



# Network

The UN Women's Newsletter, Volume No. 8, Issue 1 • January, February and March 2007

## Letter from the Focal Point for Women

Dear Friends,

Welcome to this issue of Network.

Of particular interest is an interview by Dr. Anne Worrall, Professor of Criminology. Dr. Worrall shares her experiences of the gendered differences of crime. She explains how women convicted of crime are deemed “doubly deviant” for violating laws as well as societal gender norms. She shares how she merges theory with praxis by serving on the Parole Board of England and Wales.

In the last issue of Network, we introduced Secretary-General Ban Ki-moon, who began his term as the eighth Secretary-General of the United Nations on 1 January 2007. Two of his senior-most appointments, almost immediately, were women: Asha-Rose Migiro, the United Republic of Tanzania's former foreign minister as Deputy Secretary-General; and Alicia Bárcena as Under-Secretary-General for Management. He has expressed his commitment to gender equality and gender mainstreaming. We look forward to reporting on his future actions.

In solidarity,

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

Aparna Mehrotra

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# INTERVIEW WITH ANNE WORRALL

Professor of Criminology and Head of the School of Criminology, Education, Sociology and Social Work at Keele University



Anne Worrall is a Professor of Criminology and Head of the School of Criminology, Education, Sociology and Social Work at Keele University, UK. She also has close connections with the Crime Research Centre at

the University of Western Australia, Perth, where she periodically teaches issues relating to gender and crime.

Anne has an extensive publication record, including *Gender, Crime and Justice* (Open University Press, 1987), co-edited with Pat Carlen; *Offending Women* (Routledge, 1990); *Punishment in the Community* (Addison Wesley Longman, 1997); *Analysing Women's Imprisonment* (Willan, 2004); *Girls' Violence: Myths and Realities* (SUNY Press, 2004), co-edited with Christine Alder from Melbourne University; and *Punishment in the Community* (second edition) (Willan, 2005), co-authored with Clare Hoy.

## General background

1| **Q:** *For the benefit of our readers, can you briefly explain your professional and educational background?*

**A:** My first degree was in sociology and social work and I then worked as a probation officer, supervising offenders in the community, for 10 years. After that I became a university lecturer in social work, training probation officers, and in 1993 I became a lecturer in criminology at Keele, where I have stayed. I have a PhD in criminology and my main area of research is women and crime, but I also research and write about prisons and alternative, community sentencing. I have been connected with the University of Western Australia for the past 10 years and I am currently a professor-at-large there, which is a university-wide visiting professor post. My role there is to promote interdisciplinary collaboration.

## Gender Issues

2| **Q:** *When and why did you become interested in gender issues relating to criminology?*

**A:** When I was a probation officer, I became aware that there were relatively few female offenders and that provision for them was very poor. I was curious about why this should be so, and, as I explored the issue from a practice perspective, I realized that attitudes towards women who broke the law were entrenched and discriminatory. At that time, there had been very little research on women offenders, so when I had the opportunity I decided to undertake research on women offenders' experiences of community-based punishment. I was able to interview women offenders and professionals who were working with them. That research formed the basis of my PhD and subsequent book, *Offending Women*. So my research was, and has always been, motivated by a desire to improve my understanding of social problems that I have identified from my own experience—a desire to make sense theoretically of problems affecting ordinary people's daily lives. I've never been particularly interested in extreme or spectacular crimes—just those situations and events that tip people, especially women, over the boundary between being regarded as “law-abiding” and “law-breaking”.

3| **Q:** *You are well published within the area relating to women and crime. Can you give our readers an overview of the gender dimension of lawbreakers and deviancy? Does your experience point to particular recommendations to overcome this?*

**A:** Throughout the world, the vast majority of recorded crime is committed by men—in the UK the ratio is around 4:1—and the disparity increases with more serious crime. In most countries, at least 90 per cent of the prison population is male. Crime committed by women is overwhelmingly non-violent, and their criminal careers (how often they reoffend) are much shorter than those of men. But women who commit crime are regarded as being “doubly deviant”—not only do they break the law, but they also transgress against conventional views of femininity and how women *should* behave. So there is a tendency for women to be treated either in a patronizing way, like children, or to be treated more harshly than men committing the same kind of crime. Prisons and other punishments are designed for men and are often unsuitable for women, especially those who have to care for children or other dependent relatives.

There is a need to recognize the particular circumstances that lead women to commit crime. Although they are capable of committing the same range of crimes as men, most of their crime is related to poverty or drugs. Violent crime is rare and tends to be the result of being abused themselves, either as children or in adult relationships; so we need to be more imaginative in provision for women offenders. My experience in the UK and Australia suggests that most women who commit crime do not need to be imprisoned, but can be dealt with through treatment and other facilities in the community. In this way, their lives, and those of their families, are less disrupted.

The other side of the coin is that we need to recognize that women, by and large, are very law-abiding and find other ways of resolving their problems. Perhaps we should spend more time looking at why this is so. We should not forget that the world would be a very different place if men committed crime at the same rate as women.

4| **Q:** *Is there a disparity between male and female offenders, particularly juveniles? If so, are we witnessing any noticeable change in trends? Why?*

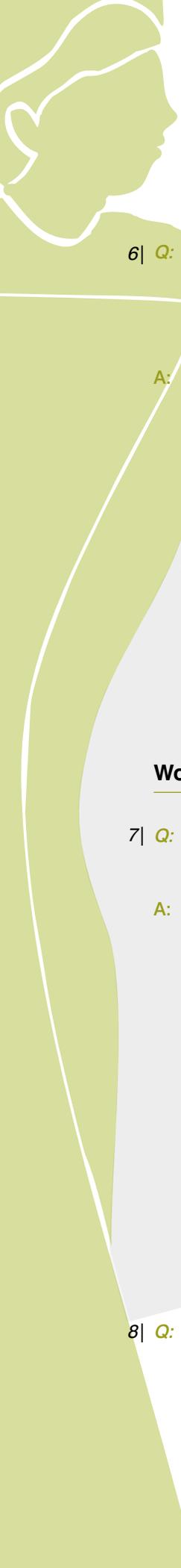
**A:** As I have said, there is a wide disparity between male and female offenders but less so among juveniles, where most crime is of a less serious nature. There is a widespread view that young women and girls are becoming more violent and some consider this to be the result of “women’s liberation” and the greater involvement of girls in street crime, related to alcohol and drugs. My own view is that at least part of this

“discovery” of violent girls is due to changing attitudes towards bad behaviour by girls. We are less tolerant of girls being unruly and rowdy than in the past, when we tended to adopt welfare-oriented approaches to girls “in trouble”. We are now more willing to treat their behaviour as criminal, so their presence in criminal statistics increases. “Women’s liberation” has had little effect on those girls who typically end up in trouble—prisons and detention centres are not full of ambitious, confident, well-educated young women. Arguably, it is those young women who have been untouched by “women’s liberation” who are committing street crime. But we tend to forget that girls are still far more likely to be victims of crime, especially sexual crime, than they are to commit crime.

5| **Q:** *You are a member of the Parole Board of England and Wales. Can you explain to our readers what the Parole Board does, what does your role involve and what motivated you to become a member?*

**A:** The Parole Board of England and Wales consists of about 150 people from various walks of life who sit in panels of two or three to make decisions about the release of prisoners who do not have automatic release dates under the law. Most of these are long-term prisoners and almost all are men. However, an increasing number, who have served shorter sentences but have failed to comply with their release licences, have been returned to prison and then have to be considered by the Parole Board before they can be released again. Most of the decisions are made on paper reports, called dossiers, but sometimes we have oral hearings where we go to prisons and talk directly to the prisoners. The aim of the Parole Board is to protect the public by only releasing prisoners who are safe to be released, but it also serves as an incentive to those prisoners who have used their time constructively to become rehabilitated.

I joined the Parole Board because I wanted to be involved in making real decisions about real offenders, rather than being involved only indirectly as an academic. It is easy to



downplay the complexities and dilemmas facing front-line criminal justice workers, and being on the Parole Board forces me to confront these challenges myself.

6| **Q:** *In your experience, is there a difference between men and women leadership styles and/or outcomes? As a female head of school, what constraints have you encountered?*

**A:** I have been very fortunate in working in a university with a female vice-chancellor who encourages women to take up positions of leadership. Once you find yourself among other women in leadership roles, you realize that there are as many different styles of leadership among women as men—and as many tensions! But many women are still in situations where they are the lone female voice in a male-dominated organization, and it is then immensely difficult to know how to conduct yourself. I am no longer convinced that there are “male” or “female” styles of leadership, but I think women are probably more likely to want to lead by example and consensus and to avoid confrontation—but then I think the best male leaders also work in that way!

### Work/life balance

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

**A:** I am not sure that I do! I am fortunate in experiencing good health and happy family relationships, without which I could not work as intensively as I do at times. I exercise less than I should, but I have always been an active musician and that is a great source of relaxation and satisfaction. As far as my own career is concerned, I think I am very patient and have always tried to work conscientiously on matters that I consider important, even if the path to organizational and public recognition has been a long and relatively slow one. I am probably my own severest critic but, on the other hand, I also judge myself by my own targets and standards, rather than by those of my employer. So I celebrate my own achievements whether or not they are fully recognized by others!

8| **Q:** *Do you believe that having women in leadership positions, within the university environment and in general, is making a difference with respect to work/life balance? If so, how?*

**A:** I don't think that I am an expert on work/life balance because I am always conscious that, for many women in the world, the whole concept is something of a luxury. It only has meaning for women who are relatively affluent and already have some degree of control over how they organize their lives. But in the university setting, it is important to have more women in positions of leadership because it sets the example to young women that they can and should aspire to such positions, without needing to sacrifice having children if that is what they want.

### Personal philosophy

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

**A:** My mother had a strong Christian faith but my father was a humanist, so I was brought up being both sympathetic to, and critical of, religious belief. As an adult I have found Quakerism a great source of strength. It eschews creeds and hierarchies and cultivates a quiet inner strength that manifests itself in a strong social commitment. I am not a very good example of a Quaker but I try to be “quakerly” in my dealings with others—that is, open and honest, and looking for the best in them. As I get older, I am less impressed by “big ideas” and feel that “doing good” in small ways on a daily basis is probably underrated. In leadership roles, my central aim has always been to create environments in which other people can produce the best work of which they are capable. That means environments where people can be calm, purposeful and creative, with a minimum of conflict. I'm not suggesting that I've always succeeded, but that is my aim! What inspires me more than anything nowadays is seeing younger women, like my daughter, making their mark in organizations with far greater confidence than women of my generation had at their age.

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

**A:** In a world where so many women remain uneducated, I think that those who have the

chance to shine in the academic world should grasp that opportunity with confidence. That doesn't mean that they won't have to make all sorts of compromises as their lives and careers develop, but they should feel proud about their skills in navigating the obstacles rather than feeling defeated because they aren't "superwoman", or resentful because they may not have achieved all their ambitions. ■

## AROUND THE UN ...

- The fifty-first session of the Commission on the Status of Women took place from 26 February to 9 March 2007. The Commission considered "the elimination of all forms of discrimination and violence against the girl child" as its key theme in accordance with a multi-year programme of work for 2007-2009. At the 10-year mark of the 2005 Beijing Platform for Action, which outlined an extensive platform for protecting and promoting the rights of women and girls, Member States realized that many of the goals had not been achieved. Deputy Secretary-General Asha-Rose Migiro proposed that this could be because the two legal instruments connected to the rights of girls, the Convention on the Rights of the Child and the Convention on the Elimination of All Forms of Discrimination against Women, do not codify laws that address the plight of girls. In addition, there is a failure on the part of States to implement provisions set up by the two treaties, which results in continued violence and discrimination. Deputy Migiro stated that both she and the Secretary-General were in favour of a proposed recommendation made by the Secretary-General's High-level Panel on System-wide Coherence of merging the UN agencies that deal with gender issues into a single unit. During an event moderated by CBS news anchor Katie Couric, girls from all around the world shared their experiences as former child soldiers, HIV-positive rape victims and child labourers as part of the Commission's aim to seek solutions to the discrimination and violence that girls face. The Commission also drafted resolutions addressing the girl child, HIV/AIDS, ending female genital mutilation, forced and early marriages, and the situation of aid assistance to Palestinian women.
- On 6 March 2007, as the UN prepared to mark International Women's Day, Secretary-General Ban Ki-moon pledged to implement gender balance in the UN senior-management ranks. Mr. Ban told the General Assembly that women remain underrepresented, and

he pledged to work towards a collaborative and coordinated approach to gender perspectives, mainly through supporting Member States to empower women and to promote gender equality. Previously, other Secretaries-General promised to give women 30 per cent of the top UN posts, but this still remains to be seen. Thus far, the Secretary-General has appointed Asha-Rose Migiro, the United Republic of Tanzania's former foreign minister, as his Deputy, and has named Alicia Bárcena as Under-Secretary-General for Management. The UN reports that girls make up the majority of the estimated 100 million children who are not in school and that women make up the majority of illiterate adults worldwide. Mr. Ban also underlined the importance of ending violence against women by urging men to meet their own responsibilities on the matter.

- During a special meeting of the General Assembly on gender equality and the empowerment of women on 6 March 2007, General Assembly president Sheikha Haya Rashed al Khalifa of Bahrain noted the importance of achieving these goals to benefit society. Sheikha Haya discussed effective methods by which the gap between policy and practice could be bridged, such as the involvement of men in crucial women's issues, stressing that gender equality should be a shared responsibility. ■

## AROUND THE WORLD: GENDER NEWS

- On 29 January 2007, the United Nations Children's Fund (UNICEF) launched its Humanitarian Action Report 2007, seeking \$635 million from donors for 33 emergencies around the world. The annual report provides an outline of UNICEF's emergency aid programmes, setting out its relief activities and financial requirements for meeting the needs of children and women. Of the requested amount, \$121 million is planned for the war-torn Darfur region in Sudan, where children account for more than half of the 2.5 million displaced civilians. Some of the emergencies included in the report are high HIV/AIDS



rates and poverty among children in Zambia. The rebel violence affecting children in Colombia might not be garnering media attention, but UNICEF Emergency Programmes Director Dan Toole has asserted that the agency's priorities do not end based on public attention and that humanitarian aid will be extended to all children in need. In 2006, UNICEF's emergency funding was able to raise \$513 million and covered 53 different emergencies, with forgotten emergencies receiving only 37 per cent of the funding required.

- **France and UNICEF hosted a conference of government ministers to Free Children from War.** It took place in Paris on 5 and 6 February 2007. The conference focused on freeing child soldiers, and also discussed deterrence of child recruitment and the reintegration of former child soldiers. Although guidelines set up 10 years ago by the international community banned the use of child soldiers in war, 250,000 children, as young as six years old, continue to be used in more than a dozen conflicts worldwide. The 13 countries that pose the most concern, as reported by Save the Children, are Afghanistan, Burundi, Chad, Colombia, Côte d'Ivoire, the Democratic Republic of the Congo, Myanmar, Nepal, the Philippines, Sri Lanka, Somalia, Sudan and Uganda. As of 2002, the International Criminal Court made the use of child soldiers a crime. Congolese militia leader Thomas Lubanga will be the first tried for this offence. Although 95,000 children have been freed in the past five years, nations need to take action and increase their efforts in order to eradicate this problem.
- The United Nations Educational, Scientific and Cultural Organization (UNESCO) and the cosmetics company L'Oréal gave out awards to **five outstanding women scientists** on 22 February 2007. The recipients this year represented five continents and received \$100,000 each. Winners were selected by a jury led by the 1991 Nobel Prize Laureate for Physics, Pierre-Gilles de Gennes. This award, as well as the UNESCO-L'Oréal International Fellowships which are given out annually to post-doctoral students, is aimed at supporting women in the male-dominated field of science.
- A four-day conference at the UN Training Centre in Italy, organized by the UN police in late March, marked the Centre's latest efforts to attract **female officers** into the force. Despite recent progress, such as the newly introduced all-female specialized unit in Liberia, Department of Peacekeeping (DPKO) police adviser Mark Kroeker notes that **it remains unacceptable that**

**women account for only 6 per cent of the force.** The workshop, held from 20 to 23 March, brought together 30 gender experts from both within and outside the UN to come up with operational guidelines and to discuss means by which Member States could be encouraged to provide more female officers. A gender mix in the police unit would not only be useful in reflecting the community it serves, but female officers have demonstrated to perform better when dealing with cases such as sexual assault and child abuse. ■

## IN YOUR INTEREST ... REPORTS

- **The Intergovernmental Panel on Climate Change (IPCC) reported on 2 February that global warming is caused by human activities.** The report, which is the first of four to be released this year by the IPCC, says that it is likely that anthropogenic causes since 1750 have affected the earth five times more than the fluctuations of the sun's output. The report also confirms that it is very likely that the global rise in temperature is due to human emissions of carbon dioxide, methane, nitrous oxide and other greenhouse gases. The acceleration to a warmer world, as described by the panel, is expected to be seen in the form of more extreme temperatures, including extreme heatwaves, more severe droughts in some regions and heavier rain in others, rising sea levels and an overall 30°C increase in temperature.
- On 14 February, results for the **first comprehensive assessment of the well-being of children** in the world's advanced economies, done by the UNICEF Innocenti Research Centre in Florence, Italy, placed the Netherlands, Sweden, Denmark and Finland at the top, with the United States and the United Kingdom at the bottom. To measure the well-being of the children, the study focused on six different dimensions: material well-being, health and safety, education, peer and family relationships, behaviours and risks, and children's own subjective sense of well-being. The report demonstrated that there was room for improvement among all of the 21 Organization

of Economic Cooperation and Development (OECD) nations surveyed, and that no single country led in all six areas. UNICEF hoped this initial report would encourage the collection of more comprehensive and timelier data, and intended this to be a first step towards regular monitoring of child well-being across OECD. ■

## VIOLENCE AGAINST WOMEN

- On 29 January 2007, mortar explosions left five girls dead and over 20 injured at a girls' school in Baghdad. Representatives from the United Nations Children's Fund (UNICEF) and from the United Nations Educational, Scientific and Cultural Organization (UNESCO) voiced outrage at the unforgivable crime of the deliberate targeting of children. This attack, among others, is a reminder of the prevalent violence that disrupts education systems around Baghdad, as many parents have stopped sending their children to school. Out of the estimated 600,000 children in Iraq currently out of school, nearly 74 per cent are girls. UNICEF and UNESCO have requested that all parties in Iraq exercise their responsibility to ensure that schools can remain safe havens for children to attend.
- On 16 February 2007, senior UN officials marked the tenth anniversary of the creation of the United Nations Trust Fund to End Violence against Women by celebrating the fund's accomplishments and by calling for an increase in efforts to end violence against women. The Executive Director of the United Nations Development Fund for Women (UNIFEM), Noeleen Heyzer, stated that in order for violence against women to become a rare occurrence, these issues have to be included in national strategies for development and human security. Speakers at the ceremony included Deputy Secretary-General Asha-Rose Migiro as well as UNIFEM Goodwill Ambassador and actress Nicole Kidman. The fund was established by the General Assembly and is administered by UNIFEM. It has brought together 16 UN agencies, eight international and regional organizations, and various women's groups. To date, the fund has distributed nearly \$13 million to 226 different programmes that bring awareness to women's human rights and address the issue of violence against women in over 100 nations. ■

## NEWS FROM THE FIELD

- Following media reports of sexual exploitation in early January, United Nations agencies and international and local non-governmental organizations worked alongside the southern Sudanese Government to organize a workshop on preventing sexual exploitation. Following a similar seminar held in the Sudanese capital of Khartoum, the workshop, held in the south of Sudan in Juba, conveyed information about the UN's zero-tolerance policy on sexual exploitation, assessed achievements and tried to identify the gaps in preventing sexual exploitation, especially against children in the area.
- In a report to the Human Rights Council, Jody Williams, head of the United Nations High-level Mission and Nobel Peace Prize Laureate, indicated that an overall climate of impunity had made it so that Darfur was a stranger to the rule of law. She indicated that Sudanese Government forces, allied Janjaweed militias and rebel groups were all guilty of murder, rape, acts of torture and arbitrary arrests. The social and economic deprivation in Darfur is aggravated by the fact that the main targets of these serious human rights abuses are civilians. Since the conflict first began in 2003, it is estimated that at least 2 million people have been displaced and more than 200,000 killed. The report published on 7 March 2007 urges the Sudanese Government to cooperate with the deployment of a hybrid UN-Africa Union force and to fully cooperate with the International Criminal Court. Ms. Williams suggests that a National Human Rights Commission should be created and that the Sudanese Government should fully comply with all humanitarian assistance. However, the Sudanese Government denies any involvement in acts violating international law and in turn accuses the media of exaggerating the problems in Darfur.
- On 30 January, the first-ever all-female unit of UN peacekeepers arrived in Liberia's capital, Monrovia, for a six-month stay. Aiding

the country to recover from a 14-year civil war, there are currently 15,000 UN peacekeepers deployed in Liberia. The unit is made up of volunteers from around India who are experienced in battling insurgencies. It consists of **103 women performing operational tasks and 22 men doing logistics work**. The force will support the work of the UN in the country while helping the Liberian National Police. ■

## WOMEN'S HEALTH

- A Harvard study of Botswana, published in *The New England Journal of Medicine*, 11 January 2007, finds that the **anti-AIDS drug Nevirapine is safe for infected mothers to use to protect their unborn children from transmission**. This is good news for poor women who must take this inexpensive drug to prevent transmission of HIV. There was worry that the drug would cause the body to develop Nevirapine-resistant strains which would then render useless any anti-retroviral drug cocktail containing Nevirapine. Researchers found that by simply delaying the intake of such a cocktail by six months allows the drug to remain effective.
- A United States study followed more than 800 elderly elderly patients over a four-year period and **concluded that people who are lonely are twice as likely to develop Alzheimer's disease**. The study demonstrated that a person's perception of loneliness rather than their actual level of social isolation was what correlated with their Alzheimer's risk. Dr. Robert S. Wilson, professor of neuropsychology at Rush University Medical Center, emphasizes that loneliness is not merely an emotional factor, but also has a physical impact on the individual.
- The Government of Malawi, in cooperation with UN agencies such as the World Health Organization (WHO), the United Nations Children's Fund (UNICEF) and the United Nations Population Fund (UNFPA), has launched **a programme to reduce maternal mortality and combat**

**infant death**. Malawi has one of the highest levels of maternal deaths in the world, with an average of 16 deaths a day due to pregnancy and/or childbirth. The programme, entitled **The Road Map**, will work towards providing access to contraception so as to prevent unwanted pregnancies, provide professional assistance at birth, as well as emergency obstetric and infant care. The Road Map will help Malawi fulfil the Millennium Development Goals set out at the 2000 UN Summit by working towards reducing child mortality and improving maternal health by 2015. ■

## RECOMMENDED READING

### ***Hostage at the Table: How Leaders Can Overcome Conflict, Influence Others, and Raise Performance***, by George Kohlrieser

George Kohlrieser's book is a **refreshing read on leadership**, written by an experienced author and professor of leadership at the International Institute for Management Development. This book offers a unique perspective on how people can free themselves from being held hostage to their self-imposed limitations. It provides a road map to what every leader needs to know about controlling emotions, relating, dialoguing, negotiating and breaking free of being held hostage to the past or to one's current environment. ■

## WEBSITE

### ***www.humanitarianinfo.org/iasc/gender***

By integrating gender issues, this handbook sets forth standards for the protection and survival of people caught up in humanitarian crises. ■

## INFO

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

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

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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