



## LAUNCH OF UN WOMEN – CELEBRATING A POWERFUL NEW DRIVER OF WOMEN’S EQUALITY



On 24 February 2011, the United Nations celebrated the historic launch of UN Women, its newest organization. The launch event took place in the United Nations General Assembly Hall and was attended by luminaries from the worlds of politics, entertainment, business, the media, music and film.

UN Women represents the United Nations’ most ambitious effort ever to accelerate actions to achieve gender equality. “With the birth of UN Women, we welcome a powerful new agent for progress on gender equality and women’s empowerment,” said United Nations Secretary-General Ban Ki-moon. “The challenges are great, but I believe that with the new energy, the new momentum and the new authority that UN Women brings, these challenges will be met. True gender equality should be our shared legacy in the 21st Century.”

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# *Letter from the Focal Point for Women*

*Dear Friends,*

*We at UN Women are delighted to bring you this first issue of Network for the year 2011. As many of you may know, UN Women came into being on 1 January 2011 and merges four offices including the United Nations Development Fund for Women (UNIFEM), the International Research and Training Institute for the Advancement of Women (INSTRAW), and the Office of the Special Adviser on Gender Issues and Advancement of Women (OSAGI). The Focal Point for Women is now located in this new entity, specifically in the Coordination Division of UN Women, which has taken on the mandate to advocate for, monitor and report on all matters with a bearing on the improvement in the status of women in the UN system.*

*UN Women has become a reality thanks to years of determined advocacy, practical actions and enlightened policymaking by Member States and all those who share our vision. In this very special issue of Network we celebrate the launch of UN Women as a new, more powerful, dynamic and effective entity for gender equality and women's empowerment under the vibrant leadership of the former President of Chile, Ms. Michelle Bachelet. We congratulate her and support her as she moves forward with the agenda of truly reaching the goals of gender equality and women's empowerment in the 21st Century, globally and also within the United Nations system, which, as the Secretary-General emphasized, must "lead by example". We are confident that her strong leadership, her well-honed political skills, and her remarkable ability to garner resources will enable us to improve the lives of millions of women and girls throughout the world.*

*In this issue, we highlight celebrations including the launch of UN Women, 100 years of International Women's Day, and the new peacebuilding initiative launched by Michelle Bachelet to boost women's role in conflict resolution. Around the world, we look at advocacy for women's participation in elections in Egypt and using sports as a channel to advance women's empowerment in Israel and the Occupied Palestinian Territories.*

*While we aim to report with greater focus on matters related to the representation of women, we are at the same time trying to bring the broader United Nations to you, viewing significant events through the lens of gender and, wherever possible, representation in particular. In this issue, you will find reports on Secretary-General Ban Ki-moon's participation in the Session of the Accountability Commission for Women and Children's Health; on the Organization for Economic Co-operation and Development (OECD) review of the 10 countries with the best work/life balance; on gaps in women's leadership reported by Princeton University; and much much more.*

*We hope you will enjoy reading this issue, which reflects UN Women's promise to pursue its commitment to support the empowerment of women with renewed energy and dynamism.*

*In solidarity,*

*Aparna Mehrotra  
Senior Adviser for Coordination and  
Focal Point for Women in the UN system  
Coordination Division, UN Women*



## LAUNCH OF UN WOMEN *(continued from p. 1)*

Michelle Bachelet, the first Executive Director of UN Women, called the launch the first of many important milestones in the global pursuit of gender equality. She emphasized that the decision to establish UN Women reflects ongoing frustration with the slow pace of change:

“Think of how much more we can do once women are fully empowered as active agents of change and progress within their societies. Historically, we are at a point of great potential and change for women. Now we must seize that opportunity”, said Ms. Bachelet, adding that her own experience has taught her that there is no limit to what women can do.

UN Women Goodwill Ambassador and Academy Award winner Nicole Kidman described her personal experiences of seeing women change the world: “There are incredible testimonies of resilience, strength and dignity — and ultimately of hope.” She added that she felt both pleasure and pride at being with UN Women, the new, strong voice for women around the world.

H.R.H. Princess Cristina of Spain, in her capacity as President of the Institute of Health of Barcelona, urged broader understanding of how an investment in women is an investment in families, communities and nations. Citing uneven progress on aspects of the Millennium Development Goals (MDGs) such as reduced maternal mortality, she called on “all stakeholders and champions – governments, foundations, the private sector, civil society, academic institutions and individuals – to invest in women’s empowerment as an instrumental strategy to achieve the MDGs.”

Ms. Juju Chang, news anchor for ABC’s *Good Morning America*, served as emcee at the celebration. Other speakers included United Nations General Assembly President Joseph

Deiss; President of the UN Women Executive Board and former Foreign Minister of Nigeria, Ambassador Joy Ogwu; Nepalese activist Bandana Rana; and former Commander of the all-female Formed Police Unit in Liberia, Rakhi Sahi.

Ted Turner, CNN founder and Chairman of the United Nations Foundation, urged men and the private sector to get involved in achieving gender equality. Actress Geena Davis highlighted the role of the media in promoting positive images. Singer Shakira offered a special message emphasizing the importance of education. The event concluded with the performance of the song “One Woman”, which was written for the occasion, with lyrics by Beth Blatt, and music co-composed by Graham Lyle and Clay.

A webcast of the launch of UN Women is available at <http://bit.ly/unwomenlaunch>

### CONGRATULATIONS TO ...

**Lakshmi Puri** of India on her appointment by Secretary-General Ban Ki-moon to the position of Assistant Secretary-General and Deputy Executive Director for Intergovernmental Support and Strategic Partnerships at UN Women. Ms. Puri brings a wealth of experience to the position, including a long career at the United Nations Conference on Trade and Development. She has also worked in various capacities for gender equality and women’s empowerment, human rights and peace and security.

**John Hendra** of Canada on his appointment as UN Women’s Assistant Secretary-General for Policy and Programmes. Mr. Hendra brings to the body a wealth of experience, including that gained in a career spanning two decades in development programming in a number of



positions in the United Nations, with a posting as Resident Coordinator in Viet Nam and stints in Tanzania and Latvia.

**Sahle-Work Zewde** of Ethiopia on her appointment as the Director-General of the United Nations Office in Nairobi (UNON). She becomes the first person to serve in the newly created position at the level of Under-Secretary-General. Previously Ms. Zewde was Special Representative and Head of the UN Integrated Peacebuilding Office in the Central African Republic (BINUCA).

**Kassym-Jomart Tokayev** of Kazakhstan on his appointment as Director-General of the United Nations Office at Geneva (UNOG), becoming the first Asian to serve in that capacity. Mr. Tokayev has previously served as his country's Prime Minister, Foreign Minister and Chairman of the Senate. He also has extensive knowledge on issues and deliberations of the Conference on Disarmament.

**Abou Moussa** of Chad on the announcement of the Secretary-General's intention to appoint him as the Special Representative and Head of the newly established United Nations Regional Office for Central Africa (UNOCA) in Libreville, Gabon. Mr. Moussa currently holds the position of the Secretary-General's Principal Deputy Special Representative in Côte d'Ivoire.

## AROUND THE UN ...

### **International Women's Day 2011: time to make the promise of equality a reality**

A hundred years ago today, women across the world took a historic step on the long road to equality.

The first ever International Women's Day held on 19 March 1911 drew attention to the unacceptable and often dangerous working

conditions that so many women faced worldwide. Established during the Socialist International meeting in 1910, it brought more than a million women out onto the streets, demanding not just better conditions at work but also the right to vote, to hold office and to be equal partners with men.

"On this centenary, we celebrate the significant progress that has been achieved through determined advocacy, practical action and enlightened policy making. Yet, in too many countries and societies, women remain second-class citizens" said Secretary-General Ban Ki-moon. In his International Women's Day message, he emphasized that the launch this year of UN Women demonstrated the intention to continue and strengthen efforts to further this agenda. He reaffirmed that only through women's full and equal participation in all areas of public and private life can one hope to achieve the sustainable, peaceful and just society promised in the United Nations Charter. This year, International Women's Day focused on equal access to education, training and science and technology, which Secretary-General Ban Ki-moon said would aid women to improve the health and well-being of their families, take advantage of income-earning opportunities, and protect themselves from exploitation and vulnerability through use of cell phones and the Internet. Access to such tools, backed up by education and training, he said could help women to break the cycle of poverty, combat injustice and exercise their rights.

When the first International Women's Day was celebrated, only two countries allowed women to vote. Today, that right is virtually universal and women have now been elected to lead governments in every continent. Women also hold leading positions in professions from which they were once banned. UN Women Executive Director Michelle Bachelet noted that despite this and other progress over the past century, the hopes of equality expressed on that first International Women's Day are a long way



from being realized. Almost two out of three illiterate adults are women. Girls are still less likely to be in school than boys. Every 90 seconds, a woman dies in pregnancy or due to childbirth-related complications that can be prevented or treated. She went on to stress that it is not only women who pay the price for this discrimination; we all suffer for failing to make the most of half the world's talent and potential. We undermine the quality of our democracy, the strength of our economies, the health of our societies and the sustainability of peace. This year's focus of International Women's Day – equal access to education, training, science and technology – underscores the need to tap this potential.

UN Women organized and co-sponsored a number of events around the world to commemorate International Women's Day. A complete listing of these events is available at <http://www.unwomen.org:80/news-events/international-womens-day/calendar-of-events/>

International Women's Day also saw the launch of the *World Development Report 2012: Gender Equality and Development* website. Equality between men and women is a crucial factor in development and, in recognition of this, the World Bank decided to focus on this topic in its forthcoming *World Development Report* (WDR), due to be launched in September 2011. Gender was chosen as the focus for the report in part because gender equality can lead to better development outcomes and because, as Nobel Prize laureate Amartya Sen asserted, development is a process of expanding freedoms equally for all individuals. This view assumes that gender equality is a core goal in and of itself and that people's welfare should not be determined by their birthplace or sex.

The 2012 WDR analyses the wide swathe of literature on gender and development and highlights the impressive progress made in gender indicators on many fronts. However, it also reveals that in many domains – whether in the realms of power and decision making or

maternal health – outcomes for women have improved very slowly, if at all.

The WDR 2012 seeks to break new ground by drawing from a rich array of new research, including a multi-country qualitative study of gender and economic choices. This provides first-hand evidence of how men and women “do gender” in their everyday lives and how their roles are changing. The study encompasses field research in 19 countries in six developing regions, with 500 focus groups in 98 communities. More than 100 local researchers talked with 4,000 individuals of a wide variety of ages, income levels, ethnicities and religions.

#### **From fighting poverty to building a safer world, United Nations Secretary-General outlines the priorities for 2011**



**United Nations Secretary-General Ban Ki-moon, 14 January 2011.**

In his first press conference of 2011, Secretary-General Ban Ki-moon set out the agenda for the United Nations for the coming year. He listed seven strategic goals that ranged from promoting sustainable development and mitigating climate change, to empowering women, to keeping nuclear weapons out of the hands of terrorists.

“Success in rising to the challenge does not belong to any one of us,” he told the 192-member General Assembly. Speaking at a news conference, he cautioned: “If 2010 was a challenging year for the United Nations,

2011 will be even more so,” adding: “Let us lead with action.” He pledged to promote full participation and gender equality, combat violence against women and increase their representation in senior United Nations leadership posts. “Take any issue – climate change, development, peace and security: when women are part of the vision, the world sees better results,” he stressed. Finally, the Secretary-General pledged to strengthen the United Nations from within by building a more modern, flexible organization, better able to meet the challenges of the 21st Century. “All of us will benefit from a United Nations that is ever more transparent, more accountable, more efficient, effective, and mobile,” he said.

#### **Fifty-Fifth Session of the Commission on the Status of Women**

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The fifty-fifth session of the Commission on the Status of Women took place at United Nations Headquarters in New York from 22 February to 4 March, and on 14 March 2011.

The two-week session convened in order to share innovations, best practices and successful experiences; to discuss gaps and challenges in implementing commitments; and to agree new ways of overcoming obstacles to achieving gender equality and women’s empowerment.

The Commission considered issues of access, quality, and outcomes of education, as well as access to science and technology. In her concluding remarks at the session, UN Women Executive Director Michelle Bachelet said that the transition from education to the world of work remains fraught with challenges and the continuing weaknesses in the global economic and financial situation is exacerbating these challenges and making gender-sensitive and targeted action especially urgent. She welcomed the agreed the conclusions of the Commission on the following six key areas:

- strengthening national legislation, policies and programmes;

- expanding access and participation in education;
- strengthening gender-sensitive, quality education and training, including in the fields of science and technology;
- supporting the transition from education to full employment and decent work;
- increasing retention and progression of women in employment in science and technology; and
- making science and technology responsive to women’s needs.

The agreed conclusions noted that quality education and equal access and participation in science and technology for women of all ages are an economic necessity as well as an imperative for achieving gender equality and the empowerment of women. They can provide women with the knowledge and understanding necessary for lifelong learning, employment, better physical and mental health, as well as full participation in social, economic and political development. While the agreed conclusions reflect Member States’ commitment, they are only a first step. These commitments must be followed-up at the national level, said Michele Bachelet, calling on all stakeholders to take action, and to build the necessary partnerships for progress.

The Commission meeting also evaluated progress, identified obstacles and challenges, and highlighted necessary steps and measures for the 2011 review theme, the elimination of discrimination and violence against the girl child. UN Women committed to work with partners to help highlight the situation of the girl child in laws, policies and programmes.

On 1 March the Commission adopted a **resolution to mainstream gender equality and promote the empowerment of women in climate change policies and strategies**. Resolution E/CN.6/2011/L.1 is the first resolution by the Commission to address the link between gender equality and climate change. The Mission of the Philippines chaired the negotiations and worked with Member



States to achieve consensus. In the end, 53 Member States co-sponsored the resolution, evidence of the broad overall support it commanded. The resolution reflects existing international conventions and frameworks on women's empowerment and climate change and reaffirms commitments in relevant instruments. These include: the Beijing Platform for Action under the area of "Women and the environment"; the Hyogo Framework for Action; Human Rights Council resolution 10/4 on climate change; and the United Nations Framework Convention on Climate Change – Cancun Agreements. All state that gender equality and the participation of women in decision-making is important to all aspects of climate change

#### **Michelle Bachelet announces new peacebuilding initiative**



On 3 March 2011, UN Women Executive Director Michelle Bachelet announced a new initiative to boost women's roles in conflict resolution. In an address at the Roosevelt House Public Policy Institute, she described how UN Women will create an international roster of gender experts who can be rapidly deployed to work on issues such as constitutional law, electoral and party law, and legal aid, all of which are critical to post-conflict reconstruction processes. The roster aims to help women's associations organize themselves so that they can participate fully and effectively in peace processes. Speaking about this new initiative, Ms. Bachelet said: "It will act as a force multiplier for local

women's movements that have seen their ranks decimated by conflict and instability." She added that timely technical support would translate women's concerns into lasting institutional reforms to maintain women's participation.

In her address, Ms. Bachelet also discussed challenges in implementing the UN Security Council's five resolutions on women, peace and security. She described the international community's response to the protection of women during and after conflict, and its efforts to engage women in peacebuilding as "at best, mixed". However, she noted that the international community has recently improved its ability to address the needs of women survivors of conflict, particularly tackling widespread and systematic sexual violence.

Recent Security Council resolutions have enabled a shift from humanitarian reaction to protective responses that recognize the need for gender-specific security measures to prevent mass atrocities. In support of this shift, UN Women contributes to pre-deployment training for peacekeepers to prevent sexual violence, which is often rampant even after the formal cessation of hostilities.

Ms. Bachelet noted that markedly little progress has been made in engaging women in conflict resolution and long-term peacebuilding. She cited women's persistently low participation in peace talks, where women average fewer than one in 10 negotiators. There is continued under-investment in women's employment or livelihood needs after conflict, with only an estimated 5 percent of post-conflict funds available for activities specific to women and gender equality.

A lack of funding for women's organizations typically leaves them poorly equipped to insist on inclusion in conflict resolution and recovery efforts. Limited expertise in governance, judicial processes and economic

recovery also delays women's ability to share in the peace dividend.

Ms. Bachelet highlighted a recently adopted United Nations organization-wide strategy that aims to address some of these constraints. The **Secretary-General's 2010 Action Plan on Gender-Responsive Peacebuilding** is being implemented by the Peacebuilding Support Office in partnership with UN Women.

The plan is geared to ensuring that women are consulted during peace talks; that measures such as quotas bolster women's engagement in post-conflict elections; that post-conflict employment programmes benefit women and men equally; and that reforms to security and justice institutions address threats to women. The Secretary-General has committed all United Nations entities to dedicating at least 15 percent of post-conflict spending to initiatives for women's empowerment.

#### **United Nations Secretary-General discusses global issues with entertainment industry**

As part of a United Nations initiative to raise the profile of critical global issues in partnership with the international film and television industries, Secretary-General Ban Ki-moon attended a forum in Los Angeles on 21/22 September 2011 to discuss climate change and environment, and the empowerment of women and protection of children, with the creative community in Los Angeles. He also took part in a Facebook Town Hall via online video-link to promote the use of social media as a platform to raise awareness and funding for critical global issues. The UN has collaborated with the entertainment industry on a number of projects under the Secretary-General's Creative Community Outreach Initiative (CCOI). As part of the Initiative, the UN Department of Public Information (DPI) provides film, new media, television, and documentary producers around the world

with access to information about the work of the UN and its priority issues, as well as offer logistical advice and assistance.

#### **United Nations Secretary-General opens a meeting of university presidents on women's empowerment**

Secretary-General Ban Ki-moon opened the fifth meeting of the Global Colloquium of University Presidents at the University of Pennsylvania on 30 March 2011. The Global Colloquium is a network of university presidents from around the world who are committed to addressing global public policy problems. Some 30 university presidents attended the event whose theme this year was "Empowering Women to Change the World: What Universities and the UN Can Do." Participants discussed the global challenges to empowering women and girls and what universities and the United Nations can do to advance the participation and leadership of women in their societies and in the global community.

### **AROUND THE WORLD ...**

#### **A watchdog to monitor women's participation in Egypt**



Ensuring women's participation is the key to building a democratic and well-governed Egypt. Although women were granted full



political rights more than 50 years ago, they have yet to achieve equal access to decision-making positions and participatory democracy. An initiative backed by the United Nations Democracy Fund (UNDEF) in February 2011 aims to strengthen women's participation, including in the coming elections. The project, implemented by the Egyptian Center for Women's Rights, has established a watchdog to monitor women's political and institutional access, while training women leaders to take part effectively in electoral campaigns.

### **UN envoy on sport for peace cheers young Palestinian women footballers**

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The United Nations Special Adviser on Sport for Development and Peace, Wilfried Lemke, concluded a five-day mission to Israel and the Occupied Palestinian Territories on 10 February 2011 by watching a football match between two women's teams in the West Bank, an event he said filled him with optimism for the cause of gender equality in the region.

The Special Adviser to the Secretary-General said in a press release: "I very strongly support this important development of the launch of the Palestinian Women's Football League. Today was not only a football match but a remarkable breakthrough in the advancement of gender equality in the region." "For young children in the area, especially girls who have seen so much

hardship in their lives, to see these young women and role models realizing their dream and playing football will be a source of inspiration and hope," he added.

During the mission, Mr. Lemke also met Palestinian Authority President Mahmoud Abbas and the Israeli Minister of Culture and Sport, Limor Livnat, to discuss how sport can contribute to the peaceful development of the region.

Mr. Lemke's trip followed last month's historic meeting at the International Olympic Committee headquarters in Lausanne, Switzerland, between representatives of both the Israeli and Palestinian Olympic Committees. "Last month in Lausanne, we saw the power that sport can have in bringing people to the table, to facilitate dialogue and to begin the process of cooperation and understanding. It is important to keep this momentum and good spirit going to achieve concrete mutual understanding for the benefit of the athletes in the region," said Mr. Lemke.

### **Women have a key role to play in Sierra Leone's redevelopment**

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Michael von der Schulenburg, head of the United Nations Integrated Peacebuilding Office in Sierra Leone, told a press conference that women in particular have a critical role to play in cementing Sierra Leone's transition from conflict to peace and development.

He said that another test will be the level of participation of women in political decision-making and called for a goal of having women comprise 30 percent of parliamentarians and district councillors after next year's elections.

Women currently comprise only 12 percent of Sierra Leone's parliamentarians, added Jabbie Kabbah, President of the All Political Parties Women Association, which was established to give women a greater voice, regardless of their political party.

### **Secretary-General attends the first meeting of the Accountability Commission for Women's and Children's Health**

Secretary General Ban Ki-moon attended the first meeting of the Accountability Commission for Women's and Children's Health on 26 January 2011 at the World Health Organization (WHO) in Geneva. Co-chaired by Prime Minister Stephen Harper of Canada and President Jakaya Mrisho Kikwete of Tanzania, the Commission is working on a framework for global reporting, oversight and accountability on women's and children's health. This includes the creation of a system to track whether donations are made on time, whether resources are spent wisely and transparently, and whether the desired results are achieved. Vice-Chairs, Hamadoun Touré, Secretary-General of the International Telecommunication Union (ITU), and Margaret Chan, Director-General the WHO, supported discussions focused on papers from the two expert technical Working Groups with 30 high-level commissioners from government, civil society, academia and multi-lateral agencies.

President Kikwete emphasized the challenge ahead: "The (MDGs) on maternal and child health are lagging far behind target." However, Prime Minister Harper's message was one of hope. In his opening statement he said: "Improvements to the health, education and living conditions of millions of women and children will mean a wave of hope that will ripple through the developing world."

The Commission was formed in December 2010 following the launch of the United Nations Global Strategy for Women's and Children's Health in September with global pledges of US\$40 billion for MDGs 4 and 5. The Commission will present its report in May 2011.

### **A groundbreaking new meningitis vaccine is changing lives in sub-Saharan Africa.**

A powerful solution is now available that will stop deadly meningitis in its tracks. Burkina Faso, Mali, and Niger launched the first mass vaccination campaigns with the MenAfriVac™ vaccine in December 2010.

To date, more than 19.5 million people have received the vaccine, which was developed specifically to protect from meningococcal A meningitis, the strain of the disease most destructive to people living in Africa's meningitis belt.

MenAfriVac™ represents many milestones for the region:

- the first time in history that a vaccine has been specifically designed for Africa;
- the first vaccine ever introduced in Africa before reaching any other continent; and
- the first time mothers will not have to live in fear that a meningitis epidemic will take away their children and destroy lives.

Created through the Meningitis Vaccine Project, a unique partnership between PATH and the WHO, the vaccine has the potential to change the lives of hundreds of millions of people. Developed at less than one tenth the cost of a typical new vaccine, it is a groundbreaking solution that represents hope for a region that, until now, has lived in fear each time the strong winds of the dry season begin to blow.

The vaccine will reach millions more in the 25 countries of the meningitis belt over the next few years, providing widespread protection against an epidemic that has affected communities in sub-Saharan Africa for more than a century.

For more information see

<http://www.path.org/menafriVac/index.php>

## **Saving Lives at Birth: A Grand Challenge for Development**

Saving Lives at Birth: A Grand Challenge for Development, was launched on 9 March 2011 to seek innovative prevention and treatment approaches for pregnant women and newborns in rural, low-resource settings. This partnership leverages the collective resources of the US Agency for International Development (USAID), the Government of Norway, the Bill & Melinda Gates Foundation, Grand Challenges Canada, and The World Bank. Partners expect to provide nearly US\$14 million for this grant programme's first round of funding.

Over five years, the partners aim to invest at least US\$50 million in groundbreaking and sustainable projects with the potential to have a transformative effect on the lives of pregnant women and their babies in the hardest to reach corners of the world.

At an event in Washington, D.C., Secretary of State Hillary Clinton; USAID Administrator Rajiv Shah; the Special advisor to the Prime Minister of Norway on global health, Dr. Tore

Godal; the co-chair of the Bill & Melinda Gates Foundation, Melinda Gates; the CEO of Grand Challenges Canada, Dr. Peter A. Singer; the World Bank Vice-President for Human Development, Tamar Manuelyan Atinc; and the White House Director of the Office of Science and Technology Policy, Dr. John P. Holdren, addressed the critical need for innovations that go beyond conventional approaches.

"To make advances in maternal and newborn health, our real opportunity lies in harnessing the power of innovation – scientific, technological, and behavioral – to build a continuum of invention from bench to bush," said USAID Administrator Shah. "Innovations in products and the platforms we use to deliver them will allow us to expand our reach to women who will likely never set foot inside a hospital."

The day of birth is still the most dangerous day for the mother and the newborn. This is the most brutal expression of discrimination against women," said Jonas Store, Foreign Minister of Norway. "Healthy mothers and newborns are the foundation of healthy and



**US Secretary of State Hillary Clinton and US Agency for International Development (USAID) Administrator Rajiv Shah deliver remarks at the launch of a global partnership on maternal and child health on 9 March 2011 in Washington, DC.**

prosperous societies," said Melinda Gates. "We must partner to develop new technologies and seek new ways of delivering solutions to women and children who need them most. This initiative will speed up progress we're already making – and will lead to new kinds of progress that we have yet to conceive."

"This new initiative is a great opportunity to bring more innovation to our shared goal of saving more mothers and babies in the poorest countries," said Tamar Manuelyan Atinc. "Our aim will be to leverage these pilots and take promising innovations to scale in order to make a real difference in poor people's lives. This requires working in close partnership with governments and national stakeholders."

"Shockingly, each year, in the brief window of time between the onset of labor and 48 hours after birth, 150,000 women and 1.6 million children die," said Dr. Peter A. Singer. "Today, we are starting to slam shut this window, and to save these lives, using innovation."

Currently, a pregnant African woman is 135 times more likely to die during childbirth than some of her Western counterparts. The goal of Saving Lives at Birth: A Grand Challenge for Development is to radically alter this staggering statistic in Africa and across all regions. Strong proposals will include bold ideas that look beyond conventional approaches in three main areas:

- (1) developing new technologies;
- (2) creating more reliable and efficient ways to deliver health services; and
- (3) engaging communities in novel ways and furthering understanding of the benefits to both mother and child when they receive health care at the time of birth.

For more information on Saving Lives at Birth: A Grand Challenge for Development visit [www.savinglivesatbirth.net](http://www.savinglivesatbirth.net).

## WORK/LIFE BALANCE

### The 10 countries with the best work/life balance

In times of economic uncertainty, personal lives can often fall victim to the pressures of the workplace, knocking the work/life balance out of whack. This may be true now more than ever, but not for all countries. The forthcoming report of the Organization For Economic Cooperation for Development (OECD), *the Better Life Initiative*, examines how various aspects of people's lives affect the general well-being of whole countries. In addition to taking into account factors such as housing and income, the OECD also looks at the work/life balance in each country. The OECD's Better Life Index on work/life balance is compiled using three indicators:

- (1) the amount of time spent on personal activities;
- (2) the employment rate of women with children between six and 14 years of age; and
- (3) the number of employees working more than 50 hours a week.

Habits vary among the 34 countries examined in the report. According to the data, Belgium has the most personal time, with an average of 16.61 hours a day, compared to the combined average of 15.46 hours. As for working mothers, Turkey has the least, with only 24 percent of women with children also holding down a paying job. The Netherlands and Sweden came joint top of the list for the least-overworked population, with only 0.01 percent of their respective populations regularly working more than 50 hours a week.

Overall the average person in OECD countries works 1,739 hours, or 217 days a year, and spends 64 percent of their day on leisure and personal activities. The top 10 countries with the best work/life balance according to the OECD report are: Denmark, Norway, Netherlands, Finland, Belgium, Switzerland, Sweden, Germany, Portugal, and France.



## IN YOUR INTEREST

### The US labour force

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In 2010:

■ Women made up 46.7 percent of the labour force.

■ 58.6 percent of all women aged 16 years and over were in the labour force, compared to 71.2 percent of all men.

■ Women held 51.5 percent of management, professional and related positions. However, this figure was very different for certain groups. African American women comprised 5.3 percent (2,751,000); Asian American women 2.8 percent (1,437,000); and Latinas 3.8 percent (1,952,000) of all people employed in management, professional, and related occupations.

In 2009:

■ 56.6 percent of all mothers with children under the age of one were in the labour force;

■ the participation rate in the labour force of parents with children under the age of 18 was 71.4 percent for mothers and 93.8 percent for fathers.

### Gender gap in leadership roles at Princeton University

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The Steering Committee on Undergraduate Women's Leadership at Princeton University released its final report in March 2011 after a year and a half of workshops, surveys and examinations of data on academic leadership and the participation of female students in University extracurricular activities. The 114-page report cites 10 themes of female undergraduate leadership that emerged from an examination of four facets of University life: the first-year experience; academic and faculty issues; social and extracurricular life; and alumni perspectives. The report also details recommendations for improving the opportunities for all students to excel.

The study uncovered a trend among female students to gravitate to behind-the-scenes positions in campus extracurricular activities, leaving men to hold more prominent or elected offices.

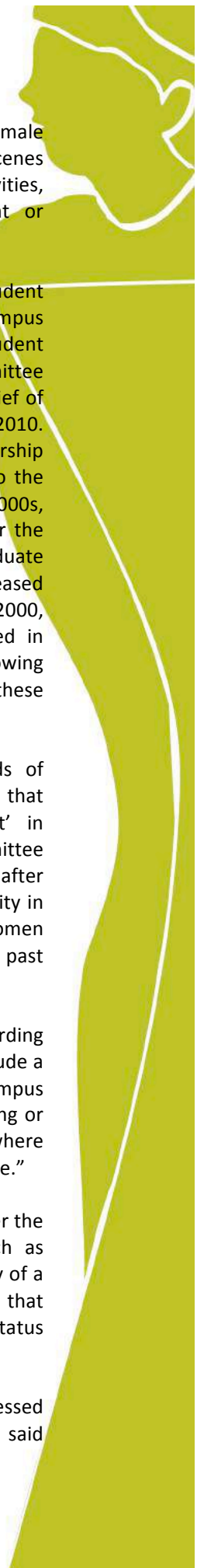
The Steering Committee examined student leaders in the "highest profile" campus leadership positions — University Student Government presidents, Honor Committee chairs, class presidents and editors-in-chief of *The Daily Princetonian* — from 1970 to 2010. Female representation in these leadership roles climbed steadily from the 1970s to the 1990s, then fell by nearly half in the 2000s, from 31.4 percent to 17.1 percent. Over the same period, the number of undergraduate women enrolled in the University increased steadily and approached 50 percent by 2000, "so that the fall-off in women involved in these high-profile posts in the following decade was even more dramatic than these figures show," the report states.

"Women are interested in many kinds of activities, and it is misleading to assume that only these most visible posts 'count' in assessing student leadership," the Committee states. "Nonetheless, it is notable that after decades of gradually gaining more visibility in such prominent positions on campus, women were less well represented in the past decade."

Possible reasons for the disparity, according to survey and focus-group feedback, include a negative image of traditional campus organizations as "sites for resume building or paper shuffling" rather than avenues where students can "actually get something done."

Women students also listed concerns over the personal exposure that a position such as eating club president or the high visibility of a campaign might entail as reasons that deterred them from seeking high-status leadership positions.

Some women who said they had expressed interest in more prominent posts also said



that they had been dissuaded from running for elected office because they had “gotten the message from peers that such posts should be held by men.” “Several alumnae and students told us that they had sought to run for president of an organization and were pressured to run for vice president or social chair instead, on the grounds that these posts are more suitable for women,” the Committee reported.

Even when peers and the faculty are supportive, however, the report describes how women undergraduates “undersell themselves,” or do not believe they have the skills or experience to seek elected office. Undergraduate women are therefore less likely than men to see themselves as appropriate for highly visible leadership posts.

The report found a significant gender imbalance in the most visible academic prizes and honours at the University. Furthermore, the University has endorsed more men than women applicants for the Rhodes scholarship in all but one of the past 10 years, and often by a large margin — 18 men to five women in 2000, for example, and 13 men to nine women in 2010.

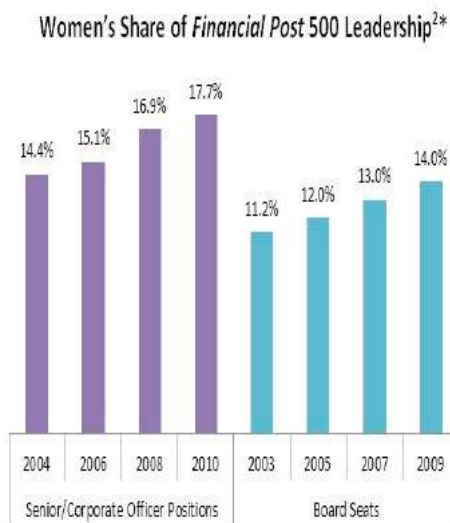
“The Committee notes that there are “subtle but real” differences in how male and female undergraduates approach their college years, and how they navigate the University once they arrive. The report states: “For those who may wonder why we need this committee in the first place, that is our answer.”

The report also stresses that the findings set out are not Princeton-specific, but rather that many of the patterns observed at the University are common to other similar institutions.

Available at  
<http://www.dailyprincetonian.com/2011/03/21/27935/>

## Women at the top

Women’s representation in Fortune 500 leadership positions has stagnated in recent years. Whereas women’s representation in *Financial Post* 500 leadership positions has slowly increased.



## Greater action needed to include women in peacekeeping



**Female police officers serving in United Nations peacekeeping operations in Haiti, 8 February 2011.**

Ten years after the Security Council called for greater involvement of women in peacebuilding, United Nations peacekeeping missions still have a mixed record, according to a study launched in February 2011.

“The impact study is a call to action to the senior leadership of peacekeeping to accelerate implementation of resolution 1325”, UN Under-Secretary-General for Peacekeeping Operations Alain Le Roy said, referring to the Security Council’s resolution of October 2000, which sought to end sexual violence against women and girls in armed conflict, and encourage greater participation by them in peacebuilding initiatives.

The study, carried out by the Department of Peacekeeping Operations (DPKO) and the Department of Field Support (DFS), calls on United Nations peacekeeping missions to work with local women, national authorities and Member States to increase the limited participation of women in peace negotiations, national security institutions and governance in post-conflict situations today.

The study notes that, despite some cases of enhanced political representation, women’s ability to contribute effectively to governing their societies is often hampered by persistent discrimination. Early and better coordinated planning by peacekeeping missions, across

the United Nations system and with national partners is required to ensure lasting and meaningful changes for women in post-conflict situations, it concludes.

“I will continue to prioritize this agenda and provide the necessary leadership to ensure that the entire peacekeeping family is effectively mobilized to support the building of more just and equal post-conflict societies,” Mr. Le Roy said, launching the **Ten-year Impact Study on Implementation of UN Security Council Resolution 1325 (2000) on Women, Peace and Security in Peacekeeping.**

Peacekeeping has played a crucial role in significant progress made in women’s participation in politics as voters, candidates and elected officials, with the most marked advances in countries where quotas are in place, such as Timor-Leste and Burundi, the study reported.

Peacekeeping missions have also influenced legal and judicial reforms by supporting the adoption of gender equality laws in several countries, including the Democratic Republic of Congo (DRC) and Sierra Leone. Deployments of patrols in high-risk areas in the Darfur region of Sudan and the DRC have also enhanced the protection of women.

But peacekeeping has not succeeded in significantly improving women’s participation in peace negotiations, the study found. This underscores the need for a strategy ensuring engagement with diverse groups of women. Peacekeeping missions should also intensify advocacy to increase the representation of women in national security institutions, safeguard their equal rights, and expand opportunities for their professional advancement, it noted.

The study also called for a more robust response to conflict-related sexual violence, which remains prevalent in peacekeeping mission areas; more resources for protecting women who are refugees or internally displaced, with the support of international

partners; and a higher level of accountability among senior peacekeeping management for compliance with resolution 1325.

Key advances noted include an exponential increase in women serving as civilian staff in UN peacekeeping missions from only 20 in the 32 years between 1957 and 1989 to 30 percent of the current 19,800 civilian staffers. Eight Special Representatives of the Secretary-General (SRSGs) and Deputy SRSGs in peace operations are women, while women currently make up 9 percent of the 12,000 deployed police officers, up from 6 percent in 2005. There are now three all-female UN police units deployed – an Indian force in Liberia, a Bangladeshi force in Haiti, and a Samoan force in Timor-Leste. In addition, the current UN Police Adviser, who advises the DPKO on police-related matters, is a woman, Ann-Marie Orlor of Sweden.

The UN has launched a plan to recruit more female police officers into national police services and into UN police operations around the world, with a goal of reaching 20 percent by 2014.

#### **“Women’s Work-More, Earn-Less Plan Hurts”**

Secretary of State Hillary Rodham Clinton marked the 100th anniversary of International Women’s Day with an op-ed published by the Bloomberg News Wire. The full text follows.

“One of the biggest growth markets in the world may surprise you. You’ve heard about the opportunities opening up in countries like China, regions like Asia and industries like green technology. But one major emerging market hasn’t received the attention it deserves: women.

Today, there are more than 200 million women entrepreneurs worldwide. Women earn more than \$10 trillion every year, which is expected to grow by \$5 trillion over the next several years. In many developing

countries, women’s incomes are growing faster than men’s.

Facts such as these should persuade governments and business leaders worldwide to see investing in women as a strategy for job creation and economic growth. Many are doing so. Yet the pool of talented women is underutilized, underpaid and underrepresented in business and society.

Throughout the world, women do two-thirds of the work, yet they earn just one-third of the income and own less than 2 percent of the land. Three billion people don’t have access to basic financial services we take for granted, like bank accounts and lines of credit; the majority of them are women.

Certainly we are seeing the impact of excluding women in the Middle East, where the lack of their access to education and business has hampered economic development and helped lead to social unrest.

If we invest in women’s education and give them the opportunity to access credit or start a small business, we add fuel to a powerful engine for progress for women, their families, their communities and their countries. Women invest up to 90 percent of their incomes on their families and in their communities.

#### ***Ripple Effect***

When women have equal access to education and health care and the freedom to start businesses, the economic, political and social benefits ripple out far beyond their own home.

At the State Department, we are supporting women worldwide as a critical element of U.S. foreign policy. We are incorporating women’s entrepreneurship into our international economic agenda and promoting women’s access to markets through the African Growth and Opportunity





Act, the Pathways to Prosperity Initiative and women's entrepreneurship conferences.

The U.S. is hosting a special Asia-Pacific Economic Cooperation event on women and the economy to help foster growth and increase opportunities for women throughout the region. We are working with the private sector to provide grants to local non-governmental organizations around the world that are dedicated to women and girls.

### ***Closing the Gap***

We are encouraging governments and the private sector to use the tools at their disposal to provide credit, banking and insurance services to more women. Through our mWomen initiative, we will begin to close the gender gap in access to mobile technology, which will improve health care, literacy, education and economic potential.

This is a central focus of my diplomatic outreach. Wherever I go around the world, I meet with governments, international organizations and civic groups to talk about economic policies that will help their countries grow by expanding women's access to jobs and finance.

Many powerful U.S. businesses have embraced this mission as their own. ExxonMobil Corp. is training women entrepreneurs to help them advocate for policies to create more opportunities. Coca-Cola Co. has issued an ambitious challenge in its "5 by 20" program to empower and train 5 million new women entrepreneurs across the globe by 2020.

### ***Improving Access***

Goldman Sachs Group Inc. started the "10,000 Women" initiative to open the door for women who would not otherwise have access to a business education. Ernst & Young is tapping into the productive potential of women with its "Winning Women" program to help female entrepreneurs learn growth strategies from some of the most successful leaders in the U.S. Companies all over the

world are committed to increasing productivity, driving economic growth and harnessing the power of emerging markets through greater diversity.

As Robert Zoellick, president of the World Bank said, "gender equality is smart economics."

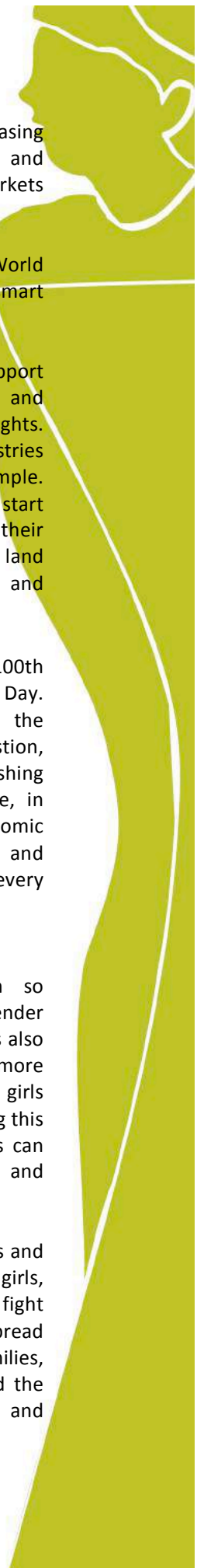
Governments are passing laws that support women's economic empowerment and building awareness of women's rights. Botswana lifted restrictions on the industries in which women can work, for example. Morocco now allows women to start businesses and get jobs without their husbands' approval. Bolivia began a land titling effort to recognize that women and men have equal rights to own property.

This week, we celebrate the 100th anniversary of International Women's Day. It's an occasion for honoring the achievements of women. Without question, the past century has brought astonishing progress, by just about every measure, in women's health, their economic opportunities, their political power and more. Today, women are leaders in every field.

### ***Acting on Ideas***

Never in history have there been so many forces working together for gender equity. But International Women's Day is also an occasion for recognizing how much more needs to be done to support women and girls worldwide. I encourage everyone reading this to reflect on what you and your friends can do to support women – to put words and ideas into action.

If we decide – as societies, governments and businesses – to invest in women and girls, we will strengthen our efforts to fight poverty, drive development and spread stability. When women thrive, families, communities and countries thrive – and the world becomes more peaceful and prosperous."



## RECOMMENDED READING

### ***Gender Dimensions of Agriculture and Rural Employment: Differentiated Pathways out of Poverty***

This joint publication by the Food and Agriculture Organization (FAO), the International Fund for Agricultural Development (IFAD) and the International Labour Organization (ILO) discusses key issues related to gender equality and rural employment in the context of poverty reduction.

It presents various policy responses, empirical data and good practices and is a first step in providing guidance to policy makers, researchers and development practitioners both in developing countries and the international community. The study reflects the latest thinking on the gender dimensions of rural poverty. The cornerstone of its analysis is the United Nation's Decent Work Agenda, which calls for creating better jobs for both women and men, obtaining social protection for all rural workers, ensuring that labour standards apply to all rural workers and promoting rural institutions that represent women's and men's interests equally.

The workshop and report also highlight collaboration among the three agencies on a topic that is central not only to their mandates but also to achieving the Millennium Development Goals. Almost half the world's people and three quarters of those living in poverty live in rural areas. Addressing gender and rural employment is therefore central to achieving all the Millennium Development Goals – not just the one on gender equality.

See <http://www.fao.org/docrep/013/i1638e/i1638e.pdf>

### **Improvement of the status of women in the United Nations system IANWGE February 17, 2011 Focal Point for Women, UN Women**

See [http://www.un.org/womenwatch/osagi/ianwge2011/IANGWE\\_17\\_Feb\\_2011\\_1PM.pdf](http://www.un.org/womenwatch/osagi/ianwge2011/IANGWE_17_Feb_2011_1PM.pdf)

### **How Remarkable Women Lead: The Breakthrough Model for Work and Life**

What will end up mattering more to your career – ace'ing academic courses or mastering the art of bouncing back quickly when things go wrong? Authors and McKinsey consultants Joanna Barsh and Susie Cranston, have interviewed hundreds of successful women to figure out what really differentiates women who get what they want from their careers.

The authors of *How Remarkable Women Lead* focus on five factors that inspiring women leaders tend to have – and that we can all cultivate in ourselves:

1. Meaning – making the effort to find meaning in our jobs;
2. Framing – being able to re-frame difficult moments, to replace negative emotions with useful ones quickly;
3. Connecting – actively reaching out to others, building strong networks we can turn to for advice, camaraderie, and a sense of belonging;
4. Engaging – jumping into the fray, taking the risks that make us stronger;
5. Energizing – taking the time to take care of ourselves through sleep and exercise so we don't burn out.

See <http://www.amazon.com/How-Remarkable-Women-Lead-Breakthrough/dp/0307461696>



## **Women Deliver 100: The Most Inspiring People Delivering for Girls and Women**

In celebration of the 100th anniversary of International Women's Day, Women Deliver announced the "Women Deliver 100," a list of the 100 most inspiring people who have delivered for girls and women.

This list recognizes women and men, both prominent and lesser known, who have committed themselves to improving the lives of girls and women around the world.

Those included in the list come from the fields of health, human rights, politics, economics, education, journalism, and philanthropy. "Women Deliver 100" represents a great diversity of geographic and cultural backgrounds. Those honoured were selected from among hundreds of potential candidates and feature some of the most intrepid, committed, and results-driven people in the world.

See

<http://www.womendeliver.org/updates/entry/women-deliver-100-the-most-inspiring-people-delivering-for-girls-and-women/>

## **RECOMMENDED WEBSITES**

### ■ **World Development Report 2012: Gender Equality and Development** at

<http://econ.worldbank.org:80/WBSITE/EXTERNAL/EXTDEC/EXTRESEARCH/EXTWDRS/EXTWDR2012/0,,menuPK:7778074~pagePK:7778278~piPK:7778320~theSitePK:7778063~contentMDK:22851055,00.html>

### ■ **OECD Better Life Initiative**

Create your better life index. How do you define a better life? Use the OECD's interactive tool to see how your country performs on the topics you feel make for a better life

<http://www.oecdbetterlifeindex.org/>

### ■ **Flexible Resources Inc**

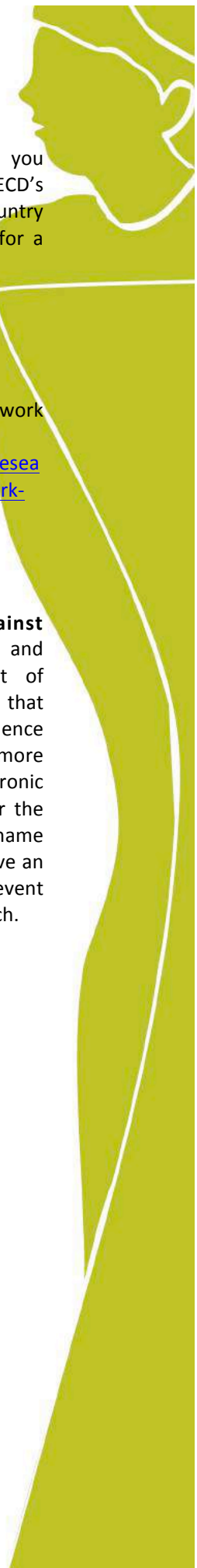
Eleven ways to ask for a flexible work arrangement.

<http://flexibleresources.com/resources/research/173-11-ways-to-ask-for-a-flexible-work-arrangement>

### ■ **Signing up to Say NO**

**Say NO – UNITE to End Violence against Women** is a platform that logs and showcases the overwhelming amount of support, campaigning and fundraising that takes place, across the world, to stop violence against women. The site has received more than 2 million actions and electronic signatures pledging people's support for the cause. Please visit the site to add your name to this powerful call for action. If you have an idea for a fund or awareness-raising event please use the contact form to get in touch.

<http://saynotoviolence.org/>



# 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>  
To receive hard copies of *Network* please send an e-mail request to [network-newsletter@un.org](mailto:network-newsletter@un.org)

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