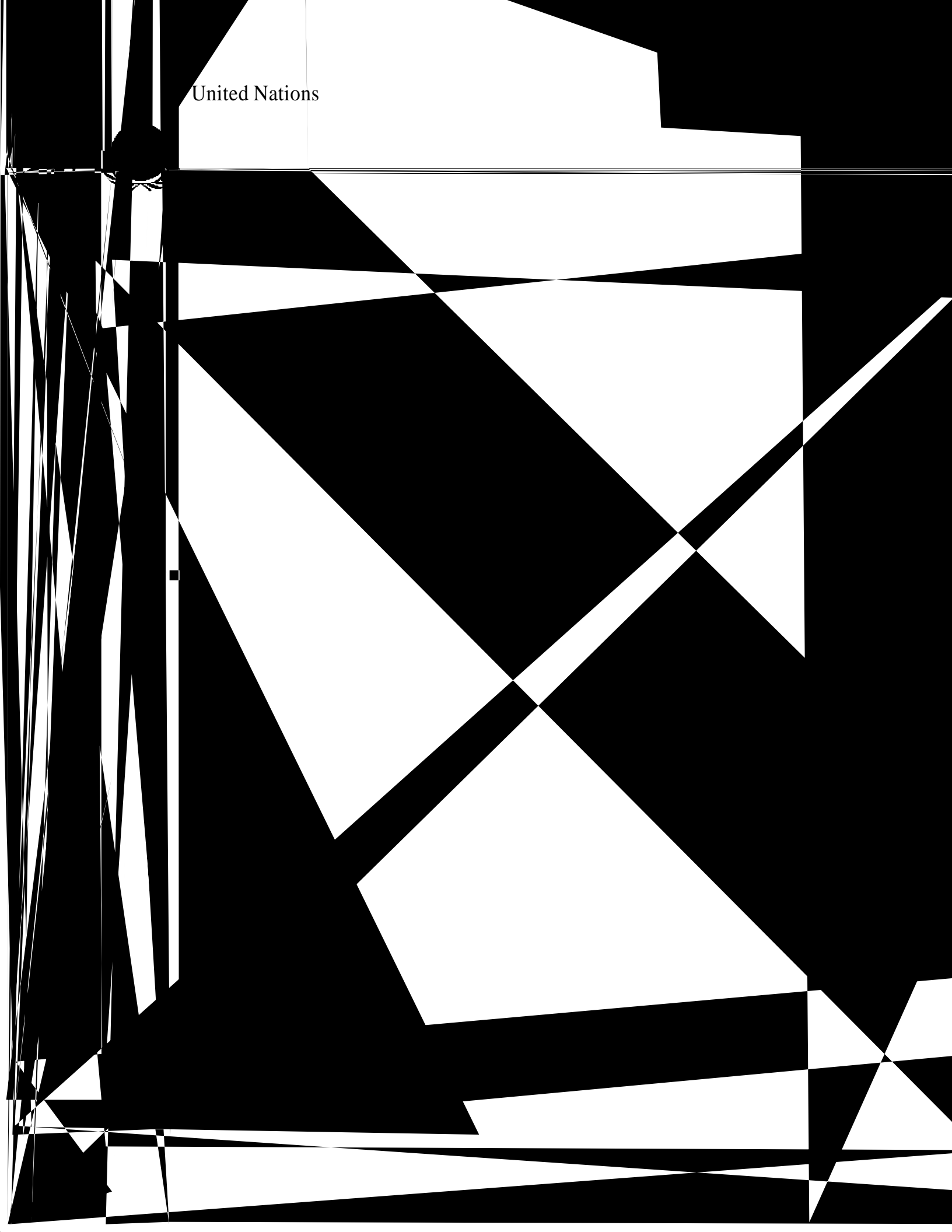


United Nations



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## **I. Introduction**

1. In its resolution 2004/4 on the review of Economic and Social Council agreed conclusions 1997/2 on mainstreaming the gender perspective into all policies and programmes in the United Nations system, the Council requested the Secretary - General to ensure that all United Nations entities develop action plans with time lines for implementing the agreed conclusions 1997/2, which should address the gap between policy and practice identified in the Secretary -General's report (E/2004/59), with a view to strengthening commitment and accountability at the highest levels within the United Nations system as well as to establishing mechanisms to ensure accountability, systematic monitoring and reporting on progress in implementation. The Council also requested the Secretary -General to continue to review the implementation of the agreed conclusions 1997/2, with a particular focus on bridging the gap between policies and practice on the basis of gender mainstreaming action plans.

2.

action plans to overall goals within the organizations of the common system. It is also critical to incorporate gender perspectives in programming processes, including programme budgets and multi-year funding frameworks. The following sections give a br5 luding



## **A. Gender mainstreaming action plans: adoption, contents and coverage**

14. About one fourth of responding entities have already adopted gender mainstreaming implementation mechanisms that can be classified as action plans and are now in the process of implementing these action plans both at their headquarters and field offices. For example, gender mainstreaming action plans were adopted by: ESCWA in 1998; the International Labour Office (ILO) in 1999; and FAO in 2001;<sup>3</sup> the Department of Disarmament Affairs, IFAD and the United Nations Scientific and Cultural Organization (UNESCO) in 2003; the Office for the Coordination of Humanitarian Affairs in 2004; and UNDP in 2005. Some entities, such as FAO and UNDP, have either revised and updated their initial action plans or have adopted action plans that implement policies and strategies that have been in place for some time.

15. The content of action plans varies greatly from entity to entity. Most action plans, in particular initial plans, attempt to clarify and provide definitions of gender equality and gender mainstreaming strategies and programmes, explain the linkages between gender equality and relevant substantive areas of work and set the goals of and establish principles for gender mainstreaming within the relevant entity. Some action plans, such as those adopted by FAO and UNDP, are expressly linked to overall corporate planning processes, workplans and budgets.

16. Action plans establish lines of responsibilities and accountability for gender mainstreaming for staff and management. For example, the action plans of the Office for the Coordination of Humanitarian Affairs and FAO describe the responsibilities for each headquarters division and branch and for field offices. Some action plans cover different levels of the respective United Nations entity. For example, UNICEF is operating with decentralized gender mainstreaming action plans in its regional and country offices, but does not yet have a corporate action plan.

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20. Some action plans, including that of FAO, emphasize the allocation of financial resources.

21. Some entities, such as IFAD, ILO and FAO, address partnerships and networking with other relevant actors in their action plans, including in relation to monitoring and evaluation.

22. It should be noted that many entities that do not yet have corporate or overall action plans are guided by policies, strategies or frameworks on gender mainstreaming. Several of these entities intend to draw up implementation frameworks for such policies and strategies in the form of action plans in the future (see sect. IV below).

## **B. Measures to bridge the gap between policy and practice**

23. Several organizations provided information on a number of initiatives that were undertaken in different areas in order to fulfil their commitments to gender equality, including in relation to the implementation of gender mainstreaming action plans.

### **1. Institutional mechanisms**

#### **Programme budgets and multi-year funding frameworks**

24. Several entities reported the incorporation of gender mainstreaming in entity-wide programming processes and the provision of financial resources as an attempt to bridge the gap between policy and practice. Substantial financial allocations were made by WFP for the implementation of the gender policy under its regular biennial management plan 2004-2005 and mainstreamed into programme budgets. ILO's programme and budget for 2004-2005 contains its Shared Operational Objective on Gender Equality with three indicators for measuring progress of ILO constituents and one internal organizational indicator. UNDP's multi-year funding framework for 2004-2007 identified the promotion of gender equality as one of the driving forces of development effectiveness. The multi-year funding framework of the United Nations Population Fund also set a specific goal for the achievement of gender equality and empowerment. The Economic and Social Commission for Asia and the Pacific (ESCAP) strategic framework for 2006-2007 incorporated gender perspectives into the expected accomplishments of six out of eight subprogrammes. UNESCO has taken steps to ensure that its next programme and budget for 2006-2007, which is to be adopted at the thirty-third session of its General Conference in October 2005, will fully reflect the overall commitment of the member States of the organization to gender mainstreaming, the promotion of gender equality and the empowerment of women and girls.

#### **Gender specialist resources**

25. A number of institutional arrangements were made to further support gender mainstreaming within entities, including the establishment of gender specialist posts, gender focal points or focal point networks, including in those entities that did not previously possess these resources, or only to a limited extent.

26. To support the implementation of its policy and action plan, a Senior Gender Adviser joined the Office for the Coordination of Humanitarian Affairs in March 2005, and a network of gender focal points in branch and field offices has been initiated. In October 2004, a Centre for Women was established within ESCWA. One of its main functions is to oversee gender mainstreaming and to assist Member States in this endeavour. The WFP Gender Unit at headquarters has expanded significantly, allowing for a more systematic implementation and mainstreaming of its gender policy. The United Nations Relief and Works Agency for Palestine Refugees in the Near East (UNRWA) has appointed a main gender focal point and five field focal points. In 2005, the Office of Internal Oversight Services established a Working Group on Gender, with the participation of all divisions, in order to strengthen the consideration of gender perspectives and fully engage the potential of the Office to serve as catalyst and enhance accountability for implementing the gender mainstreaming strategy in the Organization.

27. Some entities noted the positive results obtained through the involvement of gender focal points. ESCWA reported that its network of gender focal points had been particularly useful when formulating medium-term plans, strategic frameworks and programme budgets. IFAD noted that the inclusion of gender specialists on programme design missions had become a widespread practice. The Office for the Coordination of Humanitarian Affairs reported that a gender expert was part of the evaluation team of an inter-agency real-time evaluation in Darfur, the Sudan, in January 2005. The expert had brought the need to strengthen the response to gender issues, in particular gender-based violence, to the attention of the humanitarian community.

28. Entities also reported on efforts to secure support through external gender specialist resources. The United Nations High Commissioner for Refugees (UNHCR) had established a short-term deployment roster with an international non-governmental organization in 2004 to provide selected operations with gender expertise to facilitate gender mainstreaming and provide follow-up on sexual and gender-based violence.

#### **Capacity-building, including development of tools and resources**

29. Most entities have developed and are implementing gender awareness and gender mainstreaming capacity-building activities, in particular training.

30. In implementing its action plan, FAO has trained staff to operationalize gender mainstreaming within the project cycle and has made use of its Socio-Economic and Gender Analysis Programme for this purpose, as well as for the provision of policy advice and technical assistance to Member States. As a result of its action plan, the Office for the Coordination of Humanitarian Affairs has given attention to gender perspectives in inter-agency consolidated appeals process training programmes with partners, stressing the need for gender perspectives to be addressed in all sectoral projects. In 2004, following the adoption of its plan, UNESCO organized a



31. The WFP, under its Training and Learning Initiative, organized regional and country-level workshops that have assisted almost 700 field staff, government counterparts and cooperating partners to build the capacity required to implement the WFP Enhanced Commitments to Women. UNRWA has launched gender awareness-training for more than 700 social service field staff. To bridge the gap between policy and practice, training for the staff of UNHCR and partner organizations on the prevention of and response to sexual and gender-based violence continued, with a total of 152 persons trained from 27 different countries in 2004. The Department of Political Affairs has organized a series of gender mainstreaming workshops for its staff, including senior managers, which focused on the implementation of Security Council resolution 1325 (2000). The workshops are expected to provide jointly developed elements for a future department-wide action plan. ILO is aiming to address the gap between policy and practice through training for gender focal points.

32. Many entities have also developed new tools and methodologies to support capacity-building programmes for staff, partners and beneficiaries.

33. Following the adoption of its action plan, the Office for the Coordination of Humanitarian Affairs issued guidelines on integrating gender perspectives into its situation reports and provided guidance for humanitarian information centres, emphasizing the need to include gender concerns in all data collection efforts as well as in the dissemination of information. The Office also developed a checklist to ensure that gender perspectives are integrated into the development of the consolidated appeals process. The Office for the Coordination of Humanitarian Affairs has also issued a framework for gender analysis in its response to the tsunami disaster. WFP has developed comprehensive guidelines, specifying minimum implementation requirements, to help staff and partners implement its Enhanced Commitments to Women policy. In addition, practical guidelines for gender-sensitive food security have been drafted. To bridge the gap between policies and their practical application in emergency responses, WFP has been working with other agencies to produce programme support tools to assist field staff, notably the matrix being developed in cooperation with the Inter-Agency Standing Committee Task Force on protection from sexual abuse and exploitation, the aim of which is to prevent and reduce gender-based violence in emergencies.

34. In 2004, the World Bank's Gender and Development Group designed new tools to guide operational teams in incorporating gender perspectives into country assistance strategy processes and HIV/AIDS operations. The United Nations Population Fund (UNFPA) revised its policy and procedures guide for programming, emphasizing that gender mainstreaming with a human rights-based and culturally sensitive approach was a cross-cutting aspect of its work and required the full integration of women's and men's perspectives into reproductive health, population and development programmes. Guidelines and other materials were developed by ESCAP in 2004 to help substantive divisions of the Commission to mainstream gender concerns into their day-to-day work. ILO has developed an orientation kit for gender focal points, a three-language newsletter, ILO Gender News, and the ILO Gender Equality Tool website ([www.ilo.org/gender](http://www.ilo.org/gender)).

35. In 2004, the Department of Peacekeeping Operations produced and launched a gender resource package for peacekeeping operations, which serves to facilitate the process of staff capacity-building. The Department also recently launched guidelines

to facilitate gender mainstreaming in mine action programmes and activities and will also improve its disciplinary standards and procedures and training resources to facilitate the prevention of sexual misconduct by peacekeeping personnel. UNESCO developed a gender training CD-ROM and handbook. The UNHCR Guidelines on Prevention and Response to Sexual and Gender-Based Violence have been translated into Arabic, Bahasa Indonesia, Chinese, French, Hungarian, Polish, Romanian, Russian and Serbo-Croat. INSTRAW promoted the sharing of information, tools and good practices through its gender mainstreaming database, which includes an extensive collection of resources on gender mainstreaming produced by different agencies and organizations, as well as sections on lessons learned and good practices. As an added feature, the database also contains a glossary of the terminology most commonly used in gender mainstreaming in order to facilitate conceptual clarity and common understanding.

### **Accountability, monitoring and reporting**

36. Entities reported that improved accountability measures had been put into place to ensure that senior management and staff at all levels undertake efforts to achieve gender mainstreaming in their work. A number of entities embarked on the development and implementation of monitoring and evaluation tools for gender mainstreaming, including in relation to gender mainstreaming action plans. Several entities specifically noted progress and positive results that emerged from strengthened accountability, monitoring and evaluation processes, both in relation to processes and in terms of gender mainstreaming in programmes and activities.

37. UNDP has strengthened accountability with its Practice Note on Gender Equality, which holds staff and managers accountable for incorporating gender concerns into every aspect of its work. UNESCO improved the assessment framework in its programming and monitoring computer system to more effectively monitor the integration of gender perspectives into programme design and implementation. Following its baseline survey that aimed to define future benchmarks and targets, IFAD now uses a set of indicators to measure impact achievement in the project cycle; policy partnership, learning and innovations; and accountability and monitoring. ESCAP project development and monitoring processes use gender analysis, assess how project strategies and results frameworks seek to address gender inequalities and monitor the numbers of women participants and the numbers of women and girls reached by project interventions. UNDP has developed a Gender Scorecard as a monitoring tool to measure organizational performance and results. UNICEF issued a new tool on self-assessing progress on gender equality goals in country programmes as part of its 2004 core guidance. The tool is being used at planning and review stages in order to identify and address the gaps in programming for gender equality and women's rights. UNICEF has also developed new indicators in the area of child protection, with a focus on gender-based violence and harmful traditional practices. UNICEF is also preparing a joint tool for assessing the application of its human rights-based approach and gender equality in programmes, with a view to elaborating a tool that could be applied to national policies and development plans.

38. UNFPA has instituted an appreciative inquiry on gender mainstreaming, which will end in mid-2005, to assess gender mainstreaming capacity-building tools, substantive publications on gender equality and women's empowerment and the extent to which UNFPA's work in all areas has mainstreamed gender perspectives.

The inquiry will be a basis for assessing future directions in capacity-building and institutional accountability on gender mainstreaming within UNFPA. ILO's participatory gender audits, 22 of which have been conducted with ILO work units and regional offices since 2001, involved staff at all levels of the organization in an interactive and participatory process that identified needs in the area of gender

**Sex-disaggregated statistics**

42. Several entities reported progress in the collection, availability and use of sex-disaggregated statistics. The Statistics Division of the Department of Economic and Social Affairs has continued to mainstream gender perspectives in the compilation and dissemination of social and demographic statistics. Regularly updated statistics and indicators on women and men are available at <http://unstats.un.org/unsd/demographic/ww2000/tables.htm>. In addition, the Statistics Division has promoted methodological statistical developments that facilitate collection of data based on gender-sensitive concepts and methods. An

offices, 26,540 (33 per cent) were women. The report further stated that eight programmes fully implemented the instruction for the programme budget for 2002-2003 that each subprogramme define at least one expected accomplishment that reflected the most important gender dimension of its work. Nine programmes did so in some of their subprogrammes whereas nine others did not identify gender-related performance goals. Of the 470 statements of accomplishments in the programme performance report, 67 (14 per cent) made explicit references to gender perspectives in reporting on results achieved in substantive areas during the biennium.

## **2. Strategies to promote gender equality and gender mainstreaming in sectoral areas**

45. A few entities have recently taken steps to adopt policies or strategies on gender mainstreaming. In February 2005, i/ythe twenty-third session of the Governing Council/Global Ministerial Environment Forum of the United Nations Environment Programme (UNEP), the Council adopted decision 23/11, entitled "Gender equality in the field of the environment". This decision tackled the critical issues of equal participation in decision-making, gender mainstreaming in environmental policies and programmes, and the assessment of effects on women of environmental policies. It contained guidelines for implementation, inviting Governments to actively involve all stakeholders in their gender equality and environment related activities.

46. A number of entities have continued to support other stakeholders, including Governments or inter-agency mechanisms, in incorporating gender perspectives into sectoral policy or programme formulation and implementation. The Office of the Special Adviser on Women and Gender Issues has continued to play an important coordination, policymaking and advocacy role and has initiated and contributed to the development of methodologies and tools, including through briefing notes on gender mainstreaming as well as competence building and training on gender-based analysis. As a follow-up to a case study methodology workshop initiated by the Office of the Special Adviser, specific studies were conducted in 15 countries.

47. Through its field-based work and at headquarters, the United Nations Development Fund for Women (UNIFEM) continued to place a high priority on coordination mechanisms by demonstrating how to use the Millennium Development Goal processes as effective platforms for strengthening commitments to gender equality and women's empowerment. Overall, UNIFEM contributed inputs into Millennium Development Goal processes in 15 countries and to the common country assessment/United Nations Development Assistance Framework exercises in 14 countries in 2004, including through support for the involvement of national partners in these processes.

## **3. Operational activities**

48. Many entities reported on operational activities that supported gender mainstreaming in various sectoral areas.

49. Through its technical cooperation programme, the Division for the Advancement of Women of the Department of Economic and Social Affairs is supporting the development of the capacity of national machineries for the advancement of women in Africa to influence national information and communication technology (ICT) policy processes from a gender perspective, as

well as facilitating their participation in the two phases of the World Summit on the Information Society, in order to bring attention to the gender digital divide. The Division for Sustainable Development of the Department of Economic and Social Affairs prepared a background document with a set of practical recommendations and case studies for gender mainstreaming in water and sanitation programmes, which was made available to the Commission on Sustainable Development at its thirteenth session. Recent publications of the Population Division of the Department of Economic and Social Affairs focused on gender perspectives of policies on reproductive rights and health, migration, mortality, ageing and population.

50. ECE provides a forum where gender statistics experts from Member States have discussed selected topics, such as the introduction of gender-based data into the work of national statistical offices and the measurement of gender-based attitudes. ESCAP has focused on the same issues, including integrating unpaid work into national policies, advocating the collection of sex-disaggregated data in censuses, and encouraging national accounting systems to focus on giving higher value to unpaid work and work in the informal sector. It has also undertaken gender mainstreaming activities within its capacity-building programme on multimodal transport. In ESCAP's flagship publication, the 2004 edition of the *Economic and Social Survey of Asia and the Pacific*, gender dimensions of poverty were analysed and policy proposals were made to reduce the gender gap and mainstream gender perspectives in development, including in relation to older women, and employment.

51. The Department of Political Affairs and some of its field missions have continued to support efforts to give greater attention to gender perspectives in their work relating to political and electoral processes, including through meetings with women's groups during Security Council assessment missions and by encouraging Governments to promote gender equality and the equal representation and participation of women.

52. The Department of Public Information, including through its network of field offices, continues to strive to incorporate gender perspectives in the substantive work of its various programmes. In 2004-2005, the production of a publication, "Faces", highlighted the real life stories of women and men around the world who are working to ensure that gender perspectives are included in the participation of women in development.

The Depart

related vulnerabilities to HIV was among the achievements of its Southern Africa Youth Initiative.

55. The United Nations Environment Programme (UNEP) has published a report entitled “Mainstreaming Gender in Environmental Assessment and Early Warning”, and the *GEO Year Book 2004/5* on the global environment outlook dedicated a chapter to gender, poverty and the environment.

56. UNICEF has addressed child protection, taking into account gender perspectives at the global level through research and advocacy and, in cooperation with its partners at the national level, through media and advocacy campaigns, legislative reform, counselling and rehabilitation services as well as capacity-building and awareness-raising of police, judges and other officials to ensure the proper enforcement of existing laws. Three-quarters of UNICEF country offices

development, aimed at reduction of the drug supply, has been provided within a framework of gender-sensitive planning, environmental protection and sustainability.

60. Assessments and reviews of progress in mainstreaming gender perspectives into programmes and policies are considered as part of in-depth evaluations, inspections and audits of the Office of Internal Oversight Services. The reports of the Office on the in-depth evaluations of the electoral assistance programme, the work of the Division for Ocean Affairs and the Law of the Sea, the inspections of programme management and administrative practices in UNEP, the Department for Disarmament Affairs and the International Trade Centre (ITC) of the United Nations Conference on Trade and Development and the World Trade Organization (UNCTAD/WTO) all include gender perspectives.

61. The Office of the Special Adviser on Africa noted that the second consolidated report of the Secretary-General on the New Partnership for Africa's Development specifically pointed out progress in gender mainstreaming (A/59/206, para. 28).

62. In 2004, for the first time, ILO conducted gender audits for its constituents, rather than its own offices.

63.



development and rural development, and in more than 75 per cent of the projects in public sector, water supply and sanitation and transport in 2004.

#### **4. Inter-agency collaboration**

69. At its fourth session, in February 2005, the Inter-Agency Network on Women and Gender Equality organized a workshop entitled “Ten-year review of gender mainstreaming: focusing on results”. The purpose of the workshop was to identify practical steps to accelerate progress towards the achievement of gender equality against the backdrop of current challenges and emerging global issues. Participants explored new initiatives, suggested ways of improving methods for gender mainstreaming and discussed how the Network could strengthen coordination at the national, regional and international levels.

70. The Inter-Agency Network’s Task Force on Gender Mainstreaming in common country assessment/United Nations Development Assistance Framework processes finalized a resource guide for gender theme groups and gender experts at the country level. Its Task Force on Gender and Trade launched a publication on gender and trade in 2004 and also took advantage of several opportunities to advocate gender mainstreaming including the meeting with policymakers at the eleventh session of the United Nations Conference on Trade and Development (UNCTAD), in 2004 and the World Trade Organization (WTO) symposium on the subject. The Task Force on Gender and Water promoted the integration of gender perspectives in the formulation of strategies to meet the relevant Millennium Development Goals on water and sanitation, including in the context of the International Water for Life Decade (2005-2015).

71. The Inter-Agency Network’s Task Force on Gender Mainstreaming in Evaluation, Monitoring and Programme Reporting, established pursuant to recommendations of its 2004 workshop on mainstreaming a gender perspective in evaluation, monitoring and programme reporting, completed a study that noted that, despite a proliferation of tools and activities and some good practices in the area, monitoring and evaluation of gender policies and programmes was still the weakest area in such reporting. Another Inter-Agency Network Task Force on Indigenous Women, established in 2004 to further promote the implementation of gender mainstreaming in the area of indigenous peoples, had produced an information kit on relevant issues.

72. The Inter-Agency Standing Committee endorsed a statement of commitment on actions to address gender-based violence in emergencies. Its Working Group on Gender and Humanitarian Assistance is currently developing a matrix on prevention and response to gender-based violence to guide actions of all actors in emergency situations. Its Task Force on Protection from Sexual Abuse and Sexual Exploitation has taken several steps to ensure full implementation of the Secretary-General’s

organizations in its work on seven action areas and two cross-cutting thematic areas, leadership development for women; and the involvement of men and boys.

#### **IV. Future action to bridge the gap between policy and practice**

##### **A. Adoption of gender mainstreaming action plans**

74. Several entities intend to develop gender mainstreaming action plans. The gender mainstreaming workshops run by the Department of Political Affairs are expected to develop elements for a departmental gender mainstreaming action plan. Within the Department of Peacekeeping Operations, a planning process is under way to facilitate the development of a Department-wide action plan on gender mainstreaming, which will include a training component for staff and senior managers at Headquarters and within field missions. IAEA is currently in the process of developing a gender mainstreaming policy, to be followed by an action plan. The United Nations University is currently preparing a gender mainstreaming action plan. WMO is developing a gender policy and a time-bound action plan to focus its gender equality activities. In a decision of its Governing Board, which invited its Executive Director to explore options for developing an action plan for gender mainstreaming, UNEP decided to dedicate specific resources, and to work through memoranda of understanding with eminent gender experts, in order to develop a comprehensive action plan for gender mainstreaming.

##### **B. Monitoring and review of existing action plans and gender mainstreaming policies and strategies**

75. Several entities intend to review their gender policies, strategies or action plans in the near future. IFAD is planning a midterm review of its gender plan of action in 2005, which will provide quantitative and qualitative information related to the benchmarks set by the baseline survey. In addition, there is an ongoing evaluation of programmes for gender equality and women's empowerment funded through grants and supplementary funds at regional, national and local levels. This will include an evaluation of the role and mandates of gender focal points within the organization. UNICEF is planning an assessment of all decentralized action plans and the situation of gender mainstreaming in general in 2005. In 2006, it will design an overall strategy to enhance gender mainstreaming within the organization. WFP plans to conduct follow-up on its baseline surveys on all eight Enhanced Commitments to Women in 2007. UNRWA is in the process of developing an agency report on gender equality in 2005.

challenges are particularly obvious when implementation takes place in the context of complex, multisectoral interventions involving many different actors at both the field and headquarters levels. Further challenges relate to inadequate institutional mechanisms, including in the area of data collection, monitoring, reporting and training.

77. Entities have taken steps to address these challenges, including through the adoption of gender mainstreaming action plans. These plans have been instrumental in moving entities beyond policy formulation towards implementation, especially if they are accompanied by specific timelines and results-based monitoring mechanisms.

78. The Economic and Social Council may wish to take note of the progress achieved. With reference to the need for the continued implementation of its agreed conclusions 1997/2 and the recommendations proposed in the report of the Secretary-General (E/2004/59), the Council may wish to encourage United Nations entities to:

(a) Develop action plans, where these do not yet exist, with clear guidelines on the practical implementation of gender mainstreaming in policies and programmes;

(b) Ensure that action plans include timelines and specific provisions on institutional mechanisms at both headquarters and field offices, including on:

*Notes*

<sup>1</sup> The following 38 entities of the United Nations common system provided information in response to a request for information from the Division for the Advancement of Women: Department of Economic and Social Affairs: Office of the Special Adviser on Gender Equality and Advancement of Women, Division for Social Policy and Development, Division for Sustainable Development, Statistics Division, Population Division; Department of Political Affairs; Department of Peacekeeping Operations; Department of Public Information; Economic Commission for Europe (ECE); Economic and Social Commission for Asia and the Pacific (ESCAP); Economic and Social Commission for Western Asia (ESCWA); Food and Agriculture Organization of the United Nations (FAO); International Atomic Energy Agency (IAEA); International Civil Aviation Organization (ICAO); International Fund for Agricultural Development (IFAD); International Labour Organization (ILO); International Monetary Fund (IMF); International Maritime Organization (IMO); United Nations International Research and Training Institute for the Advancement of Women (INSTRAW); Office for the Coordination of Humanitarian Affairs; Office of Internal Oversight Services; Office of the Special Adviser on Africa; Joint United Nations Programme on HIV/AIDS (UNAIDS); United Nations Office of Drugs and Crime; United Nations Development Programme (UNDP); United Nations Environment Programme (UNEP); United Nations Educational, Scientific and Cultural Organization (UNESCO); United Nations Population Fund (UNFPA); Office of the United Nations High Commissioner for Refugees (UNHCR); United Nations Children's Fund (UNICEF); United Nations Development Fund for Women (UNIFEM); United Nations Research Institute for Social Development (UNRISD); United Nations Relief and Work Agency for Palestinian Refugees in the Near East (UNRWA); United Nations University; World Bank; World Food Programme (WFP); World Intellectual Property Organization (WIPO); and World Meteorological Organization (WMO). Information was also submitted by the International Organization for Migration (IOM).

<sup>2</sup> E/2004/59, para. 81.

<sup>3</sup> FAO's current Gender and Development Plan of Action (2002-2007), which addresses gender mainstreaming, builds on experience from its previous action plans (1989-1995) and (1996-2001).