

RESOURCE GUIDE FOR GENDER THEME GROUPS



Resource Guide for Gender Theme Groups
Copyright © United Nations Development Fund for Women (UNIFEM) January 2005
All rights reserved.
ISBN: 1-932827-19-6

This is a joint publication of the United Nations Division for the Advancement of Women (DAW), the United Nations Children's Fund (UNICEF), the United Nations Development Programme (UNDP), the United Nations Development Fund for Women (UNIFEM), and the United Nations Population Fund (UNFPA).

The views expressed in this publication do not necessarily represent the views of DAW, UNICEF, UNDP, UNIFEM, and UNFPA, or any of their affiliated organizations.

The designations used in this publication do not imply the expression of any opinion whatsoever on the part of DAW, UNICEF, UNDP, UNIFEM, and UNFPA or any part of the United Nations system concerning the legal status of any country, area or territory or its authorities, or concerning the delimitation of its frontiers.

Requests for permission to reproduce or translate this publications in whole or in part, whether for sale or for non-commercial distribution, should be addressed to UNIFEM, Strategic Partnerships and Communications Group, 304 East 45th Street, 15th Floor, New York, NY 10017, USA. Requests may also be faxed to +1/212/906-6705 or e-mailed to permissions@unifem.org.

United Nations Development Fund for Women (UNIFEM)
304 East 45th Street, 15th Floor
New York, NY 10017 USA
Tel: +1/212/906-6400
Fax: +1/212/906-6705
Website: www.unifem.org

FOREWORD

Gender equality and women's empowerment are Millennium Development Goals (MDGs) in their own right and central to all other development efforts. This resource guide for Gender Theme Groups (GTGs) has been developed to strengthen coordinated action in the UN system to support countries to achieve these goals.

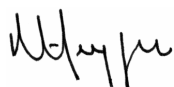
When United Nations (UN) theme groups of any type - and Gender Theme Groups in particular - are at their most effective, they are facilitating:

Coherence within the UN Country Team (UNCT). GTGs can play a key role in ensuring that each UN organization brings its comparative advantage in gender equality and women's human rights to joint efforts and to coordinated UNCT action on gender equality. This should result in both greater effectiveness and efficiency, with lower transaction costs for national partners.

Alignment with national development goals. As work intensifies on MDGs, Poverty Reduction Strategies (PRS), and other coordination initiatives, GTGs have a key role to play in ensuring that commitments already made to gender equality - national plans of action, gender equality laws, Convention on the Elimination of All Forms of Discrimination Against Women (CEDAW) commitments - form part of mainstream policy frameworks.

A better information base upon which to base public policy formulation. In many countries, sex-disaggregated data and gender indicators exist but are not used. In others there is a need for greater investment in building capacities of users and producers of statistics. GTGs can play a key role in marshalling UNCT efforts to improve the national statistical base and capacity in support of gender equality.

The information that follows highlights many examples where GTGs are providing this type of effective and creative support to UNCTs. UNIFEM has prioritized mainstreaming gender in coordination mechanisms and has seen, on the ground, that where GTGs have strong leadership and consistent support from the UNCT, they can make a valuable contribution.



Noeleen Heyzer

Executive Director, United Nations Development Fund for Women (UNIFEM)
Chair of the IANWGE Task Force on Gender Mainstreaming in the CCA/UNDAF

TABLE OF CONTENTS

MESSAGE FROM THE TASK FORCE	6
THE PROJECT TEAM	7
ACKNOWLEDGMENTS.....	8
ABBREVIATIONS.....	9
CHAPTER 1 - INTRODUCING THE RESOURCE GUIDE	11
CHAPTER 2 - THE WORK OF GENDER THEME GROUPS	15
INTRODUCTION TO COORDINATION MECHANISMS	16
1. The Common Country Assessment & UN Development Assistance Framework	19
2. The Millennium Development Goals (MDGs)	27
3. Poverty Reduction Strategy Papers (PRSPs).....	31
4. Towards a Common Understanding of Human Rights-Based Approaches	34
CHAPTER 3 - ESTABLISHING & MANAGING GENDER THEME GROUPS	37
INTRODUCTION	38
1. Background to United Nations Theme Groups	38
2. Purpose.....	39
3. Terms of Reference	41
4. Membership and Leadership of the GTG.....	42
5. Strategies, Work Plans and Reporting for GTGs.....	45
6. GTG Reference Manuals and Briefing Kits.....	49
7. Resource Mobilization.....	52
8. Substantive Activities of GTGs	53
9. Conclusion	57
ANNEX - ADDITIONAL RESOURCES.....	588
1. References and Links Supporting Chapter 1	59
2. References and Links Supporting Chapter 2	59
3. References and Links Supporting Chapter 3	65

BOXES:

Box 1-1: Keeping the Resource Guide Alive	13
Box 2-1: Coordination on MDGs Reinforces Advocacy on Behalf of Women	16
Box 2-2: Lessons from Experience: Gender-responsiveness of CCA/UNDAFs	19
Box 2-3: Achievements on a Range of Entry Points for Gender Equality	22
Box 2-4: MDGs Focus Advocacy Work on Gender Equality	29
Box 2-5: Engendering the MDG Reports	30
Box 2-6: UNIFEM-ECLAC Initiative	31
Box 2-7: On Influencing PRSPs	32
Box 2-8: NGO Coordinates Consultative Group Inputs on Engendering the PRSP	33
Box 2-9: Expert Meeting on Gender Mainstreaming of PRSPs in Selected African Countries	33
Box 3-1: Inter-agency Thematic Groups by Any Other Name	39
Box 3-2: Illustrating Links between Different Elements of GTG Organization	40
Box 3-3: The Role of the Gender Mainstreaming Monitoring Group is to Coordinate	41
Box 3-4: Terms of Reference (TOR) for UN Theme Group on Gender	42
Box 3-5: Local Consultative Group on Gender Equality	43
Box 3-6: Strengthening Gender Focal Point Mechanisms	44
Box 3-7: Some Ideas for Devising the Work Plan	45
Box 3-8: Suggested Components of a Reference Manual	49
Box 3-9: Gender Briefing Kit: Ha Noi December 2000	50
Box 3-10: UN-System Programme	52
Box 3-11: Donor Funds	53
Box 3-12: Gender Audits	54
Box 3-13: Role and Purpose Brought to Life in Results through Joint Programming and Advocacy	56

FIGURES & TABLES:

Figure 2-1: Coordination Mechanisms and National Development Assistance Cycle	17
Figure 2-2: Linkages and Timeline of the Harmonized Cycle	17
Figure 2-3: Road Map of the UN Country Programming Process	20
Table 2-4: Opportunities for Gender Mainstreaming in CCA/UNDAF	22
Table 3-1: Purpose of UNCT Gender Theme Groups	40
Table 3-2: Activities of Members of the GTG	43
Table 3-3: Work Plan Example - UNCT Gender Mainstreaming Monitoring Group in Turkey	46
Table 3-4: Results of UN Coordination 2003, E.g. of Use of Reporting Framework	48

WORKSHEETS:

Worksheet 2-1: Gender Mainstreaming for CCA/UNDAF	24
Worksheet 3-1: Information on Contacts and Resources for GTGs to Have Ready	50

MESSAGE FROM THE TASK FORCE

The Inter-Agency Network on Women and Gender Equality (IANWGE) brings together representatives of gender units, gender specialists and gender specialist organizations of the multilateral system. Network members promote gender equality throughout the United Nations system and in follow-up to the Fourth World Conference on Women in Beijing in 1995 and the twenty-third special session of the General Assembly (Beijing +5) in 2000. The Network monitors the mainstreaming of gender perspectives in the normative and operational work of the UN system. It works through ad hoc task forces with designated task managers and through informal inter-sessional meetings.

The Task Force on Gender Mainstreaming in the Common Country Assessment and United Nations Development Assistance Framework (CCA/UNDAF) of the IANWGE is coordinated by UNIFEM and composed of the United Nations Development Programme (UNDP), the United Nations Children's Fund (UNICEF), the United Nations Population Fund (UNFPA) and the Division for the Advancement of Women (DAW). It aims to develop a common and coherent UN agency approach to gender mainstreaming in the CCA/UNDAF process.

The Task Force developed this *Resource Guide for Gender Theme Groups* in response to significant opportunities to strengthen a collective UN response at the country level to supporting gender equality in coordination processes, such as the MDGs, CCAs, and UNDAFs. The Resource Guide responds to an assessment revealing that the effectiveness of Gender Theme Groups (GTGs) as mechanisms for promoting gender mainstreaming in the CCA/UNDAF process was often undermined by intermittent activity levels, frequent change in membership and the members' low ranking in the overall organizational hierarchy¹.

The Task Force and the IANWGE members hope that UN staff members in the field will use the Resource Guide as a tool to strengthen coordination on programming to support gender equality at the country level.

¹ UNDP & UNIFEM. Scan of Gender Expertise in the UN System. UNIFEM, New York, 2003.

THE PROJECT TEAM

The *Resource Guide for Gender Theme Groups* is the work of many people. Patricia Keays and Sarah Murison of the Capacity Development Group undertook the initial research and writing. Guidance, rewriting and editorial support for readers and reviewers was provided by Joanne Sandler and Ingrid Arnò of UNIFEM. Task Force Members Zazie Schäfer and Aster Zaoude (UNDP), Kristina Goncalves and Noreen Khan (UNICEF), Ayesha Imam and Sahir Abdul-Hadi (UNFPA) and Sylvie Cohen (DAW) offered ongoing comments and guidance. Project technical support and the website were managed by Geoffrey Mathers. Processing of survey inputs was assisted by Maylene Jacob. The guide was designed by Jeehan Abdul Ghaffar of UNIFEM.

ACKNOWLEDGMENTS

Recognition and appreciation to readers, respondents and contributors.

The project extends sincere thanks to the contributors and respondents from the following UN inter-agency and coordinating theme groups on gender equality:

- ↙ **Africa:** Benin, Cameroon, Lesotho, Mauritania, Mozambique, Nigeria, Sudan and Zimbabwe.
- ↙ **Asia Pacific:** Bangladesh, Fiji, India, Democratic People's Republic of Korea, Mongolia, Philippines and Viet Nam.
- ↙ **Arab States:** Jordan and Morocco.
- ↙ **CEE/CIS:** Albania, Armenia, Kazakhstan, Turkey, Turkmenistan and Uzbekistan.
- ↙ **Latin America & Caribbean:** Cuba, Honduras, Mexico, Nicaragua and Peru.

Special thanks go to the many readers and reviewers of the draft Resource Guide from a number of agencies around the world.

预览已结束，完整报告链接和二维码如下：

https://www.yunbaogao.cn/report/index/report?reportId=5_20539

