Statistical Division UN Women and other partner agencies UNDA	Material on SDG Dashboard and Database launch. Quarterly database usage reports. UNECE Weekly newsletter. Task Force final report (2Q 2020) Expert meeting reports Participant evaluation forms

Subprogramme 4: Economic Cooperation and Integration

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 countries with economies in transition prepared and published 	2020	The preparation of these Reviews depends on the success in raising the necessary extra-budgetary resources.	Peer-review of chapters by external contributors Official UN publication
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. Promote the empowerment of women through People-first PPPs, enhancing female participation in the design, planning and construction of projects, and gender equality through gender sensitive projects. A subregional Innovation Policy Outlook (IPO) benchmarking exercise of 6 countries will include policy recommendations incorporating the gender dimension. 	<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 a People-first Project Impact Assessment Tool to assess PPP projects against the SDGs including gender equality and the empowerment of women through PPPs. Subregional Innovation Policy Outlook of Armenia, Azerbaijan, Belarus, Georgia, Moldova and Ukraine with gender mainstreamed that is published, prepared and disseminated. 	2020	RB & XB	Committee on Innovation, Competitiveness and Public-Private Partnerships Working Party on Public-private Partnerships Team of Specialists on Innovation and Competitiveness Policies Official UN publication (IPO)

Subprogramme 5: Sustainable Energy

Objectives	Related Actions	Measurable output	Timeframe	Resources	Mid-term and final reporting
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 gender balance in energy governance in the region. ▪ Promote the incorporation of gender perspectives in meeting agendas. ▪ Promote gender-balanced participation in the meeting of ECE governing bodies. ▪ Integrate gender issues into work plans and XB project proposals ▪ 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 and work plans of the Committee and its subsidiary bodies. ▪ Gender-balanced participation in the ECE Committee on Sustainable Energy and Groups of Experts improved (subject to availability of experts). ▪ Gender-balanced participation in the ECE capacity-building events on energy-related issues improved. 	2020	RB	December 2020
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"> ▪ 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"> ▪ Exploring a possibility to develop a pilot project on reflecting the gender dimension in energy policy. Potential beneficiary countries: Georgia, Serbia. ▪ 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. 	2020	RPTC XB	December 2020

Subprogramme 6: Trade

Objective 1: Incorporate the gender dimension into inter-governmental discussions under the Steering Committee on Trade Capacity and Standards (SCTCS)	<ul style="list-style-type: none"> ▪ Ensure that SCTCS annual sessions feature focused discussions on the gender dimension under a sperate agenda item. ▪ Promote best practices for integrating the gender dimension into trade policy decisions and reform measures for removing regulatory and procedural barriers to trade. 	<ul style="list-style-type: none"> ▪ Discussions on the gender dimension are carried out under a separate agenda item, titled "Regulatory and procedural barriers to trade: a gender perspective". ▪ Best practices for integrating the gender dimension into trade policy decisions and reform measures for removing regulatory and procedural barriers to trade shared during the annual session of the SCTCS. 	2020	RB	Report from the SCTCS annual session
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Objectives	Related Actions	Measurable output	Timeframe	Resources	Mid-term and final reporting
Objective 2: Promote the implementation of UNECE Recommendation on “Gender Responsive Standards” and support countries in delivering on their commitments under the “Gender Responsive Standards Declaration”	<ul style="list-style-type: none"> ▪ Organize an email campaign to promote the signing of the Declaration and its implementation at the national, regional, international and sectoral levels. ▪ Organize a series of awareness raising and information sharing events on gender responsive standards, including meetings, webinars, and promote these standards on social media. ▪ Make a formal presentation about the Declaration on Gender Responsive Standards to the World Trade Organization (WTO) Committee on Technical Barriers to Trade. ▪ Identify at least 50 standards that help the realization of SDG 5. ▪ Develop at least 5 case studies related to the practical experience of countries in implementing standards that contribute to the realization of SDG5. 	<ul style="list-style-type: none"> ▪ At least 20 new national, regional, and international standards bodies or sectoral standards organizations sign the “Gender Responsive Standards Declaration”. ▪ At least 4 standards bodies develop a Gender action plan. ▪ At least 10 organizations participate in the UNECE-led awareness-raising campaign on social media. ▪ At least 50 standards that have a direct impact on gender equality are added to the UNECE Portal on “Standards for the SDGs”. ▪ At least 5 case studies, showcasing practical experience of countries in implementing standards that contribute to the realization of SDG5, are added to the UNECE Portal on Standards for the SDGs. ▪ At least 2 organizations have implemented concrete and measurable measures for mainstreaming gender considerations in the development and implementation of standards. 	2020	RB & XB	Report from WP.6 annual session
Objective 3: Integrate the gender dimension into work related to agricultural quality standards	<ul style="list-style-type: none"> ▪ Organize at least one event on gender and agriculture. 	<ul style="list-style-type: none"> ▪ Best practices on making regulatory processes more gender responsive collected and shared. 	2020	RB and XB	Report from WP.7 annual session
Objective 4: Work towards the integration of a gender perspective into Trade Facilitaiton deliverables	<ul style="list-style-type: none"> ▪ Work towards an initial draft of UNECE Recommendation on Women in Trade Facilitation. ▪ Ensure that gender considerations are reflected in UN/CEFACT recommendations slated for approved in 2020. 	<ul style="list-style-type: none"> ▪ Draft UNECE Recommendation on Women in Trade Facilitation developed. 	2020	RB	Report to UN/CEFACT Bureau, Plenary and UNECE EXCOM
Objective 5: Maintain and further develop best practices for integrating the gender dimension into trade policy and reforms in the areas of trade facilitation and e-business, regulatory cooperation and standardization policies and agricultural quality standards; and help member States implement these	<ul style="list-style-type: none"> ▪ Ensure that capacity-building programs in the areas of trade facilitation and e-business, regulatory cooperation and standardization policies and agricultural quality standards address men and women in an equal manner and that a gender perspective is actively promoted in policy documentation and training materials. 	<ul style="list-style-type: none"> ▪ Gender dimension integrated into capacity-building projects. 	2020	RB & XB	Reports by WP.6; WP.7; UN/CEFACT to the SCTCS and report from SCTCS annual session

Subprogramme 7: Forestry and Timber

Objectives	Related Actions	Measurable output	Timeframe	Resources	Mid-term and final reporting
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 chairpersons 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: 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. 	2020	XB	December 2020
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Subprogramme 8b: Population

Objective: 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 (WGA) 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"> Two new issues in a series of Policy briefs with a gender sensitive approach developed and disseminated and a third draft developed. 	March, April, November 2020	Population Unit, RB & XB	Drafts discussed by the WGA
		<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 2020	Population Unit RB & XB	Report to WGA
		<ul style="list-style-type: none"> Guidelines for gender-sensitive national reporting on progress made on the implementation of MIPAA/RIS for the fourth review and appraisal in 2021/2022 developed. 	September 2020	Population Unit, Bureau of the WGA	Report to WGA
	<ul style="list-style-type: none"> Promote gender-sensitive research on ageing and intergenerational relationships that contribute to evidence-based policy making through the Generations and Gender Programme (GGP). 	<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 and inputs to the work of the Consortium Board developed and disseminated. 	2020 ongoing	Population Unit	

Objectives	Related Actions	Measurable output	Timeframe	Resources	Mid-term and final reporting
	<ul style="list-style-type: none"> Promote the integration of gender and age mainstreaming across all relevant policy fields. 	<ul style="list-style-type: none"> Draft guidelines on mainstreaming ageing developed that will integrate a gender mainstreaming approach, promoting the integration of gender and age mainstreaming processes at national policy level. 	To be presented to WGA in November 2020 and to be finalized and launched in 2021	Population Unit, RB & XB	Report to WGA
	<ul style="list-style-type: none"> Support mainstreaming gender in the implementation of MIPAA/RIS at national level. 	<ul style="list-style-type: none"> Roadmap on Mainstreaming Ageing developed for Kazakhstan which will include a chapter on mainstreaming a gender approach in ageing-related policies as well as sex-disaggregated data on the situation of older men and women in Kazakhstan and gender-specific recommendations throughout. 	Anticipated launch in late 2020	Population Unit, RB & XB	Report to WGA
	<ul style="list-style-type: none"> Gender-sensitive communication. 	<ul style="list-style-type: none"> UNECE newsletter articles, press releases, brief data presentations on twitter will to the extent possible and appropriate include sex and age disaggregated data. 	2020 ongoing	Population Unit RB	