



network

The UN Women's Newsletter, Volume No. 4, Issue 2 April, May and June 2003

From the desk of the Acting Focal Point for Women

Dear Colleagues,

It is a pleasure to address you from this desk where, as many of you know, I have been sitting for the last two months while our colleague Aparna Mehrotra is on special assignment.

In helping to prepare this report, I have been heartened at some of the positive developments since I retired from the Organization, at the end of 1999. I noted an increase in the number of appointments of women at the higher levels, the institutionalization of the role of the focal points and the concern of the Security Council over the role women can play equally with men in the resolution of conflict and their role in its aftermath. The efforts to improve career training and mobility hold promise for the future. Naturally, like all of you, I am disappointed that we have not yet reached the goal set by the Secretary-General of 50/50 gender parity at all levels of the Organization. This indeed will take more time and effort and attitudinal changes.

Coming from the political arena, I never envisaged the complexity of this office, in its efforts not only to improve the status of women but also to negotiate on behalf of those less fortunate and who are in distress for one reason or another. It is good to know that I am still learning the corridors of the UN.

In this issue of network we have included an article on the Department for Disarmament Affairs (DDA) Gender Mainstreaming Action Plan. The Action Plan is another example of the distance we have travelled since 1997, when the first gender-mainstreaming seminars were offered to departments. Reading this, I felt that we have moved light years from that time. You will also read about some of the positions to which women in all parts of the world have risen, efforts furthering the human

rights of women, and how a number of First Ladies are working to bring the plight of the less visible to the attention of leaders.

We are in the final stage of producing the Secretary-General's report to the fifty-eighth session of the General Assembly on the improvement of the status of women in the UN system, and we hope to report back to you in our next issue.

In the meantime, OSAGI sends you all best wishes and hopes you enjoy this issue of network.

Warm regards,

Joan Seymour

Contents

DDA's Gender Mainstreaming Action Plan . .	2
Around the UN	4
Best practice model for diversity management	5
In your interest ... reports	5
Appointments of women to functional commissions	8
Congratulations to	8
Women in government	9
Policies on sexual exploitation, sexual abuse and harassment	10
In your interest	11
Women, peace and security	12
Work-life issues	12
Did you know that	12
Farewell to	13
News flash	13
Web sites	13
Fact sheet: How to get a job at the United Nations	14
Survey for network readers	15

DDA's Gender Mainstreaming Action Plan

“Making disarmament more effective: men and women working together”

The Department for Disarmament Affairs launched a Gender Mainstreaming Action Plan, at a round table on 15 April 2003, with a distinguished group of panellists in attendance. The Action Plan is the first of its kind ever developed by a UN department and was developed through an extensive consultative process with the staff of DDA, the Office of the Special Adviser on Gender Issues and Advancement of Women (OSAGI) and the Office of Human Resources Management (OHRM). This achievement was made possible through the collaborative efforts and support of the Under-Secretary-General for DDA with, among others, two former presidents of the Group on Equal Rights for Women, Ms. Cheryl Stoute and Ms. Agnès Marcaillou, now staff of DDA. The overall goal of the Action Plan is to facilitate progress on disarmament. It identifies practical steps to be taken relating to both the substantive areas of work, such as small arms and weapons of mass destruction, and to common methods of work, such as public outreach and organizing conferences and workshops. It

focuses on how and why gender perspectives are relevant in the mandate and activities of DDA, and identifies steps that can be taken within the current work structure to better incorporate gender issues. After implementing the Plan for one year, DDA will re-evaluate it, with a view to enriching it with the experiences gained and lessons learned during its implementation.

“Disarmament and gender equality are global public goods whose benefits are shared by all and monopolized by no one. In the UN system, both are cross-cutting issues, for what office or department of the United Nations does not stand to gain by progress in gender equality or disarmament? When women move forward, and when disarmament moves forward, the world moves forward. Unfortunately, the same applies in reverse: setbacks in these areas impose costs for all.”

Jayantha Dhanapala
Under-Secretary-General
Department for Disarmament Affairs,
8 November 2002

H.E. Mr. Gilbert Laurin, Deputy Permanent Representative of Canada, Mr. Jayantha Dhanapala, former Under-Secretary-General for DDA and Ms. Agnès Marcaillou, DDA



Chapter 1 presents the mandate for the Action Plan, offers definitions of gender mainstreaming and gender balance for the purposes of the Action Plan, and suggests mechanisms for reporting on and monitoring of the implementation of the Action Plan. Chapter 2 introduces and elaborates on the goals and sub-goals of the Action Plan. Chapter 3 provides the elements of DDA's Gender Mainstreaming Action Plan for each of the department's branches, including work to date, areas of work where a gender perspective is particularly relevant, and concrete entry points organized by Action Plan sub-goals. Chapter 4 presents checklists for the department's use as ongoing reminders of gender-mainstreaming opportunities and rationales. Annex 1 explores gender and disarmament themes in greater depth, and annex 2 explores some of the concrete linkages between disarmament issues and gender. Below please find a table illustrating the main goals of the Action Plan.

DDA already made considerable efforts in the past to promote understanding of the importance of gender perspectives in all aspects of its substantive work. In 2001, it published, in cooperation with the Office of the Special Adviser on Gender Issues and Advancement of Women (OSAGI), *Gender Perspectives on Disarmament: Briefing Notes* (<http://disarmament.un.org>). These were six short, thematic briefing papers, covering such topics as gender perspectives on weapons of mass destruction, gender perspectives on small arms, and gender perspectives on disarmament, demobilization and reintegration, which made the connections between gender and disarmament.

In her statement during the launch, the Special Adviser on Gender Issues and Advancement of Women, Ms. Angela E. V. King, congratulated DDA's initiative and commitment to gen-

Overall goal—facilitate progress on disarmament (through the incorporation of gender perspectives)

Sub-goals

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| <p>1. Explore the linkages between the promotion of greater gender equality and disarmament</p> | <p>2. Strengthen DDA's internal capacity to ensure the ongoing incorporation of gender perspectives into its work</p> | <p>3. Undertake outreach and advocacy on the importance of including gender perspectives in disarmament discussions</p> | <p>4. Support equitable participation in disarmament discussions (with an emphasis on bringing in new constituencies and involving gender-equality advocates in disarmament discussions)</p> |
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Examples of activities that will support the achievement of the sub-goals

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| <ul style="list-style-type: none"> • Hold panels with an explicit focus on gender dimensions of weapons of mass destruction, small arms etc. • Engage in dialogue with researchers and gender-equality advocates who are working on disarmament issues • Support discussion and research of gender/disarmament linkages | <ul style="list-style-type: none"> • Ensure regular reporting on progress, obstacles and lessons learned during the implementation of the Action Plan • Use and adapt the checklists provided in Chapter 4 • Encourage staff attendance at panel and other discussions that offer opportunities to explore gender/disarmament linkages | <ul style="list-style-type: none"> • Incorporate gender perspectives in regular briefings to Member States • Use DDA's Internet sites to highlight gender/disarmament linkages and research on gender perspectives in disarmament • Raise gender perspectives in other UN disarmament forums (such as the Coordinating Action on Small Arms) | <ul style="list-style-type: none"> • Bring disarmament issues to gender equality advocates • Develop rosters of female experts • Provide media briefings to the "women's press" • Over the longer term, strengthen the capacity of women to participate in disarmament discussions |
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der issues, and stated that the failure to address gender perspectives in all aspects of our work not only tacitly endorsed the exclusion of women but also compromised outcomes and sustainability of our goals. Bringing gender perspectives into the disarmament discourse enriches analysis and concrete policies and strategies, thus trying to make the world a safer place for all people, communities and nations. A few examples illustrate how gender analysis can impact on disarmament activities. An analysis of gender dimensions revealed that men and women had different definitions and perceptions of security; and that the traditional definition of combatant had focused on male soldiers, and thus excluded women not only from participating in peace negotiations but also from benefiting from disarmament, demobilization and reintegration processes.

Around the UN ...

Secretary-General Kofi Annan appointed on 17 June 2003 five eminent independent experts to follow up, together with the UN High Commissioner for Human Rights, the implementation of the Declaration and Programme of Action adopted at the 2001 World Conference against Racism in Durban, South Africa. The five experts are: former Finnish President Mr. Martti O. K. Ahtisaari; Jordanian Crown Prince Hassan bin Talal; Ms. Edna Maria Santos Roland, President of the Board of Directors of the Fala Preta Organization of Black Women in Brazil; Mr. Salim A. Salim of Tanzania, former President of the UN General Assembly and former Secretary-General of the Organization of African Unity; and former

Best practice elements

1. Committed senior leadership

- “Walk the talk” through demonstrated, proactive and consistent engagement

2. Clearly articulated goals integrated to business cases

3. Financial resources

4. Accountability throughout the organization

5. Compelling supportive environment (prompts action by the organization, related to the organization's external image)

Strategic activities

A. Vision statement

B. Values statement

C. Business cases with meaningful data for the organization

D. Employee engagement: bottom-up through affinity groups; top-down through diversity councils reporting to senior executives

A. Definition of diverse workforce and equitable and supportive workplace

B. Policy

C. Targets

D. Issues understood: quantitative and qualitative data on hiring, promotions, performance reviews, mobility, rotation, training, turnover (exit interviews), staff well-being

A. Stable financial resource base for staff and activities

B. Diversity councils and affinity groups

C. Staff development and learning

A. Diversity competencies applied throughout staff member's employment in the organization (recruitment and selection, performance review of managers, promotion, training)

B. Departmental action plans

C. Performance reviews of managers

D. Define rewards, recognition and sanctions corresponding to departmental and individual manager's achievements of goals

E. Monitoring, ongoing evaluation and reassessment (includes diversity audits)

F. Communicate results (from the top)

A. Benchmarking (compete with “partner” organizations)

Polish Prime Minister Ms. Hanna Suchocka. The experts have a wealth of experience and a commitment to anti-discrimination and equality issues, as well as international profiles that will contribute to the implementation of the Declaration and Programme of Action.

The **Commission on Human Rights** at the conclusion of its 59th session, in Geneva, approved 12 resolutions and a measure on 23 April 2003, under its agenda items on civil and political rights, **the integration of the human rights of women** and “specific groups and individuals”. Among measures related to the human rights of women, the Commission adopted without a vote a resolution on integrating the human rights of women throughout the United Nations system in which, among other things, it recognized the importance of examining the intersection of multiple forms of discrimination from a gender perspective, and recognized the important role of women in the prevention and resolution of conflicts and in peace-building, and the need to increase their role in decision-making in such matters. In his speech to the Commission, **Secretary-General Kofi Annan** stressed that human rights were universal and indivisible, whether they were civil, political, economic, social or cultural, and “must be upheld with equal determination in every country. And that means looking beyond cultural differences—to recognize that the rights of women on one continent are the rights of women on every continent”.

The 12th session of the Commission on Crime Prevention and Criminal Justice, 13 to 22 May 2003, Vienna, Austria

The 40-member Commission concluded its 12th session in Vienna on 23 May 2003. Delegates reviewed the activities of the United Nations Office on Drugs and Crimes Centre for International Crime Prevention, focused on human trafficking, just as the United Nations Office on Drugs and Crime confirmed that the majority of victims of human trafficking were women and children, and sexual exploitation was the most common form of such abuse. In addition, the Commission discussed terrorism, kidnapping, the ratification of the Conventions against Transnational Organized Crime and on Corruption, urban security, technical cooperation for crime prevention, and other relevant matters. Key resolutions adopted by the Commission called for action on transnational organized crime, terrorism, human trafficking and prevention of urban crime, and on a model treaty for the prevention of crimes against a country’s cultural heritage.

(For further information, please go to www.unis.unvienna.org/)

Best practice model for diversity management

Informal matrix prepared by ORIGIN (Organizational and Institutional Gender Information Network)¹

The chart on diversity management appearing on page 4 was endorsed by ORIGIN, a network of focal points on gender equality in staffing and diversity in agencies of the UN common system, Bretton Woods institutions and the private sector, at its annual meeting in June 2002. It provides an overview of the best practice elements that have been found to achieve diversity targets in different international organizations.

Benchmarks used to achieve diversity

The table on pages 6 and 7 is based on responses to a questionnaire sent out by ORIGIN. It presents quantitative and qualitative benchmarks set by different international organizations to achieve a diverse workforce.

In your interest ... reports

- **The International Labour Organization (ILO)** released in May 2003 a report entitled “Time for equality at work”, where it states that most Governments worldwide have recognized that discrimination—especially on grounds of race and gender—remains a problem that creates barriers to employment. The 136-page study cites past decades of law-making in North America and Europe, and more recently, anti-discrimination rules in developing countries, such as India or post-apartheid South Africa. Although the most blatant discrimination in the workplace has faded in many nations, prejudice continues to stop most women, ethnic minorities and other groups from realizing their potential. The report’s main author, ILO expert Manuela Tomei, said that nobody has been able to measure discrimination directly, but that ILO relied on proxies for discrimination. Still, discrimination remains a constantly evolving “moving target”.

(For further information, please go to <http://www.ilo.org/public/english/standards/decl/publ/reports/report4.htm>)

¹Asian Development Bank, African Development Bank, Administrative Committee on Coordination (UN), Bank of Montreal, Consultative Group on International Agricultural Research, Canadian International Development Agency, European Commission, European Investment Bank, European Parliament, Food and Agriculture Organization of the United Nations, International Atomic Energy Agency, Inter-American Development Bank, International Fund for Agricultural Development, International Labour Organization, International Monetary Fund, International Trade Centre, International Organization for Migration, Organisation for Economic Cooperation and Development, Organization for Security and Cooperation in Europe, Royal Bank of Canada, Toronto Dominion Bank, UN Secretariat, United Nations Development Programme, United Nations Educational, Scientific and Cultural Organization, United Nations Population Fund, Office of the United Nations High Commissioner for Refugees, United Nations Development Fund for Children, United Nations Industrial Development Organization, United Nations Development Fund for Women, United States Agency for International Development, World Health Organization, World Bank, World Food Programme, World Meteorological Organization.

Institution	Quantitative benchmarks (numbers and percentages by organization/department)	Qualitative benchmarks (process) ² (organization/department)
Asian Development Bank (ADB) Manila, Philippines	Nationality: Capital subscription of member countries; specific decision not to set gender targets	
Bank of Montreal Montreal, Canada	Women Visible minorities Aboriginal people People with disabilities	Diversity index (five variables in the annual staff survey): annual increase aggregate, by business unit, and by staff group (gender/race/ethnicity/physical ability)
Consultative Group on International Agricultural Research (CGIAR) Nairobi, Kenya	Women Nationality: By lenders and borrowers; prefer “country of origin” rather than citizenship	
European Bank for Reconstruction and Development (EBRD) London, UK	Women: Balance of women and men Nationality: Representation of member countries/staff at all organizational levels, reflecting membership's labour force as a whole	Benchmark against a UK organization “Opportunity Now” and other international institutions
European Investment Bank (EIB) Luxembourg	Women: 50 per cent women in professional staff Nationality: Equitable representation of nationals of Member States (as from EIB Statute— Article 13/7)	Action programme in progress; equal opportunities in the following areas: increased awareness, training, careers, recruitment and social infrastructure
European Commission (EC) Brussels, Belgium	Nationality: Balance of nationalities	
Inter-American Development Bank (IADB) Washington, D.C., USA	Women: Balance of women and men Nationality: Wide geographical basis; balance of women and men	Specific recommendations to attract and retain top female candidates
Organisation for Economic Cooperation and Development (OECD) Paris, France	Women: 30 per cent by 2000 and 35 per cent by 2005; positions A5-A7, 15 per cent by 2000, and improve distribution within the senior grades	

Institution	Quantitative benchmarks (numbers and percentages by organization/department)	Qualitative benchmarks (process) ² (organization/department)
United Nations Secretariat New York, USA	Women: 50 per cent in all categories of posts, especially grades D-I and above, based on desirable ranges for nationals of all 191 Member States	Human resources action plans by heads of departments/offices to ensure equal opportunities for women and men in recruitment and promotion
United Nations Educational, Scientific and Cultural Organization (UNESCO) Paris, France	Women: 50 per cent women Nationality: Quotas for posts subject to geographical distribution	Action plans: each manager to be held accountable for achieving gender equality
World Health Organization (WHO) Geneva, Switzerland	Women: 50 per cent in professional categories; recruitment 50 per cent women by 2002; 50 per cent women in short-term activities by 2002; Director-General established a 60 per cent recruitment target for women in professional and higher categories to enable gender parity by 2010 Nationality: 60 per cent of all professional vacancies subject to geographical distribution; have a formula for geographical distribution	
World Bank (WB) Washington, D.C., USA	Women: key professional positions (levels GF-GG)—45 per cent by 2003; management (levels GH+)—30 per cent by FY03 Nationality: Developing countries (levels GF+ 40 per cent) (standing target); staff of sub-Saharan African origin (levels GF+ 10 per cent) by 2003	Diversity plan by each Vice Presidency Diversity agreement signed by each Vice President to be held accountable for targets for women, Part II, and SSA/CR staff Qualitative actions , such as individual development plans and mentoring, to be included in the above
World Food Programme (WFP) Rome, Italy	Women: 50 per cent in professional staff Nationality: 40 per cent nationals from developing countries in professional staff	

²Qualitative benchmarks, such as diversity index, mentoring and individual development plans, number of conflicts, and diversity training standards.

- **The Food and Agriculture Organization of the United Nations (FAO)** and the **World Health Organization (WHO)** launched, on 23 April 2003, an independent expert report on “Diet, Nutrition and the Prevention of Chronic Diseases”, which will serve as the basis for developing a global strategy to combat the growing burden of chronic diseases, such as cardiovascular disease, diabetes, cancer, obesity and others. The report contains the best currently available scientific evidence on the relationship of diet, nutrition and physical activity to chronic disease. To sustain progress, the combined energy, resources and expertise of all the relevant UN agencies, health and nutrition professionals, the private sector and civil society will be essential. Member States specifically asked WHO to develop the Global Strategy, to be finalized for the WHO Executive Board in January 2004, in consultation and collaboration with all the major stakeholders involved in food, diet, physical activity and chronic disease. This Strategy, once adopted, will have important consequences for agricultural production and processing methods, as well as trade.

(For further information, please visit <http://www.fao.org/english/newsroom/>)

- **The United Nations Population Fund (UNFPA)** launched on 20 June 2003 a new report, “Obstetrics fistula needs assessment: findings from nine African countries”, pertaining to the debilitating pregnancy-related condition caused by prolonged obstructed labour in very young women. The report shows that many sufferers are abandoned by their husbands, forced out of their homes, ostracized by family and friends, and even disdained by health workers, who consider them “unclean”. The report further states that fistula is both preventable and treatable, and that it is virtually unknown in places where early pregnancy is discouraged, young women are educated, family planning is accessible and skilled medical care is provided at childbirth. In Ethiopia, where this problem has been recognized, there is a hospital devoted to the surgical repair of this problem.

Appointments of women to functional commissions ...

Sheikha Hessa bint Khalifa bin Ahmed al-Thani of Qatar was appointed on 6 June 2003 as the Special Rapporteur on Disability of the United Nations Commission for Social Development, for the period 2003 to 2005.

The following appointments were made or confirmed by the Chairperson of the **59th session of the Commission on Human Rights**:

Ms. Charlotte C. Abaka (Ghana), appointed on 10 July 2003 as Independent Expert on technical cooperation and advisory services in Liberia;

Ms. Manuela Carmena Castrillo (Spain), appointed on 10 July 2003 as a member of the Working Group on Arbitrary Detention;

Ms. Yakin Ertürk (Turkey), appointed on 10 July 2003 as Special Rapporteur on violence against women, its causes and consequences.

Congratulations to ...

Mr. Kwame Tua Opoku (Ghana) for his appointment as the first Ombudsman of the United Nations Office in Vienna, as well as of the United Nations Office on Drugs and Crime. Mr. Opoku is a UN retiree with 22 years of service with the Organization and began his term in May 2003. This appointment was another step in the ongoing effort to improve the governance of the office, and to provide staff with mechanisms to enhance the resolution of disputes, thereby contributing to a more productive work environment.

Ms. Sandra Peisley (Australia) for her appointment as the first female United Nations police commissioner. Ms. Peisley brings to the United Nations Mission of Support in East Timor (UNMISET) a wide variety of relevant areas of policing, including police training, management, investigations and close protection. She is an Assistant Commissioner in the Australian Federal Police.

Mr. Nobuyasu Abe (Japan) for his appointment as the new Under-Secretary-General for Disarmament Affairs. Mr. Abe is an accomplished diplomat with wide experience in the field of arms control and disarmament. He represented Japan at the international organizations in Geneva, the UN Secretariat and the international organizations in Vienna, and has extensive experience in multilateral diplomacy. His term will begin in July 2003 and he replaces **Mr. Jayantha Dhanapala**, who retired from the UN after a distinguished career.

Mr. José Antonio Ocampo (Colombia) for his appointment on 11 June 2003 as the new Under-Secretary-General for Economic and Social Affairs. Mr. Ocampo has been serving as Executive Secretary of the Economic Commission for Latin America and the Caribbean (ECLAC) since 1 January 1998. Mr. Ocampo will assume his post effective 1 September 2003.

Mr. Nigel Fisher (Canada) for his appointment as Executive Director of the United Nations Office for Project Services (UNOPS), at the Assistant Secretary-General level. Mr. Fisher has been serving since February 2002 as Deputy Special Representative of the Secretary-General for Relief, Recovery and Reconstruction in Afghanistan. Prior to that, he had a distinguished career working for UNICEF for over 20 years in different capacities. Mr. Fisher replaces **Mr. Reinhard Helmke**.

Mr. Bruno Cathala (France) for his appointment as Registrar for the International Criminal Court (ICC). His appointment followed the swearing in earlier in June 2003 of **Mr. Luis Moreno Ocampo** (Argentina) as the Court's Chief Prosecutor. Before joining the ICC, Mr. Cathala was Deputy

Women in government

Current women heads of State and Government: 10

Chandrika Kumaratunga, President of Sri Lanka (1994-)

Mary McAleese, President of Ireland (1997-)

Mireya Moscoso, President of Panama (1999-)

Vaira Vike-Freiberga, President of Latvia (1999-)

Helen Clark, Prime Minister of New Zealand (1999-)

Tarja K. Halonen, President of Finland (2000-)

Gloria Macapagal-Arroyo, President of the Philippines (2001-)

Megawati Sukarnoputri, President of Indonesia (2001-)

Khaleda Zia, Prime Minister of Bangladesh (1991-1996, 2001-)

Beatriz Merino, Prime Minister of Peru (2003-)

Registrar of the UN International Criminal Tribunal for the former Yugoslavia (ICTY).

Ms. Wariara Mbugua (Kenya), who joined OSAGI on 18 August 2003 as Principal Social Affairs Officer for Gender Mainstreaming. Ms. Mbugua worked for the United Nations Population Fund (UNFPA) for the past nine years, both in the field and at Headquarters. She served as a UNFPA regional gender adviser based in Harare, Zimbabwe, covering 15 countries of the Southern African Region and the Indian Ocean Islands. At UNFPA Headquarters in New York, she held the positions of Chief, Gender Issues Branch, and Senior Regional Programme Coordinator in the Africa Division. Prior to joining UNFPA, Ms. Mbugua worked for the Centre for African Family Studies, an African regional non-governmental organization, where she headed the Research and Documentation Division. In her native country, Kenya, Ms. Mbugua was a lec-

turer at the Population Studies Research Institute at the University of Nairobi, and served in several honorary capacities in government and in the NGO sector.

Women in government

Women are making steady but slow progress gaining seats in national legislatures, accounting on the average for nearly 15 per cent of parliamentarians around the world, in spite of a 30 per cent goal that was adopted internationally at the Fourth World Conference on Women in Beijing in 1995. Also, women make up at least 30 per cent of parliamentarians in just 11 countries. Achieving that benchmark are Argentina, Costa Rica, Denmark, Finland, Germany, Iceland, Mozambique, the Netherlands, Norway, South Africa and Sweden.

Women Vice-Presidents: 4

Aisatou N’Jie Saïdy, Vice-President of the Gambia (1997-)

Milagros Ortiz Bosch, Vice-President of the Dominican Republic (2000-)

Sandra Sumang Pierantozzi, Vice-President of Palau (2001-)

Lineth Saborio Chaverri, First Vice-President of Costa Rica (2002-)

Current Major Women Opposition Leaders: 4

Sonia Gandhi, Leader of the Opposition (Congress Party), India (1997-)

Aung San Suu Kyi, Leader of the National League for Democracy, Myanmar (1988-)

Jenny Shipley, Leader of the Opposition (National Party), New Zealand (1999-)

Angela Merkel, Leader of the Opposition (CDU), Germany (2000-)

The World Economic Forum’s (WEF) Extraordinary Meeting took place at the Dead Sea, Jordan, in June 2003, with over 120 women from around the world attending. The Forum addressed vital issues relating to the participation of women in the social, economic and political development process. The “Empowerment of Women” session was organized by the WEF Women Leaders Initiative to discuss how best to foster leadership and integrate women into a global dialogue, and to reinforce efforts to identify, inspire and encourage women to work together. Queen Rania of Jordan participated in the session, and later addressed the newly elected women parliamentarians of Jordan and congratulated them on their achievement. It should be noted that having a quota for women was a step in the right direction for changing mindsets and altering the prevailing stereotypes in society with regard to women’s roles. However, the quota was temporary and has not been adopted by the Parliament.

About **20 First Ladies of Africa** attended the Fourth Annual Summit in Malabo, Equatorial Guinea, from 15 to 18 May 2003 to discuss gender equality issues and how best to assist those who cannot make themselves heard, having no access to the media.

Policies on sexual exploitation, sexual abuse and harassment

Department of Peacekeeping Operations (DPKO)

The Department of Peacekeeping Operations issued on 1 July 2003 guidance for field missions on the procedures to be followed for handling disciplinary issues and allegations of serious misconduct involving mission personnel, particularly uniformed personnel, called “**Directive on Sexual Harassment in**

the United Nations Peacekeeping and Other Field Missions: For Military Members of National Contingents, Military Observers and Civilian Police Officers". It was prepared with assistance from the Office of Human Resources Management (OHRM) and the Office of the Special Adviser on Gender Issues and Advancement of Women (OSAGI). It illustrates what constitutes sexual harassment; explains the various avenues for resolution of differences/grievances; outlines the steps necessary to lodge a complaint; and offers the organizational process to address a grievance of sexual harassment. The Directive does not supersede any national guidance or procedures that may exist on dealing with sexual harassment.

Inter-Agency Standing Committee (IASC)

The Inter-Agency Standing Committee, formed by the executive heads of 16 leading agencies and NGO consortia, adopted a **Plan of Action** in July 2002, following allegations of widespread sexual exploitation and abuse of refugee and internally displaced women and children by humanitarian workers and peacekeepers in West Africa in the spring of 2002. In addition to specific preventive and remedial measures, the Plan established six core principles to prevent sexual exploitation and sexual abuse, as follows:

1. Sexual exploitation and abuse by humanitarian workers constitute acts of gross misconduct and are therefore grounds for termination of employment.
2. Sexual activity with children (anyone under the age of 18) is prohibited regardless of the age of majority or age of consent locally. Mistaken belief in the age of a child is not a defence.
3. Exchange of money, employment, goods or services for sex, including sexual favours or other forms of humiliating, degrading or exploitative behaviour is prohibited. This includes provision of assistance that is due to beneficiaries.
4. Sexual relationships between humanitarian workers and beneficiaries are strongly discouraged since they are based on inherently unequal power dynamics. Such relationships undermine the credibility and integrity of humanitarian aid work.
5. Where a humanitarian worker develops concerns or suspicions regarding sexual abuse or exploitation by a fellow worker, whether in the same agency or not, she/he must report such concerns via established agency reporting mechanisms.
6. Humanitarian workers are obliged to create and maintain an environment that prevents sexual exploitation and abuse and promotes the implementation of their code of conduct. Managers at all levels have particular responsibilities to support and develop systems that maintain this environment.

These principles are to be incorporated into the codes of conduct and staff rules and regulations of IASC member

organizations. A Secretary-General's Bulletin on special measures for the protection from sexual exploitation and sexual abuse is being finalized. The forthcoming Bulletin will represent the minimum standards of behaviour expected of all staff members within the UN system.

European Union (EU)

*Summary of an article published in Social Agenda
European Commission Employment and Social Affairs,
Issue 2, July 2002*

Tough new rules to protect employees from sexual discrimination and harassment in the workplace are being introduced, following recent amendments to strengthen the 25-year-old EU directive on equality in the workplace. The new EU legislation updates the 1976 equal treatment directive, based on most recent European Court judgements that clarify and reinforce the provision. One of the key reforms focuses on sexual harassment at work. For the first time, binding legislation defines sexual harassment and outlaws it as a form of sexual discrimination, as well as banning any form of unwanted sexual behaviour that creates an intimidating or degrading environment.

Commission studies have shown that 40-50 per cent of women and 10 per cent of men in the EU consider that they have been sexually harassed at least once in their working lives. The offenders are overwhelmingly men and mostly colleagues or superiors.

The new legislation defines direct and indirect discrimination more clearly. It also strengthens enforcement provisions and sanctions and, for the first time, allows associations and organizations to take legal action on behalf of victims. Although the new rules make discriminatory recruitment practices more difficult, certain occupational areas, such as the police, are exempted from the legislation.

The new directive confirms the legality of actions to promote equality and urges Governments to establish equal opportunity agencies in Member States, where they do not already exist. Governments have until 2005 to amend their national laws to comply with the directive.

(For further information, please visit
http://europe.eu.int/comm/employment_social/equ_opp/rights_en.html)

In your interest

- The **Annual Pre-Retirement Programme** was organized by the Office of Human Resources Management in April and May 2003, at United Nations Headquarters. The programme covered issues such as pension, immigration laws, investment management and after-service health and life insurance. Should you wish to obtain more information, please contact the Office of Human

Resources Management, Specialist Services Division, UN Secretariat, Room S-0505.

- **Ms. Catherine Bertini, Under-Secretary-General for Management**, stated on 9 May 2003, that the Organization's aggregate cash balance at the end of 2002 was the highest ever. An analysis of the UN fiscal status showed that 2002 could be considered a financially good year, with the largest amount of cash on hand and the smallest shortfall in dues in seven years; but there were some uncertainties on the horizon for 2003 and it was up to Member States to reverse some of the negative trends.

Women, peace and security

The Security Council received on 6 June 2003 a briefing note from Ms. Angela E. V. King, Special Adviser on Gender Issues and Advancement of Women, in preparation for its upcoming missions to Africa (West Africa and the Great Lakes region). Further to **Security Council resolution 1325 on women, peace and security**, adopted in October 2000, that called on "all actors, when negotiating and implementing peace agreements, to adopt a gender perspective", the briefing note prepared in cooperation with the Inter-agency Task Force on Women, Peace and Security stated that women and girls have been plagued with violence, loss of loved ones, destruction of communities and untold hardship in those regions riddled by internal conflict and war. The note outlined practical recommendations and benchmarks on gender issues for the Council's review throughout its assignment, and specifically when meeting with representatives of women's organizations. Among them are: the impact of conflict on women and girls; equal participation of men and women in consultations and peace negotiations; training and capacity-building programmes; programmes to prevent and respond to violence; prevention of abuse and exploitation of women and girls, including programmes on HIV/AIDS; mechanisms for gender-sensitive redress for victims of armed conflict; and the role of women's human rights issues during reconstruction and nation-building.

Work-life issues

- Employers with an expatriate workforce recognize that **spousal employment** is a major recruitment and retention issue, with a significant impact on mobility. Increasingly, they are providing a range of services to help the partners of employees to manage their careers. Organizations of the UN family introduced in 2000 the **Participating Agencies Mobility System**. Through its web site (<http://pams.unsystem.org>) staff members from participating agencies and their partners may enter their CVs online, which will then be dispatched by e-mail to the agencies they selected. It is expected that under Phase II of the project a searchable database will be ready to

be used. Other international organizations wishing to become partners would be very welcome. In addition, the Association for Human Resources Management in International Organizations (AHRMIO) has made contact with two separate organizations in the same field: the Permits Foundation and Partnerjob.com, which will be represented at the AHRMIO Annual Conference that will take place from 15 to 17 September 2003, and hosted by the Organization for Security and Cooperation in Europe (OSCE) at the Hofburg Palace in Vienna, Austria.

Did you know that ...

- On the eve of Mother's Day in the United States of America, Ms. Thoraiya Obaid, the head of the **United Nations Population Fund (UNFPA)** called on world leaders to ensure safe motherhood for all women, noting that pregnancy-related complications now claimed the lives of 60 women every hour—or more than half a million a year. One woman dies every minute from pregnancy-related complications, and this was unacceptable.
- One of the major goals of the **International Labour Organization (ILO)** Declaration adopted in 1998 was the effective abolition of child labour. Towards this goal, ILO has implemented the International Programme on the Elimination of Child Labour (IPEC), which carries out actions in 90 countries worldwide, including nine in Latin America. In Latin America and the Caribbean, about 2 million girls are exploited in domestic labour. The Programme's objective is to eliminate child labour by strengthening national capacities for addressing the problem and creating a worldwide movement to combat it. IPEC has been carrying out a Sub-regional Project on Prevention and Elimination of Child Domestic Labour in Third-Party Households in South America.

(For further information, please visit the electronic bulletin of the Subregional Project
<http://www.oit.org.pe/ipecc/tid/>)

- **The United Nations Children's Fund (UNICEF)** launched on 21 May 2003 a national initiative to boost girls' education in Pakistan, warning that until girls' education became an urgent priority in South Asia the region's economic and social development would be hindered. In addition, UNICEF together with the Turkish Government launched on 20 June 2003 the Advocacy Campaign for Girls Education—to get every girl into the classroom by 2005. To date, only one in eight girls attends school in Turkey. The Girls Education Campaign is part of an intensive effort in 25 countries to get as many girls as boys into school by 2005.
- A group of African leaders, on 29 May 2003, named six eminent people to a peer review panel to gauge how Africa's Governments are running their political and eco-

conomic affairs. Those named are: former Mozambican **First Lady Graça Machel**; former South African Reserve Bank Governor **Chris Stals**; Nigerian economist **Chief Adebayo Adedeji**; Kenyan diplomat **Mr. Bethuel Kiplagat**; Senegal's **Ms. Marie-Angelique Savane**, a former Director of the United Nations Population Fund; and **Ms. Dorothy Njeuka**, an educator from Cameroon. The panel was a key part of the New Partnership for Africa's Development.

- As donor countries prepared for a conference this autumn on the reconstruction of Iraq, they were urged to include a strong gender dimension in the project proposals to ensure that outcomes reflect the concerns of both men and women. The capacity and skills of women in Iraq are considerable, and thus it is necessary to ensure that women are fully involved and able to influence the humanitarian and reconstruction efforts in the country.

Farewell to ...

Dr. Gro Harlem Brundtland, who left the World Health Organization after serving a full term of five years. A Harvard-trained public health expert and former Prime Minister of Norway, Dr. Brundtland sought to convince Governments that addressing the cost of diseases was crucial to economic growth and development in poor countries. She galvanized Governments, and some private donors, into giving more attention to "diseases of poverty", including tuberculosis, malaria and AIDS. She encouraged WHO to tackle obesity and other "lifestyle" diseases by focusing on guidelines for diet, nutrition and physical activity. **network** wishes her the best!

Mr. Nitin Desai, who left the Department of Economic and Social Affairs after serving as Under-Secretary-General from 1997-2003. The Secretary-General, however, has appointed Mr. Desai as his Special Adviser for the World Summit on the Information Society on 21 July 2003. Mr. Desai was the Secretary-General of the World Summit on Sustainable Development in Johannesburg last year. **network** wishes him the best and congratulates him on his new appointment.

News flash ...

- The **Day of Human Non-Sexist Education** was celebrated on 21 June 2003. This day was proposed by the Red de Educación Popular entre Mujeres de América Latina y el Caribe (Popular Educational Network between Women of Latin America and the Caribbean). It aims at concentrating energies and resources to sensitize, disseminate and influence education without discrimination, while fostering activities at local, national and international levels.

(For further information, please visit or contact voicesrising@icae.org.uy and/or visit www.web.net/icae)

- In reviewing "**The working mother's guide to life: strategies, secrets and solutions**", by Linda Mason,

it was said that a working mother can thrive only if her children are thriving; and that the author's compassion for both mothers and young children is at the very heart of this practical, uplifting guide for everyday life. The book deals with such topics as how working can help in parenting; managing maternity leave and easing back into work; how to manage the morning rush and the evening wind-down; thriving through a typical work week; negotiating flexible work options; and finding excellent child care. The author is chairman and co-founder of Bright Horizons Family Solutions.

Web sites

www.devjobsmail.com: This web site provides the largest number of international development job announcements.

<http://www.imf.org/external/np/div/2003/052803.htm>: International Monetary Fund (IMF) Workplace and Environment: Diversity Annual Report 2002—The Role of Diversity in the Fund's Human Resources Strategy, including an Enhanced Action Plan that for the first time introduced quantitative and qualitative benchmarks for managers to follow.

<http://www.ecornell.com/online/hrf78>: A useful site if you are interested in pursuing a comprehensive human resources training programme, including such workshops as fundamentals of human resources; selection and staffing; resolving conflicts; and advanced dynamics of handling complaints.

<http://groups.msn.com/shequality>: A web version of about 4,500 professional women from 130 countries.

<http://globalfundforwomen.org>: The Global Fund for Women administers the Preston Education Fund for Girls as a grants programme to improve girls' access to primary education. Established in memory of Lewis T. Preston, a former President of the World Bank and Chairman of J.P. Morgan and Company, the Preston Education Fund seeks to strengthen organizations that increase girls' access, retention and achievement in primary school, and/or to improve the quality of girls' primary school education. Requests may range in grant size from a minimum of \$10,000 to a maximum of \$50,000. Applicants do not have to be women's organizations, though they should demonstrate a strong commitment to gender sensitivity and equity in all aspects of the organization's leadership, governance, and programme design and implementation.

<http://partnerjob.com>: Is a self-financing association that aims to facilitate the geographic mobility of member companies' employees by helping find jobs for those employees' spouses and partners at their new location.

<http://permitsfoundation.com>: The foundation is dedicated to promoting access to employment worldwide for the spouses of expatriate employees.

<http://ahrmio.org>: The Association for Human Resources Management in International Organizations is a unique professional association created to promote best practice human resources management in international not-for-profit organizations.

<http://www.iwtc.org>: Women's GlobalNet: initiatives and activities of women worldwide.



United Nations, Office of the Special Adviser on Gender Issues and Advancement of Women

How to get a job at the United Nations

Eligible women are urged to apply

The United Nations recruits qualified individuals in the following occupational groups:

- * Administration
- * Electronic data processing
- * Language and related work
- * Legal and related work
- * Social development
- * Economics
- * Finance
- * Library
- * Public information
- * Statistics

For junior Professionals, recruitment takes place through national competitive examinations; for language and related work, recruitment takes place through language examinations. For information on national and competitive examinations, please visit the following web site: <http://www.un.org/Depts/OHRM/examin/exam.htm>

For middle and higher-level Professional posts, recruitment takes place through a competitive system of applications (described below). The Secretary-General is committed to the achievement of gender balance at all levels.

In addition to United Nations Headquarters in New York, the UN Secretariat has offices around the world, including: Addis Ababa, Bangkok, Beirut, Geneva, Nairobi, Santiago and Vienna. The International Criminal Tribunals for the former Yugoslavia and Rwanda are located at The Hague, Netherlands, and in Arusha, Tanzania.

UNITED NATIONS SECRETARIAT

To review the listings of available posts, please visit the United Nations web site at UN Human Resources "Galaxy" e-Staffing System at:

<https://jobs.un.org/release1/vacancy/vacancy.asp>

The system provides instructions on application procedures. Please follow them.

Online applications are strongly encouraged to enable the UN to place your resume into a permanent database. It is most important that you observe the deadlines for applications.

Should you not have access to Internet facilities, you can also contact the Staffing Support Section, Operational Services Division, United Nations, Office of Human Resources Management, Room S-2475, New York, NY 10017, USA, for further information.

The site is also accessible through UN Intranet for staff members. For further information, go to the UN Intranet *Quicklinks/staff selection*. For frequently asked questions, and answers, click on *FAQ*.

For general inquiries or technical support on applying online, please contact estaffing@un.org

PEACEKEEPING MISSIONS

Posts in UN peacekeeping missions are also listed on the "Galaxy" system. **Online applications are encouraged.** Should you not have access to Internet facilities, you may apply by sending your detailed resume to DPKO, Personnel Management and Support Service, Human Resources Planning and Development Section, One UN Plaza, DC1-0980, United Nations, P.O. Box 20, New York, NY 10017, USA. Listings of vacancy announcements and forms are available at UN offices worldwide. In general, positions are offered in the following fields: civil engineering, election monitoring, electronic data processing, civil and judicial administration, human rights, humanitarian assistance, gender, legal affairs, logistics, political affairs, procurement and public information.

UN COMMON SYSTEM

To find out more information on vacancies in the UN common system, please visit the following web sites for instructions on how to apply:

- * www.un.org/womenwatch/osagi/fpfocalpointfwomen
- * www.undp.org
- * www.unfpa.org
- * www.fao.org
- * www.ilo.org
- * www.unicef.org
- * www.who.org
- * www.wfp.org

For more information on the status of women in the Secretariat, please contact the Office of the Special Adviser on Gender Issues and Advancement of Women/Focal Point for Women, Ms. Sylvia Hordosch at (212) 963-5450; fax (212) 963-9545; e-mail: hordosch@un.org and/or dain@un.org; address: Office of the Focal Point for Women, Two UN Plaza, Room DC2-1290, New York, NY 10017, USA.

SURVEY FOR **network** READERS ...

PLEASE HELP US WRITE THE BEST WOMEN'S NEWSLETTER YOU NEED FOR YOUR WORK AND ENJOYMENT. KINDLY FILL IN THIS SURVEY QUESTIONNAIRE AND RETURN IT TO dain@un.org AS SOON AS POSSIBLE. IT WILL ONLY TAKE 10 TO 15 MINUTES OF YOUR TIME. THANKS A LOT!

1. WHAT TYPE OF ORGANIZATION ARE YOU FROM?

- UN ACADEMIC GOVERNMENTAL
 MULTILATERAL NGO OTHER (PLEASE SPECIFY)

2. IN WHICH COUNTRY ARE YOU BASED?

3. HOW DO YOU PREFER TO READ **network** ?

- HARD COPY E-MAIL ONLINE AT www.un.org/osagi

4. WHAT DO YOU READ **network** FOR?

- NETWORKING DISSEMINATION
 RESEARCH STAYING INFORMED

5. ARE YOU WORKING ON GENDER ISSUES FORMALLY AS PART OF YOUR PROFESSION?

- YES NO

6. HOW INFORMATIVE DO YOU FIND THE CONTENT OF **network**?

- VERY INFORMATIVE FAIRLY INFORMATIVE INFORMATIVE
 NOT VERY INFORMATIVE

7. WHICH FEATURES DO YOU FIND MOST USEFUL?

- MEETINGS AROUND THE UN APPOINTMENTS AND DEPARTURES
 INTERVIEWS IN YOUR INTEREST: REPORTS AND POLICY ISSUES
 WOMEN IN THE NEWS WOMEN AND PEACEKEEPING
 ARTICLE STATISTICS
 DID YOU KNOW THAT? NEWS FLASH

8. WHAT FEATURES WOULD YOU SUGGEST ADDING?

9. IF YOU ARE NOT A GENDER SPECIALIST, DO YOU FEEL THAT **network** HELPS IMPROVE YOUR UNDERSTANDING OF GENDER ISSUES?

- A LOT AVERAGE A LITTLE

10. DO YOU FIND **network** USER-FRIENDLY?

- VERY FAIRLY NOT AT ALL

11. WOULD YOU CONTRIBUTE TO THE CONTENT OF **network** ?

- YES NO DO NOT KNOW
 IF "YES", WHAT WOULD YOU CONTRIBUTE?

12. WHICH FORMAT DO YOU PREFER TO OPEN/DOWNLOAD DOCUMENTS IN?

- MS WORD (.doc) ADOBE ACROBAT (pdf)

Should you wish to give us additional comments, please write to us. Thank you for completing the survey. It will help **network** to better service your interest.

Dear Readers . . . If there is any manager—female or male—that you would like to recognize as somebody who shares our commitment to improving the status of women in the Secretariat, please let us know. We will highlight her/his work in our next issue. If you want to send us your comments about *network*, an article that you wrote etc., we would be delighted to receive it. The more interaction with our readers, the better!!!

You can read all of *network* online at

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

If you want to receive *network* by e-mail, please send a request to dain@un.org

network—The UN Women's Newsletter

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Focal Point for Women in the Secretariat

United Nations, Two UN Plaza, DC2-1290, New York, NY 10017

Telephone: (1) (212) 963-6828; fax: (1) (212) 963-9545

E-mail: hordosch@un.org; dain@un.org

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