

Programme-level evaluation of  
**Gender mainstreaming in UNECE (July 2019)**  
**Progress report as at 30 June 2020**

#	Recommendation	Management response	Responsibility	Target date	Date of implementation/comments
1	<b>Report annually to EXCOM on the gender equality and women’s empowerment results of the UNECE Gender Action Plan, including on gender related SDG results, and ensure systematic collection, analysis and use of sex-disaggregation of data across all subprogrammes, noting reasons for any non-disaggregation.</b>	<p>UNECE partially accepts the recommendation.</p> <p>UNECE divisional focal points will continue to report on a yearly basis on the items in the UNECE SWAP Reporting. UNECE will share SWAP results with EXCOM (without additional resources for gender with the SDGU, the Unit cannot deliver any additional reports) starting with the results of the SWAP report for 2019. The collection of sex-disaggregated data at present can only be gathered by the Statistics Division, while other subprogrammes would require significant internal capacity building in order to gather data beyond what UNECE collects (such as participation in UNECE meetings, women on panels etc).</p>	SDGU (Malinka Koparanova) & Division Gender Focal Points	December 2021	<p><b>In progress</b></p> <p>The UNECE SWAP report for 2019 has been submitted to UN Women within the timeline. However, due to COVID-19 it is still being processed by UN Women as at 30 June 2020. are accessible through the meeting tools used within the UNECE, i.e., Indico and CBD.</p> <p>Environment, Statistics, Sustainable Energy, ECI, Trade and Population have been monitoring data on gender participation during the period, which are accessible through the meeting tools used within the UNECE, i.e., Indico and CBD.</p> <p>In addition, statistics on road traffic accidents disaggregated by gender continue to be collected by the sustainable transport division, with this disaggregation feeding in to measure SDG indicator 3.6.1. Further, considering gender differences in transport modal choice is part of the transport statistics team’s work on providing guidance to monitor SDG indicator 9.1.2 at the national level.</p>
2	<b>In order to achieve the SWAP 2.0 indicator for “approaches” requirements for Reporting on Gender Related SDG Results, the Statistics Division and the P-5 Gender Focal Point should provide guidance to all relevant UNECE staff on systematic collection, use,</b>	<p>UNECE accepts the recommendation.</p> <p>Statistical Division plans to organize an event for UNECE staff in connection with the launch of the UNECE Dashboard of SDG Indicators in the first half of 2020 and is ready to provide the guidance as suggested in this recommendation. SDGU will cooperate with the Statistical</p>	SDGU (Malinka Koparanova) & Statistics Division (Lidia Bratanova)	December 2020	<p><b>In progress</b></p> <p>The Statistical Division has prepared and launched the UNECE <a href="#">Dashboard</a> and <a href="#">Database</a> on SDG indicators, which highlight the presentation of data by sex. The UNECE SDG Dashboard, Database, and Report were promoted through press releases and <a href="#">at the Regional Forum for Sustainable Development</a>, and through broadcast messages to UNECE staff in March.</p>

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	<p><b>analysis and reporting of gender-disaggregated data, gender equality and empowerment of women results. Consider holding a Workshop on Gender Statistics for UNECE staff, similar to the May 2019 Workshop on Gender Statistics for Countries of Eastern Europe, the Caucasus, and Central Asia – Finding and Filling Gaps in Gender Statistics for SDG Monitoring.</b></p>	<p>Division for the content of the workshop relating to gender statistics for ECE staff. Division Directors will encourage all staff to use the guidance provided and to participate in the possible workshop.</p>			<p>Organization of a separate workshop for staff was not suitable then because of the Covid pandemic breaking out. In October, the Statistical Division will hold a region-wide online meeting on gender statistics, which will deal with related data gaps on SDGs. The highlights and recommendations will be communicated to UNECE staff.</p>
3 & 26	<p><b>Rec #3: Publish the following on UNECE's website to increase transparency and accountability: (i) annual SWAP reports; (ii) annual UNW SWAP letter regarding UNECE SWAP performance; (iii) annual report on implementation of UNEC's GAP together with recommendations on areas for improvement; (iv) gender parity data for each division.</b></p> <p><b>Rec #26: Systematically document UNECE knowledge on gender equality and women's empowerment and publish on UNECE website. Develop a communication plan that includes gender equality and women's empowerment as an integral component of internal and public information dissemination. Make SWAP reports etc available on the UNECE website and shared with all staff.</b></p>	<p>UNECE accepts the recommendation.</p> <p>The UNECE gender webpage has recently been updated to include UNECE knowledge on gender equality and empowerment of women. Additional efforts to strengthen these components will be made by the SDGU together with the Information Unit by 31 December 2020.</p>	<p>SDGU (Malinka Koparanova) and Information Unit (Jean Rodriguez)</p>	<p>December 2020</p>	<p><b>In progress</b></p> <p>UNECE SWAP report for 2019 will be published upon approval by UN Women.</p> <p>The UN Women SWAP letter to the UNECE Executive Secretary regarding UNECE SWAP performance has not been received as at 30 June 2020. It will be published upon receipt.</p>

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4	<p><b>Regarding results-based management, require gender-disaggregated data, indicators, and gender analysis at project design, implementation, and monitoring stages through results-based management tools such as checklists and templates. This would need to be both mandatory and enforced. These actions earlier in the project cycle would in turn support gender-disaggregated data use and gender analysis at the evaluation stage.</b></p>	<p>UNECE partially accepts the recommendation.</p> <p>Through the 'Assessment of Gender Mainstreaming in UNECE Projects', Divisions will continue to include gender analysis at project design, implementation, and monitoring stages of a project.</p> <p>However, additional resources would be needed to drill further down to the level of gender-disaggregated data, indicators, and gender analysis. For extrabudgetary projects a checklist and template have been developed and SDGU review at the project design stage. Divisions ensure the implementation, monitoring and reporting on projects.</p>	<p>SDGU (Malinka Koparanova),</p> <p>Division Directors</p>		<p><b>Implemented as of 30 June 2020.</b></p> <p>All XB projects continue to be reviewed at the project design stage by the Gender Focal Point; this is an ongoing practice for all subprogrammes.</p> <p>All ECE subprogrammes ensure that gender analysis is performed at all stages of a project (project design, implementation and monitoring), in conformity with the ECE GAP, with concrete strategies designed to achieve equal participation of women in all activities.</p> <p>In the XB projects run by the Environment subprogramme, the grantees are expected to endeavor to strengthen the participation of women in conformity with the ECE GAP, with concrete strategies designed to achieve equal participation of women in the activities. The Terms of Reference for grants also include a performance indicator to ensure equal gender participation in the activities, or a statement explaining why the target was not met, including the efforts undertaken.</p> <p>The Statistical Division is leading the gender statistics stream in the Development Account project "<i>Data and statistics</i>" of 10 UN agencies. The project is designed to build statistical capacity on measuring gender issues and fill data gaps for SDG 5 on gender equality. The Statistical Division is also engaged in a project on measuring the gender issues related to trade. In these gender-oriented projects as well as throughout the work on statistical methodology and capacity development, gender implications and needs for gender data are considered in designing the activities.</p>

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5	<p><b>Strengthen gender related SDG results in UNECE's nine focus SDGs in all sub-programmes by:</b></p> <p><b>(i) allocating the relevant gender-specific SDG targets and indicators to the appropriate UNECE sub-programme for monitoring;</b></p> <p><b>(ii) ensuring that collection, use and analysis of appropriate gender disaggregated data is carried out by the appropriate UNECE division;</b></p> <p><b>(iii) strengthen UNECE sub-programme analysis of women's equal access to and control over the resources and benefits of development;</b></p> <p><b>(iv) include these actions in the updated Gender Equality Policy and Gender Action Plan;</b></p> <p><b>(v) monitor and enforce accountability for this in the ePAS of divisional directors, divisional gender focal points, and all other relevant staff.</b></p>	<p>UNECE partially accepts the recommendation.</p> <p>UNECE agrees with the spirit of the recommendation to strengthen gender related SDG results with the following comments per sub-point:</p> <p>(i) Cannot practically implemented as UNECE is not fulfilling custodian agency functions on the indicators (with very few exceptions such as 5.5 which relates to ensuring for example, gender balanced participation in relevant UNECE meetings and intergovernmental bodies);</p> <p>(ii) The Statistical Division is committed to follow this throughout its work with data, including the UNECE Dashboard and Database of SDG Indicators that are currently being developed;</p> <p>(iii) An expert group managed by the Statistical Division is conducting methodological work on measuring gender difference in power and decision-making. This methodology will be shared with other subprogrammes when finalised for their consideration;</p> <p>(iv) The Gender Action Plan and the annual report will include these components;</p> <p>(v) Division Directors will ensure that effective monitoring and accountability is achieved through staff, unit and divisional workplans in line with the annual staff performance planning and reporting</p>	Division Directors	December 2021	<p><b>In progress</b></p> <p>(ii) and (iii) The Statistical Division has prepared and launched the UNECE <a href="#">Dashboard</a> and <a href="#">Database</a> on SDG indicators, which highlight the presentation of data by sex. Based on these data, the Statistical Division prepared the UNECE progress report on SDGs, which included analysis on goal 5, Gender equality. The dashboard, database and report were launched in March 2020. The Conference of European Statisticians (the UNECE committee for statistics) endorsed late June 2020 the "Guidance for measuring intra-household power and decision-making". The material will be shared across the organization by the end of the year.</p> <p>(iv) The 2020 Gender Action Plan has been finalized, including these recommendations. Below are examples from 3 subprogrammes.</p> <p>In the Environment subprogramme, the gender dimension is integrated in the implementation of work programmes. For instance, the third EPRs of Romania and Azerbaijan and their recommendations will integrate status of implementation of SDG target 5.a.</p> <p>In the ECI subprogramme, building on previous experience of national Innovation for Sustainable Development Reviews, the subregional Innovation Policy Outlook (IPO) for Azerbaijan, Armenia, Belarus, Georgia, Moldova and Ukraine also incorporates gender equality considerations. ECI subprogramme also seeks to promote the empowerment of women through People-first PPPs, enhancing female participation in the in the design, planning and construction of projects, and gender equality through gender sensitive projects.</p> <p>The Trade Subprogramme is implementing a number of activities with direct and indirect contribution to SDG 5,</p>

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		timelines commencing 2020-2021.			<p>including assessments of barriers to increased participation of female-owned enterprises in trade; gender-responsive standards initiatives, and, training activities in the areas of food waste and food loss and trade facilitation.</p> <p>The Population subprogramme published a Policy Brief #23 on Gender equality in ageing societies published in March 2020.</p> <p>(v) For 2020-2021 cycle, ePAS of divisional directors, divisional gender focal points, and all other relevant staff include gender aspects in Transport, Environment, Statistics, and Forest Land and Housing Divisions.</p>
6	<p><b>Make it mandatory for all Secretaries to Committees, Conventions and Working Groups to</b></p> <p><b>(i) raise attention of member States to increase the number of women participants in delegations,</b></p> <p><b>(ii) collect, analyse and monitor sex disaggregated data of participants to intergovernmental meetings,</b></p> <p><b>(iii) discuss gender mainstreaming at sessions of Sectoral Committees, Conventions and Working Groups,</b></p> <p><b>(iv) encourage inclusion of gender mainstreaming in decisions of the Sectoral Committees, Conventions and Working Groups. Include this in the ePAS of relevant UNECE staff. P-5 Gender Focal Point should work</b></p>	<p>UNECE accepts the recommendation.</p> <p>Division Directors and Secretaries of Committees will continue to address gender mainstreaming at sessions of Sectoral Committees and include gender mainstreaming in decisions of the Sectoral Committees. The experience ranges across the work of the eight UNECE subprogrammes, from conducting gender-oriented sessions in expert meetings, incorporating the gender related SDGs in the Programme of Work of Committees, and training staff in the ECE's Gender Responsive Standards under the umbrella of the Gender Responsive Standards Declaration. The work presently conducted by subprogrammes will be shared between the Gender Focal Point and Committee Secretaries to enable peer learning for enabling increased participation of women. Division Directors</p>	Division Directors	December 2021	<p><b>In progress</b></p> <p>The recommendation is partially implemented, progress have been noted in the following subprogrammes and related intergovernmental bodies:</p> <p><b>Transport</b> Gender aspects have been included in discussions in a number of the working parties within the Inland Transport Committee (WP.6, SC.3, WP.30, etc.)</p> <p><b>Environment</b> At its regular sessions, the Committee on Environmental Policy (CEP) considers an official document with information on recent developments, plans and expected decisions by the Committee with regard to cross-sectoral activities, including gender mainstreaming. The CEP is briefed by the gender focal point(s) on gender mainstreaming across ECE activities and in environmental activities carried out by the Environmental Division and takes relevant decisions.</p> <p>In the <b>LRTAP Convention</b>, majority of officers, national representatives and participants of official meetings are</p>

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	<p><b>with Secretaries to provide guidance on good practices, capacity building on mainstreaming gender in substantive areas, and guidance on techniques to increase women’s participation. Secretary, Working Party on Regulatory Cooperation and Standardisation Policies to provide training on Declaration on Gender Responsive Standards to all Secretaries and other relevant staff.</b></p>	<p>will ensure that the inclusion of gender mainstreaming in decisions of the Sectoral Committees, Conventions and Working Groups is included in staff, unit, and divisional workplans.</p> <p>These requirements will begin with the cycle commencing 2020-2021.</p>			<p>women. Women chair 4 out of 5 official bodies of the Convention. Fifty out of 75 National Focal Points for the Convention are women. Similar situation continues in case of experts from EECCA countries, notably those that are involved with capacity building and awareness raising activities. The high representation of women in the Convention bodies and activities is continually encouraged. UNECE encourages member States to propose gender balanced nominations of candidates to the upcoming elections of officers (2-year terms of office) to be decided by the Convention bodies in the second half of 2020.</p> <p>In the <b>Aarhus Convention and its Protocol</b> on Pollutant Release and Transfer Registers (PRTRs), all activities under the Work Programmes for 2018–2021 of the Aarhus Convention and the PRTRs Protocol carried out in 2019 and in 2020 provided equal opportunities for the participation of women and men. Moreover, through the Budva Declaration on Environmental Democracy for Our Sustainable Future (2017), Parties to both treaties recognised the special needs of persons and groups in vulnerable situations.</p> <p>For the <b>Espoo Convention and its Protocol</b>, women continue to represent the majority in terms of officers and meeting participants of both official and ad hoc treaty bodies. Idem regarding the participation of experts from EECCA countries in capacity building activities. The representation of women in activities related to the Convention and its Protocol, continues to be encouraged and monitored, including for activities under the new workplan and new nominations of officers for 2021–2023 to be decided by the MOPs in December 2020.</p> <p><b>Trade</b> The Steering Committee on Trade Capacity and Standards has been active in promoting women’s participation in its work and that of its subsidiary bodies (WP on Regulatory Cooperation and Standardization Policies and WP on Agricultural Quality Standards) for many years and the</p>

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					<p>share of women delegates has raised significantly over the years. As an individual indicator, currently, all three Chairs are women. A recent capacity-building project addressed women in the agri-industrial sector in Fergana valley, not only contributing to employment and increased revenue for women but also to peace-building in the region through cross-border pooling of produce in order to reach the volumes necessary for international supply chains.</p> <p>In addition, the subprogramme is advancing fast and far beyond counting women's participation. Thanks to the Subprogrammes significant efforts, the Gender Responsive Standards Initiative is creating world-class attention to the role of gender in standard-setting and the use of standards with 67 countries and 20 international organizations having signed the Gender Responsive Standards Declaration. In this work, UNECE has taken a lead role in sensitizing International standards bodies, governmental authorities, regional and intergovernmental organizations, NGOs, UN organizations and academic and research institution as well as the private sector of the salient issues in standard-setting. The Declaration aims at strengthening the use of standards and technical regulations as powerful tools to attain SDG 5 (Achieve Gender Equality and Empower all Women and Girls), to integrate a gender lens in the development of both standards and technical regulations and to elaborate concrete gender indicators and criteria that can be used in standards development.</p> <p>Gender issues are also being addressed in ECEs series of studies on regulatory and procedural barriers to trade e.g. by looking at the increased participation of female-owned enterprises in trade and e.g. training activities in the areas of food waste and food loss.</p> <p><b>Statistics:</b> The Conference of European Statisticians (CES) endorsed late June two important guides on gender:</p> <ul style="list-style-type: none"> <li>- First, the "<b>Guidance for measuring intra-</b></li> </ul>

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					<p><b>household power and decision-making</b> addresses a glaring gap in actions towards and measurement of gender equality, which concerns relations within the household. Starting from the Beijing Platform for Action, internationally agreed policy frameworks universally refer to ‘all levels’ of decision-making or to the need for women and men to be ‘equal partners in public and private life’, yet action and measurement so far is almost entirely limited to the public sphere. The new statistical guidance is pathbreaking in that it leads to concrete meaningful measurements that can lead to genuine improvement in gender equality.</p> <ul style="list-style-type: none"> <li>- Second, national statistical offices have an important role in promoting awareness, understanding and use of gender statistics. The <b>“Guidance on communicating gender statistics”</b> is designed to support them in this, with practically oriented guidance and a broad range of good practice examples.</li> </ul> <p><b>The Steering Group on Gender Statistics</b> – governed by the Conference of European Statisticians -- is tasked with advancing gender statistics and carrying out activities to support gender mainstreaming in statistical systems of member countries. In May 2020, the Group launched a new project <b>on measuring the implications of the Covid crisis on gender equality</b>. The Task team on <b>measuring gender identity</b> is continuing its pathbreaking work in clarifying the concepts and measurement issues surrounding this topic. These activities are reported to the Conference of European Statisticians Bureau that meets twice a year and the annual plenary session.</p>

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					<p><b>Sustainable Energy</b>  The <b>Committee on Sustainable Energy</b> had and exchange and consultation on gender and energy topics during its 28th session (2019):  <a href="https://www.unece.org/fileadmin/DAM/energy/se/pdfs/CSE/comm28.2019/ECE_ENERGY_123_Final_for_submission.pdf">https://www.unece.org/fileadmin/DAM/energy/se/pdfs/CSE/comm28.2019/ECE_ENERGY_123_Final_for_submission.pdf</a></p> <p>The <b>Group of Experts on Gas</b>: in its work plan the Group on Gas committed to focus on how gas and liquefied natural gas can help attain SDG 5 (Achieve gender equality and empower all women and girls). There was a panel on this organized in 2019 Expert Group session. Another similar will be held in 2020.</p> <p>The gender equality and the empowerment of women activities is also present in the Work Plan of the <b>Group of Experts on Energy Efficiency</b> for 2020-2021 (ECE/ENERGY/2019/8).</p> <p>The <b>Group of Experts on Coal Mine Methane</b> featured a panel on gender during its <a href="#">14th session</a> including 3 presentations (<a href="#">1</a>, <a href="#">2</a>, <a href="#">3</a>), and a <a href="#">news article</a>. <a href="#">The Report from the 14th Session</a> of the Group included an item entitled Gender issues in the coal mining industry (agenda item 9). The <a href="#">2020-2021 Work Plan</a> of the Group includes the following activity H: Promote broader inclusiveness of the Group of Experts, giving due attention to gender equality.</p> <p>During the tenth session of the <b>Expert Group on Resource Management</b> (Geneva, 29 April - 3 May 2019), there was a session on Women and Diversity in Resource Management. Following a presentation on "<a href="#">Promoting Gender Diversity and Inclusion in the Oil, Gas and Mining Extractive Industries</a>" and subsequent discussion, the Expert Group agreed to include an Item Q <i>Promoting gender participation in resource management</i> in <a href="#">the Work Plan for 2020-2021</a>.</p>

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					<p><b>Population</b> Ongoing work on the guidelines on mainstreaming ageing as agreed by the <b>Working Group on Ageing</b>. The zero draft was sent for consultation with WGA members and relevant NGOs on 14 July 2020. The guidelines foresee the development of a 'Strategic Framework for Mainstreaming Ageing' that should be human rights-based, gender-responsive and sustainable.</p>
7	<p><b>In order to meet all of the United Nations Evaluation Group gender related norms and standards, UNECE should:</b></p> <p>(i) <b>strengthen evaluation terms of reference by including gender questions under effectiveness, efficiency and sustainability, as well as for relevance and impact, and by requiring an evaluator with gender expertise;</b></p> <p>(ii) <b>strengthen evaluation design by requiring a focus on marginalized groups of women; and</b></p> <p>(iii) <b>strengthen evaluation reports by requiring analysis of gender as a cross cutting issue, and analysis of whether attention was paid to the intervention' s effects on women.</b></p>	<p>UNECE accepts the recommendation.</p> <p>PMU in 2020 will particularly focus on marginalized groups of women. The effectiveness of evaluations in driving an analysis of UNECE's efforts for gender equality and the empowerment of women will only be fully realised when the first cycle of projects which included gender in the design, will be evaluated from 2021.</p>	<p>PMU (Nicolas Dath-Baron)</p> <p>and all UNECE Project Managers</p>	December 2020	<p><b>In progress</b></p> <p>(i) The 2020 evaluations in progress include gender questions in the terms of reference under 2 or 3 criteria depending on the nature of the project or subprogramme to be evaluated. All evaluators selected in 2020 have gender expertise.</p> <p>(ii) A focus on the most vulnerable has been included in all the terms of reference of the evaluations scheduled in 2020 (3 UNDA projects, 1 XB project, 3 subprogramme-level evaluations).</p> <p>(iii) In progress. To be confirmed when the 2020 reports are released.</p>
8	<p><b>Update the UNECE Gender Equality Policy to align with SWAP 2.0 indicators. Where UNECE is missing requirements, tailor the policy expectations in this area to achieve</b></p>	<p>UNECE accepts these recommendations.</p> <p>In 2020, UNECE will update the GEP starting in 2021. The GAP will continue to</p>	<p>SDGU (Malinka Koparanova) and Division Directors</p>	December 2020	<p><b>In progress</b></p> <p>As a first step, UNECE GAP for 2020 has been updated during Q1 2020 with inputs from all divisions.</p>

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	<p>“approaching requirements” . Where UNECE is “approaching requirements” , tailor the policy expectations in this area to achieve “meets requirements” . For baseline achievement of SWAP 2.0 indicators, refer to UNECE SWAP report 2018 and this independent gender evaluation, taking the lowest level of achievement as the baseline if there are different conclusions between the two documents.</p>	<p>be updated biennially. The GAP 2020-2021 will be aligned with SWAP 2.0 indicators by 31 December 2020. Divisional focal points will continue to support the update of the GAP , as annexed to the GEP. Divisional focal points will continue to support and monitor the subprogramme-level Gender Action Plans.</p>			
9	<p>Update the UNECE Gender Action Plan for 2019 and draft the GAP for 2020-2021 in alignment with recommendations in this independent gender evaluation and with SWAP 2.0 indicators. Update the Gender Action Plans annually, based on results of previous year’ s SWAP report, targeting the top priorities to address areas of weakness with a view to increasing SWAP indicator achievements in those areas by the end of that year.</p>	<p>UNECE accepts these recommendations.</p> <p>In 2020, UNECE will update the GEP starting in 2021. The GAP will continue to be updated biennially. The GAP 2020-2021 will be aligned with SWAP 2.0 indicators by 31 December 2020. Divisional focal points will continue to support the update of the GAP, as annexed to the GEP. Divisional focal points will continue to support and monitor the subprogramme-level Gender Action Plans.</p>	<p>SDGU (Malinka Koparanova) and Division Directors</p>		<p><b>Implemented as of 30 June 2020</b></p> <p>The UNECE GAP for 2020 has been updated following the UNECE Policy for Gender equality 2016-2020 and the requirements of UN-SWAP.2.0:</p> <p><a href="http://www.unece.org/fileadmin/DAM/Gender/UNECE_GAP_2020_final.pdf">http://www.unece.org/fileadmin/DAM/Gender/UNECE_GAP_2020_final.pdf</a></p>
10 & 15	<p><b>Rec #10: All senior managers need to internally and publicly champion gender equality and the empowerment of women. All senior managers need to support the Executive Secretary in full implementation of the UNECE gender equality policy, gender action plan,</b></p>	<p>UNECE accepts these recommendations.</p> <p>Division Directors and other senior managers will include gender equality indicators in the ePAS of all staff, connected to the GEP and GAP. Standard guidance for the development of such indicators will be issued as a</p>	<p>SDGU (Malinka Koparanova), OES and Division Directors</p>	<p>December 2020</p>	<p><b>In progress</b></p> <p>The UNECE Gender Focal Point has provided guidance to the Division Gender Focal Points on how to integrate gender responsibilities in their ePAS.</p> <p>For 2020-2021 cycle, ePAS of divisional directors, divisional gender focal points, and all other relevant staff include gender aspects in Transport, Environment,</p>

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	<p>and gender parity strategy, as well as the Secretary General in full implementation of the System Wide Strategy on Gender Parity. Include gender equality indicators in ePAS of all staff members, and link this to relevant areas of responsibility to implement GE policy and GAP.</p> <p>Rec #15: Gender mainstreaming should be everyone's responsibility (hence 'mainstreaming'), rather than leaving it all up to the P-5 Gender focal point and divisional gender focal points. Gender Action Plan responsibilities should be allocated amongst all relevant staff, and included in their respective job descriptions, work plans and e-PAS. All staff should focus on performance of duties strictly in their job descriptions, including gender mainstreaming responsibilities. The P-5 Gender focal point and divisional gender focal points will lead on guiding, advising and building capacity of staff in this regard</p>	<p>guidance by SDGU for the annual staff performance planning and reporting timelines commencing 2020-2021.</p>			<p>Statistics, and Forest Land and Housing Divisions.</p>
12	<p>Integrate assessment of gender equality and empowerment of women into core values and/or competencies for all staff, with particular focus on P-4 levels and</p>	<p>UNECE accepts the recommendation.</p> <p>Core values and competencies are established for UNECE staff by the policies of the UN Secretariat. UNECE will include gender equality and the</p>	<p>Division Directors (Hiring Managers)</p>	<p>December 2020</p>	<p><b>In progress</b></p> <p>In the Environment Division, at the request of the director, for the 2020-2021 cycle, a separate provision was included in the ePAS of for senior managers and hiring managers to take measures towards gender parity in the recruitment</p>

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	<b>above, including in job vacancy announcements.</b>	empowerment of women into the job vacancy announcement of relevant posts, commencing 16 December 2019.			process.  In the Forestry and Land Housing Division, a similar mechanism is in place when deemed relevant.
13	<b>Set a financial benchmark for the implementation of the UNECE Gender Equality Policy and targets for meeting the benchmark.</b>	<p>UNECE accepts this recommendation</p> <p>UNECE accepts that this is a requirement set by UN SWAP Indicator 10, against which UNECE is not yet able to report as “approaching requirements.”</p> <p>SDGU will provide guidance to the Directors Meeting on how UNECE can improve its progress against this SWAP Indicator by 31 December 2020.</p>	SDGU (Malinka Koparanova)	December 2020	<b>In progress</b>  Activity not initiated.
14	<b>Carry out resource mobilization for more gender equality funding, such as launching an XB project on integrating gender into the SDGs in Europe. Consider approaching as donors member States, for example in countries in Europe that are successfully implementing gender mainstreaming in economic areas. Hire a project manager.</b>	<p>UNECE accepts this recommendation</p> <p>Division Directors will encourage staff to include funding for gender mainstreaming activities as part of broader project proposals in ECE region but within the mandates of ECE subprogrammes. To enhance the effectiveness of UNECE efforts in this area, resource mobilisation for gender equality and empowerment initiatives will be centralised. At the same time, various initiatives at the subprogramme level, such as the development methodological guidance in the “UNECE road map on statistics for SDGs” and in the related technical materials by the Statistics subprogramme will continue. If resources are available, a project manager will be hired depending on the size of the project.</p>	SDGU (Malinka Koparanova) and Division Directors	December 2021	<p><b>In progress</b></p> <p>The Sustainable Transport Division has recently completed a study on car sharing and car-pooling which covers gender aspects.</p> <p>The Environment Division is undertaking several initiatives such as organization of a webinar with Member States on integrating gender dimensions in environmental policy. Such event would also involve discussions on potential ideas for fund raising to support gender mainstreaming activities.</p> <p>The Statistical Division has prepared and launched the UNECE <a href="#">Dashboard</a> and <a href="#">Database</a> on SDG indicators, which highlight the presentation of data by sex. The Dashboard was implemented with financial support from Switzerland.</p> <p>All the gender-relevant guidance materials prepared in Statistics, such “UNECE road map on statistics for SDGs”, “Guidance for measuring intra-household power and</p>

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					decision-making” and “Guidance on communicating gender statistics” build heavily on in-kind contributions from member countries. Work on a UNECE web site showcasing good examples of communicating gender statistics is financially supported by UN Women.
16	<b>In order to achieve the “approaches” indicator, UNECE should designate all gender focal points at P-4 level or above, and ensure that at least 20% of their time (one day per week) is allocated to these functions, including through tailoring their work plans to address only those tasks specifically included in the job description. Gender focal points should be carrying out gender mainstreaming activities to implement the UNECE Gender Action Plan in their respective divisions, and ensuring that fellow divisional staff members do the same.</b>	<p>UNECE accepts the recommendation</p> <p>As per the SWAP guidelines, UNECE will identify staff at the appropriate level to be divisional gender focal points, and ensure that 20% of their duties is dedicated to gender work, to be included in the staff performance planning commencing with the 2020-2021 cycle. The network of division’s gender focal points could be energised to meet from time to time to exchange on gender-relevant activities in the context of their substantive work.</p>	Division Directors	December 2021	<p><b>In progress</b></p> <p>In the Environment Division, following the recommendations of the Gender mainstreaming evaluation, three gender co-focal points were nominated (1 P5 and 2 P4 regular budget staff) and they collectively spend 20% of their time to carry out gender mainstreaming activities. Gender focal points included a specific gender-related goal (Goal: Mainstream a gender perspective in the work of the Environment Division) for the period 2020-2021 and will report accordingly.</p> <p>In Statistics Division, the gender focal point is at the P-5 level.</p> <p>In smaller divisions, the recommendation may not be achievable, as 20% of time represent a high amount of time. This is reinforced by the recruitment restrictions arising from the liquidity situation of the Organization.</p>
17 & 18	<b>Rec #17: In order to achieve the “meets” indicator for gender architecture, UNECE should add one more staff member fully dedicated to gender duties – ideally at P-4 or P-3 level - rather than just a single Senior Gender Focal Point, to adequately implement the UNECE Gender Equality Policy and meet UN SWAP performance indicator targets. This could be achieved through either (i) hiring an XB project manager or (ii)</b>	<p>UNECE partially accepts this recommendation</p> <p>The proposed measures of additional XB resources will not address “meet requirements” of the SWAP indicator calling for a self-standing Gender Unit. An XB project manager, a JPO or a UNV are all temporary staff, and the hiring of one temporary staff to report to the Gender Focal Point in SDGU would not qualify as a self-standing Gender Unit. To achieve the “meets” indicator for gender architecture, UNECE will put forward a</p>	SDGU (Malinka Koparanova)	December 2020	<p><b>In progress</b></p> <p>SDGU is exploring options to hire a JPO for the unit. The proposal to EXCOM was delayed because of COVID-19.</p>

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	<p>through hiring a JPO or UNV. This would offer UNECE more appropriate levels of human resources to adequately fulfil its commitments on gender equality and the empowerment of women, properly implement its gender equality policies and action plans, build on the advances made, and address areas of persistent weakness. The Senior Gender Focal Point post could be used more efficiently if there were more junior human resource available to relieve her of more junior responsibilities. The Senior Gender Focal Point is a senior level post that should be engaging in the most high-level gender mainstreaming and gender analysis activities, including capacity building of UNECE staff, an area which is highly technical and needs a lot of work so that staff can adequately fulfil their gender mainstreaming obligations. Currently, the Senior Gender Focal Point is doing some capacity building work, but this is insufficient to ensure that gender focal points and divisional staff in particular have adequate capacity to carry out gender mainstreaming and implementation of the Gender Action Plan in their areas of work.</p>	<p>proposal to EXCOM to consider the resources required in order to meet the SWAP Guidelines for the establishment of a self-standing Gender Unit, by June 2020.</p>			

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	<p><b>Rec #18: Explore lower cost options for expanding human resources to establish a UNECE gender unit, such as JPO, UNV, interns. Target applicants with technical expertise in gender, such as gender specialist retirees, those with a PhD in gender field work, or advanced gender studies students. Explore whether SDGU JPO can be allocated to more gender work, in the context of work on the Regional Forums on Sustainable Development and implementation of the SDGs in Europe.</b></p>				
19	<p><b>Take steps to improve implementation of the Gender Parity Strategy, including through:</b></p> <p><b>(i) all senior managers to support the Executive Secretary and the Secretary General in full implementation of the UNECE gender parity strategy, as well as the SG's System Wide Strategy on Gender Parity;</b></p> <p><b>(ii) stricter implementation of the Executive Secretary veto on hiring decisions that do not support the gender parity strategy goals, such as overturning inconsistent hiring decisions, proactive and dedicated outreach to female</b></p>	<p>UNECE accepts the recommendation</p> <p>The recommendation is accepted on the basis that it is consistent with the instructions from the Secretary-General, in particular ST/AI/1999/9.</p>	<p>Division Directors (Hiring Managers)</p>	<p>December 2021</p>	<p><b>In progress</b></p> <p>Across all UNECE divisions, hiring managers have included a provision for gender parity in their ePerformance documents (i.e., take measures towards the attainment of gender parity as per Phase 1 of the United Nations System-wide Gender Parity Strategy).</p> <p>Each Division Director has included in his workplan a goal:</p> <ul style="list-style-type: none"> <li>- Recruit staff expeditiously and undertake necessary measures to reduce vacancy rates;</li> <li>- Take measures towards the attainment of gender parity as per Phase 1 of the United Nations System-wide Gender Parity Strategy;</li> </ul> <p>With the following success criterion:</p> <ul style="list-style-type: none"> <li>- Gender equality (50% female, 50% male staff) at all G and P levels in the Division.</li> </ul> <p>Furthermore, a gender parity in recruitment has been</p>

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	<p>candidates for recruitment and promotion, and re-advertising positions where male candidates have been recommended in the face of suitably qualified female candidates; and</p> <p>(iii) Job openings that fail to yield a minimum 20% female applications to require written justification from the hiring manager on the positive outreach measures taken to attract women applicants. In the absence of a strong justification, job openings to be extended / reopened</p>				<p>chosen under one of the core values i.e. "Respect for Diversity".</p>
20	<p>Ensure gender balance on all podiums and panels organized by UNECE.</p>	<p>UNECE accepts the recommendation</p> <p>Division Directors will remind all staff about gender balance on all podiums and panels on a regular basis. Encouraging representation of both males and females on all podiums and panels is desirable and achievable, recognising that it may not be feasible in 100% of cases, given that some technical sectors (such as forestry, infrastructure, transport etc) are male-dominated. In the event that 50%/50% representation is not achieved; no panel should proceed with 100% representation of one gender. UNECE will indicate in writing its refusal to organize or participate to such panels. These measures will be applied to all UNECE organized events from 1 January 2020.</p>	<p>OES (Nicola Koch) and Division Directors</p>	<p>December 2020</p>	<p><b>In progress</b></p> <p>As of 30 June 2020, the following progress have been reported by the divisions:</p> <p>Sustainable Transport is working on ensuring gender balance in panels.</p> <p>In Environment division, all staff are reminded about gender balance on all podiums and panels on a regular basis. Moreover, to ensure equal participation of male and female representatives in meetings organized by ECE Environment a recommendation was developed to be included in all invitations. "The United Nations Economic Commission for Europe is committed to gender equality. To this end, the UNECE encourages member States to propose gender balanced nomination of candidates to the upcoming [event title]."</p>

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					<p>An appropriate mix of female and male speakers and members is ensured in the meetings governed by the Conference of European Statisticians.</p> <p>The effort is made whenever it is possible in Forestry, however it is difficult to achieve in this specific sector.</p>
21	<p><b>Consider engaging gender champions to shift organisational culture both from within UNECE (e.g. divisional gender champions) and from within member States (e.g. female gender equality ambassadors).</b></p>	<p>UNECE accepts this recommendation</p> <p>Internally, Directors and Division gender focal points could already be seen as “gender champions” . Externally, SDGU is, and will continue to work with gender champions.</p>	<p>SDGU (Malinka Koparanova) and Division Directors</p>	<p>December 2021</p>	<p><b>In progress</b></p> <p>SDGU is continuing to work with International Gender Champions network and is supporting the UNECE Executive Secretary in her related activities.</p> <p>Environment Division Director and gender focal points of Environment Division are “gender champions”. Following the recommendations of the Gender mainstreaming evaluation, three gender co-focal points were nominated (1 P-5 female and 2 P-4 male regular budget staff).</p> <p>Statistical Division is implementing a wide-ranging programme on gender statistics and leads a UN-wide project in this area.</p>
22	<p><b>While there is no right to flexible working arrangements, and certain options may not be possible for some jobs or at certain periods of time, for many colleagues the revised policy offers an opportunity for increased flexibility and a better work-life balance. Require managers to provide in writing the reasonable basis for any non-approval of flexible working arrangements for non-managerial staff. Flexible working arrangements are important to support female and male career</b></p>	<p>UNECE accepts the recommendation.</p> <p>All divisions are already implementing the flexible working arrangements policy outlined in this recommendation. The Executive Office intranet and Flexible Working Arrangements (FWA) database will be updated to allow:</p> <p>a) Managers to upload the detailed basis for any non-approval of FWA for non-managerial staff to the EO intranet;</p> <p>b) Staff requesting FWA to indicate deliverables in their respective agreements with managers; and</p> <p>c) Revised guidance on both (a) and (b) will be circulated to all UNECE staff and</p>	<p>EO (Michael Sylver)</p>		<p><b>Implemented as at 30 June 2020.</b></p> <p>The Flexible Working Arrangements (FWA) database was updated to allow:</p> <ul style="list-style-type: none"> <li>a) Managers to upload the detailed basis for any non-approval of FWA for non-managerial staff to the EO intranet;</li> <li>b) Staff requesting FWA to indicate deliverables in their respective agreements with managers;</li> </ul> <p>And Revised guidance on both (a) and (b) was circulated to all UNECE staff and the EO intranet will be updated accordingly by 31 December 2019.</p> <p>Further flexibility has been exerted since 15 March 2020 in the context of the Covid-19 pandemic, with all staff</p>

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	implementation and development and to contribute to breaking “glass ceilings” . Flexible working arrangements can be tied to deliverables for accountability.	the EO intranet will be updated accordingly, by 31 December 2019.			working from home during the period 15 March – 7 June 2020 and experiencing a gradual return since.
23 & 24	<p><b>Rec #23: Mandate and enforce divisional monitoring of staff completion of the mandatory gender-training courses, and holding staff accountable for non-completion, including through their ePAS. Also, UNECE should make specific annual capacity building commitments to gender mainstreaming training for all staff, particularly in substantive divisions and for gender focal points. These commitments should be included in the updated Gender Equality Policy and future Gender Action Plans, and individual staff work plans and ePAS.</b></p> <p><b>Rec #24: The Senior Gender Focal Point should carry out applied capacity building/coaching/mentoring for staff in each division, and including all Gender Focal Points, including on sex disaggregated data collection, analysis and use in their respective technical areas; gender in problem analysis in substantive areas (gender-blind/neutral/responsive);</b></p>	<p>UNECE accepts the recommendation.</p> <p>Division Directors will continue to enforce staff completion of the mandatory gender-training courses and holding staff accountable for non-completion, including through their ePAS commencing with the 2020-2021 cycle.</p> <p>Division Directors to encourage all staff to participate in internal capacity building activities. The Gender Focal Point will continue to provide guidance to sub-programmes upon request and within her available capacity. SDGU will organise gender mainstreaming training should additional resources be made available for staff learning, commencing in 2020.</p>	Division Directors and SDGU (Malinka Koparanova)	December 2021	<p><b>In progress</b></p> <p>Transport Division is on target for gender training mandatory course completion by target date.</p> <p>100% of Environment Division staff who hold fixed and permanent/continuing contract have completed the mandatory training on gender.</p> <p>Nearly all Statistical Division staff have completed the mandatory gender training.</p> <p>SDGU has no capacity and resources to carry out a gender mainstreaming training.</p>

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	and gender mainstreaming, particularly in UNECE' s eight sub-programmes. Gender mainstreaming tools in substantive areas are listed in Annex G, which could be helpful capacity building resources.				
25	Improve member State capacity building by using examples from role model member States who are implementing good practices in gender mainstreaming to inspire other member States with applied examples of gender equality in technical areas.	<p>UNECE partially accepts the recommendation</p> <p>Division Directors and divisional gender focal points to encourage member States to share success stories and best practices at relevant Sectoral Committee sessions. Additional capacity building events would be determined based upon additional resources.</p>	OES and Division Directors	December 2021	<p><b>In progress</b></p> <p>Environment Division is organizing a webinar on gender and environment with a view to facilitate experience sharing by Member States on their work on mainstreaming gender aspects in environmental and climate change policy and management.</p> <p>Statistical Division has repeatedly encouraged countries to send examples of good practice in communicating gender statistics, according to a pre-designed template. The collection will shortly be published on the UNECE web site.</p>
27	Establish a regional gender network with other regional commissions to share information, knowledge, lessons and best practices in gender mainstreaming, particularly in economic commissions, including on capacity building, gender architecture, financial tracking and financial resource allocation.	<p>UNECE accepts the recommendation.</p> <p>The network with the respective gender units or divisions in other RECs is already operational. In addition, the substantive divisions organize regular meetings (such as gender statistics focal points of member countries to share information, knowledge, lessons and best practices in gender mainstreaming in national statistical systems).</p>	SDGU (Malinka Koparanova) and Division Directors	December 2021	<p><b>In progress</b></p> <p>On-going cooperation with other RECs and UN entities at the InterAgency Network for Women and Gender Equality (IANWGE).</p> <p>Statistical Division is leading the gender statistics stream in the Development Account project "Data and statistics" of 10 UN agencies, including all regional commissions.</p>
28	Expand partnerships at the local level, especially in member States where gender equality is a sensitive issue, including through strong women' s national and local organisations and civil society	<p>UNECE accepts the recommendation.</p> <p>Cooperation with women' s and other civil society organisations in member States exists through, and will be further strengthened in, the Beijing+25 process. SDGU will continue to work with NGOs in</p>	SDGU (Malinka Koparanova)	December 2021	<b>In progress</b>

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	<p>entities to provide advocacy.</p>	<p>the area of gender equality and the empowerment of women as well as with women's associations and groups following the Beijing+25 Regional Review meeting (29-30 October 2019) where over 180 civil society organisations were represented.</p>			
29	<p><b>Pursue results-oriented partnerships, including with UN system actors – particularly other technical agencies and scientific organisations that are doing well on gender mainstreaming, with academia, and the private sector to increase results in UNECE's areas of weakness, including capacity building.</b></p>	<p>UNECE accepts the recommendation.</p> <p>UNECE is actively involved in the Issue Based Coalition (IBC) on gender equality and will continue this cooperation, particularly in the context of the reform of the UN Development System and efforts to coordinate work of the UN family at the regional level. Other examples include: (i) cooperation on gender issues with DESA through participation in the Inter-Agency and Expert Group on Gender Statistics, and with UN Women and the United Nations Population Fund (UNFPA) on exchange of experience and capacity-building in gender statistics; (ii) implementation of the 5-point plan on women's empowerment in PPPs, working closely with companies and governments to increase the participation of women in the PPP decision making and implementation; and (iii) developing networks of operators in the field on the Gender Sensitive Standards Initiative.</p> <p>Divisions will be encouraged to develop results-oriented partnerships, including with UN system actors, while noting that to be fruitful partnerships often require additional time and resources from UNECE. A review of all UNECE</p>	<p>OES (Nicola Koch) and Division Directors</p>	<p>December 2021</p>	<p><b>In progress</b></p> <p>As co-chair of the IBC on environment and climate change, Environment Division Director and IBC focal points are actively engaged in the activities implemented by the IBC. One of task teams being established will cover issues related to gender and environment. Although ECE is not a co-lead agency of this task team we will participate in the activities organized by the task team and contribute wherever it is relevant.</p> <p>The Statistical Division leads the Regional UN Coordination Group on Data and Statistics, which addresses gender issues in the context of measuring SDGs. UN Women participates in the UNECE Steering Group on Gender Statistics.</p>

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		partnerships is scheduled for 2019-2020 and will take the work on gender equality into account in this exercise.			
30	<p>Once UNECE has addressed the gender equality human resource recommendations, UNECE should consider participation in a SWAP peer review either with (i) a Geneva based technical organization, such as ILO, which has good gender mainstreaming practices (e.g. results based management); or (ii) another regional commission, e.g. ESCWA or ESCAP, both of which have good gender equality practices (e.g. financial allocation, gender architecture) that could guide improvement in these areas for UNECE.</p>	<p>UNECE partially accepts the recommendation.</p> <p>Conducting a SWAP peer review requires the commitment of financial resources. UNECE would consider a SWAP peer review with another Regional Commission (ESCAP or ESCWA, pending the availability of additional human and financial resources, starting in 2020.</p>	SDGU (Malinka Koparanova)	December 2021	<p><b>In progress</b></p> <p>No additional human and financial resources are available at SDGU.</p>