



Network

The UN Women's Newsletter, Volume No. 10, Issue 2 • April, May, June 2009



Letter from the Focal Point for Women

In this edition of *Network*, we bring to you articles on a number of contemporary topics such as global ageing and microinequities in the workplace. We also share the launching of the report on the 2004 Tsunami Recovery. After the catastrophe, valuable lessons have been learned, including the importance of integrating women in the participation of disaster management. Additionally, we highlight current events around the world that affect women. From Mexico to Colombia, Afghanistan, China, Cambodia, and Sri Lanka, various problems must be resolved to improve the lives of women. Women form an integral part of society and cannot be marginalized. The future course for building more powerful and sustainable countries lies in empowering women with information relating to basic human rights, education, access to health services and decision-making capabilities. Knowledge of gender issues is vital, and hope is essential. As the American author, activist and lecturer, Helen Keller, stated, "Optimism is the faith that leads to achievement. Nothing can be done without hope or confidence". Through *Network*, we move towards continually developing this hope with our commitment to bring you increased awareness of women's issues.

In solidarity,

Aparna Mehrotra

CONGRATULATIONS TO ...

Ms. Marta Santos Pais (Portugal) for her appointment as Secretary-General Ban Ki-moon's **Special Representative on Violence against Children**. Ms. Santos Pais has an immeasurable dedication to the rights of children, with 25 years of experience in human rights issues and a commitment to intergovernmental processes. Currently, she is the Director of UNICEF's Innocenti Research Center, a position she has held since 2001. Ms. Santos Pais holds a Law Degree from the University of Lisbon.

Ms. Sahle-Work Zewde (Ethiopia) for her appointment as **Special Representative and Head of the United Nations Peacebuilding Support Office in the Central African Republic (BONUCA)**. Ms. Zewde has years of experience in conflict prevention and peacebuilding in Africa. She has also served as an Ambassador for over 20 years. Ms. Zewde is a graduate of Natural Sciences from the University of Montpellier in France.

Ms. Anna Tibaijuka (Tanzania), Executive Director of UN-HABITAT, who has been named as one of the three recipients of the 2009 Göteborg Award, which is the distinguished **Nobel Prize in Environment**. The Award

Contents

Letter from the Focal Point for Women	p. 1
Congratulations to ...	p. 1
Special farewell	p. 2
Around the UN ...	p. 2
Violence against women	p. 3
Around the world ...	p. 4
In your interest ...	p. 7
Women's health	p. 7
Work/life	p. 7
Secretary-General's Bulletin	p. 7
Recommended reading and websites	p. 8

recognizes Ms. Tibajuka for her outstanding strategic work in sustainable development. ■

SPECIAL FAREWELL

Ms. Helvi Sipilä (Finland), the **first woman to hold the rank of Assistant Secretary-General at the United Nations**, passed away on 15 May 2009 at the age of 94. She led the Centre for Social Development and Humanitarian Affairs until 1980. Ms. Sipilä was an advocate for gender equality and the empowerment of women. In 1975, she worked as the Secretary-General for the First World Conference on Women in Mexico City. She also helped establish the United Nations Fund for Women (UNIFEM). After her retirement from the United Nations, she ran for presidency in Finland in 1982 and was a leader in women's advocacy groups such as the International Council of Women and the International Federation of Women Lawyers. ■

AROUND THE UN ...

Mary Robinson, former President of Ireland, and Ambassador Swanee Hunt, Chair of The Institute for Inclusive Security, convened a high-level meeting to discuss "Increasing Momentum for the United Nations Security Council resolution 1325 National Action Plans" on 24 April 2009. United Nations **Deputy Secretary-General Asha-Rose Migiro** gave key remarks regarding the United Nations support to bolster more gains in the implementation of Security Council resolution 1325:

- Security Council resolution 1325 needs to be a tool to protect and empower women, particularly in countries emerging out of conflict. It is necessary to transform the words of the resolution into actions, and prevent it from remaining as just words.
- The resolution is a programme which is to be used by the international community to prevent sexual abuse against women as a weapon of war, which is a threat to peace and security.
- There has been progress in the implementation of resolutions 1325 (2000) and 1820 (2008), and some countries have been successful in their implementation. Other countries who are still confronting the issue of violence against women need to be assisted in order to achieve safety and security for women and girls.

- It is essential to have policy recommendations which are realistic and useful. "That is why it has proven useful to advocate for a framework of the three P's—Protection, Participation and Prevention—in developing national action plans."
- The existing situation of violence against women calls for peace operations of the Organization not merely focusing on parties who are in conflict with each other, but to extend their efforts towards: human rights; the rule of law; humanitarian aid; and issues related to women.
- Member States need to demonstrate full commitment in implementing resolutions 1325 and 1820 into action, without limiting them as policies and programmes. Likewise, the international community has a responsibility towards the fulfilment of these resolutions. The true measure of success lies in putting words into actions, "from practical measures outlined in resolutions 1325 and 1820 relating to women's participation and contribution, to more sustainable peace agreements and post-conflict reconstruction efforts". Only then, can women be truly empowered in their families and within their communities.
- The Deputy Secretary-General said, "I stand ready to do whatever I can to support this work." ■

VIOLENCE AGAINST WOMEN

Helen Clark, Administrator of the United Nations Development Programme, addressed a press conference after a three-day visit to the Democratic Republic of the Congo and stated that women need to be empowered politically as well as socially to help them overcome the high rate of sexual crime. She explained "**You have to promote the participation of women in government, in the electoral process, and in politics and strengthen the status of women to settle issues of sexual violence.**" United Nations agencies and non-governmental organizations in the country condemned the high prevalence of rape in the region. ■

In Mexico City, the most common forms of transportation are buses and the subway system. This can create problems for women who, on a daily basis, suffer from various forms of harassment from male passengers, particularly on buses. Subway cars designated strictly for females are now available during rush hour for women. In addition, the city recently instituted "ladies-only buses" which run along the three main

avenues of the city. **The Mexican Government will be adding more “ladies-only buses” on other routes in response to discrimination against women in the near future.** Now, women can feel more secure as they travel around the city. ■

Raping women as a weapon of war has been reported in regions like the Congo, Rwanda and Serbia. However, in other areas, such as Colombia, occurrences of rape and sexual violence have not been documented adequately. Women's organizations in Colombia say that women fail to report sexual abuse due to fear of retaliation from paramilitaries and leftist guerrillas. Women's groups have recently started to campaign for their rights regarding sexual abuse and have urged authorities to take action against those paramilitaries who have committed sexual acts of violence in order to facilitate accountability. It is an unfortunate reality that women do not realize that they are only victims of the greater conflict in their country. The paramilitary forces have been reported to rape, sexually abuse and mutilate women before they are killed. Commanders of these military forces also use rural women as sex slaves. An article by Sibylla Brodzinsky in the Christian Science Monitor mentioned that **“In May 2007, there were only 12 cases of sexual violence filed with prosecutors appointed to carry out Colombia's special Justice and Peace Law. Today there are 228.”** ■

The UN Development Fund for Women (UNIFEM) and the African Union/United Nations Hybrid Operation in Darfur (UNAMID) Police in Darfur agreed on 29 April 2009 to jointly improve the status of women in the region. UNIFEM's Regional Director, Meryem Aslan, stressed the urgency in monitoring issues related to all forms of discrimination against women, especially in conflict situations. UNAMID Police have been authorized to assist women in participating in the peace process through their representation in Darfur, to help them become financially stable, and to protect them from sexual violence. ■

AROUND THE WORLD...

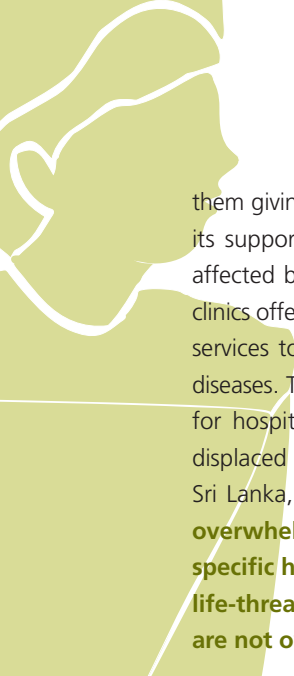
An Afghan law that applies only to Afghanistan's Shiites passed last March 2009, stating that a “husband can demand sex with his wife every four days” unless she is ill or would be harmed by intercourse. The law also indicates when and why a wife may leave her home by herself. Critics argue that this legalizes marital rape. **Young Afghan women held a protest in opposition of this law.** President Hamid

Karzai stated that this law is being reviewed by the Justice Department. Many Governments and activists around the world have denounced this legislation. ■

A dangerous gender gap has been created in China, according to a report by Alexa Olesen from the Associated Press. **China currently has 32 million more young men than women, a situation which could lead to increased crime in the future.** As the report indicates, the imbalance could worsen among those of childbearing age over the next two decades. “China's 2005 census data reflects that males under the age of 20 exceeded their female counterparts by 32 million.” This may trigger difficulty for men to find a female partner and may increase women's risk of rape because of lack of women in the country. Legalized abortion exists in the country and is easily accessible. Since sonograms enable parents to predetermine the gender of the child, abortions based on sex have increased. Rural China still carries the strong tradition of having a male heir. Population experts cannot determine the exact extent of the gender imbalance in the country, since many families do not register the births of female children. ■

The food and oil crisis that has hit Cambodia may bring devastating effects on the country's women and children this year. The Cambodian economy has improved in recent years due to the manufacturing, construction and tourism industries. However, the country has experienced tremendous job losses in certain sectors. As a result, women and children, who make up the bulk of the workforce, could be driven to poverty and starvation. With decreased jobs in the urban areas, families in rural areas will receive lesser remittances, which they depend upon from female migrants as a source of income. The United Nations system in Cambodia is collaborating with Cambodia's Government to assist with the economic crisis facing the country. Douglas Broderick from the United Nations Country Team believes that **“investing in women and children is the best way to ensure long-term prosperity ... social safety nets in health, education, food and work can help break the poverty cycle, and we must not lose sight of this focus.”** ■

Hundreds of Sri Lankan civilians have been killed in the midst of fighting between the army and the separatist Tamil rebels since May. The Office for the Coordination of Humanitarian Affairs (OCHA) indicates that more than 196,000 people have fled to the government-controlled areas from the conflict zone. According to UNFPA, approximately 3,000 pregnant women have left the war area, with approximately 350 of



them giving birth the following month. UNFPA is extending its support to these women and others who have been affected by the conflict. The Fund has established mobile clinics offering prenatal and post-natal care, counselling and services to help in the prevention of sexually transmitted diseases. They have also distributed medical health supplies for hospitals, maternity kits, and hygiene packs for the displaced women and girls. The UNFPA Representative in Sri Lanka, Lene K. Christiansen, mentioned that **“In this overwhelming situation, it is important that women’s specific health concerns, from their hygiene needs to life-threatening complications related to pregnancy, are not overlooked.”** ■

IN YOUR INTEREST ...

Inequality over the Life Course from a Gender Perspective

Moon Choi*, OFPW Intern

The world is experiencing population ageing. Life expectancy at birth has increased by 21 years since 1950, to the current level of 67 years worldwide (Regional Dimensions of Ageing Situation, 2008). This means that the current generation will live around 20 years longer than their parents did. However, this extended life expectancy may prove to be a double-edged sword given the disparity in economic and social conditions around the world. Longevity would be an opportunity to those older persons with good health and social resources but a challenge to the disadvantaged without them.

“Data compiled by the United Nations Population Division (United Nations, 2007) show that the number of persons aged 60 and over is expected to triple by 2050. Currently, one person in every ten is aged 60 years or over; by the year 2050 more than one in every five will be aged 60 years or over.” *Regional Dimensions of the Ageing Situation (2008), United Nations Publication*

In the mass media, older persons tend to be portrayed as a homogeneous, frail, dependent group; however, these stereotypes are inaccurate. Due to past experiences and life history, the aged have more diversity than younger adults.

* Moon Choi is a Ph.D. Candidate in social welfare at Mandel School of Applied Social Sciences at Case Western Reserve University. She has conducted her research on critical gerontology and political economy in ageing for over five years.

Older persons are not only diverse but also stratified by their economic and social status resulting in accumulated advantages and disadvantages over their life course. Evidently, the disadvantaged who face challenges in old age are more likely to be women than men because of their interrupted career paths and marginalization in employment structure such as underemployment.

“Women’s dual participation in the family (caregiving) and employment systems—and especially their exclusion from those occupational and industrial sectors with the greatest retirement protections provided by pensions and related benefits—constrains them overwhelmingly to the lower-income margin of the aged population... Aged inequality is significantly affected by women’s cumulative disadvantage.”
The Precious and the Precocious: Understanding Cumulative Disadvantage and Cumulative Advantage over the Life Course (1996), Angela M. O’Rand, Ph.D.

Population ageing is a global phenomenon. Not only developed countries but also developing countries are experiencing population ageing. Although the pace of population ageing is faster in developing countries than in developed countries, developing countries are experiencing this at lower levels of socio-economic development than developed countries (World Population Ageing, 2007). Most developing countries lack adequate social protection programmes for older adults such as social pensions, resulting in many older adults at risk of poverty. In fact, 100 million older people live on less than a dollar a day, and 80 per cent of older people in developing countries have no regular income (Help Age International, 2005). **Given that women live longer than men but that they were excluded from the labour market in earlier life, older women are more likely to fall into poverty than older men in many developing countries.** From a life-course perspective, women’s vulnerability to old-age poverty is the consequence of the disadvantages they experience in their younger life.

According to the Human Development Report, 1997, poverty is based on a human development perspective and often encompasses more than a lack of what is necessary for material well-being. It can also mean the denial of opportunities and choices most needed for human development—to lead a long, healthy, creative life and to enjoy a decent standard of living, freedom, dignity, self-esteem and respect from others (Human Development Report, 1997). A large number of older women, especially in many developing countries, experienced

discrimination in their young and middle ages in relation to education and employment. Many of these women lacked access to education and had an employment history as domestic workers without income. The high prevalence of old-age poverty among women in developing countries has its roots buried deep in women's lack of basic education as well as inadequate social support for their development.

Human beings at all ages have the right to education and a standard of living adequate for their health and well-being (Universal Declaration of Human Rights, Article 25 and 26). **We should give more attention to feminization of old-age poverty and its roots in gender discrimination over the life course.** The life-course perspective with gender mainstreaming assists us in systemically analysing prevalent poverty among older women in developing countries during the era of population ageing around the world. ■

Small messages with serious consequences

Jenny Ringarp, OFPW Intern

Are there microinequities in your office?

"A microinequity is a subtle message, sometimes subconscious, that devalues, discourages and ultimately impairs performance in the workplace. These messages can take the shape of looks, gestures or even tones. The cumulative effect of microinequities often leads to damaged self-esteem and, eventually, withdrawal from co-workers in the office." *Microinequities: When Small Sights Lead to Huge Problems in the Workplace*, by Eric L. Hinton

In an average 10-minute conversation, individuals send between 40 and 150 micromessages to each other. When these micromessages include behaviours that communicate a lower level of expectations or exclusion from meetings or discussions, they can be called *microinequities*. Microinequities can take various forms, some more obvious than others.

The term *microinequity* was first coined in 1973 by psychologist Mary Rowe, who researched racial and gender exclusion in the workplace. She discovered that subtle, seemingly harmless messages of devaluation bothered women and people of colour to the extent that it kept them from prospering. In the original articles on this subject in the 1970s, Mary Rowe defined microinequities as "apparently

small events which are often ephemeral and hard-to-prove, events which are covert, often unintentional and frequently unrecognized by the perpetrator, which occur wherever people are perceived to be 'different' ". Rowe also defined the phenomenon as including "the subtle putdowns, snubs, dismissive gestures and sarcastic tones that people sometimes use when communicating with colleagues". It's the very subtlety involved with microinequities that often leads those on the receiving end to question whether they are really being treated differently or whether they are being overly sensitive or paranoid.

The difference between rudeness and microinequities is that rude behaviours happen only occasionally. Microinequities happen continuously and have a way of gradually creating a negative cultural climate.

Some specific examples of microinequities:

- Constantly being interrupted while you are talking
- Being left out of a discussion/project
- Talking with someone who keeps looking at his/her watch
- Not being introduced in a meeting and then being ignored
- Avoidance of eye contact
- Rolling of the eyes
- Cutting down of ideas before they can be entertained
- Change in voice pitch, volume, or rate

The consequences of microinequities are not only found at the personal level. Such actions may seriously deteriorate the working climate and performance of individuals in a workplace.

Some examples of negative effects of microinequities:

- Decreased morale
- Poor interpersonal relationships
- Decrease in speaking/sharing ideas
- Decrease in productivity
- Poor retention and recruitment
- High turnover

What can be done?

Most experts in this field do not believe that subtle discrimination can or should be legislated, made the subject of formal policy, or dragged into formal grievance procedures. Obviously, a good work environment requires safe, accessible and credible complaint handlers to talk to if anyone feels unjustly treated.

According to Mary Rowe and others, the best, or only, way to deal with microinequities is to bring them out in the

A “microaffirmation”, is the reverse phenomenon. Microaffirmations are subtle or apparently small acknowledgements of a person’s value and accomplishments. They may take the shape of public recognition of the person, referring positively to the work of a person, commending someone on the spot, or making a happy introduction. Apparently “small” affirmations form the basis of successful mentoring, successful collegueship and of most caring relationships. They may lead to greater self-esteem and improved performance.

open through discussion. If an employee feels that he or she is excluded or treated differently than his or her co-workers, it is his or her responsibility to make sure that the issue is addressed. Employers are then obligated to make sure these concerns are fully dealt with once raised.

What can an employer do to help others recognize the effect of microinequities? The most important step is awareness-raising. Subtle discrimination and microinequities can be suitable topics for employee attitude surveys, for newsletters, and for staff meetings. An employer can encourage responsible networks to discuss such problems, present noon-time workshops, join mentoring programmes, and learn how to deal effectively with discrimination as well as how to report it when necessary. Programmes on valuing differences and on diversity in the workplace are great opportunities to discuss these topics. Probably the best time to bring it up is in a situation where people are willing to raise the subject with someone unlike themselves. ■

MORE ... IN YOUR INTEREST

A special event was held on 24 April 2009 at the United Nations to discuss the global lessons learned in the Tsunami Recovery. A report, “The Tsunami Legacy, Innovation, Breakthroughs and Change”, was launched during the event. This report is a joint effort of the hardest-hit countries: India, Indonesia, Maldives, Sri Lanka and Thailand. The Tsunami report highlights the lessons learned and the best practices delivered by affected nations to effectively show how to prevent and prepare for natural disasters. Speeches related to this subject were given by Secretary-General Ban Ki-moon, Helen Clark, the newly appointed UNDP Administrator, Ambassador Marty Natalegawa from the Permanent Mission of Indonesia and President Bill Clinton, Special UN Envoy to the Tsunami Recovery. The devastating Indian Ocean earthquake and tsunami of 26 December 2004 affected

India, Indonesia, Malaysia, Myanmar, Somalia, Sri Lanka and Thailand, and more than 228,000 people perished as a result of the catastrophe. The recovery efforts called for coordination and much pressure to bring effective results to all the countries affected. Unprecedented worldwide assistance was extended to the victims of the tsunami. Secretary-General Ban Ki-moon stressed that “Our capacity to cope with natural disasters is much greater than we realized ... we cannot prevent these events, but we can diminish the potential for disaster. Doing so requires foresight and advanced planning, not just emergency relief. That is why this report is so important.” President Bill Clinton said that much remains to be accomplished. He hopes that “efforts for disaster preparation, good governance and economic development will continue even during these difficult economic times”.

The recovery process of the tsunami brought about an opportunity to strengthen the protection given to marginalized groups. The most affected groups were women, the elderly and children. With respect to women, not all were adequately assisted after the disaster due to barriers associated with their gender. Women’s needs were set aside. One lesson learned was to focus on their needs in future disasters. In India, a 10-year housing insurance against all forms of disasters has been established. Indian women have been granted joint housing rights with spouses, as well as funds for the education and resettlement of orphaned adolescent girls and unmarried women. UNIFEM assigned a gender adviser to Indonesia’s Aceh-Nias Rehabilitation and Reconstruction Agency (BRR) set up in April 2005 with a four-year mandate to coordinate all recovery activities and implement government projects. BRR introduced joint-land-titling, a first in Indonesia, allowing women to become joint property owners. BRR also used gender-specific data to monitor, evaluate, and develop post-tsunami programmes to improve livelihoods, health education, and women’s participation. In addition, training of staff has been extended to include an understanding of gender-sensitive international guidelines. In Thailand, local authorities led the reconstruction efforts and were trained to strengthen the leadership and decision-making of women in the communities. **Women have now been trained for disaster management.** They have also been included to participate in community-led programmes in disaster risk mitigation and the promotion of disaster risk reduction. Once vulnerable, women now speak out and fight for their needs, thereby increasing their social and economic status in the community. ■

WOMEN'S HEALTH

The United Nations Population Fund (UNFPA), SESI, a social service agency in Brazil, and the Brazilian non-governmental organization Promundo organized a programme which will provide 1.8 million industrial Brazilian workers with information about sexual and reproductive health, gender equality and violence prevention to improve their quality of life. With such awareness, workers can protect themselves against HIV as well as improve their overall mental, sexual and reproductive health. This comprehensive programme was agreed upon during the Global Symposium entitled Engaging Men and Boys in Achieving Gender Equality held in Rio de Janeiro in April 2009. ■

A Bulletin of the World Health Organization on 6 June 2009 entitled "Women's health in prison: urgent need for improvement in gender equity and social justice" indicated that as a minority group, **women have been marginalized in society, even those who are in prison.** Most women who are detained have committed non-violent crimes and drug-related offences. They face health hazards because prison authorities and health-care systems of many countries fail to look after their welfare. The provision of health is a basic human right, regardless of sex or gender. Many imprisoned women come from deprived and poor families, and some suffer from infectious and/or reproductive diseases. Children of mothers who are detained are usually left under the care of their spouses, who often times are unmindful of their parental responsibilities. As a result, children suffer from psychological trauma and emotional imbalances when separated from their mothers and not cared for by their fathers. The World Health Organization's Regional Office for Europe, composed of 38 Member States in the region, established the Health in Prisons Project (HIPP). The Project stresses, "necessary changes will require political awareness and support, considerable gender-sensitivity training of all staff and policy-makers working in the criminal justice system, and a real commitment to equity and social justice".¹ ■

WORK/LIFE

On the topic of telecommuting, a group of New York University master's degree students who worked with the Office of the Special Adviser on Gender Issues and Advancement of Women (OSAGI) and the Department of Management for one

year on a "Telecommuting Implementation Project", which included a survey of Secretariat staff, gave a presentation for OSAGI staff and some of the gender Focal Points. Among the findings from the survey of Secretariat staff are the following:

- 93 per cent of staff believes that **telecommuting is a valuable tool for the Secretariat**, although 52 per cent of respondents were not familiar with the existing Secretariat policy.
- 25 per cent of respondents cited **increased efficiency (productivity) as the motivation for telecommuting.**
- 73 per cent of managers who supervise telecommuters indicate that the **arrangement is working well.**

Although the United Nations has two available information technology remote access solutions: (MobileOffice Basic: SSL/VPN which allows staff to access via iSeek to web applications and the Mobil Office standard which allows staff to use any PC or laptop as a virtual desktop and access to shared network drives/operated using SSL/VPN with CITRIX software), managers continue to cite lack of proper information technology access/infrastructure for not approving telecommuting requests. ■

SECRETARY-GENERAL'S BULLETIN

Transitional measures related to the introduction of the new system of administration of justice (ST/SGB/2009/11) 24 June 2009

This Bulletin outlines the measures to be taken in the United Nations Secretariat in introducing the new system of administration of justice. The new system of administration of justice calls for the abolishment of the Joint Appeals Boards, the Joint Disciplinary Committees, the United Nations Administrative Tribunal, the Panels of Counsel, and the Panels on Discrimination and Other Grievances. This system is being implemented in the United Nations as of 1 July 2009 according to resolutions 62/228 and 63/253 of the General Assembly. A staff member who would like to dispute an administrative decision regarding its non-compliance with his or her terms of appointment or the contract of employment may request the Secretary-General for an administrative review of the decision within two months of his or her notification of the decision. The review will be done by a new unit called the Management Evaluation Unit created within the Office of the Under-Secretary-General for Management.

¹ <http://www.who.int/bulletin/volumes/87/6/09-066928.pdf>

RECOMMENDED READING AND WEBSITES

Resource Guide on Gender and Climate Change

This is a resource guide developed by the United Nations Development Programme which aims to show the link between gender equality, climate change, and women's value in the attainment of the Millennium Development Goals. It reflects on why women's participation in climate change policies can make measures more effective.

The Leadership Challenge

Fourth Edition (authors James M. Kouzes and Barry Z. Posner) contains updated and extensive research, case studies, relevant stories, and interviews of a diversified group of international leaders who have accomplished outstanding achievements. It continues to focus on the five essential practices of leadership: model the way, inspire a shared vision, challenge the process, enable others to act, encourage the heart, and refine some of the commitments involved under these practices.

The Tsunami Legacy: Innovation, Breakthroughs and Change

http://www.synisys.com/resources/Case_Studies/the-tsunami-legacy.pdf

The report on the Tsunami Recovery launched at the United Nations on 24 April 2009 reveals the need for local communities to actively participate in the recovery process and for governments to include disaster-management measures in their national development plans.

Gender Equality at the Heart of Decent Work (http://www.ilo.org/global/What_we_do/Officialmeetings/ilc/ILCSessions/98thSession/ReportsubmittedtotheConference/lang--en/docName--WCMS_105119/index.htm)

In connection with the International Labour Organization's (ILO) 2008-2009 campaign on gender equality, this paper reports on the discussions held during ILO's Conference and 98th session and focuses on ILO's efforts to eliminate sex discrimination

in the world of work and its global interventions to promote gender equality. As a result of the world financial crisis, gender equality and the world of work remains a challenge. **The report reviews the ILO actions throughout the cycle of life and within the strategic objectives, drawing conclusions to serve as a guide to the ILO's future work.**

Tackling Women's Poverty for Economic Growth and Development in Africa

http://www.uneca.org/eca_programmes/acgd/Publications/GenderNet08_Issue06.pdf

This article addresses the **advantages of African women overcoming poverty and shows the link between the economic status of women and the well-being of children.** African leaders must be aware of their responsibilities towards women, who, if given economic opportunities, would also improve the standard of living of their children and help attain the Millennium Development Goals as well as the commitments proposed in the Beijing Platform for Action. The article offers several solutions and stresses the value of monitoring the Millennium Development Goals from a gender perspective.

<http://www.stoprapenow.org>

The website of UN Action against Sexual Violence in Conflict **encourages readers to get involved in ending sexual violence.** Twelve United Nations entities, together with NGOs, have united to generate a greater prevention approach to end gender-based violence, including sexual violence in conflict. It also contains news, articles, reports and links about sexual violence in the world.

<http://www.girlsrights.org/Welcome.html>

The Working Group on Girls (WGG) and its International Network for Girls (INfG) is dedicated to **promoting the rights of girls in all areas** and stages of their lives, advancing the rights and status of girls, and assisting them to develop their full potential as women. The organization is motivated by the motto, "Today's girl is tomorrow's woman, don't leave her behind."

INFO

You can find a monthly list of senior vacancy announcements (P-5 and above) at <http://www.un.org/womenwatch/osagi/>

You can read *Network* online at <http://www.un.org/womenwatch/osagi/fpnetworks.htm>

To receive hard copies of *Network*, please send an e-mail request to network-newsletter@un.org

NETWORK—The UN Women's Newsletter
Editor-in-Chief: Aparna Mehrotra,
Focal Point for Women,
OSAGI/DESA

Production: Cynthia C. Gale, OSAGI

Design and layout: Outreach Division, DPI

Printed by the United Nations Publishing Section,
New York

Focal Point for Women in the Secretariat

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

Tel.: 1 212 963 6828; fax: 1 212 963 9545

E-mail: network-newsletter@un.org