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**Work programme of the United Nations Human
Settlements Programme and budget of the United Nations
Habitat and Human Settlements Foundation
for the biennium 2012–2013**

**Proposed work programme and budget for the biennium
2012–2013**

Report of the Executive Director

Addendum

**Progress report on the implementation of the gender equality
action plan 2008–2013**

Introduction

1. By its resolution 21/1, the Governing Council of the United Nations Human Settlements Programme (UN-Habitat) requested the Executive Director to develop a gender equality action plan for 2008–2013 concerning the policies, programmes and activities of UN-Habitat together with performance indicators to ensure tangible and measurable gains for the realization of gender equality, to be submitted to the Governing Council at its twenty-second session.
2. By its resolution 22/7, the Governing Council endorsed the gender equality action plan and requested the Executive Director to report to it at its twenty-third session on progress made in the implementation of the plan. The present report has been produced in response to that request.
3. The gender equality action plan is a strategic and ambitious tool for strengthening gender mainstreaming in UN-Habitat's normative and operational work. It contains commitments by UN-Habitat programmes and partners to foster gender equality and the empowerment of women within the context of sustainable urban development. It complements the United Nations system-wide policy on gender equality and empowerment of women: focusing on results and impact,¹ which is monitored by the United Nations Entity for Gender Equality and the Empowerment of Women (UN-Women). UN-Women which became operational on 1 January 2011, was created by the General Assembly to function as a secretariat and carry out operational activities at the country level consolidating the mandates and functions of the Office of the Special Adviser on Gender Issues and

* HSP/GC/23/1.

1 CEB/2006/2.

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Advancement of Women, the Division for the Advancement of Women of the Secretariat, the United Nations Development Fund for Women and the International Research and Training Institute for the Advancement of Women.

4. While progress has been recorded in a number of areas, much remains to be done, particularly with regard to regular monitoring of the implementation of the gender equality action plan in line with the medium-term strategic and institutional plan for 2008–2013 adopted by the Governing Council in resolution 21/2 and the impact of gender mainstreaming initiatives at all levels. Work has focused on the following themes: advocacy and monitoring gender equality in cities; local governance and decentralization; women's rights to land, housing and security of tenure; water and sanitation; safety and security for women; cities and climate change; and women's economic empowerment through land, housing development and access to housing finance. This work has been undertaken in partnership with Governments, Habitat Agenda partners and United Nations agencies, as part of the "One United Nations" initiative.

5. The present report describes progress to date on the implementation of the gender equality action plan, synthesizing information from recent evaluations on water and sanitation; the preliminary findings of an external gender evaluation under way to assess efforts in gender mainstreaming in all UN-Habitat programmes since 2003; feedback from the first gender equality action assembly at the fifth session of the World Urban Forum (March 2010); and internal assessments.

I. Advocacy and gender equality monitoring in cities

6. UN-Habitat, as a hub for knowledge and information on sustainable urban development, strives to influence urban policies and to highlight urban poverty by providing evidence-based and sex-disaggregated data, best practices and case studies. A gender web page (www.unhabitat.org/gender) has been developed to promote the exchange of information and learning about UN-Habitat gender equality and women's empowerment programmes throughout the programme. This work has increased the visibility of gender and human settlements at the global, regional and local levels.

7. UN-Habitat has coordinated a United Nations system-wide effort to prepare a special feature for the United Nations Internet Gateway on the advancement and empowerment of women, known as WomenWatch, on gender and sustainable urbanization. The feature focuses on key issues, resources and fact sheets to increase awareness and understanding of gender issues in urban development, and as a contribution to mark the thirtieth anniversary of the adoption of the Convention on the Elimination of All Forms of Discrimination against Women. The feature highlights gender and women's human rights issues in cities and towns, especially the plight of urban poor women, most of whom live and work in slums and informal settlements.

8. UN-Habitat has supported the Huairou Commission in developing a women's information portal (www.womenandhumansettlements.org) to facilitate a global exchange of information, learning and experiences on issues pertaining to women and human settlements. Governments and other interested parties are invited to join the discussions and to use the portal to reach out to women at the grass-roots level, professional groups and others working in the areas of gender and human settlements. This portal, launched in October 2010, will be linked to a UN-Habitat global internet gateway for the international urban development community to promote a global discussion on how to manage towns and cities better in a rapidly urbanizing world and to bring critical discussions and information on sustainable urban development under one roof. It is also a contribution to the World Urban Campaign, a global coalition of public, private and civil society partners united by the common desire to advocate for a positive role of cities around the world in the promotion of sustainable urbanization policies, launched at the fifth session of the World Urban Forum in Rio de Janeiro, Brazil, in March 2010.

9. Furthermore, two thematic papers – one on gender and urban planning and the other on gender, cities and climate change – were produced as background papers to inform the preparation of the 2009 and 2011 global reports on human settlements. They are available at www.unhabitat.org/content.asp?typeid=19&catid=555&cid=9273. A third thematic paper, on gender and sustainable urban transport, has been commissioned as a background paper for the preparation of a global report on sustainable urban mobility. In addition, gender experts reviewed draft chapters and outlines for the global reports. This work seeks to improve the gender sensitivity of, and the provision of sex-disaggregated data and best practices in, UN-Habitat flagship reports.

10. UN-Habitat and Women In Cities International have developed a background document on girls and urbanization for a report entitled "Because I am a Girl: Digital and Urban Frontiers: Girls in a Changing Landscape", the fourth in a series of annual reports published by Plan International

examining the rights of girls throughout their childhood, adolescence and as young women. UN-Habitat also supported the regional and national launches of the report in Kenya and Uganda in October 2010. The recommendations set out in the report will feed into a process that will result in the establishment of an expert working group on the safety of girls in cities.

11. In Brazil, a number of United Nations agencies are participating in the Inter-agency Programme for the Promotion of Gender and Ethnic-Racial Equality, a joint programme that supports the Special Secretariat for Policies for Women and the Special Secretariat for Policies for the Promotion of Racial Equality of the Government of Brazil, as well as civil society involved in the design, implementation, monitoring and evaluation of national plans and policies for women and promoting racial equality. It aims to reduce inequalities related to gender, race and ethnicity, taking into consideration the characteristics and differences of the territories in Brazil. Special efforts have been made to involve indigenous women in the programme, which is funded from the Millennium Development Goal Achievement Fund established by the Government of Spain. UN-Habitat has facilitated the development of a communications strategy that resulted in a recently launched web portal that has already received praise from other joint programmes (www.generoracaetnia.org.br).

12. An abridged version of the gender equality action plan was published in 2009 as a quick reference for policymakers and other interested parties and a report entitled “Gender Equality for Smarter Cities, Challenges and Progress” was published in February 2010. The latter highlights some critical gender issues coming to the fore as a consequence of rapid urbanization in the developing world and presents an overview of UN-Habitat work on gender equality and women’s empowerment. It has been rated as the most read UN-Habitat publication on Scribd.com, the most popular social networking site for publishers. These two publications were translated into French and Spanish to increase readership and outreach.

13. A wide-ranging assessment of the status of women’s empowerment and the mainstreaming of gender in local governance in 25 countries in Southern Africa, Arab States, the Balkans, Asia and Latin America and the Caribbean was carried out during 2009–2010. The reports produced as part of that assessment are in various stages of publication and their findings will contribute to strengthening gender mainstreaming in local governance policies and programmes.

14. In March 2010, UN-Habitat organized the first session of the Gender Equality Action Assembly immediately before the fifth session of the World Urban Forum in response to Governing Council resolution GC 22/7, in which the Governing Council requested the Executive Director to facilitate a gender equality action forum that would meet in conjunction with the sessions of the Governing Council and World Urban Forum to enable partners to assess progress made in the implementation of the gender equality action plan.

15. The Assembly provided an opportunity for partners to work with key policymakers and decision makers, especially women mayors, ministers of women’s affairs, housing and urban development and parliamentarians, to explore ways of strengthening gender mainstreaming in international, regional, and national sustainable urban development policies and programmes. The lessons learned from this experience, especially the need critically to review progress in the implementation of the gender equality action plan by all partners, have been taken into account in the preparations for the second session of the Assembly.

II. Urban planning, governance and management

16. As noted by Ms. Nouzha Skalli, Minister for Social Development, Family and Solidarity of Morocco, at the ministerial round-table discussion on bridging the urban gender divide, held in New York in July 2010 and co-hosted by UN-Habitat and the Government of Brazil, local urban management without the voices of women delivers poor results.

17. UN-Habitat has worked to build the capacity of local governments and grassroots women leaders in gender mainstreaming and empowerment of women, through training of trainers from training institutions, cities and local authorities, government departments, and civil society. Furthermore the work on safety and security has been scaled up in Asia and in countries in transition. Specific attention has been paid to mainstreaming gender in cities and climate change initiatives.

A. Capacity-building and training on gender and local governance

18. UN-Habitat has continued to promote the use of a sourcebook on gender and local governance and to build local governments’ capacities in gender mainstreaming to ensure that the needs and priorities of men and women are met in design and implementation of local policies and programmes.

This is being accomplished through capacity-building programmes for local government officials, training institutions, representatives of civil society and government departments working with local authorities and grass-roots women leaders.

19. Two international training workshops on gender and local governance for trainers took place in Haifa, Israel, in September 2009 and November–December 2010. Some 50 participants from over 30 countries benefitted from the training. Participants were extremely impressed by the practicality of the workshops and the use of real-life experiences to illustrate the application of gender concepts to their own local situations. The cross-cutting issue of gender was discussed as part of such subjects as cities and climate change, urban planning, service provision, budgeting, decision-making, and training and action planning. Some participants said that the knowledge acquired during the workshop would be used for training and mainstreaming gender in local governance with the ultimate goal of producing gender mainstreaming guidelines for local governance, in addition to coaching and mentoring local governments to produce gender-based action plans. The training programme is co-organized by UN-Habitat and the Golda Meir Mount Carmel International Training Center.

20. UN-Habitat provided support to the Local Government Training Institute in Ghana to train 30 planning officers and district executives (mayors) from selected metropolitan, municipal and district assemblies. The objective of the training was to build skills and facilitate gender mainstreaming at the local government level for sustainable development against a background of political decentralization that signals a shift towards a more equitable allocation of power and wealth at the local level. Mayors gained an understanding of gender issues in municipal development and the need to support adoption of gender action plans and budgets developed by planning officers. According to Mr. Rex Daniel Wussah, Mayor and District Chief Executive of Dangme East District Assembly,² the training course inspired the local district assembly to appoint a gender focal person to promote gender issues in the district, a move which has facilitated implementation of a gender action plan. For the first time, the District Assembly allocated a budget for gender mainstreaming of the equivalent of \$2,000 in the 2009 supplementary budget, and of the equivalent of \$5,000 in the 2010 budget. More than 100 staff members at the Assembly and decentralized departments have taken part in gender awareness-raising workshops.

21. The local to local dialogue methodology can empower women at the grass-roots level to solve community problems through constructive dialogue with local authorities, community leaders, government departments and institutions, the private sector, development partners and civil society, among others. For that reason, UN-Habitat supported the replication by the Huairou Commission and Groots Kenya of the local to local dialogue methodology in West Africa, Latin America and the Caribbean in 2009.

22. As part of the “One United Nations” joint programme for Kenya on gender equality and the empowerment of women, a first capacity-building and training workshop on gender and local governance for trainers of local governments took place in November 2010. The workshop focused on the substantive elements of gender representation at the local level. Participants prepared individual and joint action plans to facilitate follow-up in their respective municipalities, ministries and organizations. As a result of this workshop, UN-Habitat has been invited to join a team training provincial and district officers on government performance contracts and gender. The major partners in this programme are UNDP, UN-Women and the Kenyan ministries of local government; public service – (especially the Government Training Institute in Matuga); planning; gender, children and social development.

23. As part of UN-Habitat work in Costa Rica, pilot work on gender in municipal management has been concluded. Five dialogues on municipal management and gender budgeting took place in the cities of Heredia, Flores, Puriscal and Talamanca. These dialogues will be replicated in other cities and at various government levels to reinforce gender equity in administrative processes and municipal project and policy development.

24. UN-Habitat has expanded its literacy and community empowerment programme in Afghanistan, a programme funded by the United States Agency for International Development, with the objective of empowering and educating women through literacy and skills training.

25. In Myanmar, a project on coastal community disaster response and preparedness incorporating gender considerations is being implemented with the support of the Government of Norway. This project supports the implementation of Security Council resolution 1325, women, peace and security (2000). A train-the-trainers programme has been developed, and gender-based community disaster

² Dangme East District Assembly, “Gender mainstreaming carried out from June 2009–December 2009”, presented at session on gender and local governance on 16 December 2009, Morocco.

mitigation measures are being implemented in carefully selected pilot areas that are prone to multiple hazards.

26. UN-Habitat and the United Nations Office for Project Services have signed a memorandum of understanding on the development of practical training tools on gender, local development and decentralization under the *Universitas Forum* for use by universities, government departments, training institutions and civil society. This programme is a collaboration of the International Development Research Centre, the United Nations Office for Project Services, UN-Habitat, UN-Women, Italian Development Cooperation and the Huairou Commission. A call for proposals has been announced and several applications received. Selected practices and case studies will be published in the latter part of 2011.

B. Gender, cities and climate change

27. To ensure that climate change adaptation and mitigation measures are gender-sensitive, a checklist has been mainstreamed into vulnerability assessments undertaken by UN-Habitat. The UN-Habitat Cities and Climate Change Initiative has supported women's participation in local and national dialogues on climate change.

C. Safety and security for women in cities

28. Making cities safe and secure for all is another area for priority action in the work of UN-Habitat. Accordingly, emphasis has been laid on promoting the safety and security of women and girls through the use of women's safety audits, the provision of support to local authorities and the involvement of boys and men in tackling violence against women in public spaces.

29. A memorandum of understanding was signed in June 2009 by UN-Habitat and the United Nations Development Fund for Women (now UN-Women) on a global programme on safety for women and girls in cities. The programme was launched in New Delhi on 22 November 2010. It is being implemented in Quito, Cairo, New Delhi, Port Moresby and Kigali. In all five cities, support for the programme is strong among the local authorities and has the potential for far-reaching engagement of civil society groups, and partnerships with agencies involved in ending gender-based violence, community safety, urban planning and development. They have committed themselves to rigorous evaluations to demonstrate best practices. Collecting reliable data will be an important aspect of the programme because the current lack of reliable and specific information on violence against women and girls in public spaces hides the problem and hampers the development of solutions.

30. In Serbia, as part of a project on building social cohesion funded by the Millennium Development Goal Achievement Fund established by the Government of Spain, UN-Habitat carried out a training needs assessment which also focused on women's safety. A train-the-trainers workshop on how to conduct women's safety audits took place in October 2010. A safety assessment of 13 municipalities is under way and the results will be presented during a restitution workshop in mid-October 2011. Another training session on women's safety audits is scheduled to take place during that workshop.

31. UN-Habitat, in partnership with UN-Women and Jagori, a local women's training, documentation, communication and resource centre, has supported the development of a strategic framework for the Government of Delhi on safety in the seven areas, sometimes referred to as the seven "pillars", that must be addressed to enhance women's safety in public spaces: urban planning and design of public spaces; provision and maintenance of public infrastructure and services; public transport; policing; legislation, justice and support to victims; education; and civic awareness.

32. UN-Habitat has also supported Jagori in implementing a project on safety for young people, including girls, in a Delhi settlement in response to earlier studies that highlighted a public perception that women and girls should be responsible for their own safety in the face of harassment in public spaces. The project has created an enabling environment to enhance the participation of girls and boys, raising their awareness to permit them to prevent and end violence against women and girls. This aspect of the project has provided an opportunity for young men and boys to re-examine positive notions of masculinity and gender identity and to become responsible citizens.

33. As part of a project on strengthening community safety through local government capacity-building being implemented in Kingston in partnership with the United Nations Development Programme, a two-day women's safety audit training session for local government community workers and other key stakeholders was organized in early October 2010. Twenty-five community workers were trained and are now conducting women's safety audits in partnership with the Huairou

Commission and the University of Technology in Jamaica. The programme will be replicated in other parts of the country.

34. An international conference on gender, cities and local governance in the Arab world and in the Mediterranean region held in Cairo in April 2010 offered an opportunity to discuss the role of women in urban development, focusing on creating gender-inclusive cities and promoting women's safety in public spaces. UN-Habitat provided financial support for the conference and also gave a presentation on the safety of women and girls in public spaces.

35. In Asia and the Pacific, women's safety was identified as a critical area for concern at a workshop on putting safety first for the urban poor on the local agenda, held in Marikina City, the Philippines, in June 2010. This was the final workshop under the joint project by UN-Habitat and the United Nations Economic and Social Commission for Asia and the Pacific on promoting urban safety for the poor in Asia and the Pacific. Women's safety features prominently in a safer cities toolkit for Asia developed by UN-Habitat and women's safety audits have been conducted in Phnom Penh and New Delhi. An online safer cities toolkit with training modules has been developed and CITYNET, an Asian and Pacific regional network of local authorities with an agenda emphasizing urban development, has committed itself to disseminating the toolkit among its members and also to include a section on women's safety in the chapter on disasters.

36. During the fifth session of the World Urban Forum, a round-table discussion on women stimulated thought-provoking discussions on approaches to improving urban safety for women, and ultimately for all. Participants said that it was necessary to discuss women's safety in a broad context, linking the topic to issues such as poverty, institutional racism and access to basic urban services. It was stressed that women were not a homogenous group and that different women had different experiences in the city and different needs regarding safety, which could, for example, be linked to their race or sexuality. That made it necessary for Governments and policymakers to adopt strategies and approaches that catered to a variety of needs and priorities. The round-table discussion promoted a balanced outlook that also highlighted the positive potential of cities to be places of safety, security and well-being for women and for societies in general.

37. The Third International Conference on Women's Safety: Building Inclusive Cities was held in New Delhi in November 2010. The conference was attended by representatives of women's organizations and networks, grass-roots, community and non-governmental organizations, cities and municipalities, police services, government departments and institutions, the research community, international networks and United Nations agencies. In total, 41 countries and 60 cities were represented. The conference was co-organized by Women in Cities International and Jagori in collaboration with UN-Habitat and other partners. Under the theme of building inclusive cities, participants assessed progress and challenges, and developed strategies for accelerated improvements, in women's safety in urban areas around the world. Each participant had an opportunity to share his or her vision of a safe city for all. In addition, participants shared best practices and case studies in a number of areas, including urban planning, public transport, gender mainstreaming in local governments and policing. The conference resulted in the Delhi Declaration on Women's Safety.

III. Land and housing

38. Security of tenure for women is at the heart of policy debate and advocacy actions spearheaded by a global campaign to ensure that both men and women enjoy secure tenure. The Global Land Tool Network, which is facilitated by UN-Habitat, is a significant global initiative aimed at supporting systematic, innovative, pro-poor, affordable and gender-sensitive land tools. The Network has developed a set of gender evaluation criteria that serves three purposes: assessing whether a specific large-scale land tool is sufficiently gender-responsive, identifying where more work needs to be done and locating possible entry points for making such tools beneficial to men and women. The criteria have been piloted in Brazil, through an assessment of the City Statute, a unique and groundbreaking legal instrument that seeks to overcome urban inequality, from a gender perspective for application in rural areas; in Ghana, through an evaluation of the gender-sensitivity of the country's land administration programme; and in Nepal, where grass-roots women used the criteria as an advocacy tool during the preparation of the country's land policy. The pilot schemes empowered women and grass-roots organizations and increased their knowledge and confidence to negotiate their land rights with the Governments in question. In the case of Brazil, this led to secure land rights for 8,500 households or 55,000 people. A second pilot phase is under way in Brazil. In this instance, the criteria are being used to ensure that both men and women participate in, and benefit from, the initial regularization process. A guide book for grass-roots leaders, explaining how to use the criteria, is under development, and a training course on gender land evaluation for land professionals was piloted in November 2010. Both the guidebook and the course will be launched in April 2011.

39. In collaboration with the Huairou Commission, the Network is also enhancing knowledge on two other main practical aspects, namely, how most effectively to support community projects in the land sector, and how to scale them up to reach more beneficiaries of both sexes. Support is being provided to the Maasai Women Development Organization in the northern part of the United Republic of Tanzania in its efforts to enhance implementation of the Village Land Act, which formally enhances women's tenure rights and their role in decision-making with regard to land. In Peru, *Mujeres Unidas para un Pueblo Mayor* and *Estrategia* are receiving support as they campaign for their community hazard assessments to be recognized as part of disaster mitigation efforts in Lima.
40. In Indonesia, a programme funded by the European Union is under way on capacity-building to sustain peace, integration and stronger local governance in support of West Timorese women and post-conflict communities. The programme aims to build the capacity of local government to tackle gender and land issues in post-conflict situations.
41. The Network actively supports the Land Policy Initiative, a framework for strengthening land rights, enhancing productivity and securing livelihoods in Africa, and was instrumental in mainstreaming an urban agenda and assisting with the development of frameworks and guidelines that ensured equitable land access for the landless, women, young people, displaced persons and other vulnerable groups. A training guide on improving gender equality and grass-roots participation through good land governance has been developed, and training for African land professionals took place in October 2009.
42. UN-Habitat is carrying out urban housing sector profile studies in a number of countries. The studies produced in Nepal and Viet Nam have strong gender dimensions included in their terms of reference to improve understanding of the issues and challenges of housing and urbanization from a gender perspective. UN-Habitat is also coordinating a policy guide series focusing on the challenges faced by indigenous peoples in cities, including those pertaining to housing for women. A policy guide to housing for indigenous peoples in cities was published in 2009 and is being implemented in five Andean countries (the Plurinational State of Bolivia, Colombia, Ecuador, Peru and the Bolivarian Republic of Venezuela), where further research and policy guidance is under way on indigenous peoples and indigenous women's housing conditions in cities. A new policy guide to land and security of tenure in cities for indigenous peoples, which places strong emphasis on women, is being prepared for launch at the tenth session of the United Nations Permanent Forum on Indigenous Issues, in cooperation with indigenous women's groups.

IV. Access to environmentally sound urban services

43. UN-Habitat is making concerted efforts to support gender mainstreaming in water and sanitation programmes in Latin America and Asia. Through partnerships with the Gender and Water Alliance, a capacity-building programme on gender mainstreaming in water and sanitation was launched in Asia and Latin America in 2009. Participating Latin American countries include the Plurinational State of Bolivia, Ecuador, Mexico and Nicaragua. A gender resource book for the Water for Latin America and Caribbean Cities Programme will also be developed.
44. A project on water and sanitation improvements in informal settlements in Pakistan aims to improve health and sanitation in informal settlements through gender mainstreaming, the empowerment of women in decision-making at the community level and the empowerment of local authorities to improve public health and sanitation, including through gender assessments. Another programme in Pakistan on women, water and sanitation is funded by the Millennium Development Goal Achievement Fund established by the Government of Spain with the aim of building equitable access for men and women in water and sanitation management.
45. A sanitation microcredit initiative for the urban poor under water and sanitation programmes for cities in Africa and Asia has been promoted through a social marketing approach that aims to increase the priority accorded to sanitation and hygiene at the household level. Through awareness-raising activities to bring about changes in attitudes, behaviour and practices in respect of sanitation, the initiative promotes a culture of sanitation and seeks to boost demand for improved household toilets.
46. Through the initiative, UN-Habitat, in partnership with local institutions such as multi-stakeholder forums, microfinance institutions, village and community banks and community-based and local non-governmental organizations, provides small loans to poor urban families to fund the construction of low-cost, improved toilets for households. Priority is accorded to the urban poor, in particular in female-headed households. In Africa, the programme is being implemented in Burkina Faso, Kenya, Nigeria, Senegal, Uganda and the United Republic of Tanzania.

Funding proposals for projects in Ethiopia, Ghana and Mali have been prepared. In Asia, the initiative is being implemented in Cambodia, China, India, the Lao People's Democratic Republic, Nepal and Viet Nam.

47. Under the initiative, improved sanitation facilities have been provided for more than 100,000 people, many of whom are women. It is worth noting that, in Africa, more than 35 per cent of improved household toilets are built under this initiative without loans, using artisans trained by UN-Habitat. This demonstrates significant uptake by the communities as a result of the social marketing approach employed.

V. Financing human settlement development

48. UN-Habitat has supported women's land access trusts, which are financial intermediaries whose main purpose is assisting the urban poor, especially women, to gain access to land, housing, mortgage finance and empowerment through capacity-building, in their efforts to enhance women's access to land and housing. At a meeting on women land access trusts in Rio de Janeiro in March 2010, representative of Burkina Faso, Ethiopia, Liberia, Malawi, Nigeria and Senegal expressed interest in a women's land access trust programme. Two such trusts were registered, in Burundi in 2009 and in Nigeria in 2010, bringing the number of registered trusts to six. Support for women land access trusts is resource-intensive as it involves collaboration with a range of partners within UN-Habitat and Governments, local authorities, financial institutions, the private sector, financial institutions, civil society and women's housing cooperatives. The main challenges to women land access trusts are issues of affordability for beneficiaries, sustainability and scale.

VI. Strengthening gender mainstreaming

49. As part of efforts to strengthen gender mainstreaming in UN-Habitat operational programmes, since 2009 50 field staff, including Habitat programme managers and chief technical advisers in Asia and the Pacific, Africa and the Arab States and Latin America and the Caribbean, have been trained in gender mainstreaming in human settlements development. A need for practical tools on gender and post-disaster reconstruction has been identified, and a capacity-building programme designed to support gender mainstreaming, including through the preparation of practical tools and the provision of training in gender mainstreaming to staff in Nairobi and in the field, has been developed for implementation in 2011. A gender consultant has been recruited to support gender mainstreaming work in Latin America and the Caribbean, and a Human Settlements Officer focused on gender mainstreaming (whose post will be funded from the United Nations regular budget) is being recruited.

50. In Mexico, UN-Habitat has been selected to lead a gender inter-agency group until 2012. The group aims to promote gender mainstreaming in policies, programmes and projects of the United Nations system in Mexico, with inputs from government counterparts and non-governmental organizations working on gender equality. The UN-Habitat office in Mexico owes its two-year role in leading the group to its achievements in gender mainstreaming in country projects.

51. UN-Habitat evaluates its programmes to assess the extent to which they incorporate gender issues. An evaluation of the UN-Habitat Water and Sanitation Trust Fund, for example, included a specific component on gender mainstreaming in water and sanitation, with a positive result overall.

52. In addition, an evaluation was commissioned to assess gender mainstreaming in UN-Habitat programmes, the suitability of institutional arrangements, and strategic partnerships for the promotion of gender equality and the empowerment of women in sustainable urban development. It presents key findings that will guide the Programme in strengthening gender mainstreaming in its work and setting up appropriate institutional arrangements and partnerships for gender equality programmes. The evaluation singles out some successful gender mainstreaming initiatives in the areas of water and sanitation, land tenure, training and capacity-building, safety and security, cities and climate change, and technical cooperation in Asia and the Pacific. It concludes that UN-Habitat normative and operational work at all levels with focal area themes lends itself well to a two-tiered gender mainstreaming approach.

53. The evaluation highlights institutional challenges for gender mainstreaming at the policy and programme levels. Key distinct issues raised include the lack of specific gender-mainstreaming objectives in the medium-term strategic and institutional framework; the lack of regular monitoring of the implementation of the gender equality action plan; the limited role played by senior management and the steering committee of the medium-term strategic and institutional plan in supporting gender mainstreaming and monitoring the implementation of the gender equality action plan; in addition to an inadequate match between expectations, ambitions and practices of the Gender Mainstreaming Unit

and its capacity, given the current human and financial resources; and the need to clarify roles and responsibilities in the institutional set-up for gender mainstreaming. It makes recommendations for immediate steps, which highlight the need for a specific objective on gender equality and women's empowerment in the medium-term strategic and institutional plan; for monitoring of implementation of the gender equality action plan be strengthened and aligned with regular reporting on implementation of the medium-term strategic and institutional plan; for improvement of both human and financial resources for the Gender Mainstreaming Unit; for the institutional arrangements for gender mainstreaming in UN-Habitat to be reformed, which includes revisiting the mandates, roles and responsibilities of the Gender Mainstreaming Unit, gender focal points and gender task force, and the relocation of the Gender Mainstreaming Unit to the Office of the Executive Director or the Office of the Deputy Executive Director to facilitate the coordination of the gender equality and women's empowerment programme.

VII. Way forward

54. In conclusion, UN-Habitat reaffirms its commitment to gender equality and women's empowerment in sustainable urban development and will strive to respond to the recommendations of the external gender evaluation. In doing so, UN-Habitat will require the support of Governments to tackle the challenges identified and strengthen implementation of the gender equality action plan. UN-Habitat will require specific mandates and resources if it is to respond adequately.
