

# UN-SWAP 2.0

UNITED NATIONS SYSTEM-WIDE ACTION PLAN

THE ACCOUNTABILITY FRAMEWORK FOR MAINSTREAMING GENDER  
EQUALITY AND THE EMPOWERMENT OF WOMEN IN UNITED NATIONS  
ENTITIES

**Economic Commission for Europe**

2020



## Results-Based Management

### Performance Indicator: PI1 Strategic Planning Gender-Related SDG Results Performance Indicator Rating Selection

- Missing

#### Explanation of why this rating has been given

ECE does not have a stand-alone gender unit and respectively no sub-programme to explicitly reflect an objective on gender equality and the empowerment of women – SDG 5 – and related planned results in the strategic document. According to the UN-SWAP 2.0 definition of high-level results, this implies ECE is ‘missing’ the requirements. However, the mandate for gender mainstreaming the work of its sub-programmes is included in the PB 2020 in the overall orientation as well as in the respective sub-programmes where their objectives are aligned to gender equality – SDG 5 – sub-programmes 6 and 8 (extracts from the PB 2020 are included below and the PB 2020 is attached in the documents to this PI). The transition from strategic framework (2 years) to annual programme budget imposed additional changes in the methodology that did not allow for gender related results to be factored in the PB 2020. In view of the amendments in the PB for 2022, ECE will include the missing components. ECE integrates a gender perspective in its operational activities, deliverables and results, as appropriate, building on its previous work. The “Overall Orientation” section of the UNECE Programme Budget for 2020 (A/74/6 (Sect.20)) contains a paragraph emphasising the support to the ECE member States to mainstreaming gender issues in the ECE Sub-programmes with explicit reference to Sub-programme 6 and 8, and including the ECE technical cooperation projects that are assessed against their impact on gender. It also explicitly notes the continuation of its work on sex-disaggregated data and gender statistics, gender and economy, including capacity-building activities for women entrepreneurs from Central Asia (see the paragraph quote in the table on explanation of ranking, item 1. Include the high-level result(s) on gender equality and empowerment of women, (i)). In 2020, the high-level results on gender equality and the empowerment of women have been achieved in ECE through: (a) results achieved at ECE level – results of the work on sex-disaggregated data and gender statistics, gender and economy, notably from a meeting of the SPECA Working Group on Gender and SDGs focusing on progress and challenges of achieving SDG 5 in the context of COVID-19, on capacity building for women entrepreneurs and results achieved from research and policy analysis as part of UNDA project on strengthening the care economy and women’s empowerment for COVID-19 response; (b) results achieved at ECE Sub-programme level - 6 and 8.

#### Include the high-level result(s) on gender equality and empowerment of women

Extract directly from main strategic planning document and include the results statement here

(i) The “Overall Orientation” section of the UNECE Programme Budget for 2020 (A/74/6 (Sect.20)) contains the following paragraph: “20.14 ECE integrates a gender perspective in its operational activities, deliverables and results, as appropriate, building on its previous work, including projects to support

women traders in Central Asia under subprogramme 6. In 2020, all sectoral committees governing the ECE subprogrammes will include gender mainstreaming in their work agendas, all ECE technical cooperation projects will be assessed against their impact on gender, and the Commission will continue its work on gender and economy, including capacity-building activities for women entrepreneurs from Central Asia. Work on sex-disaggregated data and gender statistics will continue to improve the monitoring of gender equality in all its dimensions throughout the region.”;

(ii) UNECE Programme Budget for 2020 (A/74/6 (Sect.20)), Subprogramme 6, paragraph 20.70: “Finally, the objective [of the subprogramme] is also aligned with Sustainable Development Goal 5, which is to achieve gender equality and empower all women and girls. Progress towards the attainment of the objective will help to ensure women’s effective participation for leadership at all levels of decision-making in economic life; to undertake reforms to give women equal rights to economic resources and financial services; to enhance the use of information and communications technology to promote the empowerment of women; and to adopt and strengthen sound policies and enforceable legislation for the promotion of gender equality and the empowerment of all women and girls at all levels.”;

(iii) UNECE Programme Budget for 2020 (A/74/6 (Sect.20)), Subprogramme 8, paragraph 20.92: “The objective [of the subprogramme] is aligned with Sustainable Development Goal 3 (ensure healthy lives and promote well-being for all at all ages), Goal 5 (achieve gender equality and empower all women and girls), Goal 7 (ensure access to affordable, reliable, sustainable and modern energy for all), Goal 8 (promote sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all), Goal 9 (build resilient infrastructure, promote inclusive and sustainable industrialization and foster innovation) and Goal 11 (make cities and human settlements inclusive, safe, resilient and sustainable).”

### **Achievement in year/s**

Note briefly progress towards the result, based on indicator(s) and/or measures in the main strategic planning document

The reflection of gender issues in the work of ECE at both the level of the organization as well as in the Subprogrammes, was strengthened in 2020. As the COVID-19 made visible and exacerbated gender gaps in many areas, the differences between the situation of women and men were reflected in ECE work and its results. The sectoral committees governing the ECE subprogrammes included gender mainstreaming in their work agendas (examples are included below); all ECE technical cooperation projects have been assessed against their impact on gender, ECE continued to work on gender and economy (see the SPECA Working Group on Gender and SDGs) , including capacity-building workshops for women entrepreneurs from Central Asia in June-July and November, and further work on sex-disaggregated data and gender statistics improved.

(i) A meeting of the Working Group on Gender and SDGs under the Special Programme for the Economies in Central Asia (SPECA) on 27 October 2020 discussed policy initiatives and measures that are critical to

the achievement of gender equality, SDG 5, and related SDGs, and focused on the consequences of the COVID-19 on gender inequalities. Recommendations were made for mainstreaming gender in the COVID response (<https://unece.org/gender/events/meeting-speca-working-group-gender-and-sdgs>).

(ii) Two capacity building on-line workshops for women entrepreneurs in Eastern Europe, the Caucasus and Central Asia on the use of information and communication technologies (ICTs) for the promotion of gender equality in small businesses (June and November) provided support to women during the COVID crisis (<https://unece.org/gender/events/use-icts-promotion-and-implementation-gender-equality-small-business-development>).

(iii) To support governments' efforts to scale up and expand their responses to the immediate socio-economic impacts of COVID-19, ECE has prepared a mapping of economic and social policy initiatives in the region on measures related to care and domestic work. This work is part of the UN Development Account project tranche 13 Strengthening social protection for pandemic response, the workstream on care policies with a gender lens, with the participation of UN regional commissions and is complemented by an analytical report on women's economic empowerment and the care economy in the ECE region (<https://unece.org/gender/publications/policy-brief-gender-no-1-womens-economic-empowerment-and-care-economy-ece>).

(iv) The planned result for 2020 for the UNECE Statistics subprogramme is "increasing the number of countries producing improved statistics for the Sustainable Development Goals." This result, reflected by the "improved capacity to produce and communicate statistics on the Sustainable Development Goals", includes statistics related to SDG 5 and sex-disaggregated data.

(v) At its 26th session, the Committee on Environmental Policy (CEP) considered an official document on gender mainstreaming as part of cross-sectoral activities (<https://www.unece.org/fileadmin/DAM/env/documents/2020/ECE/CEP/ece.cep.2020.4.e.pdf>) and took relevant decisions on gender mainstreaming (item 7, p. 6) ([https://www.unece.org/fileadmin/DAM/commission/EXCOM/Silence\\_procedure/CEP-26\\_decisions\\_final.pdf](https://www.unece.org/fileadmin/DAM/commission/EXCOM/Silence_procedure/CEP-26_decisions_final.pdf)).

The intergovernmental bodies of the Transport, Health and Environment Pan-European Programme are continuously working to promote gender mainstreaming in their activities.

(vi) At its fifteenth meeting held on 19 and 20 October 2020 in Geneva, the ECE Steering Committee on Education for Sustainable Development considered a draft of the concept note for the post-2019 implementation framework which includes promoting gender equality through education for sustainable development (<https://unece.org/good-practices-mainstreaming-gender-equality-esd>) and provides countries with good practices on mainstreaming gender equality in education and/or ESD.

(vii) The Working Party on Regulatory Cooperation and Standardization Policies, WP.6, sub-programme 6, developed further the "Gender-Responsive Standards Initiative" and 20 signatures by standardization bodies were added. (see more in the narrative below). The UN Centre for Trade Facilitation and e-Business (UN/CEFACT) increased the number of women in its Bureau and projects. The Working Party on Public-Private Partnerships (PPPs) has developed a revised draft People-first PPPs Evaluation

Methodology for the Sustainable Development Goals (ECE/CECI/WP/PPP/2020/3/Rev.1 that includes criteria to assess whether projects include a gender perspective in their design ([https://unece.org/sites/default/files/2020-12/ECE\\_CECI\\_WP\\_PPP\\_2020\\_03\\_Rev1-en.pdf](https://unece.org/sites/default/files/2020-12/ECE_CECI_WP_PPP_2020_03_Rev1-en.pdf)).

(viii) In subprogramme 8, the Expert Group on Resource Management (EGRM) established a Working Group on Women in Resource Management at its annual meeting in September to address the gender dimension in energy and the challenges for women, including the COVID impact on women in Micro, Small and Medium Enterprises. A study was conducted focusing on the pervasive gender diversity challenge and policy initiatives are proposed, such as the provision of an enabling business environment, pro-growth tax systems, and labour market flexibility (<https://unece.org/sites/default/files/2020-12/Women%20Entrepreneurship.pdf>).

**Internal evidence base (non-Secretariat) - include attachments and page numbers**

E.g. entity report on main strategic plan

ECE reports on its performance, including deliverables and results, through its proposed programme budget and the Umoja SMA performance monitoring and reporting module. Information on ECE’s programme performance for 2019 (latest available) is provided in Section A of the ECE Proposed Programme Budget for 2021 (A/75/6 (Sect.20)). In particular, ECE reported on the following result achieved in 2019: “Increased consensus on gender-responsive standards” under subprogramme 6. In addition, ECE reported in 2020 on gender participation in capacity building events as required for all UN Secretariat in the Umoja SMA performance monitoring and reporting module. Furthermore, with the integration of a gender perspective in ECE template for extrabudgetary project proposals, project managers are required to incorporate gender issues both at the project planning and reporting stages.

**Internal assessment of progress using entity assessment methodology for reporting on its main strategic planning document**

E.g. not on track, on track, achieved

Progress is on track, with some of the results being close to achieved, both in the area of gender mainstreaming at Divisional level, as well as gender targeted results. See evidence in the narrative below.

**Specific SDG target(s) and indicators to which result contributes**

Choose from the drop down box. All relevant targets and indicators should be selected.

Goal 4 Ensure inclusive and equitable quality education and promote lifelong learning opportunities for all	Goal 4/Target 4.3 By 2030, ensure equal access for all women and men to affordable and quality technical, vocational and tertiary education, including university

Goal 5 Achieve gender equality and empower all women and girls	Goal 5/Target 5.1/Indicator 5.1.1 Whether or not legal frameworks are in place to promote, enforce and monitor equality and non-discrimination on the basis of sex
Goal 5 Achieve gender equality and empower all women and girls	Goal 5/Target 5.4/Indicator 5.4.1 Proportion of time spent on unpaid domestic and care work, by sex, age and location
Goal 5 Achieve gender equality and empower all women and girls	Goal 5/Target 5.5/Indicator 5.5.1 Proportion of seats held by women in (a) national parliaments and (b) local governments
Goal 5 Achieve gender equality and empower all women and girls	Goal 5/Target 5.5/Indicator 5.5.2 Proportion of women in managerial positions

**Current UN system-wide contributions**

Choose from the drop down box. A maximum of 3 areas can be selected, prioritize by importance.

Women's economic empowerment, Norms and Standards, Knowledge

**In regard to the ongoing COVID-19 crisis and its impact, please select the most relevant contribution from your organization in 2020 to the three overarching components of the United Nations response.**

Please select one of the following options:

Contribution to address the socioeconomic, humanitarian and human rights aspects of the crisis

**In alignment with your previous selection, describe specific change in focus/direction of existing gender-related strategic work as well as new activities and deliverables in response to COVID-19.**

In 2020, many of the activities and deliverables that have gender components and focus on gender inequalities in their respective areas according to the ECE mandate, have factored in the impact of COVID-19 on women, be it in the area of entrepreneurship or ICTs use (see performance indicator 16). In addition, a project was initiated with a special focus on the care economy and women in the COVID-19 context. The first and second phases of this project have been finalized with deliverables. Brief information follows: To support governments' efforts to scale up and expand their responses to the immediate socio-economic impacts of COVID-19, ECE has prepared a mapping of economic and social policy initiatives in the ECE region focusing on measures related to care and domestic work. This work is part of the UN Development Account project tranche 13 Strengthening social protection for pandemic response, the workstream on care policies with a gender lens, with the participation of UN regional commissions. The mapping of policy initiatives in the ECE region identifies applications of best practices and innovative approaches to mitigate the adverse impact of the pandemic on women and is accompanied by an analytical report on women's economic empowerment and the care economy in the

ECE region: Policy Brief on Gender: (<https://unece.org/gender/publications/policy-brief-gender-no-1-womens-economic-empowerment-and-care-economy-ece>).

## Narrative on results to be completed by all entities

### Narrative on results to be completed by all entities

Complement the UN-SWAP rating and brief achievements noted above with a narrative on results illustrating the high-level result achieved (word limit: 800 words). Organize the narrative by the typology of current UN system-wide contributions. Select a maximum of three areas in order of priority of focus and highlight which have been selected. In the narrative, make sure to establish the link between the high-level result and the SDGs. Include both targeted and mainstreamed results here. The narrative should also include reference to contributions to achieving SDG 5 results. Format: 1. What was achieved? 2. How was the result achieved and how were barriers to promotion of GEEW overcome (e.g. inter-agency cooperation, strong partnerships, leadership by Member State)?

Women's economic empowerment

ECE's work programme is focused on supporting member States in implementing the 2030 Agenda through concrete and results-oriented activities in eight broad areas or subprogrammes: environment, transport, statistics, economic cooperation and integration, sustainable energy, trade, timber and forestry, housing and land management, and population. ECE is further strengthening its contribution and enhancing the impact of its work, focusing on nine SDGs (SDGs 3, 6, 7, 8, 9, 11, 12, 13 and 15) and responding to the socio-economic consequences of the COVID-19 in the region.

(i) Women's economic empowerment was in the centre of the dialogues at the SPECA Working Group on Gender and SDGs meeting in October 2020, organised by ECE in cooperation with UN ESCAP under the Special Programme for the Economies in Central Asia (SPECA) and included participants from relevant key ministries and agencies in SPECA countries. They shared experiences in gender-responsive policies implemented in 2020, including how newly introduced measures related to COVID-19 have impacted women, and discussed further strategies on key emerging issues to advance gender equality and the empowerment of women in the context of COVID. Results include key recommendations that are critical to the achievement of gender equality, linked to poverty reduction and economic growth in support of the 2030 Agenda in the context of the COVID-19 (<https://unece.org/gender/events/meeting-speca-working-group-gender-and-sdgs>).

(ii) The UNECE Working Party on PPPs has developed a revised draft PPPs Evaluation Methodology for the SDGs (ECE/CECI/WP/PPP/2020/3/Rev.1) that includes criteria to assess whether projects promote women empowerment and gender equality and include a gender perspective in their design. This methodology mainstreams gender considerations, including women's empowerment as a key element. Proposed indicators of PPP project effectiveness include: inclusion (ensuring women are in positions of authority where they historically would have been excluded); project design to maximise socio-economic impact by facilitating women's empowerment; and whether there are commitments for the protection of workers' rights, non-discrimination and the prevention of violence and harassment in the workplace;

equal pay for equal work; and access to education and other essential services. Inclusive stakeholder engagement and public participation in decision-making processes and throughout the life of PPPs is also included.

#### Knowledge

(iii) Building on previous experience of national Innovation for Sustainable Development Reviews, a subregional Innovation Policy Outlook (IPO) is a newly launched innovation policy benchmarking exercise for Azerbaijan, Armenia, Belarus, Georgia, Moldova and Ukraine, and incorporates gender equality considerations. The IPO makes actionable policy recommendations at the subregional and national levels based on gender-based analysis and mainstreaming in policy making, mechanisms for monitoring and regular assessment of gender equality initiatives, as well as programmes to improve gender integration and remove the cultural barriers inhibiting gender equality. The policy assessment includes analysis of the progress made by the six partner countries towards gender equality. Overarching policies and local level initiatives include national strategies and action plans on gender equality, regulation and measures related to gender-based violence and specific empowerment projects aimed at increasing women's labour force participation. Gender equality was discussed at a subregional meeting in March and findings were presented and validated at a high-level webinar in November (<https://unece.org/economic-cooperation-and-integration/events/high-level-webinar-unece-ipo-publication-launch-2020>).

#### Standards and Norms:

(i) The Gender Responsive Standards Initiative, serviced by the standardization policy unit in the Market Access Section of the Economic Cooperation and Trade Division, Sub-programme 6, is creating attention to the role of gender in standard-setting and the use of standards. UNECE has taken a lead role in sensitizing International standards bodies, governmental authorities, regional and intergovernmental organizations, NGOs, UN organizations and academic and research institutions as well as the private sector of the salient issues in standard-setting. The initiative's repository of gender-related best practice and training courses serves as a source of permanent support for the expanding network of operators at (<http://www.unece.org/tradewelcome/steering-committee-on-trade-capacity-and-standards/tradewp6/thematic-areas/gender-initiative.html>).

The main achievement of the Gender Responsive Standards Initiative in the current reporting period was the further development of the Declaration signatory network and the formulation of three expert working groups: Knowledge Sharing & Best Practice, Gender Responsive Standards Methodology, and GRSI Network Development. WP.6 added 20 signatories to the Declaration on Gender Responsive Standards & Standards Development in 2020. An online event on 'Re-Tooling for Sustainability' was organised at the margins of the UNECE Regional Forum for Sustainable development 2020 (19th March 2020). The session was co-organized by ECE and UN Women Regional Office for Europe and Central Asia, with the support of the Mission of the Federal



Republic of Germany in Geneva. The session allowed participants to share best practice in developing and implementing gender responsive standards and tracking progress on the contribution of Standards to the SDGs. Further, it provided an opportunity to discuss bottlenecks and opportunities for women's full and effective participation ([https://unece.org/DAM/sustainable-development/RFSD\\_2020/Re-Tooling\\_for\\_Sustainability\\_03\\_2020\\_A4.pdf](https://unece.org/DAM/sustainable-development/RFSD_2020/Re-Tooling_for_Sustainability_03_2020_A4.pdf) )

## Action Plan

### Action Points for Improvement

ECE will take action to include high-level planned results on gender equality and the empowerment of women in the preparation for the programme budget for 2022 as relevant, and to follow up with the achievements of these results during the year. All of this action will be included in the ECE Gender Action Plan for 2021-2022 to systematically monitor the achievements on gender equality and the empowerment of women and their reflection in the results by sub-programme and at the Organisation's level.

### Responsibility for follow-up

Programme Management and Support Services Division, senior management and Sustainable Development and Gender Unit.

### Resources required (US\$)

0

### Use of funds

Not applicable

### Timeline for improvement: 0 year(s) and 0 month(s)

2 years

### Supporting documentation (Only Word, PowerPoint, Excel, PDF and Images)

The uploaded documents will be immediately available on the UN-SWAP Knowledge Hub unless you deselect the checkbox under "Share to Hub". If you need to add Hyperlinks/URLs, please copy them into a document in any of the valid formats and then upload

Category	Documents	Share to Hub
Strategic Plan	<a href="#">ECE PPB_2020_a_74_6(Sect.20)_E</a>	<input checked="" type="checkbox"/>
Strategic Plan	<a href="#">ECE PPB_2021_a_75_6(Sect.20)_E</a>	<input checked="" type="checkbox"/>
Other	<a href="#">Programme budget 2020 UNECE Statistics</a>	<input checked="" type="checkbox"/>

**Performance Indicator: PI2 Reporting on Gender-Related SDG Results**

**Performance Indicator Rating Selection**

- Meets requirements

**Explanation of why rating was chosen:** 2bi. Reporting to the Governing Body or equivalent on the high level result on gender equality and the empowerment of women which will contribute to meeting SDG targets, including SDG 5.

As part of the UN secretariat, ECE reports on its performance, including deliverables and results, through its proposed programme budget and the Umoja SMA performance monitoring and reporting module. Information on ECE's programme performance for 2019 (latest available) is provided in Section A of the ECE Proposed Programme Budget for 2021 (A/75/6 (Sect.20)).

**Explanation of why rating was chosen:** 2bii. Systematic use of sex-disaggregated data in strategic plan reporting.

In particular, ECE reported on the following result achieved in 2019: "Increased consensus on gender-responsive standards" under subprogramme 6. In addition, ECE reported in 2020 on gender participation in capacity building events as required for all UN Secretariat in the Umoja SMA performance monitoring and reporting module. Furthermore, with the integration of a gender perspective in ECE template for extrabudgetary project proposals, project managers are required to incorporate gender issues both at the project planning and reporting stages.

In the Statistics subprogramme, sex-disaggregated data is systematically compiled for ECE member States and methodological work has been carried out for the establishment of indicators for gender equality in various areas of work as part of the Strategic Framework. Work to improve the availability in the ECE database of reliable, relevant and timely and comparable gender disaggregated data continues.

**Action Plan**

**Action Points for Improvement**

The Action plan for exceeding on this performance indicators is part of the Gender Action Plan for 2021 which will accompany the update of the UNECE Policy for Gender Equality and the Empowerment of Women (2021-2025). The Policy has been prepared and is in its final stage.

**Responsibility for follow-up**

Not applicable

**Resources required (US\$)**

0

**Use of funds**

Not applicable

**Timeline for improvement: 0 year(s) and 0 month(s)**

Not applicable

**Supporting documentation (Only Word, PowerPoint, Excel, PDF and Images)**

The uploaded documents will be immediately available on the UN-SWAP Knowledge Hub unless you deselect the checkbox under “Share to Hub”. If you need to add Hyperlinks/URLs, please copy them into a document in any of the valid formats and then upload

Category	Documents	Share to Hub
Other	<a href="#">ECE PPB_2020_a_74_6(Sect.20)_E</a>	<input checked="" type="checkbox"/>
Other	<a href="#">ECE PPB_2021_a_75_6(Sect.20)_E</a>	<input checked="" type="checkbox"/>
Other	<a href="#">Template 1-Project Concept Note</a>	<input checked="" type="checkbox"/>
Other	<a href="#">Template 2-Document for XB projects</a>	<input checked="" type="checkbox"/>

**Performance Indicator: PI3 Programmatic Gender-Related SDG Results not Directly Captured in the Strategic Plan**

**Performance Indicator Rating Selection**

- Not Applicable

**Explanation of why this rating has been given**

Not applicable

**Supporting documentation (Only Word, PowerPoint, Excel, PDF and Images)**

The uploaded documents will be immediately available on the UN-SWAP Knowledge Hub unless you deselect the checkbox under “Share to Hub”. If you need to add Hyperlinks/URLs, please copy them into a document in any of the valid formats and then upload

Category	Documents	Share to Hub
<i>No documents uploaded</i>		

**Oversight**

**Performance Indicator: PI4 Evaluation**

**Performance Indicator Rating Selection**

- Exceeds requirements

**Explanation of why rating was chosen:** 4ci. Meets the UNEG gender equality - related norms and standards.

ECE Evaluation Policy adopted by the Executive Committee in October 2014 takes into account UNEG norms and standards and the UNEG Guidance for Integrating Human Rights and Gender Equality in Evaluation. In May 2014, UNECE also issued a 'Support Guide for Conducting Evaluation', which provides clear guidance on how to integrate Gender and Human Rights considerations in every phase of the evaluation process.

**Explanation of why rating was chosen:** 4cii. Applies the UNEG Guidance on Integrating Human Rights and Gender Equality in Evaluations during all phases of the evaluation.

A total of 4 evaluations reports were published on 31 December 2020. One evaluation was an end of project evaluation which was conducted by an external evaluator and managed by the respective project manager. 3 evaluations were subprogramme-level evaluations. The Programme Management Unit has ensured systematic inclusion of the UNEG Guidance on Integrating Human Rights and Gender Equality in Evaluations during all phases of the evaluation in UNECE since the end of 2018. This, in addition to the release of a landmark evaluation of Gender Mainstreaming in UNECE in June 2019, enables UNECE to maintain its 2019 score under this indicator and continue to exceed requirements in 2020. The rating is based on the UN-SWAP Evaluation Performance Indicator Scorecard. UNECE Meta evaluation score was 7.3 for the 4 evaluations conducted in 2020. 3 points are added, following the release of the evaluation assessing corporate performance on gender mainstreaming (2019). Total is 10, which exceeds requirements. No external or peer reviews have been done due to limited capacity in house. Also, in terms of the time frame, it will be difficult to do any external/peer reviews in the period between December and January.

**Explanation of why rating was chosen:** 4ciii. Conducts at least one evaluation to assess corporate performance on gender mainstreaming or equivalent every 5-8 years.

In 2019, programme level evaluation of gender mainstreaming in ECE was conducted by an external evaluator. The purpose of this evaluation was to assess corporate performance - the relevance, effectiveness, efficiency, and sustainability of gender mainstreaming (GM) in ECE, and the related results on gender equality and the empowerment of women (GEEW). The Terms of Reference and the Evaluation Report of gender mainstreaming in ECE are provided below.

**Has your entity's work in this field been impacted by the COVID-19 crisis and response?**

Please select one of the options below.

Yes

**(If yes): Please briefly explain how the work has been impacted by the COVID-19 crisis and response:**

The impact was limited to one report being delayed. Evaluations were done remotely, but this was already a common practice for ECE evaluations. Evaluation methodologies were compliant with OIOS guidance to conduct evaluations during COVID-19.

## Action Plan

### Action Points for Improvement

Not applicable

### Responsibility for follow-up

Not applicable

### Resources required (US\$)

0

### Use of funds

Not applicable

### Timeline for improvement: 0 year(s) and 0 month(s)

Not applicable

### Supporting documentation (Only Word, PowerPoint, Excel, PDF and Images)

The uploaded documents will be immediately available on the UN-SWAP Knowledge Hub unless you deselect the checkbox under "Share to Hub". If you need to add Hyperlinks/URLs, please copy them into a document in any of the valid formats and then upload

Examples of documents to attach to substantiate the entity self-assessment for this indicator:

- Aggregated/meta-evaluations
- Completed UN-SWAP Evaluation Scorecards
- Report of corporate gender mainstreaming evaluation

Note: Please identify a self-explanatory title for the documents uploaded onto the platform, particularly for those to be shared in the Knowledge Hub.

Category	Documents	Share to Hub
Evaluation report	<a href="#">Final_Evaluation Report 1_E262_SPECA</a>	<input checked="" type="checkbox"/>
Evaluation report	<a href="#">Final_evaluation Report 2_I4SD</a>	<input checked="" type="checkbox"/>
Evaluation report	<a href="#">Final_evaluation Report 3_SP5 Energy</a>	<input checked="" type="checkbox"/>
Evaluation report	<a href="#">Final_evaluation Report 4_SP8b POP</a>	<input checked="" type="checkbox"/>

UN-SWAP Evaluation Scorecard	<a href="#">UN-SWAP Eval PI Scorecard 2020 - ECE</a>	☒
Other	<a href="#">UNECE_Evaluation_Policy_October_2014</a>	☒

### Performance Indicator: PI5 Audit

#### Performance Indicator Rating Selection

- Exceeds requirements

**Explanation of why rating was chosen:** 5ci. Relevant gender equality findings are systematically presented in annual reports of the internal audit departments.

The Office of Internal Oversight Services (OIOS) has oversight responsibilities for the Secretariat's departments and offices. As part of its annual risk assessment and work planning exercise, OIOS/IAD consults gender focal points to identify and assess gender-related risks that could threaten achievement of the Organization's gender equality strategic and business objectives. OIOS also develops standard audit plans and programmes for auditing Gender Equality and Empowerment of Women (GEEW) matters in thematic audits. These plans and programmes address the gender related high-risk areas identified during the planning phase.

Additionally, data on gender related work is also collected through the audit management software, i.e., Teammate Plus. Reports of the audit work done are published on the OIOS website and listed in the annual reports on the activities of OIOS which are availed to the General Assembly. Furthermore, senior Secretariat managers are also availed reports on status of implementation of recommendations made in OIOS reports including those related to gender equality.

**Explanation of why rating was chosen:** 5cii. Internal audit departments undertake a targeted audit engagement related to gender equality and the empowerment of women at least once every five years.

In 2020, OIOS/IAD did not conduct any specific audit on GEEW (the planned audit was postponed). In 2019, OIOS conducted five audits of gender mainstreaming and responsiveness in peacekeeping missions. For most audits, OIOS considers gender related risks, for example in its audits of human resources management; trust fund activities; and quick-impact projects implemented by peacekeeping missions. Similarly, in audits of UNHCR country operations, a cross-cutting area that is typically assessed relates to ensuring Age, Gender and Diversity (AGD) is properly mainstreamed into UNHCR's programme work. Over the last five years, OIOS issued 123 audit reports for which 60 per cent of these reported on such activities. OIOS issued seven gender focused recommendations in 2020 in the following reports that are available on the OIOS website:

- Audit of OCHA operations in Iraq;
- Audit of UNHCR operations in Greece;
- Audit of UNHCR regional office in Democratic Republic of the Congo;

- Audit of UNHCR operations in Mozambique;
- Audit of UNHCR operations in Ethiopia;
- Audit of UNHCR operations in Mauritania; and
- Audit of quick impact projects in MONUSCO.

In addition, OIOS/IAD has scheduled the following three gender-focused audits for 2021 based on the risk assessment:

- Audit of the implementation of the women, peace and security agenda in selected offices;
- Audit of gender mainstreaming and responsiveness in UNSOS and UNSOM; and
- Audit of implementation of UNAMI gender strategy.

OIOS will continue to mainstream a review of gender related risks in 2021 in applicable audits, for example quick impact projects in MINUSCA and UNMISS, and recruitment in MINUSCA.

IAD continues to include a paragraph in its annual work plan instructions which require audit teams to interview with gender focal points and identify high-risk areas that are suitable for auditing; develop standard audit plans and programmes for auditing GEEW issues in its thematic audits; and collect data on gender related work through its audit management software, i.e., TeamMate. As of today, there are 17 open recommendations related to gender (issued in either 2018, 2019 or 2020). They include 7 recommendations from 2020 as mentioned above. IAD is following up on their implementation.

### **Has your entity's work in this field been impacted by the COVID-19 crisis and response?**

Please select one of the options below.

Yes

#### **(If yes): Please briefly explain how the work has been impacted by the COVID-19 crisis and response:**

The COVID-19 pandemic negatively impacted the achievement of the 2020 IAD annual work plan. Assignments either had to be delayed or put-on hold due to the unavailability of clients or the auditors' inability to travel. Clients were dealing with the COVID crisis and were therefore unavailable for audit assignments. IAD however adapted to these challenges by conducting remote audits and carrying out more advisory assignments which focused on assisting clients in dealing with the crisis.

### **Action Plan**

#### **Action Points for Improvement**

Not applicable

**Responsibility for follow-up**

Not applicable

**Resources required (US\$)**

0

**Use of funds**

Not applicable

**Timeline for improvement: 0 year(s) and 0 month(s)**

Not applicable

**Supporting documentation (Only Word, PowerPoint, Excel, PDF and Images)**

The uploaded documents will be immediately available on the UN-SWAP Knowledge Hub unless you deselect the checkbox under “Share to Hub”. If you need to add Hyperlinks/URLs, please copy them into a document in any of the valid formats and then upload

Category	Documents	Share to Hub
<i>No documents uploaded</i>		

**Accountability**

**Performance Indicator: PI6 Policy**

**Performance Indicator Rating Selection**

- Exceeds requirements

**Explanation of why rating was chosen:** 6ci. Up to date policies and plans implemented on gender equality and women’s empowerment, including gender mainstreaming and the equal representation of women.

ECE has an updated Policy for Gender Equality and the Empowerment of Women (2016-2020) in line with the standards of the United Nations System-wide Action Plan on Gender Equality and the Empowerment of Women (UN-SWAP). The Policy strengthens the accountability and capacity of the Organization through concrete actions at cross-sectoral and sectoral levels in its Gender Action Plan (GAP) and has the following objectives:

- To advance women’s equal participation with men as decision makers in the Organization and in all areas of work;
- To mainstream a gender perspective in the substantive work of the Sectoral Committees;
- To contribute to reducing gender inequalities in its member States, including in access to and control over the resources and benefits of development in the pertinent areas of ECE’s work.

To strengthen the implementation of the first objective and accelerate the achievement of gender parity in staff, ECE has developed its Gender Parity Strategy. This Strategy complements the ECE Policy and includes an implementation plan with actions following the System-Wide Strategy for



Gender Parity, launched by the UN Secretary-General in September 2017. ECE reported on its implementation and update in December 2020 (see the document below). In 2020, ECE updated its GAP to reflect the UN-SWAP 2.0 requirements in the respective performance indicators and the recommendations from the Evaluation of Gender mainstreaming in ECE, 2019 (see Performance Indicator 4). The 2020 GAP includes specific actions to mainstream gender in the work of the ECE subprogrammes and targeted activities on gender and economy, sub-regional cooperation with member States, international organizations and key stakeholders, mainstreaming gender into national statistical systems, capacity building to measure gender-related issues and providing gender statistics and indicators to assess the progress towards gender equality and the empowerment of women. The GAP for 2020 is posted on the gender website of (ECE [https://unece.org/DAM/Gender/UNECE\\_GAP\\_2020\\_final.pdf](https://unece.org/DAM/Gender/UNECE_GAP_2020_final.pdf)). In addition, to ensure meaningful gender mainstreaming in projects, all projects go through gender assessment. The implementation of the GAP is monitored and discussed at a Directors' meeting every year. The GAP remains the vehicle for ECE's implementation of the UN-wide strategy for gender equality. The ECE Policy for Gender Equality and the Empowerment of Women is covering 5 years. Its update for the period 2021-2025 has been prepared by ECE and is in its final stage to go for approval by the ECE Directors. ECE has a P5-level Gender Focal Point at the Organization level and Divisional Gender Focal Points at levels G, P2 -P5.

**Explanation of why rating was chosen:** 6cii. Specific senior level mechanism in place for ensuring accountability for promotion of gender equality and the empowerment of women.

In ECE, a senior level mechanism is in place to ensure accountability for promotion of gender equality and the empowerment of women. Achieving and maintaining gender equality is included as a goal in the work plan and performance assessment of senior managers. To ensure the implementation of the senior level accountability mechanism for the promotion of gender equality and the empowerment of women in ECE, the Executive Secretary, Ms. Olga Algayerova, in the Compact Accountability Pledge for 2020 has committed to 'measures taken towards the attainment of gender parity as per Phase 1 of the United Nations System-wide Gender Parity Strategy', to 'serve as a role model for implementing the Gender Parity' of the organization, and to take all appropriate measures to prevent, address and accurately report credible allegation of sexual exploitation and abuse. The Executive Secretary has also introduced a mandatory gender assessment of projects. At Divisional level, accountability in 2020 has strengthened. In the Environment Division, at the request of the director, for the 2020-2021 cycle, a separate provision was included in the ePAS for senior managers and for hiring managers to take measures towards gender parity in the recruitment process. As a result, all hiring managers have included a provision on gender parity in their ePAS (i.e., take measures towards the attainment of gender parity as per Phase 1 of the United

Nations System-wide Gender Parity Strategy). The Division Director has included in his workplan a goal: Recruit staff expeditiously and undertake necessary measures to reduce vacancy rates; take measures towards the attainment of gender parity as per Phase 1 of the United Nations System-wide Gender Parity Strategy; with a success criteria of gender parity at all G and P levels in the Division. Furthermore, a gender parity in recruitment has been chosen under one of the core values i.e. "Respect for Diversity". In addition, all staff from the Division are regularly reminded about gender balance on all podiums and panels. To ensure equal participation of male and female representatives in meetings organized by ECE Environment the following recommendation for all invitations letters was developed: "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 events."

**Has your entity's work in this field been impacted by the COVID-19 crisis and response?**

Please select one of the options below.

Yes

**(If yes): Please briefly explain how the work has been impacted by the COVID-19 crisis and response:**

All meetings have been organised in an online platform, a few as hybrid. Some of the meetings, in particular in the beginning for 2020, were organised without interpretation thus limiting the Russian speaking participants. Many of the workshops/meetings were reduced to half a day, or one day due to the online format. Evaluations of projects were also done remotely, as were all consultations with the DGFPs and external consultants which has become the practice today. The impact was limited to delays in some reports but has no effect on results.

**Action Plan**

**Action Points for Improvement**

In order to ensure that high levels of performance are maintained, ECE has updated its Policy for Gender Equality and the Empowerment of Women for 2021-2025. The Policy guides the efforts to integrate gender equality and the empowerment of women into all aspects of ECE work. After its approval by the ECE Directors' Meeting, expected in the beginning of 2021, it will be published on the website of ECE on gender. The Policy will be complemented by a detailed Gender Action Plan (GAP) for 2021-2022 at the level of sub-programme, as well as cross-cutting issues at Organisation's level. The GAP will include as in previous years objectives, related concrete actions, measurable outputs, timeframe, resources and mid-term and final reporting to foster a gender inclusive work environment and better reflection of gender issues in the work of the ECE sub-programmes.

### Responsibility for follow-up

ECE Divisions, senior management and SDGU for coordination

### Resources required (US\$)

50000

### Use of funds

Trainings for ECE senior management and staff

### Timeline for improvement: 0 year(s) and 0 month(s)

1 year

### Supporting documentation (Only Word, PowerPoint, Excel, PDF and Images)

The uploaded documents will be immediately available on the UN-SWAP Knowledge Hub unless you deselect the checkbox under "Share to Hub". If you need to add Hyperlinks/URLs, please copy them into a document in any of the valid formats and then upload

Examples of documents to attach to substantiate the entity self-assessment for this indicator:

- Gender mainstreaming policy/strategy
- Gender Action Plan/Implementation plan
- Gender parity strategy
- Documents to demonstrate that the policy is being monitored, for instance Gender Steering Board or Senior Management Team meeting minutes

Note: Please identify a self-explanatory title for the documents uploaded onto the platform, particularly for those to be shared in the Knowledge Hub.

Category	Documents	Share to Hub
Gender Policy/Plan/Strategy	<a href="#">UNECE Gender Parity Strategy</a>	<input checked="" type="checkbox"/>
Gender Policy/Plan/Strategy	<a href="#">UNECE Gender Parity Strategy 2020-Implementation</a>	<input checked="" type="checkbox"/>
Gender Policy/Plan/Strategy	<a href="#">UNECE_GAP_2020</a>	<input checked="" type="checkbox"/>
Gender Policy/Plan/Strategy	<a href="#">UNECE_Policy_on_GEEW_2016-2020</a>	<input checked="" type="checkbox"/>
Senior level accountability mechanism	<a href="#">2020_Compact_Algayerova.ECE_Final_Signed</a>	<input checked="" type="checkbox"/>

### Performance Indicator: PI7 Leadership

#### Performance Indicator Rating Selection

- Meets requirements

**Explanation of why rating was chosen:** 7b. Senior managers internally and publicly champion gender equality and the empowerment of women.

Gender equality and the empowerment of women is a key component of the ECE Executive Secretary's vision. The ECE Executive Secretary has ensured that substantive attention to gender equality and the empowerment of women is paid by senior managers as well as all other ECE staff. She has identified 9 SDGs as ECE's core value-added areas, and highlighted SDG 5 on gender equality as the overarching goal which should inform all work. The relevant graphic showing SDG 5 as overarching can be seen on ECE's webpage on the organization's SDG priorities (<https://www.unece.org/sustainable-development/sdg-priorities.html>)

ECE has established the ECE Gender Parity Strategy ([https://www.unece.org/fileadmin/DAM/Gender/publications\\_and\\_papers/UNECE\\_Gender\\_Parity\\_Strategy.pdf](https://www.unece.org/fileadmin/DAM/Gender/publications_and_papers/UNECE_Gender_Parity_Strategy.pdf)) aligned with the UN System-wide Strategy on Gender Parity. It contains, among others, sections on recruitment, HR management monitoring; reporting and data collection; leadership and accountability; and Career Development, in order to reach equal representation of women in the organization, including at the level of P4 and above. (ECE has already reached gender parity at levels D1 and above). The ECE Executive Secretary acts as a role model for all ECE staff through her participation in the International Gender Champions Geneva initiative (<https://genderchampions.com/champions/olga-algayerova>)

The ECE Executive Secretary has given statements on the topic of gender equality and the empowerment of women on multiple occasions throughout 2020. Examples include:

- A statement at a UNECE event as part of the 2020 Regional Forum for Sustainable Development (RFSD) on re-tooling standards to be more gender-responsive
- A video statement for UNIDO's "Women in Industry and Innovation" Conference ([https://www.youtube.com/watch?app=desktop&v=CSjRXrqGPjI&feature=emb\\_title](https://www.youtube.com/watch?app=desktop&v=CSjRXrqGPjI&feature=emb_title)).
- A statement at the "International Women Leaders e-Conference The Social and economic Impact of COVID - 19 on Women and Girls" (<https://mctc.mfa.gov.il/?q=content/women-leaders-e-conference>) organized by The Golda Meir Mashav "Carmel" International Training Center.

She has also highlighted the disproportionate impact of the COVID-19 pandemic on women and girls at several events. One example is from the 18th European Sustainable Development Network Workshop organized by the government of Romania. The report of the event summarizes the Executive Secretary's intervention on page 9. The video of the event is available here with the Executive Secretary's segment starting at 1:28:00. In 2020, ECE continued to look for external funding for projects aiming at achieving gender equality and the empowerment of women. The ECE Executive Secretary has been supportive to all these activities. One project proposal pertaining to gender equality and women's economic empowerment has been developed and successfully started implementation: Enhancing the implementation of the 2030 Agenda for Sustainable Development through strategic cooperation

among the SPECA countries aims to strengthen capacity of Afghanistan, Azerbaijan, Kazakhstan, Kyrgyzstan, Tajikistan, Turkmenistan, and Uzbekistan to support the institutional basis of subregional cooperation for the achievement of the SDGs, including on gender. The Executive Secretary has further highlighted to UNECE member States the need to raise funds to support the work on gender-mainstreaming in the UNECE region and encouraged governments to consider providing such funds. (See Item 8 of the conclusions of the Executive Committee meeting of 5 October 2020.)

In order to further raise awareness among ECE staff on the importance of gender equality and the empowerment of women as well as the UN-SWAP requirements, the Executive Secretary has launched a Gender Equality Award in November 2020. The award aims to identify the work of teams/individuals whose compelling case studies and/or actions are championing change towards gender equality. (Screenshot of the Executive Secretary's email launching the award is attached)

**Ensures that accountability mechanisms are enforced so that the entity reaches equal representation of women in staffing within an appropriate time-frame, in particular at the P4 or equivalent level.**

- The ECE Executive Secretary commits herself to taking leadership on and being accountable for the implementation of the UNECE Policy for Gender Equality and the Empowerment of Women, its objectives and priority areas and actions. Increasing efforts to attain gender parity in the organization, are part of the Executive Secretary's commitments and are reflected in her Senior Manager's Compact for 2020. In addition, she has established an accountability mechanism for the implementation of the ECE Gender Parity Strategy. This includes the introduction of a stand-alone goal for achieving gender parity in the e-performance system for the ECE Directors. The Executive Secretary is regularly monitoring the performance of the Directors, paying attention to gender parity of staff. In addition, she follows the recruitment process and is having substantive discussions with recruiting managers, where gender balance is missing. Special efforts are focused on the positions at the levels of P5 and P4 where gender parity has not been achieved in ECE.

**Advocates for gender equality and the empowerment of women in at least two of the following areas:**

The drop-down menu includes four areas, please refer to page 76 of the UN-SWAP Technical guidance.

Articulate in a public speech or equivalent, other than a speech on International Women's Day, a clear vision of how the entity gender equality and empowerment of women mandate will be achieved, Advocate with other UN entities concerning the importance of promoting gender equality and the empowerment of women

**Please elaborate your selection below.**

The ECE Executive Secretary advocates with the UN entities to promote gender equality and the empowerment of women, including through the UN regional system and the meetings with the UN regional commissions. This includes reflecting on gender issues during the regular meetings of the UN regional system in Europe and Central Asia, the Regional Collaborative Platform (RCP) for Europe and Central Asia, where all regional UN entities participate. In addition, she is in regular collaboration with the regional office of UN Women for Europe and Central Asia and the Issue-Based Coalition for Gender Equality in the region.

**Prioritizes funds for achieving the entity's gender equality and the empowerment of women mandate through advocating for additional funds, and/or reallocating internal funds, consistent with decision-making authority**

In 2020 several channels were explored for funding work on gender equality and the empowerment of women in ECE. In all activities related to funding in this field, the ECE Executive Secretary was leading. She presented a note to the Executive Committee (EXCOM) at its 111 meeting (October 2020) to seek the assistance of the UNECE member States in funding one additional professional to work on gender related issues in UNECE. Despite active follow-up on the note, including by the Executive Secretary approaching potential donors, no funding could be secured.

**Has your entity's work in this field been impacted by the COVID-19 crisis and response?**

Please select one of the options below.

Yes

**(If yes): Please briefly explain how the work has been impacted by the COVID-19 crisis and response:**

All meetings have been organised in an online platform, a few as hybrid. The virtual organisation of the various Forums/conferences/workshops and other meetings has expanded the opportunity of the ECE Executive Secretary to participate in many more discussions and meetings/events than in the previous period. She has quickly adjusted to the new format of communication with ECE staff as well outside of the organization and was actively involved in regular calls fostering the ECE response to the COVID-19 pandemic and its impact in the region.

**Action Plan**

**Action Points for Improvement**

The Action plan for exceeding on this performance indicators is part of the Gender Action Plan for 2021-2022 which will accompany the updated UNECE Policy for Gender Equality and the Empowerment of Women (2021-2025). The Policy has been prepared and is in its final stage. The Executive Secretary and the senior management lead the implementation of the Policy supported by the Sustainable

Development and Gender Unit (SDGU) through the main instrument – the Gender Action Plan on cross-cutting issues and at the level of ECE sub-programmes. The Executive Secretary will continue to directly promote both publicly and internally gender equality and the empowerment of women through stronger accountability of senior managers on achieving gender parity of staff as well as addressing key challenges to transformative policies in statements, interviews, and speeches at various fora.

**Responsibility for follow-up**

Senior managers

**Resources required (US\$)**

0

**Use of funds**

Not applicable

**Timeline for improvement: 0 year(s) and 0 month(s)**

1 year

**Supporting documentation (Only Word, PowerPoint, Excel, PDF and Images)**

The uploaded documents will be immediately available on the UN-SWAP Knowledge Hub unless you deselect the checkbox under “Share to Hub”. If you need to add Hyperlinks/URLs, please copy them into a document in any of the valid formats and then upload

Examples of documents to attach to substantiate the entity self-assessment for this indicator:

- Minutes of CEB, HLCEM, HLCP, UNSDG
- Governing body minutes
- Senior Management Team meeting minutes
- Speeches

Note: Please identify a self-explanatory title for the documents uploaded onto the platform, particularly for those to be shared in the Knowledge Hub.

Category	Documents	Share to Hub
Speeches	<a href="#">19_March_2020_ES_Speech_WP.6_Event_Tooling_for_sustainability</a>	<input checked="" type="checkbox"/>
Speeches	<a href="#">ES video message for UNIDO</a>	<input checked="" type="checkbox"/>
Speeches	<a href="#">ES_MASHAV IWL Conf July 2020_16072020</a>	<input checked="" type="checkbox"/>
Other	<a href="#">Gender equality award</a>	<input checked="" type="checkbox"/>

**Performance Indicator: PI8 Gender-responsive performance management**

**Performance Indicator Rating Selection**

- Meets requirements

**Explanation of why rating was chosen:** 8b. Assessment of gender equality and the empowerment of women integrated into core values and/or competencies for all staff, with a particular focus on levels P4 or equivalent and above.

Diversity is one of the core values of the UN Secretariat, and includes the following: “treats men and women equally. Shows respect for and understanding of diverse points of view and demonstrates this understanding in daily work and decision-making. Examines own biases and behaviours to avoid stereotypical responses. Does not discriminate against any individual or group”.

Gender perspectives are included in substantive work for all UN Secretariat staff. In job openings, the indicator for gender is included under the competency of professionalism, except for the P-5, D-1 and D-2 level job openings in which the indicator should be added under the competency of leadership, if it is included. UN Secretariat job openings use the following standard language as a required competency: “Takes responsibility for incorporating gender perspectives and ensuring the equal participation of women and men in all areas of work”.

A new competency framework is currently being developed for the UN Secretariat. The competency framework project has applied an inclusive and participatory process. This means that the development of the new set of values and behaviours has benefitted from engagement and key inputs from “inclusion networks”, with the Focal Points for Women and UN GLOBE providing a strong focus on mainstreaming gender. Although the project is under way as of January 2021, gender mainstreaming aspects have been incorporated across the draft values and behaviours, especially under the draft core value ‘Inclusion’.

The Secretary-General, as part of his management reform agenda, highlighted the Organization’s need to transform performance management from a process compliant culture to accountability for results. In response to the SG’s call to action, numerous research activities, studies and consultations with a broad range of stakeholders across the Secretariat have been carried out. Notably, the COVID-19 pandemic has also had a significant impact on managers and staff in the new remote work paradigm.

In addition to key consultations and reviews, an Agile Performance Management (Agile PM) pilot was conducted in two phases in 2019-2020 to glean staff opinions and insights on (a) fostering a culture of ongoing feedback; (b) increased recognition, and (c) shifting from compliance based to accountability results-based performance management. The pilot explored a more agile approach



to performance management through 360 feedback, continuous conversations, public recognition and more visibility and flexibility into goal management, and provided an opportunity to test agile concepts and reflect on staff opinions about this new approach.

With the major workplace transitions that have occurred in 2020, the UN Secretariat has already embarked on the use of more agile and innovative approaches to the way in which it is working. Shifting to a new agile performance management approach, will enable a more open and collaborative team culture and allow individual accountability and ownership, prompting further cultural and behavioral change within the Organization.

The Senior Managers' Compacts for 2020 included an objective to achieve gender parity and included the following performance measure: "progress towards achieving the goal of gender parity at each internationally recruited staff level (FS, P-1 to D-1) within available positions".

The Compacts also included a requirement to "accurately report all credible allegations of sexual exploitation and abuse related to United Nations personnel and ensure training on the prevention of sexual exploitation and abuse for all staff and affiliated personnel serving under my authority". In addition, the Compacts had a requirement to "rapidly respond to, and ensure full reporting of, all credible allegations of sexual harassment within the UN Secretariat and ensure training and awareness-raising on the prevention of sexual harassment in the workplace for all staff and affiliated personnel serving under my authority".

**Has your entity's work in this field been impacted by the COVID-19 crisis and response?**

Please select one of the options below.

No

**(If yes): Please briefly explain how the work has been impacted by the COVID-19 crisis and response:**

**Action Plan**

**Action Points for Improvement**

Not applicable

**Responsibility for follow-up**

Not applicable

**Resources required (US\$)**

0

#### Use of funds

Not applicable

#### Timeline for improvement: 0 year(s) and 0 month(s)

Not applicable

#### Supporting documentation (Only Word, PowerPoint, Excel, PDF and Images)

The uploaded documents will be immediately available on the UN-SWAP Knowledge Hub unless you deselect the checkbox under "Share to Hub". If you need to add Hyperlinks/URLs, please copy them into a document in any of the valid formats and then upload

Category	Documents	Share to Hub
<i>No documents uploaded</i>		

### Human And Financial Resources

#### Performance Indicator: PI9 Financial Resource Tracking

##### Performance Indicator Rating Selection

- Approaches requirements

**Explanation of why rating was chosen:** 9a. Working towards a financial resource tracking mechanism to quantify disbursement of funds that promote gender equality and women's empowerment.

As a gender marker system is currently being developed for UMOJA, and the configuration of this system is not yet finalised, Secretariat entities should report "approaching requirements" for this Performance Indicator.

#### Has your entity's work in this field been impacted by the COVID-19 crisis and response?

Please select one of the options below.

No

#### (If yes): Please briefly explain how the work has been impacted by the COVID-19 crisis and response:

Not applicable

#### Action Plan

##### Action Points for Improvement

We await the deployment of the gender marker system under development with Umoja.

##### Responsibility for follow-up

ECE Senior Managers, Programme and Project Managers, Divisional Gender Focal Points, and the Executive Office

**Resources required (US\$)**

0

**Use of funds**

As determined centrally by Umoja.

**Timeline for improvement: 0 year(s) and 0 month(s)**

As determined centrally by Umoja.

**Supporting documentation (Only Word, PowerPoint, Excel, PDF and Images)**

The uploaded documents will be immediately available on the UN-SWAP Knowledge Hub unless you deselect the checkbox under “Share to Hub”. If you need to add Hyperlinks/URLs, please copy them into a document in any of the valid formats and then upload

Category	Documents	Share to Hub
<i>No documents uploaded</i>		

**Performance Indicator: PI10 Financial Resource Allocation**

**Performance Indicator Rating Selection**

- Missing

**Explanation of why this rating has been given**

100% of financial resources allocated as grants out to implementing partners are governed by the requirement that potential grantees undertake to ensure 50% participation of women in the grant activities.

With a fully functional and robust tracking mechanism (UMOJA Gender Marker), financial benchmarks will further inform project-based resource allocation, however, at this point, no benchmarking of resources has been implemented with respect to gender equality and the empowerment of women. We note the varying success of the different scales utilized by other organizations as reflected in the technical notes, and our anticipation of the UMOJA Gender Marker that will allow all projects to be coded and tracked so that a baseline may be identified and used to determine a financial benchmark. In the absence of the Umoja Gender Marker, the UNECE grants program, administered by the Executive Office, has incorporated multiple measures to ensure targets are met, within its power and resources. For example, gender participation is mandated as an undertaking in all grant proposals, and ECE requires project managers to meaningfully explain these measures and how they are designed to achieve the targets.

All extrabudgetary project proposals are reviewed and assessed by the P-5 Senior Social Affairs Officer and Gender Focal Point at ECE to determine if they comply with this requirement.

**Please provide the total revenue of your entity in US Dollars for the most recent reporting period.**

.

33290000

**Please provide the financial allocation to your organization's gender unit (excluding staff cost) for the most recent reporting period.**

.

0

**Please provide the financial allocation for GEWE to the dedicated gender advisors/specialists (not part of the gender unit and excluding staff cost)**

0

**Has your entity's work in this field been impacted by the COVID-19 crisis and response?**

Please select one of the options below.

No

**(If yes): Please briefly explain how the work has been impacted by the COVID-19 crisis and response:**

Not applicable

## Action Plan

### Action Points for Improvement

We await the deployment of the gender marker system under development with Umoja to help us establish the benchmark.

### Responsibility for follow-up

Sustainable Development and Gender Unit

### Resources required (US\$)

30000

### Use of funds

Contribution of staff time and funds for consultancy

**Timeline for improvement: 0 year(s) and 0 month(s)**

2 years

**Supporting documentation (Only Word, PowerPoint, Excel, PDF and Images)**

The uploaded documents will be immediately available on the UN-SWAP Knowledge Hub unless you deselect the checkbox under “Share to Hub”. If you need to add Hyperlinks/URLs, please copy them into a document in any of the valid formats and then upload

Category	Documents	Share to Hub
Other	<a href="#">Management_Response_to_Gender_Evaluation_2019</a>	<input checked="" type="checkbox"/>

**Performance Indicator: PI11 Gender Architecture**

**Performance Indicator Rating Selection**

- Approaches requirements

**Explanation of why rating was chosen:** 11a. Gender focal points or equivalent at HQ, regional and country levels are: a. designated from staff level P4 or equivalent and above b. have written terms of reference c. at least 20 per cent of their time is allocated to gender focal point functions.

ECE meets criteria 11a. ECE has a P-5 level Gender Focal Point at Organization level – Senior Social Affairs Officer and Gender Focal Point who works on substantive gender related issues in UNECE and whose time is allocated entirely to gender focal point’s functions: this is included in the job description of the post which is attached below. The Gender Focal Point is a member of the Sustainable Development and Gender Unit (SDGU) in the Office of the Executive Secretary In addition, UNECE has established a network of Divisional Gender Focal Points (DGFPs) from staff at the professional level who are required to incorporate related functions and goals in their e-Performance work plan. Divisional Gender Focal Points are at the levels P3 to P5. In the Environment Division, following the recommendations of the ECE 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. UNECE does not have a Gender Division nor a self-standing Gender Unit.

**Please provide the number of total staff in your entity in the most recent reporting period**

186

**Please provide the cost of all entity staff**

.

31700000

**Please provide the number of staff in the gender unit**

.

0

**Please provide the staff cost of the gender unit**

.

0

**Please provide the total number of dedicated gender advisors/specialists (not part of the gender unit)**

1

**Please provide the staff cost of dedicated gender advisors (not part of the gender unit)**

166300

**Please provide the total number of gender focal points**

15

**Has your entity's work in this field been impacted by the COVID-19 crisis and response?**

Please select one of the options below.

No

**(If yes): Please briefly explain how the work has been impacted by the COVID-19 crisis and response:**

Not applicable

## **Action Plan**

### **Action Points for Improvement**

ECE does not have a stand-alone Gender Division nor Gender Unit. The ECE Executive Committee has been consulted on the establishment of such a Division and member States decided that ECE should not allocate more additional resources from the regular budget. The XB resources remain as an option, see below the resources which are needed for one year.

### **Responsibility for follow-up**

Executive Secretary

**Resources required (US\$)**

300000

**Use of funds**

Funding for 1 P2, 1 P3 and 1 G staff.

**Timeline for improvement: 0 year(s) and 0 month(s)**

5 years

**Supporting documentation (Only Word, PowerPoint, Excel, PDF and Images)**

The uploaded documents will be immediately available on the UN-SWAP Knowledge Hub unless you deselect the checkbox under “Share to Hub”. If you need to add Hyperlinks/URLs, please copy them into a document in any of the valid formats and then upload

Category	Documents	Share to Hub
Gender Policy/Plan/Strategy	<a href="#">UNECE_Policy_on_GEEW_2016-2020</a>	<input checked="" type="checkbox"/>

**Performance Indicator: PI12 Equal representation of women**

**Performance Indicator Rating Selection**

- Approaches requirements

**Explanation of why rating was chosen:** 12a. Plan in place to achieve the equal representation of women for General Service staff and all professional levels in the next five years.

Gender parity is part of the UNECE Policy for Gender Equality and the Empowerment of Women (2016-2020)

([http://www.unece.org/fileadmin/DAM/Gender/publications\\_and\\_papers/UNECE\\_Policy\\_on\\_GEEW\\_Final.pdf](http://www.unece.org/fileadmin/DAM/Gender/publications_and_papers/UNECE_Policy_on_GEEW_Final.pdf)). The priority to achieve parity in the Organisation has been further developed in the UNECE Strategy for Gender Parity ([http://www.unece.org/fileadmin/DAM/Gender/publications\\_and\\_papers/UNECE\\_Gender\\_Parity\\_Strategy.pdf](http://www.unece.org/fileadmin/DAM/Gender/publications_and_papers/UNECE_Gender_Parity_Strategy.pdf)).

The overall goal of the UNECE strategy is to achieve gender parity in the Organisation at all professional levels at the latest by 2022. This is consistent with the UN System-wide Strategy on Gender Parity. It is also aligned with the global 2030 Agenda for Sustainable Development, in particular the achievement of SDG 5 on gender equality and the empowerment of women. The data on the number of professional staff in ECE as from November 2020 shows that we are on track for USG, D1, P3 and P2 levels, and need to focus on P5 and P4 levels (where the number of females is still far from parity). At D1, P2, and P3 levels, women outnumber men, but at P4 and P5 levels gender parity is still to be achieved. At P4 level there is a 3 percentage points increase in 2020 as compared to 2019, which amounts to 33 per cent, and at P5 level women’s representation has gone down by 8 percentage points to 27 percent (see the table below). Additional efforts are

required to address the imbalance at the P4 and P5 levels. UNECE reported the results of the implementation of its Gender Parity Strategy to the secretariat headquarters and updated its strategy (see the document below). According to the November 2020 staffing table, women are represented in each of the professional and higher categories as follows:

USG	(1	position)	100%
D-2	(1	position)	0%
D-1	(6	positions)	62%
P-5:	(23	positions)	27%
P-4:	(33	positions)	33%
P-3:	(31	positions)	60%
P-2:	(20	positions)	47%
General Service			79.4%

**Has your entity's work in this field been impacted by the COVID-19 crisis and response?**

Please select one of the options below.

No

**(If yes): Please briefly explain how the work has been impacted by the COVID-19 crisis and response:**

Not applicable

**Action Plan**

**Action Points for Improvement**

- a. Recent efforts have been made to expand the pool of female applicants, primarily through the promotion of vacancy announcements through different social media outlets, but given the current liquidity crisis and its effect on recruitment against Regular Budget posts, it has been challenging for ECE to make any notable improvement in this indicator.
- b. Additionally, UNECE has flagged all posts which are scheduled for circulation due to upcoming retirements and has emphasized the Temporary Special Measures in place under ST/AI/2020/5 to all hiring managers. As these posts tend to be at the more senior management levels (where the greatest imbalances exist), we see these upcoming retirements as an opportunity to make progress against this indicator.
- c. Implementation of the plan as in the UNECE Gender Parity Strategy.

**Responsibility for follow-up**

Executive Office, Division Directors, and all hiring managers



**Resources required (US\$)**

0

**Use of funds**

Not applicable

**Timeline for improvement: 0 year(s) and 0 month(s)**

2 years

**Supporting documentation (Only Word, PowerPoint, Excel, PDF and Images)**

The uploaded documents will be immediately available on the UN-SWAP Knowledge Hub unless you deselect the checkbox under "Share to Hub". If you need to add Hyperlinks/URLs, please copy them into a document in any of the valid formats and then upload

Examples of documents to attach to substantiate the entity self-assessment for this indicator:

- Gender parity strategy.

Note: Please identify a self-explanatory title for the documents uploaded onto the platform, particularly for those to be shared in the Knowledge Hub.

Category	Documents	Share to Hub
Parity Strategy	<a href="#">UNECE Gender Parity Strategy</a>	<input checked="" type="checkbox"/>
Parity Strategy	<a href="#">UNECE Gender Parity Strategy 2020-Implementation</a>	<input checked="" type="checkbox"/>
Other	<a href="#">ST AI 1999 9_Special Measures for the Achievement of Gender Equality</a>	<input checked="" type="checkbox"/>
Other	<a href="#">ST_SGB_2019_2</a>	<input checked="" type="checkbox"/>
Other	<a href="#">UNECE_Policy_on_GEEW_2016-2020</a>	<input checked="" type="checkbox"/>

**Gender parity data by level**

	Female	Male
P1	0	0
P2	8	9
P3	30	20
P4	13	27
P5	7	19
D1	5	3
D2	0	0
ASG	0	0

USG	1	0
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### Performance Indicator: PI13 Organizational culture

#### Performance Indicator Rating Selection

- Approaches requirements

**Explanation of why rating was chosen:** 13a. Organizational culture partly supports promotion of gender equality and the empowerment of women.

UNECE supports the organisational culture to promote gender equality and the empowerment of women in the organisation. The requirements to meet the criteria of this indicators are nearing the 'meet requirements' ranking, but ECE fall short of the first of the Monitoring Mechanisms required (see below).

#### Has your entity's work in this field been impacted by the COVID-19 crisis and response?

Please select one of the options below.

Yes

#### (If yes): Please briefly explain how the work has been impacted by the COVID-19 crisis and response:

If there is one positive outcome of the recent pandemic, and the mandatory telecommuting imposed by senior management, it is that all teams have had to learn to adapt and adjust to ensure that there is full participation by staff members in discussions and meetings in virtual format and the acceptance of telecommuting by staff has become the norm.

### Facilitative Policies

Note briefly the facilitative policies in place regarding each of the areas below:

#### Implement, promote and report on facilitative policies for maternity, paternity, adoption, family and emergency leave, breast-feeding and childcare

UNECE has fully implemented the Flexible Work Arrangements (FWA) available to Secretariat staff. Additionally, the Executive Office intranet offers managers insight into the percentage of staff availing of FWA in their sections.

#### Implement, promote and evaluate policies related to work-life balance, including part-time work, staggered working hours, telecommuting, scheduled breaks for extended learning activities, compressed work schedules, financial support for parents travelling with a child, and phased retirement

UNECE has fully implemented the Flexible Work Arrangements (FWA) available to Secretariat staff. Additionally, the Executive Office intranet offers managers insight into the percentage of staff availing of FWA in their sections.

**Promote existing UN rules and regulations on work-life balance with an internal mechanism available to track implementation and accessibility by gender and grade.**

All data related to the implementation and uptake of FWA and other work-life balance policies is accessible to all on the ECE Intranet.

**Periodic staff meetings by units are scheduled during core working hours and on working days of staff working part-time, with teleconference or other IT means actively promoted.**

All managers are required to account for the varying schedules of their staff when scheduling meetings, and as a result of the recent pandemic nearly all meetings are conducted virtually.

## **Monitoring Mechanisms**

### **Regular global staff surveys**

UNECE has not yet implemented mandatory exit interviews which obtain and analyse data relevant for an assessment of the qualitative aspect of organizational culture and provide insight into issues that have a bearing on recruitment, retention and staff experience, including staff well-being, equality and zero tolerance for unethical behaviour.

### **Sexual harassment**

e.g. demonstrate adherence to all system-wide and individual sexual harassment policies

UNECE adheres to all system-wide and individual sexual harassment policies.

### **UN Ethics-related Legal Arrangements**

All Ethics-related Legal Arrangements are done through UNOG.

## **Action Plan**

### **Action Points for Improvement**

Implementation of regular surveys and a mandatory exit interview process upon separation from UNECE

### **Responsibility for follow-up**

While UNECE can develop its own exit survey methodology and annual survey, we believe that this would be an area for improvement that can be achieved Secretariat-wide if it is coordinated centrally by OHR and DOS.

### **Resources required (US\$)**

0

### **Use of funds**

Not applicable

**Timeline for improvement: 0 year(s) and 0 month(s)**

Not applicable

**Supporting documentation (Only Word, PowerPoint, Excel, PDF and Images)**

The uploaded documents will be immediately available on the UN-SWAP Knowledge Hub unless you deselect the checkbox under “Share to Hub”. If you need to add Hyperlinks/URLs, please copy them into a document in any of the valid formats and then upload

Examples of documents to attach to substantiate the entity self-assessment for this indicator:

- Policy documents
- Surveys
- Gender audit report

Note: Please identify a self-explanatory title for the documents uploaded onto the platform, particularly for those to be shared in the Knowledge Hub.

Category	Documents	Share to Hub
Leave Policy	<a href="#">ST AI 2005 2 Family leave, maternity leave and paternity leave</a>	<input checked="" type="checkbox"/>
Flexible Work Arrangement Policy	<a href="#">Memo from ES on Flexible Working Arrangements (FWA) 17 Sept 2014</a>	<input checked="" type="checkbox"/>
Flexible Work Arrangement Policy	<a href="#">ST SGB 2003 4 Flexible Working Arrangements</a>	<input checked="" type="checkbox"/>
Flexible Work Arrangement Policy	<a href="#">ST SGB 2019 3 Flexible Working Arrangements</a>	<input checked="" type="checkbox"/>

**Capacity**

**Performance Indicator: PI14 Capacity Assessment**

**Performance Indicator Rating Selection**

- Meets requirements

**Explanation of why rating was chosen:** 14bi. Entity-wide assessment of capacity of all relevant entity staff at HQ, regional and country levels in gender equality and women’s empowerment is carried out.

14bi: UNECE carried out a capacity assessment of all staff on gender equality and women’s empowerment. The assessment was done via an online survey in 2015 and finalised in 2016. It included questions on the basic concepts behind gender equality and the empowerment of women, on how these relate to ECE’s mandate, and on how they are applied by staff members to their work. The areas where UNECE needs to focus refer to specific topics for the incorporation of gender in work of the UNECE Sub-programmes, collection and analysis of sex-disaggregated data, integration

of gender into the strategic framework and programme of work, budgeting, resource tracking and planning. In addition to the survey, discussions followed with the network of the ECE DGFPs to elaborate on the needs of ECE staff in this area.

**Explanation of why rating was chosen:** 14bii. A capacity development plan is established or updated at least every five years.

Based on the needs of UNECE's staff as reflected in the results of this survey and in the discussions with staff, ECE developed and adopted a capacity development plan, which is part of the UNECE Policy for Gender Equality and the Empowerment of Women (2016-2020) and the Gender Action Plan 2020. As part of this plan, a workshop on the unconscious gender bias took place in January. Knowledge of the importance of gender topics and their statistical measurement is among the professional requirements of ECE Statistical Division staff. Part of the Statistics subprogramme focuses directly on gender statistics and on delivering expertise and training to mainstream gender into statistical systems in member countries.

**Has your entity's work in this field been impacted by the COVID-19 crisis and response?**

Please select one of the options below.

No

**(If yes): Please briefly explain how the work has been impacted by the COVID-19 crisis and response:**

Not applicable

## Action Plan

### Action Points for Improvement

Depending on the availability of funds - human and financial resources, the capacity assessment of ECE staff may be repeated (the first capacity assessment survey was in 2015-2016) in 2021 - 2022. Alternatively, discussions with the Divisional Gender Focal points will inform on the areas for improvement in the ECE Divisions.

### Responsibility for follow-up

Sustainable Development and Gender Unit

### Resources required (US\$)

15000

### Use of funds

For conducting a capacity assessment survey of ECE staff

**Timeline for improvement: 0 year(s) and 0 month(s)**

2 years

**Supporting documentation (Only Word, PowerPoint, Excel, PDF and Images)**

The uploaded documents will be immediately available on the UN-SWAP Knowledge Hub unless you deselect the checkbox under “Share to Hub”. If you need to add Hyperlinks/URLs, please copy them into a document in any of the valid formats and then upload

Category	Documents	Share to Hub
Other	<a href="#">UNECE_Policy_on_GEEW_2016-2020</a>	<input checked="" type="checkbox"/>

**Performance Indicator: PI15 Capacity Development**

**Performance Indicator Rating Selection**

- Meets requirements

**Explanation of why rating was chosen:** 15b. Ongoing mandatory training for all levels of entity staff at HQ, regional and country offices.

Since February 2015, UN Women’s “I Know Gender: An Introduction to Gender Equality for UN staff” online course is made mandatory for all UNECE staff. Following UNECE’s commitment to gender equality and the empowerment of women, UNECE staff has identified the major areas where the gender dimension is considered in their work in the Gender Action Plan, including the capacity development plan. A new GAP for 2020 has been developed and implemented; capacity development is one of its Objectives (Objective 5). In addition to the mandatory training on basic concepts for gender equality and the empowerment of women, the workshop on gender mainstreaming with a focus on the environmental policies provided an excellent opportunity for improving skills and knowledge in this area. The UNECE Environment Division organized a webinar on gender mainstreaming in environmental policies and strategies on 9 September 2020 with a view to facilitate the exchange of experience from UNECE member states, namely from Germany. The webinar contributed to building capacity in integrating gender dimension in environmental policy, including on specific measures for climate change programmes and projects. The webinar was attended by 72 participants, including 50 from member States and 20 UNECE staff members (<https://www.unece.org/environmental-policy/environment-and-gender/webinar-on-gender-mainstreaming-in-environmental-policies-and-strategies.html>). As a follow up to this webinar and at the request of the Ministry of Environmental Protection of Serbia, the Environment Division organised a training in gender mainstreaming and is developing a package of relevant gender mainstreaming tools for environmental policies. Staff members from UNECE and the Ministry of Environmental Policy in Serbia as well as other stakeholders participated in the training which was recorded for further reference (<https://www.unece.org/environmental-policy/environment-and-gender/online-training-on-integration-of-gender-aspects-into->

environmental-policies.html).

In 2020, the UNECE Statistical Division continued to build capacity of national statistical offices to measure gender issues: two online expert meetings took place on (1) Gender statistics in countries of Eastern Europe, the Caucasus and Central Asia, and (2) Measuring gender issues at times of the pandemic, and results from several projects contributed as well. Work as part of the UN Development Account projects on “Data and statistics for more gender-responsive trade policies in Africa, the Caucasus, and Central Asia” with three UN agencies, and “Data and statistics” with 10 UN agencies contributed to the capacity building activities. The UNECE Statistical Division leads the gender stream in the latter project, designed to build statistical capacity on measuring gender issues and fill data gaps for SDG 5 on gender equality. There were also several online expert meetings on gender statistics (<https://unece.org/statistics/events/unece-online-meetings-gender-statistics>).

**Has your entity’s work in this field been impacted by the COVID-19 crisis and response?**

Please select one of the options below.

Yes

**(If yes): Please briefly explain how the work has been impacted by the COVID-19 crisis and response:**

The capacity building workshops were carried out in an online format. Some of them have to reduce the days due to the virtual format. On the positive side, more participants were involved in the trainings.

**Action Plan**

**Action Points for Improvement**

The capacity development plan will be incorporated in the ECE Gender Action Plan (2021-2025). It is planned to include the following main fields: (a) continuation of the mandatory course ‘I know gender’ for all ECE staff, (b) organising a series of meetings/webinars that focus on gender mainstreaming tools and their implementation in technical areas, pertinent to the domains of the ECE sub-programmes, (c) training for senior managers, provided additional resources are available.

**Responsibility for follow-up**

ECE staff, Divisional Gender Focal Points and Sustainable Development and Gender Unit

**Resources required (US\$)**

60000

**Use of funds**

Conducting trainings and preparation of trainings materials

**Timeline for improvement: 0 year(s) and 0 month(s)**

2 years

**Supporting documentation (Only Word, PowerPoint, Excel, PDF and Images)**

The uploaded documents will be immediately available on the UN-SWAP Knowledge Hub unless you deselect the checkbox under “Share to Hub”. If you need to add Hyperlinks/URLs, please copy them into a document in any of the valid formats and then upload

Category	Documents	Share to Hub
Other	<a href="#">DA_1617A_Statistics and Data Programme</a>	<input checked="" type="checkbox"/>
Other	<a href="#">DA_2023D_Gender &amp; trade statistics</a>	<input checked="" type="checkbox"/>
Other	<a href="#">Memo on mandatory gender course</a>	<input checked="" type="checkbox"/>

**Knowledge, Communication And Coherence**

**Performance Indicator: PI16 Knowledge and Communication**

**Performance Indicator Rating Selection**

- Meets requirements

**Explanation of why rating was chosen:** 16bi. Knowledge on gender equality and women’s empowerment is systematically documented and publicly shared.

Gender is a key consideration in ECE communication and information sharing (<https://unece.org/gender-equality>).

Some examples of ECE activities by subprogrammes sharing knowledge on gender are listed below. Two Statistical Division expert task forces in gender statistics, under the Conference of European Statisticians, completed their work which resulted in two guides for national statistical offices: Guidance on communicating gender statistics, and Guidance on measuring intra-household power and decision-making. The task team on measuring gender identity continues its work. The Steering group on gender statistics is developing guidance to national statistical offices on measuring gendered impact of the COVID-19 pandemic. Six articles in the UNECE Weekly newsletter and on the UNECE website, including on the gender pay gap further contributed to dissemination of statistics on gender and the promotion of their use. Exchange of experience and knowledge generation in the online expert meetings on gender statistics in October was another contribution. The UNECE Dashboard and Database on SDG indicators which was launched in March, includes the presentation of data by sex. The Environmental Performance Reviews (EPRs) carried out by the Environment Division generate knowledge through countries’ assessment of progress in reconciling their environmental and



economic targets. In the third EPR of Romania, SDG 4 was in the focus of the Introduction, the chapter on Environmental monitoring, information, public participation, education and science where gender was reflected. Target 6.2 was in the focus of chapters on water management. The webinar on gender mainstreaming in environmental policies and strategies (September) disseminated experience on how to integrate a gender dimension in environmental policy (<https://www.unece.org/environmental-policy/environment-and-gender/webinar-on-gender-mainstreaming-in-environmental-policies-and-strategies.html>) which was followed by a training (<https://www.unece.org/environmental-policy/environment-and-gender/online-training-on-integration-of-gender-aspects-into-environmental-policies.html>). How tools on equitable access to water and sanitation developed under the Protocol on Water and Health can support governments during COVID-19 recovery was discussed at a webinar in July (<https://unece.org/environmental-policy/events/protocol-webinar-series-2020-webinar-ndeg-2-equity-access-wash>). Information is regularly updated on the webpage “Environment and Gender” (<https://unece.org/environment-and-gender>).

How to provide women with more opportunities in the energy sector was discussed in the brief: “Digitalization: enabling the new phase of energy efficiency” (GEEE-7/2020/INF.3, para. 32), and in a webinar on “Women in Mining: Global Perspective” (October). Participants shared experience and vision on enhancing women’s representation in the mining industry. In response to the request from the State Committee of Industry, Energy and Subsoil Use of Kyrgyzstan, a study was conducted “Women entrepreneurship in the natural resource management: Challenges and opportunities for small and medium enterprises (SMEs) in the post-COVID-19 socio-economic recovery”. Its main findings, including policies to mitigate the COVID impact on women entrepreneurs, such as the provision of an enabling business environment, pro-growth tax systems, and labour market flexibility, were further discussed at an online training (<https://unece.org/sustainable-energy/events/online-training-workshop-women-entrepreneurship-natural-resource>) and (<https://unece.org/gender/press/unece-suggests-policy-initiatives-foster-women-entrepreneurship-natural-resource>).

The Innovation for Sustainable Development Review of Kyrgyzstan was the first country assessment under a revised framework to reflect the 2030 Agenda, including SDG 5. Key issues included female participation in education and labour market, and policy recommendations to promote women in innovative entrepreneurship. The Innovation for Sustainable Development Review of Georgia includes gender analysis of labour market and educational attainment and provides recommendations to improve gender-disaggregated statistics and to mobilise women’s potential in the sector, and in science, technology and innovation. Key findings were presented at a webinar (December), (<https://unece.org/economic-cooperation-and-integration/events/joint-launch-webinar-unece-sub-regional-innovation>).

Gender issues in trade in addition to establishing gender-responsive standards (see PI 1) are

reflected in the current UN/CEFACT framework initiative for “Enhancing the transparency and traceability sustainable value chains in the garment and footwear industry”. The initiative aims at developing global and practical solutions to advance sustainable consumption and production patterns, and the transition to a circular economy in the sector and improving the working conditions of women employed in the production of textile and leather. A Policy Recommendation and implementation guidelines, technical standards for electronic information exchange, and a call to action to facilitate the uptake of project deliverables and the exchange of good practices are developed.

The ECE/FAO Forestry and Timber Section generated and disseminated knowledge including on gender aspects in forestry. A study on identifying job opportunities for women in the sector resulted in the publication of Guidelines on “The Promotion of Green Jobs in Forestry”. The Team of Specialists on Green Jobs in the Forest Sector initiated the work on ‘visualisation of Guidelines’ which involves preparation of examples how green jobs can be promoted’ (<https://unece.org/forests/events/first-informal-call-team-specialistis-green-jobs-2020-2021>, <https://unece.org/forests/events/second-informal-call-team-specialists-green-jobs-2020-2021>, <https://unece.org/forests/events/first-meeting-team-specialists-green-jobs-forest-sector>). The study on “Forest Sector Workforce in the UNECE Region includes a separate chapter on gender (<https://unece.org/forests/publications/forest-sector-workforce-unece-region>) whose findings were disseminated at a webinar (<https://unece.org/forests/events/who-are-forest-workers-today-who-will-they-be-future-trends-and-opportunities-facing>). The Statistical Database which includes information about gender was updated. In the Population Unit, at the 13th annual meeting of the Standing Working Group on Ageing (November), new policies and initiatives on population ageing and intergenerational and gender relations were discussed (<https://unece.org/population/events/thirteenth-meeting-standing-working-group-ageing>). One policy brief was dedicated to gender equality in ageing societies: Policy Brief No.23 on Gender equality in ageing societies: (<http://www.unece.org/population/ageing/policybriefs.html>)

**Explanation of why rating was chosen:** 16bii. Communication plan includes gender equality and women’s empowerment as an integral component of internal and public information dissemination.

ECE has a communication strategy that has been developed in 2015 by the ECE Information unit. Despite the lack of gender equality and women’s empowerment elements in this strategy, internal and public information on gender related issues has been regularly disseminated. What follows next is the text as is in 16 cii. In addition, ECE is actively involved in an inter-agency community of practice on gender equality and the empowerment of women. In terms of an inter-agency community of practice on gender, ECE leads a Geneva Inter-agency group on Ageing and organizes its meetings to share information on the ongoing and planned activities related to ageing issues

including gender aspects. ECE is a member of the Europe and Central Asia (ECA) Regional Working Group on gender and the Issue-based Coalition (IBC) on Gender for Europe and Central Asia which is an inter-agency community to discuss and exchange information and best practices in gender equality and the empowerment of women. The Working Group on Gender and SDGs of the United Nations Special Programme for the Economies of Central Asia (SPECAs) is supported jointly by UNECE and ESCAP, and meets annually to discuss economic policies and practices from a gender perspective.

**Has your entity's work in this field been impacted by the COVID-19 crisis and response?**

Please select one of the options below.

No

**(If yes): Please briefly explain how the work has been impacted by the COVID-19 crisis and response:**

Not applicable

**Action Plan**

**Action Points for Improvement**

ECE will review its Communication strategy in 2021 and include gender equality and women's empowerment as integral component of internal and public information dissemination.

**Responsibility for follow-up**

ECE Information Unit

**Resources required (US\$)**

0

**Use of funds**

Not applicable

**Timeline for improvement: 0 year(s) and 0 month(s)**

1 year

**Supporting documentation (Only Word, PowerPoint, Excel, PDF and Images)**

The uploaded documents will be immediately available on the UN-SWAP Knowledge Hub unless you deselect the checkbox under "Share to Hub". If you need to add Hyperlinks/URLs, please copy them into a document in any of the valid formats and then upload

Examples of documents to attach to substantiate the entity self-assessment for this indicator:

- Screenshots of intranet or website with URL references

- Gender-related publications
- Communication plan

Note: Please identify a self-explanatory title for the documents uploaded onto the platform, particularly for those to be shared in the Knowledge Hub.

Category	Documents	Share to Hub
Knowledge product	<a href="#">2_Guidance on Communicating Gender Stats</a>	<input checked="" type="checkbox"/>
Knowledge product	<a href="#">4_Guidance on measuring intra-household power and decision-making</a>	<input checked="" type="checkbox"/>
Knowledge product	<a href="#">5_Policy Brief_Impact of covid-19 on women</a>	<input checked="" type="checkbox"/>
Other	<a href="#">1_TF_Communicating gender statistics_ToR</a>	<input checked="" type="checkbox"/>
Other	<a href="#">3_ToR_TF_on_Measuring Intra-Household Power</a>	<input checked="" type="checkbox"/>
Other	<a href="#">6_SPECA_Meeting_Report_27.10.2020-ENG</a>	<input checked="" type="checkbox"/>
Knowledge product	<a href="#">7_Policy Brief 23_GE in Ageing Societies</a>	<input checked="" type="checkbox"/>
Knowledge product	<a href="#">8_Study on WE in natural resource mgt_post-COVID-19</a>	<input checked="" type="checkbox"/>
Knowledge product	<a href="#">9_PBrief_Care Economy Covid response</a>	<input checked="" type="checkbox"/>
Knowledge product	<a href="#">10_Forest Sector Workforce in the ECE Region</a>	<input checked="" type="checkbox"/>
Communication plan	<a href="#">11_ECE Communication strategy_2016</a>	<input checked="" type="checkbox"/>

### Performance Indicator: PI17 Coherence

#### Performance Indicator Rating Selection

- Approaches requirements

**Explanation of why rating was chosen:** 17a. Participates in an ad hoc fashion in inter-agency coordination mechanisms on gender equality and the empowerment of women.

The rating of the PI on coherence is approaching requirements although UNECE exceeds the requirement 17a. UNECE participates systematically in the inter-agency coordination mechanisms on gender equality and the empowerment of women, such as the Inter-Agency Network on Women and Gender equality (IANWGE). However, it is not involved in the UN-SWAP peer review process due to insufficient human and financial resources that prevent us from being a partner in this process. At regional level, UNECE is a co-vice chair of the Regional Collaborative Platform (RCP). At these regional UN system meetings, UNECE raises awareness of gender-sensitive policies to be included in the broad range of inter-agency discussions and documents. In 2020, ECE continued its participation in the Issue-Based Coalition on Gender Equality for the region of Europe and Central

Asia.

UNECE is a member of and active contributor to the Inter-agency and Expert Group on Gender Statistics (under the United Nations Statistical Commission) and a member of the Steering Committee of UN Women's Flagship Programme Initiative for Gender Statistics. UNECE is co-lead of the Gender Statistics component of the UN Development Account Programme on Statistics and Data.

UNECE is also represented at annual sessions of the Commission on the Status of Women, Commission for Social Development and the Commission for Population and Development which address gender equality and women empowerment aspects within the respective mandates.

**Has your entity's work in this field been impacted by the COVID-19 crisis and response?**

Please select one of the options below.

No

**(If yes): Please briefly explain how the work has been impacted by the COVID-19 crisis and response:**

Not applicable

**Action Plan**

**Action Points for Improvement**

Participate in a UN-SWAP peer review in 2021, depending upon availability of financial and human resources.. In 2019, a programme level evaluation of gender mainstreaming in UNECE was carried out and it is instrumental to this activity.

**Responsibility for follow-up**

ECE Sustainable Development and Gender Unit, ECE senior management

**Resources required (US\$)**

20000

**Use of funds**

Consultancy

**Timeline for improvement: 0 year(s) and 0 month(s)**

2 years

**Supporting documentation (Only Word, PowerPoint, Excel, PDF and Images)**

The uploaded documents will be immediately available on the UN-SWAP Knowledge Hub unless you deselect the checkbox under “Share to Hub”. If you need to add Hyperlinks/URLs, please copy them into a document in any of the valid formats and then upload

Examples of documents to attach to substantiate the entity self-assessment for this indicator:

- Peer review report

Note: Please identify a self-explanatory title for the documents uploaded onto the platform, particularly for those to be shared in the Knowledge Hub.

Category	Documents	Share to Hub
Other	<a href="#">TORs_IBC_Gender_Equality</a>	<input checked="" type="checkbox"/>

### Process and Action Plan

Enter any agreed adjustments and additions to the action points. If an action point links to more than one Performance Indicator, choose the primary Performance Indicator it relates to for placement in the below table. (Hint: you can cut and paste your actions directly from your Action Plan).

Link to Performance Indicator	Action Points
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## Additional Comments

**Please note here any advances and challenges in promoting gender equality and women's empowerment not captured in the UN SWAP Performance Indicator rating**

In 2020, UNECE continued to support its 56 member States in the implementation of the 2030 Agenda and the Sustainable Development Goals (SDGs) in the context of COVID-19. As work in the UNECE areas of expertise advances, including the reflection of gender issues in the SDGs, we are confronted with constrained human and financial resources. To balance this mismatch we need systemic and strong partnerships, and better coordination within the UN system and beyond with all stakeholders. Strengthening partnership and cooperation within each and every area under the SWAP is an opportunity which we look forward to putting in action in the next years for the benefit of all.

**Please note here the main reasons why your entity has been able to progress on gender equality and the empowerment of women, and the main factors that have stalled progress**

UNECE has been able to advance in promoting gender equality and women's empowerment thanks to the development and implementation of its UNECE Policy for Gender Equality and the Empowerment of Women, including its Gender Action Plan. UNECE has prepared an update of the Policy (2021-2025) and will implement it through the 2-year planning process reflected in the GAP. The challenges include capacity-building on gender mainstreaming for all staff with special attention to the divisional gender

focal points and project managers. As most of the work in UNECE subprogrammes includes technical expertise, a key issue is how to reflect a gender dimension in specific technical areas of work, such as transport, energy, housing and forestry to name a few. As UNECE is part of the Secretariat, support will be needed to advance in common areas of work. The biggest challenge for UNECE is the lack of human and financial resources to promote gender equality and the empowerment of women. Given the technical nature of UNECE's work, and the difficulty of quantifying regular budget funds spent on mainstreaming gender, it would be extremely helpful to receive more detailed guidance from UN Women on the financial gender marker, and on any related work in UMOJA. If UN Women were to disseminate such guidance to the entire secretariat, this would promote coherence across the system.

**Any other comments on 2020 reporting. Please include here any additional comments on COVID-19 and gender mainstreaming**

ECE looks forward to continued cooperation with and support from UN Women on the implementation of the UN SWAP.

**Please briefly explain the Entity's internal process for reporting on UN-SWAP 2.0. You may wish to include details of your planning, data collection and reporting processes.**

A brief summation of background or reporting architecture may also be included to provide context. This information will be included in the PDF version of the UN-SWAP report.

Reporting in ECE on UN-SWAP follows an inclusive process of compiling and analysing the information from ECE Sub-programmes, the Executive Office (EO), the Programme and Management Unit (PMU) and the Sustainable Development and Gender Unit (SDGU). This process is coordinated by the SDGU. It goes through several stages: (a) initial stage, (b) collecting of information, (c) assessment of the SWAP performance indicators, and (d) approval of the draft and submission. At the first stage, a discussion of SWAP reporting cycle, including analysis of previous results and new elements in the assessment of the performance takes place. It is initiated by the ECE Gender Focal Point with the participation of the network of the ECE Divisional Gender Focal Points, the EO and the PMU. In the second stage, inputs at the level of ECE Sub-programmes are prepared, while the EO and the PMU prepare the inputs on the ranking and explanation of the performance indicators that fall in their domain. The information is then compiled into a draft of the ECE SWAP report which goes through final discussion and comments before its approval by ECE Directors. The approved final draft is submitted to UN Women using the online platform.