



Network The UN Women's Newsletter

Volume No. 17, Issue 1 - January, February, March, April 2016

Letter from the Focal Point for Women

Dear Friends,

Greetings to all our readers as we bring our first news-studded issue of the NETWORK 2016 to you.

We kick off this edition with our interview series in which we sit down with Elia Armstrng, the new Director of the UN independent Ethics Office to discuss its role and impact in the UN system. Next, we look at news on UN-SWAP recognition by the first ever Global Diversity List as one of the top ten women employee networks. The List recognizes the achievements of employee network groups established to work on gender diversity within organizations as well as update on how promotion of gender equality advocacy work (like UN-SWAP) has inspired innovation and re-organization by removing unconscious biases and increasing diversity to benefit all.



This quarter, we put the spotlight on International Women's Day, celebrated on March 8th with the theme, "*Planet 50-50 by 2030: Stepping It Up for Gender Equality*". The star-studded events, organized by UN Women, included performances by soprano Renée Fleming, along with young artist Tennille Amor, Broadway singers and UN Women Regional Ambassador, Indian actor-director-singer Farhan Akhtar's who released his powerful song "*We all are on the good side*". We also focus our news on the 60th session of the UN Commission on the Status of Women – CSW's annual high-level gathering, which took place at UN Headquarters in New York from 14 to 24 March 2016. The CSW attracted a record number of participants including, global leaders, NGOs, private sector, and activists to discuss how to ensure women and girls are at the forefront of their plans to implement the new 15-year global development roadmap. CSW concluded with a set of agreed conclusions calling for enhancing the basis for rapid progress, including stronger laws, policies and institutions, better data and scaled-up financing. This year also saw the first-ever Youth Forum at the CSW with the development of a set of "*Youth-Agreed Conclusions*" for the implementation of the 2030 Agenda. A highlight of the event was Canadian Prime Minister Justin Trudeau's active participation, including being designated a champion of UN Women's HeForShe campaign. During a public conversation at UN Headquarters PM Trudeau called on global leaders to do more to ensure gender equality and promote women's empowerment.

Other significant news on which we draw attention is the quantum leap forward in the empowerment of women with the launch in Davos of a global campaign and setting up of the first high-level panel on Women's Economic Empowerment by the Secretary-General Ban Ki Moon, backed by the United Kingdom, the World Bank Group and UN Women. This will be the first time experts and policy leaders will be brought together in a panel setting focused on tackling economic gender inequality. The first report from the panel, to be co-

chaired by President Luis Guillermo Solis of Costa Rica and Simona Scarpaleggia, chief executive of IKEA Switzerland, is expected by September 2016. Building on this momentum, MasterCard and UN Women joined hands to advance empowerment of women through a partnership designed to drive financial inclusion of women, via an ID card with electronic payment functionality, beginning with a Nigerian pilot.

Amongst other news, we bring numerous stories related to women, peace, and security including major victories in accountability for conflict-related sexual violence such as the landmark ruling in Guatemala against sexual violence in armed conflict and reparations soon for conflict-related sexual violence survivors in Kosovo. Also a new global funding instrument invests in women to accelerate conflict recovery, sustain peace, and women police climb the ranks across Africa, such as the Liberian police force example rising from just 6 per cent in 2007 to 17 per cent in 2016.

Further, as is customary for this newsletter, we highlight stories on women's representation including launch of UN Women first HeForShe impact 10x10x10 parity report that tells the story of the 10 corporate impact champions and how gender laws paved the way for first women President in Taiwan Tsai Ing-wen, elected in January 2016. This has not only broken the gender barrier to win the highest office in the land, but it is also the first time a woman without any political lineage in Asia is to head a government.

Finally, as always, the newsletter includes information on recent relevant publications including, *"The Power of Parity: Advancing Women's Equality in India"*, a new study released by McKinsey and Company and several publications on gender wage gaps and women in the workforce, as well as the World Bank's *"Little Data Book on Gender 2016"*.

We hope the range of news and updates we bring through this newsletter enthruses you as promoters of gender equality and empowerment of women to continue to create planet 50-50 by 2030 a reality. ***Let's Step It UP for Gender Equality!***

We look towards your continued support as we move on!

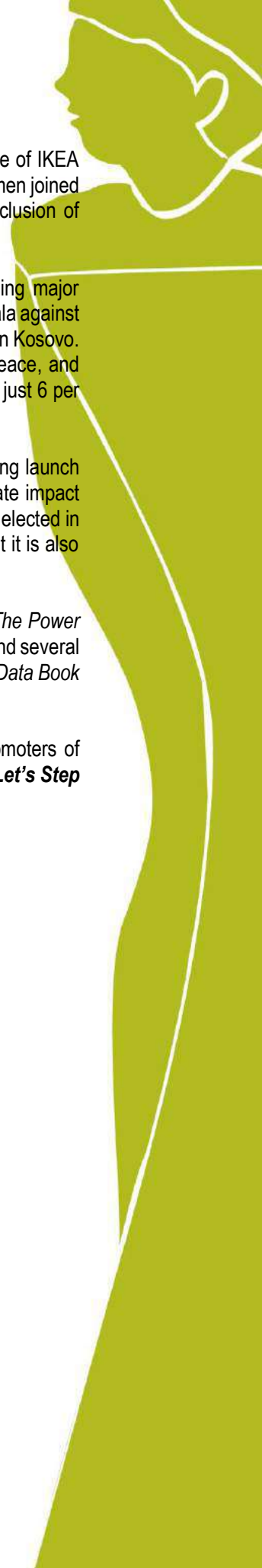
In solidarity,

Aparna Mehrotra

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

Content

- [Letter from the Focal Point for Women](#)
- [Interview with Ms. Elia Armstrong](#)
- [Congratulations](#)
- [UN-SWAP Highlights](#)
- [Around the United Nations](#)
- [Around the World](#)
- [Violence against Women](#)
- [Women's Representation](#)
- [In your Interest](#)
- [Recommended Reading and Watching](#)
- [Recommended Websites](#)



Interview with Ms. Elia Armstrong

Director of the United Nations Ethics Office

Meet Elia Armstrong, appointed by the UN Secretary-General Ban Ki Moon in August 2015 as Director of the independent UN Ethics Office. Elia brings to the position more than 20 years of extensive experience in the field of governance, public administration and organizational ethics, having served in different capacities in the UN since 1999 and with the Government of Canada and non-governmental organizations.



Most recently since 2013 she has, been Chief of the Development Management Branch of the Division for Public Administration and Development Management at the UN Department of Economic and Social Affairs-DESA. She was the Director of the Ethics Office previously at the UN Development Programme – UNDP from 2008 to 2012 and was Senior Ethics Officer, a.i., during the establishment of the UN Ethics Office in 2006.

Ms. Armstrong holds a master's degree in social policy and planning in developing countries from the London School of Economics and a bachelor's degree in social work from the University of British Columbia.

Q.1 Congratulations on your recent appointment as Director of the UN Ethics office. You have been a strong voice for promoting an ethical organizational culture. How did you come to dedicate yourself to these issues and take on the role of an internationally recognized female expert in this field?

I assisted in a comparative research on public service ethics during a brief secondment to the OECD from the Government of Canada in 1996. I was privileged to be part of a small team that produced an “Occasional Paper” on the topic. During the course of that work, I saw that ethical values and standards form the bedrock of good government and a responsive public service. Later when I came to New York, I was fortunate enough to be able to continue supporting UN work on ethics in the public service and good governance within the development pillar.

Q.2 Have you faced any gendered barriers throughout your career? If so, can you please tell us a bit about your experience and how you overcame these challenges?

On the whole, I have been fortunate in my career and have met supervisors and mentors, both women and men, who have encouraged and challenged me to take on increasing responsibilities. However, like many women, I also did encounter from time to time the “glass ceiling” in the workplace. When I encountered such obstacles, I tried to find support in the workplace, satisfaction from other aspects of my life and other career options. Mostly, it was important not to get discouraged, lose perspective or give up trying. I have also come to appreciate having institutional goals and accountability frameworks on gender mainstreaming.

Q.3 Organizations have always confronted ethics problems, but it seems that only in the last 25 years or so that ethics has grown from an academic discipline into a mandatory department at most entities including the UN. How has this happened? What led to the setting up of the independent UN Ethics office?

One can argue that leaders during all ages have relied on trusted counselors who served as “ethics advisors” to “speak truth” to them. In recent times, with the proliferation of information and communications technologies that can diffuse real time information about scandals and misconduct around the globe, there has been a growing public trust deficit in governance – public and corporate alike. For instance, in the US, “Watergate” in the 70s showed how misconduct could reach even the highest public office. And this gave birth to the “government ethics” movement in North America. At the turn of the new millennium, corporate scandals such as Enron showed a need for greater regulatory oversight and corporate ethics and compliance regimes. In the UN, the Iraq Oil-for-Food scandal, among other factors, gave impetus to the General Assembly mandating

the creation of the UN Ethics Office along with other measures to strengthen the integrity, transparency and accountability of UN operations.

Q.4 What is the role of the UN Ethics office? Can you briefly describe your responsibilities? How are you promoting ethical behavior? What are the conditions that tend to lead to an unethical culture? How do you enforce ethics in the UN? How do you measure effectiveness?

The UN Ethics Office is mandated to assist the Secretary-General to foster an organizational culture of ethics, transparency and accountability. Specifically, it has five functions of 1) providing ethical guidance and confidential advice, 2) administering the annual financial disclosure of selected staff, 3) providing protection to staff against retaliation for having disclosed misconduct or having cooperated with an audit or investigation, 4) contributing to the content of ethics training with OHRM and other offices, and 5) providing support to relevant policies and coherence of standards of conduct across the UN system.

As the head of an independent office, I have to ensure that my colleagues and I consider impartially all matters and concerns brought before the Office and act in the best interest of the UN. Our job is to assist the Secretary-General to remind our colleagues of Charter requirements of highest standards of efficiency, competence and integrity and the standards of conduct for the international civil service.

Promoting ethical behavior starts at the top, ideally with senior officials modeling integrity. To assist them, we provide ethics induction briefings, review through a third party their annual financial disclosure statements for possible conflicts of interest and prepare guides for their annual leadership dialogues. Without good tone at the top, unclear rules of conduct or inconsistent interpretation, lack of accountability or enforcement when non-compliance occurs, people become lax and more tolerant of unethical behavior.

At the UN, there are a number of offices that are involved in enforcing ethical standards. Apart from the Ethics Office that carries out preventive services, OIOS investigates allegations of misconduct and OHRM is in charge of disciplinary action. But it is essential to also observe due process rights of staff, who can avail themselves of the services of OSLA and also consult informally with the Ombudsman's Office. However, first and foremost, the programme managers and supervisors often receive complaints of and must deal with unprofessional behavior or misconduct.

Measuring effectiveness of a credible compliance or ethics programme of an organization can be quantitative and qualitative. Interpreting the indicators of effectiveness can be tricky, however. For example, quantitative indicators can include numbers of requests for services or of complaints and numbers of hits and downloads of relevant web pages, etc. Qualitative indicators can include perception measures of external public trust and internal staff engagement. As for many other programmes, establishing causal link between ethics programmatic interventions and indicators of effectiveness requires care, given the many other factors involved.

Q.5 What in your opinion are the key ethics related issues faced by women in the workplace? What factors do you believe are most critical to being effective in this area? In your opinion, what has been your most significant achievement during this time?

When it comes to conflicts of interest situations in the workplace, I think there is not a gender difference. However, although the UN Ethics Office does not receive complaints of harassment or other misconduct, women personnel are more often targets of sexual harassment and abuse. Obviously, discrimination and harassment based on gender are also prohibited in the workplace. I think articulating standards -- that such behaviours are prohibited with potential disciplinary consequences -- was the first step. And various mandatory training courses to raise awareness of these problems and how to approach them are essential. The Organization needs to do more in preventing and dealing with complaints of such prohibited conduct. But the Organization has also highlighted positive aspects of gender and diversity in improving the responsiveness of its programmes and operations. I think that not only focusing on the negative but positive aspects of gender mainstreaming and diversity management is important. That is why establishing UN Women as a dedicated entity focusing on women is a major accomplishment for the UN, bringing it in line with most

of its Member States' government structures. The appointment of more women to senior UN positions, moving towards gender parity and smart talent management, is another achievement which I hope will continue.

Q.6 Can you describe some of the ethics breaches you've seen and how you've dealt with them? Have you seen a positive change in ethics violations since the Ethics office was set up?

As I mentioned before, the Ethics Office does not receive nor investigate allegations of misconduct. That is done appropriately by heads of departments, the OIOS and the ASG of Human Resources when it comes to allegations of harassment. We do provide guidance and advice on preventing and managing conflicts of interest, which at best deter staff from being independent and impartial and at worst lead to acts of self-dealing and other forms of corruption and crime. There have been recent press reports of allegations of conflict of interest by a senior official and of bribery of permanent mission representatives. And these matters are being investigated now.

An important development since the Ethics Office has been set up is that procedures have been introduced to protect staff if they report misconduct or cooperate with a duly authorized audit or investigation and are retaliated as a consequence. However, it is important to clarify that, generally, reporting misconduct is different from disagreeing with or criticizing management actions or administrative decisions. Retaliation for disagreements or criticisms is covered under abuse of authority and harassment and can be dealt with procedures for those prohibited conduct.

Q.7 Why do you see ethical behavior as increasingly important? What have been some of your achievements in these areas? What is the most difficult aspect of your work?

Political scientists and other academics have recently made a case for the importance of public trust and social capital in driving down transaction costs for maintaining law and order that underpin peace, stability, sustainable development and the enjoyment of human rights. This is even more the case in the international arena. In order for the UN to maintain the trust that the public has in its institutions, its staff and other associated personnel need to engage in trustworthy behavior. High ethical standards have been important from the creation of the UN, 70 years ago. The increasing complexity in the UN operating environment has brought on increasing challenges for UN staff in upholding UN's high standards of independence, impartiality and integrity.

The Ethics Office has contributed to not only identifying the importance of mitigating personal conflicts of interest by UN staff but also institutional conflicts of interest brought on during its operations. So the Office now provides advice not only about personal situations involving outside activities and personal financial interests and so forth but also aspects of procurement practices, as needed. I think this is an important development for the Ethics Office.

The most difficult aspect of my work is to promote an understanding by my colleagues and other stakeholders that the Ethics Office is primarily a resource for preventing unethical conduct in the UN rather than another "policing" office. The ethics infrastructure was designed to help the majority of honest people continue being honest.

Q.8 You are an effective female leader. What drives you? What advice do you have for other women who aspire to become leaders?

I think there are far more effective female leaders than me. But what drives me is the vision of assisting the vulnerable populations in the world who look to the UN to help create a consensus for a world wherein they can lead better lives. Knowing these public expectations, we in the UN cannot stop striving to meet them. When I have lost sight of this vision, I have been less effective and driven. My advice for other women who aspire to become leaders is to embrace a vision that drives them and believe in themselves to make that vision a reality.

Q.9 The ethics and compliance officer is a relatively new career path. What kind of advice would you give new or experienced professionals who want to enter that field?

Generally, most ethics and compliance officers study law or public or business administration. There are now ethics offices or ethics functions mushrooming up throughout the UN system and also in other multilateral organizational and international financial institutions. If you are a young professional who wants to enter this field, you can also gain related experience through working for legal, human resources and investigative offices. But I think it is important to be familiar with the core business and operational practices of the entity. Finally, as important as relevant experience is, I think cultivating personal traits -- such as an independent mindset and moral courage to speak truth to power -- is essential.

Congratulations

UN Women on receiving the Presidential Award for action to confront the Ebola crisis in Sierra Leone in a ceremony on 18 December, 2015 UN Women was presented a Presidential Award in Sierra Leone State House in recognition of its contribution to fighting Ebola. During the ceremony, 200 individuals and organizations were honored for their work to fight Ebola. During the Ebola outbreak in West Africa, UN Women facilitated mobilization and information efforts targeting women, who were disproportionately affected by this disease, coordinated UN efforts to address gender within the response, and supported the collection of sex-disaggregated data. In Sierra Leone and Liberia, UN Women worked with local radio stations and with traditional leaders to raise awareness and aid prevention; produced educational materials to train health workers; supported orphaned children and stigmatized survivors; ensured that women's needs were reflected in all aspects of the UN's humanitarian response; provided economic grants for hard-hit cross-border traders.

See more at: <http://www.unwomen.org/en/news/stories/2015/12/un-women-sierra-leone-presidential-award#sthash.QZi91JAm.dpuf>

Sharmeen Obaid-Chinoy an award winning Pakistani journalist, film maker and activist *on winning her 2nd Academy Award in February 2016 for her documentary film "A Girl in the River: The Price of Forgiveness"* which tells the story of 19-year-old girl, from Punjab Province, Pakistan. In 2014, the girl was shot in the face and left for dead by her father and uncle for the 'crime' of marrying without her family's permission. Unlike most of the victims of such attacks each year in Pakistan, she survived, giving Ms. Obaid-Chinoy the chance to tell her story. She collected her first Oscar in 2012, for *Saving Face*, a documentary about the female victims of acid attacks in Pakistan, which also won her an Emmy. Her work centers on human rights and women's issues. She has worked with refugees and marginalized communities from Saudi Arabia to Syria and from Timor Leste to the Philippines. By bringing their voices to the forefront, she has often helped them bring about a critical change in their community.

Sharmeen has made over a dozen multi-award winning films in over 10 countries around the world. In 2012, Time Magazine included Sharmeen in their annual list of the 100 most influential people in the world. That same year, the Pakistani government awarded her a Hilal-e-Imtiaz, a state honor, for her services to Arts and Culture. In 2013, the Canadian government awarded Sharmeen a Queen Elizabeth II Diamond Jubilee Medal for her work in the field of documentary films and the World Economic Forum honored her with a Crystal Award at their annual summit in Davos. In 2014, the Asia Society in New York honored her with an Asia Game Changer Award that recognized 12 individuals making a positive difference for the future of Asia and the world. At the time, Obaid-Chinoy was Pakistan's first Oscar winner, which also earned her the Crescent of Distinction, Pakistan's second-highest civilian award. Now she is the country's first double Oscar winner.



Kate Gilmore of Australia, on her appointment in December 2015 by the Secretary-General Ban Ki Moon as the *Assistant Secretary-General Deputy High Commissioner for Human Rights*.



Ms. Gilmore a veteran UN, Government and non-governmental organization (NGOs) official and previous Deputy Executive Director of the UN Population Fund (UNFPA), brings nearly 30 years of strategic leadership experience with her.

Prior to joining UNFPA in 2012, she was Executive Deputy Secretary-General of Amnesty International and National Director of Amnesty International Australia. As the chief operating officer she directed global financial and human resources and strategic planning, and managed key human rights programming, including leading innovations

in human rights policy.

Ms. Gilmore started her career as a social worker and policy officer for the Australian Government, establishing the country's first Centre Against Sexual Assault. She was given honorary government appointments to provincial and national public policy and law reform, including membership of Australia's first national committee on violence against women.

Dr. Jane Holl Lute of the United States, on her appointment in February 2016, by the United Nations Secretary-General Ban Ki-moon, as *Special Coordinator on improving the UN response to sexual exploitation and abuse*. The appointment of Dr. Lute is part of a series on ongoing

measures derived from the Secretary-General's analysis of the High-Level External Independent Review Panel on Sexual Exploitation and Abuse by International Peacekeeping Forces in the Central African Republic that submitted its report on 17 December 2015. During 2016, Dr. Lute will support the ongoing efforts of the Secretary-General and the leadership of UN offices, departments, funds and programmes to better align our peacekeeping and human rights systems and to strengthen UN response to sexual exploitation and abuse.



Dr. Lute has been serving as Chief Executive Officer of the Center for Internet Security, a globally recognized independent, not-for-profit organization with the mission to identify, validate, promote and sustain best practice in cybersecurity. She also currently serves as Special Adviser to the Secretary-General for Relocation of Camp Hurriya Residents Outside of Iraq.

Previously, Dr. Lute served as Deputy Secretary of the United States Department of Homeland Security. From 2003 to 2007 she was Assistant Secretary-General for Peacekeeping responsible for comprehensive on-the-ground support to all UN peace operations worldwide, and from 2007 to 2008 she supported the Secretary-General's establishment of the Department of Field Support, serving as acting Under-Secretary-General. From 2008 to 2009, Dr. Lute was Assistant Secretary-General for Peacebuilding, responsible for coordinating efforts on behalf of the Secretary-General to build sustainable peace in countries emerging from violent conflict. Before joining the UN, Dr. Lute was Executive Vice-President and Chief Operating Officer of the UN Foundation and the Better World Fund. Dr. Lute has a PhD in political science from Stanford University and a Juris Doctor from Georgetown University.

UN System-wide Action Plan for Gender Equality and the Empowerment of Women: UN-SWAP

The UN-SWAP was nominated as one of the “*Top 10 Women’s Employee Networks*” by The Global Diversity List. This category recognizes the achievements of employee network groups established to work on gender diversity within organizations.

The listing states that “UNSWAP developed and spearheaded by UN Women, is a UN system-wide accountability framework designed to measure and progress gender equality. She introduced key measurable indicators so each agency must show verifiable progress. UNSWAP has made remarkable changes in 5 years, addressing hidden biases by talks and workshops with senior management. Staffed by a team of empowered individuals, the UN-wide network has changed management culture at the highest level.”

This first ever assessment of the world’s leading authorities on diversity was announced in October 2015. The Global Diversity List is the first assessment of individuals and companies with outstanding commitment to diversity nominated by readers of The Economist. It is a comprehensive guide to the individuals who are putting diversity at the heart of human resources within the world’s biggest organizations. The Global Diversity List is managed by the Global Diversity Company, founders of the European Diversity Awards. The list is supported by The Economist and was launched at their offices in both London and New York.

The list sets the benchmark of exceptional performance in the profession today and creates the role models for the diversity professionals of tomorrow. It is the first time a global assessment of individuals and companies demonstrating a concrete commitment to diversity has been compiled and organizers, including Google’s former head of diversity and inclusion, Mark Palmer-Edgecumbe, say it will address the weakness in the evaluation of company performance in diversity.

See more at: <http://www.globaldiversitylist.com/top-10-womenrsquos-employee-networks.html>

Promoting Gender Equality for Innovation

"How Gender Leads: Innovation, Perspective and Leadership"



A panel discussion on How Gender Leads: Innovation, Perspective and Leadership was jointly organized by UN Women (UNW), the United Nations Development Programme (UNDP) and the United Nations Population Fund (UNFPA) on Friday, 18 March as a side event of the 60th Session of the United Nations’ Commission on the Status of Women (CSW60). This panel explored how the promotion of gender equality has laid the groundwork for broader positive policy and cultural changes within and across organizations. Expert panelists illustrated how gender equality advocacy work has inspired innovation and re-organization that has the potential to

benefit all. Experts addressed the importance of collaboration, strong leadership and dismantling unconscious biases that prevent true structural change.

The meeting sought to outline the ways in which the promotion of gender equality through innovation like the UN-SWAP can strengthen organizations by dismantling unconscious biases and increasing diversity and noted the need for increased cooperation and solidarity between men and women to effect true structural change.

The discussion was moderated by Ms. Aparna Mehrotra, Focal Point for Women in the UN System and Officer-in-Charge, Division for Coordination, UN Women. Panel members included: Tinna Nielsen, anthropologist and founder of Move the Elephant for Inclusiveness; Tanya M. Odom, diversity and inclusion consultant; Raquel Lagunas, UNDP senior policy advisor on gender mainstreaming; and Leyla Sharafi, UNFPA gender and youth specialist.

UN-SWAP Workshop

In April 2016, a UN Women held a UN-SWAP workshop in Geneva. This was the 21st workshop in a series of meetings that focus on bringing together gender advocates and UN-SWAP focal points from across UN entities to exchange information on good practice, progress and challenges in mainstreaming gender in their institutions and to build capacities to improve performance towards meeting all requirements of the UN-SWAP framework.

Next Phase of UN-SWAP: Consultative Workshop on UN-SWAP 2.0

UN-SWAP has now moved into its next phase, the UN-SWAP 2.0 and UN Women has been actively coordinating the next phase that is targeted to begin in 2018. Both the UN-SWAP framework and the UNCT Scorecard (which are part of three inter-connecting mechanisms to establish a comprehensive accountability framework for GEEW) are being updated to reflect a greater focus on development and normative results to fulfill the third level of accountability originally proposed to the Chief Executives Board-CEB in 2012. In addition to accountability for mainstreaming at the institutional level (which is what the UN-SWAP does), it is expected that UN-SWAP 2.0 will address accountability for the implementation of: (i) the gender equality components of the SDGs that relate to the specific mandate of each UN entity and (ii) SDG 5, which is comprised of elements which are cross cutting to the work of all entities of the UN system and to which all UN entities are required to contribute within their own spheres of influence.

As with UN-SWAP 1.0, development of the UN-SWAP 2.0 employs a participatory approach. Thus, consultations are taking place throughout 2016. The UN-SWAP 2.0 consultations are providing an excellent opportunity to highlight the meaningfulness of the UN-SWAP to each entity and to identify current challenges and opportunities that will help to better inform the next version of the UN-SWAP framework (UN-SWAP 2.0). In this context, IOM and UN-Women jointly hosted a one-day workshop on UN-SWAP 2.0 in Geneva on April 15 2016 to:

- review UN-SWAP results for 2015
- review the prototype of SWAP 2.0 including new Performance Indicators related to the SDGs, development and normative results
- discuss entity reporting systems
- discuss potential changes to the UN-SWAP process

The consultation showed that the indicators on results should be clearly linked to the SDGs in the UN-SWAP 2.0. This should include not only an emphasis on SDG5 but also on ways in which GEEW will be implemented through all of the SDGs. The UN-SWAP 2.0 must, therefore, clearly become established as a mechanism linked to the SDGs, also through stronger focus on accountability for the inclusion of gender results in entity's SDG-related strategic, planning and reporting processes and documents. The participatory process to prepare the UN-SWAP 2.0 will clarify how this will be done in practice.

The development of UN-SWAP 2.0 will be an ongoing collaborative process with Revisions to Technical Notes and development of prototype for piloting expected during June – September 2016 and a final product by December 2016. UN Women will continue to solicit further engagement and participation at strategic times to obtain feedback as the UN-SWAP 2.0 Framework is further developed and then piloted. Volunteers for the pilot phase are being sought.

Around the United Nations

UN Women Executive Board meets at its First Regular Session of 2016

The UN Women Executive Board convened for this year's First Regular Session on 9 February at UN Headquarters in New York. The Executive Board governs the operational activities of UN-Women and provides operational policy guidance to the Entity. The Chair of the session, Ambassador Mohamed Khaled Khiari from the Permanent Mission of Tunisia, introduced the session along with UN Women Executive Director Phumzile Mlambo-Ngcuka (pictured in center).

Taking a closer look at UN Women's work on the ground, the Board addressed the organization's operational response in Egypt. Presentation was made of the joint field visit of the Executive Boards of UNDP/UNFPA/UNOPS, UNICEF, UN Women and the WFP to Jordan in 2015. A video was shown that demonstrates UN Women's operations in the Za'atari refugee camp and the impact it has on the life of the Syrian refugees.



Briefings also focused on UN Women's coordination mandate within the UN system, the high-level review of implementation of Security Council resolution 1325, and on financing UN Women's Strategic Plan—including its flagship programme initiatives. Videos of UN Women's Fund for Gender Equality programmes in Guinea, Lebanon and Sudan were also shown. The detailed agenda as well as all official documents of the First Regular Session 2016 can be accessed on the Executive Board webpage.

See more at: <http://www.unwomen.org/en/news/stories/2016/2/executive-board-first-regular-session-of-2016#sthash.jcBnqsWO.dpuf>

See more at: <http://www.unwomen.org/en/executive-board/documents/first-regular-session-2016>

International Women's Day 2016 celebrated at the UN

Creating a 50-50 world starts within the UN

International Women's Day celebrations on 8 March mobilized people around the world to call for a "Planet 50-50 by 2030: Stepping It Up for Gender Equality". UN Women organized a series of diverse, high-profile events in over 40 countries, where ordinary citizens, activists, musicians, athletes, students, security personnel, scholars and stock exchange officials were among those who committed to "Stepping It Up for Gender Equality". Over 30 stock exchanges around the world rang the bell for gender equality.

At the UN Headquarters in New York, prominent speakers from governments, the UN, businesses and civil society, including youth groups, convened to debate how to advance women's empowerment and overcome barriers to change. The key event was divided into two panels, the first half focused on partnerships to achieve the Sustainable Development Goals, while the latter panel was a lively discussion on how to increase the

number of women staff within the UN system. UN Women Executive Director Phumzile Mlambo-Ngcuka and Pamela Falk of CBS News moderated the sessions. Celebrated soprano Renée Fleming, one of the most acclaimed singers of our times, performed at the high-powered event, along with young artist Tennille Amor and Broadway singers.

The panelists reflected on what a gender equal planet means to them and how to achieve it by 2030 through combining the work of the UN, governments, civil society and the private sector. In the second segment titled “*The Push for Parity*”, the 5 panelists probed the progress made in achieving gender equality in the UN system, examined the conceptual and practical challenges remaining to the status of women and unpacked the mainstreaming of gender perspectives. In order to increase women’s presence in the organization, the UN put a number of accountability measures in place to ensure that gender mainstreaming becomes a priority. These measures included mandatory training courses on gender and evaluating all staff regardless of sex. A 10-point System-Wide UN Action Plan was also put in place, which helped accelerate efforts towards achieving full gender equality and creating solidarity among UN bodies.

Although UN agencies have taken the initiative to increase women within the system, Carole Wainaina, Assistant Secretary-General for Human Resources Management said the UN is still lagging far behind in areas of representation. “It will take us at least 41 years to reach 50-50 for our senior leadership positions. It will take 155 years to reach gender parity for our directors if we continue at our current pace,” she added. To combat the problem, panelists recommended gathering more evidence to determine why more women are not applying. They urged an examination of the recruitment process and increasing the number of women on panels.

Early in the day, film stars and UN and New York City officials kicked-off the inaugural HeForShe Arts Week, a new initiative by UN Women to leverage the arts for gender equality. The HeForShe Arts Week ran from 8-15 March 2016, during which time over 30 partners throughout the city of New York—ballets, operas, Broadway shows, music concerts, theatres, cinemas, galleries and museums—highlighted gender equality and women’s rights, and donated a percentage of proceeds to UN Women.

UN Women Regional Ambassador and actor-director-singer from India Farhan Akhtar released his powerful song “We all are on the Goodside” on 8 March. The song, produced by his organization Men Against Rape and Discrimination, advocates for women’s empowerment and celebrates an equal world for all.

See more at: <http://www.unwomen.org/en/news/stories/2016/3/press-release-international-womens-day#sthash.sUoVAhyH.dpuf>

See more at: <http://www.unwomen.org/en/news/stories/2016/3/creating-a-50-50-world-starts-within-the-un#sthash.hh4zQXkC.dpuf>

MasterCard and UN Women join to advance empowerment of women

Partnership designed to drive financial inclusion of women, beginning with Nigerian pilot

Around the world, nearly 2.4 billion people live without any form of official personal identification, and the majority of them are women. As part of broader International Women’s Day activities, MasterCard and UN Women signed a memorandum of understanding to address this imbalance and advance gender equality and women’s economic empowerment.

The first initiative in this relationship is the launch of a pilot programme in Nigeria, which aims to provide half a million Nigerian women with ID cards enabled with electronic payments functionality. “Research has shown that as soon as a person has a formal identity and access to electronic payments, they can prosper in ways

they haven't imagined before," said Martina Hund-Mejean, Chief Financial Officer of MasterCard. "Our relationship with UN Women will help make a real difference in these women's lives as they are more fully empowered to achieve their true potential." According to the World Bank, only 47 per cent of women worldwide have access to formal financial services, compared to 51 per cent of men. In Africa, this number increases to more than 70 per cent of women. "One of UN Women's main objectives is to increase women's economic empowerment.

The partnership with MasterCard will help pave the way to economic freedom and financial inclusion for women, initially in Nigeria," says Lakshmi Puri, UN Assistant Secretary-General and Deputy Executive Director of UN Women. Under the programme, MasterCard and UN Women will further explore how and when Nigerians have signed up for the country's national identity card programme. Based on these insights, a targeted programme will be launched to educate women on the benefits of the programme and enroll them for the identity card. "This campaign will help at least half a million women in Nigeria gain access to financial services, many for the first time, and the support they need to enter the country's formal economy," says Omokehinde Ojomuyide, Vice-President and business lead for West Africa at MasterCard.

See more at: <http://www.unwomen.org/en/news/stories/2016/3/mastercard-and-un-women-join-to-advance-empowerment-of-women#sthash.Dh9BhyuE.dpuf>

Commission on the Status of Women holds 60th Session in New York

Women's empowerment and its link to sustainable development was the focus of the 60th session of the Commission on the Status of Women (CSW60). At the annual high-level gathering, which took place at UN Headquarters in New York from 14-24 March 2016, global leaders, NGOs, private sector, and activists met to discuss how to ensure women and girls are at the forefront of their plans to implement the new 15-year global development roadmap.



Adopted by all UN Member States in September 2015, the 2030 Agenda for Sustainable Development is the successor framework to the Millennium Development Goals. In addition to the stand-alone goal on gender equality and women's empowerment, Sustainable Development Goal 5, there are gender-sensitive targets across 11 other SDGs.

See more at: <http://www.unwomen.org/en/news/in-focus/csw#sthash.Yr6WNcWM.dpuf>

UN Commission on the Status of Women urges gender-responsive implementation of Agenda 2030

Meeting concludes with agreement on foundations to accelerate action for all women and girls.



The 60th session of the UN Commission on the Status of Women concluded on March 24, 2016 with UN Member States committing to the gender-responsive implementation of Agenda 2030. A set of agreed conclusions called for enhancing the basis for rapid progress, including stronger laws, policies and institutions, better data and scaled-up financing. The Commission recognized women's vital role as agents of development. It acknowledged that progress on the Sustainable Development Goals at

the heart of Agenda 2030 would not be possible without gender equality and the empowerment of all women and girls.

UN Women Executive Director Phumzile Mlambo-Ngcuka (pictured above high-fiving Lakshmi Puri as the CSW Chair Antonio de Aguilar Patriota of Brazil announces the adoption of the agreement). Dr. Mlambo-Ngcuka welcomed the agreement and the commitment of UN Member States to make the 2030 Agenda, adopted last September, a reality in countries around the world. She said "Countries gave gender inequality an expiry date: 2030. Now it is time to get to work. These agreed conclusions entrench and start the implementation of a gender-responsive agenda 2030 with which we have the best possibility to leave no one behind."

Growing global commitment was already in evidence with a record number of more than 80 government ministers from around the world attending the Commission. Around 4,100 non-governmental representatives from more than 540 organizations participated as well, the highest number ever for one of the Commission's regular annual meetings.

See more at: <http://www.unwomen.org/en/news/stories/2016/3/press-release-csw60-urges-gender-responsive-implementation-of-agenda-2030#sthash.yXy0k9Fg.dpuf>

Canadian Prime Minister Justin Trudeau calls on global leaders to do more for gender equality.

"We need to challenge folks to step up," says Canadian Prime Minister at UN Women event

Prime Minister Justin Trudeau (pictured) actively participated in the 16th session of the UNCSW, including being designated a 'champion' of UN Women's HeForShe campaign, a solidarity movement that calls upon men and boys to stand up against the persistent inequalities faced by women and girls globally."

During a public conversation at UN Headquarters on 16, March, on sidelines of the CSW 60 meetings, Canadian Prime Minister Justin Trudeau and UN Women Executive Director Phumzile Mlambo-Ngcuka called on global leaders to do more to ensure gender equality and promote women's empowerment.



“For me, it’s just really obvious. We should be standing up for women’s rights and trying to create more equal societies—duh!... I take the positive attention that we’re getting right now as an encouragement to be making sure that we are doing even more and indeed participating in a global movement to address this in every country around the world at the same time,” said Prime Minister Trudeau. “This needs to be seen not as a women’s movement but as a global movement... We need to challenge folks to step up.”

A self-proclaimed feminist, he gained global acclaim for his matter-of-fact response to a question about why he appointed a gender-equal Cabinet last year: “Because it’s 2015.” At the high-level event today, Prime Minister Trudeau explained that in order to be able to appoint such a cabinet, his team deliberately sought out women to come forward as candidates. He also stressed continued efforts to retain women in leadership and foster better work-life balance in the workplace.

“To any world leader that tells me: ‘I’d love to, I just can’t do that with the current configuration’... I say ‘Well, what are you doing to change that configuration and draw out those extraordinary women who can’t be the leaders we need them to be?’ [sic]” said Prime Minister Trudeau. “This is the way the world needs to go and this is the way we’re going make it go—together.”

Moderated by Sade Baderinwa, Emmy Award-winning journalist of WABC Channel 7, the discussion was the first segment of a two-part high-level event on Gender Equality and Global Call to Action on Equal Pay organized by UN Women during the 60th session of the Commission on the Status of Women (CSW60). The second part featured video messages from Prime Minister of Iceland, and Prime Minister of Sweden, and a lively discussion among panelists.

See more at: <http://www.unwomen.org/en/news/stories/2016/3/press-release-discussion-on-gender-equality-with-canadian-prime-minister#sthash.HLURWM9M.dpuf>

Ten Member States take stock of their progress towards CSW57 Agreed Conclusions

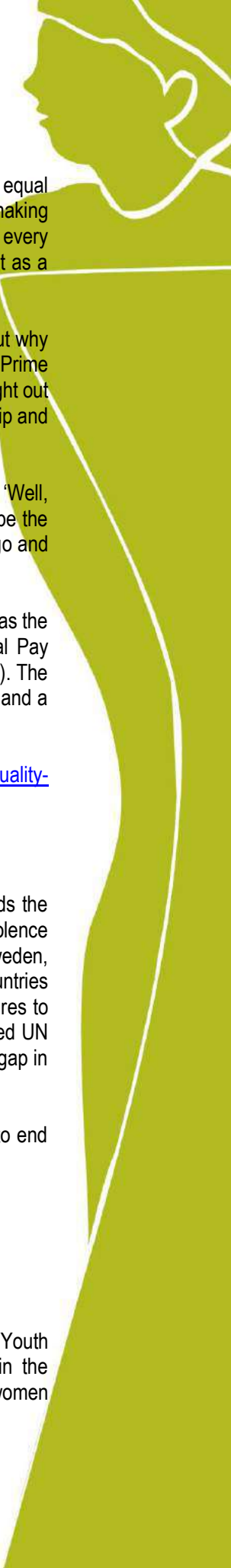
At CSW60, for the first time, 10 Member States submitted voluntary reviews of their progress towards the historic Agreed Conclusions from the 57th session of the CSW (2013), which focused on ending violence against women. On 15 March 2016, Brazil, China, Costa Rica, Egypt, Estonia, Japan, Romania, Sweden, Tunisia and Turkey presented their own self-assessments of how far they have come. Five of these countries signed on to UN Women’s Commit initiative, launched in 2013, pledging to undertake specific measures to address and prevent violence against women and girls. Moreover, eight of these countries have joined UN Women’s more recent Step It Up initiative, making national commitments to close the gender equality gap in a range of areas, some of which relate specifically to ending violence against women.

Read each country’s voluntary presentation, and find links to their promises to take concrete action to end violence under Commit or Step It Up initiatives.

See more at: <http://www.unwomen.org/en/news/stories/2016/3/ten-member-states-take-stock-of-their-progress-towards-csw57-agreed-conclusions#sthash.v6P8bBGo.dpuf>

Youth leaders call for “big leap” for gender equality at first CSW Youth Forum

Proving that young women and young men are a force to be reckoned with, participants in the first-ever Youth Forum at the Commission on the Status of Women (CSW) embraced their active engagement in the implementation of the 2030 Agenda and in CSW60, the single-largest intergovernmental gathering on women and girls.



The two-day forum, from 11–12 March—organized by UN Women, YWCA, the UN Inter-agency Network on Youth Development's Working Group on Youth and Gender Equality and partners—drew over 300 participants from across the globe who stressed that young people are in the driver's seat and they're ready to achieve gender equality.

The key outcome of the two-day meeting was the development of a set of “Youth-Agreed Conclusions” for the implementation of the 2030 Agenda. At the end of the conference, the Conclusions were presented to the Chair of the Commission on the Status of Women. Youth artist and activist Tennille Amor performed the single “I am a Girl” from her debut album at the CSW60 Youth Forum.

See more at: <http://www.unwomen.org/en/news/stories/2016/3/youth-forum-at-csw60#sthash.MrJObScd.dpuf>

UN Women’s Fund for Gender Equality launched new research on women’s economic empowerment in fragile States

On the sidelines of the 60th Commission on the Status of Women in New York, UN Women’s Fund for Gender Equality launched new research on women’s economic empowerment in fragile States. The research reveals that 43 per cent of poor people live in fragile States affected by climate change, natural disasters or conflicts; and 70 per cent of them are women, youth and children, propelling women to the forefront of eradicating poverty and strengthening the resilience of fragile communities.

“This is what agenda 2030 actually is about. When we talk about leaving no one behind, this is exactly the constituency that we are talking about,” said UN Women Executive Director Phumzile Mlambo-Ngcuka at the event. “It puts those who are last, first.”

UN Women’s Fund for Gender Equality—a grant-making body for national civil society organizations—and the Government of Japan launched a knowledge initiative in 2014 to explore good practices for empowering women in fragile settings. The idea was to create an evidence-based push for the integration of gender equality in international responses to crises.

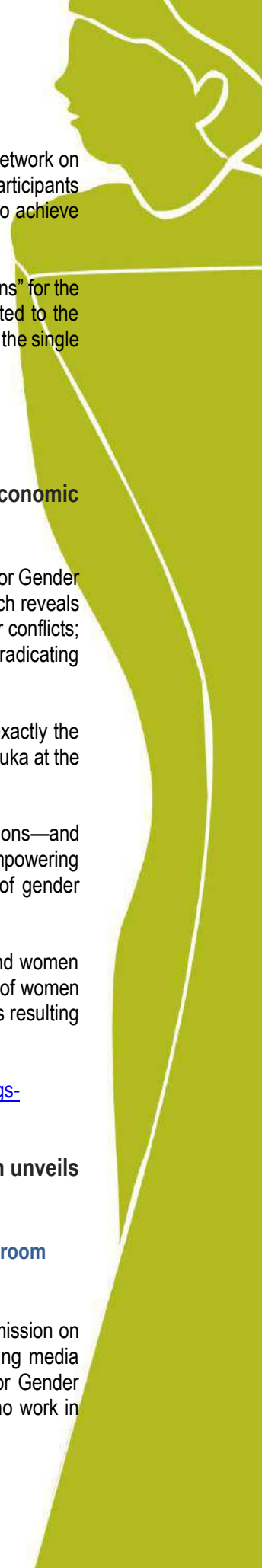
The findings also offered insight into how fragile contexts exacerbate inequalities. Over a thousand women were surveyed and, on average, found to spend 80 hours per week on unpaid care work. Millions of women in the Arab region are forced to live in fragile settings with conflicts raging through several countries resulting in the worst global refugee crisis in decades.

See more at: <http://www.unwomen.org/en/news/stories/2016/3/research-reveals-how-fragile-settings-exacerbate-inequalities#sthash.dFwKmx2.dpuf>

Galvanizing efforts towards the 2030 Agenda and fostering partnerships, UN Women unveils new Media Compact

More than 35 leading media outlets commit to increase women’s representation in the newsroom and in news content

At the UN Headquarters’ in New York, during a packed side event of the 60th session of the Commission on the Status of Women, UN Women launched in march 2016 an innovative partnership with leading media houses to galvanize attention and concrete action towards the 2030 Agenda. The Step it Up for Gender Equality Media Compact brings together a broad coalition of media outlets from every region who work in



print, broadcast and online news media to ensure wide reach and robust efforts towards women's rights and gender equality.

Recognizing the influential role media can play in driving women's empowerment and gender equality, the Step it Up for Gender Equality Media Compact facilitated by UN Women will function as an alliance of media organizations who are committed to playing an active role in advancing gender issues within the framework of the Sustainable Development Goals. The outlets will implement the compact by scaling-up the focus on women's rights and gender equality issues through high-quality coverage, complemented by gender-sensitive corporate practices. Leading up to the launch event, more than 35 leading media outlets signed up as founding members of the Media Compact. From grassroots to national and international media players, the diverse group of initial members reach millions of readers and viewers in Africa, Arab States, Asia-Pacific, Europe and Latin American regions.

By signing up to the Media Compact, the outlets are committing to a range of concrete change actions: championing women's rights and gender equality issues through editorial articles; ensuring inclusion of women as sources in stories produced, aiming for gender parity; adopting a gender-sensitive Code of Conduct on Reporting; ensuring women journalists are provided mentors and guidance for career advancement, and many others.

See more at: <http://www.unwomen.org/en/news/stories/2016/3/press-release-media-compact#sthash.NdCpvc5T.dpuf>

Around the World

UN Women launches first HeForShe impact 10x10x10 parity report

The first ever HeforShe report tells the story of the 10 corporate impact champions

Ten of the world's leading companies have released new workforce gender diversity figures, including details



on leadership roles and board membership, in UN Women's inaugural HeForShe Parity Report. The unprecedented disclosure was announced at the World Economic Forum in Davos in January 2016, where many of the firms' heads gathered alongside Phumzile Mlambo-Ngcuka, Under-Secretary-General and Executive Director of UN Women, and UN Women Goodwill Ambassador Emma Watson (pictured together). Last year at the 2015 UN Women session at Davos, UN

Women unveiled the HeForShe IMPACT 10X10X10 initiative to galvanize momentum in advancing gender equality. HeForShe created the IMPACT 10X10X10 initiative to engage 10 key decision-makers in governments, corporations and universities around the world to drive change from the top.

The Corporate Impact Champions have made gender equality an institutional priority since they signed up, and the transparency displayed in Davos will help them measure commitments and inspire action from other employers. The report figures show that a large gap remains between the representation of women in the workforce at large, and in leadership positions.

The group of 10 companies includes: AccorHotels, Barclays, Koç Holding, McKinsey & Company, PricewaterhouseCoopers, Schneider Electric, Tupperware Brands, Twitter, Unilever and Vodafone. This group of 10 companies spans 10 industries and employs more than a million people in 190 countries around the world. Their approaches to women's empowerment are unique and collectively comprehensive, with programs ranging from skill building for farmers to mentorship for c-suite executives. Despite the diversity of their business models, they face common challenges around gender equality, and have made a common commitment to its achievement. Through HeForShe, they have committed to accelerate progress towards parity in their workforce and throughout their footprints, reporting on progress as they do so.

Over the years to come, these 10 companies will work together, testing innovative approaches and sharing proven practices across the group. To establish a baseline against which future progress will be measured, companies agreed to report the representation of women across four roles. The data disclosure is a critical output of year one, and a bold approach to coordinated and transparent gender reporting across industries. Like their peers across the private sector, these companies have made strides towards overall gender balance: 39.7 per cent of their employees are women.

See more at:

http://www.heforshe.org/~media/heforshe/files/davos/heforshe_impact10x10x10_parityreport_corporate_finai_2016.pdf

See more at: <http://www.unwomen.org/en/news/stories/2016/1/heforshe-parity-report#sthash.11xCqawP.dpuf>


UN Secretary-General and World Bank Director visit UN Women centre in Za'atari refugee camp

UN Secretary-General Ban Ki-moon and World Bank Group President Jim Yong Kim visited Jordan's Za'atari refugee camp on 27 March, accompanied by a delegation of senior UN officials. The delegation first stopped by one of the women centres run by UN Women, known as the "Oases", underlining the UN's commitment to respond to the needs and aspirations of women and girls in humanitarian assistance.



As the world prepares for the first-ever World Humanitarian Summit next May in Istanbul, the question of strengthening gender equality in humanitarian work is increasingly drawing attention from the international community as shown in the recent Secretary-General's report, One Humanity: Shared Responsibility, and in the agreed conclusions of the 60th Commission on the Status of Women.

"Women's greatest challenge here is isolation—the isolation associated with gender inequalities which perpetuate women's hindered access to public space, unequal access to jobs, and confinement to their caravans," said Mohammad Naciri, UN Women's Regional Director for Arab States. "Our centres offer an opportunity to break this cycle of isolation while also providing an opportunity to serve as breadwinners within their households."



UN Women's humanitarian work is focused on the principle of restoring the dignity of refugee women through economic opportunities as an entry point for gender equality and the prevention of sexual and gender-based violence. In Za'atari camp, UN Women runs three safe spaces serving 16,000 refugees every year. Within the centers, UN Women operates the camp's largest female-focused cash-for-work programme. Many of the programme's beneficiaries are earning an income for the first time in their lives, which enables them to contribute to the family income. Around 70 per cent of these earnings are spent on diversifying family diets.

See more at: <http://www.unwomen.org/en/news/stories/2016/3/sg-visits-oasis-centres-at-zaatari-camp-in-jordan#sthash.5GcJeeoB.dpuf>

UN launches initiative for women's economic empowerment at Davos

Ban Ki-moon unveils global project

The UN has called for a "quantum leap" forward in the empowerment of women at the launch of a global campaign to fully mobilize the untapped economic potential of half the world's population. Secretary-General Ban Ki-moon announced in Davos in January 2016 that he was creating the UN's first high-level panel on women's economic empowerment, to come up with a plan of action later this year.

The UN said women globally earned 24 per cent less than men for doing the same work, and that 75 per cent of women's work in developing countries was informal and unprotected. It cited a report by the McKinsey Global Institute showing that an additional \$28 trillion could be added to the world economy if women played an identical role in markets to men.

Academics, economists and top members of business and labor have been tapped by the UN to find ways to unleash women's economic potential and promote female leadership in this first-of-its-kind initiative.

This will be the first time experts and policy leaders will be brought together in a panel setting focused on tackling economic gender inequality. The first report from the panel, to be co-chaired by President Luis Guillermo Solis of Costa Rica and Simona Scarpaleggia, chief executive of IKEA Switzerland, is expected by September 2016. It is backed by the United Kingdom, the World Bank Group and UN Women.

The panel had its inaugural meeting during the 60th session of the Commission on the Status of Women at UN Headquarters in New York in March 2016 to seek solutions to persistent women's inequality. The Panel Secretariat is hosted by UN Women, backed by the Government of the United Kingdom and the World Bank Group.

See more at: <http://www.un.org/sustainabledevelopment/blog/2016/01/ban-announces-high-level-panel-on-womens-economic-empowerment/>

See more at: <http://www.unwomen.org/en/news/stories/2016/3/press-release-highlevel-panel-on-wee-holds-inaugural-meeting#sthash.rm4DOKZN.dpuf>

Actions intensify in response to the Zika virus in Brazil

On World Health Day (7 April), UN Women, the United Nations Population Fund (UNFPA), the Pan American Health Organization/World Health Organization (PAHO/WHO) and the Special Secretariat of Policies for Women of the Ministry of Women, Racial Equality and Human Rights began the second phase of targeted communication efforts around women's rights in response to the Zika virus. Brazilian women of reproductive age are on the front lines of the Zika virus epidemic and its most cruel impact: congenital Zika syndrome,

which can cause microcephaly and other nervous system disorders. In Brazil, 4,046 suspected cases of microcephaly are currently under investigation, according to a new report released on 5 April by the Ministry of Health. By the end of 2016, national authorities estimate that the epidemic will have reached anywhere from 500,000 to nearly 1.5 million people in Brazil, although only 20 per cent show symptoms.

They have produced digital cards for use on social networks, and more than 50,000 printed flyers and 15,000 posters, bearing messages like “You’re pregnant? Inform yourself!” and “Women: you decide when it’s the right time to get pregnant.” To help spread information and raise awareness among pregnant women and women of reproductive age, men and health professionals, the organizations involved are enlisting the help of civil society and grass-roots organizations. The materials, produced with the support of the Embassy of Canada, will be distributed in basic health units, hospitals, schools, women’s organizations, community centers and associations, especially in the hardest-hit northern and northeastern states.

Radio programmes

The first phase of UN Women's communication campaign began in March, with the engagement of UN Women Brazil's National Ambassador Camila Pitanga in the information campaign led by the Ministry of Health to combat Aegypti Aedes mosquitoes, as well as the production of a series of radio programmes entitled “Long live Maria, with health” (Viva Maria com Saúde) presented by journalist Mara Regia. Gender experts, feminist activists and health professionals have underscored health and rights of women on these radio programmes, which have been disseminated to nearly 2,000 radio stations by Brazil's state-run communications company Empresa Brasil de Comunicação.

See more at: <http://www.unwomen.org/en/news/stories/2016/4/world-health-day-and-response-to-the-zika-virus-in-brazil#sthash.niKk3cYu.dpuf>

Landless women farmers receive land tenancy for the first time in Pakistan

A total of 1,214 landless women farmers and sharecroppers in Pakistan have received land tenancy rights for the first time in their lives. UN Women Pakistan, in collaboration with local partners Baanhn Beli and Gorakh Foundation, is working with 1,214 vulnerable rural women farmers, to acquire land tenancy rights from their feudal and tribal landholders. These landless women farmers were trained and mentored to prepare tenancy agreements and landholding maps with their male landlords. In the process, they gained a viable livelihood option that could take them out of poverty and enable their upward social mobility.

See more at: <http://www.unwomen.org/en/news/stories/2016/1/pakistan-land-tenancy#sthash.daR0dbGW.dpuf>

Violence against Women

Early marriage banned in the Pankisi Gorge, Georgia

Religious leaders in the Pankisi Gorge will no longer endorse marriage for those under the age of 18. Pankisi is located in the eastern part of Georgia (Kakheti region) and is mostly populated by ethnic Kists. The decision was made by imams from traditional Islamic mosques, together with the Council of Elders in the Gorge. In Pankisi, early marriages are most common among girls aged 16 to 17. Although the trend is no longer growing, girls are deemed ready for marriage after they finish school. Religious leaders enjoy a high level of authority in Pankisi, which is why their choice to make a public statement about their decision on discouraging early marriages is of paramount importance. It is noteworthy that the Council of Women Elders has contributed a lot to making this decision.

The initiative emerged in November 2015, when Pankisi's Council of Women Elders and the Kakheti Regional Development Foundation (KRDF) organized a rally against early marriage, as part of the 16 Days of Activism against Gender-Based Violence. Iza Bekauri, Director of KRDF and one of the founders of the Council of Women Elders, says that the Council of Elders were also invited to the event: "We met with the youths and called on them to say NO to early marriage. We have worked with the Council of Elders too in this respect. They liked the initiative and decided to make this topic public."

Pankisi's Council of Women Elders was established in the Gorge in 2011, with the support of the UN High Commissioner for Refugees. Since 2014, the Council has also been cooperating intensively with UN Women. It consists of 18 women and its main activities are focused on women's rights, as well as advocating for women's issues with the male Council of Elders. The Council of Women Elders has a role mediating between local women and elderly men, while trying to raise the issue of women's rights in an appropriate manner and advocating for fair decisions in favor of women.

In response to UN Women's call to world leaders to "Step It Up", at the Global Leaders' Meeting on 27 September 2015, Georgian Prime Minister Irakli Garibashvili committed to work with development partners to prevent early marriages, with activities on this issue coordinated by an inter-sectorial taskforce. He also pledged dedicated awareness raising-campaigns to combat violence against women and girls and to stop early marriages.

See more at: <http://www.unwomen.org/en/news/stories/2016/4/early-marriage-banned-in-the-pankisi-gorge-georgia#sthash.yPZpA4Ru.dpuf>

UN Trust Fund to End Violence against Women marks 20 years with event in Amsterdam

On 25 April, the UN Trust Fund to End Violence against Women, administered by UN Women on behalf of the UN System, kicked off celebrations of its 20th year of grant-making with an Amsterdam-based event. Together with its partner, SeeMe, a fair-trade jewelry company, the UN Trust Fund launched its signature anniversary piece, the Orange Heart necklace. UN Women Executive Director Phumzile Mlambo-Ngcuka is pictured wearing the UN Trust Fund to End Violence against Women's signature necklace.

Made by women survivors of violence in Tunisia, the Orange Heart necklace symbolizes a bright future free from violence. Fifty per cent of the proceeds from sales of the Orange Heart will benefit worldwide projects supported by the UN Trust Fund, which focus on three key areas: preventing violence, expanding access to critical services for survivors, and advocating for the effective implementation of national laws and policies. Every year these key initiatives touch more than a million people worldwide.



The SeeMe partnership supports the work of the UN Trust Fund by promoting the economic empowerment of women artisans and working to create new paths to sustainable funding to end violence against women and girls. In the past 20 years, the UN Trust Fund has funded 426 initiatives in 136 countries and territories that aim to make concrete and continual positive change to the lives of women and girls around the world.

See more at: <http://www.unwomen.org/en/news/stories/2016/4/untf-marks-20-years-with-event-in-amsterdam#sthash.QYN3wpK1.dpuf>

Landmark ruling in Guatemala a victory against sexual violence in armed conflict

In a historic verdict, the sentences and reparations decision in the Sepur Zarco trial in Guatemala is being hailed by human rights experts as a major victory in accountability for conflict-related sexual violence. On 26 February, a Guatemalan court convicted two former military officers of crimes against humanity against 11 indigenous Q'eqchi' women who were subjected to sexual violence, sexual and domestic slavery, the forced disappearance of their husbands, as well as the murder and cruel treatment of a woman and her two small daughters. The court sentenced Esteelmer Reyes Girón to 120 years in prison, and Heriberto Valdez Asij to 240 years.

Sepur Zarco was the first case of conflict-related sexual violence challenged under Guatemala's penal code. It was also the first time that a national court anywhere in the world considered charges of sexual slavery during an armed conflict—a crime under international law. In its path-breaking judgment, the court noted that the offenses were part of a deliberate strategy by the Guatemalan Army to destroy the local indigenous Maya Q'eqchi' community. The court also recognized the impact on the entire community of these abuses committed against women.

On 2 March, the Guatemalan court further issued a wide-ranging reparations decision. The far-reaching judicial decision provides for individual monetary compensation to each of the victims of sexual slavery as well as the victims of forced disappearances covered by the case. It also directs the Public Prosecutor to continue investigations into the forced disappearances of seven husbands of women survivors.


In addition to individual reparations, the court order seeks to address the broader causes and consequences of the human rights violations committed against the women and their community. The decision comprehensively addresses past denials of the right to health, education and access to land in Sepur Zarco—human rights violations which had rendered the Q'eqchi' community vulnerable to violence, and exacerbated its consequences.

See more at: <http://www.unwomen.org/en/news/stories/2016/3/guatemala-victory-against-sexual-violence-in-armed-conflict#sthash.45RNuPcS.dpuf>

New global funding instrument invests in women to accelerate conflict recovery, sustain peace

A new multi-partner effort was launched in February 2016 to assist the international community to respond to today's complex peace and security challenges and to direct investment in sustainable peace. The Global Acceleration Instrument (GAI) for Women, Peace and Security and Humanitarian Action was established by civil society, the UN and Member States to fill a critical funding gap and to steer resources directly to women's civil society organizations at the forefront of conflict prevention, conflict resolution and recovery efforts. Soon to be fully operational, the GAI is managed as a multi-partner trust fund of the UN, with UN Women as the secretariat, and donors, civil society and UN partners among the steering body.

The fund aims to stimulate a significant shift in international financing towards women's participation, leadership and empowerment in crisis response and peace and security settings. It will ensure that women's groups are not only recipients of funding, but they will have a presence at every level of implementation; from the international steering committee, to the national steering committee, and to the organizations carrying out projects in the field. In this way, women will have a say in decision-making on how funds are raised and managed — thus ensuring transparency and accountability.



In the past year, the UN has undertaken three peace and security reviews — on Peace Operations, Peacebuilding Architecture, and Women, Peace and Security. All three have grappled with the difficult questions of unprecedented humanitarian needs, shrinking resources, and new and increasingly complex peace and security challenges. Alongside these evolving challenges, the reviews reflected a growing and indisputable evidence-base on the impact of women's participation and leadership on the increased effectiveness of humanitarian assistance and likelihood of sustainable peace. As the GAI becomes fully operational, its implementation will prioritize knowledge management and capacity building.

See more at: <http://www.unwomen.org/en/news/stories/2016/2/global-acceleration-instrument-launch#sthash.rCwE3SVW.dpuf>

Gender Violence Bill presented in Uruguay

Uruguay's Council of Ministers has just approved a Government bill that aims "to guarantee women a life free of gender-based violence." The bill, which will now go to the Senate, not only defines gender violence and how it manifests itself but would also bring about a change to current criminal law and create an institutional response system as well as specialized courts.

This comprehensive Government bill received the input of all of Uruguay's ministries involved in the drafting of specific sections on education, work, public security and the public prosecutor's office, among others. It also includes special sections focused on children and adolescents, the elderly and disabled women. The bill equally seeks to create a watchdog committee to monitor the problem.

UN Women Uruguay explains that the draft law was the result of a consultancy to revise the framework legislation on gender-based violence and of the work of a 2012-2015 UN Trust Fund to End of Violence against Women project run by UN Women and the Government of Uruguay. Building on those inputs, in the second half of 2015, a joint collaboration agreement between UN Women, PAHO/WHO and The National Women's Institute offered support to the National Advisory Council on the Fight against Domestic Violence, which culminated in the drafting of the bill with the technical assistance of legal professionals.

See more at: <http://www.unwomen.org/en/news/stories/2016/4/uruguay-gender-based-violence-bill#sthash.OiDEyHFy.dpuf>

Women police climb the ranks across Africa

Rising from just 6 per cent in 2007 to 17 per cent in 2016, there has been a significant increase of women in Liberia's police force, along with major reforms undertaken by the Armed Forces of Liberia and other agencies. With support from UN Women, more women police officers have been trained and recruited by the government. Efforts to reach 30 per cent of women officers by 2030 are ongoing.

Today, Officer Reeves has become a role model for many: "With the recruitment of more women police officers... we will achieve a great deal of success in building a more inclusive and responsive police force." Across the globe, women are still only a tiny portion of the security sector. As of 2015, reports reveal that 97 per cent of military peacekeepers and 90 per cent of police officers are men. In 2009, the UN launched a global effort to increase the number of women in police forces, with the goal of reaching 20 per cent of officers in peace operations.

See more at: <http://www.unwomen.org/en/news/stories/2016/4/women-police-climb-the-ranks-across-africa#sthash.P0a9aZ0N.dpuf>

UN Women calls for effective protection of refugee women and girls in context of European Council Summit

Women and children now represent the majority, with over 60 per cent of refugees arriving in Greece, according to data from the UN High Commissioner for Refugees. The vast majority are women who have experienced war in Syria, Iraq and Afghanistan. Many have witnessed or survived sexual violence, torture, bombings, kidnappings of loved ones, slavery, trafficking and other wartime atrocities. It is important that reception and resettlement facilities be designed and operated in compliance with gender responsiveness standards.

In the context of the European Council meeting held in March 2016, UN Women called for the specific needs and vulnerabilities of women and girls to be addressed in the response to the refugee and migration crisis. The detention of women and girl asylum-seekers, especially pregnant and lactating women, must be avoided. UN Women is concerned about the serious medical and psychological challenges migration related trauma causes for women and girls.

UN Women also emphasizes the importance of family reunification to support the integration of asylum-seekers within the European Union, and reduce the attractiveness of illegal migration routes. Equally, it is important for women to have the right to make independent claims for asylum, regardless of the situation of other members of their family. Evidence shows that women and girls who are survivors of violence or other abuses rarely report them to appropriate authorities and gender-responsive measures need to be taken to mitigate this risk.

Many EU States and Turkey are signatory to the Council of Europe Convention on preventing and combating violence against women and domestic violence, (the Istanbul Convention) which provides for the protection of refugee women against violence and requires that gender-based violence be recognized as a form of persecution in line with the UN Refugees Convention. UN Women stands ready to collaborate with all partners in the UN system, the European Union and in all concerned countries, to ensure a gender-sensitive response in conformity with human rights standards.

See more at: <http://www.unwomen.org/en/news/stories/2016/3/statement-un-women-calls-for-protection-of-refugee-women-and-girls#sthash.7qeXTMH3.dpuf>

Reparations soon for conflict-related sexual violence survivors in Kosovo

Kosovo begins implementation of the law that gives legal recognition to civilian survivors of the armed conflict and allows them to claim survivor benefits. On 30 December 2015, Kosovan authorities approved a new regulation that will allow survivors of conflict-related sexual violence to be identified and given official status as civilian victims of war eligible for survivor benefits that include a monthly pension.

The regulation begins the implementation of the Kosovo Assembly's Law No. 04/L-172, approved in March 2014, which gives legal recognition to survivors of sexual violence during the conflict in Kosovo. Survivors of sexual violence during the Kosovo conflict, which ended in 1999, welcomed the regulation but asked for comprehensive support to fight the stigma and culture of shame and silence that continues to surround the issue.

UN Women has worked with civil society organizations and Kosovan authorities since 2006 to get legal recognition for survivors of conflict-related sexual violence in Kosovo. It actively participated in Kosovo's National Council on the Survivors of Sexual Violence – a Government body established by the President – and provided technical support to draft and adopt the legislation.

UN Women also supported the drafting of Kosovo's Action Plan on UN Security Council resolution (UNSCR) 1325, which aims to provide redress to survivors of sexual violence in conflict. UN Women also facilitated exchanges with survivor groups in neighboring Bosnia and Herzegovina.

See more at: <http://www.unwomen.org/en/news/stories/2016/3/reparations-soon-for-conflict-related-sexual-violence-survivors-in-kosovo#sthash.crgvIX6o.dpuf>

iKNOW Politics launches e-discussion on women, peace and security in the Arab region

iKNOW Politics, an interactive online network of women in politics who share experiences, resources, advice and collaborate on issues of interest, launched an e-discussion on UN Security Council resolution 1325 on women peace and security in the Arab region.

The five-week discussion focused on how women in politics and other policymakers can be active in the implementation of resolution 1325 in the Arab region, and related challenges and new opportunities. The e-discussion was structured along three main blocks: a) Advancing the Women, Peace and Security agenda; b) Strategies and monitoring; and c) Partnerships and capacity building. Respondents are invited to send answers to as many related questions as they see fit.

The responses from the e-discussion have been consolidated and shared with iKNOW Politics members and partners, then used as a resource for all through the iKNOW Politics website.

See more at: <http://www.unwomen.org/en/news/stories/2016/1/iknow-politics-e-discussion#sthash.LMtsXRLD.dpuf>

Women's Representation

Gender laws pave way for first woman President in Taiwan

Legislation has made it easier for women in Taiwan to climb the ranks in workplaces

Taiwan's President Tsai Ing-wen elected in January 2016, has not only broken the gender barrier to win the highest office in the land, but she is also the first woman without any political lineage in Asia to head a government. This was made possible because laws were introduced from 2002 to enforce gender equity and equality in schools and workplaces here, making it easier for Taiwanese women to climb the ranks, say analysts. Also, today's voters are averse to politicians with connections to influential political families, they add.

Ms. Tsai, 59, a former law professor whose father was a businessman, won the presidential polls in a landslide victory. Her party, the Democratic Progressive Party, won its first-ever parliamentary majority in the legislative elections. Ms. Tsai's win is instructive to young women in that they "don't have to play second fiddle" and, if given opportunities, "can take up big responsibilities".

But the President is not the only woman making a difference in Taiwanese politics. Women make up close to two-fifths (37.2 per cent) of the newly elected 113-seat Parliament - one of the highest rates of women in Parliament in East Asia. In Singapore, women take up 22 per cent of seats. Indeed, Ms. Tsai, has said that men and women alike can learn from female leaders for qualities such as being attentive, flexible, tolerant and calm.

In that time, woman power got a boost with the passing of the Gender Equity Education Act in 2002 and the Gender Equality in Employment Act two years later. Taiwan's Parliament also has a quota system that reserves political positions - for example, a third of all seats in the legislature - for women.

See more at: <http://www.straitstimes.com/asia/east-asia/gender-laws-pave-way-for-tsais-win>

In your Interest

'It's a man's world, sweetie' - How Three female leaders dealt with sexism

Between them, they run one of the world's most prestigious universities, one of its biggest companies and one of its most powerful institutions. It is hard to imagine anyone telling Christine Lagarde, the head of the IMF, Drew Faust, the president of Harvard, or Indra Nooyi, CEO of Pepsi that they could not succeed because of their gender – but that is precisely what happened.

In different situations, these three women were effectively told the same thing: that girls and women should not aspire to the same goals as boys and men. It is a message that is stubbornly pervasive in every society in the world, reinforcing a global gender gap. Unsurprisingly, Lagarde, Faust and Nooyi refused to listen to it. Here is how they reacted when faced with overt sexism and dubious advice.

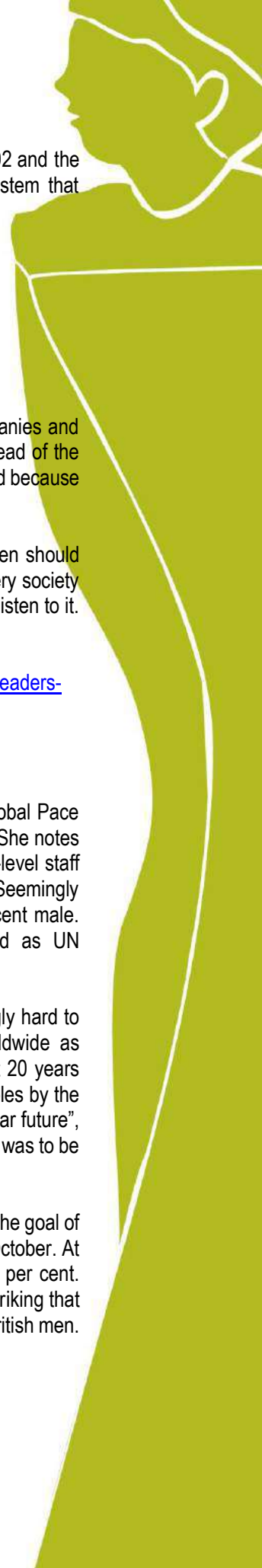
See more at: <https://www.weforum.org/agenda/2016/04/it-s-a-man-s-world-sweetie-how-3-female-leaders-dealt-with-sexism/>

The Lost Agenda: Gender Parity in Senior Appointments

Karin Langdren, visiting fellow at the Center for International Cooperation, in her article in the *Global Pace Operations Review* in December 2015, highlights how gender parity is the lost agenda at the UN. She notes that “As the clamour grows for a woman to be chosen as the next Secretary-General, other high-level staff appointments have been quietly but steadily defying the UN's longstanding goal of gender parity. Seemingly unnoticed, in 2015 selections for the senior most level of UN staff have skewed nearly 92 per cent male. Between 1 January and 10 December 2015, 22 men and only 2 women were appointed as UN undersecretaries-general, according to public sources.”

The rhetoric of UN achievements has overshadowed the reality. And the reality can be surprisingly hard to verify. A list of senior officials indicates that the UN designates some 80-plus persons worldwide as undersecretaries-general (USGs), and over 100 as assistant secretaries-general (ASGs). Almost 20 years ago, the UN made a commitment to achieving gender parity in managerial and decision-making roles by the year 2000. This target having been missed, subsequent resolutions aimed for parity in “the very near future”, except for the category of Secretary-General's Special Representatives and Special Envoys, which was to be gender-balanced by 2015.

The year 2015 also saw 6 women undersecretaries-general replaced by men, further undercutting the goal of building female leadership within the UN. The first female USG of the year was appointed only in October. At the next level down – assistant secretaries-general, or ASGs – male appointments made up 77 per cent. Cumulatively, across the 59 USG and ASG appointments, 83 per cent were men. It is especially striking that of the 23 EU nationals appointed to top-level UN posts this year, all but one were men. Five were British men. Among African nationals appointed, women made up over one-quarter.



Several measures are needed. The first step is greater transparency around senior appointments. The UN should promptly set up an open database covering full-time, paid appointments at the most senior levels, making it easier to monitor benchmarks towards gender equality.

Second, governments themselves need to demonstrate stronger commitment to gender equality in the UN. Although UN staff are required to maintain independence from their governments, some governments lobby hard to have their citizens selected for senior UN posts. While proposals for good candidates, from any source, can be entertained, the impact on gender parity should be a stronger consideration.

Finally, to insulate the Secretary-General more effectively from external pressures, the UN should set up a merit-based appointments mechanism for senior levels, as recommended by the recent High-Level Independent Panel on Peace Operations. More effort also needs to go into headhunting great female candidates.

The biggest lesson of 2015 is how quickly gains turn to losses, without the dedicated attention of a gender-sensitive UN leadership – and how untroubled the UN and member states appear to be. The level of structural non-compliance facing the gender parity agenda will not be fixed simply by choosing a female Secretary-General. Years of General Assembly resolutions mean that this task is already in the job description of the next office-holder. Ending the gender disparity in top appointments would be a good place to start.

See more at: <http://peaceoperationsreview.org/commentary/the-lost-agenda-gender-parity-in-senior-un-appointments/>

Is the UN really moving toward gender equality?

Ourania Yancopoulos in www.opendemocracy.net sheds light on new research that raises the question of whether the UN is burying statistics on gender representation in order to cover up lack of progress. The UN's founding charter highlights not only the mission "to save succeeding generations from the scourge of war," but "to reaffirm faith in fundamental human rights" - specifically, "in the equal rights of men and women." Moreover, the organization claims that a female perspective should have greater influence in its humanitarian and peace-promoting efforts, insisting that women are central to economic development and conflict prevention. To this end, much has been made of improving female representation at the most senior levels of UN leadership, especially under current Secretary-General Ban Ki-moon.

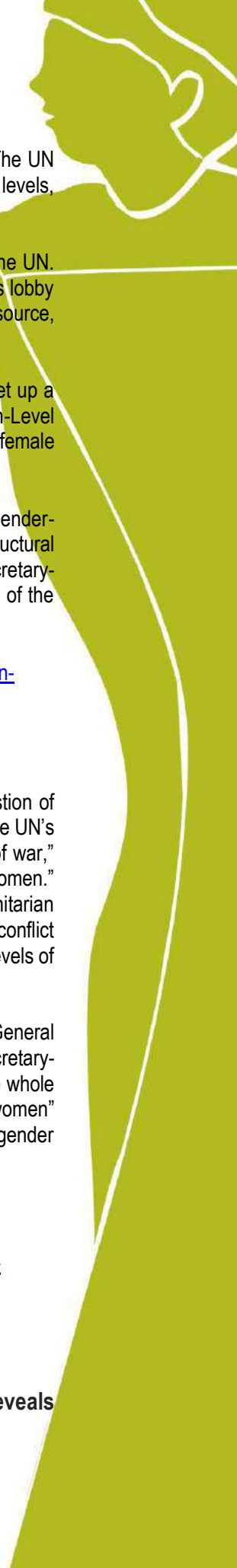
In a speech given just last month, before 2,000 people and thousands more via web-cam, Secretary-General Ban, claimed to have appointed "50 or 60 women" at the UN's most senior level - "all Assistant-Secretary-Generals and Under-Secretary-Generals" and thereby claimed to have single-handedly "changed the whole landscape for women." In March 2016 he claimed to "have signed nearly 150 letters of appointment to women" in these high positions. Such discrepancies raise questions about the UN's rate of progress toward gender balance in its senior ranks.

So, has progress really been made? And why is it so hard to tell?

See full article at: <https://www.opendemocracy.net/ourania-s-yancopoulos/is-un-really-moving-toward-gender-equality-or-is-it-trying-to-cover-up-lack-of>

Recommended Reading and Watching

2015 Gender Chart - addendum to the 2015 Millennium Development Goals Report reveals how women fared in 2015 global progress

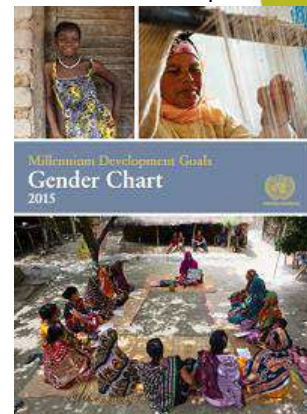


The Millennium Development Goals (MDGs) are behind us now, but as we embark on a new era and take stock of what is left to do, we find progress continues to bypass women, especially the poorest and most marginalized. *The 2015 Gender Chart, an addendum to the UN Secretary-General's 2015 Millennium Development Goals Report*, focuses not just on SDG Goal 3, which calls for gender equality and women's empowerment, but also tracks how gender equality is impacted by the remaining seven MDGs. By looking at the other goals from a gender perspective, the Gender Chart also emphasizes the inter-linkages between the goals and gender equality and women's empowerment, in making progress on development and in achieving the MDGs.

The 2015 Gender Chart shows that while progress has been made in a number of the gender dimensions of the MDGs, more needs to be done. Women and girls need to be at the center of any development imperative. And now, with Member States jointly adopting the ambitious 2030 Agenda for Sustainable Development, the aim is clear: Pick up where the MDGs left off, and ensure a comprehensive agenda that fully addresses gender equality and women's empowerment head on.

Jointly produced by UN Women and the UN Statistics Division based on a set of data compiled by the Inter-Agency and Expert Group on MDG Indicators, the gender chart has been a recurring publication that charted progress towards the time-bound MDG targets set by world leaders in 2000 from a gender perspective.

See more at: <http://www.unwomen.org/en/news/stories/2016/2/gender-chart-reveals-how-women-fared-in-2015-global-progress#sthash.CFyCzltH.dpuf>



The Power of Parity: Advancing Women's Equality in India

New paper by McKinsey and Company

Gender inequality is a pressing human issue but also has huge ramifications for jobs, productivity, GDP growth, and inequality. In September 2015, McKinsey Global Institute- MGI published a global report *The power of parity: How advancing gender equality can add \$12 trillion to global growth*. In this new paper "The Power of Parity: Advancing Women's equality in India", MGI undertakes a deeper look at gender equality in India, building on the framework of the global report. This study reveals that about 70 per cent of this "best in region" potential would come from raising women's participation in India's labor force by ten percentage points between now and 2025, bringing 68 million more women into the labor force—70 per cent of them in just nine states. This will require bridging both economic and social gender gaps. To determine this, McKinsey and Company have created a measure of gender equality for Indian states, "the India Female Empowerment Index, or Femdex. McKinsey hopes that these studies help policy makers, business leaders and other stakeholders chart the way towards effective interventions that promote equitable growth and broad-based prosperity in the country."

Advancing gender equality can deliver sizeable additional economic growth and broad-based prosperity to the world—nowhere more so than in India. Delivering that impact, however, will require tackling significant gender gaps in society and driving a national agenda for change in eight areas that involve all stakeholders. About 70 per cent of this "best in region" potential would come from raising women's participation in India's labor force by 10 percentage points between now and 2025, bringing 68 million more women into the labor force—70 per cent of them in just 9 states. This will require bridging both economic and social gender gaps. To determine this, we have created a measure of gender equality for Indian states, "the India Female Empowerment Index, or Femdex (exhibit)."

See more at: <http://www.mckinsey.com/global-themes/employment-and-growth/the-power-of-parity-advancing-womens-equality-in-india>

MSCI Women on Boards: Global trends in Gender Diversity on Corporate Boards

MSCI is an independent provider of research-driven insights and tools for institutional investors. Many global asset owners and other institutional investors are increasingly focused on the gender composition of company boards. MSCI ESG Research's research shows that companies in the MSCI World Index with strong female leadership generated a Return on Equity of 10.1 per cent per year versus 7.4 per cent for those without (as of September 9, 2015, measured on an equal-weighted basis), confirming previous research. It also found that companies lacking board diversity suffered more governance-related controversies than average. However, it did not find strong evidence that having more women in board positions indicates greater risk aversion.

See more at: <https://www.msci.com/www/blog-posts/women-on-boards-global-trends/0263383649>

Pathways to Equity: Narrowing the Wage Gap by Improving Women's Access to Good Middle-Skill Jobs

This report addresses women's access to well-paid, growing, middle-skill jobs (jobs that do not require a bachelor's degree). It documents sex segregation in middle-skill jobs, and discusses how gender integration of good jobs could both reduce skill-shortages and improve women's economic security. The report focuses on middle-skill "target" occupations in manufacturing, information technology, and transportation, distribution, and logistics that have high projected job openings and that typically employ few women. Using an innovative methodology based on the US Department of Labor's O*Net database, the report identifies lower paid predominantly female occupations that share many of the characteristics of the "target" occupations and can serve as "on-ramp" occupations to good middle-skill jobs for women seeking to improve their earnings, and employers looking to fill the vacancies. The report is part of the Institute for Women's Policy Research's Pathways to Equity: Women and Good Jobs initiative; more information and a full list of growing well-paid middle-skill occupations with potential "on-ramp" occupations for women can be found at www.womenandgoodjobs.org. The Institute for Women's Policy Research conducts rigorous research and disseminates its findings to address the needs of women, promote public dialogue, and strengthen families, communities, and societies.

See more at: <http://www.iwpr.org/publications/pubs/pathways-to-equity-narrowing-the-wage-gap-by-improving-women2019s-access-to-good-middle-skill-jobs>

Women in the Workforce 2015

Women in the Workplace is a comprehensive study of the state of women in corporate America. The study is part of a long-term partnership between LeanIn.Org and McKinsey & Company to encourage female leadership and foster gender equality in the workplace. One hundred eighteen companies and nearly 30,000 employees participated in this 2015 study, building on similar research conducted by McKinsey & Company in 2012.

Corporate America is not on a path to gender equality. Women face greater barriers to advancement and a steeper path to senior leadership. Female leadership is an imperative for organizations that want to perform at the highest levels. Yet based on the slow rate of progress over the last 3 years, it will take 25 years to reach gender parity at the senior-VP level and more than 100 in the C-suite. While CEO commitment to gender



diversity is high, organizations need to make a significant and sustained investment to change company practices and culture so women can achieve their full potential.

See more at: http://womenintheworkplace.com/ui/pdfs/Women_in_the_Workplace_2015.pdf?v=5

New Financial: Counting every woman: gender diversity in the capital markets

The European capital markets industry risks losing its competitive edge if it does not embrace the importance of gender diversity at the most senior levels. The latest report from New Financial takes a snapshot of female representation on boards and executive committees at 220 organizations across 11 sectors in the financial markets – with some predictably depressing results. One does not have to be a paid up socialist to agree with Karl Marx when he said, “social progress can be measured by the social position of the female sex”.

While the rest of the business world seems to finally be waking up to the fact that half of the population – and of its potential workforce – are female, the capital markets risk being left behind. The last FTSE 100 Company without a woman on its board finally succumbed and the number of female FTSE 100 chief executives has crept up to 5. Sheryl Sandberg’s ‘lean in’ movement is inspiring a generation, and the importance of diversity in the broadest sense is increasingly being recognized in boardrooms across different sectors. But the latest report by New Financial shows that the capital markets have a lot of catching up to do.

The report addresses questions on average female representation at senior levels across the capital markets industry and in different sectors, the type of roles women who do sit on boards hold and changes in 2015. New Financial is a think tank and forum launched in 2014 that makes the positive case for the vital role that capital markets play in driving economic growth and prosperity. New Financial believes Europe needs bigger and better capital markets – and that this presents a huge opportunity for the industry and its customers to embrace change and rethink how capital markets work.

See more at: <http://newfinancial.eu/report-counting-every-woman-gender-diversity-european-capital-markets/>

Breaking the Metal Ceiling - Female Entrepreneurs Who Succeed in Male-Dominated Sectors

A range of reasons is cited to explain gender differences in business performance in Africa. Within those, the sector of operations is consistently identified as a major issue. This Policy Research Working Paper 7503 by the World Bank uses a mixed methods approach to assess how women entrepreneurs in Uganda start (and strive) operating firms in male-dominated sectors, and what hinders other women from doing so. The study finds that women who cross over into male-dominated sectors make as much as men, and 3 times more than women who stay in female-dominated sectors. The paper examines a set of factors to explain the differences in sector choices, and finds that there is a problem of information about opportunities in male-dominated industries. The analysis also concludes that psychosocial factors, particularly the influence of male role models and exposure to the sector from family and friends, are critical in helping women circumvent or overcome the norms that undergird occupational segregation.

See more at: <http://documents.worldbank.org/curated/en/2015/12/25512942/breaking-metal-ceiling-female-entrepreneurs-succeed-male-dominated-sectors>

World Bank: The Little Data Book on Gender 2016



This handy pocket guide is a quick reference for users interested in gender statistics. The book presents sex-disaggregated data for more than 200 economies in an easy country-by-country reference on demography, education, health, labor force, political participation and the Millennium Development Goals. The book's summary pages cover regional and income group aggregates.



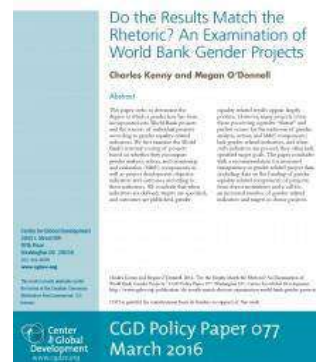
See more at: http://data.worldbank.org/products/data-books/little-data-book-on-gender?cid=ISG_E_WBWeeklyUpdate_NL

See more at:

<https://openknowledge.worldbank.org/bitstream/handle/10986/23436/9781464805561.pdf>

Do the Results Match the Rhetoric? An Examination of World Bank Gender Projects

This Center for Global Development paper 077, published in March 2016 by Charles Kenny and Megan O'Donnell seeks to determine the degree to which a gender lens has been incorporated into World Bank projects and the success of individual projects according to gender equality-related indicators. We first examine the World Bank's internal scoring of projects based on whether they encompass gender analysis, action, and monitoring and evaluation (M&E) components, as well as project development objective indicators and outcomes according to these indicators. We conclude that when indicators are defined, targets are specified, and outcomes are published, gender equality-related results appear largely positive. However, many projects (even those possessing a gender "theme" and perfect scores for the inclusion of gender analysis, action, and M&E components) lack gender-related indicators, and when such indicators are present, they often lack specified target goals. The paper concludes with a recommendation for increased transparency in gender-related project data (including data on the funding of gender equality-related components of projects) from donor institutions and a call for an increased number of gender-related indicators and targets in donor projects.



See more at: <http://www.cgdev.org/publication/do-results-match-rhetoric-examination-world-bank-gender-projects>

Reintroducing women, peace and security

This special issue of International Affairs, a Chatham House publication, launched on International Women's Day 2016, explores the potential and limits of the Women, Peace and Security agenda, a global policy architecture supporting gender equality and today a significant reference point in the management and resolution of, as well as recovery from, violent conflict. The Women, Peace and Security (conventionally abbreviated to WPS) agenda was formally inaugurated by UN Security Council Resolution 1325 in October 2000.

Across 18 operative paragraphs, the Council appealed for the greater participation of women in decision-making in national, regional and international institutions; their further involvement in peacekeeping, field

operations, mission consultation and peace negotiations; increased funding and other support for UN bodies' gender work; enhanced state commitments to women's and girls' human rights and their protection under international law; the introduction of special measures against sexual violence in armed conflict; and the consideration of women's and girls' needs in humanitarian, refugee, disarmament and post-conflict settings. These papers seek to forge a connection between the best of academic reflection on the agenda and the concrete dilemmas of implementation. Fifteen years on from Resolution 1325, and after considerable progress in the recognition of gender issues, these offer a collective assessment of the vagaries of the Women, Peace and Security agenda, the better to understand the coming fortunes of the 'the gender perspective' on war and peace.

See more at: <https://www.chathamhouse.org/publication/ia/reintroducing-women-peace-and-security#sthash.QQ8Wr2x7.dpuf>

Building Bridges Across the Wage Gap

There's a solution to the equal-pay problem: getting female workers into well-paying jobs in construction and engineering. All it takes is the right kind of training. According to *Closing the Skills Gap: On-Ramp Occupations to Middle-Skilled Jobs For Women Workers*, a new Institute for Women's Policy Research (IWPR) study commissioned by JPMorgan Chase & Co, women make up a mere 3 per cent of workers in well-paid, middle-skill construction jobs. This striking gap perfectly demonstrates how occupational segregation by gender contributes to a stubborn wage gap that kept women making 79 cents to every man's dollar in 2014 and still limits women's access to well-paid jobs that don't necessarily require higher education. "Closing the Skills Gap" found that while women make up 83 per cent of workers in middle-skill jobs that pay less than \$30,000 a year, the number drops steeply to 36 per cent for growing, middle-skill jobs that pay at least \$35,000 a year, a disparity that can have significant long-term economic implications.

Ariane Hegewisch, who co-authored "Closing the Skills Gap" as well as the 2014 IWPR study "Occupational Segregation and the Gender Wage Gap: A Job Half Done," knows that in addition to being unfair in principle, those disparities have macro-scale economic effects. Occupational segregation, according to Hegewisch, "slows down how much the economy can grow and how quickly you can respond to new opportunities.... It's as if having occupational segregation means that the economy is under-oiled."

Women have the lowest representation in middle-skill industries such as construction and engineering, where historical, practical, and social norms have combined to make those occupations the realm of men. That tangle of barriers is currently limiting women's access to jobs that require skills training, but not a bachelor's degree. For example, the study found that fewer than one in ten apprentices in the US were women.

Alexandra Torres Galancid, the executive director of Southern California-based nonprofit Women In Non Traditional Employment Roles (WINTER), is determined to change that. Placing women in higher-paying jobs has a "tremendous" impact, she says. In order to get women those jobs, WINTER offers a 10-week training program that empowers its students with a range of construction or engineering certifications, as well as practical experience with the tools and processes they would use in their future work. When necessary, WINTER also facilitates everything from childcare to financial training and housing assistance, granting students the skills and foundation they need to change their entire lives, not just their jobs.

But after weeks or months of training, WINTER's women are desirable candidates for well-paying jobs that they—and likely many other people—might never have imagined they could do. One of WINTER's missions is to drive that cultural shift, pushing education and outreach into local schools and community groups, and contributing to local Project Labor Agreements to ensure they include language on gender inclusivity. "We really need to educate people; it's all about education," Galancid says. "People [should] know that there are agencies like ours. We really believe that a good worker is a good worker, regardless of gender."



So when WINTER works against occupational segregation, it's working for inclusivity and equality; it's also set on empowering the women it trains with the skills and confidence that affect every other sphere of their lives.

See more at: https://www.jp.morganchase.com/corporate/news/stories/bridging-wage-gap.htm?jp_cmp=en/9446635/ext/70025310/129638851

Websites

***Every Woman Every Child* is an unprecedented Global Movement to Save Lives.**

Launched by UN Secretary-General Ban Ki-moon during the UN Millennium Development Goals Summit in September 2010, *Every Woman Every Child* is an unprecedented global movement that mobilizes and intensifies international and national action by governments, multilaterals, the private sector and civil society to address the major health challenges facing women, children and adolescents around the world. The movement puts into action the Global Strategy for Women's, Children's and Adolescents' Health 2016-2030, which presents a roadmap to ending all preventable deaths of women, children and adolescents within a generation and ensuring their well-being.

See more at: <http://everywomaneverychild.org>

To see more publications please visit UN Women website at: <http://www.unwomen.org/en/digital-library/publications>

UN Women Info

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

Editor-in-Chief: Ms. Aparna Mehrotra, Senior Adviser on Coordination and Focal Point for Women in the UN System, Division for UN system Coordination, UN Women

Production: Coordination Division, UN Women

Design and layout: UN System Coordination Division, UN Women, New York

United Nations, 220 East 42nd Street, 18th Floor

New York, NY 10017, USA

Telephone: 1 646 781 4510; Fax: 1 646 781 4495

E-mail: network-newsletter@unwomen.org

