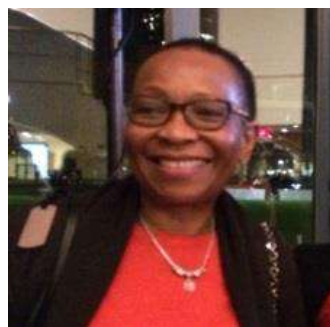


CONTENTS

- Interview with Ms. Nozipho January-Bardill
- Letter from the Focal Point for Women
- UN-SWAP Update
- Congratulations
- Around the UN
- Around the World
- Violence against Women
- Women's Representation
- In your Interest
- Recommended Reading
- Recommended Websites

Interview with Ms. January-Bardill, Interim Chief of Staff/ Consultant to the Executive Director of UN Women in New York

Ambassador Nozipho January-Bardill of South Africa has extensive experience in both the private and public sectors where she has served with distinction. Appointed as the Interim Chief of Staff of UN Women in January of 2014,



she also serves as a member of the United Nations Committee on the Elimination of Racial Discrimination.

Ms. January-Bardill has served as an Independent Non-Executive Director on the boards of AngloGold Ashanti, Credit Suisse Securities Johannesburg, the State Information and Technology Agency of South Africa (SA) and the Health and Welfare Sector Education and Training Authority in SA. She serves as trustee on the Nelson Mandela Metropolitan University Trust, the Fund Raising Committee of the Nelson Mandela Children's Hospital Trust and the Anglo Platinum Lefa la Rona Trust.

Her past appointments, amongst others, include: Corporate Affairs Executive at MTN Group, South Africa's Ambassador to Switzerland, Lichtenstein and the Holy See, Deputy Director General, Human Capital Management at the national Department of Foreign Affairs, Chief Director / Adviser to the Speaker of the South African Parliament, Director of World University Service SA, and until most recently, chair of the Swiss South African Cooperation Initiative (SSACI).

(Continued on Page 3)

Letter from the Focal Point for Women

Dear Friends,

Greetings to all our readers!

We are delighted to bring you the third and final edition of the Network newsletter for 2014! This issue covers the period from September through December 2014 and includes news on an array of worldwide events linked amongst others activities to the observance of 16 days of activism, starting 25 November, to eliminate violence against women. We highlight the 'Orange your Neighbourhood' campaign recognized violence against women as a major global concern, and the UN Women Executive Director's visits to Mexico and India where she launched several new partnerships for fighting gender inequality. We also acknowledge and congratulate Sania Mirza and Farhan Akhtar for their support as UN Women Goodwill Ambassadors to eliminate violence against women and the engage men and boys working for gender equality in South Asia and Ms. Emma Watson who, subsequent to her speech at the launch of the HeForShe Campaign, was named Feminist of the Year.



Regarding NETWORK's most popular feature - the interview - we are delighted to feature Ms. Nozipho Bardill, the interim Chief of Staff of the UN Women Executive Director. Her experience and insights are rich and she shares them eloquently, candidly and generously to our benefit.

As for other areas of activity, this issue brings, amongst other items, worldwide activities related to Beijing + 20, news on new legislation in Germany for a 30 percent quota for women on company boards and an update on the successful UN-SWAP Workshop held in Rome in late November 2014 on accountability, policy and practice to promote the representation of women and a launch of introductory gender equality course, "I Know for Gender" for UN staffs. We conclude the issue with information on latest reports, publications and websites such as the World Economic Forum Global Gender Gap report 2014 and first-ever Gender Guide for Natural Resource Management.

As always, we strive to present a diversity of news which we trust you find will inspiring enough to fuel your advocacy and work in support of our cause. Gender Equality and the Empowerment of Women is the imperative of our times and the prior century's unfinished agenda. To finish this agenda, and in a hurry, we look forward to your continued support and interest in 2015 and beyond!

In solidarity,

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



Interview with Ms. Nozipho January-Bardill, Interim Chief of Staff to the Executive Director of UN Women in New York *(continued from Page 1)*

Q. You have had a diverse career in politics, diplomacy and the private sector. Tell us about your experience as an advocate for elimination of racial discrimination and in sustainable development and how this experience shaped your opinion on the importance of the advancement of women?

A. I started my career as an English teacher in a Catholic school for boys in Lesotho where many of us fled to avoid the treachery of Apartheid. They were a handful. But, they sharpened my understanding of gender power relations as I battled to assert myself as the authority in the classroom and in my subject. From teaching to lecturing and doing research on the indigenous san peoples of Southern Africa at the local university, I learned more about the mechanics of oppression. Racism had offended me deeply in my country. It was totally political, institutional, social and cultural, and advocating for racial and gender justice became a mission.

I moved to Britain in the early 80s and at the height of the implementation of the 1976 Race Equality Act and worked, first in a college of higher/adult education teaching English as a second language to immigrants from Pakistan and Poland in West London; and then as a race relations trainer in a local authority. These experiences and activism in the Anti Apartheid Movement kept me very busy. By the time I returned to South Africa (SA) my personal experience of racism on two continents and my intellectual understanding of these “isms”, as we called them then, were pretty deep. When the new SA Government asked me to serve on the Race Treaty body, I was more than ready and have been a member of the United Nations Committee on the Elimination of Racial Discrimination (CERD) for many years, contributing to strengthening the international convention (ICERD) that was adopted on 21 December 1965.

Moving to diplomacy, then the private sector and now UN Women was a natural progression for me. At UN Women gender equality, women’s empowerment and sustainable development are the value proposition of our humanity. Working in all three environments had everything to do with service and making a meaningful difference to our societies that at times continue to make our differences a “problem” and not a fact that enriches our lives.

Q. Can you draw any parallels or variances between your work in the private sector and your current role as a gender advocate for UN Women?

A. I moved to the private sector, a mobile technology company towards the end of my former career. I was motivated by my own curiosity, an eagerness to experience it for myself and the innovative leadership of the CEO at the time. It is simply a different sector with a different agenda from the public and non-governmental sectors. I continued to advocate for GEEW in the private sector as much as I did in the public sector in all the years I worked as a national, local and now international public servant. I appreciated the “urgency” ethic; the appetite for risk taking, and the actual social and economic impact that the company I worked for made for women and men on the African continent. It was great fun and such an education!

Q. You commenced in 2013 as Chief of Staff to the Head of UN Women. What is your key role within UN Women? In your opinion, what has been your most significant achievement during this time? What issues constitute the key challenges to the advancement of women? How can these be overcome?

A. I am a firm believer in creating strong, robust and sustainable institutions for effective implementation of social justice. I interpreted the job of the Chief of Staff as someone who not only



ensures quality political advice and administrative and personal support to the Executive Director, but also pays special attention to the mandate of UN Women to understand its complexity, its relationship with other UN stakeholders; external partners including regional, national and local governments; other political, economic and social institutions; civil society organisations and the private sector; to support the management and staff to build on the strengths of the organisation but also be honest and open about its weaknesses with a view to dealing with them.

I understood that the Chief of Staff had to work with the leadership and management of UN Women to shape and communicate its vision or opportunities; articulate its mission; be clear of what or who its key “customers” (to use a private sector word) are; develop its services, our strategic thematic areas, including our coordination role, and deliver them in a coherent effective and accountable way and to help Executive Director and management develop the resources needed to fulfil our mandate. The Chief of Staff also had to have a good understanding of the governance processes of UN Women and promote the values of the entity at all times.

I tried to break down the barriers that prevented the entity from working as ONE institution; to encourage an approach that is more horizontal than vertical and siloed; that is consultative and is less bureaucratic and more corporate. I think I tried to break the wall between the Executive Director Office and the rest of the institution by being accessible and engaging.

Q. What is your vision for the future on the improvement of the status of women in the United Nations? How do you intend to contribute towards the achievement of this goal in your capacity as key advisor to the head UN Women? Despite advancement in gender parity at some levels, women’s representation at higher echelons remains minimal. In your opinion, why are women still under-represented in decision-making positions within the UN system and elsewhere?

A. The UN has to put its money where its heart is and implement policies that advance gender equality and the status of women in the institution. It cannot afford to adopt a “do as I say” rather than a “do as I do” approach to GEEW. This will compromise its credibility. Affirmative action and equality of opportunity are both proven models to improve the percentage of women in top management jobs. Fortunately, the Executive Director of UN Women doesn’t need much convincing or advice on his issue. Her experiences as a Deputy President and Senior Minister of State in SA have been invaluable. Political power comes with much responsibility, even to achieve gender parity.

Q. What do you feel has been the most difficult aspect of your work in addressing challenges to GEEW?

A. The most difficult challenge for the achievement of GEEW is the ideology of female inferiority and male superiority maintained by stereotypes that diminish women in all family, social, cultural, economic, and political institutions. Many of our societies are not convinced of this value proposition. The belief that women are inferior to men is still prevalent. Control of women’s reproductive role remains desirable in many societies.

Another challenge is that privilege is hard to give up especially if it is sometimes protected by cultural norms and practices and of course by economic and political interests. Despite the fact that women have made many gains and many men are taking a stand to promote gender justice and equality, the battle of the sexes rages on.

I have experienced gendered barriers throughout my life. As a professional woman my ideas were sometimes valued differently from my male colleagues. In the family as a partner, mum, and sibling, division of labour issues were a site of struggle. Social relations were often influenced by norms around what was acceptable for a woman to do and say and what was not.

How I dealt with these was to choose my battles carefully and avoid being labelled as an “angry woman”. I taught myself much about the mechanics of prejudice and bias, and sexism: the name-calling, discrimination, etc and when and when not to challenge people. I found courses in self-



mastery very useful including reading on emotional and social intelligence. Formal education, economic freedom, an open mind, some humility and serenity have been key to my empowerment.

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

A. I have not done well in this area. Work has been an expression of who I am. Choosing to work in social justice can be very demanding. I do not think I have balanced my family-life with my career. My career has been more dominant. I guess it's best to ask my family as well. My response might not be a true reflection of reality.

Q. Is there a key learning on the topic of the advancement of gender equality that you could pass on to young women and men?

A. My philosophies are very simple:

I believe strongly in the women's movement's "the personal is political".

I try to live by the principle that there is no one who is an "other". Everyone is "normal" and has the right to some space in our circle of life. I'm therefore personally offended when we colonise the notion of normality and turn people into "others" because they are different from us.

This makes me very accepting of people who are different from me in gender, race, sexuality, social class, nationality etc.

I am who I am and what I have in material terms or titles does not define me as a person or a woman, nor does it make me better than anyone else who has less or has no title.

I admire the women in my country who, despite Apartheid achieved great things through hard work, determination and a powerful belief in themselves. The men who led our struggle "empowered" many of us by listening to our desires and using their own aversion for oppression and their political power to advance gender equality. So every other man or woman who holds political power can do the same if they sincerely believe in justice and equality for all.

I know that women and men together can change the world and make it a better place for all of humanity. This gives me much hope.

UN-SWAP Update

An update on the rollout and implementation of UN System-wide Action Plan (UN-SWAP), the accountability framework for gender mainstreaming in the UN System, promoting equality and empowerment of women

UN Women held an Inter-Agency Workshop co-hosted with World Food Programme (WFP) from November 19 to 21, 2014. The workshop centred on four United Nations System-Wide Action Plan (UN-SWAP) Performance Indicators (PI): Gender Architecture and Parity (PI.10); Organizational Culture (PI.11); and Capacity Assessment (PI.12) and Capacity Development (PI.13). Sixty individuals participated in the workshop from 32 UN entities. This inter-agency workshop was the 13th inter-agency workshop that UN Women has held since 2012 to facilitate the implementation of the UN-SWAP.

In line with the broad demand to focus the UN-SWAP meetings on both the UN-SWAP thematic areas as well as specific performance indicators, the workshop focused on a group of indicators with weak performance across the UN System. Results within the 2013 global UN SWAP reporting cycle show that Gender Architecture and Parity, Organizational Culture and Capacity Assessment and Development are among the worst performing indicators across all entities. Entities registered



limited improvement between 2012 and 2013, moving from 13 to 19 percent of entities meeting or exceeding requirements in 2012 and 2013, respectively. Entities reported very weak capacity assessment and development performance entities, with only a small improvement for capacity development from 23 to 25 percent of entities meeting or exceeding requirements. Capacity development, in particular, made the lowest advance of all Performance Indicators. Encouragingly, however, the top activity areas to improve performance cited by entities in 2014 were capacity assessment and development.

The successful Workshop provided an overview of UN-SWAP related developments and general implementation, in addition to focused discussion, knowledge sharing and peer learning through individual entity presentations on the specific performance indicators.

UN Women launches gender equality course for UN staff

In the lead up to the 20th anniversary of the Beijing Declaration and Platform for Action, a landmark for women's rights and gender equality, UN Women launched an online course to help inform and educate UN staff on gender issues during October 2014.

The introductory course, called "*I Know Gender: An Introduction to Gender Equality for UN staff*", was developed by the UN Women Training Centre and sister UN agencies at the request of the Inter-Agency Network on Women and Gender Equality, and with support from the Coordination Division as part of the UN SWAP, the Accountability Framework for gender equality and empowerment of women for the UN System.

The goal of the course is to enhance awareness, knowledge and understanding of gender equality and women's empowerment. Integrating gender equality into daily work at the UN is at the heart of achieving the post-2015 development agenda.

The course and its modules were developed in partnership with other UN agencies including: the International Training Centre of the International Labour Organization (ITC-ILO), the Economic and Social Commission for Western Asia (ESCWA), the International Atomic Energy Agency (IAEA), the International Fund for Agricultural Development (IFAD), the International Organization for Migration (IOM), OHCHR, UNAIDS, UNDP, UNESCO, UNFPA, WFP, FAO and UNICEF.

This interactive and user-friendly course is on UN Women's eLearning Campus, which will be further enriched with training materials and tools, and enhanced in the coming months.

UN Women Executive Director Ms. Phumzile Mlambo-Ngcuka invites all UN staff to renew commitment to gender equality by taking the course. Watch her video message "I Know Gender, do you?" See more at: <http://www.unwomen.org/en/news/stories/2014/10/i-know-gender-course-press-release#sthash.czBD0it5.dpuf>

Congratulations

Congratulations to UN Women Goodwill Ambassador Ms. Emma Watson named Feminist Celebrity of the Year 2014. Ms. Watson, 24, was voted the top feminist of 2014 in a Ms. Foundation for Women online poll, conducted in partnership with Cosmopolitan.com. The win came, in part, thanks to the emotional, powerful speech Emma gave back in September at the U.N., when she helped launch the *HeForShe* gender equality campaign. "For the record, feminism, by definition, is the belief that men and women should



have equal rights and opportunities," she said in her speech. "It is the theory of the political, economic and social equality of the sexes."

Congratulations to Ms. Sania Mirza on her appointment as UN Women Goodwill Ambassador for South Asia in November 2014. The tennis superstar and youth icon joins campaign to end violence against women and girls and aims to raise awareness on gender equality.



Ms. Mirza is the first South Asian woman appointed as a Goodwill Ambassador in the organization's history. Ms. Mirza is India's most successful women's tennis player and the first Indian to break into the World Tennis Association's Top 50 rankings. She has won several Grand Slam Mixed Doubles Titles and other International Tournaments. For her achievements she has been awarded by the Government of India with the honors of Padma Shri and the Arjuna awards. She has been a role model to many children, including girls, to break barriers and strive for their goals in life and career choices. She has used the spotlight on her professional success to highlight social issues that are of concern for many Indians, speaking out on issues such as the need to halt the practice of female foeticide and the decreasing sex ratio in India. She has repeatedly urged a changing of the mindset that discriminates against the girl child and expressed her strong desire to spread the message of gender equality. Sania's appointment coincides with the International Day for the Elimination of Violence against Women. See more at: <http://www.unwomen.org/en/news/stories/2014/11/sania-mirza-un-women-goodwill-ambassador-for-south-asia#sthash.OsGMCUdf.dpuf>

Congratulations to Mr. Farhan Akhtar, an award-winning Indian film director, screenwriter, producer, actor, singer and television host from Mumbai on his appointment by UN Women as its Goodwill Ambassador for South Asia. As the first man to take on this role, Mr. Akhtar will serve as an advocate for UN Women's HeForShe campaign, encouraging men and boys to be leaders in the gender equality movement, and commit to ending violence and discrimination against women. Mr. Akhtar speak out for women's empowerment in India and the need to end gender inequality. The Men Against Rape and Discrimination campaign that he founded in 2013, has encouraged sensitization about violence against women, particularly among men. Mr. Akhtar has produced a number of films through his production company Excel Entertainment. He has won numerous awards for acting and filmmaking, including the prestigious Filmfare Award for Best Supporting Actor for his role in *Zindagi Na Milegi Dobara* in 2012, which he also produced and wrote. See more at: <http://beijing20.unwomen.org/en/voices-and-profiles/champions#sthash.jd4KMQgt.dpuf>



Congratulations to Ms. Malala Yousafzai (pictured at the UN Youth Assembly) and Ms. Kailash Satyarthi for their Nobel Peace Prize. UN Women Executive Director Ms. Phumzile Mlambo-Ngcuka applauds their win. It is particularly fitting that we are able also to congratulate Malala Yousafzai, who at the age of 17 is the youngest-ever Nobel Peace Prize winner and an outstanding fighter for girls' rights and in particular their absolute right to schooling. The award of the Peace Prize jointly to Ms.

Malala Yousafzai and Ms. Kailash Satyarthi “for their struggle against the suppression of children and young people and for the right of all children to education” explicitly recognizes this right. Malala’s staunch and fearless advocacy has amplified the voices of girls who might otherwise remain unheard. She knows that a full education is essential for girls to flourish and participate as equals in life. More than that, as they grow to their full potential in society, their voices, participation and leadership are crucial elements in economic prosperity, inclusive societies, and sustainable peace and security. Empowered girls like Malala are the best drivers of growth, the best hope for reconciliation in conflict, and the best buffer against the radicalization of youth and the repetition of cycles of violence.

See more at: <http://www.unwomen.org/en/news/stories/2014/10/ed-welcomes-nobel-win-for-malala-and-kailash#sthash.PJN9Wozr.dpuf>

Congratulations to Ms. Michaele Jean on her election as the first female Secretary General of the International Organization of La Francophonie on November 30, 2014. She is the former Governor General of Canada, and was selected by consensus as the new Secretary General of the International Organization of La Francophonie (IOF) at its 15th Summit, held in Dakar, Senegal from 29 to 30 November. She will be the first woman to lead the organization of French-speaking nations, which includes 57 members or associates and another 20 observers. Ms. Jean, who is also of Haitian origin, will take over from outgoing Secretary General Abdou Diouf, of Senegal, in January 2015. See more at: http://www.unwomen.org/en/news/stories/2014/12/michaele-jean-elected-secretary-general-of-international-organisation-of-la-francophonie?utm_source=UN+Women+News&utm_campaign=72c1ce11d8-RSS_EMAIL_WEEKLYUPDATES&utm_medium=email&utm_term=0_d4a1831698-72c1ce11d8-83207601#sthash.l1lqKJN.dpuf

New appointments and measures advance women’s participation in Secretary-General’s Peace Operations Panel

UN Women welcomes the announcement by the Secretary-General on December 1, 2014 of the appointment of three additional women to the High-level Independent Panel on Peace Operations, as well as a range of further measures that will ensure that women, peace and security commitments are better reflected in all areas of this important Review. This announcement expands the original 14 member Panel to 17 members, and increases the total number of women to six.

The Panel now includes Dr. Rima Salah, former Deputy Special Representative of the Secretary-General for the United Nations Mission in the Central African Republic and Chad (MINURCAT), and former Deputy Executive Director of UNICEF; Dr. Marie-Louise Baricako, a lecturer, human rights activist and former Executive Director of Femmes Africa Solidarite; as well as Ms. Radhika Coomaraswamy, former Special Representative of the Secretary-General on Children and Armed Conflict and former Special Rapporteur on Violence Against Women. These three additional panelists will together bring broad regional and relevant subject matter experience, and will complement the work of the other Panel members. These measures build on the appointment of Ms. Bela Kapur as Chief of the Secretariat for the Panel.

Ms. Coomaraswamy is currently serving as the author of the global study on implementation of resolution 1325, which will inform the High-level Review on women, peace and security to be undertaken by the Security Council on the anniversary of the resolution next year.

The Panel, the first of its kind to look at both peacekeeping operations and special political missions, is tasked with a comprehensive assessment of the state of UN peace operations today. The Review



will look in particular at the changing nature of global threats to peace and security and growing demands on UN peacekeepers, as well as evolving mandates.

The announcement also included a number of measures to ensure that gender equality and women, peace and security elements are highlighted throughout the work of this important Review. Ms. Ameerah Haq, Under-Secretary-General of the Department of Field Support and member of the Panel, will serve as Vice-Chair of the Panel following her retirement from the Organization at the end of January 2015. The revised panel terms of reference includes specific mention of the prioritization of gender across all areas of the Panel's deliberations, as well as specific mention of the global study on resolution 1325. The Panel will also include consultations with women's organizations and women affected by conflict, including one specifically held to consult on women, peace and security. See more at:

http://www.unwomen.org/en/news/stories/2014/12/new-women-appointments-to-peace-operations-panel?utm_source=UN+Women+News&utm_campaign=72c1ce11d8-RSS_EMAIL_WEEKLYUPDATES&utm_medium=email&utm_term=0_d4a1831698-72c1ce11d8-83207601#sthash.Ys5ril54.dpuf

Congratulations to Ms. Åsa Regnér UN Women's Representative in Bolivia, on her appointment on October 3, 2014 as Sweden's new Minister for Children, Elderly and Equality, Ms. Regnér joins the Cabinet as one of 12 women Ministers out of a total of 24 – an unusual commitment to gender parity at the executive level.

She has previously served as adviser to Sweden's Minister for Development Cooperation and as Secretary General of the Swedish Association for Sexuality Education. Swedish Prime Minister Mr. Stefan Löfven declared that the new Government will be "a feminist one," which gives greater attention to gender equality and enshrines women's rights in policy. He said his Government will review rape laws to make consent a grounding principle; reserve more time for paternity leave; and introduce quotas if women do not hold 40 percent of board positions at companies by 2016. The Prime Minister emphasized that gender equality will get more attention and be mainstreamed through all the ministries' work. See more at:



<http://www.unwomen.org/en/news/stories/2014/10/un-women-representative-appointed-swedish-equality-minister#sthash.PkoRo6Qi.dpuf>

Around the UN

UN Women at the 69th session of the UN General Assembly - Amplifying women's voices and concerns at the conjunction of major historic processes

The sixty-ninth session of the UN General Assembly in September 2014 represents a unique opportunity to position gender equality and women's empowerment at the heart of the global agenda as it occurs at the conjunction of major historic processes: the deliberations on the post-2015 development framework and Sustainable Development Goals, the 20-year review and appraisal of the Beijing Declaration and Platform for Action, the 29th special session on the follow-up to the Programme of Action of the International Conference on Population and Development (ICPD) and the high-profile World Conference on Indigenous Peoples. Preparations are also underway for the 15th anniversary of Security Council resolution 1325, the celebration of the 70th anniversary of the United Nations, as well as the 21st session of the Conference of the Parties to the UN Framework Convention on Climate Change to be held in Paris in 2015.

Against this background, through a series of high-profile events at the 69th session of the UN General Assembly, UN Women brought the diverse voices and concerns of women into the debate. Throughout the session, UN Women engaged with Member States and partners to ensure that gender perspectives were fully reflected in the dialogues and debates, and that gender equality issues received strong visibility, and actionable commitment and implementation. See more at: <http://www.unwomen.org/en/news/stories/2014/9/un-women-at-the-69th-session-of-the-un-general-assembly#sthash.NwCOgibv.dpuf>

UN Women Executive Board meets for its second regular session

The UN Women Executive Board met for its second regular session on 15-16 September, against the backdrop of UN Women's global campaign to review and commemorate the 20-year anniversary of the Beijing Declaration and Platform for Action.

Beijing+20 is a strategic moment. The global community is intensifying efforts towards the achievement of the Millennium Development Goals, and the elaboration of a post-2015 development agenda and Sustainable Development Goals is underway. Deputy Executive Director Ms. Lakshmi Puri briefed the Board on how the confluence of these processes provides a once-in-a-generation opportunity to position gender equality and women's empowerment at the forefront of the global agenda.

In response to Member States' interest in UN Women's role in emergencies, Deputy Executive Director Mr. John Hendra presented a briefing on UN Women humanitarian activities, highlighting areas where UN Women has already made a difference in the humanitarian response. UN Women's Representative in Colombia presented highlights from the country programme, including efforts to spur women's political participation, economic empowerment, and peace and security.

The Executive Board also were presented with analysis of all the decentralized evaluations undertaken by UN Women in 2013, as well as management's perspective on the evaluators' recommendations. Member States discussed how UN Women could finance the objectives laid out in its Strategic Plan 2014-2017" at a lunchtime event on 15 September.

The second regular session was the last formal session for Ambassador Gonzalo Koncke, Permanent Representative of Uruguay to the UN, as President of UN Women's Executive Board. The next President will be elected in early 2015. See more at: <http://www.unwomen.org/en/news/stories/2014/9/executive-board-meets-for-second-regular-session#sthash.LbMTFmbR.dpuf> and <http://www.unwomen.org/en/news/stories/2014/9/closing-speech-second-regular-session-executive-board#sthash.m7AUlD0.dpuf>

Beijing Platform of Action turns 20 - Focus on Beijing+20 Activities



Almost 20 years ago, 189 countries adopted the Beijing Declaration and Platform for Action, a visionary roadmap for women's rights and empowerment. Much has been achieved since, but much more needs to be done and can be done. A world in which gender equality is a reality: Picture it! – From Australia to Jordan, global, regional and national events are taking place in all corners of the globe in the lead up to the 20-year anniversary of the Beijing Declaration and Platform for Action (Beijing+20). Picture a world where gender equality is a reality for every woman and girl.

See more at: <http://beijing20.unwomen.org/en> and <http://beijing20.unwomen.org/en#sthash.ek7GQs4E.dpuf>.

See video Empowering Women...Empowering Humanity...Picture it! Watch at:
<https://www.youtube.com/watch?v=pFmP94NQ4jc>

Beijing+ 20 Events

For details of all events around the world, please see link to document below. This document highlights global, regional and national events taking place from 2014 to 2015 related to the 20-year anniversary of the Beijing Declaration and Platform for Action (Beijing+20). See more at:
http://beijing20.unwomen.org/~media/Field%20Office%20Beijing%20Plus/Attachments/Events/B20_ScheduleofEvents.pdf

Beijing+ 20?!

What was the Beijing Conference? Why is it important? Why does it still matter? The Beijing generation – the women who attended the Fourth World Conference – give their take on women's rights, the road travelled and what remains to be done, while providing personal reflections on the Conference and its impact, while young people – the post-Beijing generation – discuss the relevance of the landmark women's rights agenda adopted in 1995 and what it means for them today. See more at: <http://beijing20.unwomen.org/en/voices-and-profiles/beijing-20#sthash.BgVhM04O.dpuf>

In the words of...

This series features first-person articles written by celebrities, well-known personalities and women's rights activists on why we still need to push the Beijing agenda.

“Stand in solidarity with courageous women's human rights defenders” says Mr. Zeid Ra'ad Al Hussein is the United Nations High Commissioner for Human Rights and has extensive experience



in international diplomacy and the protection of human rights. He was the first President of the Assembly of States Parties to the Rome Statute of the International Criminal Court, and the former President of the UN Security Council. In this op-ed, he discusses achievements and gaps in guaranteeing equal rights for all and stresses the importance and courage of women human rights defenders, and the challenges they face. OHCHR will begin a new campaign on Human Rights Day, 10 December, to galvanize recognition for human rights advocates.

"It's time to fulfil the promise to end violence against women" says UN Women Executive Director Phumzile Mlambo-Ngcuka has devoted her life to issues of human rights, equality and social justice and previously served as Deputy President of South Africa. In this message, she stresses that violence against women can and must end by addressing its root cause – gender inequality. She calls for greater mobilization to address the pandemic on many levels, from increasing access to services for survivors of violence to engaging all segments of society to shift cultural mindsets. This includes, for instance, getting men to stand up on the issue through UN Women's



#HeForShe campaign.



"Play your part to end violence against women" says Nicole Kidman, UN Women Goodwill Ambassador.

See more at: <http://beijing20.unwomen.org/en/voices-and-profiles/in-the-words-of#sthash.tJV6hPpE.dpuf>

Beijing +20 Gender Equality Champions

Our Champions are women and men who have made gender equality and women's empowerment their cause and mission. Hear from them about why and what you can do to join them!

Born in Norway to immigrant parents from Afghanistan and Pakistan, multidisciplinary artist Ms. Deeyah Khan won an Emmy and the Peabody award for her documentary on the horror of honor killings within immigrant communities in Europe entitled *Banaz: A Love Story*. Watch her video »



Mr. Salif Keita, a Malian musician known for his eclectic sounds of traditional African instruments with dance music, has shaped the multi-genre music scene as a solo artist since 1987. Mr. Keita endorses the *HeForShe* campaign in support of the global solidarity movement for gender equality. Watch his video »

One of the world's most renowned human rights activists, Ms. Daw Aung San Suu Kyi has dedicated much of her life to bringing democracy, dignity and human rights to Myanmar's citizens. She is a founding member and current Chairperson of the National League for Democracy, and was elected to parliament in 2012. She spent decades under house arrest, before being freed in 2010. She was awarded the Nobel Peace Prize in 1991 for her non-violent struggle for democracy and human rights, and has received more than 130 awards and honors, including the Commander of the French Légion d'honneur in



2012, and the U.S. Congressional Gold Medal in 2008. See video at:
<https://www.youtube.com/watch?v=p979sVsvKys> See more at:
<http://beijing20.unwomen.org/en/voices-and-profiles/champions#sthash.jd4KMqgt.dpuf>

HeForShe Solidarity Movement

Emma Watson Co-hosts HeforShe Campaign: kick starts global solidarity movement for women's rights and full equality - Launches a powerful call for action to men and boys as gender equality is also a men's issue

On September 20, in her new role as UN Women Global Goodwill Ambassador, British actor Ms. Emma Watson called on men and boys worldwide to join the movement for gender equality. The actor who built an immense global fan-base through her role as Hermione in the Harry Potter series co-hosted a UN Women special event for the *HeForShe* campaign from the United Nations Headquarters in New York. The event aimed to kick-start a global solidarity movement in support of women's rights and full equality between women and men. "I want men to take up this mantle. So their daughters, sisters and mothers can be free from prejudice, but also so that their sons have permission to be vulnerable and human too—reclaim those parts of themselves they abandoned and in doing so be a more true and complete version of themselves," Ms. Watson said.



This is Ms. Watson's first event at the United Nations and comes on the heels of her first visit as a UN Women Global Goodwill Ambassador to Uruguay. Moderated by renowned CNN Anchor Mr. Wolf Blitzer, the *HeForShe* event today will put men at the center of activism and dialogue to end persistent inequalities faced by women and girls around the world. Over the next 12 months, the campaign intends to mobilize one billion men and boys as advocates and agents of change for gender equality. "We need boys and men working with us. *HeForShe* is a global solidarity movement to end gender inequality by 2030. The goal is to engage men and boys as advocates and agents of change in the effort to achieve equality. When women are empowered, the whole of humanity benefits," said UN Women Executive Director Ms. Phumzile Mlambo-Ngcuka. A highlight of the event was the activation of the *HeForShe* map—a real-time map with a geo locator that captures men's engagement with the initiative around the world over the next 12 months and provides a tally against the campaign's one billion target. The UN Secretary-General Ban Ki-moon announced the initiative's first goal, which is to mobilize the first 100,000 world citizens in this way. The top UN official, through his map activation, was counted as the 'number one man'. The event brought together renowned personalities, including senior UN officials such as UNFPA Executive Director Dr. Babatunde Osotimehin and UNESCO Director-General Ms. Irina Bokova, along with actor Kiefer Sutherland and civil society representatives to discuss the central role men and boys can play in the achievement of gender equality. At the event, the *HeForShe* new branding and website was unveiled, along with a new Public Service Announcement.

Soon after Emma spoke out for gender equality, countless voices were raised all over the globe, expressing their support and flooding the internet. In parallel, we have seen an outpouring of outright hostile and sexist comments. A young woman stands up for freedom and for equality between men and women, and she is attacked. The debate this response has sparked online and in the news media has reinforced just how necessary it is to have a global, public dialogue on gender equality. To see a video of Emma delivering her speech, visit [HeForShe.org](http://www.unwomen.org). See more at:
<http://www.unwomen.org/en/news/stories/2014/9/emma-watson-gender-equality-is-your-issue-too#sthash.PrQhpdDf.dpuf>, <http://www.unwomen.org/en/news/stories/2014/9/20-september->

Around the World

UN Women Executive Director Travels to Mexico

From 4 to 7 December 2014, Ms. Phumzile Mlambo-Ngcuka was in Mexico on her first visit to the country as the head of UN Women. She met with officials from all three levels of government and authorities from Mexico City, female indigenous leaders, feminist organizations and Mexican businesswomen. She highlighted the importance of increasing investment in gender equality, and the role of women's empowerment as the foundation for sustainable development.

The Executive Director participated in the inauguration of the First National Indigenous Women's Forum on 6 December. During the Forum, Ms. Mlambo-Ngcuka called for solidarity with indigenous peoples and indigenous women in particular, so that equality and non-discrimination may become a lived reality in each of their communities.

On 5 December, UN Women Executive Director Ms. Phumzile Mlambo-Ngcuka (pictured left) met with Mr. Miguel Ángel Mancera (pictured right), Mayor of Mexico City, who signed on to UN Women's *HeForShe* campaign. Ms. Mlambo-Ngcuka met with various Government officials during her visit to the country, to encourage renewal of national and local commitments to making gender equality a reality through public plans, programmes and budgetary measures that produce concrete results. It was also announced that Mexico City will join the Safe Cities Global Initiative, to which more than 20 cities have already signed on, including New York, Reykjavik and New Delhi.



In her speech at the Second National Encounter of Women Legislators of the Commissions for Gender Equality and the Heads of Mechanisms for Women's Progress in the 32 Mexican States, in Mexico on 4 December, Ms. Mlambo-Ngcuka called for stronger implementation of policies and financing to support gender equality. She said in the lead-up to post-2015, leaders must work to



close gaps and accelerate progress, especially when it comes to including women and men equally in decision-making bodies and economic participation. After the inauguration of the event, the Executive Director (pictured right) met with Mexico's Minister for Foreign Affairs, José Antonio Meade (pictured left), to discuss gender equality and the empowerment of women. The Minister joined UN Women's *HeForShe* campaign.

In her speech at a special *HeForShe* event on 4 December at the Senate of Mexico, Ms. Mlambo-Ngcuka called for an end to the "battle of the sexes" and, instead, for men and women to collaborate in achieving gender equality. She encouraged Mexico to build on the gains it has made for and

encourage more men to become a *HeForShe*. She said achieving gender equality requires lawmakers and governments to actively support it and ensure it is funded in the post-2015 agenda.



UN Women Executive Director Phumzile Mlambo-Ngcuka (pictured centre) met with Minister Ms. Olga Sánchez Cordero (pictured left), Minister President of the Supreme Court Mr. Juan N. Silva Meza (pictured right). Senators of the Republic, led by the Chairman of the Board, Miguel Barbosa, and Minister President of the Supreme Court of Justice of the Nation, Juan Silva Meza, also joined the *HeForShe* campaign.

The Executive Director also met with the President of the Supreme Court and congratulated him for the United Nations Human Rights Prize awarded to the Court in 2013. They agreed on the importance of access to justice so that laws can be applied, and for collaboration on an observatory to analyze judicial decisions from a gender perspective.

Also on 4 December, Ms. Mlambo-Ngcuka (pictured left) met with businesswoman and philanthropist Ms. Angelica Fuentes (pictured right), Chair of the Angelica Fuentes Foundation. They signed a collaboration agreement, which will include a USD 1 million donation to fund programmes dedicated to social, economic and political empowerment of women. They will support four initiatives: the Fund for Gender Equality, the 20th anniversary of the Beijing Declaration and Platform for Action; a study on women's economic empowerment in Latin American and the Caribbean and UN Women's *HeForShe* campaign.



See more at: <http://www.unwomen.org/en/news/stories/2014/12/executive-director-in-mexico#sthash.05HicRJF.dpuf>

Global Compact in Mexico endorses the private sector's commitment to gender equality



On 5 December, Mr. Gustavo Pérez Berlanga (pictured left), Chair of the Business Committee of Mexico's Global Compact Network, met with UN Women Executive Director Ms. Phumzile Mlambo-Ngcuka (pictured right) during her official visit to Mexico.

During the meeting, accompanied by representatives of the more than 600 member organizations and companies in Mexico – including Banorte, ICA, Scotiabank, Telefónica and Toks – the Chair of the Mexican Network of the Global Compact signed on to UN

Women's *HeForShe* campaign, a solidarity movement to involve men and boys as agents of change to achieve gender equality.

At the time of the meeting, *HeForShe* had gathered nearly 200,000 signatories worldwide, more than 5,000 of these in Mexico. UN Women's Executive Director highlighted the importance of mobilizing

millions of men, both online and on the ground, as defenders of women's rights and advocates for gender equality to serve as examples and help inspiring those men who perpetuate inequality and commit acts of violence against women. This is the first time that a Global Compact Network has joined the campaign. The Mexican network, the biggest in America, committed to disseminate the initiative among all Mexican companies and transnational companies with a presence in Mexico that are affiliated with the Global Compact.

In addition to the commitment to *HeforShe*, the UN Global Compact and UN Women work together at a global level on the implementation of the Women's Empowerment Principles, which offer companies and the private sector practical guidance about how to empower women in the workplace, markets and in the community. These principles help companies to create codes of global business conduct centered on empowerment, progress and investment in women. See more at: <http://www.unwomen.org/en/news/stories/2014/12/pacto-global-mexico-se-suma-a-heforshe#sthash.rK4LAGVs.dpuf>

Executive Director Phumzile Mlambo-Ngcuka visits India

From 8-12 November, Ms. Phumzile Mlambo-Ngcuka was in India on her first visit to the sub-continent as the head of UN Women. Women's public safety and legislation on women's economic



empowerment and political participation were high on the agenda. The visit coincided with the 2nd Global MenEngage Symposium in New Delhi, organized by MenEngage in collaboration with UN Women and other partners, in the context of Beijing+20. Highlights of the trip below:

On the first day of her visit to India, Executive Director Phumzile Mlambo-Ngcuka participates in an interactive discussion with women, girls and boys about the Delhi Safe City Programme hosted by UN Women's NGO partner Jagori.

At a packed gathering in south Delhi, Ms. Mlambo-Ngcuka started her first day in India meeting with community members at a Safe Cities project which works with the administration and NGOs to make public spaces safer for women and girls. At an interactive discussion hosted by UN Women's NGO partner Jagori, she heard first-hand from women and girls and boys on interventions that are working at the grass-roots level in India's capital city to ensure women's safety in public spaces.

During her second day in India, UN Women Executive Director hears from rural tech gurus. The audience greets Ms. Mlambo-Ngcuka at an "information fair" held in the Town Hall of Shihore, a village block in the western state of Gujarat.

In Gujarat, Ms. Mlambo-Ngcuka visited the "Making Women's Voices and Votes Count – An ICT-based Intervention", which is supported by UN Women's Fund for Gender Equality. Music, dance and more than 500 rural women greeted her as she entered the Town Hall of Shihore. Information fairs bring together local women and their elected leaders, was the backdrop of the event, where community members shared their experiences of using technology to catalyze change.

On day three, Ms. Mlambo-Ngcuka officially inaugurated the 2nd MenEngage Symposium, which included a HeForShe conversation on male accountability for gender equality. Moderated by the Chief of UN Women's Civil Society Section, Lopa Banerjee (pictured centre), participants in the



HeForShe conversation discussed how effective policies and measures to promote gender equality have been in transforming gender relations, what challenges remain and how male leaders can be more strategic in moving the agenda forward. Panelists discussed strategies,

measures and policies that they have adopted as male leaders to promote gender equality in their workplace or communities. UN Women is participating in several events at the Symposium.

On November 11, Ms. Mlambo-Ngcuka (pictured centre) met the President of India, Mr. Shri Pranab Mukherjee (pictured left), at the President's official residence, Rashtrapati Bhavan, accompanied by Deputy Executive Director Lakshmi Puri (pictured right), in New Delhi, India. Ms. Mlambo-Ngcuka is the first high-level UN official to visit India since the formation of a new government led by Narendra Modi in May.



On a stop in Mumbai, India on 12 November, UN Women Executive Director Ms. Phumzile Mlambo-Ngcuka met with Mr. Ratan Tata, Chairman Emeritus of Tata Sons and Shyamal Gupta, Chairman of Tata International. The meeting was just one of many held with senior ministers, civil society and media leaders, donors, and the private sector. Ms. Mlambo-Ngcuka aimed to underline the leading role India has to play in creating more just societies, as the world's largest democracy. See more at:

<http://www.unwomen.org/en/news/stories/2014/11/executive-director-in-india#sthash.wT0ngFn.dpuf> and <http://www.unwomen.org/en/news/stories/2014/11/executive-director-in-india#sthash.wT0ngFn.dpuf>

UN Women launches Ethiopia Civil Society Advisory Group

On 30 October, UN Women's Ethiopia office officially launched its Civil Society Advisory Group, which will use its expertise to advise UN Women on its work in the country. The 12-member team — a group of four men and eight women — is comprised of members from civil society organizations, academia, private sector organizations, research experts and youth who will share their experiences and support UN Women in developing strategies to improve advocacy for gender equality and

women's empowerment in Ethiopia. Members of the Advisory Group will participate in two face-to-face meetings per year with UN Women, over a two-year period.

National Advisory Groups, such as in Ethiopia, serve as consultative bodies for regular dialogue on policy, programming, intergovernmental and operational activities. Two new regional Civil Society Advisory Groups were recently set up in Africa, for Eastern and Southern Africa as well as for Western and Central Africa, respectively. To date, UN Women has established one global, five regional, three multi-country and 30 national Civil Society Advisory Groups around the world. See more at: <http://www.unwomen.org/en/news/stories/2014/11/ethiopia-establishes-civil-society-advisory-group#sthash.jtDq4Kls.dpuf>

UN Women action to confront the Ebola crisis

UN Women has been facilitating mobilization and information efforts targeting women, who have been disproportionately affected by this disease, coordinating UN efforts to address gender within the response, and supporting the collection of sex-disaggregated data. To help curb the spread of Ebola and mitigate its impacts, UN Women has focused on supporting sensitization and advocacy on Ebola and its gender dimensions primarily in Liberia and Sierra Leone, but with some efforts in Nigeria, where we are making relevant materials available in local languages. In Mali, UN Women has also taken steps to deploy an Ebola-experienced epidemiologist with a background in gender to support the Government's command centre and task force. At the regional level, UN Women is engaging with the Mano River Union and countries within (Guinea, Liberia, Sierra Leone and Cote d'Ivoire) to harness women's leadership and social mobilization in containing the epidemic.

Efforts and programmes in Liberia and Sierra Leone include: working with local radio stations and with traditional leaders to raise awareness and aid prevention; producing educational materials to train health workers; supporting orphaned children and stigmatized survivors; ensuring that women's needs are reflected in all aspects of the UN's humanitarian response; providing economic grants for hard-hit cross-border traders; and more. See more at: <http://www.unwomen.org/en/news/stories/2014/12/un-women-action-to-confront-the-ebola-crisis#sthash.jKfgXSL1.dpuf>

UN Women and Universal Postal Union signal intent to work together

The Universal Postal Union (UPU) and UN Women announced in November 2014 their intention to explore common avenues to empowering women within the postal sector, at the UPU and elsewhere. "With a strong partner like UN Women at our side, the UPU will do its part to ensure that gender equality is increased both within and outside its walls," said UPU Director General Mr. Bishar A. Hussein. "We are committed to seeing more women take up senior positions at the UPU's International Bureau," said Mr. Hussein. "We will be guided by the principles of professionalism, merit and qualifications," he added.

For her part, UN Women Executive Director Ms. Phumzile Mlambo-Ngcuka said: "Without a doubt, our partnership with UPU can cement a commitment to greater gender equity in employment and supply chains in a sector that has tremendous reach and penetration in rural areas and across the world. This is a win for the Post and for women worldwide."

The first joint project under the new agreement will be a study on how well the postal network serves the financial needs of women worldwide. The results – including recommendations on expanding access to postal financial services – are expected in early 2015.

"The postal network is already helping more than a billion people access basic financial services worldwide, so it is well positioned to help even more women become economically empowered," Mr. Hussein said. See more at: <http://www.unwomen.org/en/news/stories/2014/11/un-women-and-upu-signal-intent-to-work-together#sthash.l2WNl0fq.dpuf>



UN Women to co-host Mobile Learning Week 2015



Education empowers women and girls. It provides them with the ability and knowledge needed to direct their own lives. The positive ripple effect of education for women and girls is so far-reaching that a number of international organizations, UNESCO and UN Women foremost among them, have persuasively argued it may be the single most effective tool for development.

With the theme “Leveraging technology to empower women and girls”, UN Women and UNESCO will co-host Mobile Learning Week 2015 from 23 to 27 February 2015 at UNESCO Headquarters in Paris. It comprises a series of workshops, symposia, a high-level policy forum and research seminars. In past years it has brought together over 700 people from over 60 countries.

As countries take stock of progress in implementing the Beijing Declaration and Platform for Action – which addressed education and information and communication technologies (ICTs) as two of its critical components – Mobile Learning Week 2015 will seek to illuminate how increasingly ubiquitous, affordable and powerful mobile technology – from basic handsets to the newest tablet computers – can be leveraged to accelerate high-quality education for women and girls, especially those living in disadvantaged communities. This is a unique opportunity for participants to engage with a vibrant community and showcase the work they do to promote the education, skills development, life-long learning and empowerment of women and girls through ICTs and through the development of gender-responsive digital content. See more at: <http://www.unwomen.org/en/news/stories/2014/11/mobile-learning-week-2015#sthash.hMnfBN0l.dpuf>

Youth leaders join UN Women Global Civil Society Advisory Group

UN Women appointed three youth representatives from around the world to support its Global Civil Society Advisory Group (GCSAG) in engaging youth on gender equality and women’s empowerment. The Advisory Group is a consultative forum composed of 25 civil society professionals who provide their expertise to UN Women’s Executive Director on ways to advance gender equality and women’s empowerment.

Established in 2012, it assists in strengthening UN Women’s partnerships with civil society and strategies for UN Women programmes. To give greater voice to youth, in July, UN Women issued a call for nominations for youth representatives for its GCSAG. After receiving 249 submissions, three candidates were selected in October. The new youth representatives are: Ms. Alaa Murabit, 24, a medical doctor from Libya working to address violence against women. After being put on the Libyan regime’s “most wanted” list for providing health care and information to revolutionaries and survivors of sexual violence during the Libyan uprising, she founded *The Voice of Libyan Women*. She contributed to the Libyan Women’s Charter, one of the key publications produced by non-governmental representatives to inform the upcoming constitutional process. In 2012, Al Jazeera named her Arab Woman to Watch and in 2013, Newsweek named her one of 25 women under 25 to watch.

Mr. Dakshitha Wickremarathne, from Sri Lanka, a 24-year-old social worker who has focused on advancing gender equality in the areas of sexual and reproductive health, as well as the rights of women, adolescents and youth at national, regional and global levels. He has worked with government to engage men and boys on women's issues, and has also worked with women living with HIV, young men and women with disabilities, young transgender people, and young sex workers in Asia and the Pacific.

Ms. Vivian Onano, 23, a women and girls advocate and youth leader from rural Kenya. She currently serves as the Education Spokesperson for Moremi Africa; a Global Youth Ambassador for A World at School; a ONE Campaign Congressional District Leader; and a Half the Sky Community Ambassador. She has served as a United Nations Youth Representative and was profiled as one of the 70 most outstanding leaders of the United Nations Association of the United States of America (UNA-USA). Vivian believes the most pressing issues facing women around the world are gender-based violence, and a lack of access to quality education and financial literacy skills. See more at: <http://www.unwomen.org/en/news/stories/2014/10/youth-reps-civil-society-advisory-group#sthash.k1VliGKN.dpuf>

First Global Forum on Youth Policies connects the dots between gender equality and youth

Ms. Ingibjorg Gisladottir of UN Women speaks at the “Guiding Principles for Youth Policy Development” panel at The First Global Forum on Youth Policies in Baku, Azerbaijan



“Nothing for youth, without youth” was the clarion call emerging from the First Global Forum on Youth Policies that took place in Baku, Azerbaijan, from 28 to 30 October. The Forum gathered more than 700 participants, including youth leaders, policy experts, UN officials and the largest gathering of ministers and government representatives working on youth issues since the World Conference of Ministers Responsible for Youth in 1998, in Lisbon.

Co-organized by the Office of the UN Secretary-General's Envoy on Youth, UNDP, UNESCO, and the Council of Europe, with the support of Youthpolicy.org and hosted by the Ministry of Youth and Sports, Government of Azerbaijan, the Global Forum on Youth Policies was the first of its kind. UN Women participated in this meeting, organizing panels and presenting the perspectives of young women and girls.

The Forum brought together youth and policymakers to take stock of progress made in the development, implementation, monitoring and evaluation of youth policies at various levels since the United Nations General Assembly adopted the World Programme of Action for Youth in 1995, a global blueprint for advancing youth participation, development and peace. Among other things, the Programme of Action called for countries to develop national youth policies, to guide their laws, services and public spending and improve the situation of young people. It also noted: “One of the most important tasks of youth policy is to improve the situation of girls and young women.”

As of 2014, 122 of 198 countries now have a national youth policy. This marks notable progress since 2013, when only 99 countries had one. The year 2015 will mark the 20th anniversary of the World Programme of Action for Youth, as well as the Beijing Declaration and Platform for Action. The Forum called for a set of key guiding principles for meaningful, inclusive and gender-sensitive youth policy development and implementation and participants called for young women and girls to take centre-stage.

The conveners of the Forum committed to incorporate gender perspectives in youth policy development and implementation, including through specific initiatives to advance the goal of gender equality in all dimensions of life for young women and young men, as equal partners in youth development. See more at: <http://www.unwomen.org/en/news/stories/2014/10/baku-global-forum-on-youth-policies#sthash.qsEuwvXN.dpuf>

First-ever Gender Equality Mainstreaming–Technology (GEM-TECH) Awards

ITU, UN Women celebrate power of technology to transform women’s lives Inaugural GEM-TECH Awards bring winners from around the world to Busan, Korea to highlight transformative power of ICTs

Seven outstanding individuals and organizations that are harnessing the power of information and communication technologies (ICTs) to boost gender empowerment were honored on 28 October as recipients of the first-ever Gender Equality Mainstreaming–Technology (GEM-TECH) Awards.

The awards were granted by the International Telecommunication Union (ITU) Secretary-General Dr. Hamadoun I. Touré before some 2,500 delegates at a special ceremony during the ITU Plenipotentiary Conference, in Busan, in the Democratic People’s Republic of Korea. Leading Korean TV personality Ms. Sohn Jie-Ae, of CEO of Korea’s Arirang TV English-language network, introduced the event.

Co-organized with UN Women, the GEM-TECH Awards recognize the outstanding achievements of organizations and individuals in the area of women’s empowerment, through ICT. More than 360 nominations were submitted from more than 70 countries around the world following the launch of the awards in June. The awards are open to individual women and men contributors, as well as organizations working in the field of ICT and gender.

The seven GEM-TECH Award-winners are listed below.

- UNESCO’s Women in Africa’s History e-Learning project, Ethiopia.
- iMerit Technology, India.
- BCS Chartered Institute for IT, United Kingdom.
- Centro de Investigación para la Acción Feminina (CIPAF), Dominican Republic.
- Telecentre.org Foundation, Philippines.
- Association for Progressive Communications (APC), South Africa.
- Federal Ministry of Communication Technology, Nigeria.

The GEM-TECH awards are sponsored by Gold Partners, including the Sultanate of Oman, the Republic of Rwanda, the Swiss Confederation, the Bill & Melinda Gates Foundation, and Silver Partners Cisco Systems and Facebook.

“ITU estimates that some 200 million fewer women are online compared to men. Women are coming online later, and more slowly. Without remedial action, it is estimated that the internet gender gap could grow to 350 million within three or four years. Equality in access to broadband is not only an issue of right and wrong; it also makes commercial and economic sense,” he said.

UN Women Executive Director Ms. Phumzile Mlambo-Ngcuka said, “We need all of you to join our efforts, so that these inspiring GEM-TECH winners and others working at the forefront of digital inclusion are leading a turning point for women’s digital empowerment through technology.”

The ceremony also recognized six GEM-TECH Global Achievers — organizations and individuals that have made exceptional long-term commitments to furthering the issue of ICT and gender: They are: Alcatel-Lucent’s StrongHer initiative; Cisco Systems’ Distinguished Consulting Engineer, Monique Morrow; Academy Award-winning actor and advocate, Geena Davis; GSMA’s Connected Women programme; Intel Corporation’s Director of Social Impact, Renee Wittemyer; and former Serbian Minister of Telecommunications and State Secretary for Digital Agenda, Jasna Matić.



The awards ceremony was followed later in the day by the GEM-TECH High Level Dialogue. Winners and partners had the opportunity to showcase their projects and initiatives, and other experts from industry, civil society and government joined a stimulating debate on the topic of 'Gender and ICTs: Why gender equality matters and where do we stand today?', moderated by Arirang CEO Sohn Jie-Ae.

See more at: <http://www.unwomen.org/en/news/stories/2014/10/gem-tech-awards-press-release#sthash.TWlwCbKQ.dpuf>

New UN study to examine women's role in peace and security over the past 15 years

At a special event at United Nations headquarters on September 10, 2014, Ireland, the United Arab Emirates and UN Women announced the launch of a global study to review progress and challenges since the Security Council adopted resolution 1325 on Women, Peace and Security, in 2000. A landmark legal and political framework, the resolution acknowledges the importance of women's participation and the inclusion of gender perspectives in peace negotiations, humanitarian planning, peacekeeping operations, post-conflict peacebuilding and governance.

With a rising number of global crises, including Syria and Iraq, the Central African Republic and the deteriorating situation in Ukraine, speakers highlighted the urgency of the new study. The findings are expected to be completed by mid-2015, and will also track progress made through six subsequent Women, Peace and Security resolutions at the Security Council. The Ambassadors of Ireland and of the United Arab Emirates co-hosted the launch, which brought together the diplomatic representatives of the five countries that presided over the Security Council when the seven major resolutions were passed – Namibia (1325), United States of America (1820, 1888 and 1960), Vietnam (1889), United Kingdom (2106) and Azerbaijan (2122).

Speaking at the event, UN Women Executive Director Ms. Phumzile Mlambo-Ngcuka said, "too often, policy gains, rather than real impact, has been our indicator of success. This must change. We must take stock, and ensure that plans are action-oriented and adequately funded. Simply put, we need more results for women and girls." The study's lead author, former Special Representative of the Secretary-General on Children and Armed Conflict, and former Special Rapporteur on Violence against Women Ms. Radhika Coomaraswamy, outlined the need to highlight emerging issues that were not part of the original resolution, including the rise of violent extremism, and the use of new technologies to inform and protect.

This upcoming study will feed into the High-Level Global Review that is planned for October 2015. It will highlight best practices as well as existing challenges. The study comes at an opportune time, aligning with other major policy reviews and debates next year, such as the post-2015 development agenda discussions and the 20-year review of the Beijing Declaration and Platform for Action. See more at: <http://www.unwomen.org/en/news/stories/2014/9/launch-of-global-study-on-resolution-1325#sthash.9HKluWed.dpuf>

First-ever international study on gender images in global films launched

Global film industry perpetuates discrimination against women

The first-ever global study on female characters in popular films, launched on September 22, 2014, reveals deep-seated discrimination and pervasive stereotyping of women and girls by the international film industry. Key findings include that the number of female roles in top-grossing movies has not changed much in half a century, and that few women are depicted in positions of power on screen. The study was commissioned by the Geena Davis Institute on Gender in Media, with support from UN Women and The Rockefeller Foundation conducted by Dr. Stacy L. Smith PhD and her research team at the Annenberg School for Communication and Journalism at the University



of Southern California. The investigation analyses popular films across the most profitable countries and territories internationally, including: Australia, Brazil, China, France, Germany, India, Japan, Russia, South Korea, United States, United Kingdom, as well as UK-US collaborations.

While the report shows how discriminatory attitudes that affect women and girls are reflected in film worldwide, it also points to some significant differences among countries. The frontrunners (UK, Brazil, South Korea) feature female characters in 38 to 35.9 percent of all speaking roles on-screen. UK-US collaborations and Indian films are at the bottom of the pack, clocking in at 23.6 percent and 24.9 percent female respectively. Half of South Korean films featured a female lead or co-lead, as did 40 percent of the films analyzed from China, Japan and Australia. The full report is available at <http://seejane.org/wp-content/uploads/full-study-gender-disparity-in-family-films-v2.pdf>. See more at: <http://www.unwomen.org/en/news/stories/2014/9/geena-davis-study-press-release#sthash.bN5WtOFx.dpuf>

Violence against Women

Sixteen Days of Activism against Gender Violence A global call to “Orange YOUR Neighbourhood” galvanizes communities to stop violence against women - The fire behind the orange: Iconic New York buildings lit in orange as beacons of a bright future

November 25 celebrated as another milestone in the recognition of violence against women as a major global concern. The Empire State Building, the United Nations Headquarters and Times Square in New York lit up in orange for International Day against Violence against Women — the beginning of the 16 Days of Activism Campaign. UN Women Executive Director Ms. Phumzile Mlambo-Ngcuka said this “orange your neighborhood” #OrangeUrHood initiative from UN Women and the Secretary-General’s UNiTE Campaign is used to “symbolize a brighter future without violence.” For us, the “orange” comes from the fire ignited by the many women’s groups dedicated to combating violence against women around the world.



Around the world, women and men of all ages “orange their hoods” to end violence against women. From flash mobs to bicycle races, street marches to art exhibits, and even illuminating landmarks and buildings in



orange light, people around the world banded together during the 16 Days of Activism against Gender Violence by “orangeing their neighbourhoods.”

The messages flash across a glowing orange backdrop on the giant Reuters and NASDAQ screens on the south side of New York’s famous Times Square. Orange is the colour designated by the UN Secretary-General’s UNiTE to End Violence against Women campaign, meant to symbolize a brighter future for all women — one free of violence. Lit in support of International Day for the Elimination of Violence

against Women, to raise awareness of the occasion, the seven-story-tall NASDAQ and 22-story-tall Reuters video towers featured orange UNiTE and UN Women anti-violence messages four times an hour throughout the day.



In the Arab States region, activities occurred in eight countries. Among them, in Egypt, historic landmarks of the Sphinx and Pyramids of Giza — one of the Seven Wonders of the World — were set aglow in orange at the end of the 16 Days on 10 December in solidarity with the mobilization to end violence against women and girls. See more at: <http://www.unwomen.org/en/news/stories/2014/12/around-the-world-women-and-men-of-all-ages-orange-their-hoods#sthash.Ta1yAvt7.dpuf>

<http://www.unwomen.org/en/news/stories/2014/11/nasdaq-and-reuters-screens-go-orange-in-times-square#sthash.m6a6FtVP.dpuf> http://www.unwomen.org/en/news/stories/2014/12/rutgers-fire-behind-the-orange?utm_source=UN+Women+News&utm_campaign=72c1ce11d8-RSS_EMAIL_WEEKLYUPDATES&utm_medium=email&utm_term=0_d4a1831698-72c1ce11d8-83207601#sthash.tpwBoEuq.dpuf

<http://www.unwomen.org/en/news/stories/2014/11/a-global-call-to-orange-your-neighbourhood-galvanizes-communities-to-stop-violence-against-women#sthash.wrD83G1d.dpuf>

UN Women and New York City sign agreement to enhance safety and empowerment of women - City joins Safe Cities Global Initiative; promises to scale-up advocacy and action

UN Women and the City of New York signed an agreement to work together in order to enhance the safety and empowerment of women and girls. It is the first such agreement signed between the City and a United Nations entity. As part of the pact, the City will support public education and advocacy efforts organized by UN Women in the context of the 20th anniversary of the Beijing Platform for Action, the visionary roadmap for gender equality adopted by 189 governments in 1995. The City will also join the Safe Cities Global Initiative.

UN Women Executive Director Ms. Phumzile Mlambo-Ngcuka (pictured left) and Ms. Chirlane McCray, the City's First Lady (pictured right), signed the Memorandum of Understanding at UN Headquarters during the official UN commemoration of the International Day to End Violence against Women. Ms. Mlambo-Ngcuka welcomed New York to a worldwide partnership that includes cities in Africa, Asia-Pacific, Europe and Latin America.

"We deeply appreciate the commitment of the City of New York to make the streets and public spaces safe for women and girls," said Ms. Mlambo-Ngcuka. "With this agreement, New York City demonstrates its global leadership as a champion of women's security and gender equality. We look forward to working together in this important partnership."

New York City is known within the United States for its leadership on gender equality and broader equity issues. It will now join UN Women on activities such as scaled-up support for implementing the Convention on the Elimination of All Forms of Discrimination against Women, considered the global bill of women's rights. It will widely disseminate information on successes in increasing the safety of women and girls as good practice that can be replicated, and call on other cities to join Safe Cities through the US Conference of Mayors.

Under the Safe Cities Global Initiative, UN Women works with municipalities to make public spaces free from sexual harassment and other forms of sexual violence. As a new member, New York will develop and advocate policies and practices to boost women's safety, equality and empowerment.

The theme of the 2014 International Day to End Violence against Women, and the following 16 Days of Activism against Gender Violence, is "Orange Your Neighbourhood." The UN Secretary-General's campaign UNiTE to End Violence against Women designated the bright and optimistic colour to symbolize hope for a future free from violence. This pervasive human rights violation currently affects up to one-in-three women and girls worldwide. New York's iconic Empire State Building, UN Headquarters and large screens in Times Square will light up in orange to mark the International Day and galvanize public awareness. See more at: <http://www.unwomen.org/en/news/stories/2014/11/un-women-and-new-york-city-sign-agreement-to-enhance-safety-and-empowerment-of-women#sthash.IYiqHhdw.dpuf>

New law spurs action, bringing protection to many - A new law against domestic violence adopted in August in The Former Yugoslav Republic of Macedonia, coupled with efforts to promote the Istanbul Convention are giving new hope to survivors.

With growing advocacy from women's groups, and support from UN Women and the United Nations Development Programme (UNDP), in August 2014 the Parliament of The Former Yugoslav Republic (FYR) of Macedonia adopted a new path-breaking law to combat domestic violence, protect survivors and strengthen the prosecution of perpetrators. It expands the definition of violence to include economic violence and stalking, and introduces risk assessments and urgent proceedings, such as to remove perpetrators from households.

The law establishes a national coordination body and introduces training on gender equality in the formal education system and for service providers. In preparation for the law, in July UN Women began training civil society service providers to act as trainers in their respective organizations.

The new law also fulfils commitments made when the Government of FYR Macedonia signed on to UN Women's COMMIT initiative in 2013. UN Women has also been supporting advocacy efforts by civil society for the country's ratification of the Council of Europe Convention on preventing and combating violence against women and girls and domestic violence (also known as the "Istanbul Convention"). The FYR Macedonia has signed the Convention but won't be legally bound by its provisions until it has ratified. See more at: <http://www.unwomen.org/en/news/stories/2014/11/new-law-spurs-action-in-macedonia#sthash.CqvJCptw.dpuf>

Guidance for Gender Based Violence (GBV) Monitoring and Mitigation within Non-GBV Focused Sectoral Programming



Care international launched in November 2014 the publication "Guidance for Gender Based Violence (GBV) Monitoring and Mitigation within Non-GBV Focused Sectoral Programming". This document aims to address the increasing demand for clear guidance on how to practically and ethically monitor and mitigate gender-based violence within non-emergency, international development programming, in which GBV is not a specific programmatic component. Specifically, it draws on existing

GBV-related guidance, as well as input from a group of experts, to provide recommendations for preventing and/or responding to unintentional risk, threat, or violence against individuals related to



programmatic interventions. These recommendations describe ways to take stock of the programmatic environment with regard to GBV in general, as well as targeted suggestions on how to track GBV related incidents and issues throughout the program cycle. See more at: <http://www.care.org/work/womens-empowerment/violence-against-women/guidance-gender-based-violence-gbv-monitoring-and>

Women's Representation

Germany to legislate 30 percent quota for women on company boards

From 2016, women must hold 30 percent of corporate board positions in some of Germany's biggest listed companies. The agreement on a legal quota came after talks among Chancellor Angela Merkel's coalition parties. Germany's three-party grand coalition agreed on November 25, 2014 to a compulsory gender quota in the non-executive boards of at least 108 listed German companies. The quota itself was negotiated almost exactly a year ago, but other issues have held up a formal accord among the parties.



Chancellor Angela Merkel's conservative Christian Democrats - and their Bavarian sister party the Christian Social Union - have resisted legal quotas in the past.

The policy was championed by Merkel's junior coalition partners, the Social Democrats. The law will apply to listed companies that have employee representation on their supervisory boards. Thousands of other medium-sized companies will be left to determine their own quota for executive and supervisory board positions.

The proportion of men in German boardrooms is still at over 80 percent, despite roughly 40 percent of the federal cabinet being female. According to the DIW economic think-tank, women occupy just 7 percent of executive board seats among the 30 largest companies on Germany's blue-chip DAX index. A recent survey by the Women in Supervisory Boards found the proportion of women in non-listed supervisory board positions has declined over the past year. That figure is better in public companies, however, in which 18.9 percent of supervisory board positions are currently held by women. Three years ago, it was 10 percent. Leading German business figures have joined right-wing conservative circles in criticizing the new legislation. See more at: <http://www.dw.de/germany-to-legislate-30-percent-quota-for-women-on-company-boards/a-18088840>

Data2X Announces New Partnerships to Address Gender Data Gaps

Data2X announced new partnerships for better data to understand and improve the lives of the world's women and girls at an event with Former Secretary of State Hillary Rodham Clinton, Michael R. Bloomberg, Chelsea Clinton and other key partners. The partnerships will tackle six areas where data is missing on women and girls: civil registration and vital statistics (CRVS), women's work and employment, financial services, women's well-being and poverty, big data, and results reporting on U.S. government foreign aid.

Data2X, an initiative led by the United Nations Foundation, announced on December 25, 2014 new partnerships aimed at gathering the comprehensive gender-disaggregated data needed to understand and improve the lives of women and girls around the world. The partnerships will address six areas where a lack of data has hindered policy efforts targeting women and girls: civil

registration and vital statistics (CRVS), work and employment, financial services, U.S. foreign aid, women's well-being and poverty, and big data. To that end, the UN Economic Commission for Africa, the Africa Programme for Accelerated Improvement of CRVS, and the UN Economic and Social Commission for Asia and the Pacific will work with national and regional agencies to incorporate gender-focused efforts into their CRVS plans and obtain real numbers on maternal deaths, marriage and divorce rates, and other indicators of women's well-being, while the International Labour Organization, the World Bank, and the Food and Agriculture Organization will support the adoption of new standards for measuring women's paid and unpaid economic contributions.

In the area of results reporting, the Millennium Challenge Corporation and the U.S. Department of State, in cooperation with PEPFAR (the President's Emergency Plan for AIDS Relief), will work to standardize gender reporting to improve the availability, transparency, accessibility, and use of gender results data in partner countries and will sponsor an "open data challenge" to implement the new standards, collect better sex- and age-disaggregated data, and train partners in the use of gender results data for decision-making. In addition, the government of Mexico, through its National Institute of Statistics and Geography, will pilot new approaches to gender data collection and will work with Data2X to disseminate knowledge and promote South-South knowledge sharing, while UN Global Pulse and UN Women will explore the effective use of big data in development policy making and advocacy and ensure that women and girls — especially those beyond the reach of digital platforms — are included in big data sets.

Supported by the William and Flora Hewlett and the Bill & Melinda Gates foundations, as well as an ongoing collaboration with the office of former U.S. Secretary of State Hillary Rodham Clinton, who helped create the initiative in 2012, Data2X has identified twenty-eight gender data gaps in the areas of health, education, economic opportunities, political participation, and human security. See more at: <http://www.unfoundation.org/news-and-media/press-releases/2014/data2x-announces-new-partnerships.html>

UN Women signs agreement to foster economic and social empowerment in Turkey

In order to improve women's economic and social empowerment in Turkey, UN Women's Regional Office for Europe and Central Asia has signed a partnership agreement with one of the country's largest industrial conglomerates, Koç Holding, which manages companies involved finance, energy, tourism, food, and information technology. The agreement was signed on 10 December, International Human Rights Day. See more at: <http://www.noodls.com/viewNoodl/26350263/un-women---united-nations-entity-for-gender-equality-and-the/19122014-un-women-signs-agreement-to-foster-economic-and-s#sthash.WQO9ZtSM.dpuf>

Coca Cola: 5by20 Named Best Global Initiative for Women's Economic Empowerment

The Coca-Cola Company's 5by20 program was named Best Global Initiative for Women's Economic Empowerment at the Women in Leadership Economic Forum in Dubai. Ms. Susan Mboya, president of The Coca-Cola Africa Foundation, and Ms. Antoine Tayyar, Director of Public Affairs and Communications for Coca-Cola Middle East, accepted the award on behalf of the company.

5by20 is The Coca-Cola Company's commitment to enable the economic empowerment of 5 million women entrepreneurs across its global value chain by 2020. The initiative address common barriers women face in the marketplace by providing access to business skills training, financial services and mentoring and networking opportunities. Coca-Cola collaborates with government, civil society and other businesses to customize 5by20 programs to address the needs of female entrepreneurs in specific countries. Key partners include UN Women, IFC, TechnoServe, the Bill & Melinda Gates Foundation, IDB and Mercy Corps, among many other NGOs.



See more at: www.coca-colacompany.com/stories/5by20/5by20-named-best-global-initiative-for-womens-economic-empowerment#TCCC

In your Interest

Gender Equality - 2014 in review

UN Women compiles a timeline of events of significance to gender equality in 2014. From the passing of one of the Arab region's most progressive constitutions enshrining women's rights to changes in legislation to provide long overdue redress to wartime survivors of sexual violence, this timeline is a selection of some of the gender equality achievements, milestones and noteworthy moments from around the world this year. See more at: <http://www.unwomen.org/en/news/stories/2014/12/timeline-gender-equality-2014-year-in-review#sthash.tat6pDBN.dpuf>

Jewelry for a cause - Soko and the UN Trust Fund to End Violence against Women join hands to support economic empowerment and safety of women and girls

The UN Trust Fund to End Violence against Women has teamed up with Soko, an ethical social enterprise in Kenya, to create a unique pair of handmade orange bracelets to raise awareness and funds for UN Trust Fund programmes. Get yours today!

The orange bracelets – the color designated by the UNiTE campaign to symbolize a brighter future without violence – are being launched for sale globally in November 2014 to coincide with the International Day for the Elimination of Violence against Women and Girls, 25 November, and will remain on sale throughout 2015. The bracelets will retail for USD 35 dollars and will be sold globally via www.shopsoko.com/UNTF and through retail partners.

See more at: <http://www.unwomen.org/en/news/stories/2014/11/soko-and-un-trust-fund-bracelet-partnership#sthash.e7pocL6l.dpuf>

Women's Empowerment Principles Gain Strength as 800 Companies commit to Gender Equality at the Highest Level

On September 2nd more than 800 CEOs representing a global group of leading corporations from all sectors and regions have made a public commitment to support the Women's Empowerment Principles (WEPs), a joint initiative of the UN Global Compact and UN Women, which is now the largest voluntary corporate platform to advance gender equality and women's empowerment in the workplace, marketplace and community.

Building on this momentum, the two partner organizations have appointed new co-chairs of the WEPs Leadership Group. As longtime champions of the WEPs and gender equality globally, Elizabeth Broderick, Sex Discrimination Commissioner of the Australian Human Rights Commission, and Joe Keefe, Chief Executive Officer of Pax World Funds, will provide high-level strategic advice to the initiative, which has grown enormously from the 39 original CEO signers of the WEPs CEO Statement of Support in 2010.



Speaking about the new appointments, UN Women Executive Director Phumzile Mlambo-Ngcuka said, "Strong alliance with the private sector for women's empowerment is a top priority for me. Elizabeth Broderick and Joe Keefe know so well how the business community, as employers and thought leaders, are on the front line of making the changes that will count in culture, recruitment,

training and career structures for women.” She added, “The Women’s Empowerment Principles are the essential platform that will help us to tackle inequality and discrimination and drive inclusion and innovation.” See more at: <http://www.unwomen.org/en/news/stories/2014/9/global-compact-press-release#sthash.GnFUtKut.dpuf> and <https://www.unglobalcompact.org/news/1211-09-02-2014>

Recommended reading

The Global Gender Gap Report 2014 benchmarks national gender gaps of 142 countries on economic, political, education- and health-based criteria.



The Global Gender Gap Report 2014 emphasizes persisting gender gap divides across and within regions. Workplace Gender Gap Won’t Close Until 2095 and economic equality between men and women globally will not be achieved for another eight decades, the World Economic Forum concluded in a report released in October 2014.

The study of 142 countries, published annually by the Geneva-based organization, found that women’s attainments and opportunities in the workplace are 60 percent those of men, up from 56 percent in the first such report in 2006. On this basis, parity will be achieved only in 81 years.

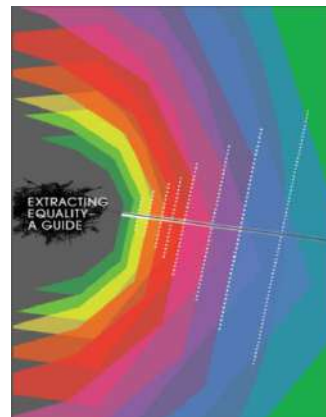
This year’s findings show that Iceland continues to be at the top of the overall rankings in The Global Gender Gap Index for the sixth consecutive year. Finland ranks in second position, and Norway holds the third place in the overall ranking. Sweden remains in fourth position and Denmark gains three places and ranks this year at the fifth position. Northern European countries dominate the top 10 with Ireland in the eighth position and Belgium (10) Nicaragua (6), Rwanda (7) and Philippines (9) complete the top 10.

The index continues to track the strong correlation between a country’s gender gap and its national competitiveness. Because women account for one-half of a country’s potential talent base, a nation’s competitiveness in the long term depends significantly on whether and how it educates and utilizes its women. Download full report and see Country Profiles at: <http://www.weforum.org/reports/global-gender-gap-report-2014>

UN Women and Publish What You Pay launch first ever gender guide for natural resource management

On November 4, 2014, in Nairobi UN Women and Publish What You Pay (PWYP), a global coalition campaigning for an open extractive sector, launched the toolkit “Extracting Equality – A Guide”, which examines how to approach the issue of gender within the extractive sector. Written by PWYP and UN Women, along with experts working on gender and the extractives worldwide, the guide is the first-ever extractive value chain to combine gender with good governance.

“The extractive industries have the potential to drive immense economic and social development. However, it is vital that we consider how everyone is affected: women and men, and whole mining communities. If extractive projects are not inclusive and sustainable — including employment practices that are gender-sensitive and community investments that impact positively on gender equality and women’s empowerment — there are real risks to social stability, inclusive growth and development, and even



security. This toolkit provides a simple and effective way to reduce this risk,” said UN Women Executive Director Ms. Phumzile Mlambo-Ngcuka.

“Extracting Equality — A Guide” examines all 12 steps of the extractive value chain, from finding out how much natural resources a country has to looking at how a project should be dismantled. At each step, the toolkit offers a clear picture of the specific considerations to make and questions to ask in order to ensure women are not left out of natural resource governance. For example: Are women being consulted about the impact of mining? Are women, as well as men, being trained in contract monitoring? Read *Extracting Equality — A Guide* <http://publishwhatyoupay.org/newsroom/blog/extracting-equality-guide>. See more at: <http://www.unwomen.org/en/news/stories/2014/11/gender-guide-for-natural-resource-management#sthash.CGZ4YNjO.dpuf>

Model protocol: Ending impunity for femicide across Latin America

The UN Human Rights Office in collaboration with UN Women has developed a Model Protocol to guide investigations and prosecutions launched in the wake of gender-based murders of women in Latin America. “This Protocol reflects the specificities of the different countries in the region,” says Ms. Carmen Rosa Villa Quintana, from the UN Human Rights Office, “It will help States in Latin America comply with due diligence in cases of femicide and strengthen efforts aimed at ensuring all women live free from violence and discrimination.”

Reliable figures for femicide are difficult to establish but the Small Arms Survey, a research organization established by the Swiss Government, which investigates small arms and related violence, estimates that globally, more than 65,000 women and girls are murdered annually, accounting for almost a fifth of all homicides.

Increasing rates of violence against women have been reported across Latin America and the Survey says that of the 25 countries with the highest femicide rates, more than half are in the Americas. Women are more often killed by men they know well, their former partners, family members or friends, according to the Survey, which finds too, that in countries with high levels of lethal violence, women are frequently attacked by gangs and organized criminal groups, often in a general climate of indifference and impunity.

In response, the UN Human Rights Office and UN Women have worked together to draft a Model Protocol for the investigation of gender-related killings of women in Latin America. Drawing on a methodology developed in 2011 by the UN Human Rights Office, specifically for the investigation of femicide in El Salvador, the Protocol is for use by investigators and prosecutors across the region to ensure gender-based murders of women are exhaustively and independently investigated.

“The objective is to take a decisive step to end impunity – which in some of our countries reaches 98 percent of all reported cases – by providing the implementation guidelines to the operators of justice and thus sending a clear message of zero tolerance of violence against women,” explained Ms. Anna Coates, Acting Regional Director of UN Women for the Americas and the Caribbean, at the launch of the Protocol. She highlighted the opportunity that this unique and innovative tool represents for the region, and its contribution to integrate a gender perspective within the institutions responsible for investigating, prosecuting and guaranteeing reparations. “It is a positive example of a collaborative effort involving regional organizations and practitioners, affirming their expertise and experience, to address and challenge impunity in the killings of women,” Ms. Rashida Manjoo says.

Several Latin American countries are already working to integrate the Protocol into their legal systems and others have expressed interest in following suit. See more at: <http://www.unwomen.org/en/news/stories/2014/9/model-protocol-on-femicide-launched#sthash.TsMuHY7W.dpuf>

United Nations Office on Drugs and Crime (UNODC) and UN Women launch



Handbook on Effective Prosecution Responses to Violence against Women and Girls

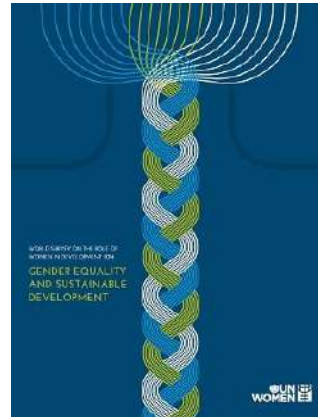
Drawing upon the recommendations and guidance contained in the updated Model Strategies and Practical Measures on the Elimination of Violence against Women in the Field of Crime Prevention and Criminal Justice (General Assembly resolution 65/228, annex), the United Nations Office on Drugs and Crime (UNODC) and UN Women, in cooperation with Thailand Institute of Justice, have drafted the *Handbook on Effective Prosecution Responses to Violence against Women and Girls* with a view to assist prosecutors in their duty to uphold the rule of law, firmly protect human rights and serve their community with impartiality and fairness in cases involving violence against women and girls.

Recognizing that prosecutors work in different legal systems, this Handbook is meant to be a resource to build on for individual prosecutors and prosecution services. The Handbook is divided into three parts:

Part One discusses current reflections, theories and research on violence against women and girls, the importance of the criminal justice response and some common misconceptions and myths surrounding sexual and gender-based violence.

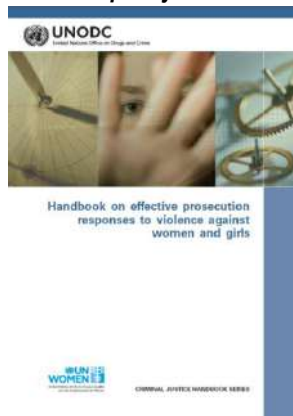
Part Two focuses on the role of a prosecutor in cases involving violence against women and girls. This part covers dealing with survivors, their role in investigations and the relationship with police, the decision to prosecute, the selection of charges, pre-trial considerations such as release pending trial and no contact orders, evidentiary issues, trial considerations, roles in sentencing and post-conviction, and restorative justice concerns.

Part Three explores some of the institutional approaches that a prosecution agency can consider to ensure an effective response to violence against women and girls. See more at: <http://www.unwomen.org/en/digital-library/publications/2014/12/handbook-effective-prosecution-of-vaw#sthash.9UyOPUgh.dpuf>



Synergies between sustainable development and gender equality undeniable, policy change needed: UN report - Focus on women's rights, capabilities, leadership and unpaid care work

Ahead of the International Day for the Eradication of Poverty on 17 October, UN Women on October 16, 2014 released its new report, the *World Survey on the Role of Women in Development 2014: Gender Equality and Sustainable Development*. Charting the rationale and the actions necessary to



ensure groundbreaking change, the flagship UN study asserts that any comprehensive sustainable development pathway cannot be achieved without an explicit commitment to gender equality, women's rights and their empowerment. Coming on the heels of the UN Secretary-General's Climate Summit in September, the *World Survey 2014* provides an in-depth analysis of sustainable development issues, the challenges and the solutions, through a gender lens.

Climate change has tremendous social, economic and environmental consequences. Its effects are being felt in floods, droughts, and devastated landscapes and livelihoods. Women and girls are among the most affected by these changes, given the precariousness of their livelihoods, and because they bear the burden of securing shelter, food, water and fuel, while facing constraints on their access to land

and natural resources. As the global community grapples with the challenges of charting trajectories

to sustainable development and in defining the Sustainable Development Goals, the *World Survey 2014* emphasizes the centrality of gender equality to this endeavor.

The *World Survey 2014*, issued every five years, focuses this year on the theme of gender equality and sustainable development by examining a select range of issues that are fundamental to women's lives and are strategic for achieving gender equality and sustainability. These include: patterns of growth, employment generation and the role of public goods; food production, distribution and consumption; population dynamics and women's bodily integrity; and water, sanitation and energy.

The report uses three critical criteria to assess whether policy actions and investments towards sustainable development adequately address gender equality. These are: Do they support women's capabilities and enjoyment of their rights? Do they reduce, rather than increase, women's unpaid care work? And do they embrace women's equal and meaningful participation as actors, leaders and decision-makers?

The report makes concrete recommendations, calling on Member States to:

- Develop and implement sustainable development policies that are in line with international norms and standards on gender equality, non-discrimination and human rights;
- Ensure that macroeconomic policies create decent work and sustainable livelihoods and reduce inequalities based on gender, age, income and other contexts;
- Promote decent green jobs and adequate wages for agricultural and informal workers, especially women, through labour market regulation and gender-responsive employment policies;
- Ensure that sustainable population policies are grounded in sexual and reproductive health and rights, including the provision of universally accessible quality sexual and reproductive health services, information and education;
- Ensure universal access to water, with a goal of reducing unpaid care work; to clean, private and safe sanitation for all women and girls that is responsive to gender-specific needs; and to efficient solid-fuel stoves or cooking technologies that use cleaner fuels and involve women in their design, testing and marketing.

The *World Survey 2014* is a UN Secretary-General report mandated by the Second Committee of the UN General Assembly.

See more at: <http://www.unwomen.org/en/news/stories/2014/10/world-survey-2014-press-release#sthash.KHeVeB4Q.dpuf>

Masculinities, conflict and peacebuilding: perspectives on men through a gender lens

In a new report, Saferworld argues that peacebuilders should include efforts to promote notions of masculinity which favor non-violence and gender equality in their programming. Saferworld's report, 'Masculinities, conflict and peacebuilding', aims to advance discussions about how working on masculinities can complement efforts focusing on women to strengthen and deepen peacebuilding processes.

Gender norms often promote notions of masculinity centered on power, violence and control. If we are serious about peacebuilding and conflict prevention we need to address them, says Ms. Hannah Wright, Saferworld's Gender, Peace and Security Adviser.

Examining the reasons behind this, 'Masculinities, conflict and peacebuilding' aims to advance discussions about integrating a masculinities perspective into peacebuilding policy and practice. It examines existing INGO programmes that promote non-violent and



gender equitable masculinities and poses key questions about how these can be further developed to challenge the gender norms that drive conflict and insecurity. See more at: <http://www.saferworld.org.uk/resources/view-resource/862-masculinities-conflict-and-peacebuilding-perspectives-on-men-through-a-gender-lens>

A New UN Women report The Global Economic Crisis and Gender Equality

States must prioritize gender equality in social and economic policies to prevent global economic crises

More than seven years after the global economic crisis erupted, women and men are still experiencing lasting impacts on their jobs, livelihoods, access to social services and ability to care for one another. Decisive action is needed to advance women's right to a decent standard of living and to address the underlying causes that led to the crisis, according to a new report from UN Women, released on October 3, 2014.

In its report, UN Women recommends three strategies to shift public policies away from damaging measures that are penalizing low-income households, and especially women within those households, and have reinforced inequality, social malaise and prolonged recession.

In line with their human rights commitments, the report says States should prioritize:

- Job creation and livelihood support to enhance women's right to work and rights at work. Economic and social policies that provide women with the income-earning opportunities, protections and skills that they need to recover from the crisis, as well as to benefit from, and contribute to, economic recovery and prosperity.
- Better regulation of the financial sector is needed to prevent future crises. A financial transaction tax is also recommended to curb speculation and risk-taking and generate resources to invest in people and the 'real economy'.
- Investment in social protection, social services and the care economy, to ensure affordable, accessible and quality social services, and by taking pro-active measures to recognize, reduce and redistribute unpaid care work. Not only are these social investments good for poverty eradication and gender equality, they also directly impact productivity and economic recovery.

See more at: <http://www.unwomen.org/en/news/stories/2014/10/economic-crisis-and-gender-equality#sthash.wv7P7M6l.dpuf>

Violence Against Women and Girls Resource Guide

The Violence Against Women and Girls (VAWG) Resource Guide, published by the World Bank Group, the Global Women's Institute at George Washington University, and the Inter-American Development Bank, offers information on the characteristics and consequences of VAWG, as well as guidance on integrating VAWG prevention and response into policies and legislation, sector programs and projects.

Violence against women and girls poses a major obstacle to ending poverty, but development agencies and international financial institutions are uniquely positioned to tackle this global epidemic, according to a new resource guide released December 3, 2014. To address VAWG, the guide says, development practitioners should:

- Support multi-sectoral approaches and interventions;
- Put mechanisms in place to monitor both intended and unintended consequences of interventions;
- Employ rigorous evaluation of VAWG-specific projects and include VAWG indicators within broader programs;
- Design interventions to target VAWG at multiple levels simultaneously;
- Establish partnerships among government and multiple stakeholders;
- Highlight the development and human rights impacts of VAWG;



- Include behavior change and community mobilization interventions to address harmful gender norms, attitudes and beliefs at all levels of society;
- Consider women's safety when designing and distributing VAWG materials;
- Adapt evidence-based interventions or promising practices when possible, ensuring that interventions are culturally appropriate before transferring interventions from one country or region to another; and
- Work with government partners and key stakeholders to include data on physical and sexual violence disaggregated by sex and age group in the routine data collection of the national health information system.

The resource guide, available online and will be continually updated, also comprises examples of good practice in addressing VAWG. See more at: http://www.worldbank.org/en/news/feature/2014/12/03/new-guide-takes-aim-at-violence-against-women-and-girls?cid=ISG_E_WBWeeklyUpdate_NL

Prevention of violence against women and girls: what does the evidence say?

In the World Health Organization Lancet Series on Violence against Women and Girls, the authors of this paper published in November 2014 use evidence to determine interventions to reduce the prevalence and incidence of violence against women and girls is reviewed. The studies cover a broad range of intervention models, and many forms of violence—i.e., intimate partner violence, non-partner sexual assault, female genital mutilation, and child marriage. Evidence is highly skewed towards that from studies from high-income countries, with these evaluations mainly focusing on responses to violence. This evidence suggests that women-centered, advocacy, and home-visitation programmes can reduce a woman's risk of further victimization, with less conclusive evidence for the preventive effect of programmes for perpetrators. In low-income and middle-income countries, there is a greater research focus on violence prevention, with promising evidence on the effect of group training for women and men, community mobilization interventions, and combined livelihood and training interventions for women.

Despite shortcomings in the evidence base, several studies show large effects in programmatic timeframes. Across different forms of violence, effective programmes are commonly participatory, engage multiple stakeholders, support critical discussion about gender relationships and the acceptability of violence, and support greater communication and shared decision making among family members, as well as non-violent behavior. Further investment in intervention design and assessment is needed to address evidence gaps.

See more at: [http://www.thelancet.com/journals/lancet/article/PIIS0140-6736\(14\)61703-7/fulltext?version=printerFriendly](http://www.thelancet.com/journals/lancet/article/PIIS0140-6736(14)61703-7/fulltext?version=printerFriendly)

Study on "Statistical data on Women entrepreneurs in Europe"

The EU Commission published a study on "statistical data on women entrepreneurs in Europe" in December 2014. Data show that women entrepreneurs constitute 29 percent of entrepreneurs (11.6 million) in Europe (EU-28 + Albania, FYROM, Iceland, Israel, Liechtenstein, Montenegro, Norway, Serbia, Turkey). Since 2008, an increase of 3 percent of women entrepreneurs in the EU is evidenced. In Europe, women constitute the majority of one-person enterprises (78%). The areas of business that women prefer are health and social work activities, services and education. See more at: http://ec.europa.eu/enterprise/policies/sme/promoting-entrepreneurship/women/index_en.htm#h2-1



The Simple Truth about the Gender Pay Gap

The American Association of University Women, the nation's leading voice promoting equity and education for women and girls, launched on September 18, 2014 *the Simple Truth about the Gender Pay Gap*. This report succinctly addresses these issues by going beyond the widely reported 78 percent statistic. The report explains the pay gap in the United States; how it affects women of all ages, races, and education levels; and what you can do to close it. See more at: <http://www.aauw.org/research/the-simple-truth-about-the-gender-pay-gap/>

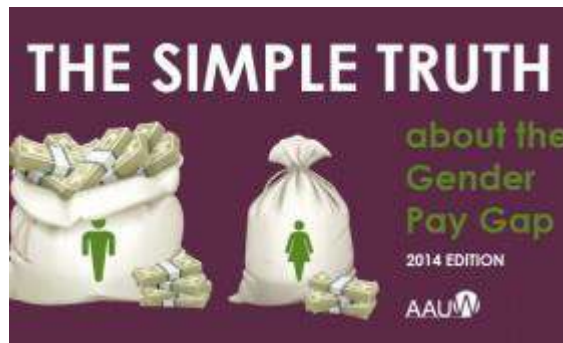
Recommended websites

UN Women launches online hub for businesses to support women's economic empowerment

UN Women on September 11, 2014 launched an online business platform for entrepreneurs and business enterprises to exchange strategies and initiatives in support of women's economic empowerment. The new hub is part of the organization's commitment to connect and encourage a global network of gender-responsive businesses and to support women-led enterprises.

Through the business hub, entrepreneurs and companies will be able to showcase how they are making gender equality part of their core business and organizational objectives, as well as promote their products and services.

"The private sector is a key player in efforts to build an inclusive economy and companies that work better for women. Through the business hub, the business community will be able to share success stories, engage in dialogue, and take empowering solutions to a global scale," said UN Women Executive Director Ms. Phumzile Mlambo-Ngcuka. The new hub will be hosted on UN Women's Knowledge Gateway for Women's Economic Empowerment. See more at: <http://www.unwomen.org/en/news/stories/2014/9/business-hub-launched-on-knowledge-gateway#sthash.tpye5pbt.dpuf>



New online global initiative to close gender gap in science and technology Global women leaders in tech participate in IGNITE

To kick off its new Technology Initiative, Global Fund for Women today launched IGNITE: Women Fueling Science and Technology, an online campaign and multimedia project which explores the roles of science and technology in advancing women's human rights. IGNITE features leading technologists, thought leaders, innovators, human rights activists and creators around the world, engaging partners in the Americas, Asia, Europe, the Middle East and Sub-Saharan Africa. The IGNITE project is one part of a Technology Initiative that will call on Governments, funders and corporations to invest in addressing the global gap between men and women in accessing, shaping, and leading science and technology, in order to exponentially increase progress on equality and human rights.

IGNITE will engage high profile "champions," including Facebook Chief Operating Officer and Lean In: Women, Work, and the Will to Lead author Ms. Sheryl Sandberg; Ms. Reshma Saujani, Executive Director of Girls Who Code; singer/songwriter Ms. Carolyn Malachi; and Ms. Irina Bokova, Director-

General of UNESCO. The project includes: An online petition, co-presented with UN Women, calling for governments and the United Nations to take action to end the gender gap in technology to advance women's rights. First-person videos of high-profile women and men describing their "Spark Stories" – moments that sparked their interest in science and technology – including KIVA co-founder Ms. Jessica Jackley and Craigslist founder Mr. Craig Newmark. Inspiring stories of women working at the grassroots to propel women's rights through technology – for example Inwelle Study and Resource Center in Nigeria enables girls to learn and hone their computer and ICT skills to empower them with income opportunities that can help them challenge harmful practices like child marriage. Descriptions of groundbreaking women-designed innovations addressing human rights issues, like the work of Acciones Coordinadas Contra La Trata/Coordinated Actions Against Human Trafficking to develop Argentina's first "national crime map" and apply forensic science tools and DNA analysis to identify women and girls disappeared through trafficking.

A global girls "Hackathon" in January, co-presented with UN Women, which will see girls around the world compete to design a solution for a pressing issue of girls' human rights. "We can't divorce the global technology gap and the future of women's rights," says Ms. Musimbi Kanyoro, CEO and President of Global Fund for Women. "We work with women's organizations all over the world who tell us that the gap is deep and it needs addressing now. We are in the midst of a global technology revolution and if women are left behind the consequences will be bleak." Global Fund for Women is partnering with UN Women, the United Nations entity responsible for promoting gender equality and women's empowerment, on the IGNITE petition and global girls "Hackathon." UN Women is actively promoting women's participation and leadership in information and communications technology (ICT) and STEM (Science, Technology, Engineering, and Math). "Science, technology, and innovation underpin every aspect of the global development agenda and many facets of the everyday lives of girls and women," says Ms. Phumzile Mlambo-Ngcuka, United Nations Under-Secretary-General and Executive Director of UN Women. "The transformative power and potential of science, technology, and innovation are undeniable but must be actively harnessed for good, and deliberately made inclusive.

As part of the Technology Initiative, Global Fund for Women has also established a new Technology Fund, which aims to attract and invest more than USD 2 million over three years to empower women and girls with access to technology and propel the organizing capabilities of grassroots women's groups. The Fund will complement the IGNITE advocacy and awareness raising campaign and offer a way for donors to show their commitment to the issue. IGNITE will also include a crowd-sourced component, through which people everywhere are invited to describe what sparked their interest in science or technology with #MySparkStory. These stories will be curated by 10 international employees of Symantec, a lead sponsor of IGNITE. See more at: <http://www.unwomen.org/en/news/stories/2014/11/ignite-press-release#sthash.uBMVSz1C.dpuf>

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>

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