UN WOMEN

United Nations Entity for Gender Equality and the Empowerment of Women

Network

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Letter from the Focal Point for Women

Greetings to all our readers,

First and foremost, we extend a warm welcome to our new Executive Director Ms. Phumzile Mlambo-Ngcuka, joining us after an illustrious political career in South Africa, where she most recently served as Deputy President from 2005 to 2008. Read more about our new Executive Director and other inspiring women in our "Congratulations to…" section.

In this issue of the Network newsletter we are delighted to feature two interviews with women in leadership roles, who share with us their perspectives on career, gender and work-life balance:

- ***Michelle Jarvis**, Senior Legal Adviser for the International Criminal Tribunal for Yugoslavia (ICTY), and their Focal Point for Women, works to address crimes in situations of armed conflict.*
- ***Debbie Epstein Henry**, Founder and President of Flex-Time Lawyers LLC, has focused her career on pragmatic solutions to enhance work-life integration and organisational culture in institutions.*

Highlights in UN gender-related news this quarter include the strengthening of the normative framework for women in conflict settings. The UN Security Council adopted Resolution 2122, employing stronger measures to enable women's full participation in conflict resolution and peace building. Secondly, a new general recommendation by CEDAW was released providing specific guidance on States parties' obligation to address the barriers to women's participation in these settings.

Globally, there have been several advancements in gender equality in the political and economic spheres. There has been an unprecedented increase in Parliamentary representation of women in Rwanda and Zimbabwe. In the Ukraine, new policies have been instituted to increase the number of women in the workforce. In the United States a recent PEW survey of Millennial women found that this generation will be the first in history to enter their careers at near parity to men in regards to pay, but despite this progress and gains in educational attainment they continue to face barriers as their careers advance.

As always, we have included updates on the latest gender-relevant reports, publications and websites. Amongst them, the World Economic Forum Global Gender Gap Report, and from UN Women a database mapping gender provisions in constitutions and a global knowledge platform to galvanize women's economic empowerment. We trust these will fuel strengthened advocacy and outcome.

In solidarity,

Aparna Mehrotra
Focal Point for Women in the UN system &
Senior Advisor for Coordination,
Division for UN System Coordination
UN Women

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Interview with Michelle Jarvis
Senior Legal Adviser,
Office of the Prosecutor, UNICTY

Meet Michelle Jarvis an Australian lawyer who has played a leading role on gender issues at the International Criminal Tribunal for the Former Yugoslavia (ICTY) for the past thirteen years. She is presently the Chief Prosecutor's Senior Legal Adviser. Michelle is also the ICTY's Focal Point for Women, managing a range of projects to improve the position of women within the 3rganization and to empower them as they navigate career transition following the ICTY's closure in 2017.

During her time at the ICTY, Michelle has worked on cases covering some of the worst atrocities committed during the conflicts in the former Yugoslavia, including the siege of Sarajevo, the July 1995 genocide in Srebrenica and ethnic cleansing across large parts of Bosnia and Herzegovina in 1992. She oversees the Office of the Prosecutor's (OTP) sexual violence prosecutions legacy project, which aims to compile a detailed record of the OTP's record, insights and lessons learned.

Before working at the ICTY, Michelle worked in a variety of roles in Australia and internationally, including as a consultant for the United Nations Division for the Advancement of Women and as a solicitor for a community legal service focusing on women's legal justice issues in Australia. Over the past 15 years, Michelle has worked extensively on the issue of women and armed conflict, including co-authoring a book on this topic: J. Gardam and M. Jarvis, Women, Armed Conflict, and International Law (Kluwer 2001).

Q.1 **You have been a strong advocate to promote women's access to justice and to assist women affected by violence in armed conflict? How did you come to dedicate yourself to these issues? Why do you feel there is a need to focus on women and armed conflict?**

A.1 As a child growing up in a small rural town in the mid-north of South Australia, I never imagined that my career path would one day take me to The Hague to prosecute war crimes. Even when I began my law studies at the University of Adelaide in the late 1980s, being an international war crimes prosecutor

was not something I thought about. To begin with, at that time, nobody ever imagined that the Security Council would set up a war crimes tribunal just a few years later. But looking back I can see a number of things that influenced the road I've traveled.

First of all, although my own childhood was untouched by the trauma of conflict, I was certainly confronted by other injustices around me, particularly the situation of the substantial population of Indigenous Australians who lived in the area where I grew up. Not only did they suffer from poor standards of health, pervasive drug and alcohol problems and limited employment prospects, they also had to contend with the devastating inter-generational effects of government policies forcibly removing Aboriginal children from their families as well as really negative social attitudes from many white Australians. Later while studying law, subjects like human rights and international law captured my interest and gave me a framework for thinking more deeply about issues like these. Being a lawyer can be a powerful tool for working towards a better world and that idea really appealed to me. Having come from a working class background and a family with no lawyers in sight, this was new territory for me and it changed the way I began to think about my career.

Second, as a law student and new graduate, connecting with Professor Judith Gardam and Professor Hilary Charlesworth, who were both teaching at the University of Adelaide, was very fortune for me. In addition to being great female role models and mentors, they authored some of the most innovative scholarship on women and international law to emerge at the time. In 1996, they received a grant from the Australian Research Council for a groundbreaking research project examining the distinctive impact of armed conflict on women. The idea was to map this distinctive experience against the international law regulating armed conflict and to assess the effectiveness of the legal framework. They offered me the position of research assistant which I immediately accepted, leaving my job as a graduate solicitor with a large commercial law firm in Adelaide. So began my first exposure to the topic of women and armed conflict. By this time in 1996, the world had been shocked by news of widespread sexual violence being used as a weapon of war against women in the former Yugoslavia. This provided one powerful illustration of the distinctive impact of conflict on women. But it is only one piece of the puzzle – we wanted to reveal a much deeper

picture of how men and women experience conflict differently. It was not easy to find source materials at that time because accounts of how women experienced conflict were rare. But gradually we managed to develop a more comprehensive picture. In the years that followed, the topic of women and armed conflict was identified as a priority area for the UN and today we have much more information available about the scope of the problems.

My work with Professor Gardam and Professor Charlesworth put my career on the twin tracks of conflict-related issues and gender issues and these themes have recurred in all of the work I've done since, from the UN Division for the Advancement of Women in New York, to working on women's access to justice issues in Australia and finally to my work at the UNICTY over the past 13 years.

Q.2 What is your key role as Senior Legal Adviser to the Chief Prosecutor, UNICTY? What in your opinion are the gender specific challenges and constraints to address issues central to women and armed conflict and women affected by violence? What factors do you believe are most critical to being effective in this area?

A.2 The thing that I love about my current role as the Prosecutor's Senior Legal Adviser is also the thing that makes it most challenging: the breadth of functions that I cover. The responsibilities include everything from coordinating work on legal issues across the Office of the Prosecutor and presenting arguments in court to communicating with members of the diplomatic community and victim groups from the former Yugoslavia about the work of the Office. There is also a large management component to my job. I am part of the Prosecutor's senior management team, which is responsible for an office of around 170 staff members. We have investigators, analysts (political, military, criminal), lawyers, translators, demographers and many others drawn from over 80 countries working with us. The management of the Office is complex and it is not always easy to keep morale and motivation high in an institution that is finishing its work and approaching closure.

Another important aspect of my role as the Prosecutor's Senior Legal Adviser is acting as a focal point on case-related gender issues within the Office of the Prosecutor. When the Security Council established the UNICTY, reports of the widespread sexual violence against women in the former Yugoslavia were very much part of the international consciousness. Expectations were high that the UNICTY would prosecute the many crimes of sexual violence alongside all the other atrocities. And 20 years later, there have been many

successes. But there is still more to be done and we have several important gender-related issues pending in our final cases. As one of the first international tribunals to pay attention to gender-related crimes, the Office of the Prosecutor also has a unique story to tell about what we have achieved, the hurdles we overcame, our shortcomings and the lessons we learned. We are working on putting these reflections together in a paper to share publicly, hopefully towards the middle of this year.

International courts will continue to face challenges in making sure that the crimes committed against both men and women in conflict are equally recognized and addressed in the cases prosecuted. There are many reasons for this. Investigators and prosecutors working on conflict-related atrocities are usually confronted by an overwhelming amount of crimes and they are constantly making hard decisions about which ones to pursue and which ones to leave out. If the gendered aspects of crimes are not well understood or if crimes against women are either consciously or unconsciously considered less serious, they will not be given priority. When it comes to sexual violence crimes, social stigma may mean that more time, effort and resources will be needed to surface evidence of what has happened. This is a problem given that these cases are usually being pursued within significant time and resource constraints. To counteract some of these dynamics, it is especially important that international courts bring in expertise on gender issues – including at a very senior level – train all staff members and develop strategies to make sure that female witnesses are located, interviewed and the right conditions created to bring their evidence before the court. Written policies and clear strategies for developing positions and arguments concerning gender issues are needed from the moment the court begins its operations until the day it concludes its work.

Q.3 What in your view have been the most significant achievements since you joined the UNICTY? Have you achieved success in making the case for women's access to justice?

A.3 When it comes to the work of the UNICTY in general, there have been many significant achievements. The Tribunal was set up by the Security Council 20 years ago to prosecute individuals suspected of committing serious crimes during the conflicts in the former Yugoslavia from 1991 onwards. This was a bold and novel step by the Security Council and for the first few years many predicted that the Tribunal would never successfully complete its mandate. There were so many difficulties to overcome. The ICTY had no power to arrest anyone or

to seize evidence. It was completely dependent on the cooperation of states, especially the states where the crimes were committed or where the fugitives were hiding. But these same states often thought they had a big interest in obstructing the work of the Tribunal. Little by little the Tribunal found creative strategies to forge ahead with its mandate. Today, the Tribunal has finalized cases against 141 people and proceedings against the remaining 20 will be completed within the next few years. Importantly, among the remaining cases are the trials of Radovan Karadžić and Ratko Mladić, respectively the most senior Bosnian Serb political and military figures during the conflict.

When it comes to women's access to justice in the context of the UNICTY's work, we certainly see major advances over the situation after World War II. The judgements of the Nuremberg and Tokyo war crimes tribunals reflect little consideration of gender issues and women did not play a major role in those legal proceedings at all. By contrast, at ICTY we have secured around 50 convictions for sexual violence crimes and we have had two cases focusing exclusively on sexual violence. We have established important legal precedents confirming that sexual violence can constitute torture, persecution, enslavement and even genocide. Our cases also confirm the importance of prosecuting other crimes that disproportionately affect women, such as forcible transfer and deportation. For example, in our cases concerning the July 1995 genocide in Srebrenica, we have prosecuted not only the killing of around 7,000 Bosnian Muslim men but also the forcible transfer of around 25,000 women, children and elderly out of the Srebrenica enclave. It would have been easy for the horror and magnitude of the killings to overshadow everything else. But had the Prosecution not pursued both sets of crimes, there would have been no redress for the women's own suffering and we would have missed the picture of genocide in Srebrenica. As our Appeals Chamber confirmed, the combined effect of the forcible transfers and killings was important in concluding that genocide occurred in Srebrenica. But there is always more work to do on improving women's access to justice. The general discrimination that women face in all societies throughout the world invariably means that their access to justice is unequal and this is no different in international judicial processes. And at the ICTY, the fact that women constituted just over 14 per cent of the witnesses in our proceedings between 1996 and 2009 also suggests that the story of the conflicts in the former Yugoslavia reflected in our cases, is overwhelmingly a male perspective. This is a lesson to take forward into

future international criminal justice endeavours.

Q.4 Do you think that mentoring and training opportunities are a valuable tool for empowering women and supporting their career development? How can UNICTY advance women's career through a mentoring program? Should there be different approaches to developing male and female leaders? Do you have examples of good practice to increase the number of women in senior positions?

A.4 The value of mentors in shaping the direction of my own career has been significant and so I definitely believe that mentoring has the power to make a difference in the professional development of women. Thinking back, there have been four or five people who played a pivotal role in helping me to see myself differently, instilling confidence and encouraging me to stretch beyond the boundaries of the vision I had for myself. But my experiences with mentoring were fairly organic and, to be honest, I was initially a little skeptical about whether a structured mentoring program could work. But I have now seen first-hand what a mentoring program can do and it's been a revelation.

In the first part of last year, I was working with some colleagues to identify a project that would help female staff members to navigate career transition when their UNICTY posts are abolished in the coming years. We saw career transition as the biggest issue affecting our female staff members and we wanted to make it a priority for the coming year. In addition to myself, and my two Focal Point alternates, we had a group of around ten volunteers who were keen to lend a hand. So we eventually settled on the idea of running a structured mentoring program for UNICTY women. Transitioning from the UNICTY is complicated because it often involves moving to a new country, starting a career in a different part of the UN system or with an entirely new 8rganization and potentially also retraining or at least expanding skill sets into a different professional area. Our idea was to use mentoring as a vehicle for connecting female staff members with people all over the world who could help with advice and guidance in navigating these difficult transitions.

We did a lot of work exploring different mentoring models, reaching out for precedents both within and outside the UN system and conceptualizing our program. We also set up an Advisory Council and a network of influential supporters for the program – a network that we are continuing to expand and develop. We had to be realistic about what we could achieve given that the program was being run on volunteer time. But

we managed to launch a pilot program in September last year, with almost 60 mentees participating. The first component of the program was to bring in an expert trainer, Dr. Pamela Palanque-North, to run a workshop on the concept of mentoring with lots of practical advice for our mentees on how to get the most out of a mentoring relationship. It was the first time that some of our staff members – particularly those not coming from North America – had been exposed to the idea of mentoring. We also quickly realized that many people were struggling with setting clear career goals post-UNICTY, which would make it hard for them to identify their ideal mentor. So we arranged one-on-one sessions with career coach Kate Barsby for the program participants as well as lunchtime seminars so that the mentees could continue to meet and exchange ideas. In November, we held a second workshop, this time on women and career transition. With our expert trainer, Debbie Epstein Henry, we explored barriers that impede the career progression of women and concrete strategies for overcoming them. This also helped our mentees to think more strategically about their career plans and how mentoring could be a tool in assisting them. Since then our mentees have been reaching out to mentors all over the world, with some really tangible benefits already visible from the program. For me personally, I have developed a much broader concept of mentoring and how it can be used by women at all stages of their career – it's not only for young women. And I've become completely fascinated by the dialogue presently going on in North America about mentoring and related concepts like sponsorship and circles. I very much hope that the UN system will find more ways to use these types of strategies to improve the position of women within the 9rganization.

Q.5 What do you think are the challenges in terms of work-life balance or work-life integration at UNICTY (i.e. allowing individuals to more seamlessly integrate their work and life dimensions)? What is your opinion on promoting flexible working arrangements and why do you see them as increasingly important?

A.5 When I was first appointed as the UNICTY Focal Point for Women three years ago, I began reading about the Focal Point's mandate and was interested to see that promoting the UN's policies on flexible working arrangements was among my responsibilities. I was quite happy about this because it was a subject dear to my heart. I had just returned from maternity leave following the birth of my second child and with a very demanding core job, not to mention my new Focal Point role on

top, I knew that having some control over when and how I did my work was important. Even before I had children, I had seen first hand how options like working at home from time-to-time could help in more effectively managing my workload. So, as UNICTY Focal Point for Women, I took my new responsibility of promoting policies on work-life balance quite seriously. At the same time, I started to realize that increased work-place flexibility might also be a strategy that could help the UNICTY with promoting institutional loyalty and boosting morale in the final phase of the Tribunal's life. We were already starting to see escalating rates of staff attrition as people left in search of more stable career options. The remaining staff members were left to shoulder increasingly heavy workloads with significant risk to their health and welfare. The more I looked at the research on workplace flexibility, the more it confirmed that it was a no-cost strategy that the Tribunal could use to address some of these pressing issues.

But I also knew that I had some challenges ahead because, as is the case in many workplaces, there were a lot of misconceptions about flexible working arrangements at the UNICTY. Some managers considered that allowing flexibility would just give under performing staff members even more scope to do less. Similarly, some thought that staff members asking for flexibility were really asking to work less, not just to work differently. Others had legitimate concerns about how some of the UN's existing policies on flexibility could ever work in the context of a litigation-based environment like ours. And I had to agree to a point – I think some of the UN's existing policies are, ironically, too inflexible to work well in a range of different working environments. Still others suggested that flexibility was happening organically and that it would be a mistake to try to formalize it more. And while I agreed that organic flexibility was a good thing, it was also obvious to me that it was not extended to all staff members and that, overall, a fairer system more equally available to all was needed.

So, with the help of some strategic partnerships and advice from the UN Focal Point for Women, we brought in Debbie Epstein Henry as a consultant to do an assessment on flexible working arrangements for the UNICTY. Debbie has a wealth of experience working with organisations to improve work-life balance culture. Importantly in our context, she is also a lawyer and has worked extensively on these issues in the legal sector. So she was exceptionally well placed to help in educating our managers around work-life balance issues and to address some of the common misconceptions. A pilot program to extend the range of flexible offerings for UNICTY staff members arising out of Debbie's

recommendations and tailored specifically to suit our unique operating environment began in March 2014.

Q.6 You evidently have managed to balance work and family life rather successfully. What has guided you while achieving this balance? What advice do you have for other women who aspire to become leaders?

A.6 I have seen the work-life balance debate now from a whole range of perspectives – as a staff member trying to balance my own responsibilities between work and home, as UNICTY Focal Point for Women with a mandate for promoting the policies and as a senior manager in the Office of the Prosecutor navigating flexibility requests from staff members while ensuring that the work gets done. Work-life balance supportive policies are important and can help women better manage their work and family responsibilities. I think it is important to remember that flexibility is a privilege for staff members who are performing well and that managers have the discretion to reassess flexible measures if productivity is suffering. And it is really important that staff members who are accorded flexibility don't abuse it, because this has such negative spill over-effects for everyone else. But overall, I am convinced that, managed well, workplace flexibility can be a really powerful tool for both management and staff members and can bring tangible 11rganization11l-wide benefits.

Q.7 What attributes do you bring as an effective female leader in UNICTY, an institution, which has a majority of men in decision making levels?

A.7 I think it is always difficult to see leadership attributes in yourself and it is probably a question better answered by others. But perhaps a couple of general observations about being a woman in a senior position at the UNICTY can be shared. Currently the overall statistics on the representation of women at the UNICTY are quite good but, as in the broader UN system, there are problematic pockets in many of the more senior levels. This is especially the case for the P5 level, where only 8 out of 21 P5 level staff members across the UNICTY are women. In the Office of the Prosecutor, out of nine P5 level staff members, only two of us are women.

Throughout my career I have definitely had to contend with people making assumptions about how tough I am based on my gender. I remember being told as a law graduate that people would think I was "not tough enough" to work as a legal aid defender on criminal law matters. For me, these sorts of statements, which were not based on any objective assessment or knowledge of my abilities, were

frustrating. But ultimately, they spurred me on to show that I was capable of doing anything I wanted. In my current role as the Prosecutor's Senior Legal Adviser, I'm often called upon to deal with difficult staffing matters or to mediate or resolve conflicts between other senior staff within the Office about positions to adopt in our cases. And if you've ever been in the middle of a disagreement between two lawyers, you'll know that this is not for the faint hearted! But more seriously, I've found that my colleagues generally respond well to my style, even though it is quite different from what they are used to from many male managers.

Also, my position as one of the few senior women within the Office brings real opportunity and responsibility. I have seen how much more impact one can have in promoting gender issues – whether related to our substantive legal work or the position of women within the 12rganization – because of holding a senior position. As a senior leader one has ready access to the principle decision-makers and this makes a huge difference in advocating for progress on gender issues. While my senior position can help to open doors, it must be acknowledged that much of the progress we have made here at the UNICTY could not have happened without tremendous support from others who have taken on responsibilities over and above their core work to promote gender issues. The Office of the Prosecutor's prosecuting sexual violence legacy project has only been possible because many other colleagues have volunteered to take on extra work to make it happen. It is especially encouraging to see some of our male colleagues contributing to this process. Similarly, the UNICTY mentoring program could not have happened without the commitment and vision of volunteers across the Tribunal. The fact that so many of my colleagues are willing to go that extra step really makes this a very special place to work.

Q.8 Is there a key lesson on the topic of the advancement of gender equality in the area of women's access to justice that you could pass on to young women and men?

A.8 In terms of my message to other women, I would say the most important thing I have learned so far is to never let anyone convince you to accept a more limited vision of yourself. There will always be people who will tell you that you can't do this or that or that you can't be this or that. So often, this reflects the commentator's own limited view of the world and has nothing to do with your abilities and talents. The challenge is, of course, to be open to valid advice and guidance, while always having the courage to pursue the goals and dreams that are right for

you. And as the mother of a young girl, I think this lesson extends to guiding and advising our daughters. Which, brings me back to the topic of mentoring, which is perhaps also a good place to end.

I have benefited so much from the female role models and mentors who were breaking down the barriers before me. I very much hope that the experiences I've had and the lessons I've learned will also equip me well to be a role model and mentor for the women who follow after.

Interview with Debbie Epstein Henry
Founder and President, Flex-Time Lawyers

Deborah Epstein Henry is an internationally recognized expert, consultant and public speaker on workplace restructuring, talent management, work/life balance, and the retention and promotion of lawyers with a focus on women. She is the author of LAW & REORDER, the #1 best-selling American Bar Association (ABA) Flagship Publishing book for 2011. Debbie is currently writing her second book on the future of the legal profession and realigning the effective delivery of legal services and career paths.

A former practicing litigator, Debbie is President of Flex-Time Lawyers LLC, a firm she founded in the late 1990s, providing consulting, training and speaking services to law firms, companies and non-profits in the US, Canada and Europe. Flex-Time Lawyers LLC is well known for running the Best Law Firms for Women initiative with Working Mother magazine since 2007 – a national survey to select the top 50 law firms for women and report on industry trends. Her expertise with respect to women and workplace issues spans a range of subjects including retention, promotion, networking and business development, sponsorship, women's initiatives, workplace culture and structure, leadership, compensation, self-promotion, flexibility, re-entry, and work/life balance.

Debbie is a recipient of many awards including being named a 2012 Philadelphia Business Journal "Women of Distinction". She received a B.A. in Psychology from Yale and a J.D. cum laude from Brooklyn Law School.

Q.1 How did you come to take on the role of an internationally recognized female lawyer and expert on women and workplace challenges?

A.1 It was 1999, I was practicing law as a litigator and I was on partnership track, although my advancement track was a year or two delayed due to my part-time status. I felt overwhelmed with the notion of playing an integral role in my kids' lives and also being a successful lawyer. I sent an e-mail to 6 lawyers indicating that I was starting a brown bag lunch group for lawyers interested in discussing work/life balance issues. I encouraged recipients to forward the invite to anyone who might be interested. Within a few days, 150 lawyers e-mailed me back in response. I knew I had struck a nerve. After running that first meeting, I wanted to stop practicing law and start running this rapidly growing network. It took me three years of running luncheon events pro bono until I was able to parlay the advice and programming I was providing into a consulting practice. The events I had started in Philadelphia expanded to events around the country and the topics I covered morphed from work/life balance to additional key issues impeding women's success including seeking leadership, developing strategic alliances, being effective at networking and self-promotion. The breadth of my work also expanded to issues beyond women as I began to advise on the employment model and workplace restructure. My network of lawyers grew to over 10,000 in the US and my consulting practice started with advising lawyers and law firms and then it grew to advising professionals and companies as well as non-profits in the US, Canada and Europe.

Q.2 You have authored the #1 best-selling American Bar Association (ABA) Flagship Publishing book for 2011 "Law and Reorder: Legal Industry Solutions for Restructure, Retention, Promotion & Work/Life Balance". What compelled you to write this book?

A.2 I felt there were two major problems with the legal industry that I thought I could address with the book.

The first issue I call "making the exception the rule". There needs to be changes to both the legal employment model and the career path model. There are interesting alternatives to the way law has traditionally been practiced and to the standard hierarchical career path. One of the objectives of the book is to explore how these alternative models can become the new mainstream.

The second issue is the lack of alignment between the interests of three main constituencies in the profession: the law firm, the client, and the individual lawyer. This lack of alignment has created a failure in how the profession functions. So another objective of the book is to develop a new way of practicing law that better aligns law firm, client, and lawyer

interests while maximizing profitability, performance and satisfaction.

Q.3 Your expertise with respect to women and workplace issues spans a range of subjects including retention, promotion, sponsorship, workplace culture and structure, flexibility, and work/life balance. Why do you see them as increasingly important? What have been some of your achievements in these areas? What is the most difficult aspect of your work?

A.3 My work began in the area of work/life balance. However, I quickly learned that the work/life challenges women face professionally were intertwined with other key challenges including those involving retention, promotion, sponsorship, and workplace culture and structure, among others. It is critical that we understand the interplay of these challenges rather than simply default into focusing exclusively on work/life balance or else the issues will continue to get sidelined as a "mommy" problem. Some of my achievements in these areas have come from the opportunity to work with management on the structural aspects of the employment work model to improve the success of women. This focus has stemmed from my recognition that the challenges facing women are only partly due to the individual action steps women can take to improve their status. The other key variable is the employment model and whether it is structured in such a way to enable the whole talent pool to thrive. The most difficult part of my work is educating management about the need to change employment models and then facilitating that change. It is particularly challenging because the original work model is often entrenched and the management is the direct beneficiary of the model and therefore often resistant to change.

Q.4 When you look at the future labour workforce, what do you think will be the challenges in terms of work-life balance or work life integration (i.e. allowing individuals to more seamlessly integrate their work and life dimensions)? What changes in attitudes and business practices do you think are needed to facilitate work-life integration?

A.4 Among the biggest challenges is the 24/7 culture that we live in, the associated challenges of delineating lines between work and home and the difficulties of being "off call". Given the ease of technology, the demands at work as well as at home have become so great that individuals feel it is almost impossible to escape. People talk about "getting off the grid" for a period of time and that reflects the desperate need people have to find a reprieve and "unplug" and regroup. What is needed is for new standards to be put into place that articulate what is a reasonable expectation of responsiveness and accessibility. There also needs to be more clear parameters

about when "face time" is necessary and helpful and when it is not. To facilitate this end, employers will need to implement better tools to measure an employee's contribution and in turn, focus on quality of work, efficiency and results achieved rather than merely hours logged or physical presence.

Q.5 You have managed to balance family life with a very successful career. What has guided you while achieving this balance? What advice do you have for other women who aspire to become leaders?

A.5 There have been three aspects that have guided any success I have had in balancing my family life with a demanding career: passion, flexibility and predictability. Passion is an important starting point. I love my work. Had I not loved my work all of these years, I would not have been able to justify the difficulties that sometimes attach to juggling a busy work and home life. Second is flexibility. I work hard, long hours and I travel but I have an enormous amount of flexibility in how and when I perform my work. I have been able to design my schedule around my three kids' lives and it has enabled me to maximize my participation in what is important to them and our family. This does not mean that I attend every event or that I am always available to them. However, it gives me the luxury to make sure that I am there for the key moments where it counts for all of us. The last aspect for me has been predictability. I have found that having the predictability and control in my work has given me more satisfaction and less stress in knowing that I am going to be able to meet my responsibilities at both work and home.

Congratulations to…

Phumzile Mlambo-Ngcuka on her appointment as United Nations Under-Secretary-General and Executive Director of UN Women, sworn in 19 August 2013. She brings a wealth of experience and expertise to this position, having devoted her career to issues of human rights, equality and social justice. Ms. Mlambo-Ngcuka has worked in government, private sector and civil society and was actively involved in the struggle to end apartheid in her home country of South Africa.

From 2005 to 2008, she served as Deputy President of South Africa, overseeing programmes to combat poverty and bring the advantages of a growing economy to the poor, with a particular focus on women. Prior to this, she served as Minister of Minerals and Energy from 1999 to 2005 and Deputy Minister in the Department of Trade and Industry from 1996 to 1999. She was a Member of Parliament from 1994 to 1996 as part of South Africa's first democratic government.

Ms. Mlambo-Ngcuka began her career as a teacher and gained international experience as a coordinator at the World YWCA in Geneva, where she established a global programme for young women. She is the founder of the Umlambo Foundation, which supports leadership and education. A longtime champion of women's rights, she is affiliated with several organizations devoted to education, women's empowerment and gender equality.

She has completed her PhD on education and technology at the University of Warwick, United Kingdom.

See more at:
http://www.unwomen.org/en/about-us/directorate/executive-director/ed-bio#sthash.ktDCngP5.dpuf

Speciosa Wandira-Kasibwe of Uganda on her appointment as Special Envoy of the United Nations Secretary General Ban Ki Moon for HIV/AIDS in Africa in August 2013. She replaces Asha-Rose Migiro of the United Republic of Tanzania. As Special Envoy, Ms. Wandira-Kazibwe will help advance the AIDS response in Africa by advocating for proactive engagement and involvement by all sectors of society.

Prior to her appointment Ms. Wandira-Kasibwe served as Senior Adviser to the President of Uganda on Population and Health and a Chairperson of the Board of Directors of the Microfinance Support Centre Ltd. From 1993 to 2004, she was Vice-President of Uganda, the first woman in Africa to hold such a position.

A surgeon with a science doctorate in global health and population from the Harvard School of Public Health, Ms. Wandira-Kasibwe has played a pivotal role in the public health agenda, as well as in the political landscape in Africa. As a member of the Constituent Assembly, she made a significant contribution to the drafting of Uganda's 1995 Constitution. She is highly committed to the HIV response and is an

active member of the influential group Champions for an HIV-Free Generation.

Amanita Touré on her appointment by the President of the Republic of Senegal, Mr. Macky Sall as the second female Prime Minister of Senegal in September 2013. Prior to this she was the Minister for Justice. Aminata Touré is recognized for her continuous battle against corruption and her undying love of football. She began her career as an activist during her time in university, working for the Communist Worker's League. She also served as the head of Gender, Human Rights and Culture at the United Nations Populations Fund and while she served as Minister of Justice, Touré encouraged her country's government to support women empowerment by promoting gender equality.

Ms. Touré is a women's rights activist and feminist, making her appointment as Senegal's new Prime Minister a symbol of the growth and development of her country and Africa as a whole.

Around the UN

Second regular session of UN Women's Executive Board

The Executive Director of UN Women laid out her vision for the organisation at the Second Regular Session of the Executive Board on 16 September. Photo: UN Women

The second regular session of UN Women's Executive Board was held from 16-18 September 2013 at UN Headquarters in New York. UN Women Executive Director, Phumzile Mlambo-Ngcuka, gave her first opening statement to the Board, since taking charge of the organisation on 19 August 2013. The Executive Director shared with Member States her strategic vision for the development of UN Women in the coming years. She also introduced the proposed Strategic Plan 2014-2017 and the Integrated Budget for 2014-2015, two reports that are critical for the strategic future direction of UN Women. The Executive Board also considered the annual internal audit and investigation report for 2012 and report of the audit advisory committee.

A thematic evaluation of UN Women's contribution to preventing violence against women and expanding access to services was also discussed. The Board was briefed on UN Women's work at the country level, focusing on the use of information and communications technology to advance women's rights and gender equality, and about UN Women's strategy for the Beijing+20 review and appraisal.

Executive Board members were also given a confidential preview [sneak peek] into UN Women's new and innovative knowledge hub on gender equality and women's economic empowerment.

The need to mainstream the women's agenda also figured prominently throughout the discussions, with Member States supporting the inclusion of a strong gender perspective in the post-2015 development agenda. Delegations welcomed the vision of the Executive Director, who stressed the need to work in an inclusive and collaborative manner, as well as her emphasis on education, economic empowerment, poverty eradication, humanitarian assistance and disaster risk-reduction.

Noting that high impact can only be achieved with sufficient resources, both the Executive Director and the President of the Board H.E. Mr. Normans Penke (Latvia) called upon Member States to ensure that UN Women has the resources needed to fulfill its mandate.

The three-day Executive Board session concluded with the adoption of the Strategic Plan for 2014.

See more at:
http://www.unwomen.org/en/news/stories/2013/9/un-women-executive-board-session-concludes#sthash.J0WFeWeY.dpuf

UN Secretary-General issues six reports underscoring status of women globally

New York: The Third Committee of the General Assembly examined six reports prepared by UN Women in September 2013, during three days of discussion on gender equality issues starting 11 October 2013. UN Women Executive Director Phumzile Mlambo-Ngcuka presented the reports and discussed with Member State representatives.

The first four reports covered the following issues:

- Violence against women migrant workers
- Improvement of the situation of women in rural areas
- Measures taken and progress achieved in the promotion of women and their political participation
- Women in development

A fifth report provided an update on the work of UN Women since its establishment

in July 2010, highlighting its progress and challenges faced.

The sixth report covers measures taken and progress achieved in follow-up to the implementation of the Beijing Declaration and Platform for Action, the outcome of the twenty-third special session of the General Assembly, and progress in the inclusion of gender perspectives in the work of intergovernmental bodies. The report reiterated that the primary responsibility for the realization of gender equality and women's empowerment rests with Governments. It identified persistent gaps and challenges, noting that while achievements are evident in social or economic areas, a gender perspective is seldom reflected in areas such as disarmament and international security, legal matters, political issues or administration and budgets. The report stresses the need to mainstream a gender perspective into all issues under consideration by intergovernmental bodies and in the post-2015 development framework.

The Secretary-General's Report on Violence against women migrant workers details how States have taken national, regional and global action to tackle violence and discrimination against women migrant workers. But the report concludes that gaps persist in implementing global agreements which protect women from discrimination and violence. It stresses the urgent need for targeted measures to specifically tackle discrimination and violence against women migrant workers. It urges States to ratify and implement international instruments, ensure that national laws protect women migrant workers and that legislation and judicial processes are in place to guarantee their access to justice. It also stresses the need for coherence between migration, labour and anti-trafficking policies as well as continued education, awareness-raising and other violence prevention efforts directed at migrant women.

The report on measures taken and progress achieved in the promotion of women and political participation, highlights successful legislation, capacity-building and public sensitization campaigns. Nevertheless, it finds that gender-based discrimination, stereotypes and traditional roles, unfavourable legal frameworks, lack of financial resources, lack of support by political parties and male incumbency, continue to impede women's full and equal participation in political life. The report recommends more concerted action and stronger political commitment to ensure women's equal participation in political and public life. Among other recommendations, it calls upon States to adopt comprehensive strategies that address specific barriers to women's participation at all levels of decision-making, including quotas, political finance reforms and other incentives to increase the number of women candidates.

The annual discussion in the General Assembly provides a key opportunity to bring greater attention to gender equality, identify areas where more concentrated

work is needed, and accordingly commit to further action and initiatives. Based on the discussion and the recommendations contained in the reports, Member States are expected to negotiate a number of resolutions to be adopted in the future.

See more at:
http://www.unwomen.org/en/news/stories/2013/9/secretary-general-report-on-women#sthash.ODDNySAg.dpuf

UN Security Council adopts new resolution, urges women's full inclusion in peace talks and transitional justice

The UN Security Council on 18 October 2013 demonstrated renewed determination to put women's leadership at the centre of all conflict resolution and peace building efforts. By unanimous vote the Council, during an open debate on women, peace and security, adopted a resolution that sets in place stronger measures to enable women to participate in conflict resolution and recovery, and puts the onus on the Security Council, the United Nations, regional organisations and Member States to dismantle the barriers, create the space, and provide seats at the table for women.

Held yearly, the open debate provides an opportunity to reflect on the progress made in implementing Security Council Resolution 1325, adopted in 2000, which commits countries to protecting women and girls in conflict situations, among others.

In his opening remarks, UN Secretary-General Ban Ki-moon commended the Security Council for today's resolution that shines a light on the importance of women's agency and leadership in international peace and security.

UN Women Executive Director Ms. Phumzile Mlambo-Ngcuka, along with Ms. Navi Pillay, the High Commissioner for Human Rights, and Ms. Brigitte Balipou, Board member of Femmes Africa Solidarité and founder of the Association of Women Jurists of the Central African Republic, briefed the Security Council and presented the findings of the Secretary-General's 2013 report on women, peace and security.

This new resolution – Security Council resolution 2122 – puts in place a roadmap for a more systematic approach to the implementation of commitments on women, peace and security. Concretely, these measures include: the development and deployment of technical expertise for peacekeeping missions and UN mediation teams supporting peace talks; improved access to timely information and analysis on the impact of conflict on women; women's participation in conflict resolution in reports and briefings to the Council; and strengthened commitments to consult as well as include women directly in peace talks.

UN Women Executive Director Phumzile Mlambo-Ngcuka greets UN Secretary general Ban Ki Moon during the Security Council's 2013 Open Debate on Women and Peace and Security.

The resolution recognizes that the impact of conflict on women is exacerbated as a result of inequalities. Because of unequal citizenship rights and a lack of access to identity documents women and their children may be rendered stateless, lack access to basic services for survival and/or lack the ability to reclaim land and property, post-conflict.

The resolution makes some unprecedented advances. It addresses the rights of women who are pregnant as a result of rape during conflict. The international community has recognized through this resolution the need to ensure that humanitarian aid includes support for access to the full range of sexual and reproductive health services, including provisions for pregnancies resulting from rape.

Lastly, the resolution recognizes gender equality and women's empowerment as critical to international peace and security, underlining that the economic empowerment of women greatly contributes to the stabilization of societies emerging from armed conflict.

The annual report of the UN Secretary-General on women, peace and security, S/2013/252 shows progress and good practices over the past year. There is more awareness than ever of the catastrophic impact of sexual and gender-based violence in war and the need to prevent it. In peacekeeping contexts, there is a marked increase in the number of practical actions and directives guiding military and police components addressing women's security. This includes deployment of gender advisers and experts to UN mediation teams or in post-conflict planning.

International Commissions of Inquiry now routinely include gender crimes investigators, as seen most recently in the contexts of Côte D'Ivoire, Libya, North Korea and Syria.

Historic appointments of women leaders to senior peace and security positions have been made and include Ms. Aïchatou Mindaoudou Souleymane, who became the first woman UN Chief Mediator for Darfur. In March this year, the UN Secretary-General appointed Ms. Mary Robinson as Special Envoy for the Great Lakes region of Africa, making her the first female UN Special Envoy.

See more at:
http://www.unwomen.org/en/news/stories/

2013/10/press-release-on-adoption-of-wps-resolution#sthash.9UT54Wun.dpuf

CEDAW adopts landmark recommendation for women in conflict

UN Women Executive Director Phumzile Mlambo-Ngcuka congratulated the Committee on the Elimination of Discrimination Against Women on the adoption of CEDAW general recommendations on women in conflict prevention, conflict and post-conflict situations on 18 October 2013.

This general recommendation gives authoritative guidance, to countries that have ratified the Convention on the Elimination of All Forms of Discrimination against Women (CEDAW), on concrete measures to ensure women's human rights are protected before, during and after conflict.

The general recommendation makes clear that the Convention applies in all forms of conflict and post-conflict settings and addresses crucial issues women face in these settings, including violence and challenges in access to justice and education, employment and health. It gives specific guidance on States parties' obligation of due diligence in respect of crimes against women by non-State actors.

It reinforces women's critical role in conflict prevention, peace-building and reconstruction processes. The general recommendation highlights the need for a concerted and integrated approach with the Security Council agenda on women, peace and security, based on a model of substantive equality, and allows for better monitoring of women's human rights in conflict-affected settings.

UN Women is pleased to have supported, in collaboration with the Office of the High Commissioner for Human Rights and CEDAW, the development of the general recommendations from the General Discussion in July 2011 and the preparation of the text. In addition to substantive support, UN Women organized through its field offices, five regional consultations held in Addis Ababa, Amman, Bangkok, Guatemala City and Istanbul.

This is the first time CEDAW has developed a general recommendation through regional consultations, enabling the input of the people directly affected and ensuring the integration of the full range of regional experiences into the process.

UN Women welcomes this significant addition to international norms ensuring women's human rights are protected at all times. The CEDAW Convention and the Committee's work are central to UN Women's mandate, and UN Women looks forward to working with CEDAW, States' parties, and UN and civil society partners, on implementing the general recommendation at the country level.

See more at:
http://www.unwomen.org/en/news/stories/2013/11/ed-statement-on-adoption-of-cedaw-general-recommendation-on-women-in-conflict#sthash.UmEga3g0.dpuf

UN Women Stakeholders' Forum concludes with course of action for post-2015

The Stakeholders' Forum, convened in New York by UN Women on "Challenges and achievements in the implementation of the Millennium Development Goals (MDGs) for women and girls: The road ahead" from 4 to 5 December 2013. The forum brought together a range of stakeholders from Member States, academia, women's rights organisations and young civil society activists in preparation for the next Commission on the Status of Women (CSW58).

The two-day forum included panels that reviewed progress for women and girls on all the MDGs, as well as lessons learned about approaches and strategies to successfully accelerate achievement of the MDGs for women and girls. It concluded with a clear message on the need of a stand-alone gender equality goal, and equally strong support for the integration of gender equality issues across all future goals for the post-2015 development agenda.

In her opening remarks, UN Women Deputy Executive Director Lakshmi Puri emphasized the role played by the MDGs in galvanizing attention towards gender equality and women's empowerment. "The assessment of the MDGs from a gender perspective shows a mixed picture," Puri said, and called for a transformative stand-alone goal that tackles three core areas: prevention of violence against women and girls, equal access to resources and opportunities, and leadership and participation.

The Stakeholders' Forum was organized by UN Women in preparation for the 58th session of the Commission on the Status of Women.

While hailing progress, participants also identified gaps and challenges, agreeing that the picture was uneven, with not nearly enough improvement in the lives of women across several areas.

"We have missed the train," said Nestorine Sangaré Compaoré, Minister for Women's Empowerment of Burkina Faso. She said despite the MDGs' focus on the reduction of poverty worldwide, a decade later, women continue to be the most affected by poverty.

During discussions, representatives of Member States raised specific issues faced by different countries. The Permanent Representative of the United Arab Emirates to the United Nations Lana Zaki Nusseibeh

identified two key lessons that her region had learned to foster gender equality: closing the gap between legislation and its implementation, and focusing on education and awareness-raising.

UN Women Deputy Executive Director John Hendra appreciated the "strong and consistent support" for a stand-alone gender equality goal and the integration of gender equality across all future goals. He emphasized the need to "address the structural drivers of gender inequality - such as unpaid care work, violence against women and girls, and limited sexual and reproductive health and rights."

Looking at the challenges that lie ahead, in her closing remarks, UN Women Executive Director Phumzile Mlambo-Ngcuka underscored the need to make connections between the tools available to the international community, such as the review of progress in the implementation of the MDGs at CSW58, the Beijing+20 review and appraisal process, and deliberations on the post-2015 development agenda, to formulate a quality stand-alone goal on gender equality.

See more at:
http://www.unwomen.org/en/news/stories/2013/12/stakeholders-forum-concludes-with-agreed-course-of-action#sthash.0RyREWsL.dpuf

Around the World

New EU-UN Women initiative to tackle violence against women and girls in three countries

On the occasion of the International Day for the Elimination of Violence against Women, 25 November 2013, the European Commission and UN Women announced in Brussels a new joint programme on Preventing and Addressing Violence against Women and Girls. The programme, which will support initiatives by national institutions and civil society organisations in Albania, Timor-Leste and Mexico, was announced by EuropeAid Director, General Fernando Fructuoso de Melo and UN Women Assistant Secretary-General and Deputy Executive Director for Policy and Programme, John Hendra.

"Violence against women is the most unacceptable expression of gender inequality. It can take many forms, from domestic violence, to trafficking and can even lead to death. All our efforts must be joined as long as these kinds of practices remain. That is why the European Commission's initiative is particularly welcoming this new project.

Violence against women and girls is a pandemic that affects one in three women worldwide, and it's rooted in gender inequality. As the post-2015 development agenda is being formulated, UN Women is urging world leaders to focus on tackling this

scourge. This new EU-UN Women programme represents an important contribution to raising awareness and triggering action to end many forms of violence against women and girls in multiple settings, through ground-up efforts." said Mr. Hendra.

This new programme "Preventing and Addressing Violence against Women and Girls (VAWG) in Albania, Mexico, and Timor Leste" is financed through a contribution of EUR 1 million from the European Instrument for Democracy and Human Rights (EIDHR). The programme will address different forms of violence against women and girls in different contexts: trafficking in Albania, domestic violence in Timor-Leste and femicide in Mexico. The programme will support legislative changes, preventive measures and service provision for survivors.

According to a global study conducted by the World Health Organisation (WHO) in 2013, 35 per cent of women worldwide have experienced either physical and/or sexual violence. UN Women research also shows 603 million women live in countries where domestic violence is not yet considered a crime. Approximately 125 million girls and women in the world have suffered female genital mutilation. Trafficking ensnares millions of women and girls in modern-day slavery. Women and girls comprise 80 per cent of the estimated 800,000 people trafficked annually. And femicide, the murder of women because they are women, is taking an increasingly brutal toll.

The announcement of this new programme follows a strategic partnership agreement between UN Women and the European Union in April 2012. The EU and UN Women regularly work together in areas of gender-responsive budgeting, peace and security and political participation of women, in several regions around the globe.

See more at:
http://www.unwomen.org/en/news/stories/2013/11/joint-eu-un-women-programme-in-three-countries#sthash.yRKlEDPu.dpuf

Increased representation of women at Colombia's peace talks

President of Colombia Juan Manuel Santos (centre) announcing lawyers Nigeria Renteria (right) and Maria Paulina Riveros (left) as the new members of the National Government at the negotiating table with FARC in La Habana, Cuba.

Hailed as a landmark step, Colombia's President appointed in November 2013, two women to represent the government in the latest round of peace talks, aimed at ending the 50-year-long conflict with the rebel group FARC. Up until this announcement, the government's delegation of plenipotentiaries

did not include a single woman. Now at 40 per cent, it is one of the world's highest shares of women's representation in peace talks.

See more at:
http://www.un.org/womenwatch/timeline/2013-year-in-review.html#16

International treaty on domestic workers' rights comes into force

A landmark Domestic Workers Convention on labour rights took effect 5 November 2013, giving domestic workers worldwide — of whom the majority are women —the same basic labour rights as other workers. Since the Convention's adoption, a number of countries, from Bahrain to Spain, have passed legislation to improve social and labour rights for domestic workers.

According to ILO estimates, there are 53 to 100 million domestic workers worldwide, 83 per cent of whom are women. They represent 4 to 10 per cent of the labour force in developing countries and about 2 per cent in developed countries. Their work is an important contribution to economic and social development. Still, 40 per cent of countries worldwide have no form of regulation of any kind for domestic workers.

Around the world, UN Women is working with Governments, unions and the private sector to promote the rights of domestic workers and ensure that their profession is both regulated and covered by social protection. This includes supporting the Global Forum on Migration and Development and promoting the ratification of ILO Convention 189 on domestic work – the landmark international treaty adopted on 16 June 2011, which comes into force and has already been ratified by eight countries.

Domestic workers rejoice after the results of a vote on the ILO Convention on Domestic Workers at the 100th Session of the International Labour Conference, in Geneva, on 16 June 2011.

See more at:
http://www.unwomen.org/en/news/stories/2013/9/ilo-convention-189-enters-into-force#sthash.cjWitYV3.dpuf

Jordan's tourism industry is making inroads in equal opportunity employment through UN Women's Gender Equity Seal

Hiba Varouqa, a 28-year-old graduate of Jordan's Applied University College of Hospitality and Tourism Education (JAU) and the proud owner of the company, Trip 4 Jordan, received the UN women Gender Seal Award in October 2013. Success stories like Hiba's help raise awareness of gender equity issues and encourage new students to enroll.

Her University is one of UN Women's partner institutions in Jordan.

Hiba Varouqa (right) and her former teacher, Sharifa Nofa Bint Nasser (left), standing at the hall of the Jordan Applied University College of Hospitality and Tourism, which is part of UN Women's Gender Equity Seal project. Photo: Maria Fanlo

UN Women is working with diverse partners to implement the Gender Equity Seal, a voluntary certification for businesses that adhere to certain standards of gender equality, including hiring, training and promoting women. Ten Jordanian organisations have received it since 2012. Striving to boost gender equality, the certification aims to put in place policies and practices that enable equal opportunities for women and men to gain access to jobs, opportunities, good working conditions, as well as professional development, training and participation in decision-making processes. This comes as part of UN Women's on-going efforts to empower women in the tourism sector. An agreement was recently signed with the Ministry of Tourism and Antiquities to introduce equal opportunity employment through the application of the Gender Equity Seal Model to tourism-related businesses and institutions in Jordan.

Tourism accounts for about 13 per cent of GDP in Jordan and the Government has made a commitment to increase women's participation in the tourism sector from 10 to 15 per cent by 2015.

According to the "Global Report on Women in Tourism 2010," tourism provides better opportunities for women's participation in the workforce, women's entrepreneurship, and women's leadership than many other sectors of the global economy. According to ILO data, women make up between 60 to 70 per cent of workers in the industry.

However, their situation is far from ideal as they tend to earn less than men and few of them occupy managerial posts: women in tourism are still underpaid, under-utilized, under-educated and underrepresented. Yet tourism does offer certain opportunities with women comprising a much higher proportion of independent workers than in other sectors.

At the global level, UN Women and the World Tourism Organisation (UNWTO) have been working together since 2008 to implement a joint programme that aims to foster gender equality and women's economic empowerment in the tourism industry.

See more at:
http://www.unwomen.org/en/news/stories/2013/9/jordan-tourism-and-equal-opportunity#sthash.SrWQ3tVC.dpuf

UNEP announces innovative SEED gender equality awards

The United Nations Environment Programme (UNEP) announced the 34 winners of the 2013 SEED Awards for Entrepreneurs in Sustainable Development, including two SEED Gender Equality Awards, at the Green Economy Symposium held in its head office in Nairobi, Kenya on 31 October 2013. The SEED Awards identify and support innovative social and environmental start-up enterprises that tackle key sustainable development challenges at a community level in developing and emerging economies. The SEED gender equality awards were given to enterprises in Colombia and Peru. Funded by UN Women and the United Nations Industrial Development Organisation (UNIDO), the awards focus on enterprises that are women-led or owned and prioritize gender equality or women's empowerment as a core objective.

In Colombia, Provokame trains and employs local women from rural areas to produce 100 per cent biodegradable plates that are also implanted with seeds. The process contributes not only to sustainable waste management, but also creates jobs for women. In Peru, Life Out Of Plastic is a 100 per cent women-owned organisation that designs and sells green products such as reusable bags and fleece made from rPET fibre - a textile derived from bottle recycling.

"With their innovative entrepreneurial approaches and unfailing attention to women's empowerment, the SEED Gender Equality Award winners are advancing sustainable development, both locally and at global level," said UN Women Executive Director Phumzile Mlambo-Ngcuka. "In every region, women are coming forward with new ideas to combat poverty and improve living standards, while protecting natural resources. Women's economic empowerment and full and equal participation in decision-making are essential to achieve the Millennium Development Goals and should be prioritized in the post-2015 development agenda."

All award winners will receive a package of individually tailored support for their businesses from SEED, as well as US$5000, technical assistance and access to other supporting institutions.

Violence Against Women

UN survey of 10,000 men in Asia-Pacific finds that half report committing gender based violence and a quarter rape

An unprecedented UN study of 10,000 men in Asia and the Pacific, released on 10 September 2013, found that on average half of those interviewed reported using physical and/or sexual violence against a female partner, ranging from 26 per cent to 80 per cent across nine sites studied in six countries (Bangladesh, Cambodia, China, Indonesia, Sri Lanka and Papua New Guinea). Nearly a

quarter of the men interviewed reported raping a woman or girl.

The study, entitled "Why Do Some Men Use Violence against Women and How Can We Prevent It? Quantitative Findings from the UN Multi-country Study on Men and Violence in Asia and the Pacific," was conducted by Partners for Prevention, a regional joint programme of the UN Development Programme (UNDP), the UN Population Fund (UNFPA), UN Women and United Nations Volunteers (UNV) programme in Asia and the Pacific. It asked men about their use and experiences of violence, gendered attitudes and practices, childhood, sexuality, family life and health.

From left: Roberta Clarke, Regional Director of UN Women Asia-Pacific; James Lang, Programme Coordinator of Partners for Prevention; Rachel Jewkes, Lead Technical Advisor on the paper; Dr. Emma Fulu, P4P Research Specialist, at the launch of the report in Thailand.

"This study reaffirms that violence against women is preventable, not inevitable," says James Lang, Programme Coordinator for Partners for Prevention. "Prevention is crucial because of the high prevalence of men's use of violence found across the study sites and it is achievable because the majority of the factors associated with men's use of violence can be changed."

The study's key findings were:

- Men begin perpetrating violence at much younger ages than previously thought. Half of those who admitted to rape reported their first perpetration was as a teenager; 23 per cent of those who admitted to rape in Bougainville, Papua New Guinea, and 16 per cent of those in Cambodia were 14 years or younger when they first perpetrated.
- Of those men who admitted to rape, the vast majority (72-97 per cent in most places) did not face any legal consequences.
- The most common motivation that men cited for rape was sexual entitlement — a belief that men have a right to have sex with women regardless of consent. Over 80 per cent of men who admitted to rape in rural Bangladesh and China gave this response.
- On average, 4 per cent of respondents said they had perpetrated gang rape against a woman or girl, ranging from 1 to 14 per cent across the various sites. This is the first time data from such a large sample of men has been gathered on gang rape.

The study's findings reaffirm that violence against women is an expression of women's

subordination and inequality in the private and public spheres. The findings show how men's use of violence against women is associated with men's personal histories and practices, within a broader context of structural inequalities.

See more at:
http://www.unwomen.org/en/news/stories/2013/9/half-of-men-report-using-violence-and-a-quarter-perpetrate-rape-according-to-un-survey#sthash.2Mf1et4I.dpuf

Law for women's protection against domestic violence passes with unanimous support in Tonga

As many as three in four women have experienced physical or sexual violence in the Pacific Island nation of Tonga, according to a national study on domestic violence against women in Tonga released in 2012. Yet until now, there was no law to criminalize domestic violence or establish prompt police safety and protection orders or prevention measures.

But that is about to change after the historic and symbolic vote on 4 September 2013, when all 17 Members of Tonga's Parliament who attended the third reading of a Family Protection Bill, voted in its favour.

"This is an historical moment in Tonga's parliamentary history," said Tonga's Minister of Internal Affairs, Hon. Lord Vaea. "The core areas of the Bill have remained intact despite some very heavy debating and at times opposition from members of the House. For example, the protection order that increases the powers of police to issue orders on the spot, while strongly opposed by some members, has remained in the Bill."

MPs with RRRT staff outside the Parliament, following the Committee's unanimous vote in favour of the bill

The development of the Bill was an initiative of the Government of Tonga through the Ministry of Education, Women's Affairs and Culture Women's Affairs Division, and the Secretariat of the Pacific Community Regional Rights Resource Team (RRRT) – a grantee of the UN Trust Fund to end Violence Against Women, managed by UN Women.

The UNTF-funded programme "Changing Laws, Protecting Women," implemented by the team from 2009-2012, sought to improve legislation to protect women and children through lobbying campaigns on Violence Against Women and Family Law in six Pacific Islands (Kiribati, Nauru, Samoa, Solomon Islands, Tonga and Tuvalu).

"While the bill's main objective is deterrence and acknowledgement that family violence – which was once a closed-

door issue – is now everybody's issue, there is also a strong section on prevention and awareness which is quite unique and a first for the Pacific.

See more at:

http://www.unwomen.org/en/news/stories/2013/9/family-protection-bill-tonga#sthash.fZJOTqKE.dpuf

Future global agenda must address violence against women and girls

Gender inequality is the root cause of violence against women and should be addressed as a stand-alone goal as well as one that cuts across all themes of development. This point was emphasized by several representatives at a special High-Level Ministerial event organized by UN Women and the Governments of Finland and Liberia at the 68th session of the General Assembly.

The discussion highlighted the need for a new UN development framework that includes freedom from violence as one of its main goals to safeguard basic human rights. Focusing on violence against women and girls in particular, Member States reiterated that gender inequality was its root cause and must be addressed as a stand-alone goal for beyond 2015.

UN Women Executive Director Phumzile Mlambo-Ngcuka speaks at the "Freedom from Violence for Every Woman and Girl: A Priority for the Post-2015 Agenda" high-level event at UN headquarters in New York City on 25 September 2013.

Addressing the panel, UN Women Executive Director Phumzile Mlambo-Ngucka said "ending violence against women is the missing MDG" even though it is the "most pervasive human rights violation and crime." However, she added that she was heartened by what seemed to be a consensus in the room calling for a stand-alone goal for gender equality. She also called for integrating women's issues in all other development goals and emphasized the significance of statistics to narrate the commonality of the horrors that women face.

Member States also emphasized the need to urgently confront practices such as child marriage, which, according to Lakshmi Sundaram, Global Coordinator of Girls Not Brides, is a form of slavery.

See more at:
http://www.unwomen.org/en/news/stories/2013/9/violence-against-women-event-at-ga68#sthash.VpfPjIQ3.dpuf

UN Women and World Association of Girl Guides and Girl Scouts launch non-formal curriculum to end violence against women and girls

On the occasion of the International Day of the Girl Child in October 2013, UN Women and the World Association of Girl Guides and Girl Scouts (WAGGGS) launch Voices against Violence, a new non-formal education curriculum on ending violence against women and girls, putting young people at the heart of prevention efforts.

A first of its kind, Voices against Violence is a co-educational curriculum designed for age groups ranging from 5 to 25 years. It provides girls, boys, young women and young men with tools and expertise to understand the root causes of violence in their communities, to educate and involve their peers and communities to prevent such violence and to learn about where to access support if they experience violence.

Working with youth organisations, UN partners and governments, UN Women and WAGGGS will roll out the curriculum to young people around the world. It will be adapted to national context, translated into local languages and reach an estimated five million children and young people by 2020.

"We need to expand quality education that empowers girls, breaks gender stereotypes, and achieves real social change. Education can play a key role in ending violence against women and girls and partnerships are critical to move this forward," said UN Women Executive Director Phumzile Mlambo-Ngcuka. "We are very excited about our partnership with the World Association of Girl Guides and Girl Scouts on this pioneering effort to prevent violence against women and girls worldwide."

With one in three women and girls experiencing abuse in their lifetime, violence against women and girls is the most pervasive human rights violation. Gender-based violence starts early, and girls and young women are particularly vulnerable. Over 50 per cent of sexual assaults are committed against girls under 16 years of age. Globally, one in three girls are married before the age of 18, and one in nine before they turn 15.

The new curriculum stems from the understanding that prevention should start early in life, when values and norms around gender equality are formed, by educating girls and boys about respectful relationships and gender equality. Effective prevention efforts entail a cross-generational approach, working within schools and communities, and providing young people the tools they need to challenge gender stereotypes, discrimination and violence.

Members of the Girl Guiding and Girl Scouting Movement can earn a 'badge' by completing a set of six age-appropriate sessions from the curriculum. Sessions can range from the youngest groups starting out with storytelling and games that prompt them to think about gender bias and stereotypes, while older age groups might

organize poster competitions, visit and volunteer with local shelters, or develop local community-based campaigns and projects to address specific forms of violence against girls and women.

See more at:
http://www.unwomen.org/en/news/stories/2013/10/voices-against-violence-launched-on-international-day-of-the-girl-child#sthash.ZtqhpHUQ.dpuf

Women's Representation

Rwanda: Breaking the glass ceiling cements Top Position in IPU Global Ranking of Women in Parliament

Women take an unprecedented 63.8 per cent of Rwanda's parliamentary seats (lower house) — a nearly 8 per cent jump since its last elections, sealing its place as the world's only majority female parliament. Andorra follows in second place with women comprising 50 per cent of its parliament. These MPs now account for nearly two thirds of all legislators in the country's lower house of parliament following elections in early September, 2013.

According to the Rwandan National Electoral Commission, nearly 64 per cent of all seats in the lower house are now held by women MPs, a significant jump from 56.3 per cent in the previous parliament.

It means Rwanda continues to have the only parliament in the world where women MPs are in the majority and cements the country's no. 1 position in IPU's global ranking of women in parliament. It has held this position since the 2008 elections.

Although 30 per cent of parliamentary seats are reserved for women under a quota system, Rwanda has far exceeded this per centage in the last two elections. A primary reason is the higher placement of women in the electoral lists under the proportional representation system used in Rwanda.

"This reflects a political will to put women on an equal footing with men in political representation and a strong presence of women on the political landscape," says Zeina Hilal, IPU Gender Officer. "A lot of effort has also been made in sensitizing parliament to gender issues with IPU support, whilst Rwandan society too has become much more receptive to women as politicians."

See more at:
http://www.un.org/womenwatch/timeline/2013-year-in-review.html#12

Women make up more than one-third of Zimbabwe's new Parliament

In a major development the 8th Parliament in Zimbabwe saw the swearing-in of 124 women as new members of Parliament on 3 September 2013. Beaming with pride and excitement, Fanny Chirisa was among the

women sworn-in as new MPs in the 8th Parliament of the Republic of Zimbabwe. A long-time women's activist, she said she hopes to use her knowledge and experience to familiarize other MPs with the gender equality and women's rights priorities that will make a difference to women's lives. "I know what these issues are and I know where to go to get information and support from the women's movement," said Chirisa, a first-time MP for Manicaland Province in the eastern part of the country.

Women's representation in Parliament more than doubled from 17 per cent following the 2008 general elections, to 35 per cent in the elections on 31 July 2013. Zimbabwe now joins the ranks of the more than 30 countries worldwide that have used a special electoral quota system to increase women's representation in Parliament to at least 30 per cent, which is considered the minimum for collective action. The quota is included in Zimbabwe's new Constitution, which was approved by referendum in March and signed into law on 22 May 2013. It was widely celebrated after a decade-long struggle, which UN Women and UNDP supported through a constitutional lobby group.

The special measure reserves 60 seats for women to be elected through a system of Proportional Representation, based on the votes cast for political party candidates in the lower house (National Assembly). For the 60 elected Senate seats, women and men candidates are listed alternately, with every list headed by a woman candidate. As a result, women now comprise 124 of the 350 MPs in Zimbabwe's new Parliament, including 86 women in the National Assembly – 60 in the reserved seats and 26 elected directly to the 210 constituency seats.

Women MPs in the 8th Parliament of Zimbabwe and members of civil society gathered on 4 September 2013 to honour female candidates who participated in the 2013 elections. Photo: UN Women/Patricia A. Made

"I want to bring about a change in the livelihoods of the people in my constituency and my focus will be on the three areas of social, community and economic development," said MP Iris Chiratidzo Mabuwa, who won a constituency seat. Having worked with the International Labour Organisation for nearly two decades, she added: "Bringing the global Millennium Development Goals agenda to the constituency-level to empower women, youth and other vulnerable groups… is one of my goals."

The use of the special measure also led to 37 women candidates being elected to the Senate, and one woman was selected to one

of the two Senate seats allocated for people living with disabilities, bringing the total number of women to 38 – an unprecedented 47.5 per cent of the 80 Senators.

But women's activists say the struggle for meaningful political participation is far from secure. "It was a dog-eat-dog election and … women were pushed towards the 60 seats and told to vacate the competitive seats for men. It was not unusual for women to be told 'we gave you 60 seats, what more do you want?'" explained Netsai Mushonga, national coordinator of the Women's Coalition of Zimbabwe.

The temporary measure will be in effect for the first two Parliaments elected after the Constitution came into effect (2013 and 2018). As a result, women activists know that they must work with the new women Parliamentarians to secure the gains made and prepare for 2018.

"These women [in the 60 reserved seats] must now convert these seats into a serious political presence and interventions. Since they do not have constituencies, they must develop initiatives to get a profile over the next five years among women and men, and they must work to become highly competent politicians," said Julie Stewart, Director of the Southern and Eastern Africa Regional Centre for Women's Law at the University of Zimbabwe, who is also a member of the UN-Women-supported Group of 20 (G-20) lobbying group, which successfully advocated for the inclusion of the strong gender equality and women's rights provisions in the new Constitution.

The G-20 and the women's movement, Stewart said, must strengthen the capacity of the new women MPs to mainstream women's issues into all the broader issues that will be discussed in the new Parliament and ensure that gender equality and women's rights in the new Constitution are secured through law reform.

Grace Ruvimbo Chirenje, coordinator of the Zimbabwe Young Women's Network for Peacebuilding, agrees: "We want the women in the reserved seats to not be just chess pieces being moved by the men in their political parties. We want to enable them, and all women, to become the chess players."

See more at:
http://www.unwomen.org/en/news/stories/2013/9/zimbabwe-women-mps-sworn-in#sthash.cFfVZg0D.dpuf

Ukraine steps up efforts to get more women into the workforce

When more women work, economies grow. Advocacy efforts towards this goal paid off recently when the Government of Ukraine in September 2013 adopted a measure to boost women's employment, through the "State Programme on Ensuring Equal Rights and Opportunities for Women and Men for 2013-2016," developed by the Ministry of

Social Policy with civil society and international organisations.

UN Women played a key role in the lead-up to the adoption of the State programme. The organisation provided technical and expert support in formulating specific actions and indicators for the Programme, taking into account recommendations from civil society, gender advocates and international organisations. UN Women organized broad consultations bringing together Government officials, gender experts and representatives of international organisations to design and finalize the State programme. In early September 2013, UN Women also mobilized civil society organisations to write a letter to the Cabinet of Ministries and Administration of the President of Ukraine to appeal for accelerated adoption of the State programme on equal rights and opportunities.

"By adopting this programme, the Ukrainian Government takes ownership over gender equality policy, translating it into a prioritized results-oriented operational programme with national and local budget allocations," says UN Women National Programme Coordinator in Ukraine, Oksana Kisselyova. "The programme is a step forward to Ukraine's further democratization and European integration."

According to the "2012 Global Gender Gap Report" by the World Economic Forum, Ukraine ranks 64th in terms of women's income level, 22nd in terms of women's education, 34th on economic participation and opportunities, and a mere 119th in the realm of political empowerment. According to government sources, 55 per cent of unemployed people in Ukraine are women. "Unfortunately nowadays in Ukraine, men are in better conditions than women in most spheres of social life. This situation is unacceptable and we need to change it," said Natalia Korolevska, Ukraine's Minister of Social Policy.

She emphasized the low representation of women in executive and legislative branches, with only 9.4 per cent in Parliament and the wage gap between women and men nearing 22.7 per cent in the first half of 2013. According to the Minister, the development of leadership skills among women will be a crucial area of work, to promote their active participation in business and decision-making processes.

The new State programme will introduce specific measures to reduce the wage gap by: combating gender stereotypes about female and male professionals; building the capacity of State employees and promoting qualified women to higher-paid sectors; raising employers' awareness about equal pay for equal work to reduce the wage gap; and increasing women's capacities, leadership and business skills.

The programme will also feature awareness-raising campaigns on equal distribution of family responsibilities, in particular, promoting the rights of men to parental leave; building capacity of employers and trade unions to provide flexible working

conditions for women and men who take care of children under three years of age; and developing a model of parents' reintegration in the workplace after childcare leave.

See more at:
http://www.unwomen.org/en/news/stories/2013/10/ukraine-steps-up-to-get-more-women-in-workforce#sthash.3CdmTEoV.dpuf

In Your Interest

UN Women ad series reveals widespread sexism

A series of ads, developed for UN Women by Memac Ogilvy & Mather Dubai, used text from actual Google searches to expose the widespread prevalence of sexism and discrimination against women on the internet. Based on searches dated 9 March 2013, the ads expose negative sentiments ranging from stereotyping as well as outright denial of women's rights.

A series of ads, developed for UN Women by Memac Ogilvy & Mather Dubai, used text from actual Google searches to expose the widespread prevalence of sexism and discrimination against women on the Internet. Based on searches dated 9 March 2013, the ads expose negative sentiments ranging from stereotyping as well as outright denial of women's rights.

Ad series for UN Women by Memac Ogilvy & Mather Dubai

The searches confirm the urgent need to continue making the case for women's rights, empowerment and equality. UN Women is heartened by the initial strong reaction to the ads and hopes they will spark constructive dialogue globally.

You can join the conversation on Twitter using the hashtag: #womenshould

Watch "The Autocomplete Truth," a new video by Memac Ogilvy & Mather Dubai highlighting gains and remaining challenges for women's equality.

See more at:
http://www.unwomen.org/en/news/stories/2013/10/women-should-ads#sthash.hmKMNIzA.dpuf

PEW survey shows Millennial Women Near Parity – For Now on Pay Gap Despite Gains, Many See Roadblocks Ahead

A new Pew Research Center survey of 2,002 adults, including 810 Millennials (adults ages 18 to 32), conducted 7 to 27 October 2013 found that, in spite of the dramatic gains women have made in educational

attainment and labor force participation in recent decades, young women view this as a man's world—just as middle-aged and older women do. Roughly half of Millennial women (51 per cent) and their older counterparts (55 per cent) say society favors men over women; just 6 per cent of both groups say it favors women over men. Among Millennial women, 75 per cent say the United States needs to continue making changes to achieve gender equality in the workplace, compared with 57 per cent of Millennial men.

This new cohort of young women—members of the so-called Millennial generation—has been entering the workforce for the past decade. At the starting line of their careers, they are better educated than their mothers and grandmothers had been—or than their young male counterparts are now. But when they look ahead, they see roadblocks to their success. They believe that women are paid less than men for doing the same job. They think it's easier for men to get top executive jobs than it is for women. And they assume that if and when they have children, it will be harder for them to advance in their careers.

The survey findings are paired with a Pew Research analysis of census data that shows that today's young women are the first in modern history to start their work lives at near parity with men. In 2012, among workers ages 25 to 34, women's hourly earnings were 93 per cent those of men. By comparison, among all working men and women ages 16 and older, women's hourly wages were 84 per cent those of men. And women in the younger age cohort were significantly more likely than their male counterparts to have completed a bachelor's degree—38 per cent versus 31 per cent in 2013.

Yet there is no guarantee that today's young women will sustain their near parity with men in earnings in the years to come. Recent cohorts of young women have fallen further behind their same-aged male counterparts as they have aged and dealt with the responsibilities of parenthood and family. For women, marriage and motherhood are both associated with less time spent on paid work-related activities. For men, the onset of family responsibilities has a reverse effect on their career.

As Millennial women come of age in the "lean in" era they share many of the same views and values about work as their male counterparts. They want a job they enjoy, that provides security and flexibility, and they place relatively little importance on high pay. At the same time, however, young working women are less likely than men to aspire to top management jobs: 34 per cent say they are not interested in becoming a boss or top manager; only 24 per cent of young men say the same. The gender gap on this question is even wider among working adults in their 30s and 40s, the age at which many women face the trade-offs that go with work and motherhood.

The new Pew Research survey finds that among working parents of all ages with children younger than 18, mothers are three

times as likely as fathers to say that being a working parent has made it harder for them to advance in their job or career (51 per cent vs. 16 per cent).

The survey also finds that women are much more likely than men to experience family-related career interruptions. Among mothers who have ever worked, 39 per cent say they have taken a significant amount of time off from work to care for a child or family member. This compares with only 24 per cent of working fathers.

Women who have experienced a significant career interruption in order to care for a family member have few regrets. They overwhelmingly say they are glad they did this, even though a significant share say it hurt their career overall.

For their part, young women today who have not yet had children expect that when they do, the impact on their careers will be negative. Among those ages 18 to 32, 63 per cent think that having children will make it harder for them to advance in their job or career.

See more at
http://www.pewsocialtrends.org/2013/12/11/on-pay-gap-millennial-women-near-parity-for-now/

Recommended Reading

"Global Gender Gap Report 2013" reveals slow progress on economic equality and political participation

The world's gender gaps narrowed slightly in 2013 on the back of definite if not universal improvements in economic equality and political participation between the sexes, according to the World Economic Forum annual flagship report "Global Gender Gap Report 2013," which was published on 25 October. The eighth annual edition of the Report ranks 136 countries on their ability to close the gender gap in four key areas: economic participation and opportunity, political empowerment, health and survival, educational attainment, political participation and economic equality. Of the 133 countries that were measured in both 2012 and 2013, 86 actually improved their gender gap during this time. Overall, the Report finds Iceland the most advanced country in the world in terms of gender equality for the fifth year running. It, along with Finland (2nd), Norway (3rd) and Sweden (4th), has now closed over 80 per cent of its gender gap. These countries are joined in the top 10 by the Philippines, which enters the top five for the first time, Ireland (6th), New Zealand (7th), Denmark (8th), Switzerland (9th) and Nicaragua (10th). The United States comes 23rd, also down one place since 2012. But progress remains slow on some dimensions: while the global gender gap in health and survival is almost

closed at 96 per cent, and in education at 93 per cent, the global gender gaps for economic equality and political participation are only 60 and 21 per cent closed respectively.

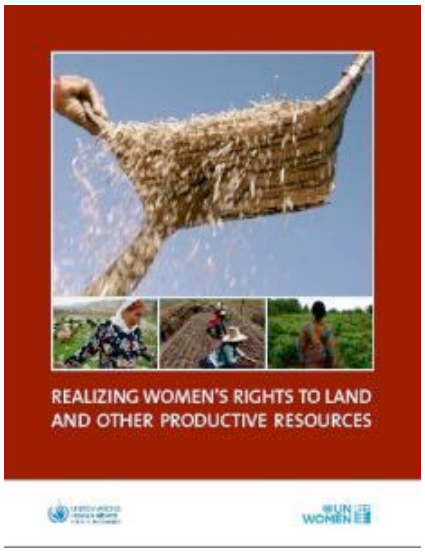
Read the Global Gender Gap Report:
http://wef.ch/gggr13full

Women's land rights are human rights, says new UN report

A new publication by UN Women and OHCHR, "Realizing Women's Rights to Land and Other Productive Resources," launched in November 2013 highlights the urgent need to move the discussion on land towards a human rights-based perspective, with a stress on gender equality, and provides concrete guidance for lawmakers and policymakers.

The report argues that women's rights to land are directly linked to global food security and sustainable development. There are also gender-specific problems that can be addressed through secure land rights, such as protection against violence and HIV. Studies suggest that the threat of poverty often forces women to remain in violent relationships, with their access to food, housing, land and other productive resources tied to their relationship with a violent partner. Research also shows that such insecurity forces women to engage in behaviours such as unprotected sex, which puts them at an increased risk of contracting HIV. On the other hand, women who have secure land rights acquire more independence and power in their families and communities, as well as in their economic and political relationships, experiencing lower levels of violence and reduced vulnerability to HIV.

While at least 115 countries recognize equal land rights for women and men, effective implementation remains a major challenge. In some countries, cultural norms pose restrictions, limiting women's rights to land and also affecting enjoyment of other rights, such as food, housing, work and education.



Another challenge for policymakers is the phenomenon of land grabbing and the increasing commodification of land. Because of increasing land pressures around the world, including climate change, there has been a rise in land grabbing, causing growing concern that women's access to land could become an even bigger problem in the future.

The report provides several policy guidelines for realizing women's land rights. The report urges prohibiting forced evictions of women, challenging discriminatory laws, and abolishing the concept of 'head of household' to allow women equal property rights in the event of marriage and divorce.

The report is based on the results of an expert group meeting held in June 2012, convened by UN Women and the Office of the United Nations High Commissioner for Human Rights (OHCHR).

See more at:
http://www.unwomen.org/en/news/stories/2013/11/womens-land-rights-are-human-rights-says-new-un-report#sthash.cuuud3fW.dpuf

UN Report reiterates gender equality is a crucial component of migration

A new UN Women training manual "Gender on the Move" seeks to build capacity for gender analysis among migration policymakers and professionals.

Coinciding with International Migrants Day, 18 December 2013 UN Women's global Training Centre launched a new training manual, "Gender on the Move: Working on the Migration-Development Nexus from a Gender Perspective."

Designed as a self-learning tool and to guide training workshops, the manual aims to build the gender analysis capacity of migration and human rights for development professionals, so that new programmes and policies can integrate concepts of migration, development and gender equality.

Development organisations agree that there can be no progress in any field without gender equality; yet, many organisations do not recognize the relationship between gender, migration, and development, according to the manual.

The manual recommends new strategies and policies to address the situation, including analyzing the migration-development nexus from a human development model, recognizing the impact of remittances from a gender perspective, rethinking alternative solutions to traditional structures of care provision, and raising awareness on the need to protect the labour rights of domestic workers, and provide them with sexual and reproductive healthcare.

Regarding the need to analyze economic activity, such as the use of remittances, through a gender perspective, author Allison Petrozziello said, "Remittances-for-development initiatives often ignore how gender influences the sending and spending of migrants' monetary transfers."

The manual also urges policymakers to not only protect the rights of domestic workers, but also to re-think the notion of women as primary caregivers and asks for more involvement by men, the State, and the private sector, while also highlighting the persistent practice of unpaid care work.

Calling for an emphasis on a human development model of migration, the manual highlights the violations of rights faced by women migrants, the two most pervasive being their lack of labour rights in domestic work and lack of sexual and reproductive healthcare. There are several factors that contribute to such abuse, including absence of legal regulations and the social invisibility of domestic workers. The manual recommends that labour unions for domestic workers be promoted, and awareness of rights of domestic workers be enhanced, among other actions.

Gender is a crucial component of migration, and if ignored, leads to the design of policies and programmes that not only disregard the crucial needs of both women and men, but are also ineffective in promoting real economic development.

See more at:
http://www.unwomen.org/en/news/stories/2013/12/un-report-reiterates-gender-equality-is-a-crucial-component-of-migration#sthash.f401YEXK.dpuf

"Like a Bird with Broken Wings": UN Women report chronicles stories of violence suffered by Afghan women through the decades of conflict

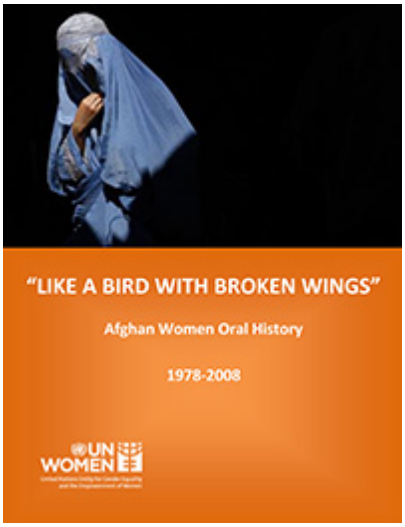
The untold stories of Afghan women who have suffered great violence in the past three decades of the country's turbulent history have been documented by UN Women in a report produced by its Country office in Afghanistan. The report provides a "voice to those denied a place in official history" and chronicles the personal memories and recollections of women who have either experienced sexual and physical violence, witnessed that of a close family member, or indirectly suffered as a consequence of it, during the years of conflict.

Harrowing tales of sexual violence during the years of conflict are a grim reminder of the suffering that Afghan women have experienced. As one woman puts it: "We have all suffered."

The testimonies contained in the report cover the timespan between 1978, when Soviet Union tanks rolled into Afghanistan, up until 2008. The reporting itself took place between December 2007 and June 2008 in seven provinces: Kabul, Kandahar, Jowzjan, Balkh, Bamyan, Daikundi and Herat.

The psychological and physical trauma of rape was made worse by social stigma, turning victims into outcasts and making their future highly insecure. Many say the current environment is no less threatening

for many women. Of particular concern is the high rate of child abduction. One woman describes being fearful for her son every time he leaves the house, and having little faith in the ability of the government to provide not just safety, but also justice.



With talks of negotiations with former fighters and amnesty for past crimes, many of these women believe there will be no accountability for the atrocities suffered by them.

The report ends with recommendations for the Afghan government and the international community to support transitional justice in Afghanistan, and for the civil society to continue to raise awareness, document and speak out against violence against women and girls.

See more at:
http://www.unwomen.org/en/news/stories/2013/12/report-on-afghan-women-experiences-with-violence#sthash.P8ZA0WIv.dpuf

IMF Staff Discussion Note: "Women, Work, and the Economy: Macroeconomic Gains from Gender Equity"

Released in September 2013, this Staff Discussion Note examines the specific macro-economic features of women's participation in the labour market, the constraints preventing women from developing their full economic potential, and possible policies to overcome these obstacles. Implementing policies that remove labour market distortions and create a level playing field for all will give women the opportunity to develop their potential and to participate in economic life more visibly. The analysis presented in this Staff Discussion Note is based on research undertaken in academia and by other international financial institutions, in addition to the IMF's own surveillance and research work.

Women make up a little over half the world's population, but their contribution to measured economic activity, growth and well-being remains unrecognized, with serious macroeconomic consequences. Despite significant progress in recent decades, labour markets across the world remain divided along gender lines, and progress toward gender equality seems to have stalled.

There is ample evidence that when women are able to develop their full labour market potential, there can be significant macroeconomic gains. (Loko and Diouf,

2009; Dollar and Gatti, 1999). GDP per capita losses attributable to gender gaps in the labour market have been estimated at up to 27 per cent in certain regions (Cuberes and Teignier, 2012). Aguirre and others (2012) suggest that raising the female labour force participation rate (FLFPR) to country-specific male levels would, for instance, raise GDP in the United States by 5 per cent, in Japan by 9 per cent, in the United Arab Emirates by 12 per cent, and in Egypt by 34 per cent. Based on International Labour Organisation (ILO) data, Aguirre and others (2012) estimate that of the 865 million women worldwide who have the potential to contribute more fully to their national economies, 812 million live in emerging and developing nations.

See more at:
http://www.imf.org/external/pubs/ft/sdn/2013/sdn1310.pdf

Recommended Websites

Global Knowledge platform launched to galvanize women's economic empowerment

Against the backdrop of the 68th session of the United Nations General Assembly, UN Women in partnership with the Government of Canada launched on 23 September 2013 the Global Knowledge Gateway for Women's Economic Empowerment (www.empowerwomen.org). This open online platform seeks to re-vitalize women's economic empowerment by building connections, and bringing together people who need resources, with those that have them.

Women make significant contributions to the economy in businesses, on farms, as entrepreneurs and employees, and by undertaking the bulk of unpaid care work at home. Of those employed, the majority are in informal and vulnerable employment, with nearly two-thirds of women largely outside the protection of labour laws in 2011. The Knowledge Gateway was triggered by growing evidence that investing in women's economic empowerment sets a direct path towards gender equality, poverty eradication and inclusive economic growth.

"Today's launch of the Global Knowledge Gateway for Women's Economic Empowerment marks an important milestone in promoting women's economic empowerment," said Lynne Yelich, Minister of State for Foreign Affairs and Consular of Canada. "Canada is proud to support women's economic empowerment by focusing on initiatives that increase women's economic leadership and advance the rights of women worldwide."

Focusing on a range of trends and factors that drive women's economic

empowerment, including economic policy, employment, statistics, resources, entrepreneurship and leadership, to energy, climate, the environment and agriculture, the platform aims to scale up opportunities and capacity. It will leverage existing resources and networks amongst governments, the UN system, private sector, civil society, and the public.

Phumzile Mlambo-Ngcuka Executive Director of UN Women said, "It will give a push to women's economic empowerment because this is essential to ending poverty and advancing gender equality. Women have a right to equal opportunities and equal access to information, resources and training. This is why I am so proud of our new online partnership platform to advance the economic empowerment of women. When women are empowered, the benefits ripple outwards and strengthen societies and economies. I encourage everyone to join us at empowerwomen.org and be part of this exciting initiative."

The online platform will bring together partners—such as UN system agencies, governments, civil society and the private sector—and connect them with women entrepreneurs, practitioners, researchers and gender activists from around the world. Partners already onboard to drive women's economic empowerment on the Knowledge Gateway include the UN Global Compact, the World Bank, the World Economic Forum, Microsoft, the Coca-Cola Company, Women's World Banking, Women in Informal Employment Globalizing and Organizing, the United Nations Conference on Trade and Development, the United Nations Industrial Development Organisation, the UN World Tourism Organisation, the International Association for Feminist Economics. The advisory board also includes members from the Food and Agriculture Organisation and the International Labour Organisation.

The Manager of the Knowledge Gateway, Anna Falth, said it is a concrete example of how to use ICT to promote women's empowerment. The Gateway is a one-stop platform to both connect and engage users on all aspects that impact women's economic lives. Providing opportunities to network and access global expertise on data, policy and other specific areas such as environment, it will also enable women entrepreneurs, workers and farmers to both access and add their own resources. Online discussions and a Learning Centre with regular e-courses and webinars are interactive features of the portal.

In addition to a team in New York, the Knowledge Gateway will have regional presence in Bangkok, Cairo, Dakar, Istanbul, Nairobi and Panama to effectively capture local knowledge and facilitate outreach activities.

The Knowledge Gateway came about as a result of the international conference on women's economic empowerment jointly organized by UN Women and Canada in October 2011 in Ottawa, Canada.

See more at:
http://www.unwomen.org/en/news/stories/2013/9/knowledge-gateway-press-release#sthash.DcDjd96h.dpuf

UN Women launches first-ever database mapping gender provisions in constitutions worldwide

UN Women on 13 December 2013 launched a Constitutional Database (http://constitutions.unwomen.org), which for the first time examines constitutions through a gender lens, mapping the principles and rules that guarantee, deny, or protect the rights of women and girls around the world.

Constitutions have a tremendous impact on women. They are well-recognized markers for countries and their citizens, serving as the bill of rights and providing a framework for the rights and responsibilities of people. The United Nation's CEDAW has often commented on the contents of national constitutions, as has UN Women's flagship report Progress of the World's Women.

Expected to be of great use to gender equality and human rights activists and experts, the innovative searchable database, to be updated annually, provides a comprehensive overview of the current status of provisions relevant to women's rights and gender equality across the world, including comparison of the data across various countries. The resource covers 195 countries, including all UN Member States and Observers, and is organized regionally into Africa, Americas, Asia, Europe and Oceania.

The database makes the constitutions available in officially approved English translations as well as in their original language, with a total of 62 languages.

Allowing users to search by keyword, legal provisions are grouped into 16 categories, which were carefully defined by reviewing the constitutions from a human rights perspective. Among others, the categories include: rights of women; public authorities, institutions and services; political participation and freedom of association; citizenship and nationality; education; employment; marriage and family life; status of religious/customary law; status of international law (including human rights law); right to property/inheritance; and reproductive rights.

The Constitutional Database was conceived by UN Women, as part of the entity's work supporting Member States to adopt sound governance strategies that strengthen women's rights and gender equality, and supported by the Swedish International Development Agency (SIDA).

See more at:
http://www.unwomen.org/en/news/stories/2013/12/un-women-launches-firstever-database-mapping-gender-provisions-in-constitutions-worldwide#sthash.P4wcKBO9.dpuf

Information

Employment opportunities

You can find a monthly list of vacancy announcements at:
http://www.unwomen.org/about-us/employment

You can read Network online at:

http://www.un.org/womenwatch/osagi/fpnetworks.htm

Network—The UN Women's Newsletter

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