



Network

The UN Women's Newsletter

Volume No. 20, Issue 3 –September-October-November-December 2019

Letter from the Director, UN System Coordination Division

Dear Friends and Colleagues,

We are here with the latest and final issue for 2019 of our triannual NETWORK newsletter, with hopes that it will warm up your winter days with news on your preferred subject of gender equality and women's empowerment.

In this edition, the spotlight is on the International Day for Elimination of Violence against Women and on women's representation in the workforce. Read ahead for some interesting stories and updates.

Happenings from around the United Nations present news on UN Women at the 74th session of the UN General Assembly in New York, with the UN Women Generation Equality campaign, launched in summer 2019, focusing on gender equality and the steps necessary to meet the sustainable development goals by 2030. In commemoration of the International Day for Elimination of Violence Against Women, this year's 16 Days of Activism against Gender-Based Violence took up as theme *Orange the World: Generation Equality Stands against Rape!* Also placing focus on violence against women, UN Women's "Courage to Question" video series and "Closer Than You Think" campaign were awarded the ADCOLOR MVP Award and the Clio Gold Award, respectively.



In the around the world section, new reports by the World Tourism Organization discuss the ways in which tourism can advance gender equality and women's empowerment. During the Nairobi summit in November, discussions took place in Kenya on commitments towards advancing progress on the goals of the International Conference on Population and Development. A new OECD report shows how discriminatory laws and social norms still hamper gender equality.

The segment on women's representation showcases several recent research findings on women in the workforce, including S & P findings which reveal that "When Women Lead, Firms Win"—firms with a female CEO have a better stock price performance. Credit Suisse research explores the ways in which having more women in decision-making roles may boost companies' performance on the stock market. The Stanford Graduate School of Business research reveals whether investors really care about gender diversity.

Finally, as always, we close the newsletter with the latest publications of interest. Be sure to take a look at McKinsey's 2019 Women in the Workforce Report.

We wish you the best for the holiday season and the new year ahead, and, as always, trust that your support will continue in 2020. As we enter a decade-changing year ahead, we see it as a unique year for generation equality, 25 years since the historic and visionary Beijing Platform for Action was adopted in China and establishing women's rights as human rights.

In solidarity,

Aparna Mehrotra
Director, UN system Coordination Division
UN Women

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Congratulations to

Luís Carrilho, the United Nations Police Adviser in the Department of Peace Operations, on his appointment by UN Women on November 25, 2019 as its newest HeForShe Advocate for gender equality, the International Day for the Elimination of Violence against Women and the inaugural day of the 16 Days of Activism Against Gender-Based Violence. Created by UN Women, the HeForShe solidarity movement provides a systematic approach and targeted platform through which men and boys can engage and become change agents towards the achievement of gender equality.



Ghada Fathi Waly, from Egypt, on her appointment by United Nations Secretary-General António Guterres as Executive Director of the UN Office on Drugs and Crime (UNODC) and Director-General of the UN Office at Vienna (UNOV) on November 21, 2019.



Ms. Waly brings to the position over thirty years of experience in the field of sustainable development, poverty reduction and social protection, women and youth empowerment. As Minister of Social Solidarity, a position she assumed in 2014, Ms. Waly has developed the national anti-drug strategy, led a nation-wide drug awareness and prevention campaign among youth and pioneered innovative programmes to rehabilitate and reintegrate persons with substance use disorders into society. In her current role, she also serves as Coordinator of the Inter-Ministerial Committee for Social Justice, Chairperson of the National Centre for Social and Criminological Research and chair of the Executive Council of Arab Ministers of Social Affairs in the League of Arab States. Ms. Waly holds a Masters' degree in Humanities and a Bachelor of Arts in Foreign languages and literature from Colorado State University. She is fluent in Arabic, English and French, and has a working knowledge of Spanish.

Kanni Wignaraja, from Sri Lanka, on her appointment by United Nations Secretary-General António Guterres as Assistant Secretary-General and Director of the Regional Bureau for Asia and the Pacific, United Nations Development Programme (UNDP) on November 18, 2019.



Ms. Wignaraja recently served as the Acting Assistant Administrator and Director for the Bureau for Management Services at UNDP and as a Special Adviser to the UNDP Administrator, roles that she has been performing throughout 2019, after working as the Director of the United Nations Development Operations Coordination Office (DOCO) from 2014 to 2018.

She brings over twenty-five years of experience in the United Nations mission and particularly in UNDP's role in the sustainable development agenda. Ms. Wignaraja joined the Organization in 1990 as the Policy and Evaluation Officer of United Nations Volunteers (UNV) and has worked in various field offices as well as in UNDP's Headquarters in New York, serving in the Asia Pacific and the Africa regions. She also served in the Bureau for Development Policy in progressively senior positions, including that of United Nations Resident Coordinator and UNDP Resident Representative in Zambia. She holds a Master's degree in Public Administrations (Development Economics) from Princeton University and a Bachelor of Arts in Economics from Bryn Mawr College, USA.



Fatoumata Ndiaye, from Senegal, on her appointment by the United Nations Secretary-General António Guterres as Under-Secretary-General for Internal Oversight Services, following approval by the General Assembly. Most recently, she held the position of Deputy Executive Director (Management) of the United Nations Children's Fund (UNICEF). Ms. Ndiaye brings to

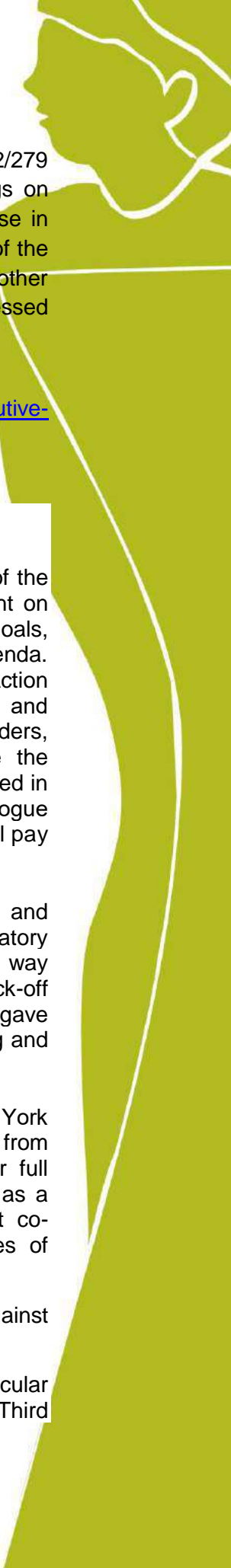
the position more than 24 years of knowledge, hands-on experience and inter-agency work in the areas of audit, investigations and evaluation, coupled with overseeing and coordinating human resources, finance, budget, information technology and administrative services and operations. She has made important contributions in leading organizational transformation initiatives in the United Nations.

Ms. Ndiaye joined the United Nations in 1995 and has served in various capacities, including as UNICEF's Director of Internal Audit and Investigations and Director of the Internal Audit Division, OIOS. She has been a member of several United Nations system inter-agency bodies, including the High-Level Committee on Management, the Inter-Agency Standing Committee, the United Nations Development Group, and the High-Level Steering Group on Prevention of Sexual Exploitation and Abuse. Before joining the United Nations, Ms. Ndiaye was Chief of Management Advisory Services of Coopers & Lybrand in Senegal.

Around the United Nations

UN Women Executive Board convenes its second regular session 2019

The UN Women Executive Board convened for its second regular session this year from Monday 9 to Tuesday 10 September at the United Nations Headquarters in New York. The President of the Executive Board, Penelope Beckles, Permanent Representative of Trinidad and Tobago to the United Nations, opened the session and UN Women's Executive Director, Phumzile Mlambo-Ngcuka, delivered remarks. The Executive Board considered UN Women's integrated budget estimates for the biennium 2020–2021 and discussed the Structured Dialogue on Financing. In addition, the Board was presented



with an update on the status of implementation of General Assembly resolution 72/279 concerning the repositioning of the United Nations development system. Briefings on policy and programme matters included one on UN Women's operational response in the Pacific by the Fiji Multi-Country Office and on the plan for the 25th anniversary of the adoption of the Beijing Declaration and Platform of Action (Beijing+25), among other issues. The detailed agenda of this session and all official documents can be accessed on [the Executive Board webpage](#) or the [PaperSmart-portal](#) of the United Nations.

See more at: <https://www.unwomen.org/en/news/stories/2019/9/announcer-executive-board-second-regular-session-2019>

UN Women at the UN General Assembly 2019

UN Women joined world leaders who gathered for two weeks at the 74th session of the United Nations General Assembly (UNGA 74) in New York, to shine the spotlight on gender equality, which stands at the heart of the Sustainable Development Goals, climate action, universal health coverage and other matters that are on the agenda. UNGA 74 comes in the lead up to the 25th anniversary of the Beijing Platform for Action adopted in 1995, considered the most visionary agenda for women's rights and empowerment. During UNGA 74, the largest annual meeting of world leaders, the [Generation Equality](#) campaign, launched by UN Women to commemorate the anniversary, will focus on gender equality. This multigenerational campaign, launched in May 2019, aims to reinvigorate the women's rights agenda, catalyze a global dialogue and mobilize actions for gender equality across a range of critical issues, from equal pay and women's leadership, to ending violence against women.

A key UN Women event during the General Assembly, co-sponsored by France and Mexico, called on world leaders to join the Biarritz Partnership to end discriminatory laws, which was presented at the G7 Summit in August 2019, and is to pave the way toward the Generation Equality Forum taking place in Paris in July 2020, with a kick-off Forum in Mexico in May 2020. Meanwhile, another youth-focused event at the UN gave voice to the next generation of women's rights advocates and presented mentoring and transferring of leadership initiatives to support young women's career advancement.

With global attention on the UN Secretary-General's Climate Action Summit in New York on 23 September, UN Women put forth gender equality as a key area to focus on from the initiatives being put forth to address climate action. This initiative calls for full inclusion and leadership of women and girls in efforts targeting climate change as a catalytic force to make climate action more effective. In parallel, a side-event co-organized by UN Women with partner countries showcased concrete examples of initiatives led by women in climate change mitigation and adaptation.

Best practices to address human trafficking and all other forms of violence against women were also discussed during the session.

In October, following the high-level week, the General Assembly also paid particular attention to gender equality and the empowerment of women during the Third

Committee meetings (Social, Humanitarian and Cultural Affairs). The issues discussed revolved around the follow-up to the Fourth World Conference on Women in Beijing in 1995; the situation of women and girls in rural areas; violence against women migrant workers; and the status of women in the UN system. The Second Committee (Economic and Financial) focused on women in development. [Six reports](#) were prepared by the Secretary-General (A/74/111; A/74/220; A/74/222; A/74/224; A/74/235; and A/74/279) on these issues.

UN Women-hosted or co-organized events including:

Generation Equality: Realizing women’s rights for an equal future - Promoting and supporting the leadership of young women within the UN

Good for Business, Good for Investing: a Canadian Perspective on the Women’s Empowerment Principles

Solutions for Implementing Gender-Responsive Climate Action during Climate Action Summit 2019 – A Race We Can Win

Women, Peace and Security: Towards Full Participation

For all events and information see:

<https://www.unwomen.org/en/news/stories/2019/9/media-advisory-un-women-at-unga-74>

The EU-UN Spotlight Initiative

On the margins of the United Nations General Assembly in New York, the European Union and the United Nations hosted a high level event on the EU-UN Spotlight Initiative, inviting all countries, leaders, civil society representatives and local ambassadors to join the movement and take action to end violence against women and girls.

Two years after its launch, the Spotlight Initiative's activities are spanning the entire globe – thanks to the EU's and UN's engagement, and the support of partner governments and civil society at all levels. 13 countries have already begun implementing Spotlight programmes, and around 2/3 of the European Union's initial seed funding of €500 million have already been allocated.



See at: <https://www.unwomen.org/en/news/stories/2019/9/press-release-eu-un-spotlight-initiative-at-unga-74>

International Day for the Elimination of Violence against Women –Orange the World

UN Women rallies partners to take a stand against sexual violence



Orange the World: Generation Equality Stands against Rape!” is the theme for this year’s 16 Days of Activism.

As part of the commemoration of the International Day for the Elimination of Violence against Women, the annual 16 Days campaign, which mobilizes governments and the wider public alike, is supported by the Secretary-General’s campaign UNiTE by 2030 to End Violence against Women. The 16 Days of Activism against Gender-Based Violence is held from 25 November to 10 December and stands under the umbrella of the Generation Equality campaign to mark the 25th anniversary of the Beijing Declaration and Platform for Action. Along with the UNiTE campaign, Orange the World is calling upon people from all walks of life, and across generations, to take our boldest stand yet against rape.

A flood of #orangetheworld social media posts—as well as orange-clad visitors at the United Nations—commemorated International Day for the Elimination of Violence Against Women, which aims to spread awareness about gender-based violence.



The theme of this year’s UN commemoration, which uses the orange color to symbolize hope and a brighter future without violence against women, is: “Orange the World: Generation Equality Stands against Rape!” The theme highlights the need to end the “rape culture” that is entrenched in our society, whether in situations of conflict, peace, in our homes or on the streets.

Across the world and in different contexts, women and girls universally experience rape, sexual violence and abuse. From university campuses to environments of armed conflicts, their voices and stories have reached a crescendo that can no longer be ignored or silenced. It's time to take a stand to dismantle rape culture.



Despite worldwide mobilizations led by survivors and activists in recent years, through movements such as #MeToo, #TimesUp, #Niunamenos, #NotOneMore, #BalanceTonPorc and others, sexual violence continues to be normalized and embedded in our social environments. Violence against women and girls continues in every country.

Under the leadership of the UN Secretary-General, António Guterres, the key event at the UN Headquarters in New York on 25 November featured prominent speakers and musical performances to call on preventing and ending violence against women and girls. Participants included Maria Luiza Ribeiro Viotti, United Nations Chef de Cabinet, UN Secretary General António Guterres, Pramila Patten, Under-Secretary-General, Special Representative of the Secretary-General on Sexual Violence in Conflict, Phumzile Mlambo-Ngcuka, UN Women Executive Director, Susannah Grant, Executive Producer, Writer, Director and Showrunner of "Unbelievable" the Netflix limited series, Ajna Jusic, President of the Association "Forgotten Children of War" from Bosnia and Herzegovina and photographer Jonathan Torgovnik. The panels were complemented by musical performances from the choir of the UN International School.



See more at:

<https://www.unwomen.org/en/news/stories/2019/11/media-advisory-international-day-for-the-elimination-of-violence-against-women-commemoration>

<https://www.unwomen.org/en/news/in-focus/end-violence-against-women>

<https://www.unwomen.org/en/news/stories/2019/11/press-release-international-day-for-the-elimination-of-violence-against-women>

UN Women launches the Women Count Data Hub

On 24 September, on the first day of the high-level General Debate, UN Women hosted an interactive data lab to showcase the new **Women Count Data Hub**, a first of its kind website providing public access to gender data that can be used to monitor progress on the Sustainable Development Goals (SDGs). The Women Count Data Hub brings together the latest available data on gender and the SDGs, as well as stories and analysis about the lived experiences of women and girls. For example, one of the stories online show how in Kenya, new gender data has spurred policy actions, including three new laws to boost women's empowerment.

Speaking at the event, UN Women's Deputy Executive Director for Resource Management, Sustainability and Partnerships, Anita Bhatia, underscored the importance of gender data: "In the drive to get better gender equality outcomes, and to really push for women's empowerment, we need gender data, we need numbers, and we need stories". The Data Hub will continue to grow with new data and features leading up to the World Data Forum in October 2020.

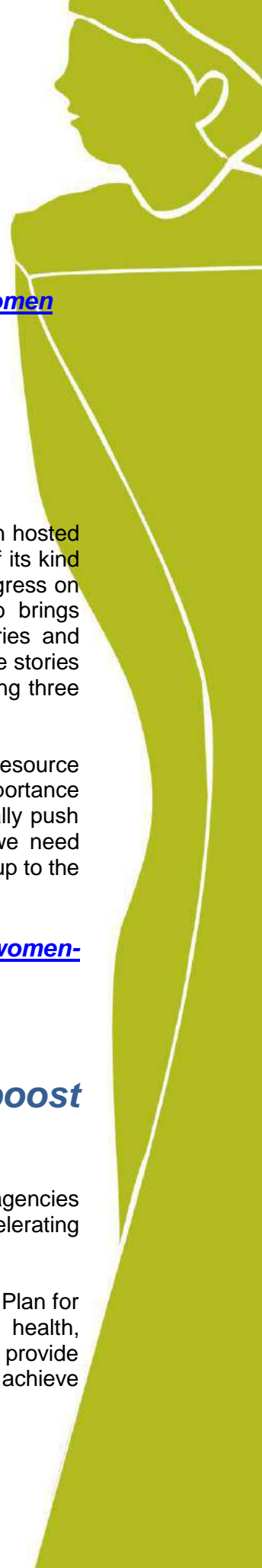
See at: <https://www.unwomen.org/en/news/stories/2019/9/news-un-women-launches-women-count-data-hub>

For more information, visit data.unwomen.org

Multilateral agencies launch a joint plan to boost global health goals

On 24 September, during the United Nations General Assembly, 12 multilateral agencies launched a joint plan to better support countries over the next 10 years in accelerating progress towards health-related Sustainable Development Goals (SDGs).

Developed over 18 months, Stronger Collaboration, Better Health: Global Action Plan for Healthy Lives and Well-being for All outlines how a dozen multilateral health, development and humanitarian agencies will collaborate to be more efficient and provide more streamlined support to countries to deliver universal health coverage and achieve health-related SDG targets.



Healthy people are essential for sustainable development and for ending poverty, promoting peaceful and inclusive societies as well as protecting the environment. Over the last few decades, significant gains have been made in key areas of health, but the 2030 targets will not be met without redoubled efforts.

The 12 signatory agencies to the plan are Gavi, The GFF, the Global Fund, UNAIDS, UNDP, UNFPA, UNICEF, UNITAID, UN Women, World Bank Group, WFP and WHO.

See more at:

<https://www.unwomen.org/en/news/stories/2019/9/press-release-joint-plan-to-boost-global-health-goals>

UN Women takes home the Clio Gold Award and ADCOLOR MVP Award in 2019

The video series “Courage to Question”, produced by UN Women and Google in collaboration, was awarded ADCOLOR’s Most Valuable Partners (MVP) Award in September. Additionally, the campaign “Closer Than You Think”, produced by UN Women’s National Committee in Iceland, has been awarded the Clio Gold Award.

“Closer Than You Think” puts a focus on violence against women, asking men to read true stories on gender-based violence and written by women survivors. The film captures the men’s reactions once they learn that the survivor has been sitting in the room with them as they read her story. The Clio Awards recognize innovation and creative excellence in advertising, design and communications.

See more at:

<https://clios.com/awards/winner/integrated-campaign/un-women-iceland/closer-than-you-think-65483>

<https://www.unwomen.org/en/news/stories/2019/9/news-clio-gold-award-and-adcolor-mvp-award>

Around the World

International Day for elimination of Violence against Women across the globe.

'Gender alert': Global protests denounce violence against women

Around the world, tens of thousands of women marched on the International Day to End Violence Against Women in support of the campaign “Generation Equality Stands Against Rape!”. Multiple events worldwide, such as marches, art competitions, cycling rallies and marathons, were organized as part of the UN System-wide activities for the 16 Days of Activism Against Gender-Based Violence, to urge action against rape, which impacts one in three women worldwide.



The executive director of UN Women, Phumzile Mlambo-Ngcuka, said that rape “can have life-changing, unchosen effects—a pregnancy or a sexually-transmitted disease, immense trauma and an unwarranted sense of shame.”

Marches against gender violence began with more than 10,000 people marching in Rome and around 10,000 protesting in Brussels.

In Switzerland, there was a vigil to remember women who were killed by their partners.

In France, the government pledged to seize firearms from abusive spouses and improve police training to reduce the number of women killed by their partners.

Crowds marched through the streets of Moscow to highlight the government's

failure to pass laws protecting women, and hundreds of Sudanese women chanted: "Freedom, peace and justice" as they gathered in Khartoum for the first such protest in decades.

In Mexico City, masked demonstrators with sledgehammers smashed glass panes of bus stops, spray-painted monuments and clashed with riot police to protest authorities' failure to halt the soaring rates of femicide and rape in the country.

Following a weekend of protests, tens of thousands marched in Madrid. Spain's long-standing laws against gender violence have not halted the problem with 52 women having been killed by their partners or ex-partners since the start of 2019.

These protests are a culmination of worldwide dissatisfaction with the various forms of violence that affect women and girls. People are saying time's up, things need to change

once and for all. It is time that women and girls can live their lives free from fear and all forms of violence.

Tourism can advance gender equality and women's empowerment

The World Tourism Organization (UNWTO), in collaboration with UN Women, the German Society for International Cooperation (GIZ), the World Bank Group and Amadeus, launched the second edition of the Global Report on Women in Tourism on 6 November 2019. The second edition of the report considers how the situation of women in the tourism sector has evolved and provides a thorough assessment of tourism's contribution towards Sustainable Development Goal 5 on achieving gender equality and women's empowerment. The report has an extended geographical scope covering developed and developing countries, additional in-depth industry analysis, and several case-studies that illustrate how women around the world are using tourism as a vehicle for empowerment and development.

The key findings show that the majority of the tourism workforce worldwide is female—54 per cent of people employed in tourism are women compared to 39 per cent in the broader economy. Moreover, the wage-gap is smaller in the tourism industry, with women in tourism earning 14.7 per cent less than men. Tourism offers women greater opportunities for leadership roles, with 23 per cent of female tourism Ministers compared to 20.7 per cent of Ministers overall.

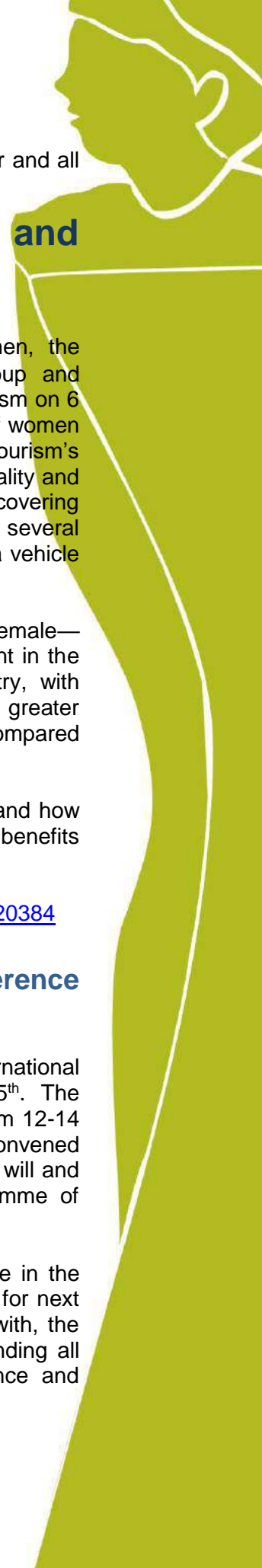
Policy-makers are more aware of the importance of gender equality in tourism and how essential it is to put measures in place to ensure that women equally share the benefits that tourism can bring.

The report is available online at: www.e-unwto.org/doi/book/10.18111/9789284420384

From Cairo to Beijing: 25 years on the International Conference on Population and Development

UN Women's sister organization, UNFPA, celebrated the anniversary of the International Conference on Population and Development (ICPD) on November the 25th. The conference represents a milestone in global reproductive health and rights. From 12-14 November, the governments of Kenya and Denmark, along with UNFPA, co-convened the Nairobi Summit on ICPD25, a high-level conference to mobilize the political will and financial commitments urgently needed to fully implement the ICPD Programme of Action.

UN Women participated in the Nairobi Summit to commemorate this milestone in the history of gender equality and women's rights, as well as to strongly advocate for next year's Beijing + 25 review and appraisal to take full advantage of, and align with, the ICPD Conference. Bold commitments were made to transform the world by ending all maternal deaths, unmet needs for family planning and gender-based violence and harmful practices against women and girls by 2030.



“The Nairobi Summit represents a renewed, re-energized vision and community working together to act and deliver. Together, we will make the next ten years a decade of action and results for women and girls, keeping their rights and choices at the center of everything we do,” said UNFPA Executive Director Dr. Natalia Kanem.

See more at:

<https://www.unfpa.org/press/nairobi-summit-icpd25-ends-clear-path-forward-transform-world-women-and-girls>

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

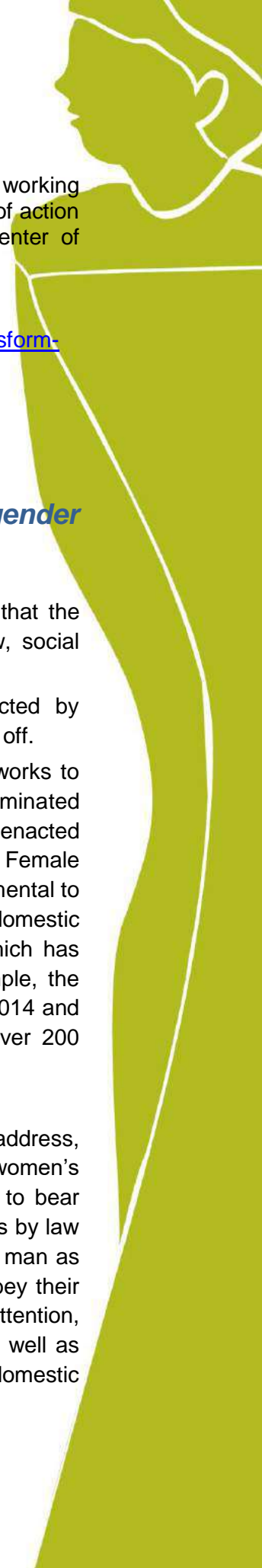
200 years to achieve gender equality: OECD *Discriminatory laws and social norms still hamper gender equality*

The OECD Social Institutions and Gender Index (SIGI) 2019 results indicate that the global level of discrimination in social institutions—i.e. formal and informal law, social norms and practices—is 29%, ranging from 8% in Switzerland to 64% in Yemen.

Legal reforms and transformative gender policies and programmes conducted by governments, civil society, philanthropy and the private sector are starting to pay off.

Since the last edition of the SIGI, 15 countries strengthened their legal frameworks to delay the age of a first marriage by eliminating legal exceptions; 2 countries eliminated discriminatory legal provisions related to women’s inheritance; 15 countries enacted legislation to criminalize domestic violence; and 3 countries have criminalized Female Genital Mutilation (FGM) since 2014. Similarly, some social norms that are detrimental to equality have become less prominent. For instance, social acceptance of domestic violence decreased from 50% in 2012 to 37% in 2014 and 27% in 2018, which has important consequences for women and girls’ well-being. In Sudan, for example, the proportion of the population supporting FGM went from 27% to 18% between 2014 and 2018. However, bottlenecks are persistent, thus explaining why it will take over 200 years to achieve gender equality.

Discrimination in the family seems to be the most difficult dimension to address, regardless of the region or the income level. Social expectations towards women’s reproductive and caring roles are still widely ubiquitous and women continue to bear 75% of the burden of unpaid care and domestic work. Moreover, women’s status by law is still subordinate to their husband’s authority: 41 countries recognize only the man as the head of households, and in 27 countries, women are required by law to obey their husbands. Despite women’s physical integrity having attracted much attention, guaranteeing women’s and girls’ sexual and reproductive health and rights, as well as their freedom from violence, remain key challenges. The social acceptance of domestic



violence—more than one in four women justify men’s use of violence against their wife/partner— partially explains the high prevalence of survivors.

Discrimination against women’s workplace rights is still a universal issue with 94 countries restricting women’s access to employment and 50% of the global population believing that children will suffer when the mother is gainfully employed outside the home. 17% do not find it acceptable for a woman family member to have a job.

Women’s political voice is deeply entrenched in social expectations of what a woman’s role in public life should be: 69 countries have no legal quotas, special measures or incentives for political parties to promote women’s political participation; and almost half of the world’s population (47%) believe that men make better political leaders than women. This partially explains why fewer than 24% of parliamentary seats are occupied by women, only two points better than in 2014.

See more at:

<https://www.oecd.org/gender/data/a-long-way-before-turning-promises-into-progress-discriminatory-laws-and-social-norms-still-hamper-gender-equality.htm>

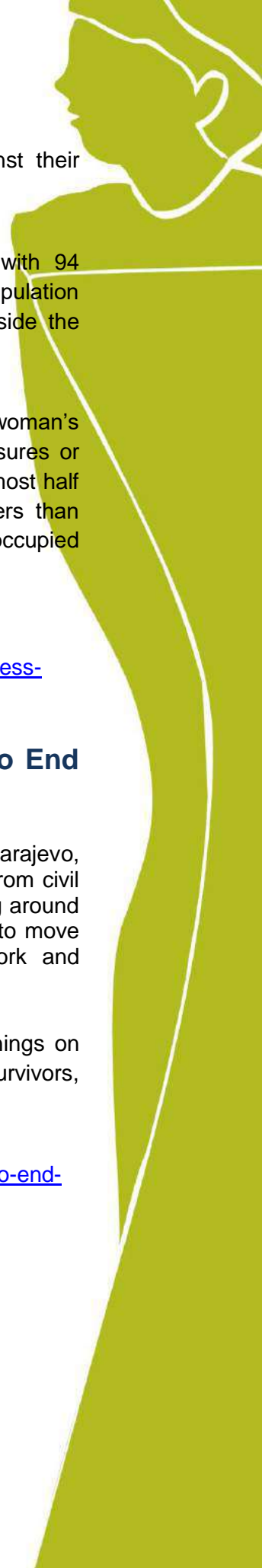
The first-ever grantee Convention of the UN Trust Fund to End Violence against Women

The first-ever grantee Convention of the UN Trust Fund, which took place in Sarajevo, Bosnia and Herzegovina, from 4-7 November 2019, involved 150 participants from civil society organizations, government partners and the private sector, implementing around 100 projects around the world, come together to reflect and strategize on how to move the needle on ending violence against women, using their continuous work and experience as the foundation..

The attendees exchanged their knowledge, experiences, challenges and learnings on issues such as prevention, provision of multisectoral services for survivors, implementation of national laws, capacity of small women’s organizations, etc.

See more at:

<https://www.unwomen.org/en/news/stories/2019/11/press-release-un-trust-fund-to-end-violence-against-women-grantee-convention>



Women's Representation

When Women Lead, Firms Win

Firms with a female CEO have a better stock price performance, new S & P research says

Companies with female leaders often perform better on the stock market than those led by men, researchers claim. In a report published in October, S&P Global analyzed earnings and share price data following 5,825 new executive appointments, of which 578 were women. The companies included in the analysis were all based in the U.S., with the research looking into corporate data published between 2002 and May of this year. The study found that firms with female CFOs are more profitable and generated excess profits of \$1.8 trillion over the study horizon.

According to the report, for every female CEO in the U.S. there were 19 male chief executives, while there were 6.5 male CFOs for every woman in the role at the end of 2018. In the two years following a new CEO appointment, the stock price for companies that appointed female chief executives outperformed those that appointed men by an average of 20%. When women were appointed as chief financial officers (CFOs), companies saw different benefits.

See more at:

https://www.spglobal.com/division_assets/images/special-editorial/iif-2019/whenwomenlead_.pdf

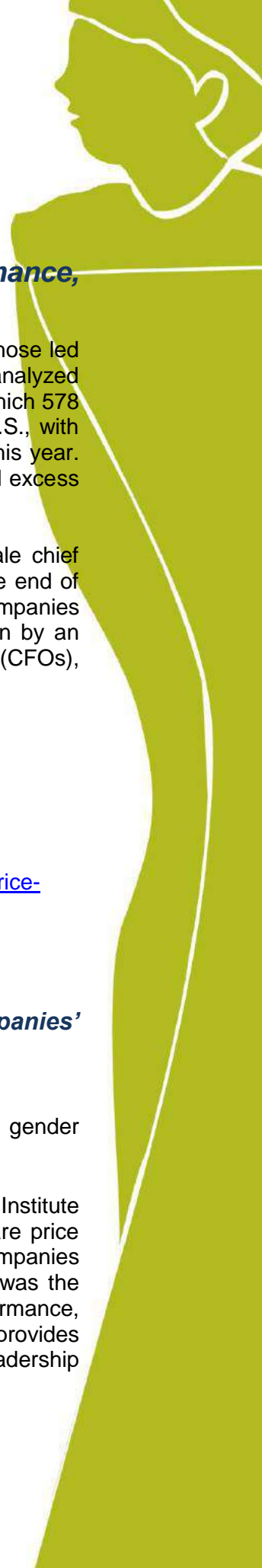
<https://www.cnbc.com/2019/10/18/firms-with-a-female-ceo-have-a-better-stock-price-performance-sp.html>

Gender diversity is good for business

Having more women in decision-making roles may boost companies' performance on the stock market, according to Credit Suisse.

The 2019 edition of the CS "Gender 3000" report looks at the link between gender diversity and superior company performance and how this is evolving over time.

In its "Gender 3000" report, published in November, the Credit Suisse Research Institute (CSRI) found a link between firms with more female leaders and stronger share price performance over time. Researchers analyzed a slew of data from 3,000 companies across 56 countries between 2012 and August this year. The resulting report was the latest installment in a long-term analysis of gender diversity and corporate performance, with the previous report published in 2016. The CS "Gender 3000" report provides unique research on the gender diversity mix within governance and executive leadership teams of over 3,000 companies across 56 countries.



While the research has traditionally been on the impact of increasing the number of women on boards, additional factors are now in focus. For example, the impact of women in senior management where executive teams are driving the day-to-day business and ultimately profitability is also considered.

Family-owned companies

The 2019 report looks in detail at gender diversity and family-owned companies. It shows how family-owned companies, with at least 10% women executives, have outperformed male only companies by around 410 basis points per year since 2014.

Aligning career and family

The research continues to show that having children can negatively impact a woman's career and earnings power. Is this something business can tackle alone or do these socioeconomic challenges need a macro perspective and collaboration that includes government?

The gender pay gap

From the Gender 3000 companies, men are seen to earn more than women in all regions and the gender pay gap is a result of well-established differences in gender representation by occupation. To drive meaningful change, it needs policy makers and employers to play a role in challenging the status quo and improving the socioeconomic framework.

Good progress for women, but still a long way to go

Gender diversity in the boardroom has doubled during the decade to over 20%, a clear positive for governance. Additionally, the proportion of women in management has risen to 17% from 14% in the 2016 study. Regionally, North America (21%) and APAC (19%) reflect greater management diversity than Europe (17%). This is perhaps unexpected given the regulatory and policy focus upon quotas in the boardrooms in many European countries. North America and APAC have seen women in management increase more organically.

However, the spill over from this trend into the most senior executive positions has been limited. Barely 5% of the CS Gender 3000 companies have female CEOs, and less than 15% female CFOs. Roles held by women remain clustered away from operational decision making. A third of all "shared services" functions are held by women.

Shares of companies with more than 20% female management had outperformed those with less than 15% female management by 5% so far this year, the report said. The data showed that this was a long-term trend. Shares of firms that had more women in management outperformed those with male-dominant management almost every year since 2010. Credit Suisse also found that industries with greater levels of gender diversity in management had higher levels of profitability. The cultural characteristics and business models of firms that appointed women into senior roles was likely to be the driver of their stronger financial performance, as opposed to gender diversity itself.

The Gender 3000 report series, published by the Credit Suisse Research Institute, provides unique and comprehensive information on gender diversity within the governance and executive leadership teams of over 3,000 companies. The research now stretches across 56 countries and covers 30,000 executive positions. It analyzes



the number of women in senior management positions and how this is changing over time, by region and industry sector

See more at:

<https://www.credit-suisse.com/about-us-news/en/articles/news-and-expertise/cs-gender-3000-report-2019-201910.html>

Why are there so few women CEO's?

Women comprise about 47% of the U.S. workforce, yet they make up barely a quarter of all senior executives at large U.S. public companies.

According to research published in a World Economic Forum article series, companies led by women or men despite taking similar levels of risk and earning similar profits, those with female CEOs generated smaller investor returns. This finding suggests that Wall Street investors put a lower value than they should have on the share prices of companies with women in charge.

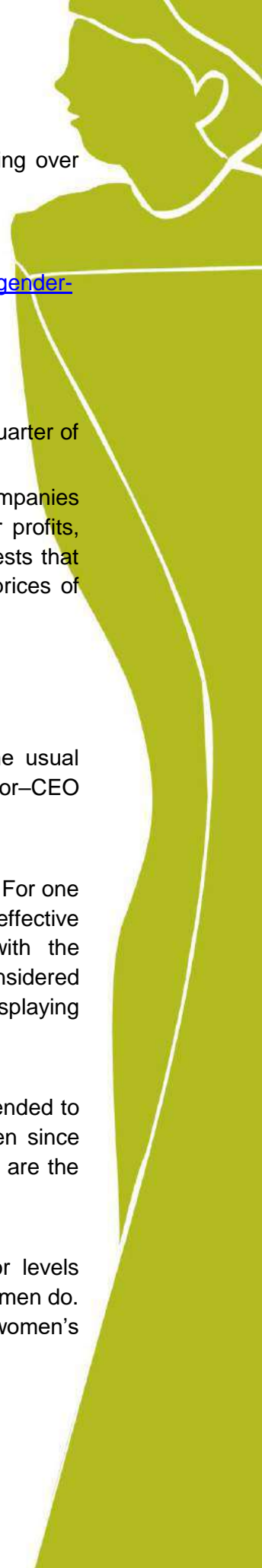
What causes these big differences in the career trajectories of women and men?

Just like other workers, CEOs' careers unfold within a labor market, with the usual components of demand and supply. That is, companies demand—and pay for—CEO labor. In turn, CEOs supply—and are paid for— that labor.

Unfortunately, many discriminatory factors reduce the demand for female CEOs. For one thing, women were subject to gender stereotypes. The stereotypical qualities of effective leaders—such as aggression, ambition and dominance—tend to overlap with the stereotypical qualities of men more than women. As a result, men were often considered natural leaders when they exhibit traits like aggression, whereas women displaying these same qualities might be penalized for appearing “unfeminine.”

Another problem was women being the victims of in-group favoritism. People tended to evaluate others who were like them more favorably. These biases hurt women since nearly 80% of board members in large U.S. public companies are men. These are the people responsible for hiring and paying CEOs, after all.

Regarding supply-side forces, there are simply fewer women at these senior levels because of social factors. For example, women perform more family duties than men do. The need for maternity leave and absences to care for sick children hurts women's careers.



In addition, women experience different socialization processes than men. Even as children, males tend to receive more encouragement to lead, compete and take risks than females do. As a result, men often have more opportunities to develop these skills, which also may help them ascend and succeed in CEO positions.

See at: <https://www.weforum.org/agenda/2019/09/women-workforce-senior-level>

Do Investors Really Care About Gender Diversity?

Shareholders penalize tech and finance companies for not hiring enough women, new research shows.

Margaret Neale, an organizational behavior professor at Stanford Graduate School of Business, led research that studied whether investors cared if a company had gender diversity. The answer, as the research discovered, was yes.

Neale and her colleagues studied shareholder reactions to nearly 60 gender diversity announcements that publicly traded firms in the technology and finance sectors made between 2014 and 2018. When a firm released its first announcement, stock prices rose more if a company revealed more gender diversity, especially if it bested the industry leader.

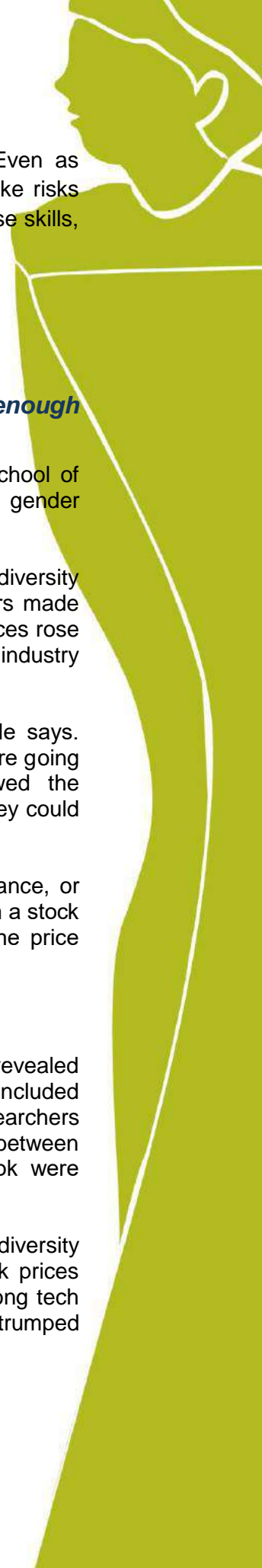
This goes beyond saying diversity is a good idea because it's ethical," Neale says. "Shareholders are saying, 'If you're not as diverse as we want you to be, there are going to be economic consequences.'" Studying diversity announcements allowed the researchers to overcome a weakness in much of the earlier field research — they could prove causation, not just correlation.

"It's hard to know if having more women on a board leads to better performance, or whether companies that perform better can hire more women," Neale says. "With a stock price reaction, it's clear which way the causal arrow goes. There's no way the price affected the diversity reports."

Tracking Investor Reactions

In the financial sector, the researchers focused on 10 publicly traded firms that revealed the share of women they employ in an April 2017 Financial Times article. These included companies like BlackRock, Citi, and JPMorgan. In the tech sector, the researchers identified 49 gender diversity announcements that publicly traded firms made between Google's groundbreaking 2014 report and 2018. Apple, eBay, and Facebook were among this group.

Next, the researchers measured each firm's stock returns on the day of the diversity announcement, controlling for total U.S. market returns. In both sectors, stock prices increased more when announcements revealed a higher level of diversity. Among tech companies, investors reacted even more positively when the diversity numbers trumped those of Google, which researchers identified as the industry leader.



The results put hard evidence to something a lot of people have suspected but hadn't had the data to back up.

See more at:

<https://www.gsb.stanford.edu/insights/do-investors-really-care-about-gender-diversity>

Violence Against Women

European Institute for Gender Equality (EIGE) develops a preventing VAW risk assessment guide for police

More than one woman was killed every day by an intimate partner or family member in the EU on average in 2016. To help police prevent repeated acts of intimate partner violence and save lives, the European Institute for Gender Equality (EIGE) has developed a risk assessment guide for police.

With proper training and allocation of resources where they are most needed, the guide can help police improve victim safety. In the long run, this can help improve trust in police and encourage reporting. One of the innovative aspects of the guide is the multi-agency approach to risk assessment, which is not a common practice around the EU. In most cases, the victims of violence are treated in isolation, with different authorities working in silos. EIGE's guide shows the benefit of the police, justice and health sectors working together to make sure that victims get essential services in time. These can range from counselling services to financial assistance.

The guide also recommends that an individual risk assessment strategy be developed in close cooperation with the victim. It should take their specific situation and needs into account to ensure that they are protected in a way that best fits their needs and those of their children.

EIGE's risk assessment guide can also assist Member States with their reporting obligations under the Istanbul Convention, Victims' Rights Directive and EU protection order legislation. It offers a way to transform articles from these legal texts into concrete actions on the ground. In addition to the guide, EIGE has also published a report that gives an overview of risk assessment and management practices in each EU Member State. It outlines the approach taken by each country, identifies gaps and challenges, and proposes a way to improve the existing policies.

See more at:

<https://eige.europa.eu/gender-based-violence/risk-assessment-risk-management>

Recommended Reading

New UN Women publication addresses how to end sexual harassment

UN Women launched a publication to support the fight against sexual harassment, entitled “*What will it take? Promoting cultural change to end sexual harassment*”. The publication focuses on the influence of beliefs on actions and offers guidance to policymakers, employers and universities on how to achieve cultural change and address this issue, making sure that the needs of the victims and survivors are at the heart of all efforts.

Purna Sen, [UN Women’s Executive Coordinator on Addressing Sexual Harassment](#) and lead author/coordinator of the publication, explains that “there is a desperate need to unpick the ease with which accounts of sexual harassment are dismissed, considered malicious or over-reaction. This means re-thinking our training approaches too so that gender inequality and other prejudices don’t infect our work.

The publication focuses on five areas of work to achieve lasting cultural change:

- *training* to dislodge entrenched and discriminatory ideas on gender;
- *victim-focused work* where victim and survivors lead;
- *Safe, accessible and fit-for-purpose reporting mechanisms* in order to remove judgment, retaliation, ensure victim safety and consequences for abusers;
- *zero tolerance* against all forms of sexual harassment, both in principle and in practice;
- *collective ownership* of the need to change culture and attitudes and to establish common values, including the need for bystanders to intervene.

See more at:

<https://www.unwomen.org/en/news/stories/2019/9/press-release-new-publication-addresses-how-to-end-sexual-harassment>



SIGI 2019 Global Report Transforming Challenges into Opportunities



Over the past decade, the Social Institutions and Gender Index (SIGI) has consistently shown that governments need to look at discriminatory laws, social norms and practices to achieve gender equality and promote women's empowerment. This 2019 global report provides an overview of the main outcomes of the SIGI in relation to women and the family, their physical integrity, access to productive and financial resources and their civic rights. Building on these outcomes, this report provides a set of policy recommendations to enhance governments' efforts to deliver their gender-equality commitments through a three-pronged approach: starting with legal reforms and transformative gender policies, enforcing laws through community mobilization and empowerment, and learning about the efficiency of policy through monitoring.

See at: https://www.oecd-ilibrary.org/development/sigi-2019-global-report_bc56d212-en

OECD: Government at a Glance 2019

Government at a Glance provides reliable and internationally comparative data on government activities and their results in OECD countries. Where possible, it also reports data for Brazil, China, Colombia, Costa Rica, India, Indonesia, the Russian Federation and South Africa. In many public governance areas, it is the only available source of data. It includes input, process, output and outcome indicators as well as contextual information for each country.



The 2019 edition includes input indicators on public finance and employment; while processes include data on institutions, budgeting practices and procedures, human resources management, regulatory government, public procurement and digital government and open data. Outcomes cover core government results (e.g. trust, inequality reduction) and indicators on access, responsiveness, quality and citizen satisfaction for the education, health and justice sectors. Governance indicators are especially useful for monitoring and benchmarking governments' progress in their public sector reforms.

Each indicator in the publication is presented in a user-friendly format, consisting of graphs and/or charts illustrating variations across countries and over time, brief descriptive analyses highlighting the major findings conveyed by the data, and a methodological section on the definition of the indicator and any limitations in data comparability.

See at:

https://www.oecd-ilibrary.org/governance/government-at-a-glance-2019_8ccf5c38-en

Women in the Workplace 2019

Five years in, the path to equality is clear

Despite hopeful progress, companies need to focus their efforts earlier in the pipeline to make real progress as noted in the following McKinsey report.

In the last five years, more women have risen to the top levels of companies. Yet women continue to be underrepresented at every level. To change the numbers, companies need to focus on where the real problem is. The “glass ceiling” that prevents women from reaching senior leadership positions is often cited. However, in reality, the biggest obstacle that women face is much earlier in the pipeline, at the first step up to manager. Fixing this “broken rung” is key to achieving parity.

Women in the Workplace is the largest comprehensive study of the state of women in corporate America. In 2015, McKinsey & Company and LeanIn.Org launched the study to help companies advance diversity in the workplace. Since then, close to 600 companies have participated in the study, more than a quarter of a million people were surveyed on their workplace experiences. Every year, the number of companies participating in this study has increased. This year, 329 companies employing more than 13 million people shared their pipeline data or completed a survey of their HR practices. In addition, more than 68,500 employees were surveyed on their workplace experiences, and we interviewed women and men of different races and ethnicities, LGBTQ women and men, and women with disabilities at all levels in their organizations for additional insights. Our 2019 findings build on our data from the last four years, as well as similar research conducted by McKinsey & Company in 2012.

See more at:

https://wiw-report.s3.amazonaws.com/Women_in_the_Workplace_2019.pdf

<https://www.mckinsey.com/featured-insights/gender-equality/women-in-the-workplace-2019>

UN Women 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>

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