



## THE UN WOMEN'S NEWSLETTER, VOLUME No. 15, Issue 1 JANUARY, FEBRUARY, MARCH, APRIL 2014

### Interview with Denise Ritchie

*Denise Ritchie, founder of Stop Demand based in Auckland, New Zealand, has focused her career advocating to eliminate the sexual exploitation of women.*



Denise is an inspiration, having campaigned and spoken out against sexual exploitation of women across the globe for Stop Demand. Denise's legal background as a barrister has seen her spearhead law reforms in New Zealand on child sex tourism and child sex abuse images; participating in high-level meetings all over the world on sexual exploitation; and her poignant and educational addresses as a public speaker. For over two decades, Denise has worked closely with the media to raise awareness of Stop Demand's message among men and women. Denise is a warm-hearted soul whose efforts in seeking gender balance are truly inspiring. *(Continued on page 3)*

### Letter from the Focal Point for Women

Dear Friends,

Greetings to all our readers!

We are happy to bring you the first edition of **Network** for 2014.

This issue brings news on happenings at UN Women, including the 1<sup>st</sup> regular session of the UN Women Executive Board and the Joint Meeting of the Boards of UN Women, UNDP, UNICEF, UNFPA, OPS and WFP, highlights from the Commission on the Status of Women's (CSW) 58<sup>th</sup> session and the agreed conclusions on **"Challenges and Achievements in Implementation of the MDGs for Women and Girls"**. **Commemorating events** on International Women's Day, such as the **Panel organized by UN Women on the "Aha moment-personal perspectives of engaging for gender equality and empowerment of women"**, an update on the rollout and implementation of the UN-SWAP



(UN system-wide Action Plan), the accountability framework for gender mainstreaming in the UN system, promoting equality and empowerment of women. Launched in April 2012, UN-SWAP is now in its third year of implementation.

News on a number of exciting new partnerships put in place by UN Women and the private and public sector entities around the world are presented in this issue. These include the launch of the **HeForShe Campaign**-a solidarity movement for gender equality; the International Finance Corporation/Goldman Sachs **10,000 Women** programme launch of US\$600M **The Women Entrepreneurs Opportunity Facility** focusing on economic empowerment of women; the Coca-Cola South Africa and UN Women partnership to economically empower women; and UN Women and Intel partnership to connect 5 million women in Africa through the new Intel® She Will Connect programme which is poised to drive economic and social transformation for the women of Africa for decades to come by expanding digital literacy skills to 5 million young women over the next three years and reduce the gender gap by 50 percent beginning with Kenya, Nigeria, and South Africa.

Also in this issue is relevant news from around the world, such as the introduction of new work-life balance policies in Japan; advances at the **World Economic Forum's Gender Task Forces**, specifically how women will dominate the workplace in the BRIC countries; and findings from a joint Centre for Social Research, India and UN Women report released in April 2014, which reveals violence against women in politics is rampant in South Asia.

Finally, this issue features an interview with Ms. Denise Ritchie, founder of New Zealand headquartered **Stop Demand**. Ms. Ritchie shares her experiences working towards the elimination of sexual exploitation of women and girls.

In solidarity,

*Aparna Mehrotra*

Focal Point for Women in the UN system &  
Senior Advisor for Coordination,  
Division for UN System Coordination  
UN Women

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## **Interview with Denise Ritchie (Continued from page 1)**

***Q. You are the founder of Stop Demand Foundation – what motivated you to do so?***

A. There was an epiphanic moment, in 1999. I was in Bangkok attending a regional Asia-Pacific meeting on the child sex trade. I had spent six years working on the issue: researching, campaigning and working on law reform in my country and elsewhere. At the meeting, I met a young woman who worked with Nepali girls rescued from brothels in India; girls aged 6-12 years of age, all of whom she said were in various stages of mental derangement. I felt something akin to a hot white rage flood me, and thought **“who is standing up and just telling these men to stop?”**.

A search of our conference materials failed to find any meaningful references to male behavior, attitudes or beliefs. That afternoon I stood up in the plenary session and asked why that was. After a lengthy and awkward silence, the Special Rapporteur signaled for another question. I sat down. At the break, he **sought me out and said, “Denise, I’m sorry about before. But we have to be careful not to offend men.”** **“Wrong answer,”** I thought.

Another anomaly hit me. Since 1993, I had attended meetings, conferences, and a World Congress in Sweden on the global child sex trade, where calls were made on governments, lawmakers, law enforcers, the private sector (tourism, etc.) and ‘civil society’. Yet, why were there no calls being made on men?

Over the next couple of years, I was fortunate to be given opportunities at regional and international meetings - including the 2001 Second World Congress against the Sexual Exploitation of Children, in Yokohama, Japan – urging people to grasp the strategic importance of tackling demand factors. The response, especially at the Congress, was encouragingly positive (details below).

Fifteen months later, I set up Stop Demand Foundation, headquartered in New Zealand, but with a global focus [www.stopdemand.org](http://www.stopdemand.org).

### ***Q. Can you explain a little more about “demand”?***

A. The global sex trade, like all trades, is based on demand and supply dynamics. The key to the viability and sustainability of any trade is demand. An increase in demand for a particular product will fuel an increase in the supply, to meet demand. Low demand requires only a low supply. Further, if there is a high supply of a product, but no consumer demand, supply will cease. No demand; no supply.

The global sex trade is similarly demand-driven – overwhelming by male buyers of women in prostitution, **patrons of men’s clubs and bars, porn consumers, child sex abuse image users, etc.** Traffickers, brothel owners, pimps, strip joint owners, etc. are merely intermediaries – **supplying the “goods” or “product”** (women/children) to meet male demand.

Strategically, if your aim is to curb any trade, then your focus should be on how to reduce the demand for that trade.

**Fifteen years ago, the word “demand” as regards the sex trade was largely a new concept.** Today it is an increasingly common catch-cry, which is fantastic.

### ***Q. Are there certain strategies in reducing demand?***

A. A key strategy is to target the casual consumers of the sex trade, men who are generally not that committed; to make the casual buyer think before acting or by interrupting the transaction. This can be achieved by increasing the effort needed, increasing the inconvenience, pushing up the price, normalizing the illegality (legislative) and providing information (educative).

With these goals in mind, in weighing the options between legitimizing and normalizing the sex industry (through decriminalization or legalization) or criminalizing those with the most choices, the buyers,

together with educative programmes (the Nordic model), it is clear that the Nordic model is the one that can more effectively reduce demand.

***Q. Is most of your work focused on the sex trade?***

A. Our initial focus was the global child sex trade. That quickly changed. Once you start unpacking attitudes and beliefs around male power, sexual entitlement, patriarchy, and so on, you find similar attitudes and beliefs underpin all forms of sexual violence, sexual exploitation and sexual denigration of women and children.

Stop Demand now focuses on six main areas: prostitution, pornography, trafficking, rape, rape in war, and sexual denigration.

Our primary platforms of action are education, public awareness raising, calling for local and global action, coordinating campaigns, mobilizing the community in particular the male community, media engagement, and collaborating with governmental and non-governmental agencies.

***Q. Being a woman running an organization that targets men in such a confronting manner, do you face accusations of being “anti-men”?***

A. I do. But **it is pretty easy for Stop Demand to repel the “anti-men” accusation** - three of our six Board members are men and our Chair is male.

**Stop Demand’s primary aim is to galvanize, not alienate, men.** The challenge lies in finding ways to bring good men on board and move them from being silent to speaking out. In the end, I have always believed that men are the key to influencing other men, especially on issues of sexualized violence and exploitation.

However, like any woman who publicly challenges the misuse of **male power, especially sexual power**, I’ve had my share of vitriol, abuse and threats. Many of my/our messages are bold, one common one being **“The world’s leading weapon of mass destruction is the misused penis”**. Unsurprisingly, that doesn’t go down too well with some men.

***Q. How successful is Stop Demand at getting men on board?***

A. Much of our global educative work is through our website. An analysis of traffic over the past twelve months shows that men made up 54 percent of our visitors, came from 122 countries, with the highest hit webpages being sex trafficking, prostitution and pornography.

The journey for many men, from reflecting on our messages, **to being challenged to ‘make better choices’**, to not being silent and becoming active change-makers, is obviously a process. Our work seeks to assist that process with online resources such as our ‘How Evolved Are You?’ quiz, a ‘Man Up!’ pledge, material addressing the harms of pornography versus healthy sexual relating, ‘A Call to Action’ and so on.

Some 60+ men from nine countries have publicly signed our ‘Man Up!’ pledge <http://bit.ly/LFPOCh>. Although not a huge number, as a great believer in the power of one I see the potential ripple effect of each man - particularly those **young men who have ‘stepped up’**. Who knows what influence these men will have.

***Q. What has been the greatest challenge in your career as an advocate for women’s rights?***

A. Ironically and sadly, some of my greatest challenges have come from women and women's groups. In New Zealand, as in most countries, opposing views by women particularly over prostitution law reform was polarizing and unpleasant. Interestingly, a number of women have more recently expressed regret and naivety over their previous support for decriminalization. (Our position on 'choice', 'agency' and 'empowerment', of prostitution being an acceptable solution to poverty, or the view that prostitution is inevitable, can be found on our Prostitution-FAQ section, at <http://bit.ly/12eIJIN>.)

***Q. The New Zealand Government decriminalized prostitution in 2003 – what do you think has been the greatest impact?***

A. I believe that decriminalizing prostitution was a massive backward step for New Zealand, in respect of gender equality. (Our detailed summary of the *Impact of Decriminalization in New Zealand* can be found at <http://bit.ly/1xfLeUp>).

Ultimately, prostitution law reform should always be considered against, **firstly, the 'end goal'**. Second, assess what model is most likely to propel you towards that goal. If the end goal is to entrench in law, and normalize, **men's entitlement to pay to access women's bodies at whim, for sexual use or titillation**; if the goal is to reinforce male sexual privilege and support a system that inherently facilitates gendered violence, then decriminalization or legalization is the path to choose. However, if the end goal is improved gender equality and greater respect for women, a refusal to accommodate any system that facilitates violence towards women, and desiring a corresponding positive message for future generations of boys and young men, then steps that curb such activities, both legislative and educative through the **Nordic model, is the path to follow. While that path won't be perfect and change will take time, it propels you in the right direction.**

***Q. What has been a career highlight?***

A. **One "career highlight" would be the response by men at the close of my address** at the Second World Congress against Commercial Sexual Exploitation of Children in 2001 (mentioned in Q.1 above). Having delivered a fairly challenging address to a hushed audience of some 3,000+ delegates, I closed with what I assumed would be a rhetorical question. I was about to be interviewed by media following my address and thought it would be less appropriate to have me, a woman, address the men of the world. I asked if there was a man, or men, in the audience that would be willing to do so. I was **completely "blown away" when one-by-one dozens of men stood to their feet.** It was a powerful and humbling moment. It also affirmed the inherent goodness that resides within many men. The ongoing challenge is: how to move such men from silence to action?

***Q. You are an effective female leader. What drives you?***

A. **My drive comes primarily from my strong objection to injustice, my vision for a world where men don't rape or sexually exploit women or children, a belief that change is possible – and a large punch bag (yes, I have one in the office).**

There have also been many encouraging moments over the years. I recall being extremely buoyed up when Iceland adopted the Nordic model of prostitution then subsequently banned strip clubs. More recently, developments within the European Union, votes in Canada and Northern Ireland to pursue the **Nordic model, and Sweden's desire to extend its sex-purchase law extraterritorially,** all represent significant **progress from a 'stop demand' perspective.**

To be part of a growing global movement that is seeking to shift the collective male consciousness on issues around sexual violence and sexual exploitation, is itself hugely rewarding and motivating.

***Q. What message would you give to younger women and men?***

A. I would encourage young women and men to dialogue and work together on issues relevant to their own communities, as regards gendered-based sexual violence and sexual exploitation. Young people in particular are bombarded with harmful and unhealthy messages around the roles of men and women, sex and relationships through popular culture, pornography, and the like. A good place to start is by moving from silence, to speaking up. Start with some friends and share ideas. Get active. Have the confidence to know that you too can be an agent for change.

## Congratulations

### *Ms. Michelle Bachelet*

UN Women congratulates Ms. Michelle Bachelet on her inauguration as President of Chile on 11 March 2014 at a ceremony held in the Chilean Congress in Valparaiso.



Ms. Michelle Bachelet is inaugurated on 11 March 2014 as Chilean President for the second time.

Ms. Bachelet, the first woman to be elected President of Chile, was bestowed the presidential sash by Ms. Isabel Allende, the first woman to be elected Speaker of the Senate of Chile. UN Women applauds these important advances of Chilean women in key political and decision-making spaces. Prior to her second election as President of Chile (her first term was from 2006-2010), Ms. Bachelet served as UN Women Founding Executive Director (2010-2013).

**With Ms. Bachelet's inauguration, women now serve as Heads of State/Heads of Government in six Latin American and Caribbean countries (Argentina, Brazil, Chile, Costa Rica, Jamaica and Trinidad and Tobago), making it the region with the highest concentration of women in these positions.**

### *Dr. Shamshad Akhtar*

**UN Women also congratulates Dr. Shamshad Akhtar of Pakistan on her appointment as Executive Secretary of the Economic and Social Commission for Asia and the Pacific (ESCAP) announced by United Nations Secretary General Ban Ki Moon on 10 December 2013.**

Dr. Akhtar, who since 2012 has served as the Secretary-General's Senior Adviser on Economic Development and Finance and Assistant Secretary-General, Department of Economic and Social Affairs, brings to the position over 30 years of experience as an economist, with an impressive track record of policymaking and implementation in the economic, development and finance fields, both at the country and regional level. Dr. Akhtar also serves as the United Nations Sherpa for the Group of 20 (G20).



Dr. Akhtar brings to this role broad experience, having advised and structured operations across a number of Asian economies and been involved in a range of regional cooperation forums, including Asia-Pacific Economic Cooperation (APEC). She was rated as one of the top 10 Asian professional women and won international awards for her exemplary role as Governor of the Central Bank in Pakistan.



She previously served as Governor of the Central Bank of Pakistan (2006-2009), holding the rank of Federal Minister. In the multinational arena, Dr. Akhtar served at the World Bank as Vice-President for the Middle East and North Africa (2009-2011) and the Asian Development Bank as Special Senior Adviser to the President (2009), Director and Deputy Director General, South East Asia (2002-2005), as well as Director, Governance, Finance and Trade Division, concurrently heading the secretariat of APEC (1998-2002).

Dr. Akhtar replaces Noeleen Heyzer of Singapore to whom the Secretary-General expressed his gratitude for her outstanding dedication and commitment to ESCAP and the Asia Pacific region at large. Ms. Heyzer will continue to serve as Special Adviser of the Secretary General for Timor-Leste in further strengthening the ongoing partnership between the Government of Timor-Leste and the UN to support the continuing efforts of Timor-Leste towards peacebuilding, state-building, and inclusive and sustainable development.

## **Around the UN**

### ***UN Women Executive Board holds first regular session in 2014***

During its first regular session on January 20, 2014, the UN Women Executive Board considered a **thematic evaluation of the organization's contribution to increasing women's leadership and participation** in humanitarian responses, and in peace and security. UN Women Executive Director, Ms. Phumzile Mlambo-Ngcuka opened the Board on the response to the Syrian crisis. Recommendations for upcoming peace talks were developed at a high-level meeting of Syrian women, convened by UN Women and the Netherlands from 12-13 January 2014 developed. **UN Women's Regional Director** for the Arab States region, Dr. Sameera Al-Tuwaijri, also highlighted the humanitarian response of UN Women at the country level.

In October 2012, UN Women established its Gender and Humanitarian Action Unit to consolidate its advocacy, coordination and capacity-development role to integrate gender equality across humanitarian **action. UN Women's proposed humanitarian strategy** was released for Member State comments before its **finalization. UN Women's draft strategy focuses on building partnerships with national and regional institutions, civil society, UN system partners and other humanitarian actors** in order to strengthen coordinated humanitarian action. The organization plans to develop gender-responsive policies and procedures to ensure accountability and coherence in addressing the needs of women and girls in humanitarian action. This includes disaster preparedness and disaster risk-reduction, humanitarian response and early recovery. UN Women will also carry out targeted programme interventions to fill gaps and respond to urgent needs of women and girls. During this first session, the Board also elected the following new Bureau:

**President**-H.E. Mr. Gonzalo Koncke Pizzorno, Permanent Representative of the Permanent Mission of Uruguay

#### **Vice-Presidents**

- Ms. Kadra Ahmed Hassan, First Counsellor of the Permanent Mission of Djibouti
- Ms. Helen Beck, Deputy Permanent Representative of the Permanent Mission of Solomon Islands

- Ms. Daria Wolosiuk, Second Secretary of the Permanent Mission of Poland
- Ms. Amy Haddad, Counsellor Development of the Permanent Mission of Australia

UN Women Executive Board is comprised of representatives from 41 Member States elected to three-year terms by the UN Economic and Social Council.

See more at: <http://www.unwomen.org/en/executive-board/bureau#sthash.ezfr24I8.dpuf>

## **Joint Meeting of the Executive Boards of UNDP, UNFPA, UNOPS, UNICEF, UN Women and WFP**

On February 3, 2014, the Executive Boards of UN Development Programme, UN Population Fund, UN Office for Project Services, UNICEF, UN Women and World Food Programme met for the year 2014.

The meeting introduced a new agenda item, on performance standard on gender mainstreaming across the Strategic Plans 2014–2017 of the six entities, emphasizing country experiences; and the UN System-wide Action Plan (UN-SWAP) on gender equality and the empowerment of women. Both the Under-Secretary-General and Executive Director of UN Women noted that no system-wide endeavor promoting peace, development or human rights could **be effectively pursued without advancing women's empowerment and gender equality. She reiterated that the strategic plans' alignment with the Quadrennial Comprehensive Policy Review** was the result of close collaboration among the six entities that continue to actively participate in global inter-agency initiatives at the Headquarters and field levels.

**Common trends emerging across the accountability framework's 15 performance indicators.** The head of the Entity also stressed the importance of this forum's discussion benefitting from the experience and insights from the field, with a view to highlighting the steps taken within countries to strengthen collective accountability for gender equality.

Emphasis focused on the importance of the UN system as a whole, working collectively on gender mainstreaming to deliver improved results for women and girls. The 20 Member States raised many pertinent points on gender, which can be viewed at: <http://www.unwomen.org/~media/headquarters/attachments/sections/executive%20board/2014/jm/b-2014-jmb-104-report%20on%20joint%20session%20pdf.ashx>

The President of the UN Women Executive Board acknowledged with appreciation all staff from the six UN entities who collectively developed and piloted UN-SWAP.

## ***UN-SWAP Update***

### **A plan to improve gender equality and the empowerment of women across the UN system**

As reported in our previous issues of Network, UN-SWAP – the first accountability framework for gender equality and the empowerment of women launched in April 2012 – is designed to define, monitor and drive progress towards a common set of standards to which to aspire and adhere for the achievement of gender equality and empowerment of women.

Over the last two consecutive years, almost the entire UN system has reported on a common set of Performance Indicators. 62 entities submitted UN-SWAP reports in 2013. In line with entity requests, UN Women organized UN-SWAP consultative workshops focused on Performance Indicator 1-development of policy on gender equality and empowerment of women in Geneva (November 2013) and New York (March 2014). As well as developing policies and sharing experience, the results of these workshops guide



the feed in to the UN Women Guidance Note on developing policies updates for 2014 reporting. UN Women published a UN-SWAP brochure to report on progress, view it at: <http://www.unwomen.org/-/media/Headquarters/Media/Stories/en/unswap-brochure.pdf>

## ***Commission on the Status of Women – CSW convenes 58th session Assesses progress through the Millennium Development Goals***

### **Development in jeopardy as gaps in progress for women and girls persist**



As the internationally agreed Millennium Development Goals (MDGs) draw to a close, the Commission on the Status of Women (CSW) — the annual gathering of countries to address critical issues related to gender equality and women’s rights — drew spotlight on the achievements and the gaps made since 2000 in the lives of the world’s women and girls.

The 58<sup>th</sup> Session of the CSW, convening on the priority theme “Challenges and Achievements in the Implementation of the MDGs for Women and Girls” between 10 and 21 March, came at a critical moment as UN Member States are defining the future global development agenda in the ongoing post-2015 debate. These CSW negotiations inform the language used in the Agreed Conclusions applied in the official post-2015 development processes in General Assembly discussions in 2014 and 2015.

“The Commission is an opportunity to bring global attention to the fact that the realization of women’s and girls’ human rights is far from being achieved and needs increased attention and action to achieve the MDGs. There is rising political commitment to a stand-alone goal focusing on women and girls in the post-2015 development agenda and we hope to make further progress at this CSW session,” said Ms. Phumzile Mlambo-Ngcuka, UN Women Executive Director.

The MDGs report card shows uneven progress for women and girls. The goals have played an important role in galvanizing attention on and resources for gender equality and women’s empowerment. More than 6000 representatives from 860 civil society organizations attended the high-level meeting. Over 135 events were held by UN agencies at UN Headquarters in New York, alongside the official meetings of the Commission. More than 300 parallel events hosted by the NGO community close to the UN premises were also organized.

The CSW adopted Agreed Conclusions on “Challenges and Achievements in the Implementation of the Millennium Development Goals for Women and Girls” on 21 March 2014.



UN Women Executive Director, Ms. Phumzile Mlambo-Ngcuka and Deputy Executive Director Ms. Lakshmi Puri cheer as the Agreed Conclusions at the CSW58 are approved.

UN Women welcomed the outcome of the 58th session of the Commission on the Status of Women. The agreement represents a milestone towards a transformative global development agenda that puts the empowerment of women and girls at its centre, said Ms. Phumzile-Mlambo Ngcuka, Executive Director of UN Women at the concluding session. She said that Member States have stressed that while the MDGs have advanced progress in many areas, they remain unfinished business as long as gender inequality persists.

The 58<sup>th</sup> Session of the Commission on the Status of Women has given important impetus to making equality between men and women a reality.

See more at: <http://www.unwomen.org/en/csw/csw58-2014/session-outcomes#sthash.Uq1MwjLC.dpuf>

## ***International Women's Day 2014***

### **High-powered call for women's full participation in shaping global future - International Women's Day celebration galvanizes top-level political and grass-roots support for change**

At a high-powered UN event on March 7 to commemorate International **Women's** Day, top international leaders called for full realization of **women's** rights in the 21st century. Participants included: Mr. Ban Ki-moon, UN Secretary-General; Mr. John W. Ashe, President of the 68th session of the UN General Assembly; Ms. Hillary Rodham Clinton, Former U.S. Secretary of State, U.S. Senator; Ms. Phumzile Mlambo-Ngcuka, Under-Secretary-General and Executive Director of UN Women; and Ms. Andrea Nunez, Vice President of the World YWCA Board, among other dignitaries.

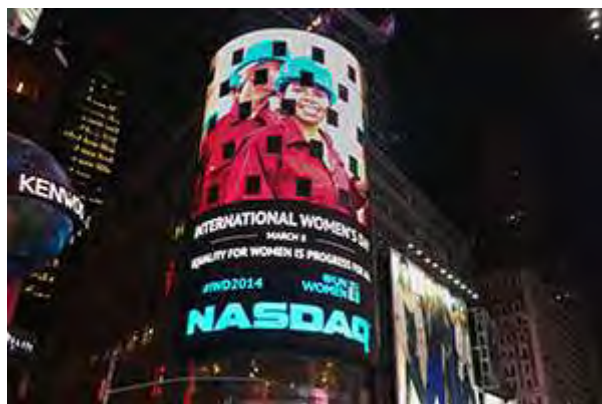


In his address, UN Secretary-General Mr. Ban Ki-moon sent a message to every woman and girl that human rights are not a dream but a duty for which we all must work until they are universally realized. Former U.S. Secretary of State, Ms. Hillary Clinton noted the effort in aligning efforts with UN Women, among others, and to reflect on the historic Beijing conference platform for action adopted, and to work together to set the agenda for the future. "Just as women's rights are human rights, women's progress is human progress. For all the achievements made, this is the big unfinished business of the 21st century", she stressed. UN Women Executive Director, Ms. Phumzile Mlambo-Ngcuka highlighted that the response must be through bigger and bolder actions so **that women's equality can be a game changer for women and girls and for humanity. Together we could choose to be liberators or risk being footnotes in history. That bold action is to embed women's rights, women's empowerment and gender equality in all we do, now and beyond 2015 and provide measurements and modalities that will give us significant impact that is also transformative.**"

See more at: <http://www.unwomen.org/en/news/stories/2014/3/press-release-iwd-commemoration-2014#sthash.e81NASOG.dpuf>

### **Times Square lights up for UN Women and women's rights**

A series of UN Women messages lit up the Nasdaq screen in Times Square, New York for International Women's Day on 8 March 2014. **Rather than the usual stock market information, NASDAQ's seven-story-tall MarketSite video tower ran a series of UN Women images five times an hour throughout the day. This key public spot was provided free of charge to help raise awareness of women's rights and the organization's work.**



UN Women's work on gender equality and women's empowerment was featured on the NASDAQ OMX Tower in Times Square in New York City on International Women's Day 2014 (8 March).

The presentation featured seven image-based slides beginning with the 2014 theme for International Women's Day, followed by messages about UN Women's work.

Hundreds of thousands of people visit Times Square every day. It is considered of the world's most visited tourist attractions, hosting tens of millions of visitors annually. According to the official website of Times Square its signage advertising can expect nearly 1.5 million impressions each day.

See more at: <http://www.unwomen.org/en/news/stories/2014/3/times-square-tower#sthash.10SV6jns.dpuf>

## ***HeForShe Campaign***

### **A solidarity movement for gender equality**

UN Women also launched the HeForShe – a new equality branding campaign, in which men all over the world are being encouraged to speak out against the inequalities faced by women and girls.



The key message that captures what is needed is the SHE imperative.

S - for the Security of women and girls from all forms of violence,

H - for her Human rights, including sexual and reproductive rights, land rights, equal pay, recognition of unpaid care, and all the rights and opportunities to which she is entitled.

E - for an Empowered decision-making and full leadership and participation in all spheres of life.

One can Tweet or Instagram via the #HeForShe hashtag and see posts at <http://www.heforshe.org/>

See more at: <http://www.unwomen.org/en/news/in-focus/international-womens-day#sthash.aZ7O48UO.dpuf>

## ***UN Women IWD 2014 PANEL***

### **The Aha moment-personal perspectives of engagement for gender equality**

A panel discussion sponsored by UN Women was held on 13 March 2014 at the United Nations Dag Hammarskjold Auditorium, UN Secretariat to share different perspectives on engaging in gender equality – **the Aha moment**. The panelists shared their stories of awakening to the various manifestations of gender inequality including conscious and unconscious gender bias and disproportional or under-representation, and the need to address it in their spheres of work and influence. The panelists examined how the AHA moment of realization transformed their life and perspectives in big and small ways, and how that helped to drive and alter the paradigm for the greater good including gender equality.

Moderated by Ms. Aparna Mehrotra, Senior Adviser on Coordination and Focal Point for Women in the UN System, UN Coordination Division, UN Women, this panel was dedicated to hearing gender advocates – both women and a man – promoting the different dimensions of gender equality, at the UN and outside, and share the experience of their **aha moments** and the consequent fundamental shifts these yielded in their visions, insights and dedications.

Ms. Mehrotra said that in order to be an instrument of social change and gender equality, it is essential to have a moment of consciousness as this discourse is about social change and one manifestation of what we want the world to look like. She stated that along with intellectual commitment, emotional energy is crucial for the success of social movements to bring about change. Ms. Nozipho Bardill noted that education, learning and teaching had a great value for her and in order to address gender challenges one needs to have an understanding of gender issues. She stated that the power of being able to make changes was an aha moment for her. Mr. Gary Barker focused on how gender affects both men and women and how men have to become aware of their roles as part of the gender equality movement. Ms. Theano Lianidou focused on the workplace and how her aha moment helped her to bring in gender parity and equality policies in the Mars Italia company. She highlighted that only bringing women into leadership roles is not enough as the biases and prejudices still remain. Women are not able to perform optimally as much of the energy is going into dealing with these biases. She said that putting women in power is not the same as putting power in women!

A video prepared by the UN, Office of Human Resources and Management (OHRM) on **Women of the UN** was also shown during this event.

See video at: <http://www.un.org/womenwatch/feature/iwd/2014/events.html>

## ***6th Annual Women’s Empowerment Principles Event, Gender Equality and the Global Jobs Challenge***

**Nearly 700 companies champion the Women’s Empowerment Principles, commit to advance gender equality, reduce discrimination and monitor progress**

Ahead of International Women’s Day, 250 leaders from business, government, civil society, and academia joined UN Women and the UN Global Compact on March 6, 2014 in highlighting not only the challenge, but also policies, models and lessons for realizing gender equality in the workforce.

**“I applaud the companies and leaders that have signed onto the Women’s Empowerment Principles. By promoting women’s equality, we make progress for all,”** said Ms. Phumzile Mlambo-Ngcuka, UN Women Executive Director. **“When we empower women and girls through education and training, and support their full participation and leadership through equal opportunity, we advance equitable and inclusive economic growth and reduce poverty. It’s a win-win situation.”**

**“Meeting the global jobs challenge with approaches that ensure fairness for women and men is central to the business, gender equality and post-2015 development agendas. Indeed, success is interdependent,”** said Mr. Georg Kell, UN Global Compact Executive Director. **“We’re very pleased that so many companies are embracing the WEPs (Women’s Empowerment Principles) and helping to expand opportunities for women in the global job market and eliminate gender job discrimination.”**

Nearly 700 CEOs, representing a global group of leading corporations, have already made a public commitment to support and implement the WEPs. These organizations recognize the economic and social **benefits of women’s empowerment** – empowering women is not only the right thing to do, it makes sound business sense.

Companies implementing the WEPs — frequently as an outcome of their business strategy to prioritize gender equality — develop programmes to:

- measure pay equity and promotion practices;
- take steps to address unconscious bias; develop family-friendly policies and practices;
- increase access for women and girls to science and technology education; and
- develop products and services; and leverage their business networks to support women entrepreneurs through gender-aware procurement systems.

Visit [www.weprinciples.org/Site/WepsLeadershipAwards](http://www.weprinciples.org/Site/WepsLeadershipAwards)

See more at: <http://www.unwomen.org/en/news/stories/2014/3/press-release-targeted-actions-required#sthash.QN21RJkE.dpuf>

## ***Around the World***

***IFC, Goldman Sachs’ 10,000 Women Launch US\$600M Global Facility for Entrepreneurs***



The International Finance Commission (IFC), a member of the World Bank Group, and Goldman Sachs' **10,000 Women** program launched a US\$600 million global facility March 5, 2014 that will increase access to finance to as many as 100,000 women entrepreneurs in emerging markets.

The Women Entrepreneurs Opportunity Facility is the first of its kind dedicated exclusively to financing women-owned small and medium businesses in developing countries. IFC will invest an initial US\$100 million and the Goldman Sachs Foundation will provide US\$32 million. IFC will manage the facility, which is expected to mobilize up to an additional US\$468 million from public and private investors.

Ms. Nena Stoilkovic, IFC Advisory Services VP and World Bank Group Global Practices VP, said, "IFC is delighted to partner with the Goldman Sachs **10,000 Women** initiative, which has an impressive global presence. We need innovative models from the private sector to create opportunities for women entrepreneurs to thrive and prosper."

IFC and the **10,000 Women** program will also provide training and advice to women entrepreneurs. The foundation will provide \$18 million in grants—\$11 million of which will go to IFC to provide advisory services— to expand financial-planning support for women entrepreneurs.

### ***New partnership between the Secretariat of the ACP Group of States and UN Women to enhance gender equality and women's empowerment***

A new partnership between the Secretariat of the African, Caribbean and Pacific Group of States (ACP) and UN Women was signed on April 1, 2014 in Brussels by ACP Secretary-General Mr. Alhaji Muhammad Mumuni and UN Women Executive Director Ms. Phumzile Mlambo-Ngcuka.



ACP Secretary-General H.E. Muhammad Alhaji Mumuni and UN Women Executive Director Ms. Phumzile Mlambo-Ngcuka agree on a new partnership to advance gender equality and women's empowerment.

The ACP Secretariat and UN Women joined forces via this new Memorandum of Understanding to support gender equality and women's empowerment through policy dialogue, advocacy and joint-programming to effectively advance women's rights in the Africa, Caribbean and Pacific Region. Cooperation will primarily focus on prevention and response to violence against women, on enhancing leadership and political participation of women, and the participation of women in peace and security, as **well as supporting women's economic empowerment. The partnership will contribute to accelerate efforts** towards the achievement of the Millennium MDGs and the future development framework, known as the post-2015 agenda.

**“Gender equality is a moral and ethical imperative because it goes to the core of human rights. Humanity cannot succeed in fighting other forms of discrimination and violations of human rights if it does not manage to redress wrongs suffered by, rights denied to and privileges withheld from, women on account of social, cultural, political or economic pretexts. The international community must scale-up efforts and take practical steps to give effect to well-intentioned pronouncements and legal texts for gender equality and women empowerment at all levels of society. The ACP Secretariat is therefore pleased to be associated with UN Women in the advancement of this noble cause,”** said Secretary-General Mr. Mumuni.

**“There is overwhelming evidence that equality for women is progress for all. It leads to inclusive growth, reduces poverty and inequality and contributes to peace and security. Gender equality offers the world solutions to the challenges facing our generation, especially poverty, inequality and insecurity. UN Women is delighted to work together with the ACP Secretariat to advance gender equality and women’s empowerment in Africa, Caribbean and the Pacific,”** said Executive Director Ms. Mlambo-Ngcuka.

See more at: <http://www.unwomen.org/en/news/stories/2014/4/acp-partnership#sthash.vCkOYEz3.dpuf>

### ***Office childcare to be subsidized in Japan***

The Japanese Government announced on April 26, 2014 its plan to launch a new system to support in-house childcare centers operated by private companies starting April 2015 on condition that children of those who are not employees are also eligible to enter the centers.

In October 2013, about 44,000 children were waiting to enter authorized childcare centers. Were a company, for example, to announce a layoff of 44,000 workers, the public reaction would be outrage. However, the current lack of childcare amounts to almost the same degree of unemployment. Women, especially, are denied the possibility of finding work due to lack of childcare facilities.

While 1,610 in-house childcare centers operate across Japan, according to a 2012 survey, those centers are currently categorized as unauthorized, meaning they cannot receive subsidies from the central or local government. The plan will relieve this bureaucratic logjam.

The proposed subsidies will cover around 44 percent of the operational costs, with private firms shouldering 32 percent of the costs and users contributing the same share as they do now, roughly 24 percent of costs. The new system of shared costs should encourage private companies to open more centers.

Shifting childcare into private enterprise provides greater opportunities for working parents, especially women. This shift will have a positive and lasting impact on the economy enabling more women with children to work and help support their families.

See more at: <http://www.japantimes.co.jp/opinion/2014/04/26/editorials/office-child-care-subsidized/#.VDFiqMXMggo>

### ***Budgets respond to the needs of women in Morocco***

The Moroccan Government increasingly acknowledges women and girls through the Council of Government passing a new organic law of finance in January 2014. The Moroccan Department of Literacy – one of five pilot departments to adopt a results-based approach, is integrating gender-

**responsive planning and budgeting by using performance indicators that take gender and women's need and concern into account.**

Gender-responsive budgets ensure that the allocation of public resources benefits women and men equally. Gender-responsive budgeting (GRB) determines how public funds are spent and who benefits from them. As a result, several different programmes are also being developed according to age (15-24; 25-45 years and 45+), as well as employment status (employed or looking for employment).

**A testimony to Morocco's commitment to GRB, a gender budget statement or gender report has been drafted annually in the country since 2006 and presented as an annex to the Finance Bill. The report was the result of a partnership between UNIFEM (one of UN Women's predecessor organizations) and the Government, aimed at incorporating a gender perspective into the national budget reform process. The report reinforces accountability to meet the Government's commitments on gender equality.**

**"Morocco is one of the leading countries in the field of gender-responsive budgeting," said the UN Women Regional Director of the Arab States, Sameera al-Tuwaijiri, hailing the country's efforts to bridge the gender gap.**

Ongoing efforts have resulted in GRB being progressively anchored in Morocco's budget reform process, with five pilot line ministries applying GRB programming and 27 ministries taking part in the preparation of the gender report.

See more at: <http://www.unwomen.org/en/news/stories/2014/3/budgets-respond-to-the-needs-of-women-in-morocco#sthash.MHtd8wCJ.dpuf>

## ***Coca-Cola South Africa and UN Women partner to economically empower women***

Coca-Cola South Africa and UN Women announced on February 18, 2014 a partnership of a newly launched programme to promote the advancement and economic empowerment of women. The collaboration aims to identify and address barriers women entrepreneurs are facing and provide women with business skills, leadership training, mentoring, peer networking skills and access to financial assets. This new programme is part of a broader partnership announced by The Coca-Cola Company and UN Women in 2011. The two organizations have pledged to reach more than 40,000 women in South Africa, Egypt and Brazil by the end of 2015.

With the support of local partner, Hand in Hand, the programme aims to train a total of 25,000 women entrepreneurs, many of whom are running small retail businesses within the Coca-Cola value chain. **"Partnerships are an important lever for sustainable development. Empowering women contributes to building sustainable communities. We know that a woman's income immensely benefits not only them but also their children's education and other family needs. Empowering women entrepreneurs will benefit communities and future generations",** said Sadiq Syed, Deputy Representative and Officer-in-Charge, UN Women South Africa.

To date, approximately 4,500 women entrepreneurs in the Gauteng and North West province have received training in business skills such as daily record keeping, marketing and budgeting. The entrepreneurs also learned how to develop business plans and understand markets. One participant, 51-year-old Maphefo Ntshupetsang, supports herself and her five children by selling cold drinks, vegetables and snacks. The training has enabled her to separate business finances from personal finances, allowing her to budget for stock as well as save on a monthly basis.

**“As a result of our partnership, we expect women participating in these programmes will have greater ability to establish and grow their businesses, increase their earnings and create new jobs in their communities. Their success will set an example for other women and create a virtuous cycle of re-investment in their families and communities,”** said Vukani Magubane, Director of Public Affairs and Communications, Coca-Cola South Africa.

This new programme in South Africa is part of The Coca-Cola Company’s global *5by20* initiative, which aims to enable the economic empowerment of 5 million women entrepreneurs across the company’s value chain by 2020.

For more information, visit Coca-Cola Journey at: [www.coca-colacompany.com](http://www.coca-colacompany.com), or [www.5by20.com](http://www.5by20.com)

See more at: <http://www.unwomen.org/en/news/stories/2014/2/coca-cola-partnership#sthash.3z2PO8yO.dpuf>

### ***Tunisia’s new Constitution: a breakthrough for women’s rights***

A first in the Arab world, **Tunisia’s new Constitution** adopted in January 2014, anticipates momentous change for women, following the adoption of a clause which guarantees gender equality in legislative assemblies and for steps to be taken to protect women against violence.

UN Secretary-General Mr. Ban Ki-moon hailed the agreement as a "historic milestone". "Tunisia's example can be a model to other peoples seeking reforms" his spokesman said. It enshrines many rights for women and is a step in the right direction. This Constitution is the first in the Arab world to give all Tunisians, women and men, the right to be presidential candidates. The State will also ensure gender equality in the workplace and it encourages equality, notably through affirmative action measures. Article 46 on equality, guarantees parity between men and women in all elected assemblies, which is even more progressive considering this has not even been included in the constitutions of the majority of western countries.



These advances are the result of many months of hard work and sustained advocacy. Led by civil society groups, with the support of UN Women and various other organizations, Article 20 guaranteeing equality of rights and responsibilities, was finally passed.

In the lead-up to the vote, UN Women partnered with the NGO Tunisian Association of Democratic Women (ATFD), as part of the project titled “Women’s March for a Constitution integrating Equality and Citizenship”, to ensure quality and targeted contributions of civil society organizations during Tunisia’s participatory constitution-drafting process. To support the constitution-making process, in March 2013 UN Women also supported the Centre for Research, Studies, Documentation and Information on Women in organizing advocacy events including a high-level debate on the integration of the principle of parity in the Constitution.

UN Women, in partnership with the Ministry of Women and Family Affairs, and the Wilson Center Global Women’s Leadership Initiative brought together diverse stakeholders at a roundtable on “Women’s Rights in the Making of the Tunisian Constitution” in April 2013 in the capital Tunis. The roundtable exchanged experiences and best practices between participating countries of the region on integrating gender equality principles in national constitutions.

See <http://www.unwomen.org/en/news/stories/2014/2/tunisia-new-constitution#sthash.RjkCs2bb.dpuf> at:

## ***UN Women and Intel aim to connect 5 million women in Africa***

### **Intel® She Will Connect to reduce the gender gap, beginning with Kenya, Nigeria, and South Africa**

On the eve of International Women’s Day, officials gathered at the UN to discuss *Intel® She Will Connect*, a new programme poised to drive economic and social transformation for the women of Africa for decades to come. *Intel® She Will Connect* seeks to expand digital literacy skills to 5 million young women over the next three years and reduce the gender gap by 50 percent. The forum was organized by UN Women in collaboration with Intel Corporation and the UN Missions of Kenya, Nigeria and South Africa.

“Equality in access to the Internet is a matter of human rights, women’s economic empowerment and poverty reduction,” said UN Women Executive Director, Ms. Phumzile Mlambo-Ngcuka. “We are very pleased to be collaborating with Intel, Kenya, Nigeria and South Africa to connect young women to the internet because equality for women is progress for all.” *Intel® She Will Connect* will test a new model that integrates digital literacy with gender and development programming targeting women and girls.

“We know the transformational power of the internet, including economic and educational opportunities, a community of support and career prospects. But research clearly shows that women are being left behind,” said Ms. Shelly Esque, Vice-President of Intel’s Corporate Affairs Group and President of the Intel Foundation. “Intel She Will Connect aims to take action based on this evidence to bridge this gender gap and empower women through technology and education.” With digital literacy skills, young women have greater opportunity to increase their income, receive a better education, enhance their political participation and have a stronger voice in their communities.

*Intel® She Will Connect* is a direct result of findings in the groundbreaking “Women and the Web”. The report found that “on average across the developing world, nearly 25 percent fewer women than men have access to the internet, and the gender gap soars to nearly 45 percent in regions like sub-Saharan Africa.” Without concerted action to address gender-based barriers, it has been estimated that the internet gender gap could grow to 350 million women in three years’ time.

“The research is clear and the call to action has been made,” said Ms. Melanne Verveer, former Ambassador-at-Large for Global Women’s Issues at the U.S. Department of State. “Now is the time for

collaboration to actively reduce the internet gender gap and empower women around the world to enrich their lives.”

See more at: <http://www.unwomen.org/en/news/stories/2014/3/intel-press-release#sthash.RHFutZvW.dpuf>

### ***UN Women and Cherie Blair Foundation for Women form new partnership to accelerate women’s economic empowerment***

At the 58<sup>th</sup> session of the Commission on the Status of Women, UN Women and the Cherie Blair Foundation for Women today announced a new partnership which will see the collaboration between UN Women’s Knowledge Gateway for Women’s Economic Empowerment and the Cherie Blair Foundation’s Mentoring Women in Business Programme.

Over the next 12 months, UN Women and the Cherie Blair Foundation will work together to support women’s economic empowerment through a range of projects — including by linking women entrepreneurs from the Foundation’s mentoring programme with the Knowledge Gateway and offering the mentoring opportunity to members of the Knowledge Gateway community.

“This kind of collaboration is vital, and is a testimony to the engagement of all sectors of society to advance gender equality and women’s empowerment,” said Lakshmi Puri, Deputy Executive Director, UN Women. “The Knowledge Gateway offers an opportunity to reach millions of women and girls worldwide and at all levels of society. Mentoring and support is the catalyst that many women need to truly unlock their potential and achieve the goals they have set for themselves, whether it is to improve their businesses, get a bank loan, bring new tools to their farms, use a computer or to make their dream of an income and independence, a reality.”

“At the Cherie Blair Foundation for Women, we are delighted to join forces with UN Women using innovative online tools. By linking women entrepreneurs we support through our Mentoring Programme with the Knowledge Gateway, our mentees will have access to a rich set of resources to further build their enterprises, skills and confidence. We are equally pleased to welcome the members of the Knowledge Gateway community to our mentoring programme as mentees, where they will have an opportunity to work with a mentor to further develop their businesses,” said Sevi Simavi, CEO of the Foundation.

See more at: <http://www.unwomen.org/en/news/stories/2014/3/press-release-un-women-and-cherie-blair-foundation-for-women#sthash.pErCWLCf.dpuf>

### ***A push to match rhetoric and reality to counter chronic underinvestment in gender equality***

At the first High-Level Meeting of the Global Partnership for Effective Development Cooperation, held in Mexico City 15-16 April 2014, governments, business, private foundations and civil society assessed progress over the past two years towards implementation of the 2011 Busan Partnership Agreement, which reaffirmed global commitment to the principles of accountability, results, transparency, inclusivity and national ownership in development cooperation. The communiqué adopted by all delegates calls on countries to “track and make public resource allocations to gender equality and women’s empowerment, calling for renewed action in all these areas and a firm anchoring of the Global Partnership in the new post-2015 development framework.”



Hosted by the Government of Mexico, more than 1,500 participants took part, including representatives of the governments of 130 countries, parliamentarians, business leaders and civil society.

The meeting launched 38 new initiatives to drive more effective development cooperation.

**“There is currently a huge gap between rhetoric and reality in terms of securing adequate financing for gender equality, women’s empowerment and the human rights of women and girls,”** said UN Women Deputy Executive Director Mr. John Hendra during a focus session on gender equality, organized by UN Women, in collaboration with the OECD-DAC Network on Gender Equality and the Feminist Group of the CPDE. **“The figures don’t lie: there is chronic underinvestment in gender equality and women’s empowerment – in other words an accountability deficit – and much greater political will and much more concerted action is needed now to change this.”**

There was strong agreement among participants that investing in gender equality and women’s empowerment is **essential for progress towards sustainable development**. **“That’s why the commitment made at Busan to track and transparently report on financing for gender equality is so important and why it needs to be rolled out to many more countries so as to help stimulate greater political will,”** reaffirmed Mr. Hendra. **“We need to do whatever we can to turn policy and financing commitments into action and results for women on the ground.”**

See more at: <http://www.unwomen.org/en/news/stories/2014/4/a-push-to-match-rhetoric-and-reality-to-counter-chronic-underinvestment-in-gender-equality#sthash.y8DR6ezl.dpuf>

## **Violence against women**

### ***Domestic Violence an Outrage Holding Back Women, Girls - World Bank President Kim - International Women's Day speech highlights critical gender and development issues and “blind spot” holding back women and girls***

World Bank Group President Dr. Jim Yong Kim declared domestic violence “an outrage”, no longer considered a private matter but a public issue and a major challenge for all who work in development.

“One of the devastating realities about our world is the violence against women during wars and conflict. It’s an unacceptable and relatively well documented problem of epidemic proportions. But the kind of violence we are not talking about enough is domestic violence,” he said March 5. “If domestic violence continues to receive inadequate attention, it tells women they have less worth and less power than men. It undermines their ability to make choices and act on them independently, impacting not only them, but their families, communities, and economies.”

Speaking at the CARE national conference ahead of International Women’s Day on March 8, Dr. Kim noted the economic consequences of domestic violence: “Conservative estimates of lost productivity resulting from domestic violence are roughly equal to what most governments spend on primary education.”

Dr. Kim called for a renewed sense of urgency and a clearer understanding of the remaining obstacles to gender equality around the planet. He listed common **“blind spots” when it comes to improving the lives of women and girls**. **“That’s not to say we don’t see the problem clearly, but sometimes we overlook something that’s right in front of us, especially if we are too close to it. Our brains are wired to automatically fill in blind spots so that the picture is whole,”** said Dr. Kim.

In 128 countries, legal differences in how men and women are treated constrain their economic opportunities, Dr. Kim noted. This includes laws that make it impossible for women to independently obtain ID cards, to own or use property, to access credit, and to get a job. In 15 countries, husbands can **even prevent their wives from working**. **“Cultural norms can become deeply entrenched but we know — based on enormous evidence from all around the world—that customs and attitudes can change, sometimes very quickly,”** said Dr. Kim. Social movements can help bring such change about, said Dr. Kim, noting the example of Ms. Malala Yousafzai, the Pakistani teenager shot because of her public advocacy **for girls’ education**.

## ***New research reveals violence against women in politics rampant in South Asia***

Violence against women in politics is rampant in South Asia according to a joint study released in April 2014 by the Centre for Social Research, India **and UN Women**. **The study**, ‘Violence against Women in Politics’ **revealed that the insufficient implementation of laws, lack of support from police and judiciary, the socio-economic divide and current power structures are the major reasons for violence**.

The study was conducted in India, Nepal and Pakistan analyzed incidents of violence between 2003 and 2013. The purpose of the study was to address the nature, extent and reasons for violence that inhibits **women’s political participation**. **Approximately 800** people were interviewed including election commission officials, police, contestants, and families in urban and rural areas.

The study found that while the percentage of female voters and women candidates fielded by political parties increased in all three countries, the percentage of female representatives in national bodies decreased. The study also found that more than 60 percent of women do not participate in politics due to fear of violence.

**“Almost 90** percent of women in these countries feel that violence breaks their resolve to join politics. From our comprehensive review of laws on violence against women, it is clear that none of the three countries has legislation that deals strictly with offenders to prevent violence against women in politics. We know that where laws are in place, prevalence tends to be lower and fewer people think that violence **against women in justifiable,”** says Dr. Rebecca Reichmann Tavares, Representative, UN **Women’s Office** for India, Bhutan, Maldives and Sri Lanka.

The study confirmed that the cycle of violence is fuelled by power structures and gender discrimination.

See more at: <http://www.unwomen.org/en/news/stories/2014/4/press-release-new-research-reveals-violence-against-women-in-politics-rampant-in-south-asia#sthash.YiezDCkT.dpuf>

## ***Japan, U.S. back UN programme to stop sexual violence in Delhi***

On April 27, 2014, Japan and the U.S. announced their support to the United Nation’s ‘Safe City Programme’ in Delhi aimed at preventing sexual violence against women in the national capital. The announcement came during U.S. President Mr. Barack Obama’s visit to Tokyo to meet with Japanese Prime Minister Shinzo Abe.

A UN Women initiative on gender equality and the empowerment of women, the programme spans 17 cities in developing as well as developed countries aims to prevent sexual violence in urban public spaces.

"UN Women and partners want to see every city in the world safe and free of violence for women, girls and for all," UN Women Executive Director Ms. Phumzile Mlambo Ngcuka said. "This contribution from Japan and the U.S. is important to build a safe and inclusive city in New Delhi, where women and girls can live a life free from violence, and can exercise their fundamental rights and freedoms, including their right to the city," said Mr. John Beed, Director of the USAID Mission in India. The programme builds on an ongoing partnership with the Government of Delhi, UN agencies and civil society organizations. The U.S. and Japan are actively engaged with UN Women in promoting women's security and empowerment worldwide.

## ***Egyptian doctor to face nation's first trial over female genital cutting***

### **Raslan Fadl being prosecuted for performing illegal procedure that allegedly led to 13-year-old's death**

In April 2014, an Egyptian doctor stood trial for conducting female genital mutilation (FGM) on a child who subsequently died of complications. Banned in Egypt since 2008, this was the first attempt to prosecute FGM. The verdict is expected on October 23, 2014.

Thirteen-year-old Soheir al-Batea, from the small northern village of Diyarb Buqtaris, succumbed to an allergic reaction to penicillin on June 6, 2013, allegedly after being cut by Dr. Raslan Fadl, according to forensic reports seen by Equality Now, an international rights NGO that has pushed for the prosecution.

Some Egyptian women and feminists say they hope the prosecution of Dr. Raslan Fadl will start a precedent to enforce laws against the practice. In Egypt, four in five young women reportedly undergo the procedure, despite the ban. But others say the share of girls who undergo the procedure behind closed doors at home — often in less sanitary conditions — may grow. At present, UNICEF estimates that around 70 percent of procedures are carried out surreptitiously at a medical clinic.

The trial comes despite there being no mention of FGM in the forensic report. Dr. Fadl turned himself in to authorities after local court authority Daqahleya. **"The first ever prosecution for FGM in Egypt sends out a strong message that FGM will not be tolerated,"** Mr. Saud Abu-Dayyeh told Al Jazeera, **"We are hopeful that justice will prevail."**

UNICEF estimates that 125 million women worldwide have undergone some form of FGM; of those, one in five live in Egypt. Estimates reveal that 81 percent of Egyptian women have experienced FGM.

See more at: <http://america.aljazeera.com/topics/topic/issue/womens-rights.html?page=9>

## **Women's Representation**

### ***The World Economic Forum's Gender Parity Task Forces***

**The World Economic Forum's Gender Parity Programme is committed to promoting women's leadership and gender parity across the globe.** Since 2012, building on its benchmarking tools and best practice analysis, the Programme has launched four Taskforces that aim to close the economic gender gap by up to 10 percent in three years in Mexico, Turkey, Japan and the Republic of Korea. Two more are scheduled to launch in India and United Arab Emirates.

Strong evidence shows that, at the macro level, countries that invest in girls and integrate women into the workforce tend to be more competitive. Many governments are, therefore, considering or implementing affirmative policies, including quotas. In addition, research and mounting anecdotal evidence reveal that closing the gender gap is good for companies. Companies that successfully engage women may reap a rich diversity dividend. With talent shortages projected to become more severe in much of the world, it is imperative for businesses to have access to female talent.

Building on its benchmarking tools, best practice analysis and associated insight pieces, the Gender Parity Programme of the World Economic Forum has launched public-private collaborations that aim to close the economic gender gap by up to 10 percent over three years in the four pilot countries. Each initiative includes the top 50-100 leaders and organizations that are best placed to accelerate progress on gender, **focusing on women's economic integration. These groups comprise businesses, employers and other stakeholders**, including relevant actors from the public sector, civil society, academia and media. National and international leaders and organizations participate in this activity to promote learning and exchange from other countries.

See more at: <http://www.weforum.org/issues/gender-parity-task-forces>

[http://www3.weforum.org/docs/WEF\\_GenderParityTaskforces\\_Brochure.pdf](http://www3.weforum.org/docs/WEF_GenderParityTaskforces_Brochure.pdf)

### ***How women will dominate the workplace BRIC by BRIC - The economic, political and social trends in BRICS economies suggest that these nations will become world leaders in gender equality***

In an article published by CNN in January 2014, Ms. Saadia Zahidi, Senior Director and Head of the Women Leaders and Gender Parity Programme at the World Economic Forum (WEF), writes that women in the labor force of the five BRIC countries - Brazil, Russia India, China, and South Africa- are fueling growth, as shown in data collected by the World Economic Forum. BRICS companies embrace workplace culture which integrates women. More women than men are now also entering the labor force, helping fuel the growth in emerging economies. In relative terms, they are more economically active in China and Russia than in the U.S. already, while in Mexico and Brazil they are entering the labor force faster than in the U.S.

Women are increasingly providing the skills that emerging market companies need to compete on a global stage. Like the U.S., Brazil, Russia, China and South Africa have more women than men in professional and technical positions such as teaching, medicine and finance. Even higher up the career ladder, in most major emerging markets, with the exception of China, women hold now more than a third of managerial roles.



Turkish Mogul defies man's world



Best of leading women 2013



### Women billionaire: How I did it?

More women now attend university than men in Brazil, China and Russia. In those countries where they are not yet the majority like India, Indonesia and Mexico, they are catching up fast, according to 2013 WEF Global Gender Gap report. This means that more than 1 billion women living in these emerging markets will see a world where these countries become world leaders on gender equality in the economy. The economic, political and social trends being witnessed today suggest this may be the case, says Ms. Zahidi.

While the rich world is trying to figure out how to create a more women-friendly culture in business, these countries are growing their own corporate cultures organically. And it's having an impact on wages. According to the World Economic Forum, women earn wages that are closer to those of men (for similar work) in Malaysia, the United Arab Emirates, Nigeria, Indonesia and China in comparison to the U.S.

Ten years from now, rankings of the most economically competitive - and the most gender equal - countries in the world may look very different than they do today. Only time will tell, but closer competition on gender equality means that there are more winners all around.

See more at: <http://edition.cnn.com/2014/01/22/opinion/how-women-will-dominate-the-workplace-bric/>

### ***Breaking Barriers: Women's Representation and Leadership at the United Nations***

Dr. Kirsten Haack writes that **women's leadership and representation in the UN continues to be curtailed by "glass walls" on the one hand, and flexible glass ceilings on the other.** While acknowledging advancements in gender within the UN system, she suggests that the UN has not always led by example where gender equality and **women's rights are concerned, states** Dr. Haack.

Dr. Haack writes that **while representation of women and women's issues is intimately connected to women's participation in UN leadership,** access to UN executive office continues to be constrained. Her article shows that, women have increasingly gained a foothold in UN leadership and are standing on firmer floors, relying on a stronger institutional framework, though some barriers—**namely, "glass walls"** and to some extent glass ceilings—remain. Although increasing numbers of women working at all levels of the UN system are seen, women are channeled into gender-specific portfolios, creating glass walls. Thus, beyond UN gender policy applicable in the field and Member States, UN leadership remains one of the **last areas of women's representation to be addressed within the broader context of UN activity,** where the picture of women's representation and gender equality within UN leadership is mixed.

See more at: [http://oneearthfuture.org/sites/oneearthfuture.org/files/documents/publications/kirsten\\_haack.pdf](http://oneearthfuture.org/sites/oneearthfuture.org/files/documents/publications/kirsten_haack.pdf)

## ***The Women in Politics Map 2014 launched by the Inter-Parliamentary Union (IPU) and UN Women – Progress for women in politics, but glass ceiling remains firm***

The Women in Politics Map 2014 launched by the Inter-Parliamentary Union (IPU) and UN Women in March 2014 shows that while progress on **women's** political participation continues to be largely positive across the world, glass ceilings remain firmly in place for women at the highest levels. The proportion of seats held by women in national parliaments is one of the key indicators measuring progress on gender equality in the MDGs. As the MDGs draw to an end, the IPU-UN Women Global Map provides a snapshot on where women stand in politics globally.

With new data on regional and country trends, the map showcases progress that has been made and the gaps that remain in the proportion of women Members of Parliament, women ministers and women Heads of State and Government. The global average of women in parliament has reached an unprecedented high of 21.8 percent. Strong political will and adoption of specific measures is needed to **break the deadlock on women's political participation.**

**“Every election is a critical opportunity to make progress towards the increased participation of women as voters and as candidates,”** says UN Women Deputy Executive Director Mr. John Hendra. **“This map shows the value of having data, of being able to measure and track women's political participation over time. It's a great tool for benchmarking progress and for ensuring accountability.”**

In executive government, the percentage of women in ministerial posts has now reached 17.2 percent, up from 16.1 percent in 2008. By 1 January 2014, there were 36 countries with 30 percent or more women ministers, a jump from 26 in 2012. With 14 women in such posts, Nicaragua heads the global table of women in executive government, followed by Sweden, Finland, France, Cabo Verde and Norway.

**“More women are now in politics and influencing the political agenda at higher levels. That is clear. But not at the very highest level,”** says Mr. Anders B. Johnsson, IPU Secretary General. **“Some leaders have broken the glass ceiling for women through their own personal vision and political will. They have shown the critical importance of political leadership in effecting change. We now need more leaders to show the same political courage.**

### **The Women in Politics Map 2014**





See more at: <http://www.unwomen.org/en/news/stories/2014/3/progress-for-women-in-politics-but-glass-ceiling-remains-firm#sthash.DlbKIFbD.dpuf>

## In your interest

***Ms. Michelle Bachelet named one of the world’s most influential people by Time Magazine - Bachelet - a passionate champion of women's rights writes Ms. Phumzile Mlambo-Ngcuka***

For the second time, Ms. Michelle Bachelet has impressed leaders around the world as well as editors at TIME Magazine, taking a place on their list of 100 most influential people in the world for 2014.

While this list includes both those who have had a negative and positive impact on their communities and beyond, the entry for the Chilean President is a shining review written by Ms. Phumzile Mlambo-Ngcuka, Ms. **Bachelet’s successor** as Executive Director of UN Women and former deputy president of South Africa.

**“She has always displayed extraordinary resilience and intelligence in addressing the toughest of issues,”** writes Ms. Phumzile Mlambo-Ngcuka. **“Her governance style is an unusual combination of humanity and solid leadership. She is gentle and accessible, yet also strong and determined.”** As she has said, she is **“just another Chilean woman who works, cares for her house and goes to the supermarket.”** But she is also **“a woman with a calling for social struggle and public service.**

President Bachelet inaugurated for her second time in March, has already put forward a bill to create a Women and Gender Equality Ministry and has said she will stand by her pledge to make Chile a more equitable society for all.

See more at: <http://time.com/70844/michelle-bachelet-2014-time-100/>

## Recommended reading

### *Gender at Work' Report Launched*

#### **Empowering women at work advances fight to end poverty**

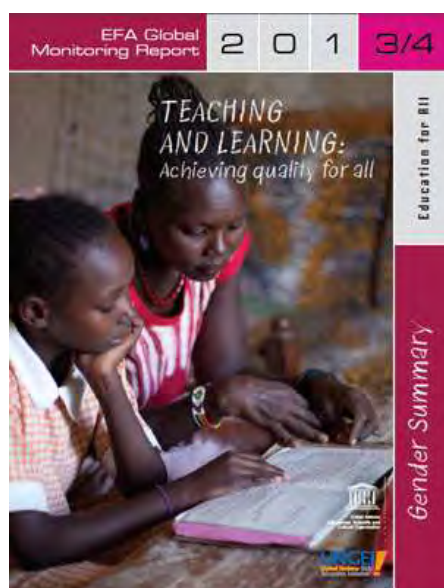
A new report released on February 20, 2014 by the World Bank Group stresses the need for bold, coordinated actions to advance equal opportunities for women in the world of work, such as addressing gender biases early, expanding women's access to property and finance, and raising legal retirement ages—with major payoffs in tackling poverty.

By virtually every global measure, women are more economically excluded than men, according to Gender at Work, Trends suggest women's labor force participation worldwide over the last two decades has dropped from 57 to 55 percent globally. This is despite accumulating evidence that jobs benefit women, families, businesses, and communities.

The report says since women face multiple constraints to jobs, starting early and extending throughout their lives, progressive, broad-based, and coordinated policy action is needed to close gender gaps. A companion to the 2013 World Development Report on jobs, it says options should include mainstreaming gender equality into jobs and growth strategies, reforming legal systems, and engaging the private sector in innovative solutions to promote gender equality.

See [http://www.worldbank.org/content/dam/Worldbank/document/Gender/GenderAtWork\\_web.pdf](http://www.worldbank.org/content/dam/Worldbank/document/Gender/GenderAtWork_web.pdf) more at:

### *To 2015 and Beyond: Putting Girls' Education at the Heart of the Agenda*



To mark International Women's Day and contribute to the CSW58 dialogue, the Education for All (EFA) Global Monitoring Report team and the United Nations Girls' Education Initiative, with Education International, UNICEF, UNESCO and Plan, launched the **Gender Summary of the 11th annual Education for All Global Monitoring Report** and hosted a side event called "To 2015 and Beyond: Putting Girls' Education at the Heart of the Agenda".

Executive Director of UN Women, Ms. Phumzile Mlambo-Ngcuka pointed to the need for collaborative action given the enormous task that still lay ahead in terms of achieving gender equality and **women's empowerment. Stating that multi-stakeholder partnerships are key to accelerating girls' education as well as to putting it back on track**, the members of the panel also urged stronger engagement from the private sector.

Referring to education as the “vaccine of the 21<sup>st</sup> century”, Ms. Michaelia Cashis, the Minister for Women of Australia called for a stand-alone goal on education with strong targets and indicators reflecting gender concerns. Supported by the data presented in the two reports, the panelists reviewed current trends, challenges and gaps in providing each and every girl access to education and to learning. They discussed possible solutions and

highlighted concrete actions being advocated and undertaken to promote girls' education from the perspectives of UN agencies, NGOs and donors and renewed calls for putting girl's education at the heart of the development agenda

See more at [http://www.unesco.org/new/en/media-services/single-view/news/putting\\_girls\\_education\\_at\\_the\\_heart\\_of\\_the\\_agenda\\_to\\_and\\_beyond\\_2015/#.VDfuDWdO7IU](http://www.unesco.org/new/en/media-services/single-view/news/putting_girls_education_at_the_heart_of_the_agenda_to_and_beyond_2015/#.VDfuDWdO7IU)

### ***Activist for Getting More Saudi Women Into the Work Force Plans Book***

When Ms. Reem Asaad started what would become a successful campaign to require Saudi lingerie shops to hire female workers, she had no idea how it would turn out. Ms. Asaad, a financial adviser and mother of three girls who lives in Jeddah, Saudi Arabia, had started a Facebook group in 2008 calling for stores to hire women because it was embarrassing and inconvenient to interact with male clerks about underwear.

“I had no plan, but I just kept going,” Ms. Asaad said during a recent visit to *The Times* to discuss her new project, a book about her experiences and those of other Saudi women that she is writing with the New York-based author Rahilla Zafar

In 2012, the Saudi Kingdom began enforcing a royal decree requiring stores that sell products intended for women, like lingerie and cosmetics, to hire female workers. Supermarkets and other apparel shops also began to hire women under the new policy. The successful campaign taught Ms. Asaad crucial lessons about persistence — and also about the importance of documenting activism and social change, to provide a resource for future change-makers.

Ms. Zafar's first book, *Arab Women Rising*, was written with the journalist Ms. Nafeesa Syeed and published online by Knowledge@Wharton this year. Ms. Zafar and Ms. Syeed profiled 35 female entrepreneurs in the Middle East and North Africa. The entire book is available for free download [here](#).

### ***Violence against Women: every day and everywhere: an EU-wide survey***

A new report by the European Union Agency for Fundamental Rights (FRA) presents results from the **world's biggest-ever survey on violence against women**, revealing the extent of abuse suffered by women at home, work, in public and online. As well as demonstrating the wide prevalence of violence against adult women, the report also details incidents of physical and sexual violence experienced by women in childhood.

The survey shows that policymakers need to recognize the extent of violence against women, and ensure that responses meet the needs and rights of all victims of violence against women in practice and not just on paper. What emerged was **a picture of extensive abuse that affects many women's lives but is systematically underreported to the authorities**. The scale of violence against women is therefore not reflected by official data.

This FRA survey is the first of its kind on violence against women across the 28 Member States of the European Union. It is based on interviews with 42,000 women across the EU, who were asked about their experiences of physical, sexual and psychological violence, including incidents of intimate partner violence (“domestic violence”). **The survey also included questions on stalking, sexual harassment, and the role played by new technologies in women's experiences of abuse. In addition, it asked about their experiences of violence in childhood.** Based on the detailed findings, FRA suggests courses of action in

different areas that are touched by violence against women and go beyond the narrow confines of criminal law, ranging from employment and health to the medium of new technologies.

See at <http://fra.europa.eu/en/publication/2014/vaw-survey-main-results>

## Recommended websites

### *FRA helping to make fundamental rights a reality for everyone in the European Union*



The European Union Agency for Fundamental Rights (FRA) is one of the EU's decentralized agencies. These agencies are set up to provide expert advice to the institutions of the EU and the Member States on a range of issues. FRA helps to ensure that the fundamental rights of people living in the EU are protected.

Through the collection and analysis of data in the EU, the FRA assists EU institutions and EU Member States in understanding and tackling challenges to safeguard the fundamental rights of everyone in the EU. Working in partnership with the EU institutions, its Member States and other organizations at the international, European and national levels, the FRA plays an important role in helping to make fundamental rights a reality for everyone living in the EU.

See more at: <http://fra.europa.eu/en>

## 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>

#### Network—The UN Women's Newsletter

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