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See Also: [Other Issues](#)

## ***Table of Contents for the Issue***

- [From the desk of the Focal Point](#)
- [Around the UN ...](#)
  - [Security Council statement on the first anniversary of the Council's resolution 1325 on Women, peace and security on 31 October 2001](#)
  - [Panel discussion on the occasion of the first anniversary of the Security Council resolution 1325 \(2000\) on Women, Peace and Security](#)
  - [Letter from 15 Women Foreign Ministers to the Secretary-General](#)
- [Recognition to ...](#)
- [Congratulations to ...](#)
- [In the News - Women Rebuilding Afghanistan](#)
  - [Introduction](#)
  - [Vital Voices and UNIFEM sponsored panel discussion "Women's voices to rebuild Afghanistan" on 1 November 2001 at Headquarters](#)
  - [The Group on Equal Rights for Women hosted a panel discussion "Women in Afghanistan: Beyond the media portrayal to action" on 20 November 2001](#)
  - [Equality Now and the European Women's Lobby sponsored Afghan Women's Summit for Democracy in Brussels in collaboration with the Special Adviser on Gender Issues and UNIFEM, 4-5 December 2001](#)
  - [Breakfast meeting with Afghan women activists, 19 December 2001](#)
- [Article: UN Mission in Bosnia and Herzegovina combats domestic violence from the Human Rights Office in UNMIBH](#)
  - [Victims do not report domestic violence](#)
  - [Media campaign to encourage reporting](#)
  - [Local police monitored](#)
  - [Training initiatives](#)
- [Network to the Top: Women in the UN – my perspectives](#)  
[By the United Nations High Commissioner for Human Rights, Mrs. Mary Robinson](#)
- [Women and peacekeeping - A follow-up](#)  
[Gender training in the UN Mission in the Democratic Republic of the Congo \(MONUC\), by Angela Mackay, Gender Training Adviser to DPKO-TES](#)
  - [Training package in the making](#)
  - [Preconceptions and enthusiasm](#)
  - [Both sides of peacekeeping meet](#)
  - [Continuation of training](#)
- [Profile - Interview with Captain Phyllis Moore, a senior UN security officer](#)
- [In your interest](#)
- [Statistics](#)

- [Flash flash flash](#)
    - [Key pointers for women's careers](#)
    - [Join database of women scientists](#)
  - [Contributions from readers](#)
- 

## From the desk of the Focal Point

Dear Readers,

As we all know, international attention has been intensely focused during the past few months on the situation in Afghanistan. For its part, the UN has coordinated, hosted and/or participated in several consultations with stakeholders in the context of peace building, reconstruction and rehabilitation. Several fora were organized, inter alia, to hear the concerns and recommendations of Afghan women for the peace and reconstruction process. One key message was notable - for the conviction and consistency with which it repeatedly emerged - Afghan women do not want to be symbolic participants in peace-building and post-conflict reconstruction efforts; rather, they expect full recognition with a restoration of their roles and relevance in all aspects of public life. In addition, they have unanimously stressed the need for UN peacekeeping forces on the ground and for the disarmament of all factions. Peace, they insist, will not endure unless weapons go. The Afghan Women's Summit held in Brussels in December, provided a perfect model for what the women stood for. Not one single woman's voice called for retaliation or revenge for past events. But, they all, without dissent, called for participation, peace, disarmament and development.

The Afghan women's delegation met with members of the Security Council. The Security Council resolution 1325 on women, peace and security celebrated its first anniversary on 31 October 2001, at which time the Security Council reiterated its commitment to enhance the role of women in decision-making and peace-building processes at all levels. Coincidentally or not, future efforts in Afghanistan will provide a test of such commitment.

This issue of Network, in keeping with its theme of peace-building and post-conflict reconstruction, also brings you coverage from: Bosnia and Herzegovina where the UN mission has started a training programme to tackle the widespread problem of domestic violence, from the Congo; where both sides, the peacekeepers and the "peacekept", had a dialogue and, from the UN Security Service with an interview with Ms. Phyllis Moore, the only woman to have, thus far, risen to the rank of Captain within the UN Security ranks.

In solidarity,  
Aparna Mehrotra

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**Around the UN**

## **Security Council statement on the first anniversary of the Council's resolution 1325 on Women, peace and security on 31 October 2001**

The Council further reaffirmed its commitment to the implementation of its resolution 1325 (S/PRST/2001/31). Here are some highlights from its statement:

- The Council reaffirms its strong support for increasing the role of women in decision-making with regard to conflict prevention and resolution and renews its call on States to include women in the negotiations and implementation of peace accords, constitutions and strategies for resettlement and rebuilding and to take measures to support local women's groups and indigenous processes for conflict resolution.
- The Council also reaffirms its call for the inclusion of gender components as appropriate, in peacekeeping operations.
- The Security Council renews its support for gender-sensitive training guidelines and material on the protection, rights and the particular needs of women, as well as on the importance of involving women in all peacekeeping and peace-building measures.
- The Council is concerned that there are still no women appointed as Special Representatives or Special Envoys of the Secretary-General to peace missions, and urges Member States to redouble their efforts to nominate women candidates.

### **Panel discussion on the occasion of the first anniversary of the Security Council resolution 1325 (2000) on Women, Peace and Security**

On the occasion of the anniversary, the Inter-Agency Task Force on Women, Peace and Security organized a panel discussion at Headquarters on 31 October 2001. It was moderated by Ms. Angela E.V. King.

Mr. Brian Cowen, the Minister of Foreign Affairs of Ireland, and President of Security Council, said in his statement that resolution 1325 is more than a statement of intention - it is a process. He said that there is a critical need for women to participate in peace-building and reconstruction processes and in UN peacekeeping missions which empower local women.

In his statement, Mr. Kieran Prendergast, Under-Secretary-General for Political Affairs said that appointing more women Special Representatives is a high priority for DPA. He encouraged Member States to put forward more women candidates and make greater efforts to this end. He also stated that DPA supports the inclusion of the issue of women's and girls' rights especially in peace agreements. In particular, for example, Governments must exclude any amnesty provisions for rape and other sexual crimes against women. Further, Mr. Prendergast reiterated that his Department furthers gender mainstreaming in all substantive programme areas and has undergone full-scale gender training.

Mr. Jean-Marie Guéhenno, the Under-Secretary-General for DPKO, gave examples of recent gender-related initiatives in the department. He also noted a few challenges:

- Multidimensional missions have been outfitted with Gender Affairs Units (UNTAET, UNMIK); smaller missions have designated officials as Gender Focal Points. In UNTAET, the gender unit's work has consisted of awareness raising among local men and women, promotion of women's political participation and, work against gender-based violence. In UNMIK, the unit has addressed violence against women, women's economic recovery and, together with Office of the High Commissioner for Human Rights, built a framework to combat trafficking in women. In MONUC, the work has comprised activities related to demobilization of ex-combatants and their families and in Sierra Leone, work has been done on preventing human rights violations against women.
- Mainstreaming gender equality in all programme areas of the UN civil administration in the field; at Headquarters, gender aspects have been mainstreamed into all areas of policy development and standard operations;
- Gender sensitivity training for civilian and military police had taken place in UNTAET, MONUC and UNAMSIL. Training on the special needs of women and children in armed conflict will be organized together with UNITAR in the UN Mission in Bosnia and Herzegovina;
- The representation of women in the overall DPKO workforce leaves much to be desired, both in the field and at Headquarters. The Department will redouble its efforts particularly at the senior level.
- Effective measures to prevent, inter alia gender-based misconduct and to protect vulnerable populations need to be ensured. A high priority was the review of all disciplinary procedures regarding misconduct of peacekeepers.

Mr. Kenzo Oshima, Under-Secretary-General, Office for the Coordination of Humanitarian Affairs, stated that 75 per cent of the world's refugees consist of women and children and that 80 per cent of vulnerable persons in camps are women and children. OCHA is mandated to advocate humanitarian causes for silent victims in need of help. With regard to gender mainstreaming, an inter-agency standing committee developed a resource packet on gender issues in humanitarian crises.

Mr. Jayantha Dhanapala, Under-Secretary-General for Disarmament said that discussions and programmes in disarmament have traditionally focused on male combatants, with women being portrayed and dealt with primarily as victims. This focus, he noted, was sub-optimal. Further, he stated:

- DDA has had good experiences in Albania with the voluntary collection of arms that is tied to the provision of community development assistance: women and children were directly involved in returning weapons, and women identified the most pressing development needs of households.

- The Department has placed women's issues permanently on the agenda of the UN Standing Advisory Committee on Security Questions in Central Africa.
- DDA has asked the Office of the Special Adviser to organize a competency development programme on gender mainstreaming during 2002-2003. DDA has also produced together with the Office of the Special Adviser a briefing note on disarmament and gender mainstreaming.
- Awareness and sensitivity to gender perspectives in different areas of disarmament have increased significantly over the years. DDA is cooperating with women's groups and networks highlighting their contribution to awareness raising. Women will be the key target group in developing campaigns and materials and mobilizing public support for disarmament. More needs to be done to develop expertise in weapons and in arms negotiations among women to ensure gender balance in decision-making.
- Also, he is encouraging Members States to nominate more women candidates for expert meetings and for the Disarmament Fellowship Programme.

Mr. Sergio Vieira de Mello, Special Representative of the Secretary-General in East Timor, said that the Gender Affairs Unit has now been transformed into the Office on the Adviser of Advancement of Women in the Transitional Authority, and it will be under the Office of the Chief Minister. Gender aspects were taken into account early on in the mission, since the first regulation in 1999 obligated all public officials to follow international instruments, including CEDAW provisions.

- UNTAET has carried out regular gender orientation sessions for the new East Timorese civil servants, police and for the military and civilian police components and international staff of the UN mission.
- East Timorese women have become increasingly active in the reconstruction of their country and there has been a change in attitudes. All Ministries of the Transitional Authority will implement the Platform for Action for Women that East Timorese women's groups presented in June 2000.
- The target is to recruit a minimum 30 per cent women in the new public service. The target for the second fiscal year is 50 per cent. Currently, 27 per cent of civil servants are women, and 25 per cent of the East Timorese police force are women.
- Many crimes in East Timor include violence against women. A vulnerable persons unit in the police force has been established, and there will be training for the police, the judiciary and the Ministry officials on how to deal with cases of violence against women.
- UNIFEM trained 150 women in running election campaigns. Political parties were encouraged to have a 30 per cent quota of women candidates on their electoral lists. After the election, 23 per cent of the elected parliamentarians in East Timor are women. Also, some of the key cabinet posts are held by women (Justice, Finance, Vice Minister for the Interior).

- One of the lessons learned from UNTAET has been that the Gender Unit has to be established and staffed from the very beginning, and with appropriate budget allocations. Gender Units should be promoted in nation-building processes.

### **Letter from 15 Women Foreign Ministers to the Secretary-General**

Fifteen women Foreign Ministers had a meeting in New York on 12 November 2001 during the general debate of the 56th session of the General Assembly. They held discussions on the topic "Women and Human Security", and issued a statement which was sent to the Secretary-General. The statement follows a similar letter that was sent during the Millennium Summit in 2000. In their meeting, the ministers "recognized that women have been among the primary victims of food deficits, of economic crises, new health threats, environmental degradation and of violence". A set of measures to improve human security were drafted - the letter noted that the first case in point for the implementation of these measures was Afghanistan. The women ministers called for programs that would enable women, particularly refugee women, to contribute their share in a governance of development, peace and cooperation. In addition, they emphasized that training programs must be implemented to empower women to assume public responsibility.

A few highlights from the letter:

- Women-focused human development projects are in need of greater expansion and emphasis, especially in least developed regions, and in conflict and post-conflict societies;
- International assistance programmes and cooperation must demand and ensure the full and active participation of women in all aspects of reconstruction and development. Equity and equality cannot be compromised;
- The potential of women to contribute to peace and reconciliation must be recognized and realized. In dialogues at the local level, the United Nations must include both women and men in equal proportion; this would enable, inter alia, UN operations to take into account and begin to meet the needs of all members of the local population, ensuring simultaneously that women are not discriminated against;
- A proper gender perspective in all dimensions of work has become indispensable. As such it must be incorporated in the design of both UN peacekeeping mandates and UN peace operations and humanitarian assistance programmes.

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### **Recognition to ...**

- Ms. Joke Waller-Hunter of the Netherlands, who has been appointed as Executive Secretary of the United Nations Framework Convention on

Climate Change in Bonn (UNFCCC) as of 1 February 2002. Previously Ms. Waller-Hunter has served as Environment Director of the Organization for Economic Cooperation and Development (OECD) and as Director of the Division for Sustainable Development (DESA).

- Ms. Carolyn Hannan of Sweden, has taken up her post as new Director (D-2) of the Division for the Advancement of Women (DAW/DESA) on 1 December 2001. She was formerly Principal Officer for Gender Mainstreaming in the Office of the Special Adviser on Gender Issues.
- Ms. Sumru Noyan of Turkey, has been appointed Director (D-2) of the Division for Operations and Analysis, UN Office for Drug Control and Crime Prevention, Vienna. She was formerly Chief, Technical Cooperation in UNDCP.

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## **Congratulations to ...**

The fourteen women staff members who passed the 2000 G to P examination: Ling Ling Cameron, Maria Teresa Castaneda, Yukman Chan, Barbara Christiani, Susan Flores, Sophie Farigoul, Anne-Marie Ibanez, Maria Christina Iza, Francette James, Helen Kwon-Karaul, Regina Lacson, Sharon O'Brien, Arlene Sciancalepore, and Hawa Taylor-Kamara.

There were a total of 23 promotions: 14 women, 9 men.

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## **In the news - Women Rebuilding Afghanistan**

### **Introduction**

In the aftermath of 11 September, many UN events have focused on Afghanistan, including the situation of Afghan women.

On 18 October, women ambassadors to the UN, H.E. Claudia Fritsche of Liechtenstein and H.E. June Clarke of Barbados, Ms. Angela E.V. King and Ms. Noeleen Heyzer met with Mr. Lakhar Brahimi, the Secretary-General's Special Representative for Afghanistan, urging him to take gender issues into account operationally and politically. Mr. Brahimi met on 31 October, with representatives of Afghan women's groups in Pakistan to hear their views about the future of their country, calls for peace, and "that women's rights must be adequately asserted".

### **Vital Voices and UNIFEM sponsored panel discussion "Women's voices to rebuild Afghanistan" on 1 November 2001 at Headquarters**

On 30 October women peace leaders from Afghanistan, Kosovo and East Timor spoke to Security Council members about violations committed during war and women's role in peace negotiations and peacekeeping efforts. Jamila, Director of

the Afghan Women's Welfare Department said to the Council members: " Do not think that just because women wear a veil we do not have a voice. When the UN is looking for leaders look to us". As the UN system is based on human rights, the Security Council resolution 1325 and its call for women's participation in peace-building and decision-making is a tool to use, Ms. Heyzer said. She added that every consultation moves women's needs forward.

Ms. Belquis Ahmadi from the International Human Rights Law group said that women who were active in public life before the Taliban takeover in 1996 - women lawyers, doctors, parliamentarians - were now ready and willing to start rebuilding the educational, legal and health systems. Security Council resolution 1325 reaffirmed the role of women in peace building and the adoption of a gender perspective. She said that all hope would be lost if women could not take part in the peace building process. If all citizens are not included in the process, peace and civility will not prevail in Afghanistan.

Ms. Farida Azizi and Ms. Zieba Shamley (Women's Alliance for Peace) have both been witnesses to the treatment of Afghan women since 1979. They indicated that traditionally there has been a high degree of respect for women and their education in the Afghan culture. However, recent history had corroded such tendencies. Today, women in refugee camps need skills, self-sufficiency and education on their rights under Islam. All women conveyed the message that there was now a high expectation for social justice and a need for a legitimate government.

### **The Group on Equal Rights for Women hosted a panel discussion "Women in Afghanistan: Beyond the media portrayal to action" on 20 November 2001**

Ms. Angela E.V. King, the Special Adviser on Gender Issues, Ms. Noeleen Heyzer from UNIFEM, Ms. Jessica Neuwirth, President of Equality Now and Ms. Tahmeena Faryal from the Revolutionary Association of the Women of Afghanistan (RAWA) were the panelists. Formed in 1977, RAWA is the oldest humanitarian and political organization based in Afghanistan and Pakistan. It calls for multilateral disarmament and the establishment of a secular democratic government in which women may participate fully in public life. The representative, not wanting to show her face to the TV camera, spoke from behind a big board showing the map of Afghanistan. The message of RAWA was: "What women in Afghanistan need is emancipation; women's emancipation is not possible without national emancipation; national emancipation is not possible without democracy; and, as long as there is no democracy, human rights and women's rights are nothing but a hoax".

### **Equality Now and the European Women's Lobby sponsored Afghan Women's Summit for Democracy in Brussels in collaboration with the Special Adviser on Gender Issues and UNIFEM, 4-5 December 2001**



The meeting concluded with the Brussels Proclamation of 5 December that includes recommendations with respect to the reconstruction of Afghanistan in the field of education, media and culture; health; human rights and the constitution; refugees and internally displaced women. The 38 Afghan women also participated in another meeting co-organized by UNIFEM and the Belgian Government, "Building Women's Leadership in the Reconstruction of Afghanistan" that was held from 10-11 December. The Brussels Action Plan identified critical actions that they wanted donors to undertake to ensure that women are central to efforts to rebuild their country.

The women called for the establishment of a Commission of Afghan Women to work directly with the interim government that was agreed to at the UN-sponsored meeting held in Bonn. The Commission would aid in the selection of women from inside and outside Afghanistan for leadership positions in the new administration.

For more information on official reports and meetings on the reconstruction efforts in Afghanistan, please see [www.un.org/womenwatch/afghanistan](http://www.un.org/womenwatch/afghanistan).

### **Breakfast meeting with Afghan women activists, 19 December 2001**

Ms. Angela E.V. King invited six Afghan women activists -- all of whom participated in the Brussels meeting -- to share their views with women Ambassadors to the UN and senior women staff of the UN system.

The recurrent message from the Afghan women was that Afghanistan needs UN peacekeepers on the ground to ensure security, and most importantly, disarmament of armed groups. The latter was considered fundamental for any real peace to be established and the possibility of chaos eliminated. They also stressed that participation of Afghan women in the reconstruction efforts cannot be symbolic; it must be real. The women must have a role in politics and be members of the governing council, Loya Jirga, they said. In this vein, the creation of a Ministry for Women's Affairs, as decided in the Bonn meeting, was considered a major achievement.

In addition, there were calls for sustained international pressure and attention on Afghanistan. It was repeatedly emphasized that there was a need as well as a moral imperative to go beyond the provision of emergency assistance, to find funding for the sustainable reconstruction of Afghan civil society. This funding, it was unequivocally stated, should be made conditional to the human rights situation in the country and to women's participation.

Attention was drawn to the situation of five million refugees in the neighbouring countries and to the conditions for their return. Millions of landmines and unexploded bombs still remained on Afghan soil. Women with grim past experiences did not feel safe and secure, and it would be unrealistic to assume that refugee women would be able and willing to return to Afghanistan any time

soon. Neither employment nor safety could be or would be guaranteed to them at the present time. It was also emphasized that a few women participating in public life would not suffice. It was essential to focus less on the conditions prevailing during the Taliban rule, and, more on the large number of women active in society before the Taliban period.

It was noted that the first recommendation from the Brussels recommendations to be realized would be the re-opening of primary schools for boys and girls after the Afghan new year in March 2002.

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## **Article: UN Mission in Bosnia and Herzegovina combats domestic violence from the Human Rights Office in UNMIBH**

Alma lives in Tuzla, a town typical of many in post-war Bosnia, with a devastated economy and packed with displaced persons. On the surface, Alma may be considered more fortunate than most, her husband is employed as a police officer. But, during the ten years of their marriage, Alma's husband has repeatedly beaten and raped her. Out of fear and desperation she even tried to commit suicide, and later gathered the courage to report her abuse to the police. Yet despite police follow-up of the case and a supportive prosecutor, Alma withdrew her complaint. Like many women in Bosnia, Alma lacks confidence in the police and legal system, depends entirely on her husband for subsistence and has received little sympathy from her community.

### **Victims do not report domestic violence**

The full extent of domestic violence throughout all of Bosnia and Herzegovina (BiH) has not been surveyed, but random studies suggest that the problem is very prevalent. In one study, a quarter of the women questioned reported that their partners beat them, and have done so over a long period of time. The vast majority of victims of domestic violence do not report such incidents to the police, for various reasons.

In 1999, UNMIBH and the Office of the High Commissioner for Human Rights initiated a domestic violence pilot project in Zenica (Federation) entitled "Effectively Addressing Violence Against Women in BiH: A Multi-Disciplinary Approach". The first of its kind, the project fostered a network that included local police officers, judges, prosecutors, medical workers, social workers and NGO members. As a result, the number of domestic violence and sexual assault cases reported in the Zenica area increased exponentially, and the effectiveness of criminal prosecutions improved. Such networks, which have since been replicated in other areas, and promote local police cooperation with members of the community who can have a role in identifying or treating abuse.

### **Media campaign to encourage reporting**

To further encourage women to report abuse and to increase public awareness, UNMIBH began a domestic violence media campaign throughout Bosnia in summer 2001. Through pamphlets, posters, TV and radio spots, the message "Don't Suffer in Silence" encouraged battered women to turn to the police, and outlined the role and obligations of the local police in assisting them. As a result, the number of reported cases of domestic violence grew.

However, when cases of domestic violence are reported to the police, often the police do not handle them properly and consider them private disputes rather than crimes. This failure by the local police may be due to personal negligence, a lack of knowledge about such abuse, or a feeling of helplessness because of a lack of social networks to support victims. As a result, victims are often re-victimized by police inaction or misconduct. Not surprisingly, few perpetrators of such crimes have been criminally prosecuted.

### **Local police monitored**

UNMIBH has launched a countrywide domestic violence initiative to monitor police performance in cases of domestic violence more closely, ensure that the local police are aware of their responsibilities, and sanction those who mishandle such cases. The gender officers of the International Police Task Force (IPTF) have been established in the human rights offices in the seven UNMIBH regions to work closely with IPTF monitors throughout the region on cases of domestic violence. IPTF co-locators and human rights officers are responsible for monitoring and reviewing the actions of the local police in responding to, managing and investigating complaints to local police of domestic violence.

UNMIBH human rights officers also pressure local police to press criminal charges rather than minor offense charges, and oblige them to initiate disciplinary procedures (and criminal charges when warranted) in cases of police involvement. UNMIBH also undertakes measures against officers who fail to record reports of domestic violence in police logs.

The domestic violence initiative foresees the establishment of local police focal points for domestic violence in all police stations. The focal points are responsible for ensuring that cases of domestic violence are properly tracked and recorded in the stations, and that all local police officers understand how to address such cases. UNMIBH also encourages the assignment of female officers as domestic violence focal points, and is overall working to recruit more women into the local police forces through, for example, public affairs media campaigns.

### **Training initiatives**

Human rights and community policing officers throughout BiH also conduct training on domestic violence for local police officers, some of whom will serve as trainers. Human rights officers explain the basics of handling domestic violence

cases, from interviewing victims to record keeping and monitoring cases. The training is inter-active, and includes case studies and scenarios. Representatives from the judiciary also address the participants on issues of applicable legislation, and women's NGOs explain their roles in assisting victims. UNMIBH urging in the Tuzla Canton even prompted the local Police Commissioner to conduct a part of the training. The UNMIBH Human Rights Office also conducts training on domestic violence for IPTF monitors, who come from a variety of countries with various attitudes and perceptions of domestic violence.

Though the police are increasingly becoming more professional in dealing with cases of domestic violence, the problem remains that most women are reticent to report abuse to the police. For this reason, UNMIBH Human Rights Office is also conducting training for women's NGOs so that they can better explain to battered women the role of the police, and therefore build confidence in the local police. Meanwhile, cases like Alma's are a reminder that every step forward is only part of a long, difficult journey ahead.

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## **Network to the Top: Women in the UN – my perspectives**

### **By the United Nations High Commissioner for Human Rights, Mrs. Mary Robinson**

My experience of the UN has been limited as compared with many other women. And it has been as head of a comparatively new unit (the Office of the High Commissioner for Human Rights). Over the short history of the Office, there has been rapid change in the gender ratio. The OHCHR of 2002 could not be described as a “male dominated organization”.

We have achieved parity at senior levels and women represent well over half of all junior professionals as well as the vast majority of our general service colleagues. But there is still a severe gender imbalance at the middle-management (P-4) level. We need to ensure that the greater pool of qualified women working at more junior levels in the Office leads to an improved balance at that level.

It is never easy to identify the main obstacles to women's career advancement. Perhaps women continue to face greater pressure than men to give priority to their private lives at certain stages of their professional development. Placements in non-family duty stations, heavy travel loads, and extremely long hours continue to be particularly challenging for women at a time when family responsibilities are often most demanding. The UN has not done enough to address lifestyle issues, though there are now welcome efforts in that direction. We do not do enough to support working parents, provide stability in employment, or assist with the employment of spouses. Our work as with other UN agencies, too often requires extensive or dangerous travel or deployment. Above all, we need more resources to deal with the work challenges we face. Our colleagues should not need to

sacrifice their personal lives to their commitment to human rights.

In my own career, in common with many working women, I have come across those who too easily assumed that I could not be giving enough attention to my husband and children, while engaged in multiple activities with an increasingly public profile. Yet even when serving as President of Ireland, when my children were younger, I rarely faced the demands that I see some of my younger colleagues tackling in different UN departments. During visits to UN peacekeeping operations and country offices I have seen for myself the commitment of women colleagues.

Progress in the participation of women in public life has been achieved not only by fighting for increased political representation, but also by ensuring that many smaller battles were won over equal pay or reproductive health. Improving further the contribution of women to the UN will require continuing attention to the big principles, but also to the smaller issues.

I firmly believe that having more women – particularly in leadership positions – can make a difference. Women can be more at ease in environments that are open, enabling, consultative and flexible, rather than in more formal structures. That can help in the effort to modernize the organization, to make it more adaptable and responsive, to focus on capacities and not only on technical knowledge. But that said, what counts in the end is the capacity of the individual. We need to increase the participation of women at all levels not only because they can bring different experiences and sensitivities to our work, but because we need to maximize the contribution that both women and men can make to the organization. I believe that fighting injustice and inequality requires us to work as partners, so that both men and women can contribute to a society which neither owns and both share.

Competent and determined individuals will eventually be listened to with respect, but the right environment must be provided. The UN, as a multicultural environment, has to be more alert to the complexities of interpersonal relationships in the workplace, particularly if men predominate in positions of power while women occupy less senior positions. I have always made it very clear that I would not tolerate any abuse of power, and I believe we have succeeded in creating a culture in OHCHR where discrimination against women colleagues, or any behaviour which would make women uncomfortable, is not tolerated.

We cannot work to promote the human rights of people around the world without respecting the rights of those who work for our organization. In OHCHR I believe that we have built up a team spirit – mainly because my colleagues share my passionate belief in our efforts to address inequality and injustice, wherever they arise and in spite of our limited resources. In the end, the UN cannot achieve its objectives without ensuring that every staff member can contribute to the maximum of her or his abilities. I believe women who think of a UN career should

feel free to join us in full confidence that the organization will continue its efforts until equal participation of women is fully achieved.

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## **Women and peacekeeping - a follow-up Gender training in the UN Mission in the Democratic Republic of the Congo (MONUC)**

**by Angela Mackay, Gender Training Adviser to DPKO-TES**

The *Gender and Peacekeeping* training project of the Training and Evaluation Service (TES) of DPKO has been in place since October 2000 just preceding the Security Council resolution 1325. It is in line with the principal objectives of the resolution.

The project was intended to develop practical, concrete training materials for military and civilian police peacekeepers. With the delivery of military training remaining a national responsibility, TES aims to make high quality training materials available to troop contributors. This is not a subject that readily appears on the military training agenda.

### **Training package in the making**

After four months of research, discussion, writing and more discussion, the first draft package was tested in a number of sites early in 2001, the most significant location being the UN Transitional Authority in East Timor, where seven separate courses were delivered. The field-testing took the project in a new direction. As well as producing a one-day modular package for troop contributing countries' trainers, it was clear that an in-mission package was necessary. There were two reasons for this: one, the likelihood that not all newly arrived peacekeepers would have had the training before the deployment, and two, that local, contextual information about the nature of gender relations and the different experience of conflict of men and women in the host population would be crucial to making the material meaningful. Over the past year Mission Training Cells have been set up in the major peacekeeping missions. Responsible for military in-mission training, the cells were the logical link and support structure for the delivery of Gender and Peacekeeping. In October 2001, a team of three - Stein Ellingsen from TES, Nadine Puechguirbal, then of Military Planning Service in DPKO and myself took the training to MONUC - with the help of the Mission Training Cell. We were quickly identified as "the gender people," which was particularly encouraging for Stein! Over ten days, five courses were delivered; four in Kinshasa and one in Mbandaka. The majority of the participants were Military Observers, although one entire session was for civilians staff members from headquarters.

### **Preconceptions and enthusiasm**

Here, as in all the locations where the training has been given, participants arrive with a wealth of misinformation and preconceptions which serve to demonstrate how poorly we have collectively promoted the message on gender. At one extreme is downright hostility, the challenge of the folded arms and the eyes which say: "Convince me!" The attitudes run the gamut from "why am I having to listen to this women's stuff," to "what does this have to do with peacekeeping?" or "why are we learning about sex?". Or the outright bewilderment of those with language groups which do not begin to do justice to the word gender, or give only a grammatical definition. Those who have received SHARP training (sexual harassment and racial prejudice) expect a moralizing lecture telling them to behave and treat each other nicely. The greatest reward for us came at the end of sessions when participants were enthused about the course and could see the connection with their work and responsibilities, and how an understanding of gender actually results in better, more effective peacekeeping and a greater chance at sustainable peace and security.

### **Both sides of peacekeeping meet**

A critical feature of the in-mission course is the inclusion of local representatives, men and women from the Congo, Sierra Leone, Eritrea, who can provide local examples and experiences. To our surprise, for many it was the first time the peacekeeper and the "peacekept" had sat and talked to each other. There were some wonderful moments when male military would sit back reflecting on what a woman who had lived through the war was telling them of that experience, of the hardships, the challenges and the demonstrable strength of the survivors. For those women and men too, it was an opportunity to learn something of the limitations, the responsibilities and the challenges of peacekeeping. The half-day session (4.5 hours) invariably wandered into an entire day as a result of these discussions. The course can be divided into four inter-related sections. First, the essential foundation of what gender is about, a time of establishing definitions and talking at length about how this changes across cultures and across time. Then, gender and culture, gender and human rights, and gender and conflict constitute the other components. Though it is fair to say that they are all so inter-connected that the distinctions are nowhere near as pronounced as the titles would suggest, the training is inter-active with a variety of case studies, examples and problems to discuss - the focus always remains on local examples and variations. MONUC was a particular challenge because of the need to offer the training in both English and French. This was partially resolved by having matching slides on the screen - and by Nadine gathering French speakers together and providing a running translation of the English version. Surrounded by Congolese NGO representatives and a band of new Malian military observers - all intent on thrashing out these gender problems - she occasionally surfaced for air and a chance to present the group's contributions in English. Having the chance to give the training to newly arrived observers was a perfect opportunity to reinforce the importance of the subject before being assigned to their sectors and becoming immersed in their

duties.

## **Continuation of training**

Since we left, the course has continued to be delivered by the Mission Training Cell, who were nervous at first, but enthusiastic nevertheless. To ensure it would be sustainable after we left, the two majors currently staffing the training cell attended all the sessions, took copious notes, and were supported not only by a complete set of the training materials with detailed instructions, but had the contribution of the gender specialist in the human rights division to help in the delivery. Today UNTAET, the UN Mission in Ethiopia and Eritrea, MONUC and the UN Assistance Mission in Sierra Leone are all including Gender and Peacekeeping as an element of their induction courses for peacekeepers -- not, in truth, something we would have expected when the project started. The materials for the troop contributing countries are to be edited prior to publication, and will be made available both to the troop contributing countries and the regional and national peacekeeping training centers in 2002. To ensure a pool of competent trainers in the subject, TES also plans an extensive Train the Trainer course in the spring of 2002. There is still a long road to travel to ensure an understanding of gender and its universal importance throughout the UN, but TES is off to an excellent start. Test the system - ask the next peacekeeper you meet if s/he got the gender training! **NB:** *Ms. Mackay took up her post as Chief of the Gender Affairs Unit in the UN Mission in Kosovo on 2 January 2002.*

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## **Profile - Interview with Captain Phyllis Moore, a senior UN security officer**

Network asked Captain Moore about her career and years at the UN Security service. She provides an example of dedication and determination for all her colleagues, men and women alike.

### **Q: What has been your driving motivation throughout 25 years at the UN?**

A: It is my determination. I believe that whatever you do, attempt to do it to the best of your ability. I can tell you about my background. I was born in a small rural community on the North Carolina coast. My mother brought me to New York at an early age with a view of making a better living. Even though there were some tough times, she provided for me very well. I worked for the New York City Police Department for a couple of years (1973-1975). Then, due to budget cuts, I was out of work for a year and an independent single mother. I was considered overqualified for jobs that I applied for until I got a job in the Wall Street area. After working on Wall Street for more than a year, a former instructor from the Police Academy called me one day and asked if I was interested in working for the UN. My first question was how much do they pay and what are their benefits? I came for an interview in August 1977, and commenced my employment in October



1977. After a few days on the job, I heard that some people were saying that I was hired because I was one of the Assistant Chief's girlfriends.

Noneheless, some supervisors were willing to give me an opportunity to test my skills. I worked rotating shifts, and I took advantage of the opportunities that were offered, i.e. there was an opening in the Chief's office - typing a manual. I learned policy and procedures and was given other responsibilities. I wanted to make good use of my skills for my own job-satisfaction. No one is perfect, but I believe that good job skills will eventually be recognized. I was successful because first, I was allowed the opportunity. That is fundamental. Without opportunity, women do not even have a chance. With a chance, they can rise to the occasion, as I believe I always did.

**Q: How many women were there in the Security Service at that time?**

A: There were five or six women. I have always been considered outspoken. Some people became agitated with me for taking initiatives. I believe that I am no better than others, and that no others are better than I am; and as long as I do a good job and I am given the respect that is due to me, then I would have had a satisfactory day at the office. I treat others fairly as I want to be treated myself.

Then what was the next step?

I was desk officer in the Special Services Unit for 3.5 years. I was given more responsibility and worked longer hours. I was promoted to Sergeant, S-4.

**Q: What advice would you give to other women staff members for their careers?**

A: I think that respecting others breeds respect. Myself, I demand it. People want it, but they do not want to give it to others. There are also needs for cultural and gender sensitivity, as well as a need for flexibility for the human side of people. I pray to get a sense of direction in my work. I feel that if it is the time for me to acquire a special assignment/promotion, I will get it due to my hard work. I always remember where I came from, and how I made it through the ranks. And I won't forget about the people who will come after me. It would be good to help others and keep them from making the same mistakes that I did. I always remember what my mother said: "If you can't help someone, don't hinder them. And that the only time you look down on someone, is when you are helping to pick them up".

I am obligated to the Organization to do my job well; it pays me and gives me a certain lifestyle. But, loyalty is a two-way street for me. Most certainly, however, I will do my part in keeping the Organization running.

Willingness to learn is another factor. I have gone the extra mile to learn new skills and to educate myself, which have opened doors to new opportunities and additional responsibilities for me.

**Q: How has it been to work in a male-dominated field? How have you dealt with it? You are one of the six Captains in the Security and Safety Service?**

A: I have tried my best to identify with my male colleagues' problems and sentiments. I have listened carefully while maintaining my integrity and feminine identity. I have grown in high self-esteem in this environment, and I have worked hard to come this far, and to become who I am. It has not always been easy, however. I have learned through the years to turn negatives into positives, whenever and however I can. I have an obligation to the people whom I supervise, and I also want to be an example to my children.

**Q: What counts in the selection of staff?**

A: I am in the selection panel as a balancing force. I believe that merit, performance and qualifications for the task/s should be some of the deciding factors for promotion. I would not want to be considered for a post because of my gender only, although I do believe in affirmative action to redress prevalent attitudes of prejudice which unfairly pose obstacles to opportunity and reward.

There is always criticism in the Security and Safety Service section, however. Wherever you have a group of people, you will always have differences of opinions. If you make an honest effort to accommodate people with particular needs (e.g., family situations), I believe that this is one thing that will improve morale in the section. Sensitivity towards people's situations/problems is needed, as well as flexibility.

**Q: What training would you recommend to your women colleagues?**

A: Stress management is very important in our service. This aspect has increased with the heightened security measures now in place. I would also say that interpersonal skills and communications training are needed as we work in this diverse environment -- colleagues and other staff, visitors, and when you travel for the Organization. Security officers and all other staff have to represent the Organization both inside the compound as well as outside.

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**In your interest**

Presented below are some highlights of the General Assembly resolution 56/126 of 19 December 2001 "Improvement of the status of women in the United Nations system".

- The General Assembly reaffirmed "the urgent goal of achieving 50/50 gender distribution in all categories of posts, within the United Nations system, especially at the senior and policy-making level, and also taking into account the continuing lack of representation or under-representation of women from certain countries, in particular from developing countries and

countries with economies in transition";

- The Assembly requested the Secretary-General "to continue to monitor closely the progress made by departments and offices in meeting the goal of gender balance, to ensure that the appointment and promotion of suitably qualified women will not be less than 60 per cent of all appointments and promotions until the goal of 50/50 gender distribution is met, including full implementation of the special measures for women";
- Strongly encouraged the Secretary-General to appoint more women as special representatives and envoys to pursue good offices, especially in matters related to peacekeeping, ...as well as in operational activities, including appointment as resident coordinators";
- The Assembly welcomed "the continuing designation of focal points for women in United Nations peacekeeping operations, and requests the Secretary-General to ensure that the focal points are designated at a sufficiently high level and enjoy full access to senior management in the mission area and at Headquarters";
- The Assembly strongly encouraged Member States "to identify women candidates for assignment to peacekeeping missions and to improve the representation of women in military and civilian police contingents; to identify and regularly submit more women candidates for appointment or election to intergovernmental, expert and treaty bodies; to identify and nominate more women candidates for appointment and election as judges or other senior officials in international courts and tribunals".

## Statistics

As of 30 November 2001, Professional women accounted for 34.6 per cent of all staff with appointments of one year or more. There was no increase in this percentage since the figures reported in June 2001 (A/56/472). Gender distribution of staff on geographical appointments, however, increased from 40.2 to 40.4 per cent since June 2001.

Level	Men All staff	Women All staff	% of women All staff	Men Geogr.	Women Geogr.	% of women Geogr.
USG	29	4	12.1	18	3	14.3
ASG	33	4	10.8	12	4	25.0
D-2	87	21	19.4	51	17	25.0
D-1	231	97	29.6	138	85	38.1
P-5	592	252	29.9	316	153	32.6
P-4	1,192	548	31.5	428	274	39.0

P-3	1,083	649	37.5	339	287	45.8
P-2	370	328	47.0	156	166	51.6
P-1	9	19	67.9	-	-	-
Total	3,626	1,922	34.6	1458	989	40.4

Source: Human Resources Planning and Management Information System Service.

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## **FLASH FLASH FLASH**

### **Key pointers for women's careers**

**By Sheila Wellington, President of Catalyst Organization**

- Having a mentor is crucial; lack of a mentor constitutes the number one barrier for a career;
- Best isn't good enough: perform beyond expectations, impress them over and over again;
- Time is of essence: organize, pick your priorities;
- Insist on recognition: Blow your horn or better, get someone else to do it;
- Know what you are worth;
- Know how to negotiate and to communicate;
- Network - it is about giving and getting. Find out what inspires you and inspire somebody else;
- Be purposeful and analyse where you would like to go. Be strategic about your career.

Quotes are from Ms. Wellington's presentation on 31 October 2001. Catalyst is the world's largest NGO dedicated to research on women in the private sector. The above messages are culled from a survey of experiences of executives of the Fortune 500 companies.

### **Join database of women scientists**

The Consultative Group on International Agricultural Research (CGIAR) maintains a database of women scientists and professionals world-wide. There are so far 2,300 women in the database, and 75% are from developing countries. By joining the database you can receive CGIAR job listings, as well as those of several international organizations and information on fellowships, scholarships etc. To register, please send a message to Ms. Pauline Bomett, CGIAR Gender and Diversity Program at [p.bomett@cgiar.org](mailto:p.bomett@cgiar.org).

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You can read Network on-line at [www.un.org/womenwatch/network](http://www.un.org/womenwatch/network). If you would like to receive Network by e-mail, please send a message to [dain@un.org](mailto:dain@un.org).

## Contributions from readers

Network regularly receives requests from different duty stations and field offices of UN agencies to receive copies and to be put on our email list. Thank you for your continued support.

Dear Readers ... If there is any manager-woman or man--that you would like to recognize as someone who shares our commitment to improving the status of women in the Secretariat, let us know. We will highlight her/his work in our next issue.

Read Network on-line at <http://www.un.org/womenwatch/osagi/fpnetworks.htm>

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[To the Top of the Page](#)