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ECONOMIC COMMISSION FOR EUROPE

ECE Regional Preparatory Meeting for the 10-year Review  
of Implementation of the Beijing Platform for Action

(Geneva, 14-15 December 2004)  
Item 4 of the provisional agenda

REGIONAL OVERVIEW OF PROGRESS

Review of the Implementation of the Beijing Platform for Action and its regional outcomes

*Achievements and challenges in promoting gender equality  
in the UNECE region by country*

Addendum 2

<i>Name and type of body, date established</i>	<i>Resources</i>		<i>Links with other stakeholders</i>		<i>National Action Plan</i>	
	<i>Staff Number</i>	<i>Budgets</i>	<i>Line Ministries</i>	<i>NGO/ Others</i>	<i>Responsible body</i>	<i>Evaluation/ Monitoring/ Implementation processes</i>
1	2	3	4	5	6	7
<b>Armenia</b>						

-The Human Rights and Humanitarian Issue Desk of the

**Belgium**

- Institute on Equity for Women and Men.
- Council on Equal Opportunity between Men and Women.
- Partnership be82.72 8.7.8(c)15.1(.)5ee7.5(er) F.5(e)6

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<b>Croatia</b>						
-In 2001, the Gender Equality committee was constituted in parliament. -In 2003, the Parliament appointed the Ombudsperson for Gender Equality. -In 2004, the Office for Gender Equality of the Government was set up.		-State Budget.	-All the Ministries have gender equality coordinators, and they cooperate with the Office for the implementation of the gender Equality Act.	-NGOs participated in the drafting of the NAP. -NGOs cooperate with the Office for Gender Equality via common meetings and participation in several projects related to gender issues.	-Governmental Office for Gender Equality.	-National Policy for the Promotion of Gender Equality 2001-2005.  -In 2003, the 'Gender Equality Act' was adopted.
<b>Cyprus</b>						

-The Ministry of Justice and Public Order in 1994 established the "National Machinery for Women's Rights" (NMWR).  
-In addition to NMWR other institutions were put in place.  
- Commission for Administration (Ombudsman).  
- National Institution for the Protection of Human Rights.  
- Advisory Committee on Domestic Violence.  
- Gender Equality Committee in Employment and Vocational training.  
-New Law Reform Committees were set up at the initiative of the NMWR.

Secretariat  
NMWR -2  
profes-  
sionals,  
assisted by  
external  
experts.

-NMWR  
budget  
(366,000  
Euro in  
2003) is  
covered by  
the annual  
budgets of  
the  
Ministry  
of Justice  
and Public

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<b>Denmark</b>						
<p>- The Minister for Gender Equality, 1999.</p> <p>- In addition to the central government institutions, a wide range of other institutions and players focus professionally on gender equality and contribute to enhancing the national debate.</p>	<p>-In 2004, 12 persons worked in the Department.</p>	<p>-The 2004 budget for the Department of Gender Equality was 14.7 million Danish Kroner.</p>	<p>-Individual ministers are responsible for gender equality in their own portfolio, both in terms of special and general initiatives (i.e. the statutory mainstreaming principle).</p> <p>- The Minister for Gender Equality in 2001 set up an inter-ministerial steering group. It is made up of top officials from each of Denmark's 18 ministries and are responsible for the general implementation of the strategy in all sectors and government units.</p>	<p>-Danish Women's Society and the Women's Council in Denmark, an umbrella organisation for 52 women's associations and organisations, work to promote women's rights and influence in society.</p> <p>-The Minister for Gender Equality supports the Women's Council in Denmark through an annual grant of DKK 1.1 million.</p>	<p>-The Minister for Gender Equality.</p>	<p>-Improving legislative system - the Danish Gender Equality Act, 2000 was introduced.</p> <p>- The inter-ministerial gender-mainstreaming project commenced in 2001.</p> <p>- The objectives of the project are:</p> <ul style="list-style-type: none"> <li>-To increase awareness of the gender mainstreaming strategy inside ministries.</li> <li>-Improve the ministries' competence concerning gender, gender equality and gender mainstreaming.</li> </ul> <p>-Enable the ministries to use tools from the gender mainstreaming strategy for qualified work on gender mainstreaming in their core portfolios</p>
<b>Finland</b>						
<p>-Gender Equality Unit.</p> <p>-Ombudsman for Equality.</p> <p>-Council for Gender Equality, 2001.</p>	<p>The Council for Gender Equality has 13 members.</p>	<p>-There will be no specific funding for the Action Plan. Instead, each ministry pays from funds related to the specific measure.</p>	<p>-Ministry of Social Affairs and Health, Chancellor of Justice and Parliamentary Ombudsman. Most ministries have equality plans and working groups on gender equality (Ministry of Labour, Ministry of Transport and Communications, Ministry of Finance, Ministry of the Environment, Ministry of Education, Ministry for Foreign Affairs, among others).</p>	<p>-NYTKIS (the coalition of women's organization, the National Council of Women).</p> <p>-Women's research institutes.</p>	<p>-The Ministry of Social Affairs.</p>	<p>-The Action Plan includes programmes, legislative amendments and other measures promoting gender equality and that different ministries will carry out during this parliamentary period. There will be a follow-up group and report on the Action Plan.</p>
<b>France</b>						
<p>Ministry Delegate for Parity and Equality in Workplace (June 2002), with a Unit on women's rights and equality.</p> <p>Advisory bodies under the Minister:</p> <ul style="list-style-type: none"> <li>- High Council for Sexual Information, Birth Control and Family Education (CSIS).</li> <li>- High Council for Occupational Equality between Women and Men.</li> <li>- National Commission and the Departmental Commissions for Action on Violence against Women.</li> <li>- Gender Parity Observatory.</li> <li>- Two parliamentary committees created under the National Assembly and the Senate.</li> </ul>	<p>220 persons: 50 in administration and 170 in sub-regional departments.</p>	<p>-In 2003, the ministerial Budget was €18,025,000.</p> <p>-The Minister financed 120 sub-regional information centres for women rights (CIDF) and telephone hotlines for female victims of violence.</p> <p>-Informative appendix to the State budget: "The yellow budget paper on women's rights and equality" has been instituted.</p>	<p>Almost 30 partnership agreements have been signed between the Minister for Equality and others governments and agencies, for example:</p> <ul style="list-style-type: none"> <li>- The Interministerial Agreement on the promotion of equal opportunities between girls and boys and men and women in the education system.</li> <li>- A five-year framework agreement with the Vocational Training Institute for Adults.</li> <li>- (AFPA), designed to double the number of women in vocational training courses.</li> <li>- A framework agreement with the Population and Migrations Directorate and the Action and Support Fund for integration and combating discrimination, to promote the integration of immigrant women and the female descendents of immigrants, and to prevent and combat the double discrimination, based on sex and origin, that they often face.</li> <li>- Establishment of a network of equality referral officers in the civil service.</li> </ul>		<p>-Ministry Delegate for Parity and Equality in Workplace.</p>	<p>-In June 2002, the Minister Delegate for Parity and Equality in the Workplace has brought a new and dynamic approach to the promotion of equality between women and men in France.</p> <p>-This new approach has three main features, consistent with a three-pronged methodological initiative, and is being applied in four broad fields of action.</p>
1	2	3	4	5	6	7

## *Georgia*

-Ad Hoc Working Group on setting up of the State Commission on gender equality at the State Minister's office was created in August 2004.

<b>Iceland</b>						
<ul style="list-style-type: none"> <li>-The Centre for Gender Equality (Jafnréttisstofa) which is administered by the Ministry of Social Affairs.</li> <li>-The Gender Equality Council.</li> <li>-Gender equality co-ordinators.</li> <li>-Gender Equality Complaints Committee.</li> <li>-Gender Equality counsellor.</li> <li>-Different committee.</li> <li>-The local authorities.</li> </ul>		<ul style="list-style-type: none"> <li>- Governmental budgeting.</li> </ul>	<ul style="list-style-type: none"> <li>-Gender equality co-ordinators: Each Ministry is required to appoint a gender equality co-ordinator to monitor activities regarding gender equality within the sphere of the ministry and the institutions working under its auspices. The co-ordinators report annually on the ministry's activities to the Centre for Gender Equality.</li> </ul>	<ul style="list-style-type: none"> <li>-Many local authorities, NGOs have been extremely active in measures to achieve gender equality in various fields.</li> </ul>	<ul style="list-style-type: none"> <li>-The Minister of Social Affairs.</li> </ul>	<ul style="list-style-type: none"> <li>Implementation of the National Action Plan focuses focus on three main areas: <ul style="list-style-type: none"> <li>-Women and Economy.</li> <li>-Women in power and decision-making.</li> <li>-Women and peacekeeping.</li> </ul> </li> </ul>
<b>Ireland</b>						
<ul style="list-style-type: none"> <li>-The Joint Oireachtas (Parliamentary) Committee on Justice, Equality, Defence and Women's Rights.</li> <li>-The Minister for Justice.</li> <li>-Equality and Law Reform.</li> <li>-The Gender Equality Section; 2002.</li> </ul>	<ul style="list-style-type: none"> <li>-The Gender Equality Section has 10 people.</li> <li>-The childcare directorate has 21 people.</li> <li>-The Equality Tribunal has 31 staff.</li> </ul>	<ul style="list-style-type: none"> <li>- Government budgeting.</li> <li>-Budgeting by National Development Plan Equal opportunities Childcare programme (€449mil.) and the Equality for Women Measure(€35 mil.).</li> </ul>	<ul style="list-style-type: none"> <li>-Department of Education and Science.</li> <li>-Department of finance.</li> <li>-Department of Foreign Affairs.</li> <li>-Department of Health and Children.</li> <li>-Each Government Department has a focal point to assist with reporting on gender equality matters.</li> <li>In addition, each Government Department has a Unit dedicated to promoting implementation of the National Anti-Poverty Strategy and promoting gender equality for women.</li> </ul>	<ul style="list-style-type: none"> <li>-National Women's Council of Ireland (NWCI), which includes 156 women's organizations with funding from the Department of Justice, Equality and Law Reform).</li> <li>-Equality for Women Measure.</li> <li>-Irish Observatory on Violence Against Women.</li> </ul>	<ul style="list-style-type: none"> <li>- Department of Justice .</li> <li>Equality and Law Reform.</li> </ul>	<ul style="list-style-type: none"> <li>Introduction of the Statutory Minimum Wage in 2000.</li> <li>-There have been improvements in women's representation at management levels. Women now constitute 30% of state board representatives and 36% of Government nominees to these bodies.</li> <li>-A strengthening of the anti-discrimination legal framework in relation to the labour market.</li> <li>- Improvements in family- friendly working arrangements including legislative provisions, childcare supports and funding for the development of family-friendly working. The Irish Civil Service has introduced a comprehensive range of family- friendly working arrangements.</li> <li>-Improved structures for combating violence against women.</li> <li>-Adoptions of gender goals for certain senior positions in the Civil Service.</li> <li>-Ratification of the Optional Protocol to CEDAW in 2000.</li> <li>-The election/appointment of women to key public posts.</li> <li>- Introduction of a new budget line of € 35 million under the National Development Plan to fund the Equality for Women Measure, a positive action initiative for women.</li> </ul>
<b>Italy</b>						
<ul style="list-style-type: none"> <li>-The Ministry of Equal Opportunities 1996.</li> <li>-The Equal Opportunities Department, 1997.</li> <li>-The National Commission for Equal Opportunities, 1990.</li> <li>-The National Committee for the implementation of the principles of equal opportunities between working women and men, 1991.</li> <li>-The Committee for women's entrepreneurship, 1992.</li> <li>-An Equal Opportunities Commission, 1999.</li> </ul>		<ul style="list-style-type: none"> <li>- Governmental Budgeting.</li> <li>-Structural Funds of European Union.</li> <li>-National Funds.</li> </ul>	<ul style="list-style-type: none"> <li>-Ministry for Trade and Craft.</li> <li>-Ministry for Education.</li> <li>-Ministry of Labour.</li> <li>-Ministry of Interior.</li> <li>-Ministry of Justice.</li> <li>-Ministry of Foreign Affairs.</li> <li>-The Ministry on Environment.</li> <li>-Ministry on Health.</li> </ul>	<ul style="list-style-type: none"> <li>-Women and Work.</li> <li>-Women and Science.</li> </ul>	<ul style="list-style-type: none"> <li>-The Ministry of Equal Opportunities.</li> </ul>	<ul style="list-style-type: none"> <li>-Promotion of women in decision-making processes and representation of women at all electoral levels.</li> <li>-Coordination and reform of institutional action and equal opportunities bodies.</li> <li>-Eliminating discrimination.</li> <li>-International cooperation.</li> <li>- Training and education.</li> <li>-Promotion of female entrepreneurship and employment.</li> <li>-Gender policies on time-use, work organization and working-time.</li> <li>-The National Plan for kindergartens.</li> <li>-Fight against paedophilia.</li> <li>-Violence against women and measures against trafficking in human beings. and Health care.</li> </ul>

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<b>Israel</b>						
<p>-Authority for the Advancement of Women.</p> <p>-Knesset (Parliament) Committee of the Status of Women.</p> <p>-Local Authorities Law (Advisor on the Status of Women).</p>	<p>-Every municipality appoints an advisor on women's status issues.</p>		<p>-Ministry of Education has established a special unit for the promotion of gender equality.</p> <p>-Ministry of Health establish women's health centres.</p>	<p>-The Authority for the Advancement of Women works closely with hundreds of NGOs and voluntary organisations.</p> <p>-Those are crucial partners for the development of women's programmes The Golda Meir Mount Carmel International Center (MCTC) holds biennial international Seminars and Symposia for Women Leaders.</p>	<p>-Authority for the Advancement of the Status of Women.</p>	<p>-Disseminate materials to help women to understand their rights and entitlements (media campaigns, publications, Guide to women's Rights).</p> <p>- Increased Debate on gender.</p>
<b>Kazakhstan</b>						
<p>-National Commission for Family and Women under the President of the Republic of Kazakhstan and its regional departments consist of representatives of different spheres of society, heads of central bodies and representatives of the regions (28 members). 22 December 1998</p> <p>-Regional Commissions on women's affairs Committee on elimination of women discrimination.</p> <p>-Human rights group/commission with specialist on gender questions.</p>	9 persons	<p>-State budget.</p> <p>-International funds (UNDP, Norway, SIDA).</p>	<p>-Representatives of regional and governmental bodies and ministries are members of National Commission (NC): all the information on gender questions is coming through them to the NC and President.</p> <p>-Different Ministries have staff members responsible for gender questions within Ministry.</p>	<p>-Parliamentary group on gender questions.</p> <p>-Coalition of women nongovernmental organizations.</p> <p>-150 NGOs.</p>	<p>-National Commission for Family and Women under the President of the Republic of Kazakhstan.</p>	<p>-Government is evaluating the Monitoring of Action Plan by NC.</p> <p>-80% of Plan has already been implemented or on the stage of implementation.</p> <p>-Future development of the Plan depend on a government resolution #1190 (11-03) by which the "Concept of Republic of Kazakhstan Gender Policy" has been set up.</p> <p>-Forthcoming: Second Report on results.</p>
<b>Kyrgyzstan</b>						
<p>-National Commission on Gender Issues, 1998.</p> <p>-Secretariat of National Commission on Gender Issues.</p> <p>-Regional and Local Commissions on Implementing Gender Policy, 2002.</p>		<p>State budgeting and International Funds.</p>	<p>-Ministry of Labour and Social Security.</p> <p>-Ministry of Education.</p> <p>-Interdepartmental council at Ministers' level.</p> <p>-Ministry of Ecology and Emergency Situation.</p>	<p>-There are many different NGOs, most of them involved in implementing gender policy, through integration with governmental organizations.</p>	<p>-Secretariat of National Commission on Gender Issues.</p>	<p>-Gender Audit was done in all Ministries across all levels.</p>
<b>Latvia</b>						
<p>-Ministry of Welfare, 1999.</p> <p>- Department of European and Legal Affairs, Gender Equality Unit, 2003.</p> <p>- Gender Equality Council, 2002.</p> <p>- Inter-ministerial working group, 2001.</p>			<p>-Secretariats of Ministers for Special assignments.</p> <p>-State Labour Inspectorate; Women's' Inter-parliamentary Cooperation Group.</p> <p>-Gender Equality Subcommittee.</p> <p>-The Central Statistical Bureau of Latvia.</p> <p>-The Latvian School of Public Administration.</p>	<p>- Inter-ministerial working group consists of representatives from line ministries, NGO's, Mass media, non-governmental organisations, experts and research institutions.</p>	<p>-Department of European and Legal Affairs, Gender Equality Unit.</p>	<p>-Labour Law and Law on Labour protection promote gender equality standards, such as equal pay, equal access to employment, vocational training, working conditions,</p>



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<b>Liechtenstein</b>						
<p>-Gender Equality Commission and the Office of Gender Equality, 1999.</p> <p>-The Permanent Working Group on the Promotion of Gender Equality in the National Administration, 1998.</p>	<p>-Since 2003, the Office of Gender Equality has been staffed with full-time positions.</p>	<p>-State Budgeting.</p> <p>-Various National Funds.</p>	<p>-Gender mainstreaming is being introduced step-by-step in the National Administration.</p> <p>-A steering committee on implementation was formed, with the mandate to develop an implementation plan.</p> <p>-It is to review the areas of politics, education, business and culture.</p> <p>-It will recommend implementation options and present a plan to the Government.</p>	<p>-The Liechtenstein Women's Network encompasses 16 organizations and meets regularly to exchange information about its work and to organize projects.</p> <p>-There is also regional cooperation with the gender equality offices of Switzerland and Vorarlberg (Austria), with the project group "Images of Men", and with Government offices.</p>	<p>-The Office of Gender Equality.</p>	<p>Improving legislative area –adopted the Gender Equality Act. A brochure on sexual harassment at workplace was produced as a part of the Campaign on Gender Equality Act.-Revised the Law on Separation and Divorce; the Law on Employee Pension Plans (eliminated indirect unequal treatment, especially for women); the Law on Sexual Offences; the Law on Protection on Violence.-The Second Women's Congress was dedicated to Family and Employment.- The empirical study "Optimal planning and execution of re-entry into the workforce", conducted in 2001, led to the publication of Guidelines for Businesses (2002) and a Checklist for Women Re-entering the Workforce (2002).</p>

**Lithuania**

<p>-The Family and Children's Affairs Commission, Human Rights Committee, the Women's Parliamentarian's Group; 1995.</p> <p>- Adviser to the Prime Minister on gender issues, responsible Minister and gender equality body, focal points in every Ministry.</p> <p>-The Prime Minister's Counsellor, 2002.</p> <p>-The Ministry of Social Security and Labour.</p> <p>-Inter-Institutional Commission (representatives from all the thirteen Ministries), 2000.</p> <p>-Ombudsmen's Office on equal Opportunities.</p> <p>-Equal Opportunities Development Centre.</p>	<p>-The financing of Programme measures is proposed from general –allocations of the Republic of Lithuania State budget funds, approved for the ministries and institutions participating in the implementation of the Programmes.</p> <p>- In 2000-2004, the government funded approximately 50% of total NGO activities. Citizens are encouraged to support of</p>
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**Luxemburg**

-Ministry of Promotion of Women (MPF) (1995).

-Committee of Women Employment is a consultative body (1984).

-Commission for equal chances of women and men and on promotion of women (1996) .

-Ministerial Budget: €7.866.227 in 2004 (about 0,14% of the global State budget).

Interministerial committee on equality between women and men addresses to the Ministry of Promotion of Women

1	2	3	4	5	6	7
<b>Malta</b>						
-Ministry for the Family and Social Solidarity. -National Commission for the promotion of Equality for Men and Women (2004). -National machinery established in 1989.	-Seven members, including the Commissioner, and seven executive staff.	-In the last budget (2004) the Commission was allocated about €172,800, 2.7% of total contributions to government entities under the Ministry for the Family and Social Solidarity.	-Most ministries have equality plans and working groups on gender equality. -Government has established gender equality as a horizontal priority across all sectors.	-The Employment and Training Corporation. -Education Division. -the World of Work Working Group. - Malta Enterprise.	-National Commission for the promotion of Equality for Men and Women.	-Laws, such as The Act to Promote Equality for Men and Women. -Equal Opportunities and Empowerment at the Workplace (family-friendly working arrangements). -Strategies for the Promotion of Equality and Empowerment -- Primary Sector Areas (labour market, education sector, media, healthcare). -Equality and Equity of Access to goods and services increased through Mata's social inclusion policy. -Monitoring and Accountability to improve national machinery. -Capacity Building (providing training for public and private organizations).
<b>Poland</b>						
-Government Plenipotentiary for an Equal Status for Women and Men, 2001.	-22 full time employees.	-Annual funding from the state budget amounts to \$500,000. -The Plenipotentiary also spends €20,000 on Community projects subsidized by the European Commission. -Together with foreign partners, the Plenipotentiary realizes the pre-accession programs financed by the European Commission with about €2,000,000 (until 2004).	-Ministry of Infrastructure. -Ministry of Agriculture and the Development of Rural Areas. - Ministry of Science and Information Technology. -Ministry of Internal Affairs and Administration. -Ministry of Culture, Ministry of Foreign Affairs. -Ministry of State Treasury. -Central Statistical Office. -Office for European Integration.	-There are about 260 women's organizations. -Pre-electoral Women's Coalition.	-The Government Plenipotentiary for an Equal Status of Women and Men.	-Gender equality issues and actions related to women's promotion were reduced to the absolute minimum necessary for compliance with EU requirements. -A major change occurred after the parliamentary elections of September 2001. Actions for gender equality and assigning more power to women became one of the Government's priorities. As one of its first tasks, the Government Plenipotentiary for an Equal Status of Women and Men focused on the second stage of the implementation of the National Action Plan for Women 2003-2005. -Implementation and final monitoring report of National Action Plan will be prepared by the end of 2004
<b>Portugal</b>						
-The Commission for Equality and Women's Rights (1991), which replaced the Commission on the Status of Women (1977). -Commission for equality in Work and Employment (1979).		The budget of the Commission for Equality and for Women's Rights of the overall budget was 0.0037% in 1999, 0.0044% in 2002, 0.0039% in 2003, and 0.0029% in 2004.	- Ministry of Justice; Ministry of Education. - Ministry of Interior Affairs. - Ministry of Culture; Ministry of Cities, Territorial Planning, and Environment. - Ministry of Science and Higher Education. - Ministry of Agriculture, Rural Development, and Fisheries. - Ministry of National Defence. - Ministry of Economy. - Ministry of Finance. - Ministry of Foreign Affairs. - Ministry of Public Construction, Transports, and Housing. - Ministry of the Presidency. - Ministry of Health. - Ministry of Social Security and Labour. High Commissioner for Immigration and Ethnic Minorities	-National Institute of Statistics. -Strategic groups of social negotiators, entrepreneurs, trade unionists, human resource managers, civil servants, magistrates, lawyers, trainers and local elected officers. -Academic and		

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***Russian Federation***

- National Commission for preparation for Beijing Conference, 1993.
- National Commission on Women's Issues, 1993.
- An Inter-Ministerial Commission, 1996.
- The Commission on improving women's situation in the country, 1997.
- The Commission on Equal Opportunities





<p>-National Commission on Women, Motherhood and Children's Issues, 1995.          -Ministry on Family and Children's Issues, 1996.          -Committees on Family and Children's Issues at local levels were established 1997-1998.          -Coordination Commission on Gender and Family Issues, 1997.</p>		<p>Governmental budgeting and international funds.</p>	<p>NGOs work closely with Ministry of Family, Children and Youth Issues. They carry on joint projects and research programmes supporting women in business and in other activities.</p>	<p>-Over the last ten years, 20 gender scientific centres were set up.          -School on Equal Opportunities was established.          --NGOs are involving in developing gender related projects, programs and policies.</p>	<p>-Ministry of Family, Children and Youth Issues.</p>	<p>-Taking gender issues into consideration in policymaking process.          -Banning discrimination on labour market and in job promotion and hiring.          -Developing programmes for women who are victims of economics reforms.          -Educating women about equality legislation.          -Encouraging women to participate in decision-making processes.          -More focus on gender issues in the health sector.          -Legislative changes linked to policies on trafficking in people and rehabilitation help for victims.          -Encouraging women to participate in media.          -Producing annual reports for the government and monitoring the gender process</p>
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**United Kingdom**

<p>-The Women and Equality Unit, (1997).          -Two ministers for Women, one at Cabinet level - Secretary of State for trade and Industry and Minister for Women.          -The Ministerial Sub-Committee on Domestic Affairs.          -The Developed Assemblies.          -The Women's national Commission.          -The Equal Opportunities Commission.          -The Commission for Equality and Human Rights.</p>	<p>- Governmental budgeting.</p>	<p>-The Women and Equality Unit is promoting gender equality across Government through the development and monitoring of the report, Delivering on Gender Equality, published in July 2003.</p>	<p>-Equality Impact Team.          -230 partner organization.</p>	<p>-Department of Social Affairs.</p>	<p>-Increasing women's participation in the labour market, both as employees and as entrepreneurs.          -Increasing quality and accessibility of childcare.          -New programme helps domestic violence survivors to live lives that are more independent.          -Improving childcare facilities (250,000 new childcare places).          -Increasing number of employees satisfied with work/family balance.          -Equal pay audit (35% of large organization will have done pay reviews by 2006).</p>
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Department of State various bodies,  
including:  
Office of International Women's Issues  
(WI).  
Department of State (1994).  
Office of Social and Humanitarian Affairs  
(SHA).  
Bureau of Democracy, Human Rights and  
Labor.  
Bureau of Population, Refugees, and  
Migration (PRM).  
Office of Legal Adviser (L).  
Other organizations including:  
Office of Women in Development.  
UNAIDS.  
National Security Council.  
Office of Violence Against Women.  
Office of Women's Business Ownership.  
Advisory Committee on Women in the  
Services.  
Department of Defence.

- Governmental funds.
- Private funding.
- International support.

-Most governmental organizations are in Department of State.

-US Agency for International Development (USAIDS).

-National Security Council.

-Food and Drug Administration.