



Network

The UN Women's Newsletter, Volume No. 8, Issue 3 • July, August and September 2007

Letter from the Focal Point for Women

Dear Friends,

Welcome to this issue of Network.

Of particular interest is an interview with academic activist, Dr. Jean Houston. She states that humans use only about half of their capacities and offers pointers as to how the remainder must be used. She also provides insight into the human potential movement and its gender dynamics. She emphasizes the opportunity of "living in the most awesome and challenging time in human history", and stresses the importance of female leadership as a means to enact social change.

We sincerely hope you, the reader, will take her message to heart, moving a step closer to becoming the leaders that we can all be. Among other sage advice, Dr. Houston says, "What you appreciate, appreciates."

We trust you appreciate our publication.

In solidarity,

A stylized signature in light green ink, appearing to read 'Aparna'.

Aparna Mehrotra

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INTERVIEW WITH DR. JEAN HOUSTON

Visionary activist in human and cultural development

“In our time we have come to the stage where the real work of humanity begins. It is the time where we partner Creation in the creation of ourselves, in the restoration of the biosphere, the regenesis of society and in the assuming of a new type of culture: the culture of Kindness. Herein, we live daily life reconnected and recharged by the Source, so as to become liberated and engaged in the world and in our tasks.”

Dr. Jean Houston, scholar, philosopher and researcher in human capacities, is one of the foremost visionary thinkers and doers of our time. She is long regarded as one of the principal founders of the Human Potential Movement. She founded The Foundation for Mind Research and also the Mystery School, where she is principal teacher of a school of human development, a programme of cross-cultural, mythic and spiritual studies. Dr. Houston has written 25 books including *A Passion for the Possible*, *Search for the Beloved*, *Life Force*, and *Manual of the Peacemaker*. As Adviser to UNICEF in human and cultural development, she has worked to implement some of their extensive educational and health programmes, primarily in Myanmar and Bangladesh. As a high school student, she worked closely with Eleanor Roosevelt on developing strategies to introduce international awareness and United Nations work to young people. She has also worked with President Jimmy and Rosalynn Carter and counselled leaders in similar positions in many countries and cultures. She has worked with numerous corporations, including Xerox, Beatrice Foods, General Electric and Rodale Press. Since 2004, she has been working with the United Nations Development Programme, training leaders in developing countries throughout the world in the new field of social artistry. Dr. Houston was president of the Association of Humanistic Psychology. She has spoken at hundreds of colleges and universities all over the world. She has directed two three-year courses in human capacities development and a programme of cross-cultural, mythic and spiritual studies, now entering its twenty-first year. She has chaired many other academic and scientific convocations, including the 1975 United Nations Temple of Understanding Conference of World Religious Leaders. In 1984, she created a national not-for-profit organization, The Possible Society, to encourage the creation of new ways for people to work together to help solve societal problems. In 1985, Dr. Houston was awarded the Distinguished Leadership Award from the Association of Teacher Educators. In 1993, she received the Gardner Murphy Humanitarian Award for her work in psychology and the International New Thought Alliance (INTA) Humanitarian

of the Year award. In 1994, she received the Lifetime Outstanding Creative Achievement Award from the Creative Education Foundation. The following year, she was given the Keeper of the Lore Award for her studies in myth and culture. In 1999, she received the Pathfinder award from the Association of Humanistic Psychology. She holds a B.A. from Barnard College, a Ph.D. in psychology from Union Graduate School and a Ph.D. in religion from the Graduate Theological Foundation. She has also been the recipient of honorary doctorates.

Q: For the benefit of our readers, can you briefly describe your educational and professional background?

A: I was educated all over the United States, having gone to some 20 schools before I was 12. My father was a writer for comedians—including Bob Hope—and we were always on the road. I graduated from Barnard College and hold two Ph.Ds. My field is human capacity development, and I have conducted research in that regard with several thousand research subjects, as well as studying different forms of capacity development in many countries. I am the author of 26 books. I run several schools, including a school of psychological and cross-cultural studies and a training programme in social artistry.

Q: You are one of the founders of the Human Potential Movement. Can you explain to our readers what human potential is?

A: Human potential refers to the research and development of physical, sensory, psychological, symbolic and spiritual capacities that we all have and generally do not use. Only half of our resources are used; however, most people given training can use more of their intellectual, emotional and sensitive capacities, which are repressed by the culture. These multiple capacities come together with intuition; it is a multiple way of learning, using more of the brain connector. Part of my work has been helping to create teaching/learning communities around the world. This basically consists of establishing circles for people to meet regularly and share their life experiences, dreams, processes of self-discovery and attempts to make a bet-

ter society. Groups may be made up of family, friends, colleagues, and so forth. Participants meet regularly to stimulate, support and evoke each other's highest sensory, physical, psychological, mythic, symbolic and spiritual capacities. It is my belief that if we are going to survive our time, we have to make greater use of the gifts we are given. At present, we suffer from a gross overuse of our outer environment and a terrible underuse of our inner selves.

Q: *When and why did you become interested in human potential?*

A: I believe the only way we can respond with intelligence and innovation to the immense challenges of our time is to develop our consciousness and capacities so that we may be adequate stewards of this, the most important time in human history. I have visited several cultures that avoid wars, and studied how they resolve conflicts. To grow and green, it is necessary to develop a deep enlightenment; people must be together and be surrounded with people who enable sensitive, psychological, emotional and symbolic growth.

Q: *As the founder of the Mystery School, co-founder of the Foundation for Mind Research and the author of 26 books, do you feel that women are able to achieve greatness as easily as men? Does society make it more difficult for women to achieve?*

A: I believe that the most important thing that is happening in our time is the slow but sure (with plenty of backlash) rise of women to full partnership with men in the whole domain of human affairs. This requires the reversal of the roles and expectations of millennia. But with women, the emphasis is on process rather than product, on being rather than doing, on making things cohere, grow and develop. This is a huge turnaround, especially for Western cultures, but it is happening.

Women who are arriving in the traditional male power are becoming unhappy, frustrated and insensitive. Women have to cut a great part of themselves to fit into the current male power paradigm. This kind of power is against their nature and their inner profile. However, they keep acting like this because that is the only way of dealing with power which they know and were taught. Women must use more of themselves not to do something that suffocates or takes their energy. They must respect themselves and use more of their multiple capacities.

Q: *The United Nations has a mandate to reach 50/50 gender balance at all levels, yet progress has been very slow. What would you recommend it do? Do you believe there is a difference in human potential between the genders?*

A: Yes, while men emphasize production, women emphasize process. Subjective aspects are as important as objective. Most of those who are taking the initiative for a better and different world are women of a certain age; as their ways of thinking and acting are different from men, they are making the difference. The potential is basically the same, but the use is different. Male and female brains are different. For example, women are able to understand patterns of complexity better than men.

Q: *You have many professional commitments. How do you ensure a healthy work/life balance?*

A: I do so through a good, supportive marriage of 42 years, a strong spiritual life, a love of dogs and classical music, good friends and always learning something new.

Q: *What central philosophy has guided your achievement? What inspires you?*

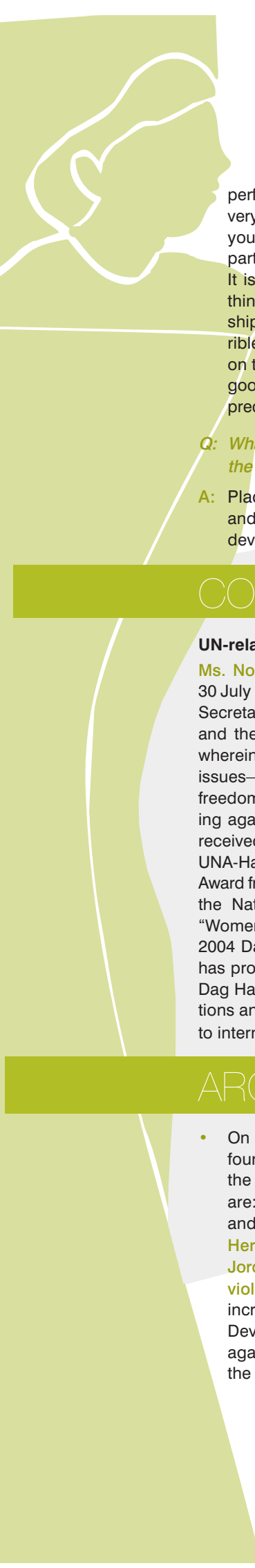
A: What inspires me is living in the most awesome and challenging time in human history, and knowing that what we all do in our lives will make the difference as to whether we grow or die.

Q: *What message(s) would you like to convey to the young and aspiring with regard to life and career?*

A: Finding nurturance and knowing yourself is a vehicle of change, and to be a vehicle of change is already a start. Take a seat and a time for you to be with yourself every day, to meditate, to reflect, to be quiet and to think alone. Go to your "innernet", rather than the Internet. Carry a notebook with you and write what you noticed and felt that day, a notebook with things which you observed are important and interesting. Synthesize your experiences at the end of the day. You can grow much from them.

Q: *What should women do when they feel they are in a relationship where they don't grow?*

A: It is important to find things you both agree on and love to do, and develop the relationship around these things. It is also important not to wait for the partner to fulfill all your needs. In the past, the extended family was very important and was complementary to this partner role. Nowadays, extended families are almost non-existent; therefore, it is required for the partner to occupy a position, which before was



performed by lots of other people. Because of this, it is very important to have friends with whom you can share your needs. Find nurturing in other places beyond your partner; be surrounded by people who make you grow. It is vital to find a partner's qualities and support and think about them, instead of pathologizing the relationship—that is, thinking just about the relationship's terrible and difficult things. Most people put their attention on the hot spots of their lives, instead of looking for the good and important moments. What you appreciate, appreciates.

Q: *What would make the biggest difference to increase the effectiveness of the UN?*

A: Place more women in decision-making positions and spend more resources to allow staff to develop, developing self and others. ■

CONGRATULATIONS TO...

UN-related

Ms. Noeleen Heyzer (Singapore) for her appointment on 30 July 2007 as UN Under-Secretary-General and Executive Secretary of the Economic and Social Commission for Asia and the Pacific (ESCAP). She has held various positions wherein she focused on working extensively on women's issues—helping them to obtain economic security, peace, freedom from violence, empowerment, as well as fighting against HIV/AIDS from a gender perspective. She has received several awards for the work she has done: the UNA-Harvard Leadership Award; the Woman of Distinction Award from the UN-NGO Committee on the Status of Women; the National Council for Research on Women (NCRW) "Women Who Make a Difference" Award in 2005; and the 2004 Dag Hammarskjöld medal granted to "a person who has promoted, in action and spirit, the values that inspired Dag Hammarskjöld as Secretary-General of the United Nations and his life: compassion, humanism and commitment to international solidarity and cooperation". ■

AROUND THE UN...

- On 21 September 2007, the Secretary-General selected four new Messengers of Peace to help in promoting the goals and activities of the United Nations. They are: Daniel Barenboim, Israeli/Argentinean conductor, and Paulo Coelho, a renowned Brazilian author; and **Her Royal Highness Princess Haya Bint Al Hussein of Jordan, First Lady of Dubai, and the Japanese-American violinist Ms. Midori Goto**. Princess Haya is to help in increasing the global awareness of the Millennium Development Goals, with specific focus on the fight against hunger and poverty. Princess Haya worked in the very first food aid Arabic organization "Tkiyet Um

Ali" in Jordan, which was founded by her late mother. Ms. Midori Goto will likewise promote the Millennium Development Goals by providing inspiration to youth through music.

- On 13 September 2007, the UN General Assembly adopted the **Declaration on the Rights of Indigenous Peoples**. This marks a victory for the world's estimated **370 million indigenous people**, who now have an international human rights instrument to advocate for their rights. **One hundred and forty-three Member States voted in favour**, 11 abstained, and four—Australia, Canada, New Zealand and the United States—voted against the text. The declaration sets out the individual and collective rights of indigenous peoples, as well as their rights to culture, identity, language, employment, health and education. Advocates welcome this as a platform to promote **indigenous women's issues**.
- On 23 July 2007, the **Committee on the Elimination of Discrimination against Women** observed its 25th anniversary and opened its three-week session to engage in dialogues between Committee experts and representatives of the reporting State party. The Committee, which consists of 23 experts who monitor the State party in compliance with the Convention on the Elimination of All Forms of Discrimination against Women, **was formed to discuss steps to end all forms of discrimination against women**, such as in the fields of politics, economics, social and civil affairs, and culture. The speakers for the opening session of CEDAW included: Ms. Louise Arbour, United Nations High Commissioner for Human Rights; Ms. Rachel Mayanja, Special Adviser on Gender Issues and Advancement of Women; and General Assembly President H.E. Sheikha Haya Rashed Al Khalifa. ■

AROUND THE WORLD: GENDER NEWS

- **Pratibha Patil**, 72, was elected on 21 July 2007 as **India's first woman president**. A lawyer and a member of the Congress Party, Patil is the 13th President of India. She has a wealth of political and administrative experience.
- The **United Nations Children's Fund (UNICEF)** and the **Fédération Internationale de Football Association (FIFA)** launched a new "**Goals for Girls!**" campaign to use sports as a tool for gender equality. The main goals of the campaign are to promote education for girls, child-

friendly schools and schools that encourage gender-sensitive learning. According to an article from UNICEF on “FIFA Women’s World Cup China 2007”, a major focus of the campaign is on **China, a country with 20 per cent of the world’s women and girls**. FIFA and UNICEF have been long-time partners on other collaborations for female empowerment.

- Career women in Japan still experience significant hardship. In an article entitled “**Career Women in Japan Find a Blocked Path**”, the author wrote about Yukako Kurose, a career-minded Japanese woman who started to work in 1986 after Japan passed its first equal opportunity law. She worked in the corporate office of a department store. However, her hopes for a great career ended 15 years ago when she gave birth. Yukako was not promoted at all after she started to leave the office before 6.30 p.m. to pick up her child in school. She was merely given clerical assignments. Yukako then quit her job. In April 1986, the Japanese Equal Employment Opportunity (EEO) Law of 1985 went into effect. This law prohibits gender discrimination with respect to vocational training, fringe benefits, retirement and dismissal. It also urges firms to try to equalize opportunity with regard to recruitment, hiring, job assignment and promotion. When this law went into effect, women worked in construction sites, factories, and even worked as cab drivers. Decision-making positions belonged to men. In 1985, the International Labour Organization (ILO) reported that women held only **6.6 per cent of management jobs** in Japanese companies and government. Twenty years later in 2005 that number had **only risen to 10.1 per cent**, even though Japan’s 27 million working women made up almost half its work force. In contrast, American women already held 42.5 per cent management positions in the United States. In Japan, lawsuits are rarely pursued because of cultural aversion and the Labour Ministry has not agreed to publish names of violators. According to the United Nations Development Programme’s gender empowerment measure, **Japan ranks as the most unequal of the world’s richest**. This situation in Japan is largely due to the culture of working from morning until midnight. “If expected to work 15 hours a day, then most women will give up”, said Kuniko Inoguchi, a former cabinet minister in charge of gender equality. “Japan is losing half of its brainpower as it faces a labour shortage.” He told *The New York Times*, “**Birthrates here are declining because of a lack of equality for women. The population shortage is forcing a change in attitudes.**” Because of the required long working hours, women leave their jobs especially when they have growing children to care for, while other women remain single. These are women in their 30s. Currently, however, the article stated that women advocates revealed that change is forced in Japan due to its diminishing population. Corporations need talented

people, and some companies have started to hire women to fill in and to be trained for managerial positions in the future. Such a change is essential for the good of Japanese companies as well as for survival.

- The United Nations Population Fund (UNFPA) organized, in conjunction with the Economic Commission for Latin America and the Caribbean (ECLAC) 10th Regional Conference on Women, an event on 10 August 2007 in Quito, Ecuador, “**Towards a New Social and Gender Pact: Shared Responsibility for Productive and Reproductive Work in Latin America and the Caribbean**”. The discussion emphasized the high rate of women in Latin America who are currently employed but are unable to achieve optimal financial success due to their family responsibilities, such as childcare. Likewise, their salaries are lower than those of men for comparable work. The poorest countries in Latin America and the Caribbean have the highest birth rates. **UNFPA Director, Marcela Suazo, called for both men and women to share responsibility in caregiving.**
- **Young women in major American cities** such as New York, Dallas, Los Angeles, Chicago, Boston and Minneapolis are **making more money than their male peers**, according to a *New York Times* August 2007 article. There are new female migration patterns, as women are not necessarily following their partner but are independently establishing themselves in major cities. Experts stated that a large number of these women are college graduates and are moving towards the cities. They are likely unmarried, do not have children and are highly career-minded.
- **There is an enormous lack of women in Asia.** The underlying reasons include: the decline of female births, particularly because of China and India’s single-child policy; the lack of care for female children, causing an increase in mortality; and the preference for sons to carry the surname of the family. In India, the dowry tradition, in particular, forces families to run up huge debts to marry a daughter. The Prenatal Diagnosis Techniques Act of 1994, adopted in India, forbids doctors to divulge the child’s gender before birth. However, this seems not to be strictly followed. China is campaigning to change the traditional mentality, and offers financial assistance to families who have a daughter. However, change is occurring, albeit slowly.

IN YOUR INTEREST

ADMINISTRATIVE INSTRUCTION

After-service health insurance (ST/AI/2007/3) provides the various provisions of the after-service health insurance programme, effective 1 July 2007. It informs staff about after-service health coverage, the terms of eligibility, contributions to the cost of after-service health insurance, cessation of coverage, insurance coverage for staff members married to other staff members, application documents for after-service health insurance coverage, and transfer from one health insurance plan to another.

SUMMARY OF AN ARTICLE FROM WOMEN NEWS NETWORK (Lys Anzia, 28 August 2007)

Summary by: Cynthia C. Gale (OSAGI/DESA)

During the fourth annual Women's Parliament Conference in Cape Town, South Africa, on 28 August 2007, Deputy President Phumzile Mlambo-Ngcuka stressed the value of education for girls. She said, "**Educate a woman, you educate a nation.**" There are gender gaps in Africa because of the region's patriarchal customs. Women have their traditional roles as homemakers, and the leaders of the country do not see the importance of education for them. The article mentioned that many girls are kept from school to work, and many girls marry and are encouraged to give up their education to have children. UNICEF reported that, "Many schools are not child- or girl-friendly. Some are situated far from home, exposing girls to danger when they walk to and from school. Girls trying to stay in school are also at risk of being sexually harassed and exploited in schools by teachers and fellow students." The writer further stated that even teachers in school take advantage of girls and sexually assault them. In addition, girls and boys do not have exclusive bathrooms, and girls are faced with the danger of being sexually harassed. As a result, they prefer to stay away from school. School administrators do not go after the perpetrators, which evidently increases incidents of sexual abuse and violence. Advocates initiated programmes to foster the development of girls and women in the country:

- Deputy Minister of Trade and Industry, Elizabeth Thabethe, created a finance programme called the "**Women Entrepreneurs Fund**", the goal of which is to educate women to become independent by being business entrepreneurs.
- The **Girls' Education Movement (GEM)**, which consists of young people and other communities, united to promote education by giving importance to math, science and all new technological skills to girls so that they would increase their participation in society.

- Oprah Winfrey opened a **school for "disadvantaged girls"** in Johannesburg. The author stated that Oprah believed that educating girls would change the country. Ms. Winfrey stated that, "Girls who are educated are less likely to get HIV/AIDS, and in this country which has such a pandemic, we have to begin to change the pandemic."
- The **Association of South African Women in Science and Engineering (SA WISE)** promoted the advancement of girls by encouraging them to study science and technology subjects so that they could be scientists and engineers in the future. They believe it is advantageous for girls in Africa to apply scientific knowledge in their day-to-day lives.

The writer emphasized the values of education for girls and women, including sex education. Girls have to learn to say no to sex, and need to be informed about the dangers of HIV/AIDS. **With education, a bright future could rightfully belong to women in Africa.** ■

VIOLENCE AGAINST WOMEN

- The issue of **female circumcision was hotly debated this summer in Egypt**. After the **death of a 13-year-old girl** in the rural community of Kafr Al Manshi Abou Hamar, the **Government shut down the clinic**, an unusual action that sparked much outrage among local men. Furthermore, the **Government issued a decree** banning health-care workers from performing the procedure, and also **issued a booklet** explaining why Islam does not call for the practice. In addition, it produced television advertisements and established a national hotline to increase public awareness of the practice. Egypt's highest religious officials, Sheikh Ali Gomaa and Sheikh Muhammad Sayyid Tantawi, also **publicly denounced female circumcision**. Anthropologist Marie Assaad, an activist opposing the practice, told *The New York Times*, "I never thought I would live to see this day." **In its 1990 General Recommendation No. 14, the Committee on the Elimination of Discrimination against Women (CEDAW)** recommends that States Parties "take appropriate and effective measures with a view to eradicating the practice of female circumcision".

- The International Rescue Committee (IRC) has led in global humanitarian relief for many years. It provides prompt and efficient support to areas inflicted with violence and poverty. In an article last 14 August 2007, **the IRC reported that it has helped to combat sexual violence in Liberia and has fostered awareness of the problem around the country.** In addition, it has trained justice officials and community leaders in how to extend legal assistance to the victims. Sexual violence on women is still prevalent after the civil war in the country in spite of the establishment of anti-rape laws and presence of female government officials. Issues such as corruption, the non-cooperation of justice officials and shortage of judicial resources are the prevailing causes of this situation. An IRC official said that they still have substantial work to do to overcome sexual violence in the country. She stated, “But greater awareness, easier access to courts and to legal assistance, and an increasingly serious commitment on the part of the justice sector to punish perpetrators of sexual violence are slowly reversing decades of impunity.” ■

NEWS FROM THE FIELD

- In Malaysia’s capital, Kuala Lumpur, **a free clinic supported by the Office of the United Nations High Commissioner for Refugees (UNHCR)** recently drew more than 300 women during its opening on 18 September 2007. The clinic, the first of its kind, was organized by UNHCR and funded by the private Obstetrical and Gynaecological Society of Malaysia and the I. S. Puvan OBGYN Foundation. The clinic offered a variety of free services such as Pap smears, breast examinations, blood glucose and blood pressure tests, and HIV testing and counselling. The majority of women who utilized the clinic’s services were refugees. **Women refugees constitute 30 per cent of the 37,000 UNHCR-registered refugees in Kuala Lumpur.** ■

WOMEN’S HEALTH

- The theme of this year’s **World Population Day** on 11 July was “**Men as Partners in Maternal Health**”. UN Secretary-General Ban Ki-moon stated, “The support of an informed husband improves pregnancy and childbirth outcomes and can mean the difference between life and death in cases of complications, when women need immediate medical care. And supportive fathers can play an important role in the love, care and nurturance of their children.” One part of the United Nations Population Fund (UNFPA) campaign was “Men at Work”. The posters were designed to look like traditional road signs and they depicted men being active parents.

- The international community launched an initiative on 26 September 2007, **Deliver Now for Women and Children**, to end maternal and child mortality. According to the World Health Organization, **over 10 million preventable deaths of women and children** still occur each year, more than those resulting from AIDS and TB combined. **Norway has donated US\$ 1 billion** to the campaign; other major donors include Canada, Denmark, France, Germany and the United Kingdom of Great Britain and Northern Ireland. Deliver Now marks a strengthened effort by governments and organizations to reach Millennium Development Goals 4 and 5, which call for a two-thirds reduction in child deaths and a three-quarters reduction in maternal mortality by 2015.
- **UNFPA and the United Nations Children’s Fund (UNICEF) joined forces to launch a US\$ 44 million programme to reduce female genital mutilation/cutting (FGM/C) by 40 per cent by 2015.** Female genital mutilation is prevalent in many African countries, as well as in some Middle Eastern and Asian countries. FGM/C is the partial or total removal of the external female genital organs done for cultural or non-medical reasons. The practice has serious physical and psychological effects on women. Government and religious leaders, civil society, medical providers and the media cooperate with these UN agencies. UNFPA reported that between 2 and 3 million women as well as girls are subjected to this practice. Reducing and/or eliminating this practice would improve the health of women, increase child mortality and enhance female empowerment. ■

RECOMMENDED READING

Sex Discrimination in the Workplace: Multidisciplinary Perspectives by editors Faye J. Crosby, Margaret S. Stockdale and S. Ann Ropp

The book offers expert and comprehensive treatment, approaches and interventions on the subject of sex discrimination. The solutions presented cover individual, organizational and societal perspectives. Consisting of various essays on the subject matter, the book informs and arms the readers with valuable information about discrimination in the workplace, irrespective of whether or not the reader may be a victim of discrimination.



ESCWA Centre for Women Newsletter

The Economic and Social Commission of Western Asia established its Centre for Women on 1 October 2003 following the Commission's adoption of Resolution 240 (XXII) which recognizes that part of development is the empowerment of women. **The Centre issues a monthly newsletter to raise gender awareness and responsiveness by focusing on the different dimensions of gender in various areas such as health, education, politics and the economy.** It can be accessed from www.escwa.org.lb

A Holistic Approach to the Abandonment of Female Genital Mutilation/Cutting

This is a publication prepared by Khadija Hashi and Leyla Sharafi of the Culture, Gender and Human Rights Branch, Technical Support Division/UNFPA.

The practice of female genital mutilation/cutting (FGM/C) has a negative health impact on women and girls and is also a violation of their human rights. The authors discuss its prevalence, the types of female genital mutilation/cutting, its impact on the health of women, the reasons for its practice and emerging trends. UNFPA also discusses how it addresses FGM/C in a holistic manner. Equally important, the publication states the lessons learned by UNFPA in its efforts to end FGM/C.

The Future for Women

Authors Marchiene and Leigh present humanity as a bird which needs to fly together with both wings just as men and women need to function with and for each other **both empowered as equal partners** in different sectors of society. ■

WEBSITES

<http://cgrs.uchastings.edu/>

This is the website of the Centre for Gender and Refugee Studies (CGRS), whose mission is the protection of the human rights of refugee women and girls. It is involved in protection, research and advocacy initiatives on human rights violations against women refugees.

<http://www.who.int/gender/en/>

The Department of Gender, Women and Health of the World Health Organization's website focuses on promoting gender perspectives in the work of the organization. It provides information on how discrimination against women can be detrimental to achieving good health and well-being.

<http://www.popcouncil.org/about/index.html>

The Population Council was founded by John D. Rockefeller, III, in 1952 in his belief that diverse populations need to be cared for to improve the quality of their lives and to enable them to fully develop their potential. The Council conducts global research to develop policies and programmes on various issues, **including gender** and family dynamics. ■

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/Network>

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