

Programme-level evaluation of
Gender mainstreaming in UNECE (July 2019)
Final Progress Report - 31 December 2021

#	Recommendation	Management response	Responsibility	Target date	Date of implementation/comments
1	Report annually to EXCOM on the gender equality and women's empowerment results of the UNECE Gender Action Plan, including on gender related SDG results, and ensure systematic collection, analysis and use of sex-disaggregation of data across all subprogrammes, noting reasons for any non-disaggregation.	<p>UNECE partially accepts the recommendation.</p> <p>UNECE divisional focal points will continue to report on a yearly basis on the items in the UNECE SWAP Reporting. UNECE will share SWAP results with EXCOM (without additional resources for gender with the SDGU, the Unit cannot deliver any additional reports) starting with the results of the SWAP report for 2019. The collection of sex-disaggregated data at present can only be gathered by the Statistics Division, while other subprogrammes would require significant internal capacity building in order to gather data beyond what UNECE collects (such as participation in UNECE meetings, women on panels etc).</p>	SDGU (Malinka Koparanova) & Division Gender Focal Points		<p>Partially implemented as of 31 December 2021</p> <p>UNECE SWAP reporting on the 17 performance indicators for 2020 includes the results from the UNECE Gender Action Plan (2020) on the achievements of gender equality and the empowerment of women, including related to SDGs. The report is annual and the last report for 2020 is posted on the website in line with the SWAP requirements to make it available to all member States and stakeholders, at https://unece.org/sites/default/files/2021-07/ECE-UN-SWAP%20Report%202020.pdf.</p> <p>The results are included in the UNECE Report Card 2020 and reflect achievements and gaps in 2020 and comparisons with the UN system. It is published at: https://unece.org/sites/default/files/2021-08/Report_card_UNECE_2020.pdf</p> <p>All subprogrammes are monitoring data on gender participation, which are accessible through the meeting tools used within the UNECE, i.e., Indico and CBD.</p> <p>In addition, statistics on road traffic accidents disaggregated by gender continue to be collected by the sustainable transport division, with this disaggregation feeding in to measure SDG indicator 3.6.1. Further, considering gender differences in transport modal choice is part of the transport statistics team's work on providing guidance to monitor SDG indicator 9.1.2 at the national level.</p>
2	In order to achieve the SWAP 2.0 indicator for "approaches" requirements for Reporting on Gender Related SDG Results, the Statistics Division and the P-5	<p>UNECE accepts the recommendation.</p> <p>Statistical Division plans to organize an event for UNECE staff in connection with the launch of the UNECE Dashboard of SDG Indicators in the first half of 2020</p>	SDGU (Malinka Koparanova) & Statistics Division (Lidia		<p>Implemented in December 2020</p> <p>The Statistical Division has prepared and launched the UNECE Dashboard and Database on SDG indicators, which highlight the presentation of data by sex. The UNECE SDG Dashboard, Database, and Report were promoted through press releases and at the Regional</p>

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	Gender Focal Point should provide guidance to all relevant UNECE staff on systematic collection, use, analysis and reporting of gender-disaggregated data, gender equality and empowerment of women results. Consider holding a Workshop on Gender Statistics for UNECE staff, similar to the May 2019 Workshop on Gender Statistics for Countries of Eastern Europe, the Caucasus, and Central Asia – Finding and Filling Gaps in Gender Statistics for SDG Monitoring.	and is ready to provide the guidance as suggested in this recommendation. SDGU will cooperate with the Statistical Division for the content of the workshop relating to gender statistics for ECE staff. Division Directors will encourage all staff to use the guidance provided and to participate in the possible workshop.	Bratanova)		Forum for Sustainable Development , and through broadcast messages to UNECE staff in March 2020. Organization of a separate workshop for staff was not suitable then because of the Covid pandemic breaking out. In October, the Statistical Division held a region-wide online meeting on gender statistics, which included a session dedicated to progress towards measuring gender-related and gender-disaggregated SDGs. The meeting materials and report have been made available to all UNECE staff. The Statistical Division published the UNECE Guidance on Communicating Gender Statistics, which provides recommendations and examples of best practices in the reporting, dissemination, and communication of gender statistics.
3 & 26	Rec #3: Publish the following on UNECE’s website to increase transparency and accountability: (i) annual SWAP reports; (ii) annual UNW SWAP letter regarding UNECE SWAP performance; (iii) annual report on implementation of UNECE’s GAP together with recommendations on areas for improvement; (iv) gender parity data for each division. Rec #26: Systematically document UNECE knowledge on gender equality and women’s empowerment and publish on UNECE website. Develop a communication plan that includes gender equality and women’s empowerment as an integral component of internal and	UNECE accepts the recommendation. The UNECE gender webpage has recently been updated to include UNECE knowledge on gender equality and empowerment of women. Additional efforts to strengthen these components will be made by the SDGU together with the Information Unit by 31 December 2020.	SDGU (Malinka Koparanova) and Information Unit (Jean Rodriguez)		Implemented as of 30 June 2021. UNECE annual SWAP report for 2020 is published at: https://unece.org/sites/default/files/2021-07/ECE-UN-SWAP%20Report%202020.pdf . UNECE report card for 2020 on the implementation of the SWAP includes annual report of the implementation of the UNECE GAP and is published at the UNECE website on gender at: https://unece.org/sites/default/files/2021-08/Report_card_UNECE_2020.pdf The UN Women SWAP letter regarding UNECE SWAP performance in 2020 outlining main areas for improvement and recommendations is published at: https://unece.org/sites/default/files/2021-08/Letter_UNECE%20UN-SWAP%202021.pdf With a view to disseminate information on activities related to gender mainstreaming into environmental policies under MEAs and policy programmes, Environment Division has created a webpage “Environment and Gender” and regularly updating it

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

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					sharing and car-pooling looks also at gender specific issues.
5	<p>Strengthen gender related SDG results in UNECE's nine focus SDGs in all sub-programmes by:</p> <p>(i) allocating the relevant gender-specific SDG targets and indicators to the appropriate UNECE sub-programme for monitoring;</p> <p>(ii) ensuring that collection, use and analysis of appropriate gender disaggregated data is carried out by the appropriate UNECE division;</p> <p>(iii) strengthen UNECE sub-programme analysis of women's equal access to and control over the resources and benefits of development;</p> <p>(iv) include these actions in the updated Gender Equality Policy and Gender Action Plan;</p> <p>(v) monitor and enforce accountability for this in the</p>	<p>UNECE partially accepts the recommendation.</p> <p>UNECE agrees with the spirit of the recommendation to strengthen gender related SDG results with the following comments per sub-point:</p> <p>(i) Cannot practically implemented as UNECE is not fulfilling custodian agency functions on the indicators (with very few exceptions such as 5.5 which relates to ensuring for example, gender balanced participation in relevant UNECE meetings and intergovernmental bodies);</p> <p>(ii) The Statistical Division is committed to follow this throughout its work with data, including the UNECE Dashboard and Database of SDG Indicators that are currently being developed;</p> <p>(iii) An expert group managed by the Statistical Division is conducting methodological work on measuring gender difference in power and decision-making. This methodology will be shared with other subprogrammes when finalised for their consideration;</p> <p>(iv) The Gender Action Plan and the annual report will include these</p>	Division Directors		<p>Implemented as of 30 June 2021.</p> <p>(ii) and (iii) The Statistical Division has prepared and launched the UNECE Dashboard and Database on SDG indicators, which highlight the presentation of data by sex. Based on these data, the Statistical Division prepared the UNECE progress report on SDGs, which included analysis on goal 5, Gender equality. The dashboard, database and report were launched in March 2020.</p> <p>The Conference of European Statisticians (the UNECE committee for statistics) endorsed late June 2020 the "Guidance for measuring intra-household power and decision-making". The Statistical Division has submitted it for publication, to be issued in January 2021.</p> <p>(iii) the Methodological Guidance for Measuring Intra-household Power and Decision -making, was published in February 2021. https://unece.org/statistics/publications/guidance-measuring-intra-household-power-and-decision-making</p> <p>(iv) The 2020 Gender Action Plan has been finalized, including these recommendations. Below are examples from 3 subprogrammes. Further actions are envisaged in the updated documents: UNECE Policy for Gender Equality and the Empowerment of Women has been updated for 2021-2025 and is published at : https://unece.org/sites/default/files/2021-07/ECE_INF_2021_2_ECE%20Policy%20on%20GEEW_1.pdf, and the Gender Action Plan – for 2021-2022 – at https://unece.org/sites/default/files/2021-07/ECE_GAP%202021-2022_final.pdf.</p> <p>In the Environment subprogramme, the gender dimension is integrated in the implementation of work programmes. For instance, the second EPR of Morocco and its recommendations will integrate status of implementation of SDG targets 5.6 and 5.a.</p>

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	ePAS of divisional directors, divisional gender focal points, and all other relevant staff.	<p>components;</p> <p>(v) Division Directors will ensure that effective monitoring and accountability is achieved through staff, unit and divisional workplans in line with the annual staff performance planning and reporting timelines commencing 2020-2021.</p>			<p>In the ECI subprogramme, additional financial and human resources have enabled gender mainstreaming efforts to be advanced further in the case of the recently completed Innovation for Sustainable Development Review of Georgia, including gender analysis of labour market and educational attainment accompanied by policy recommendations. Building on the experience of national Innovation for Sustainable Development Reviews, the subregional Innovation Policy Outlook (IPO) for Azerbaijan, Armenia, Belarus, Georgia, Moldova and Ukraine also incorporates gender equality considerations. ECI subprogramme also seeks to promote the empowerment of women through People-first PPPs, enhancing female participation in the in the design, planning and construction of projects, and gender equality through gender sensitive projects. There is also participation in implementation of the 5-point plan on women's empowerment in PPPs, working closely with companies and governments to increase the participation of women in the PPP decision making and implementation.</p> <p>The Trade Subprogramme is implementing a number of activities with direct and indirect contribution to SDG 5, including assessments of barriers to increased participation of female-owned enterprises in trade; gender-responsive standards initiatives, and, training activities in the areas of food waste and food loss and trade facilitation.</p> <p>(v) For 2020-2021 cycle, unit divisional workplans, ePAS of divisional directors, divisional gender focal points, and all other relevant staff include gender aspects in all Divisions.</p>
6	<p>Make it mandatory for all Secretaries to Committees, Conventions and Working Groups to</p> <p>(i) raise attention of member States to increase the number of women participants in delegations,</p> <p>(ii) collect, analyse and monitor sex disaggregated data of</p>	<p>UNECE accepts the recommendation.</p> <p>Division Directors and Secretaries of Committees will continue to address gender mainstreaming at sessions of Sectoral Committees and include gender mainstreaming in decisions of the Sectoral Committees. The experience ranges across the work of the eight</p>	Division Directors		<p>Implemented as of 31 December 2021</p> <p>Transport</p> <p>(i) Efforts have been made to increase female participation and chairing of the various working parties. In addition to those chairs and vice chairs already in service at the start of 2020, a new female Chair and Vice Chair have been elected to lead the Working Party on Intermodal Transport and Logistics and a female vice chair has been elected to WP.6.</p>

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	<p>participants to intergovernmental meetings,</p> <p>(iii) discuss gender mainstreaming at sessions of Sectoral Committees, Conventions and Working Groups,</p> <p>(iv) encourage inclusion of gender mainstreaming in decisions of the Sectoral Committees, Conventions and Working Groups. Include this in the ePAS of relevant UNECE staff. P-5 Gender Focal Point should work with Secretaries to provide guidance on good practices, capacity building on mainstreaming gender in substantive areas, and guidance on techniques to increase women's participation. Secretary, Working Party on Regulatory Cooperation and Standardisation Policies to provide training on Declaration on Gender Responsive Standards to all Secretaries and other relevant staff.</p>	<p>UNECE subprogrammes, from conducting gender-oriented sessions in expert meetings, incorporating the gender related SDGs in the Programme of Work of Committees, and training staff in the ECE's Gender Responsive Standards under the umbrella of the Gender Responsive Standards Declaration. The work presently conducted by subprogrammes will be shared between the Gender Focal Point and Committee Secretaries to enable peer learning for enabling increased participation of women. Division Directors will ensure that the inclusion of gender mainstreaming in decisions of the Sectoral Committees, Conventions and Working Groups is included in staff, unit, and divisional workplans.</p> <p>These requirements will begin with the cycle commencing 2020-2021.</p>			<p>(ii) Gender disaggregated data on participation at meetings is being gathered.</p> <p>(iii) In the ITC strategy gender issues are referred to as cross-cutting issues that are to be embedded in the relevant actions. Then, the ITC Strategy implementation document contains actions that are substance focused and gender neutral.</p> <p>(iv) Gender aspects have been included in discussions in a number of the working parties within the Inland Transport Committee (WP.6, SC.3, WP.30, etc.)</p> <p>Environment</p> <p>At its regular sessions, the Committee on Environmental Policy (CEP) considers an official document with information on recent developments, plans and activities on gender mainstreaming as part of cross-sectoral activities (e.g. in Nov 2020 at 26th session (https://www.unece.org/fileadmin/DAM/env/documents/2020/ECE/CEP/ce.cep.2020.4.e.pdf) and takes relevant decisions by the Committee on gender mainstreaming (For instance: item 7, p. 6 (https://www.unece.org/fileadmin/DAM/commission/EXCOM/Silence_procedure/CEP-26_decisions_final.pdf)). The CEP is briefed by the gender focal point(s) on gender mainstreaming across ECE activities and in environmental activities carried out by the Environmental Division.</p> <p>The Working Group on Environmental Monitoring and Assessment and the Joint Task Force on Environmental Statistics and Indicators are both in 2020 chaired by women. During the 17th session of the Joint Task Force held on 26 October 2020, 65% of participants were women and during the 22nd session of the Working Group held on 27 October, 62% of participants were female. Gender balance and representation of women in the Working Group and the Joint Task Force is continually encouraged. UNECE will also encourage member States to propose gender balanced nominations of candidates to the upcoming elections of a new chair and 2 vice-chairs for the Working Group in 2021.</p> <p>The bodies of the Transport, Health and Environment Pan-European Programme are continuously working to promote gender mainstreaming in their activities. Moreover, in one of the documents under preparation, women are especially identified as a dedicated group to consider when</p>

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					<p>tackling discrimination of vulnerable groups.</p> <p>In the LRTAP Convention, majority of officers, national representatives and participants of official meetings are women. Women chair 4 out of 5 official bodies of the Convention. Fifty out of 75 National Focal Points for the Convention are women. Similar situation continues in case of experts from EECCA countries, notably those that are involved with capacity building and awareness raising activities. The high representation of women in the Convention bodies and activities is continually encouraged. UNECE encouraged member States to propose gender balanced nominations of candidates to the upcoming elections of officers to be decided by the Convention bodies in the second half of 2020.</p> <p>In the Aarhus Convention and its Protocol on Pollutant Release and Transfer Registers (PRTRs), all activities under the Work Programmes for 2018–2021 of the Aarhus Convention and the PRTRs Protocol carried out in 2019 and in 2020 provided equal opportunities for the participation of women and men. Moreover, through the Budva Declaration on Environmental Democracy for Our Sustainable Future (2017), Parties to both treaties recognised the special needs of persons and groups in vulnerable situations. In 2019-2020, the main decision-making bodies of the Convention and its Protocol are chaired by women. Furthermore, two out of three the Convention's thematic Task Forces are chaired by women. In addition, a number of NFPs nominated for both treaties are women.</p> <p>For the Espoo Convention and its Protocol, women continue to represent the majority in terms of officers, meeting participants of both official and ad hoc treaty bodies, and national focal points. Idem regarding the participation of experts from EECCA countries in capacity building activities. The representation of women in activities related to the Convention and its Protocol, continues to be encouraged and monitored, including for activities under the new workplan and new nominations of officers for 2021–2023. On 11 December 2020, the high-level segment of the MOPs chaired by a woman (her Excellency, the Finnish Minister of Environment and Climate Change), elected female Chair and Vice-Chairs of the Working Group on EIA and SEA; and a predominantly female Implementation Committee and a Bureau for the</p>

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					<p>next 3 years. In 2019-2020 capacity-building and legislative assistance events in Eastern Europe, the Caucasus and the Central Asia provided equal opportunities for the participation: EIA/SEA legal review workshop January 2019 in Tajikistan (total 24; women 3) and Uzbekistan (total 28; women; 10); SEA workshop, Georgia, May 2019 (total: 52, women: 26); SEA workshop II, Georgia, Sept 2019 (total:49, women: 31); EIA/SEA legal drafting meetings Uzbekistan, August/Dec 2019 (total:17/16, women: 3/5); EIA/SEA legal drafting workshop Tajikistan, October 2019 (total: 23 women: 4); SEA workshop, Republic of Moldova (total:41, women: 21); virtual legal drafting working group Tajikistan March 2020 (total 32; women 6); virtual round table Tajikistan, April 2020 (total: 28; women; 7), virtual legal roundtable, Azerbaijan, August 2020 (total: 37, women: 16); virtual workshop on legal drafting on EIA and SEA Kazakhstan, October 2020 (total 42; women: 25); virtual workshops EIA and SEA, Uzbekistan, November 2020 (total 56, women 15); virtual meeting on SEA in Kazakhstan, December 2020 (total: 30, women 16); subregional workshop for 6 countries, Oct 2020 (total:53, women:34). Overall, 128 female participants out of 232.</p> <p>Under the Water Convention, half of the Bureau members are women. The Working Group on Integrated Water Resources Management is co-chaired by two women. The Working Group on Monitoring and Assessment is co-chaired by a woman and a man. In the Implementation Committee under the Water Convention, one of the two Vice-Chairs is a woman. Under the Protocol on Water and Health, the majority of members of the Bureau are women, and the Chair and two Vice-Chairs of the Bureau of the Meeting of the Parties are women. The majority of the Protocol's Compliance Committee members are women, and the Vice-Chair of the Compliance Committee is a woman.</p> <p>There is a growing number of women among focal points of the Water Convention and the Protocol on Water and Health. The secretariat of the Water Convention and the joint secretariat of the Protocol collect and monitor sex disaggregated data on participants to intergovernmental meetings. Gender balance and representation of women in the working bodies is continually encouraged. UNECE ensures gender balanced participation in all panels under the Convention's and Protocol's</p>

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					<p>meetings.</p> <p>Gender mainstreaming under the Water Convention was discussed at the third joint meeting of the Working Group on Integrated Water Resources Management and Working Group on Monitoring and Assessment on 26–28 April 2021. The Working Groups (a) Supported the mainstreaming of gender into the future programme of work for 2022-2024; (b) Encouraged Parties to propose gender balanced nominations of focal points, delegates to meetings and candidates for the Bureau and Implementation Committee.</p> <p>The Chair of the Bureau to the Industrial Accidents Convention has been a woman for 2019-2020, who was re-elected for 2021-22 at the eleventh meeting of the Conference of the Parties (Geneva and online, 7-9 Dec 2020). More than half of the elected members for 2019-20 and have been women – a continuing trend in 2021-22, as per the elections at CoP-11. Similarly, more than half of the elected members of the Group on Implementation for the period 2017-2020 have been and for 2021-2024 will be women. The secretariat has consistently raised attention of the MS to consider gender in their representations at the CoP and the various capacity-development workshops held under the Convention's auspices. The Convention's long-term strategy, adopted at CoP-10 (Geneva, 4-6 Dec 2018), sets out that "Parties will ensure inclusive public information and participation with the involvement of the population, regardless of age and gender (Goal 16)" (ECE/CP.TEIA/38/Add.1).</p> <p>Trade</p> <p>The Steering Committee on Trade Capacity and Standards has been active in promoting women's participation in its work and that of its subsidiary bodies (WP.6 on Regulatory Cooperation and Standardization Policies and WP.7 on Agricultural Quality Standards) for many years and the share of women delegates has raised significantly over the years. As an individual indicator, currently, all three Chairs are women. A recent capacity-building project addressed women in the agri-industrial sector in Fergana valley, not only contributing to employment and increased revenue for women but also to peace-building in the region through cross-border pooling of produce in order to reach the volumes necessary for international supply chains. A survey-based assessment study of the</p>

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					<p>impact of multi-agency capacity building activities in Central Asia was conducted in March 2020. The study showed increased engagement of women in agri-production leading to increased income, enhanced gender equality and women empowerment as well as increased integration of female entrepreneurs into domestic and international markets</p> <p>In addition, the subprogramme is advancing fast and far beyond counting women's participation. Thanks to the Subprogrammes significant efforts, the Gender Responsive Standards Initiative is creating world-class attention to the role of gender in standard-setting and the use of standards with 67 countries and 20 international organizations having signed the Gender Responsive Standards Declaration. In this work, UNECE has taken a lead role in sensitizing International standards bodies, governmental authorities, regional and intergovernmental organizations, NGOs, UN organizations and academic and research institution as well as the private sector of the salient issues in standard-setting. The Declaration aims at strengthening the use of standards and technical regulations as powerful tools to attain SDG 5 (Achieve Gender Equality and Empower all Women and Girls), to integrate a gender lens in the development of both standards and technical regulations and to elaborate concrete gender indicators and criteria that can be used in standards development.</p> <p>Gender issues are also being addressed in ECEs series of studies on regulatory and procedural barriers to trade (i.e., by looking at impediments to increasing the participation of female-owned enterprises in trade) upon the request of the Governments; and in capacity building activities (e.g., training activities in the areas of food waste and food loss).</p> <p>In December 2020-February 2021, two survey-based assessment studies were undertaken in Armenia and the Republic of Moldova to capture the impact of COVID-19 on the participation of female-owned enterprises in trade and their development prospects. The studies will be finalized in 2021 (including consultations with the Governments) and will be presented to member States during the SCTCS annual session in 2022. Furthermore, an e-learning course on commercial quality standards for marketing fresh fruit and vegetables has been developed and is expected to be finalized by September 2021. It will be available on</p>

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					<p>ECE e-learning platform which will allow for increased participation of women, including in rural areas, and facilitate their contribution to higher quality sustainable production.</p> <p>Economic Cooperation and Integration: Following decision 2016-6.3 of the ECE Committee on Innovation, Competitiveness and Public-Private Partnerships to explore ways to mainstream gender aspects into its future work, Kyrgyzstan was the first country to have received an Innovation for Sustainable Development Review (I4SDR) under a revised framework to reflect the 2030 Agenda, including SDG 5 on gender equality.</p> <p>Efforts have been advanced further in the case of the recently completed Innovation for Sustainable Development Review of Georgia, issued as an official UN publication in December 2020, including gender analysis of the labour market and educational attainment accompanied by policy recommendations. This will be followed by targeted capacity building to support implementation of the I4SDR recommendations, in agreement with the national authorities. The ongoing I4SDRs of Moldova and Uzbekistan will follow a similar approach, incorporating the lessons learned and best practices developed during the I4SDRs of Kyrgyzstan and Georgia.</p> <p>Meanwhile, a subregional Innovation Policy Outlook of 6 countries (Armenia, Azerbaijan, Belarus, Georgia, Moldova and Ukraine), was issued in March 2021 as an official UN publication, 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.</p> <p>The extrabudgetary project “E317: Promoting innovation policy capacities in Eastern Europe and the Caucasus” has taken measures to achieve 30% representation at least of both genders among participants and speakers to date.</p> <p>The People-first approach to Public-Private Partnerships (PPPs) for</p>

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					<p>the SDGs was developed by UNECE to make the PPP model fit for purpose for the SDGs and the 2030 Agenda for Sustainable Development. This approach focuses PPPs on delivering infrastructure projects that delivers “value for people” and “value for the planet” by increasing access to essential services and lessening social inequality and injustice, enhancing resilience and environmental sustainability, improving economic effectiveness and fiscal sustainability, promoting replicability and the development of further projects, and fully involving all stakeholders in the projects.</p> <p>Furthermore, the People-first approach to PPPs for the SDGs mainstreams a gender perspective to address gender inequalities in infrastructure projects and the society by promoting a gender perspective in infrastructure design and delivery and the empowerment of women in the infrastructure industry and in the delivery of projects.</p> <p>Finally, the UNECE is developing the People-first PPP Evaluation Methodology for the SDGs to assess infrastructure projects against the People-first criteria and the SDGs and includes indicators on gender equality and the empowerment of women through PPPs.</p> <p>Statistics: The Conference of European Statisticians (CES) endorsed late June two important guides on gender:</p> <ul style="list-style-type: none"> - First, the “Guidance for measuring intra-household power and decision-making” addresses a glaring gap in actions towards and measurement of gender equality, which concerns relations within the household. Starting from the Beijing Platform for Action, internationally agreed policy frameworks universally refer to ‘all levels’ of decision-making or to the need for women and men to be ‘equal partners in public and private life’, yet action and measurement so far is almost entirely limited to the public sphere. The new statistical guidance is pathbreaking in that it leads to concrete meaningful measurements that can lead to genuine improvement in gender equality. - Second, national statistical offices have an important role in promoting awareness, understanding and use of gender statistics. The “Guidance on communicating gender statistics” is designed to support them in this, with practically oriented guidance and a broad

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					<p>range of good practice examples.</p> <p>The Steering Group on Gender Statistics – governed by the Conference of European Statisticians -- is tasked with advancing gender statistics and carrying out activities to support gender mainstreaming in statistical systems of member countries. In May 2020, the Group launched a new project on measuring the implications of the Covid crisis on gender equality. The Task team on measuring gender identity is continuing its pathbreaking work in clarifying the concepts and measurement issues surrounding this topic. These activities are reported to the Conference of European Statisticians annual plenary session and to its Bureau that meets twice a year.</p> <p>Sustainable Energy The Committee on Sustainable Energy had and exchange and consultation on gender and energy topics during its 28th session (2019): https://www.unece.org/fileadmin/DAM/energy/se/pdfs/CSE/comm28.2019/ECE_ENERGY_123_Final_for_submission.pdf</p> <p>The Group of Experts on Gas: in its work plan the Group on Gas committed to focus on how gas and liquefied natural gas can help attain SDG 5 (Achieve gender equality and empower all women and girls). There was a panel on this organized in 2019 Expert Group session. Another similar will be held in 2020.</p> <p>The gender equality and the empowerment of women activities is also present in the Work Plan of the Group of Experts on Energy Efficiency for 2020-2021 (ECE/ENERGY/2019/8).</p> <p>The Group of Experts on Coal Mine Methane featured a panel on gender during its 14th session including 3 presentations (1, 2, 3), and a news article. The Report from the 14th Session of the Group included an item entitled Gender issues in the coal mining industry (agenda item 9). The 2020-2021 Work Plan of the Group includes the following activity H: Promote broader inclusiveness of the Group of Experts, giving due attention to gender equality.</p> <p>During the tenth session of the Expert Group on Resource Management (Geneva, 29 April - 3 May 2019),</p>

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					<p>there was a session on Women and Diversity in Resource Management. Following a presentation on “Promoting Gender Diversity and Inclusion in the Oil, Gas and Mining Extractive Industries” and subsequent discussion, the Expert Group agreed to include an Item Q <i>Promoting gender participation in resource management</i> in the Work Plan for 2020-2021.</p> <p>In November 2021, the Joint session of the ECE Committee on Forests and Forest Industry and the FAO European Forestry Commission, adopted the new Integrated Programme of Work 2022-2025 which gives due consideration to making the concerns and experiences of women, men and people with disabilities an integral part of the design, implementation, monitoring and evaluation of its activities, so that women and men and people with disabilities benefit equally, and inequality is not perpetuated (UN ECOSOC, 1997). It was recalled that gender mainstreaming and respecting the rights of disabled people is a central part of ECE and FAO’s strategic frameworks and their policies and programmes. (ECE/TIM/2021/2-FO:EFC/2021/2)</p> <p>In addition, the 2021 session of ECE Committee on Forests and Forest Industry also discussed the outcomes of the International Women’s Day event hosted by the Women’s Forest Congress and encouraged delegations and the ECE secretariat to continue work in this area. (ECE/TIM/2021/2-FO:EFC/2021/2)</p> <p>The Committee on Urban Development, Housing and Land Management:</p> <ul style="list-style-type: none"> (i) continued to implement its Guidelines on evidence-based policies and decision-making for sustainable housing and urban development regarding the collection of disaggregated data on gender as part of the preparation of its smart sustainable city profiles and other mandated thematic studies; (ii) established a centre of excellence hosted by York University in Canada which develops studies on homelessness of vulnerable groups, including women and children, which support the development of the Committee’s programme of work on women homelessness (iii) endorsed “Place and Life in the ECE – A Regional Action Plan

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				2030” at the October 2021 Ministerial Meeting. The Action Plan includes important provisions to promote access to affordable housing in cities for women and other vulnerable groups. (iv) Prepared a panel discussion on access to affordable and decent housing for women and youth for the 83rd session of the Committee to be organized in 2022 (a concept and a list of speakers were developed). For the Population component : (i) Among the delegates involved in the Standing Working Group on Ageing , 60-70 per cent are currently women. Similar situation is also among the UNECE countries’ high-level representatives – ministers & state secretaries - in charge of social affairs, family and older persons matters; (ii) Collection, analysis and monitoring of sex disaggregated data of participants to intergovernmental meetings is done on regular basis; (i) Gender mainstreaming is one of the ten commitments of the Regional Implementation Strategy for the Madrid International Plan of Action on Ageing, 2002 is at the core of the deliberations on ageing, intergenerational and gender relations during the work sessions of the Standing Working Group; (ii) Gender mainstreaming and gender-sensitive approach were discussed and endorsed by the SWGA as a fundamental aspect for the Guidelines on mainstreaming ageing, issued in spring 2021.	
7	<p>In order to meet all of the United Nations Evaluation Group gender related norms and standards, UNECE should:</p> <p>(i) strengthen evaluation terms of reference by including gender questions under effectiveness, efficiency and sustainability, as well as for relevance and impact, and by requiring an evaluator with gender expertise;</p> <p>(ii) strengthen evaluation design by</p>	<p>UNECE accepts the recommendation.</p> <p>PMU in 2020 will particularly focus on marginalized groups of women. The effectiveness of evaluations in driving an analysis of UNECE’s efforts for gender equality and the empowerment of women will only be fully realised when the first cycle of projects which included gender in the design, will be evaluated from 2021.</p>	<p>PMU (Nicolas Dath-Baron)</p> <p>and all UNECE Project Managers</p>	<p>Implemented in December 2020</p> <p>(i) The 2020 evaluations in progress include gender questions in the terms of reference under 2 or 3 criteria depending on the nature of the project or subprogramme to be evaluated. All evaluators selected in 2020 have gender expertise.</p> <p>(ii) A focus on the most vulnerable has been included in all the terms of reference of the evaluations initiated in 2020 (3 UNDA projects, 1 XB project, 3 subprogramme-level evaluations).</p> <p>(iii) The four evaluations reports completed in 2020 include large sections analysing gender as a cross-cutting issue and include recommendations how to strengthen gender mainstreaming in</p>	

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	requiring a focus on marginalized groups of women; and (iii) strengthen evaluation reports by requiring analysis of gender as a cross cutting issue, and analysis of whether attention was paid to the intervention's effects on women.				project/programme design.
8	Update the UNECE Gender Equality Policy to align with SWAP 2.0 indicators. Where UNECE is missing requirements, tailor the policy expectations in this area to achieve “approaching requirements” . Where UNECE is “approaching requirements” , tailor the policy expectations in this area to achieve “meets requirements” . For baseline achievement of SWAP 2.0 indicators, refer to UNECE SWAP report 2018 and this independent gender evaluation, taking the lowest level of achievement as the baseline if there are different conclusions between the two documents.	<p>UNECE accepts these recommendations.</p> <p>In 2020, UNECE will update the GEP starting in 2021. The GAP will continue to be updated biennially. The GAP 2020-2021 will be aligned with SWAP 2.0 indicators by 31 December 2020. Divisional focal points will continue to support the update of the GAP, as annexed to the GEP. Divisional focal points will continue to support and monitor the subprogramme-level Gender Action Plans.</p>	SDGU (Malinka Koparanova) and Division Directors		<p>Implemented in December 2020</p> <p>The UNECE Gender Action Plan for 2020 has been updated and is published at: https://unece.org/DAM/Gender/UNECE_GAP_2020_final.pdf</p> <p>In 2021, the UNECE Policy for Gender Equality and the Empowerment of Women has been updated for 2021-2025 and is published at : https://unece.org/sites/default/files/2021-07/ECE_INF_2021_2_ECE%20Policy%20on%20GEEW_1.pdf, and the Gender Action Plan – for 2021-2022 – at https://unece.org/sites/default/files/2021-07/ECE_GAP%202021-2022_final.pdf.</p>
9	Update the UNECE Gender Action Plan for 2019 and draft the GAP for 2020-2021 in alignment with recommendations in this independent gender evaluation and with SWAP 2.0 indicators. Update the Gender Action Plans annually, based on results of previous year’ s SWAP	<p>UNECE accepts these recommendations.</p> <p>In 2020, UNECE will update the GEP starting in 2021. The GAP will continue to be updated biennially. The GAP 2020-2021 will be aligned with SWAP 2.0 indicators by 31 December 2020. Divisional focal points will continue to</p>	SDGU (Malinka Koparanova) and Division Directors		<p>Implemented as of 30 June 2020</p> <p>The UNECE GAP for 2020 has been updated following the UNECE Policy for Gender equality 2016-2020 and the requirements of UN-SWAP.2.0: http://www.unece.org/fileadmin/DAM/Gender/UNECE_GAP_2020_final.p df</p>

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	report, targeting the top priorities to address areas of weakness with a view to increasing SWAP indicator achievements in those areas by the end of that year.	support the update of the GAP, as annexed to the GEP. Divisional focal points will continue to support and monitor the subprogramme-level Gender Action Plans.			In 2021, UNECE Policy for Gender Equality and the Empowerment of Women has been updated for 2021-2025 in line with UN-SWAP version 2 and further requirements by UN Women for the UN system. The Policy is published at : https://unece.org/sites/default/files/2021-07/ECE_INF_2021_2_ECE%20Policy%20on%20GEEW_1.pdf , and the Gender Action Plan for 2021-2022 at https://unece.org/sites/default/files/2021-07/ECE_GAP%202021-2022_final.pdf .
10 & 15	<p>Rec #10: All senior managers need to internally and publicly champion gender equality and the empowerment of women. All senior managers need to support the Executive Secretary in full implementation of the UNECE gender equality policy, gender action plan, and gender parity strategy, as well as the Secretary General in full implementation of the System Wide Strategy on Gender Parity. Include gender equality indicators in ePAS of all staff members, and link this to relevant areas of responsibility to implement GE policy and GAP.</p> <p>Rec #15: Gender mainstreaming should be everyone’ s responsibility (hence ‘ mainstreaming’), rather than leaving it all up to the P-5 Gender focal point and divisional gender focal points. Gender Action Plan responsibilities should be allocated</p>	<p>UNECE accepts these recommendations.</p> <p>Division Directors and other senior managers will include gender equality indicators in the ePAS of all staff, connected to the GEP and GAP. Standard guidance for the development of such indicators will be issued as a guidance by SDGU for the annual staff performance planning and reporting timelines commencing 2020-2021.</p>	SDGU (Malinka Koparanova), OES and Division Directors		<p>Implemented as of 31 December 2021</p> <p>The UNECE Gender Focal Point has provided guidance to the Division Gender Focal Points on how to integrate gender responsibilities in their ePAS.</p> <p>For 2021-2022 cycle, ePAS of divisional directors, divisional gender focal points, and all other relevant staff include gender aspects in Transport, Environment, Energy, ECTD, Statistics, and Forest Land and Housing Divisions.</p>

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	<p>amongst all relevant staff, and included in their respective job descriptions, work plans and e-PAS. All staff should focus on performance of duties strictly in their job descriptions, including gender mainstreaming responsibilities. The P-5 Gender focal point and divisional gender focal points will lead on guiding, advising and building capacity of staff in this regard</p>				
12	<p>Integrate assessment of gender equality and empowerment of women into core values and/or competencies for all staff, with particular focus on P-4 levels and above, including in job vacancy announcements.</p>	<p>UNECE accepts the recommendation.</p> <p>Core values and competencies are established for UNECE staff by the policies of the UN Secretariat. UNECE will include gender equality and the empowerment of women into the job vacancy announcement of relevant posts, commencing 16 December 2019.</p>	<p>Division Directors (Hiring Managers)</p>	<p>Implemented as of 31 December 2021</p>	<p>In the Environment and Sustainable Transport Division, at the request of the director, for the 2020-2021 cycle, a separate provision was included in the ePAS of for senior managers and hiring managers to take measures towards gender parity in the recruitment process.</p> <p>In the Forestry and Land Housing Division and in the Statistical Division, a similar mechanism is in place when deemed relevant.</p> <p>SED includes gender equality and the empowerment of women into the job vacancy announcements on a standard basis. "Takes responsibility for incorporating gender perspectives and ensuring the equal participation of women and men in all areas of work" is always included under the Professionalism competency in job vacancy announcements.</p> <p>The following wording is also included as standard in vacancy announcements posted by SED: "The United Nations recruits and employs staff regardless of gender identity, sexual orientation, race, religious, cultural and ethnic backgrounds or disabilities. The United Nations Secretariat is committed to achieving 50/50 gender balance and geographical diversity in its staff. Female candidates are strongly encouraged to apply for this position."</p> <p>ECTD has routinely included gender equality and empowerment of</p>

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					women in its relevant job vacancy announcements, and will do so for all relevant announcements, starting 2022.
13	Set a financial benchmark for the implementation of the UNECE Gender Equality Policy and targets for meeting the benchmark.	<p>UNECE accepts this recommendation</p> <p>UNECE accepts that this is a requirement set by UN SWAP Indicator 10, against which UNECE is not yet able to report as “approaching requirements.”</p> <p>SDGU will provide guidance to the Directors Meeting on how UNECE can improve its progress against this SWAP Indicator by 31 December 2020.</p>	SDGU (Malinka Koparanova)		<p>Closed without implementation as of 31 December 2021</p> <p>SDGU, through the UNECE Gender Focal Point, is participating in the discussions on the development of a Gender Marker (GM) in the Secretariat as the basis for establishing a financial benchmark, including in the webinars organised by UN Women in November and December 2020. UN Women is working with the UMOJA team and is expected to provide guidance on the Gender Marker for the Secretariat in early 2022</p>
14	Carry out resource mobilization for more gender equality funding, such as launching an XB project on integrating gender into the SDGs in Europe. Consider approaching as donors member States, for example in countries in Europe that are successfully implementing gender mainstreaming in economic areas. Hire a project manager.	<p>UNECE accepts this recommendation</p> <p>Division Directors will encourage staff to include funding for gender mainstreaming activities as part of broader project proposals in ECE region but within the mandates of ECE subprogrammes. To enhance the effectiveness of UNECE efforts in this area, resource mobilisation for gender equality and empowerment initiatives will be centralised. At the same time, various initiatives at the subprogramme level, such as the development methodological guidance in the “UNECE road map on statistics for SDGs” and in the related technical materials by the Statistics subprogramme will continue. If resources are available, a project manager will be hired depending on the size of the project.</p>	SDGU (Malinka Koparanova) and Division Directors		<p>Implemented as of 31 December 2020</p> <p>SDGU participates in an UNDA project, tranche 13 on the workstream of strengthening care economy policies, focusing on policies responding to the COVID-19 pandemic with a gender lens, together with other UN regional commissions since May 2020. This has provided additional funding for initiating studies to map and analyse the impact of COVID-19 on women and the policy responses in selected countries.</p> <p>The Sustainable Transport Division has recently completed a study on car sharing and car-pooling which covers gender aspects in particular through how the needs of female users and drivers in car sharing and car-pooling and how various schemes have been adapted to reflect these needs</p> <p>The Statistical Division has prepared and launched the UNECE Dashboard and Database on SDG indicators, which highlight the presentation of data by sex. The Dashboard was implemented with financial support from Switzerland.</p> <p>All the gender-relevant guidance materials prepared in Statistics, such</p>

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					<p>as “UNECE road map on statistics for SDGs”, “Guidance for measuring intra-household power and decision-making” and “Guidance on communicating gender statistics” build heavily on in-kind contributions from member countries. Work on a UNECE web site showcasing good examples of communicating gender statistics is financially supported by UN Women.</p> <p>FLHD published “Guidelines on the Promotion of Green Jobs in Forestry” including a chapter with recommended actions and practices on how to foster gender equality.</p>
16	<p>In order to achieve the “approaches” indicator, UNECE should designate all gender focal points at P-4 level or above, and ensure that at least 20% of their time (one day per week) is allocated to these functions, including through tailoring their work plans to address only those tasks specifically included in the job description. Gender focal points should be carrying out gender mainstreaming activities to implement the UNECE Gender Action Plan in their respective divisions, and ensuring that fellow divisional staff members do the same.</p>	<p>UNECE accepts the recommendation</p> <p>As per the SWAP guidelines, UNECE will identify staff at the appropriate level to be divisional gender focal points, and ensure that 20% of their duties is dedicated to gender work, to be included in the staff performance planning commencing with the 2020-2021 cycle. The network of division’s gender focal points could be energised to meet from time to time to exchange on gender-relevant activities in the context of their substantive work.</p>	<p>Division Directors</p>	<p>Implemented as of 31 December 2021</p>	<p>In the Environment Division, following the recommendations of the Gender mainstreaming evaluation, three gender co-focal points were nominated (1 P5 and 2 P4 regular budget staff) and they collectively spend 20% of their time to carry out gender mainstreaming activities. Gender focal points included a specific gender-related goal (Goal: Mainstream a gender perspective in the work of the Environment Division) for the period 2020-2021 and will report accordingly.</p> <p>In Statistics and Sustainable Transport Divisions, the gender focal point is at the P-5 level. In OES, PMSSD, SED and ECTD the gender focal points are at P-4 level and spend 20% of their time on gender mainstreaming.</p> <p>In smaller divisions, the recommendation may not be achievable, as 20% of time represent a high amount of time. This is reinforced by the recruitment restrictions arising from the liquidity situation of the Organization.</p> <p>FLHD is a small division, the gender focal point is at the P-2 level and does not have the capacity to dedicate 20% of work time to gender work.</p>

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17 & 18	<p>Rec #17: In order to achieve the “meets” indicator for gender architecture, UNECE should add one more staff member fully dedicated to gender duties – ideally at P-4 or P-3 level - rather than just a single Senior Gender Focal Point, to adequately implement the UNECE Gender Equality Policy and meet UN SWAP performance indicator targets. This could be achieved through either (i) hiring an XB project manager or (ii) through hiring a JPO or UNV. This would offer UNECE more appropriate levels of human resources to adequately fulfil its commitments on gender equality and the empowerment of women, properly implement its gender equality policies and action plans, build on the advances made, and address areas of persistent weakness. The Senior Gender Focal Point post could be used more efficiently if there were more junior human resource available to relieve her of more junior responsibilities. The Senior Gender Focal Point is a senior level post that should be engaging in the most high-level gender mainstreaming and gender analysis activities, including capacity building of UNECE staff, an area which is highly technical and needs a lot of</p>	<p>UNECE partially accepts this recommendation</p> <p>The proposed measures of additional XB resources will not address “meet requirements” of the SWAP indicator calling for a self-standing Gender Unit. An XB project manager, a JPO or a UNV are all temporary staff, and the hiring of one temporary staff to report to the Gender Focal Point in SDGU would not qualify as a self-standing Gender Unit. To achieve the “meets” indicator for gender architecture, UNECE will put forward a proposal to EXCOM to consider the resources required in order to meet the SWAP Guidelines for the establishment of a self-standing Gender Unit, by June 2020.</p>	SDGU (Malinka Koparanova)	<p>Implemented as at 31 December 2020</p>	<p>SDGU has prepared a note: <i>Follow-up to the Evaluation of Gender Mainstreaming in the Economic Commission for Europe: Options for Additional Resources for Gender-related Activities with the Terms of Reference for a JPO attached.</i></p> <p>This note was presented to EXCOM at its 111th 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.</p> <p>Despite active follow-up on the note, including by the Executive Secretary approaching potential donors, no funding could be secured. SDGU will make further efforts to seek additional funding for human and financial resources in support of the UNECE work on gender</p>

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	<p>work so that staff can adequately fulfil their gender mainstreaming obligations. Currently, the Senior Gender Focal Point is doing some capacity building work, but this is insufficient to ensure that gender focal points and divisional staff in particular have adequate capacity to carry out gender mainstreaming and implementation of the Gender Action Plan in their areas of work.</p> <p>Rec #18: Explore lower cost options for expanding human resources to establish a UNECE gender unit, such as JPO, UNV, interns. Target applicants with technical expertise in gender, such as gender specialist retirees, those with a PhD in gender field work, or advanced gender studies students. Explore whether SDGU JPO can be allocated to more gender work, in the context of work on the Regional Forums on Sustainable Development and implementation of the SDGs in Europe.</p>				
19	<p>Take steps to improve implementation of the Gender Parity Strategy, including through:</p> <p>(i) all senior managers to support the Executive Secretary and the Secretary General in full implementation of the UNECE</p>	<p>UNECE accepts the recommendation</p> <p>The recommendation is accepted on the basis that it is consistent with the instructions from the Secretary-General, in particular ST/AI/1999/9.</p>	<p>Division Directors (Hiring Managers)</p>	<p>Implemented as at 31 December 2020</p> <p>In all divisions, 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).</p>	

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	<p>gender parity strategy, as well as the SG's System Wide Strategy on Gender Parity;</p> <p>(ii) stricter implementation of the Executive Secretary veto on hiring decisions that do not support the gender parity strategy goals, such as overturning inconsistent hiring decisions, proactive and dedicated outreach to female candidates for recruitment and promotion, and re-advertising positions where male candidates have been recommended in the face of suitably qualified female candidates; and</p> <p>(iii) Job openings that fail to yield a minimum 20% female applications to require written justification from the hiring manager on the positive outreach measures taken to attract women applicants. In the absence of a strong justification, job openings to be extended / reopened</p>				<p>Division Directors have included in their workplans 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;</p> <p>Success criterion is defined as follows: Gender equality (50% female, 50% male staff) at all G and P levels in the Division.</p>
20	<p>Ensure gender balance on all podiums and panels organized by UNECE.</p>	<p>UNECE accepts the recommendation</p> <p>Division Directors will remind all staff about gender balance on all podiums and panels on a regular basis. Encouraging representation of both males and females on all podiums and panels is desirable</p>	<p>OES (Nicola Koch) and Division Directors</p>	<p>Implemented as of 31 December 2021</p>	<p>As of 30 December 2020, the following progress have been reported:</p> <p>In Environment division, all staff are reminded about gender balance on all podiums and panels on a regular basis. Moreover, to ensure equal</p>

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		<p>and achievable, recognising that it may not be feasible in 100% of cases, given that some technical sectors (such as forestry, infrastructure, transport etc) are male-dominated. In the event that 50%/50% representation is not achieved; no panel should proceed with 100% representation of one gender. UNECE will indicate in writing its refusal to organize or participate to such panels. These measures will be applied to all UNECE organized events from 1 January 2020.</p>			<p>participation of male and female representatives in meetings organized by ECE Environment a recommendation was developed to be included in all invitations. “The United Nations Economic Commission for Europe is committed to gender equality. To this end, the UNECE encourages member States to propose gender balanced nomination of candidates to the upcoming [event title].”</p> <p>Sustainable Transport is working on ensuring gender balance in panels (see above more details on working party sessions) gender balance in panels is an important priority when inviting countries and stakeholders to speak</p> <p>An appropriate mix of female and male speakers and members is ensured in the meetings governed by the Conference of European Statisticians.</p> <p>FLHD and ECTD ensure gender balance on all podiums and panels organized by the divisions.</p> <p>SED makes every effort to ensure gender balance on all podiums and panels organized by the Division. However, the final line-up does not always have gender balance since oftentimes speakers/panellists have to be replaced at the last minute and the replacement is not always the same gender.</p>
21	<p>Consider engaging gender champions to shift organisational culture both from within UNECE (e.g. divisional gender champions) and from within member States (e.g. female gender equality ambassadors).</p>	<p>UNECE accepts this recommendation</p> <p>Internally, Directors and Division gender focal points could already be seen as “gender champions” . Externally, SDGU is, and will continue to work with gender champions.</p>	<p>SDGU (Malinka Koparanova) and Division Directors</p>	<p>Implemented as at 31 December 2020</p>	<p>SDGU continues to work with the International Gender Champions network. In 2020, support to the ES includes the establishment of a Gender Equality Award in UNECE as part of her commitments as well as collaborating with other International organizations from the network.</p>

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22	<p>While there is no right to flexible working arrangements, and certain options may not be possible for some jobs or at certain periods of time, for many colleagues the revised policy offers an opportunity for increased flexibility and a better work-life balance. Require managers to provide in writing the reasonable basis for any non-approval of flexible working arrangements for non-managerial staff. Flexible working arrangements are important to support female and male career implementation and development and to contribute to breaking “glass ceilings” . Flexible working arrangements can be tied to deliverables for accountability.</p>	<p>UNECE accepts the recommendation.</p> <p>All divisions are already implementing the flexible working arrangements policy outlined in this recommendation. The Executive Office intranet and Flexible Working Arrangements (FWA) database will be updated to allow:</p> <p>a) Managers to upload the detailed basis for any non-approval of FWA for non-managerial staff to the EO intranet;</p> <p>b) Staff requesting FWA to indicate deliverables in their respective agreements with managers; and</p> <p>c) Revised guidance on both (a) and (b) will be circulated to all UNECE staff and the EO intranet will be updated accordingly, by 31 December 2019.</p>	EO (Michael Sylver)	<p>Implemented as at 30 June 2020.</p> <p>The Flexible Working Arrangements (FWA) database was updated to allow:</p> <p>a) Managers to upload the detailed basis for any non-approval of FWA for non-managerial staff to the EO intranet;</p> <p>b) Staff requesting FWA to indicate deliverables in their respective agreements with managers; and</p> <p>Revised guidance on both (a) and (b) was circulated to all UNECE staff and the EO intranet will be updated accordingly by 31 December 2019.</p> <p>Further flexibility has been exerted since 15 March 2020 in the context of the Covid-19 pandemic, with all staff working from home during the period 15 March – 7 June 2020, and experiencing a gradual return since.</p>	
23 & 24	<p>Rec #23: Mandate and enforce divisional monitoring of staff completion of the mandatory gender-training courses, and holding staff accountable for non-completion, including through their ePAS. Also, UNECE should make specific annual capacity building commitments to gender mainstreaming training for all staff, particularly in substantive divisions and for gender focal points. These commitments should be included in the updated Gender Equality Policy and future Gender</p>	<p>UNECE accepts the recommendation.</p> <p>Division Directors will continue to enforce staff completion of the mandatory gender-training courses and holding staff accountable for non-completion, including through their ePAS commencing with the 2020-2021 cycle.</p> <p>Division Directors to encourage all staff to participate in internal capacity building activities. The Gender Focal Point will continue to provide guidance to sub-programmes upon request and within her available capacity.</p>	Division Directors and SDGU (Malinka Koparanova)	<p>Implemented as of 31 December 2021</p> <p>100% of Environment Division staff who hold fixed and permanent/continuing contract have completed the mandatory training on gender.</p> <p>Following the webinar on gender mainstreaming in environmental policies and strategies, which was held on 9th September 2020, the Environment Division received a request from the Ministry of Environmental Protection of Serbia to provide support in strengthening the capacity of the Ministry’s staff in gender mainstreaming and developing a package of relevant gender mainstreaming tools for environmental policies. Consequently, an online refresher training was organized for the staff of the Ministry and other relevant stakeholders in Serbia to present examples and different approaches of integrating gender aspects into environmental policies. The training was attended</p>	

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	<p>Action Plans, and individual staff work plans and ePAS.</p> <p>Rec #24: The Senior Gender Focal Point should carry out applied capacity building/coaching/mentoring for staff in each division, and including all Gender Focal Points, including on sex disaggregated data collection, analysis and use in their respective technical areas; gender in problem analysis in substantive areas (gender-blind/neutral/responsive); and gender mainstreaming, particularly in UNECE’ s eight sub-programmes. Gender mainstreaming tools in substantive areas are listed in Annex G, which could be helpful capacity building resources.</p>	<p>SDGU will organise gender mainstreaming training should additional resources be made available for staff learning, commencing in 2020.</p>			<p>by 7 staff from ENV DIV and for those interested the recording of the training is available on the webpage. https://www.unece.org/environmental-policy/environment-and-gender/online-training-on-integration-of-gender-aspects-into-environmental-policies.html</p> <p>Transport Division has undertaken gender training mandatory course at all levels.</p> <p>Nearly all Statistical Division staff have completed the mandatory gender training.</p> <p>FHLD staff completes mandatory trainings on gender. It is a small division and does not have resources to organize capacity building or training to staff but welcomes the training possibilities from the UNECE Gender Focal point.</p> <p>SDGU had no capacity and resources to carry out a gender mainstreaming training in 2020.</p> <p>ECTD staff is completing the mandatory training and in some of its work collects sex-disaggregated data (e.g. on female owned SMEs) but has no capacity to carry out a comprehensive specific training in this regard.</p> <p>SED staff completes mandatory trainings on gender. The 30th Session of the Committee on Sustainable Energy (22-24 September 2021) included a presentation by a gender consultant which included two case studies highlighting good practices in gender mainstreaming. A session was organized during the 12th session of the Expert Group on Resource Management (29 April 2021) on “A new social contract on natural resources: Focus on women advancing Net Zero in oil and gas”. The speakers provided examples of good practices being implemented in gender mainstreaming in the oil and gas sector in member States, including Italy and Norway. Other examples are: Online training workshop on “Women entrepreneurship in natural resource management: Challenges and opportunities for the micro-, small, and medium enterprises (MSME)</p>

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				sector in the post-COVID-19 socio-economic recovery”, 17 December 2020	
25	<p>Improve member State capacity building by using examples from role model member States who are implementing good practices in gender mainstreaming to inspire other member States with applied examples of gender equality in technical areas.</p>	<p>UNECE partially accepts the recommendation</p> <p>Division Directors and divisional gender focal points to encourage member States to share success stories and best practices at relevant Sectoral Committee sessions. Additional capacity building events would be determined based upon additional resources.</p>	<p>OES and Division Directors</p>	<p>Implemented as at 31 December 2020</p>	<p>Environment Division organized a webinar on gender mainstreaming in environmental policies and strategies on 9 September 2020 with a view to facilitate experience sharing by Member States namely from Germany on the integration of gender aspects in environmental policy with reference to specific examples of measures on climate change programmes and projects. 72 people including 50 from member States and 20 UNECE staff members attended the webinar. https://www.unece.org/environmental-policy/environment-and-gender/webinar-on-gender-mainstreaming-in-environmental-policies-and-strategies.html</p> <p>At the request from the Ministry of Environmental Protection of Serbia to provide support in strengthening the capacity of the Ministry’s staff in gender mainstreaming and developing a package of relevant gender mainstreaming tools for environmental policies, an online refresher training was organized for the staff of the Ministry and other relevant stakeholders in Serbia on 27th November to present examples and different approaches of integrating gender aspects into environmental policies. https://www.unece.org/environmental-policy/environment-and-gender/online-training-on-integration-of-gender-aspects-into-environmental-policies.html</p> <p>Statistical Division has repeatedly encouraged countries to send examples of good practice in communicating gender statistics, according to a pre-designed template. The collection is published here.</p> <p>In informal discussions relating to the Working Party on Transport Statistics (12 June 2020) member States were encouraged to further look at how to gather wider gender disaggregated data.</p> <p>FLHD encouraged member States to share their success stories and best practices at the 78th session of the Committee on Forests and the</p>

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					Forest Industries . Sweden mentioned that gender mainstreaming is their national priority.
27	Establish a regional gender network with other regional commissions to share information, knowledge, lessons and best practices in gender mainstreaming, particularly in economic commissions, including on capacity building, gender architecture, financial tracking and financial resource allocation.	<p>UNECE accepts the recommendation.</p> <p>The network with the respective gender units or divisions in other RECs is already operational. In addition, the substantive divisions organize regular meetings (such as gender statistics focal points of member countries to share information, knowledge, lessons and best practices in gender mainstreaming in national statistical systems).</p>	SDGU (Malinka Koparanova) and Division Directors		<p>Implemented as at 31 December 2020</p> <p>The Gender Focal Point in SDGU, continues to collaborate with the InterAgency Network for Women and Gender Equality (IANWGE) members through participating in the annual meetings as well providing inputs to joint publications, including on the preparation of the Key Messages on the 25 years after Beijing: A Review of the UN system's support for the Implementation of the Beijing Platform for Action and on reflecting gender dimension in the COVID-19 response in the IANWGE Compendium on integrating gender considerations in the response to the COVID-19.</p> <p>Statistical Division is leading the gender statistics stream in the Development Account project "Data and statistics" of 10 UN agencies, including all regional commissions.</p> <p>While there are no respective divisions in other regional commissions working on Forestry, the division collaborates with FAO and ILO on gender related questions in the forest sector.</p>
28	Expand partnerships at the local level, especially in member States where gender equality is a sensitive issue, including through strong women's national and local organisations and civil society entities to provide advocacy.	<p>UNECE accepts the recommendation.</p> <p>Cooperation with women's and other civil society organisations in member States exists through, and will be further strengthened in, the Beijing+25 process. SDGU will continue to work with NGOs in the area of gender equality and the empowerment of women as well as with women's associations and groups following the Beijing+25 Regional Review meeting (29-30 October 2019) where over 180 civil society organisations were</p>	SDGU (Malinka Koparanova)		<p>Implemented as at 31 December 2020</p> <p>SDGU, through the Gender Focal Point continues to expand the collaboration with member States and women's organisations in Central Asia and Western Balkans, including through capacity building on the use of ICTs for women (on-line workshops took place in June-July and November 2020).</p>

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		represented.			
29	<p>Pursue results-oriented partnerships, including with UN system actors – particularly other technical agencies and scientific organisations that are doing well on gender mainstreaming, with academia, and the private sector to increase results in UNECE’ s areas of weakness, including capacity building.</p>	<p>UNECE accepts the recommendation.</p> <p>UNECE is actively involved in the Issue Based Coalition (IBC) on gender equality and will continue this cooperation, particularly in the context of the reform of the UN Development System and efforts to coordinate work of the UN family at the regional level. Other examples include: (i) cooperation on gender issues with DESA through participation in the Inter-Agency and Expert Group on Gender Statistics, and with UN Women and the United Nations Population Fund (UNFPA) on exchange of experience and capacity-building in gender statistics; (ii) implementation of the 5-point plan on women’ s empowerment in PPPs, working closely with companies and governments to increase the participation of women in the PPP decision making and implementation; and (iii) developing networks of operators in the field on the Gender Sensitive Standards Initiative.</p> <p>Divisions will be encouraged to develop results-oriented partnerships, including with UN system actors, while noting that to be fruitful partnerships often require additional time and resources from UNECE. A review of all UNECE</p>	OES (Nicola Koch) and Division Directors		<p>Implemented as at 31 December 2020</p> <p>A UNECE-wide compilation of cooperation and partnership agreements, including MoUs and Centres of Excellence, was reported to EXCOM on 8 April 2020.</p> <p>As co-chair of the IBC on environment and climate change, Environment Division Director and IBC focal points are actively engaged in the activities implemented by the IBC One of the 11 task teams established under the IBC will cover issues related to gender and environment. Although ECE is not a co-lead agency of this task team we will participate in the activities organized by the task team and contribute wherever it is relevant.</p> <p>At the request from the Ministry of Environmental Protection of Serbia to provide support in strengthening the capacity of the Ministry’s staff in gender mainstreaming and developing a package of relevant gender mainstreaming tools for environmental policies is being developed. Within the scope of this work the ENV DIV is working together and exchanging information with the RCO, UN Women in Serbia and UNDP Serbia.</p> <p>The Statistical Division leads the Regional UN Coordination Group on Data and Statistics, which addresses gender issues in the context of measuring SDGs. UN Women participates in the UNECE Steering Group on Gender Statistics. The Statistical Division is also engaged in a project with UNCTAD and UNECA to strengthen the capacity of selected countries in Africa, Eastern Europe, the Caucasus and Central Asia to develop and use statistics for more gender-responsive trade policy. While there are no respective divisions in other regional commissions working on Forestry, the division collaborates with FAO and ILO on gender related questions in the forest sector.</p>

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		partnerships is scheduled for 2019-2020 and will take the work on gender equality into account in this exercise.			
30	Once UNECE has addressed the gender equality human resource recommendations, UNECE should consider participation in a SWAP peer review either with (i) a Geneva based technical organization, such as ILO, which has good gender mainstreaming practices (e.g. results based management); or (ii) another regional commission, e.g. ESCWA or ESCAP, both of which have good gender equality practices (e.g. financial allocation, gender architecture) that could guide improvement in these areas for UNECE.	UNECE partially accepts the recommendation. Conducting a SWAP peer review requires the commitment of financial resources. UNECE would consider a SWAP peer review with another Regional Commission (ESCAP or ESCWA, pending the availability of additional human and financial resources, starting in 2020.	SDGU (Malinka Koparanova)		Closed without implementation in December 2020 In the absence of sufficient human resources available, this recommendation cannot be implemented.