

UNECE GENDER ACTION PLAN 2021-2022

Gender activities as cross-cutting and targeted actions

RESULT 1. Strengthened advocacy to highlight and mainstream gender equality and women's economic empowerment priorities and commitments in regional and sub-regional initiatives and intergovernmental processes, including in SDG related processes.

Objectives	Related Actions	Measureable output	Timeframe	Resources	Mid-term and final reporting
Objective 1: Strengthen advocacy for gender parity in panels and meetings participation and encourage member States, networks of experts and other stakeholders to nominate gender-balanced delegations to UNECE meetings	<ul style="list-style-type: none"> ▪ Monitor sex disaggregated data on participants to intergovernmental and other meetings and report them annually to the Sectoral Committees and the Commission session. ▪ Continuously encourage member States, networks of experts, public and private institutions, academia and civil society to increase the number of women as members of delegations, including in meetings of EXCOM and in the framework of the International Gender Champions initiative. 	<ul style="list-style-type: none"> ▪ Increased percentage of women participating in intergovernmental meetings. 	January 2021-December 2022	ECE Divisions Divisional Gender Focal Points (DGFPs) SDGU RB	December 2021 December 2022
Objective 2: Reinforce intergovernmental outcomes related to gender equality and the economic empowerment of women	<ul style="list-style-type: none"> ▪ Intergovernmental bodies host a dialogue and share information on the incorporation of gender issues into their respective areas of work, including through presentations of their concrete contributions to mainstreaming SDG5 and implementing gender-responsive tools and measures for the achievement of other SDGs. ▪ Systematically advocate for strong language on gender equality in documents, decisions and statements, as relevant 	<ul style="list-style-type: none"> ▪ Gender mainstreaming is discussed at the sessions of the Sectoral Committees and their subsidiary bodies; ▪ Gender mainstreaming is included in the Decisions of the Committees. 	January 2021-December 2022	SDGU ECE Gender Focal Point (GFP) ECE Divisions RB	December 2021 December 2022
Objective 3: Promote the reflection of a gender perspective in analytical work including through addressing existing and emerging barriers to gender equality and the empowerment of women in the region	<ul style="list-style-type: none"> ▪ Develop a regional analysis with policy recommendations and advocacy messages to address care economy in the COVID-19 response and recovery economic and social policies across the region. ▪ Assess project proposals and make recommendations for gender mainstreaming. 	<ul style="list-style-type: none"> ▪ Two additional publications and other information materials on the empowerment of women and the care economy ▪ Increased number of projects where gender issues are considered. 	January 2021-December 2022	ECE GFP DGFPs RB and XB	December 2021 December 2022

<p>Objective 4: Engender subregional initiatives through the work of the SPECA Thematic Working Group on Gender and SDGs</p>	<ul style="list-style-type: none"> Advocate for achieving gender equality (SDG 5) and mainstreaming gender in respective SDGs in the member countries of Central Asia through organizing exchange of information and best practices in the SPECA TWG on Gender and SDGs. 	<ul style="list-style-type: none"> Substantive inputs for the annual meeting of the SPECA WG on Gender and SDGs are produced. 	<p>January 2021-December 2022</p>	<p>SDGU RB</p>	<p>December 2021 December 2022</p>
<p>Objective 5: Increase visibility of work on gender in UNECE</p>	<ul style="list-style-type: none"> Update UNECE Gender website on a regular basis. Organize a side event on gender issues at the RFSD 2021. 	<ul style="list-style-type: none"> Increased number of materials related to gender issues published. UNECE member States are better informed about UNECE's activities on gender. 	<p>January 2021-December 2022</p>	<p>ES SDGU RB</p>	<p>December 2021 December 2022</p>
<p>RESULT 2. Accountability for gender equality is increased and working environment improved through robust integration of gender into UNECE working environment and the UN processes</p>					
<p>Objective 1: Strengthen accountability of UNECE senior management and staff to support gender parity and gender mainstreaming</p>	<ul style="list-style-type: none"> The performance assessments of the Senior Management include responsibilities to achieve gender parity in staff and encourage gender mainstreaming in all activities of their respective subprogrammes. The performance assessment of the DGFPs and project managers reflect the objectives and actions related to achieve and sustain gender parity as well as integrating gender in their respective work. Hold regular dialogue with the DGFPs and Senior management on how to better integrate gender perspective in respective areas of work. 	<ul style="list-style-type: none"> Activities related to gender mainstreaming are assessed in the performance assessments of Senior Managers and DGFPs both at medium- and end-term discussions. Gender mainstreaming is discussed at Directors' meetings regularly. 	<p>January 2021-December 2022</p>	<p>Executive Secretary (ES) Senior Management Executive Office (EO) ECE Divisions SDGU RB</p>	<p>December 2021 December 2022</p>
<p>Objective 2: Promote the institutional and cultural environment for gender equality and the empowerment of women in the workplace</p>	<ul style="list-style-type: none"> Systematically implement the UNECE Strategy for Gender Parity as part of the UN System-wide Strategy for Gender Parity. Continue to improve the organizational culture to promote gender equality and the empowerment of women through the implementation of facilitative policies, such as maternal, paternal, adoption, family, emergency leave, breast feeding child care and flexible working arrangements. 	<ul style="list-style-type: none"> Sex-disaggregated data of staff at all professional levels within UNECE and by Division is monitored and regularly reported in an online application updated monthly. Increased percentage of female professionals at P4 and P5 levels. The implementation of the arrangements on facilitative policies is monitored and all forms of requested flexible working arrangements are implemented. 	<p>January 2021-December 2022</p> <p>January 2021-December 2022</p>	<p>ES & Division Directors EO RB</p> <p>ES EO RB</p>	<p>December 2021 December 2022</p> <p>December 2021 December 2022</p>

<p>Objective 3: Promote the practice of a gender parity approach to UNECE staff recruitment</p>	<ul style="list-style-type: none"> ▪ Ongoing updates on ECE Gender report through the Executive Office intranet. ▪ Encourage hiring managers to achieve a gender balanced recruitment process across all positions. 	<ul style="list-style-type: none"> ▪ 50/50 gender balance across organization with a particular focus on deficient sub-programmes and post levels 	<p>January 2021-December 2022</p>	<p>Executive Office Division Directors HR focused staff time</p>	<p>Jul 2021 Dec 2022</p>
<p>Objective 4: Implementation of Flexible Working Arrangements (FWA) to support greater work-life balance for all staff post maternity/paternity leave period</p>	<ul style="list-style-type: none"> ▪ Provide real time reporting to all ECE staff on the use of FWA across the organization through the use of the Executive Office intranet. ▪ Mandate all managers to report on any non-approval of FWA through the Executive Office intranet to facilitate the mediation of the non-approval to approval. 	<ul style="list-style-type: none"> ▪ Full support of all FWA requests through a real time and transparent FWA approval process, facilitating greater use of this arrangement for all genders across the organization. 	<p>January 2021-December 2022</p>	<p>Executive Office HR focused staff time</p>	<p>Jul 2021 Dec 2022</p>
<p>Objective 5: Systematize the implementation of the ECE evaluation policy in line with UNEG gender-related norms and standards</p>	<ul style="list-style-type: none"> ▪ ECE evaluation reports systematically assess the gender dimension in projects and recommend improvements. 	<ul style="list-style-type: none"> ▪ Evaluation terms of reference continue to include gender related questions under more than one evaluation criterion when applicable, and require an evaluator with gender expertise. ▪ Evaluation design continue to be strengthened by requiring a focus on marginalized groups of women when applicable. ▪ Evaluation reports continue to require analysis of gender as a cross cutting issue, and analysis of whether attention was paid to the intervention's effects on women. 	<p>January 2021-december 2022</p>	<p>ES PMU</p>	<p>December 2021 December2022</p>

RESULT 3. Capacity building for gender equality and the empowerment of women is strengthened within the Organization and its work with member States and UN entities

<p>Objective 1: Build capacity of UNECE staff to mainstream gender in their respective areas of work</p>	<ul style="list-style-type: none"> ▪ Share information and exchange of best practices on integrating gender considerations as part of the UN-SWAP. 	<ul style="list-style-type: none"> ▪ Improved knowledge and cooperation with UN entities in the 6 areas of UN-SWAP. 	<p>January 2021-December 2022</p>	<p>ECE GFP DGFPs EO UN Women ECE Directors</p>	<p>December 2021 December 2022</p>
	<ul style="list-style-type: none"> ▪ Request new UNECE staff to take the mandatory training "I know gender". 	<ul style="list-style-type: none"> ▪ Training of basic concepts for new staff performed in cooperation with UN Women (basic course "I know gender"). 			
	<ul style="list-style-type: none"> ▪ Monitor the number of UNECE staff who have taken the course "I know gender" by Divisions. 	<ul style="list-style-type: none"> ▪ All staff trained with basic concepts. 			
	<ul style="list-style-type: none"> ▪ Workshops for gender mainstreaming approaches and tools. 	<ul style="list-style-type: none"> ▪ Better understanding and implementation of gender considerations at the workplace and in projects. 			

<p>Objective 2: Strengthen the network of DGFPs by means of periodic exchange of information and requests for targeted action</p>	<ul style="list-style-type: none"> Encourage DGFPs to participate in gender related webinars/workshops/trainings organized by sub-programmes Organize seminars on themes specific to the needs of the DGFPs (i.e. exchange of information on UN-SWAP, CSW, etc) 	<ul style="list-style-type: none"> DGFPs are timely informed on UN processes related to gender equality and have improved knowledge on specific tools. 	<p>January 2021-December 2022</p>	<p>ECE GFP, DGFPs RB</p>	<p>December 2021 December 2022</p>
<p>Objective 3: Capacity building of member States in the EECCA region to promote women's economic empowerment and entrepreneurship development</p>	<ul style="list-style-type: none"> Organize, with the support of the Government of Israel and in cooperation with MASHAV and MCTC, workshops for women entrepreneurs from CIS countries. 	<ul style="list-style-type: none"> Women entrepreneurs from the CIS countries trained and built skills in information and communication technologies and support system for entrepreneurship development. 	<p>June 2021 and November 2021; 2022</p>	<p>ECE GFP RB</p>	<p>December 2021 December 2022</p>
<p>Objective 4: Promote knowledge generation and exchange of best practices on gender equality and empowerment of women at regional and global levels</p>	<ul style="list-style-type: none"> Contribute to global processes by providing inputs for documents/materials of UN Women, including the Inter-Agency Network for Women and Gender Equality (IANWGE) and the Commission on the Status of Women (CSW). 	<ul style="list-style-type: none"> UNECE's activities on gender equality reported and presented in documents/materials of UN Women. 	<p>January 2021-December 2022</p>	<p>ECE GFP RB</p>	<p>December 2021 December 2022</p>
	<ul style="list-style-type: none"> Participate in the Issue-Based Coalition (IBC) on Gender and cooperate with UN entities within the UNECE region. 	<ul style="list-style-type: none"> Substantive contributions to and regular updates of the work on gender in UNECE at meetings of the IBC on Gender. 	<p>January 2021-December 2022</p>	<p>SDGU RB</p>	<p>December 2021 December 2022</p>

Subprogramme 1: Environment

RESULT 1. Strengthened advocacy to highlight and mainstream gender equality and women's economic empowerment priorities and commitments in regional and sub-regional initiatives and intergovernmental processes, including in SDG related processes.

Objectives	Related Actions	Measurable output	Timeframe	Resources	Mid-term and final reporting
<p>Objective 1: Strengthen advocacy for gender parity in panels, meetings participation and activities, and encourage member States, networks of experts and other stakeholders to nominate gender-balanced delegations to UNECE meetings</p>	<ul style="list-style-type: none"> ▪ Promote gender-balanced participation in the meeting of ECE environmental governing bodies and capacity-development events. 	<ul style="list-style-type: none"> ▪ Gender-balanced participation in the ECE environmental capacity-building seminars, workshops and trainings. 	<p>January 2021-December 2022</p>	<p>Environment Division RB</p>	<p>December 2021 December 2022</p>
<p>Objective 2: Reinforce intergovernmental outcomes related to gender equality and the economic empowerment of women</p>	<ul style="list-style-type: none"> ▪ Intergovernmental bodies host a dialogue and share information on the incorporation of gender issues into their respective areas of work, including through presentations of their concrete contributions to mainstreaming SDG5 and implementing gender-responsive tools and measures for the achievement of other SDGs. ▪ Systematically advocate for gender equality in documents, decisions and statements, as relevant 	<ul style="list-style-type: none"> ▪ Issues of gender mainstreaming in environmental activities included in the agenda of the Committee on Environment Policy and other intergovernmental bodies ▪ Gender mainstreaming is included in the Decisions of the Committee on Environment Policy 	<p>January 2021-December 2022</p>	<p>Environment Division ENV DIV Gender Focal Points RB</p>	<p>December 2021 December 2022</p>
<p>Objective 3: Promote and raise awareness of the importance of including a gender perspective in the activities and events and in policy discussions within the UNECE environmental intergovernmental framework</p>	<ul style="list-style-type: none"> ▪ Raise awareness about gender mainstreaming in the environmental activities by incorporating gender perspectives in meeting agendas, presentations and integrating in policies, recommendations and other meeting outputs. ▪ Contribute to the implementation of SDG 11.2 by: (a) raising awareness on gender-specific aspects of sustainable mobility and public transport and (b) building capacity of member States. 	<ul style="list-style-type: none"> ▪ As a follow-up on the analytical work carried out by the Divisions in this field, a gender-focused component organized under THE PEP relay race annual event(s) or during workshops (depending on extrabudgetary funding and approval by THE PEP Steering Committee). ▪ One session within the relay-race agenda or other workshop focusing on SDG 11.2 organized subject to member States' interest 	<p>January 2021-December 2022</p> <p>December 2022</p>	<p>Environment Division ENV DIV Gender Focal Points RB XB</p> <p>Environment Division RB and XB</p>	<p>December 2021 December 2022</p> <p>December 2021 December 2022</p>

	<ul style="list-style-type: none"> Contribute to the implementation of SDG target 4.7 by: (a) raising awareness of the importance of promoting sustainable development through ESD and its key themes including gender equality, and b) building the capacity of member States in mainstreaming gender perspective in ESD, as one of key themes of Sustainable Development. Sharing of experiences and good practices with regard to gender equality as one of the key themes of Sustainable Development addressed in the ECE Strategy for ESD. 	<ul style="list-style-type: none"> Discussion held on addressing the promotion of gender equality as one of the key themes of Sustainable Development through education for sustainable development during the 16th meeting of the Steering Committee on ESD. Good practices/relevant resources disseminated through the ESD website, as well as through related awareness-raising channels (subject to availability of resources). 	January 2021-December 2022	Environment Division XB	December 2021 December 2022
	<ul style="list-style-type: none"> Consider the gender dimension in the Steering Committees established under the National Policy Dialogues and their activities (SDG 6.1, 6.2, 6.5). 	<ul style="list-style-type: none"> Increased percentage of women participating in Steering Committees 	January 2021-December 2022	Environment Division RB and XB	December 2021 December 2022
	<ul style="list-style-type: none"> Promote participation of women in the bodies and capacity-development events, in pilot projects and other activities under the Convention on the Protection and Use of Transboundary Watercourses and International Lakes and its Protocol on Water and Health, as well as publications 	<ul style="list-style-type: none"> Activities under the Water Convention and the Protocol on Water and Health are carried out taking gender aspects into consideration. 	January 2021-December 2022	Environment Division RB and XB	December 2021 December 2022
	<ul style="list-style-type: none"> Integrate gender issues and a gender perspective in all activities under the Convention on Access to Information, Public Participation in Decision-making and Access to Justice in Environmental Matters (Aarhus Convention) and the Protocol on Pollutant Release and Transfer Registers (Protocol on PRTRs) are carried out taking gender aspects into consideration. 	<ul style="list-style-type: none"> All activities under the Aarhus Convention and the Protocol on PRTRs are carried out taking gender aspects into consideration. 	January 2021-December 2022	Environment Division RB and XB	December 2021 December 2022
	<ul style="list-style-type: none"> Integrate gender issues in all activities under the Convention on Environmental Impact Assessment (Espoo Convention) and its Protocol on Strategic Environmental Assessment 	<ul style="list-style-type: none"> Activities under the Convention on Environmental Impact Assessment in a Transboundary Context and its Protocol on Strategic Environmental Assessment (both treaties promote access to information and public participation in impact assessment procedures) are carried out taking gender aspects into consideration. (Ensuring equal opportunities for participation of women and men in meetings and capacity-building events). 	January 2021-December 2022	Environment Division RB and XB	December 2021 December 2022

	<ul style="list-style-type: none"> Integrate gender issues and a gender perspective in the programmatic activities on Environmental Monitoring and Assessment 	<ul style="list-style-type: none"> Activities under the Environmental Monitoring and Assessment Programme are carried out taking gender aspects into consideration. (Ensuring equal opportunities for participation of women and men in meetings and capacity-development events (subject to the availability of XB resources). 	January 2021-December 2022	Environment Division RB and XB	December 2021 December 2022
<p>Objective 4: Promote the reflection of a gender perspective in analytical work including through addressing existing and emerging barriers to gender equality and the empowerment of women in the region</p>	<ul style="list-style-type: none"> Support policy and decision makers to analyze the situation of access to water and sanitation at the national and/or local levels by using the Equitable Access Score-card, with due regard paid to the specific uses and needs of women and, where appropriate, to develop Equitable Access Action Plans to ensure equitable access to water and sanitation for all, including women (SDG 6.1; 6.2). 	<ul style="list-style-type: none"> Data collected on access to facilities adapted to women's needs and requirements, as an outcome of using the Equitable Access Score-card in Montenegro. 	January 2021-December 2022	Environment Division RB and XB	December 2021 December 2022
	<ul style="list-style-type: none"> Particular attention to be given to gender aspects in the development/implementation of the strategic action programs/river basin management plans with climate change dimension to be incorporated and through implementation of the adaptation measures (SDG 6.5; SDG 13). 	<ul style="list-style-type: none"> Equal opportunities for participation of women and men provided for development of the strategic action programs/river basin management plans and implementation of the adaptation measures. 	January 2021-December 2022	Environment Division XB	December 2021 December 2022
	<ul style="list-style-type: none"> Conduct analysis to facilitate the incorporation of the gender dimension in the reporting on the Sustainable Development Goals indicator 6.5.2 	<ul style="list-style-type: none"> Gender-sensitive and Inclusive Analysis of SDG indicator 6.5.2 carried out as part of UN-Water IMI-SDG6. 	January 2021-December 2022	Environment Division XB	December 2021 December 2022
	<ul style="list-style-type: none"> Incorporate the gender dimension in the Environmental Performance Reviews (EPR) and its recommendations. 	<ul style="list-style-type: none"> Abstracts on gender dimension included in the EPRs produced. 	January 2021-December 2022	Environment Division XB	December 2021 December 2022
	<ul style="list-style-type: none"> Update Gender and Environment webpage on a regular basis. 	<ul style="list-style-type: none"> Increased number of materials related to gender and environment issues published online. UNECE member States are better informed about UNECE's activities on gender and environment. 	January 2021-December 2022	Environment Division ENV DIV Gender Focal Points RB	December 2021 December 2022

RESULT 2. Accountability for gender equality is increased and working environment improved through robust integration of gender into UNECE working environment and the UN processes

<p>Objective 1: Strengthen accountability of staff to support gender parity and gender mainstreaming</p>	<ul style="list-style-type: none"> The performance assessments of staff include responsibilities to encourage gender mainstreaming in all activities of their respective subprogrammes 	<ul style="list-style-type: none"> Activities related to gender mainstreaming are assessed in the performance assessments of programme managers 	<p>January 2021-December 2022</p>	<p>Environment Division ENV DIV Gender Focal Points RB</p>	<p>December 2021 December 2022</p>
<p>RESULT 3. Capacity building for gender equality and the empowerment of women is strengthened within the Organization and its work with member States and UN entities</p>					
<p>Objective 1: Capacity building of member States in integrating gender aspects in environmental policies</p>	<ul style="list-style-type: none"> Organize capacity building events for Serbia on Methods and Tools for Integration of Gender Aspects into Environmental Policies Develop a toolbox: How to mainstream gender in environmental policy 	<ul style="list-style-type: none"> Number of staff from the Ministry of Environmental Protection trained Issuance of the toolbox 	<p>June 2021 and November 2021; 2022</p>	<p>Environment Division ENV DIV Gender Focal Points RB</p>	<p>December 2021 December 2022</p>
<p>Objective 2: Promote knowledge generation and exchange of best practices on gender equality and empowerment of women at regional and global levels</p>	<ul style="list-style-type: none"> Participate in the task team on environment and gender under the Issue-Based Coalition (IBC) on Environment and Climate Change and cooperate with UN entities within the UNECE region. 	<ul style="list-style-type: none"> Substantive contributions to and regular updates of the work on gender in UNECE at meetings of the IBC on Environment and Climate Change 	<p>January 2021-December 2022</p>	<p>Environment Division ENV DIV Gender Focal Points RB</p>	<p>December 2021 December 2022</p>

Subprogramme 2: Sustainable Transport

Objectives	Related Actions	Measurable output	Timeframe	Resources	Mid-term and final reporting
<p>Objective 1: Continue to raise awareness on the link between gender and transport and introduce gender aspects across all activities of the Inland Transport Committee (ITC) meetings</p>	<ul style="list-style-type: none"> ▪ As a follow-up on the analytical work carried out by the Division in this field, organize a roundtable on gender aspects in transport (depending on extrabudgetary funding). ▪ Implement the gender aspects identified in the ITC Strategy to 2030. ▪ Invite ITC at its annual session, to consider how to better mainstream a gender perspective into its transport activities based on the ITC Strategy. ▪ Strive to achieve gender balance in the policy segment of the annual ITC session. 	<ul style="list-style-type: none"> ▪ Gender is reflected in the report of the annual session of ITC. ▪ Gender balance in the policy segment of ITC. ▪ Gender aspects in the transport sector effectively addressed at a Roundtable. ▪ A background paper for the Roundtable, including gender aspects to be addressed, developed and shared with relevant stakeholders. 	2021–2022	XB -15,000 USD, (subject to member State interest)	December 2021 December 2022
<p>Objective 2: Contribute to the implementation of SDG 11.2 by: (a) raising awareness on gender-specific aspects of sustainable mobility and public transport and (b) building capacity of member States</p>	<ul style="list-style-type: none"> ▪ As a follow-up on the analytical work carried out by the Divisions in this field, organize a gender-focused component under THE PEP relay race annual event(s) (depending on extrabudgetary funding and approval by THE PEP Steering Committee). ▪ Continue to gather gender disaggregated data within transport statistics to facilitate gender related policy development. 	<ul style="list-style-type: none"> ▪ Gender aspects in the development of sustainable mobility solutions and public transport systems at city level effectively addressed in THE PEP through a dedicated gender mainstreaming workshop and follow-up activities in THE PEP ▪ Add a gender focused agenda item to the activities of the working party on Transport Statistics. 	2021–2022	Sustainable Transport Division & Environment Division; XB - 30,000 USD (subject to member State interest)	December 2021 December 2022
<p>Objective 3: Contribute to the implementation of gender equality and women's empowerment (SDG 5) by furthering women's representation in the Sustainable Transport Division</p>	<ul style="list-style-type: none"> ▪ Hiring of women for staff positions in the P-category in 2021–2022 as much as possible. 	<ul style="list-style-type: none"> ▪ Increased percentage of female staff in the P-category in the Division. 	2021–2022	As positions become available and female candidates are eligible and successful in written tests and interviews	December 2021 December 2022

Subprogramme 3: Statistics

Objectives	Related Actions	Measurable output	Timeframe	Resources	Mid-term and final reporting
Objective 1: Mainstream a gender perspective into the work of the subprogramme and into national statistical systems	<ul style="list-style-type: none"> ▪ Promote gender-balanced panels of experts, speakers and participants in events organized as part of the statistics subprogramme. ▪ Organize an expert meeting on gender statistics to share experiences, latest findings and best practices. 	<ul style="list-style-type: none"> ▪ Gender balanced panels, speakers and participants, subject to availability of experts. ▪ Set of papers, slides and posters reflecting recent developments in gender statistics in ECE countries, is made available on public website. 	Expert meeting 3Q 2021	Statistical Division Statistical offices of member States	List of participants and meeting report
Objective 2: Develop capacity of national statistical offices to measure gender issues, including gender-relevant aspects of the 2030 Agenda for Sustainable Development, the gendered impact of the Covid-19 pandemic, and gender-in-trade	<ul style="list-style-type: none"> ▪ Organize expert meeting in which participants share best practices for the production and disaggregation of the monitoring indicators for SDG 5 on gender equality, and other SDG monitoring indicators which have a gender dimension. ▪ Produce guidance for statistical offices of member States on measuring the social and economic impact of the Covid-19 pandemic on women and men. ▪ Organize session at expert meeting on measuring the impact of trade on gender equality using official statistics. ▪ Provide support to select member States in Eastern Europe, Central Asia and the Caucasus in the identification and production of data for gender-responsive trade policy. 	<ul style="list-style-type: none"> ▪ Expert meeting participants report increased ability to produce gender statistics (both sex-disaggregated indicators and indicators directly dealing with gender equality topics) in countries of Eastern Europe, Caucasus and Central Asia (EECCA). ▪ Increased availability of gender statistics in EECCA countries. ▪ Guidance on measuring the impact of the Covid-19 pandemic endorsed by the Conference of European Statisticians and disseminated. ▪ Enhanced technical capacity to collate data and statistics and formulate plans to improve the availability of data needed for gender-responsive trade policies in select countries of Eastern Europe, Caucasus and Central Asia. 	Expert meeting 3Q 2021 Guidance endorsed by CES in 4Q 2021 Gender-in-trade project activities in Georgia in 2021	Statistical Division UN Women and other partner agencies Statistical offices of EECCA countries United Nations Development Account (UNDA)	Expert meeting report, and evaluation Report on the gender-in-trade project in Georgia December 2021 December 2022
Objective 3: Disseminate and communicate statistics on gender issues and promote their use	<ul style="list-style-type: none"> ▪ Update the UNECE Dashboard and Database for SDG Indicators with gender breakdowns with new indicators and recent data. ▪ Update the UNECE Gender database with recent data. ▪ Produce articles on gender issues using the database. ▪ Organize expert meeting in which participants share best practices for the dissemination, communication and use of gender statistics. 	<ul style="list-style-type: none"> ▪ The UNECE Dashboard and Database on SDG Indicators updated with additional indicators and recent data. ▪ The UNECE Gender database updated with recent data. ▪ Increased use of the UNECE Gender database. ▪ Regular publication of short articles on statistical findings in the UNECE Weekly. ▪ Improved dissemination and communication of gender statistics in member States, in particular the countries of Eastern Europe, Caucasus and Central Asia. 	Update of SDG database Q1 2021 and 2022; update of the Gender database Q1 2021	Statistical Division UN Women and other partner agencies UNDA	Quarterly database usage reports. UNECE Weekly newsletter. Expert meeting report and evaluation December 2021 December 2022

Subprogramme 4: Economic Cooperation and Integration

Objectives	Related Actions	Measurable output	Timeframe	Resources	Mid-term and final reporting
<p>Objective 1: Prepare Innovation for Sustainable Development (I4SD) Reviews for countries with economies in transition that will include an assessment of gender issues regarding education, entrepreneurship and other aspects related to innovation performance</p>	<ul style="list-style-type: none"> ▪ Collect statistical and analytical materials; ▪ Interview a wide range of stakeholders during field missions. 	<ul style="list-style-type: none"> ▪ Innovation for Sustainable Development Reviews integrating gender issues in education, entrepreneurship and other aspects for Armenia, Republic of Moldova and Uzbekistan issued as official UN publications and disseminated among key stakeholders and policymakers. 	2021–2022	The preparation of these Reviews depends on the success in raising the necessary extra-budgetary resources.	Peer-review of chapters by external contributors. Official UN publications. December 2021 December 2022
<p>Objective 2: Explore ways to mainstream gender aspects into future work of the subprogramme</p>	<ul style="list-style-type: none"> ▪ Promote gender-balanced panels of experts when organizing meetings under the ECI subprogramme. ▪ Promote the empowerment of women through People-first PPPs, enhancing female participation in the in the design, planning and implementation of projects, and gender equality through gender sensitive projects. Cooperation with companies and governments to implement the 5-point plan on women’s empowerment in PPPs. ▪ A subregional Innovation Policy Outlook (IPO) benchmarking exercise of 6 countries will include policy recommendations incorporating the gender dimension. 	<ul style="list-style-type: none"> ▪ Gender-balanced panels of experts at meetings organized under the ECI subprogramme, subject to the availability of experts. ▪ Launch of a People-first Project Impact Assessment Tool to assess PPP projects against the SDGs including gender equality and the empowerment of women through PPPs. ▪ Subregional Innovation Policy Outlook of Armenia, Azerbaijan, Belarus, Georgia, Moldova and Ukraine with gender mainstreamed that is published and disseminated among key stakeholders and policymakers with accompanying country launch events. 	2021–2022	RB & XB	Committee on Innovation, Competitiveness and Public-Private Partnerships Working Party on Public-private Partnerships Team of Specialists on Innovation and Competitiveness Policies Official UN publication (IPO) December 2021 December 2022

Subprogramme 5: Sustainable Energy

Objectives	Related Actions	Measurable output	Timeframe	Resources	Mid-term and final reporting
<p>Objective 1: Promote a gender perspective in the work of the Committee on Sustainable Energy and its Groups of Experts</p>	<ul style="list-style-type: none"> ▪ Raise awareness on gender mainstreaming in energy-related activities. ▪ Promote the incorporation of gender perspectives in meeting agendas. ▪ Integrate gender issues into work plans and XB project proposals ▪ Create a supportive environment for expert participation, policies, regulations, innovative development and knowledge-based economies that take into account both women's and men's needs in the energy sectors covered. 	<ul style="list-style-type: none"> ▪ Issues on gender mainstreaming integrated in the agenda and work plans of the Committee and its subsidiary bodies. ▪ Gender-balanced participation in the ECE Committee on Sustainable Energy and Groups of Experts improved (subject to availability of experts). ▪ Gender-balanced participation in the ECE capacity-building events on energy-related issues improved. 	January 2021-December 2022	RB	December 2021 December 2022
<p>Objective 2: Explore ways to mainstream Sustainable Development Goal 5 “Achieve gender equality and empower all women and girls” in the subprogramme and in capacity building events on energy-related topics</p>	<ul style="list-style-type: none"> ▪ Capacity building events to include a focus on gender equality and the empowerment of women in the energy sector ▪ Promote gender-balanced panels of experts when organizing meetings under the Sustainable Energy subprogramme. 	<ul style="list-style-type: none"> ▪ Exploring a possibility to develop a pilot project on reflecting the gender dimension in energy policy. Potential beneficiary countries: Georgia, Serbia. ▪ Event(s) and/or sessions on empowering women in the energy sector organized, subject to XB resources ▪ Gender-balanced panels of experts at meetings organized under the Sustainable energy subprogramme, subject to the availability of experts. 	January 2021-December 2022	RPTC XB	December 2021 December 2022

Subprogramme 6: Trade

Objectives	Related Actions	Measurable output	Timeframe	Resources	Mid-term and final reporting
Objective 1: Incorporate the gender dimension into inter-governmental discussions under the Steering Committee on Trade Capacity and Standards (SCTCS)	<ul style="list-style-type: none"> ▪ Ensure that SCTCS annual sessions feature focused discussions on the gender dimension under a sperate agenda item. ▪ Promote best practices for integrating the gender dimension into trade policy decisions and reform measures for removing regulatory and procedural barriers to trade. 	<ul style="list-style-type: none"> ▪ Discussions on the gender dimension are carried out under a separate agenda item. ▪ Best practices for integrating the gender dimension into trade policy decisions and reform measures for removing regulatory and procedural barriers to trade shared during the annual session of the SCTCS 	January 2021-December 2022	XB	Report from the SCTCS annual session December 2021 December 2022
Objective 2: Promote the implementation of UNECE Recommendation on “Gender Responsive Standards” and support countries in delivering on their commitments under the “Gender Responsive Standards Declaration”	<ul style="list-style-type: none"> ▪ Organize an email campaign to promote the signing of the Declaration and its implementation at the national, regional, international and sectoral levels. ▪ Organize a series of awareness raising and information sharing events on gender responsive standards, including meetings, webinars, and promote these standards on social media. ▪ Make a formal presentation about the Declaration on Gender Responsive Standards to the World Trade Organization (WTO) Committee on Technical Barriers to Trade. ▪ Identify at least 50 standards that help the realization of SDG 5. ▪ Develop at least 5 case studies related to the practical experience of countries in implementing standards that contribute to the realization of SDG5 	<ul style="list-style-type: none"> ▪ At least 10 new national, regional, and international standards bodies or sectoral standards organizations sign the “Gender Responsive Standards Declaration”. ▪ At least 2 standards bodies develop a Gender action plan. ▪ At least 2 organizations participate in the UNECE-led awareness-raising campaign on social media. ▪ At least 25 standards that have a direct impact on gender equality are added to the UNECE Portal on “Standards for the SDGs”. ▪ At least 2 case studies and 1 practical experience of countries in implementing standards that contribute to the realization of SDG5, are added to the UNECE Portal on Standards for the SDGs. ▪ At least 1 organization has implemented concrete and measurable measures for mainstreaming gender considerations in the development and implementation of standards 	January 2021-December 2022	RB & XB	Report from WP.6 annual session December 2021 December 2022
Objective 3: Integrate the gender dimension into work related to agricultural quality standards	<ul style="list-style-type: none"> ▪ Organize at least one event on gender and agriculture. 	<ul style="list-style-type: none"> ▪ Best practices on making regulatory processes more gender responsive collected and shared. 	January 2021-December 2022	RB and XB	Report from WP.7 annual session December 2021 December 2022
Objective 4: Work towards the integration of a gender perspective into Trade Facilitaiton deliverables	<ul style="list-style-type: none"> ▪ Ensure that the gender dimension is reflected in UN/CEFACT recommendations slated for approved in 2021-2022. 	<ul style="list-style-type: none"> ▪ At least 3 recommendations reiterating UN/CEFACT’s commitment to promote gender inclusiveness. 	January 2021-December 2022	RB	Report to UN/CEFACT Bureau, Plenary and ECE EXCOM December 2021 December 2022

Subprogramme 7: Forestry and Timber

Objectives	Related Actions	Measurable output	Timeframe	Resources	Mid-term and final reporting
Objective 1: Increase the visibility of gender aspects in the forest sector	<ul style="list-style-type: none"> Include gender mainstreaming in intergovernmental meetings, events and studies prepared by the Joint UNECE/FAO Forestry and Timber Section. 	<ul style="list-style-type: none"> UNECE participation in Women's Forest Congress is discussed as an agenda item in the Joint COFFI/EFC session in 2021 and further topics on gender mainstreaming in the sector identified for 2022. Number of studies and events prepared by the Joint Section, where gender aspects were addressed. 	January 2021-December 2022	RB & XB	December 2021 December 2022

Subprogramme 8a: Housing and Land Management

Objectives	Related Actions	Measurable output	Timeframe	Resources	Mid-term and final reporting
Objective 1: Increase the visibility of gender aspects in the housing and land management policies	<ul style="list-style-type: none"> To ensure the gender dimension is addressed in the UNECE Country Profiles on Housing and Land Management as part of the analysis of national housing and land management legal framework and policies that ensure equal treatment and non-discrimination for women. 	<ul style="list-style-type: none"> An analysis of gender is part of the Country Profiles on Housing and Land Management. 	January 2021-December 2022	XB	December 2021 December 2022

Subprogramme 8b: Population

Objectives	Related Actions	Measurable output	Timeframe	Resources	Mid-term and final reporting
Objective 1: Enhanced national formulation and implementation of evidence-based policies on population ageing and intergenerational and gender relations	<ul style="list-style-type: none"> ▪ Facilitate the exchange of experience and expertise through the Standing Working Group on Ageing (SWGGA) and assist member States in the implementation of MIPAA/RIS (including Commitment 8 'To mainstream a gender approach in an ageing society'). 	<ul style="list-style-type: none"> ▪ Two new issues in a series of policy briefs on ageing with a gender sensitive approach developed and disseminated 	May and October 2021	Population Unit, RB & XB	Drafts discussed by the Bureau of the SWGA
		<ul style="list-style-type: none"> ▪ A one-day policy seminar promoting a gender-sensitive approach in addressing a specific policy challenge and facilitating the exchange of experience and practice between member States held 	November 2021	Population Unit RB & XB	Report to SWGA
		<ul style="list-style-type: none"> ▪ Guidance note on meaningful participation of older persons and civil society in policymaking to support national reporting on progress made on the implementation of MIPAA/RIS for the fourth review and appraisal in 2021/2022 developed with a gender dimension 	May 2021	Population Unit RB & XB	Report to SWGA December 2021 December 2022
	<ul style="list-style-type: none"> ▪ Encourage the inclusion of gender equality in the programme of the 2022 Ministerial Conference on Ageing and its outcome document 	<ul style="list-style-type: none"> ▪ Gender equality addressed in draft programme of the 2022 Ministerial Conference on Ageing ▪ Draft Ministerial Declaration on Ageing includes commitment to gender equality 	2021-2022	Population Unit, Bureau of the SWGA	Report to SWGA
	<ul style="list-style-type: none"> ▪ Promote gender-sensitive research on ageing and intergenerational relationships that contribute to evidence-based policy making through the Generations and Gender Programme (GGP). 	<ul style="list-style-type: none"> ▪ GGP data disseminated to stakeholders after review of applications; ▪ Bibliography on studies based on GGS data produced for enhanced dissemination of research and analysis on gender and inter-generational relations; ▪ Report for the meeting of the GGP's Council of Partners & inputs to the work of the Consortium Board developed and disseminated. 	2021 ongoing	Population Unit	