

Appendix: UNESCO Gender Programme

1. Paragraph 87 of the Beijing Platform for Action, adopted at the United Nations Fourth World Conference on Women (Beijing, China, 1995) invites international and inter-governmental organizations, especially the United Nations Educational, Scientific and Cultural Organization (UNESCO) to: (i) contribute to the evaluation of progress achieved, using educational indicators generated by national, regional and international bodies, and urge Governments, in implementing measures, to eliminate differences between women and men and boys and girls with regard to opportunities in education and training and the levels achieved in all fields, particularly in primary and literacy programmes; (ii) provide technical assistance to developing countries to strengthen the capacity to monitor progress in closing the gap between women and men in education, training and research; (iii) conduct an international campaign promoting the right of women and girls to education; (iv) allocate a substantial percentage of their resources to basic education for women and girls.

2. In order to implement the Beijing Declaration and Platform for Action, the General Conference of UNESCO adopted, in November 1995, a three-pronged strategy that consisted of: (i) mainstreaming a gender perspective into all policy-planning, programming, implementation and evaluation activities; (ii) promoting the participation of women at all levels and fields of activity; and (iii) developing specific programmes and activities for the benefit of girls and women that promote equality, capacity-building and full citizenship.

3. UNESCO's Medium-Term Strategy for 2002–2007 projects a new vision and a new profile for the Organization, based on concentration, focus and priority settings. It stipulates that the needs of women must be mainstreamed throughout all programme activities and projects. A gender equality perspective is, hence, integrated in policy planning, programming, implementation and evaluation activities in all areas of UNESCO's competence with a view to promoting women's empowerment and achieving gender equality. Women's priorities and vision of development goals and approaches are addressed and promoted through greater participation of women at all levels and in all areas of UNESCO's action. Region-specific programmes and activities that benefit girls and women of various ages, including the young and the elderly, focus on networking, exchange of information, sharing of knowledge and building alliances across borders and cultures in the framework of the *United Nations Declaration and Programme of Action on a Culture of Peace*. Further promotion and implementation of the *Convention on the Elimination of all Forms of Discrimination Against Women (CEDAW)* and all other international normative instruments that promote women's human rights remain a top priority.

4. The objective of gender mainstreaming. The ultimate goal of UNESCO's effort to mainstream gender is to strengthen the Organization's ability to create the conditions for women and men alike, from all walks of life, to enjoy human development and security and to build societies where women and men, freed from want and fear, can reach their full human potential and participate, as equals, in the development of their societies. From this goal, UNESCO derives the following objectives for its gender-mainstreaming policy as noted in UNESCO's Gender Mainstreaming Implementation Framework (GMIF) for 2002–2007:

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- Promote full and equal education for women and men, girls and boys throughout life;
- Encourage the equal access to knowledge and career opportunities in all fields, notably in communication, the arts and cultural industries, science, technology and engineering; –
- Encourage and promote women’s creativity and freedom of expression by supporting their cultural activities, research, networking, exchange of information and collective mobilization;
- Support the broad and active participation of women in the media, in information networks and the development of information and communication technologies and support the development and use of ICTs as a resource for the empowerment of women and girls;
- Promote and protect the human rights and opportunities of all young and adult women and men, boys and girls, through the promotion and further implementation of existing normative instruments, notably the Convention on the Elimination of all Forms of Discrimination against Women (CEDAW);
- Promote the attainment of parity between women and men in decision-making structures, women’s full citizenship and equal participation in policy-making;
- Foster partnership and dialogue between women and men;
- As a contribution to the International Decade for a Culture of Peace and Non-violence for the Children of the World, assist in building a culture of peace in the minds of women and men by reinforcing and supporting women’s capacity for leadership and non-violent conflict resolution and prevention, and by promoting the elimination of stereotyped expectations and discriminatory attitudes and behaviors;
- Strengthen Member States’ capacities to collect and analyse sex-disaggregated statistical data and develop appropriate gender-sensitive indicators and guidelines in order to improve their ability to monitor progress made towards gender equality and more gender-sensitive societies.

5. Organizational Set-up for Mainstreaming Gender: UNESCO has adopted a broad approach to gender mainstreaming in seeking to incorporate a gender equality perspective into its planning process. To ensure the effective achievement of these objectives, a unit entirely dedicated to gender equality and particularly gender mainstreaming – the Section for Women and Gender Equality (WGE) – is placed in the Bureau of Strategic Planning (BSP). The section is responsible for the facilitation, coordination and monitoring of gender mainstreaming in UNESCO Headquarters and in its Field Offices. The principal objectives of the Section include:

- reinforcing gender mainstreaming in UNESCO’s programmes through an institutionalized network of gender focal points within Member States and within the Organization’s Secretariat, and through closer collaboration between National Commissions for UNESCO and national machineries for Beijing follow-up;
- capacity-building in Member States to respond better to women’s needs, particularly by developing a holistic and multi-disciplinary approach to gender equality issues;
- increasing the awareness of and respect for human rights through worldwide dissemination of the Convention on the Elimination of All Forms of Discrimination against Women (CEDAW) in collaboration with other United Nations’ entities and relevant NGOs;
- development of awareness-raising and training tools for gender mainstreaming in UNESCO’s fields of competence, including gender sensitive indicators to assess progress in each of these areas;
- increased cooperation with other United Nations entities, international and regional inter-governmental organizations, private foundations and private sector partners.

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