

Network

The UN Women's Newsletter – Volume No. 17, Issue 3
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Letter from the Focal Point for Women

Dear Friends,

Season's greetings to our community of readers! We are back with our third and final issue of the NETWORK Newsletter for 2016 and we are excited to share with you the news of this quarter.



We are pleased to open this edition with news of the appointment of the new United Nations Secretary General, António Guterres, former Prime Minister of Portugal and head of the United Nations High Commission for Refugees (UNHCR). Elected by the UN General Assembly on October 13, 2016, Mr Guterres took the oath as the new Secretary General on December 13, 2016 in New York. We bid farewell to the outgoing Secretary General, Mr. Ban Ki-moon under whose leadership the UN's commitment to promote and strive for gender equality and the empowerment of women reached new heights. We wish him all the best for the future.

Next we look at how the UN-SWAP is helping member states of the UN Economic and Social Commission for Western Asia (ESCWA) region roll out UN-SWAP as a regional accountability tool for achieving gender equality at the levels of both the National Women's Machineries (NWMs) and governmental institutions. In other UN-Swap news, the UN Office in Geneva (INOG) and the UN Peacebuilding Commission (PBC) with the Peacebuilding Support Office (PBSO) launch their first ever gender policies.

We also share news of the UN Women Executive Board, which held its second regular session on September 1 - 2, 2016 during which it reviewed, amongst other agenda items, a roadmap for the UN Women Strategic Plan for 2018 - 2021.

We shine a spotlight this season on the launch of UN Women's "Making Every Woman and Child Count" campaign, in partnership with the Melinda and Bill Gates Foundation, the Government of Australia, and Data 2X – an advocacy platform dedicated to improving the quality, availability, and use of gender data to close gender gaps worldwide. We also look at the partnership signed between UN Women and the Government of Belgium, aimed at working on and promoting women's rights and gender equality.

Further, we highlight global initiatives surrounding this year's 16 Days of Activism against Gender-Based Violence. From November 21st, 2016, numerous public events supported UN Women and its "Paint the World Orange" initiative, which focused on raising funds to end violence against women and girls, and encouraged governments and international actors to support the campaign's commitments globally. Next, we follow UN Women Goodwill Ambassador Emma Watson as she travels to Malawi to advocate against the practice of child marriage as part of the International Day of the Girl Child worldwide. We also share the release of a joint "Global Guidance on Addressing School Related Gender-Based Violence" by UNESCO and UN Women.

Activities related to women in peacebuilding also are in this edition, including the launch by the Women's International League for Peace's of the Security Council WPS Scorecard, which measures States' commitments to women, peace, and security. The Scorecard is designed to strengthen accountability for a holistic implementation of the Women, Peace and Security (WPS) Agenda, and to highlight critical gaps in current efforts of the Permanent Members of the Security Council to implement their commitments. In other peacekeeping updates, we share news of Police Superintendent Yvette Boni Zombre from Burkina Faso, who received the International Female Police Peacekeeper Award for her service and achievements in the United Nations Multidimensional Integrated Stabilization Mission in the Central African Republic (MINUSCA).

Given that over 50% of the world's population currently lives in cities, we also profile this quarter the emerging importance of women in the urbane agenda, and the recent United Nations Conference on Housing and Sustainable Urban Development which took place in Quito, Ecuador.

This issue's women's representation segment features the World Economic Forum's annual Gender Gap Report 2016, which reveals some disappointing results. If current trends continue, a baby girl born today will only see the gender gap in health, education, economic opportunity and politics completely close around the world if she lives to 83. That is the stark finding of this year's Report, which also finds that there

remain huge differences in the opportunities for women in both the best and worst performing countries around the world.

Other news of interest includes the visit of actor Daniel Craig to the UN Peacekeeping Mission in Cyprus in his role as an UN Global Advocate for the Elimination of Mines and Explosive Hazards, in order to shine a light on women's role in peace processes.

Finally, as always, the newsletter concludes with information on publications including "Women and Leadership Around the World" and "Why Money Matters to End Violence Against Women".

We hope the range of news and updates we bring you this quarter inspire you as promoters of gender equality and empowerment of women to continue to make cracks in the glass ceilings until there is no ceiling left to break. ***Now more than ever, it's time to Step It UP for Gender Equality!***

Season's greetings and best wishes to all of you for the New Year.

In solidarity,

Aparna Mehrotra
Focal Point for Women
Coordination Division
UN Women

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Congratulations to

António Guterres on his appointment as the next United Nations Secretary-General



On October 13, 2006, the General Assembly appointed by acclamation the former Prime Minister of Portugal, António Guterres, as the next United Nations Secretary-General, succeeding Ban Ki-moon who will step down on 31 December 2016. Adopting a consensus resolution put forward by its President, Peter Thomson, the Assembly acted on the recommendation of the UN Security Council, which on 6 October forwarded Mr. Guterres' name to the 193-member body as its nominee for UN Secretary-General for a five-year period, ending on 31 December 2021.

The decision by the Security Council brings the UN closer towards the culmination of an historic process. The selection of a new United Nations Secretary-General, traditionally decided behind closed-doors by a few powerful countries, has for the first time in history involved public discussions with each candidate campaigning for the world's top diplomatic post.

Mr. Guterres, aged 67, was Prime Minister of Portugal from 1995 to 2002, and the UN High Commissioner for Refugees from June 2005 to December 2015. He will become the world's most well-known diplomat on 1 January 2017, and hold that post for the next five years.

Thanking the General Assembly for appointing him as the next Secretary-General, Mr. Guterres said he was grateful to the Member States for their trust in him, as well as for the transparent and open selection process they undertook.

“I believe this process means that the true winner today is the credibility of the UN. And it also made very clear to me that, as Secretary-General, having been chosen by all Member States, I must be at the service of them all equally and with no agenda but the one enshrined in the UN Charter,” said Mr. Guterres.



Ban Ki-moon hailed António Guterres as a wonderful choice to steer the United Nations. He underlined that alleviating the suffering of the most vulnerable people, in particular refugees and those in conflict zones, as well as pursuing gender equality, would remain key priorities for him during his tenure.

Secretary-General-designate Guterres also reiterated his belief in the values of peace, justice, human dignity, tolerance and solidarity, as well as his belief that diversity is a “tremendous asset” and not a threat. Mr. Guterres also applauded the work of the current Secretary-General Ban Ki-moon and said that he would try his “utmost to honour” Mr. Ban’s legacy.

29 Global Leaders appointed by the UN Secretary General to Spearhead Fight against Malnutrition

The Scaling Up Nutrition Movement continues its drive to improve nutrition for all people, everywhere, with the coming together of 29 newly appointed global leaders, who are committed to fighting malnutrition in all its forms.

Appointed by United Nations Secretary-General Ban Ki-moon, these prominent figures are champions who have pledged to place nutrition at the top of the agenda, and to provide inspiration and direction for the Scaling Up Nutrition Movement and its mission to eradicate malnutrition. One in three people suffer from malnutrition the world over and as a result 156 million girls and boys are stunted.

Members of the Lead Group include current and former Heads of State and other leaders from the array of partners engaged in the Scaling Up Nutrition Movement — civil society, international and United Nations organizations, donor agencies, businesses and foundations. Lead Group Members are listed below.

- Akin Adesina (Nigeria), President, African Development Bank.
- Nahas Angula (Namibia), Chairperson of the Namibian Alliance for Improved Nutrition.
- Tom Arnold (Ireland), Director-General, Institute of International and European Affairs.
- Marie-Claude Bibeau (Canada), Minister for International Development and la Francophonie.
- Ahmed Mushtaque Raza Chowdhury (Bangladesh), Vice-Chair, Bangladesh Rural Advancement Committee.
- Martin Chungong (Cameroon), Secretary General, Inter-Parliamentary Union.
- Ertharin Cousin (United States), Executive Director, World Food Programme.
- Chris Elias (United States), President of the Global Development Program, Bill and Melinda Gates Foundation.
- Shenggen Fan (China), Director-General, International Food Policy Research Institute.
- Rebeca Grynspan (Costa Rica), Secretary-General of the Ibero-American General Secretariat.
- Keith Hansen (United States), Vice-President for Human Development, World Bank.
- Jakaya Kikwete (United Republic of Tanzania), former President of the United Republic of Tanzania.

- Anthony Lake (USA), Executive Director of the United Nations Children's Fund and Chair of the Scaling Up Nutrition Movement Lead Group.
- Ibrahim Mayaki (Niger), Chief Executive Officer, New Partnership for Africa's Development Planning and Coordinating Agency.
- Neven Mimica (Croatia), European Commissioner for Development.
- Jimmy Morales (Guatemala), President of Guatemala.
- Monica Katebe Musonda (Zambia), Founder and Chief Executive Officer, Java Foods.
- David Nabarro (United Kingdom), Special Adviser on the 2030 Agenda for Sustainable Development and Climate Change.
- Sania Nishtar (Pakistan), Founder and President, Heartfile Foundation.
- Priti Patel (United Kingdom), Secretary of State for International Development of the United Kingdom.
- Joy Phumaphi (Botswana), Executive Secretary, African Leaders Malaria Alliance.
- Mary Robinson (Ireland), President, Mary Robinson Foundation-Climate Justice.
- Nina Sardjunani (Indonesia), Team Leader of Sustainable Development Goals National Secretariat.
- Feike Sijbesma (Netherlands), Chief Executive Officer, Royal Dutch DSM.
- Gayle Smith (United States), Administrator, United States Agency for International Development.
- Dhananjayan Sriskandarajah (Sri Lanka), Secretary-General, CIVICUS World Alliance for Citizen Participation.
- Gunhild Anker Stordalen (Norway), Founder and President, Education and Agriculture Together Foundation.
- Helle Thorning-Schmidt (Denmark), Chief Executive Officer, Save the Children International.
- Gerda Verburg (Netherlands), Coordinator of the Scaling Up Nutrition Movement.

The UN System-wide Action Plan for Gender Equality and the Empowerment of Women: UN-SWAP

UN SWAP framework adopted by member states of UN Economic and Social Commission for Western Asia-ESCWA: UN-SWAP to roll out as a regional accountability tool for achieving gender equality in national institutions

In November, the United Nations Economic and Social Commission for Western Asia (ESCWA) adopted the United Nations System-Wide Action Plan on Gender Equality and the Empowerment of Women (UN-SWAP) framework to measure accountability and

progress towards achieving gender equality in public institutions. The framework will later be tested at the levels of both the National Women's Machineryes-NWMs and governmental institutions.

This step was the result of a three-day regional workshop organized by ESCWA and UN-Women on "Institutionalizing Gender at the Organizational Level" at the UN House in Beirut from November 14-16, 2016. The workshop aimed at building the capacity of Member States in the area of institutional gender mainstreaming by reviewing the UN-SWAP and adapting it to the Arab regional context.

During the workshop's opening remarks on 14 November, Director of the ESCWA Centre for Women, Mehrinaz Elawady, stressed the importance of having a unified Arab accountability tool for achieving gender equality. In addition, Aparna Mehrotra, Director of the Division for Coordination at UN-Women, highlighted the importance of the UN-SWAP tool, and stressed that the UN system succeeded in implementing the UN-SWAP due to the genuine commitment of UN entities and the dedicated network of UN gender focal points.

Based on the workshop's outcome, a number of amendments were introduced to the UN-SWAP, and five countries in the ESCWA region including Bahrain, Morocco and Syria committed to rolling out the Action Plan.

See more at: <https://www.unescwa.org/news/regional-commission-and-un-women-join-hands-discuss-regional-accountability-tool-achieving>

UN Entities adopt Gender Policies as part of UN SWAP

UN Women supports UN Office Geneva – UNOG roll out its first ever Gender Policy

UNOG's [Policy](#) for Gender Equality and the Empowerment of Women came into force on 1 September 2016. Developed with the support of UN Women, as part of the UN SWAP reporting requirements, the policy aims to establish an inclusive organizational culture, improve the representation of women, and ensure gender equality and the empowerment of women. It foresees the development of a succession plan to ensure gender parity at all levels, and includes measures as simple as asking managers to hold meetings during core working hours. It will complement and facilitate the Secretariat-wide Gender Equality Strategy currently being finalized.

UN Peacebuilding Commission Becomes First Inter-Governmental UN Body to Adopt Gender Strategy

Under the Chairmanship of Kenya, the Peacebuilding Commission (PBC) adopted a historic Gender Strategy in September 2016, making the PBC the first inter-governmental body within the United Nations to adopt a gender strategy.

UN Women and the Peacebuilding Support Office (PBSO), which supports the Commission, provided technical support to the Member States to develop the Strategy, which lays out important principles and action points for the PBC, based on an analysis of its engagement on gender-responsive peacebuilding over the past ten years.

See more at: <https://un-peacebuilding.tumblr.com/post/150086266010/un-peacebuilding-commission-becomes-first>

Around the United Nations

UN Women Executive Board holds second regular session of 2016

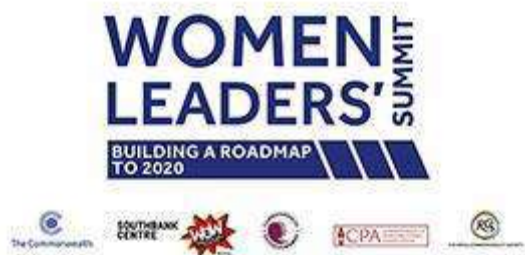
The UN Women Executive Board held its second regular session from September 1-2, 2016 in New York. The session opened with a presentation of the Report on the annual session of 2016, held on 27 and 28 June 2016. Other matters discussed/reviewed included:

- The Draft annual work plan for the Executive Board of the UN-Women for 2017;
- Structured Dialogue on Financing: UN-Women's funding overview, gaps and financing strategy
- Report on the independent and external assessment of the harmonized cost recovery methodology
- Briefing on Innovation for Gender Equality and Women's Empowerment
- Evaluations: What can we learn from UN-Women evaluations? A meta-analysis of evaluations managed by UN-Women in 2014 and 2015
- Management Response to the corporate evaluation of the contribution of UN-Women to United Nations system coordination on gender equality and the empowerment of women
- Report of the Board of Auditors for the year ended 31 December 2015
- Report of the joint field visit of the Executive Boards of UNDP/UNFPA/UNOPS, UNICEF, UN-Women and WFP to the Kyrgyz Republic, 2-7 May 2016

- Provisional agenda and work plan for the First Regular Session, 14 February 2017.
- The Roadmap for the preparation of the strategic plan 2018-2021. The purpose of this roadmap was to provide the Executive Board with an understanding of the process that UN Women proposes for the development of its strategic plan 2018-2021. It outlined key contextual and design issues that will be taken into account in the process. The roadmap is divided in 5 parts.

See more at: <http://www.unwomen.org/es/executive-board/documents/second-regular-session-2016#sthash.1w5zdUu5.dpuf>

First Commonwealth Women Leaders' Summit convened by Secretary General, Patricia Scotland



In July 2016, the Commonwealth Secretary-General, Patricia Scotland, convened the first Commonwealth Women Leaders' Summit to start work on the Secretariat's Gender Equality Framework 2020. Ms. Scotland has pledged to be a champion for women and girls, stating that the fight for gender equality is central to delivering global goals on development, governance and climate change.

The event brought together female leaders from all parts of the Commonwealth to discuss the road map to 2020, including the three specific subject areas:

- Violence Against Women and Girls,
- Women in Leadership and
- Women's Economic Empowerment.

“I want to re-invigorate the Commonwealth’s commitments on gender equality and the global goals. This will be the first of a series of meetings we will hold together as women leaders of the Commonwealth,” she told women leaders in government, business and civil society from across the Commonwealth who participated in the event.

The meeting was the first in a series of events to prepare for the Commonwealth Women’s Affairs Ministerial Meeting in Samoa, and the United Nations General Assembly in New York, before the publication of the Commonwealth’s Gender Equality Framework in 2017.

See more at: <http://thecommonwealth.org/media/news/commonwealth-secretary-general-accelerates-work-empower-women#sthash.0vn3kVTG.dpuf>


Belgium and UN Women sign agreement to promote women’s rights and gender equality

UN Women Executive Director, Phumzile Mlambo-Ngcuka, and Alexander De Croo, Deputy Prime Minister of Belgium and Minister of Development Cooperation, signed the first Framework Arrangement to formalize and strengthen collaboration for promoting women’s rights and gender equality on 20 September 2016 in New York.



UN Women Executive Director Phumzile Mlambo-Ngcuka and Alexander De Croo, Deputy Prime Minister of Belgium and Minister of Development Cooperation, signed the first Framework Arrangement in New York on 20 September 2016. Photo: UN Women/Ryan Brown

The Memorandum of Understanding provides a coherent framework for collaboration between the two entities. Through the Framework, Belgium commits to support UN



Women in the realization of its mission to empower women in order to fuel thriving economies, spur productivity and growth, eliminate discrimination against women and girls, as well as to achieve equality between women and men as partners and beneficiaries of development, human rights, humanitarian actions and peace and security.

Speaking at the ceremony, Alexander De Croo, said that, " The Sustainable Development Goals are a unique opportunity for our generation to lift millions of people out of extreme poverty and to provide more opportunities for human development. Belgium is looking forward to fulfil this ambition together with our multilateral partner organizations."


With the signing of the Framework Arrangement, UN Women is committed to working with Belgium towards realizing the 2030 Agenda for Sustainable Development. The United Nations Development Programme (UNDP) and the International Labour Organization (ILO) also signed framework agreements with the Government of Belgium at the same ceremony.

See more at: <http://www.unwomen.org/en/news/stories/2016/9/belgium-and-un-women-sign-agreement-to-promote-womens-rights-and-gender-equality#sthash.ZjbqkSHu.dpuf>

Robust actions mount, at one-year mark of landmark meeting on gender equality and women's empowerment: Countries mobilize to address the daily challenges faced by women and girls worldwide

One year since the historic gathering of over 70 world leaders at the United Nations committed to putting gender equality at the top of their agenda, momentum continues to rise as early results come in. Countries across the world are galvanizing their efforts to address gender equality gaps by adopting concrete and robust actions, which strive to remove the barriers and discrimination women and girls face in their daily lives and level the playing field for opportunities and resources.

The impetus for the growing mobilization comes as a result of pledges made by Heads of State and Government last year as they convened at the "Global Leaders' Meeting on Gender Equality and Women's Empowerment: A Commitment to Action" event. The historic Global Leaders' Meeting on Gender Equality and Women's Empowerment, during the UN Summit on Agenda 2030 and the Sustainable Development Goals, brought



together an extraordinary number of more than 70 world leaders for one powerful purpose: to commit to eliminating gaps in gender equality and the empowerment of all women and girls. This strong political call to action gained traction, with close to 100 countries stepping forward to announce concrete commitments for women and girls.

“From this one-year review we can see that global leaders are taking their accountability for progress towards a 50-50 Planet seriously,” said UN Women Executive Director, Phumzile Mlambo-Ngcuka. “The range of national actions reported include creative ways in each country to accelerate the attainment of women’s rights and gender equality. This is both timely, and critical. We hope to see substantial changes for women and girls already by 2020, especially for those with furthest to go. The South-South cooperation commitments are especially important and show that we are tackling the 2030 Agenda as a global community.”

See more at: <http://www.unwomen.org/en/news/stories/2016/9/press-release-one-year-of-step-it-up#sthash.P6La9ku8.dpuf>

First report by High-Level Panel on Women’s Economic Empowerment outlines drivers to advance gender equality

The High-Level Panel (HLP) for Women’s Economic Empowerment presented its first findings to the UN Secretary-General at an event in New York on September 22, 2016, held in the context of the UN General Assembly. The HLP, created by UN Secretary-General Ban Ki-moon in January 2016, aims to place women’s economic empowerment at the top of the global agenda to accelerate progress under the 2030 Agenda for Sustainable Development.

The report aims to draw attention to the challenges faced by the most disadvantaged women, to bring informal work from the margins to the mainstream, to highlight how discriminatory laws limit choice and to shed light on the centrality of unpaid work and care, which is one of the most pervasive and significant barriers to women’s economic empowerment. “Closing the pay gap between women and men and finding solutions to the unpaid work done by millions of women and girls will have a huge impact on women’s ability to shape change in their live — especially the poorest. With money in their pocket and increased control over their own time and resources, women can make decisions about how to make life safer and better for themselves and their children, whether that is completed education or further skills training, health care, including their sexual and reproductive health, or simply better food for the family,” said Phumzile Mlambo-Ngcuka, Executive Director of UN Women. McKinsey Global Institute estimates

that if women in every country were to play an identical role to men in markets, as much as \$28 trillion would be added to the global economy by 2025.

The HLP brings together a diverse group of stakeholders including governments, private sector, trade unions, commercial banks, civil society organizations and multilateral organizations, such as UN Women, all of which are crucial to building greater economic empowerment and realizing rights for women.

See more at: <http://www.unwomen.org/en/news/stories/2016/9/press-release-first-report-by-high-level-panel-on-womens-economic-empowerment#sthash.DOpopBiD.dpuf>

UN Women brings UN High-Level Panel findings to the marketplace



After presenting the High-Level Panel on Women's Economic Empowerment report to the UN Secretary-General Ban Ki-moon and UN Member States during the 71st session of the UN General Assembly, UN Women and the City of New York took the conversation to La Marqueta marketplace in East Harlem, New York on Friday, 23 September 2016. A discussion on the findings of the report ensued with members of the High-Level Panel, representatives of women's organizations and women entrepreneurs, for whom the recommendations of the report have real consequences in their everyday life and livelihood.

See more at: <http://www.unwomen.org/en/news/stories/2016/9/un-women-brings-un-hlp-findings-to-the-marketplace#sthash.QPkFihbO.dpuf>

UN Women launches flagship programme initiative, “Making Every Woman and Girl Count”

A newly established public-private partnership to support UN Women’s “Making Every Woman and Girl Count” programme was launched on 21 September, 2016 during the 71st session of the United Nations General Assembly, at an event jointly organized by UN Women, the Government of Australia, the Bill and Melinda Gates Foundation, and Data2X (the United Nations Foundation).


The programme seeks to address the urgent need to increase availability of accurate information on gender equality and women’s rights in order to inform policy and decision-making. Currently, there is a huge data gap — from the complete lack of statistics on how many women and girls live in poverty, to inaccurate measures of women’s engagement in economic activities, based on sexist assumptions.

The five-year programme will invest much-needed resources and expertise, focusing on 12 pathfinder countries, to generate, prioritize and use gender data. It will assist countries in making evidence-based and targeted policies to fully implement and track progress on the Sustainable Development Goals (SDGs).

The high-level launch event provided an opportunity for world leaders to discuss how the global community’s efforts, including through specific new investments in support of this initiative, will help to close gender data gaps and contribute to sustainable development and better results for all.



UN Women Executive Director Phumzile Mlambo-Ngcuka speaks at the launch of the "Making Every Woman and Girl Count" initiative.
Photo: UN Women/Ryan Brown



In her remarks at the event, UN Women Executive Director Phumzile Mlambo-Ngcuka stressed that, “Without gender data, there is no credible path to achieving the SDGs. Right now, we do not have data to monitor 80 per cent of the indicators for SDG 5, on gender equality.”

Indicative of the failure to prioritize gender equality in data collection, Ms. Mlambo-Ngcuka added that “only 13 per cent of countries dedicate a regular budget for gender statistics. Out of US\$131 million committed to statistical capacity-building by the OECD-DAC, only 2 per cent is devoted to projects that specifically address gender equality”. Australia has announced its support to the UN Women flagship programme with \$6.5 million in funding.

See more at: <http://www.unwomen.org/en/news/stories/2016/9/media-advisory-making-every-woman-and-girl-count-programme-launch-event#sthash.weB5mUGK.dpuf>

UN Women and the Global Partnerships Forum Celebrate SDG 5 in the 2030 Agenda for Sustainable Development:

UN Women recognizes the champions and stalwarts of the gender equality and women’s empowerment movement

In support of UN Women, the Global Partnerships Forum has created the Agent of Change Award for Champions of Gender Equality and Women’s Empowerment, with renowned artist Spar Street.

“The Agent of Change is that part of us that deeply wants to make a difference in this world, to uplift our own lives in a way that inspires others to recognize their greatness and do wonderful things. It is the allowing of heaven to move through us unimpeded, so that we can be of service and leave the world in a better place” – from the artist, Spar Street.

To celebrate the “Role of Women Leaders in Addressing the 2030 Agenda for Sustainable Development”, Executive Director UN Women Director Phumzile Mlambo Ngcuka presented three awards to the following phenomenal Agents of Change.

Firstly, the Honourable Prime Minister of Bangladesh, Her Excellency Sheikh Hasina Wajid. One of the major steps taken by Prime Minister Hasina’s government was to formulate and implement an ambitious and ground-breaking National Women’s Development Policy, which guarantees equal opportunity and entitlement for women.

Under her dynamic leadership, the profile of women in non-traditional roles, in public service and as decision makers, has increased significantly.

The second awardee is Her Excellency Madam Marie-Louise Coleiro-Preca, President of the Republic of Malta, the youngest President of the Republic of Malta and the second woman to hold the position of Head of State after 32 years. Since taking office, President Coleiro Preca has proven to be a true champion for gender equality and women's empowerment. Just a year after taking office in 2014, Her Excellency hosted the Commonwealth Heads of Government Meeting (CHOGM) in Malta and at that meeting, the Commonwealth launched the Women's Forum. With the launch of the forum, the Commonwealth marked its recognition of the role that women have in society to contribute to the socioeconomic development of their communities, countries and regions as well as how their empowerment fosters the just and equal society we are working to develop in our world.

The third awardee – Her Excellency Madam Ban Soon-taek – is well known in the international community for her commitment to and leadership in gender equality and women's empowerment throughout her career. Madam Ban Soon-taek has been actively involved in advancing the causes of the women and girls, particularly in health and education. She was instrumental in launching the public-private partnership between Avon Products and the United Nations Development Fund for Women (UNIFEM) for the cause of women's empowerment, and was actively involved with the establishment of the UN 'Women for Peace' initiative in 2008, which raises funds for a variety of gender equality initiatives.

See more at: <http://www.unwomen.org/en/news/stories/2016/9/speech-by-lakshmi-puri-recognizing-gender-equality-champions>

Around the World

Wilson Center Becomes First Think Tank to Receive Global Gender Equality Certification: Leads the Way for Commitment and Achievements in Gender Equality

The Woodrow Wilson International Center for Scholars in Washington, DC is the first think tank to be awarded the worldwide Economic Dividends for Gender Equality (EDGE) Certificate, recognizing its global commitments and actions in achieving and sustaining gender diversity and equality in the workplace. The EDGE Certification is the premier

standard and methodology for evaluating a corporate commitment to gender equality, and it attests to the Wilson Center's commitment to gender parity both programmatically and as an institution.

EDGE stands for Economic Dividends for Gender Equality and is distinguished by its rigor and focus on business impact. It is the leading global assessment methodology and business certification standard for gender equality.

"This is a first I am really savoring" said the Honorable **Jane Harman**, first female Director, President and CEO of The Wilson Center. "Women reflect more than half of the talent pool and it is great to showcase the microcosm here."

One of the Center's leading programs, the [Women in Public Service Project \(WPSP\)](#) represents the Center's programmatic commitment to gender equality. The program's goal is to accelerate global progress towards women's equal participation in policy and political leadership to create more dynamic and inclusive institutions that leverage the full potential of the world's population.

By promoting institutional transparency, disseminating knowledge and enabling rising women leaders, WPSP aims to improve women's political participation and leadership to ensure that by 2050, 50% of leadership positions are held by women.

"The EDGE Certification falls within the WPSP goal of gender parity in public institutions and our vision of institutions that reflect the diversity of society," said **Gwen Young**, Director of the Center's Global Women's Leadership Initiative and the Women in Public Service Project.

The EDGE assessment methodology was developed by the EDGE Certified Foundation and launched at the World Economic Forum in 2011. EDGE is currently working with more than 150 organizations, in over 40 countries and 22 industries. For more information, visit www.edge-cert.org

See more at: <https://www.wilsoncenter.org/article/wilson-center-becomes-first-think-tank-to-receive-global-gender-equality-certification>

UN Women supports the Second National Summit of Women and Peace in Bogota, highlighting Colombian women's participation in peacebuilding:

The Second National Summit of Women and Peace in Bogota, Colombia, from 19-21 September, convened over 500 women to highlight the importance of women's



participation in the endorsement, verification and implementation mechanisms of the “General Agreement for the Termination of the Conflict and the Construction of a Stable and Lasting Peace” — the peace agreement signed between the Government of Colombia and the Revolutionary Armed Forces of Colombia (FARC).

At the three-day summit, participants analysed the peace agreement from a gender perspective and discussed how to mitigate the challenges specific to women — such as their low representation in decision-making processes, conditions for their equal participation in land restitution, justice and reparations, as well as the disarmament and reintegration processes, and ensuring justice for survivors of sexual and other forms of gender-based violence. The participants also presented proposals for the effective participation of women in peacebuilding in post-agreement Colombia.

The summit concluded on 21 September, the International Day of Peace, with the announcement of the “Manifesto of women for a country in peace”.



At the Second National Summit of Women and Peace, participants highlight the importance of women’s participation in the peace process and post-peace. Photo: UN Women/Mateo Rodriguez

The Summit, which was organized by nine leading women’s organizations and networks, built upon the recommendations and partnerships developed at the First National Summit for Women and Peace, held in October 2013. UN Women has supported the work of Colombian women’s organizations throughout the peace process, from the organization of First National Summit of Women and Peace, to facilitating women’s 60 per cent participation in the Havana peace talks and supporting the work of the sub-Commission.

- See more at: <http://www.unwomen.org/en/news/stories/2016/9/announcement-second-national-summit-of-women-and-peace-in-bogota#sthash.eoHKq6DV.dpuf>

Gender equality, star of the New Agenda Urbane

Ending violence against women, create safe cities and safe public spaces

Currently, more than 54 percent of the world population lives in cities, and it is expected that in 2030 this percentage will have increased to 60 percent. It is imperative, therefore, that sustainable development ensures a roadmap for sustainable cities.

In this context, between 17 and 20 October, Habitat III, the United Nations Conference on Housing and Sustainable Urban Development, took place in Quito (Ecuador). The last time a conference of this nature took place was in 1996, in Istanbul. During Habitat III, governments, civil society, the private sector, representatives of the UN and experts from around the world gathered to renew political commitments to sustainable urban development, evaluate achievements and emerging challenges, and to approve the New Urban Agenda, a concrete and action-oriented roadmap to establish global standards for sustainable urban development.

The Habitat III Conference therefore had, as its mission, the adoption of a New Urban Agenda — an action-oriented document which will set global standards of achievement in sustainable urban development, rethinking the way we build, manage, and live in cities through drawing together cooperation with committed partners, relevant stakeholders, and urban actors at all levels of government as well as the private sector.

The conference itself applied the principles of gender equality by creating a gender-sensitive space and helping the participants to reconcile their professional work and their responsibilities as parents. Currently, most women living in urban settlements still face many difficulties.

In line with the New Urban Agenda's call to create safe, friendly and tolerant cities, the global flagship initiative of UN Women, "Safer Cities and Insurance Public Spaces" based on "Safe Cities Free of Violence against Women and Girls" presented in 2010, is the first global program which develops, implements and evaluates tools, policies and comprehensive approaches on prevention and response to sexual harassment and other forms of sexual violence against women and girls in different environments.

The 2030 Agenda for Sustainable Development recognizes the relationship between gender equality and sustainable urban development. The vision of the ODS 11, which urges that cities and urban settlements that are inclusive, safe, resilient and sustainable, is closely linked to the ODS 5 on gender equality, and can not be achieved without regard to housing, transportation, public spaces and safe, inclusive and affordable public services for women and girls.



See more at: <http://www.unwomen.org/es/news/stories/2016/10/putting-gender-equality-at-the-heart-of-the-new-urban-agenda#sthash.KvaDPvE3.dpuf>


Making public transport safe for women and girls in Papua New Guinea



Women traveling on a bus Meri Seif in Port Moresby, Papua New Guinea. Photo: UN Women / Marc Dozier.

For women, getting on a bus in Port Moresby, the capital of Papua New Guinea, almost certainly meant that they would be victims of an act of violence. A UN Women Outreach study in 2014 revealed that more than 90 percent of women and girls had been victims of some form of violence when using public transport, e.g. when traveling by bus, waiting at bus stops, walking from or to the stops, or taking a taxi, among other situations. These forms of violence include verbal comments of a sexual nature, inappropriate touching and acts of sexual exhibitionism, as well as extortion, theft, threats or intimidation.

"I'm a single mother of five girls and I want my daughters to live in a society without violence against women," says Helen of Port Moresby. Helen just experienced for herself how different things can be since she started taking the "Meri Seif Bus", a bus for the exclusive use of women and children, which is offered as part of the "Secure Public Transportation Program for Women, Girls and Children." These buses, which have tracking systems and three uniformed crew members, offer women and girls a safe space where they can travel without dangers and discuss safety and mobility issues. Between August and December 2015, the "Meri Seif Bus" moved 47,000 passengers between Gerehu and the city of Port Moresby (a distance of about ten kilometers). The success of this initiative meant that a new route was added in February 2016, and another one is planned for December 2016.



UN Women is working to implement the Safe Public Transport program for Women and Children in conjunction with the Ginigoada Foundation, the Road Authority and the National Capital District Commission. The program, which began in 2015 and runs until 2017, is supported by the Government of Australia and the Australian National Committee for UN Women.. This initiative will modernize the transport infrastructure by incorporating gender considerations, which will include facilities on buses through public regulations and budget allocations to support action to end sexual harassment against women in public spaces, and ensure better access to economic opportunities. Moreover, the program provides training to authorities in the area of public transport and bus drivers in order to prevent acts of violence against women in public transport, and has launched a campaign, SANAP WANTAIM (go together) to encourage women, men and especially youth to get involved in this problem.

- See more at: <http://www.unwomen.org/es/news/stories/2016/11/making-public-transport-safe-for-women-and-girls-in-papua-new-guinea#sthash.rRer42cS.dpuf>

Funding, key to ending the pandemic of violence against women and girls

This year's "Paint the World Orange" initiative of the UNITE campaign calls for fundraising during the 16 days of activism against gender violence with the aim of ending violence against women and girls.

From November 21st numerous public events supported by UN Women and its initiative "Paint the World Orange" sought to capture the world's attention and make concrete actions to end violence against women and girls.

Despite growing awareness of the pandemic of violence against women as a serious violation of human rights and a major obstacle to development, concrete efforts to prevent and end violence against women and girls remain low on the international agenda for development and have inadequate funding. Consequently, this year's "Paint the World Orange" initiative focused on raising funds to end violence against women and girls, and governments and international actors were encouraged to support the commitments worldwide. With the encouragement of civil society, a range of activities were held during the 16 days of activism against gender-based violence, which was held from November 25, International Day for the Elimination of Violence against Women, until 10 December, Human Rights Day.

A recent study estimated that the cost of violence perpetrated in 2013 by an intimate partner could represent 5.2 per cent of the global economy. It is therefore essential to have resources to finance efforts to end violence against women.

The Trust Fund for the United Nations to end violence against women celebrated 20 years of awarding grants through a gala fundraiser that was attended by the Executive Director of UN Women and Nicole Kidman, Oscar winner and Goodwill Ambassador, as hosts.

See more at: <http://www.unwomen.org/es/news/stories/2016/11/press-release-funding-critical-to-ending-violence-against-women#sthash.BdL96ZmQ.dpuf>

Emma Watson, Goodwill Ambassador of UN Women, travels to Malawi to emphasize the need to end child marriage



Emma Watson visit Mtakatata High School in the district of Dedza, where talks to Stella Kalilombe and Cecilia Banda, whose marriages were annulled and who could return to school. Photo: UN Women / Karin Scherbrucker.

On the eve of International Day of the Girl Child, UN Women Goodwill Ambassador Emma Watson, visited Malawi to shine a global spotlight on the need to end child marriage. While there, she met with chiefs and traditional leaders, as well as girls who have returned to school after having their marriages annulled.

In 2015 Malawi adopted the Marriage, Divorce and Family Relations Act, raising the minimum age for marriage to 18. UN Women, together with its partners, played an

integral role in advocating for the new law and works with chiefs and traditional leaders to change local practices.

The President of Malawi, Professor Arthur Peter Mutharika, a HeForShe Impact Champion, has pledged to fully implement the new marriage law within the next five years, and has appointed a special task force to that end which directly reports to him.

“Meeting with young girls, who like many in their country, are struggling with poverty and were pressured into early marriage, depriving them of their education in the process, made me realize just how important it is for women to be able to make their own choices. It’s so encouraging to see how such a harmful practice can be stopped when communities work together to pass laws, and then turn those laws into reality,” said Emma Watson. Ms. Watson praised President Mutharika for making this an issue a priority in his government, as well as Chief Kachindamoto who, with the help and collaboration of her local chiefs, mothers’ groups and religious leaders, has managed to annul almost 1500 child marriages, sending the girls back to school.

Globally, one-third of girls in developing countries, excluding China, are married before the age of 18. This practice exposes them to other vulnerabilities such as physical and sexual abuse and early pregnancy, making them mothers before they are physically or emotionally ready. Malawi has one of the highest rates of child marriage. Half of girls are married before the age of 18; many of them because their families are too poor to support them. Teen pregnancies contribute to two – 30 per cent of maternal deaths in the country, and the low share of girls, only about 45 percent, remaining in school past the 8th grade.

“Progress is not possible without investing in women and girls. They are our future and constitute half of any society’s promise and resources,” stated UN Women Country Representative Clara Anyangwe. “The Sustainable Development Goals won’t be achieved without the contribution of women and girls. We want a Planet 50-50 by 2030 and we need to step it up for gender equality. This is why UN Women in Malawi has made ending child marriage a top priority for change.”

Around the world, UN Women advocates for the adoption and implementation of laws and policies that prohibit and prevent child marriage. It also empowers girls to know their rights, and rallies communities to take a stand against the practice.

See more at: <http://www.unwomen.org/en/news/stories/2016/10/press-release-emma-watson-shines-spotlight-on-need-to-end-child-marriages>



Women leading climate action

Conference of the Parties (COP22)

The annual Conference of the Parties to the UN Framework Convention on Climate Change (COP 22), convened in Marrakech, Morocco from 7 – 18 November, as the historic Paris Agreement, signed by 197 Parties, entered into force. The Agreement commits to promote gender equality obligations when addressing climate change. COP22 will pave the way forward for action and implementation on this agenda and strengthen collaboration between all partners, to achieve sustainable development. At COP22, Parties to the Convention discussed and adopted a comprehensive work programme on gender to integrate gender perspectives in climate policies and actions and to ensure women's participation at all levels.

UN Women called upon all Parties to ensure that the work programme included the development and adoption of a gender equality and women's empowerment policy; systematic integration of gender in all reports; setting an initial quota of 30 per cent women in the Parties' official delegation to UNFCCC meetings; and allocation of dedicated travel and capacity-building funding for women delegates, among other measures.

UN Women's recently launched flagship programme initiatives leverage the co-benefits of gender equality and climate action by bringing women's participation and leadership to the forefront of climate solutions through climate-smart agriculture, access to decentralized renewable energy and actions to reduce and respond to disaster risks. UN Women calls on all Members States and climate actors to ensure an inclusive environment which puts gender equality considerations and voice and agency of women at the centre of climate management and investments. That is the only viable way forward to achieving the climate-resilient future we want.

See more at:

<http://www.unwomen.org/en/news/in-focus/climatechange#sthash.ZTt9CSt5.dpuf>

UNESCO and UN Women release guidance to end gender-based violence in education

To help end a global phenomenon that affects millions of children, families and communities worldwide, UNESCO and UN Women have released a Global Guidance on Addressing School Related Gender-Based Violence.

Every year, an estimated 246 million children are subject to some form of gender-based violence — including mistreatment, bullying, psychological abuse and sexual harassment. Developed with a dedicated Global Working Group*, the Guidance was commissioned to help ministries of education and education stakeholders understand more about School Related Gender-Based Violence (SRGBV) and identify ways to both prevent it and respond effectively when it happens.

The Global Guidance is a comprehensive, one-stop resource providing key principles, practical strategies, case studies and recommended tools for education sectors and their partners who are working to eliminate gender-based violence in educational settings. The Guidance lays out a 6-pronged approach that begins with leadership, and includes legislative reform, integrating the issue into national policies and plans, and ensuring that schools are safe and supportive.

The Guidance, launched during the global 16 Days of Activism Against Gender-Based Violence campaign, highlights the key role that schools can play in helping children and young people develop healthy attitudes that can help prevent this form of violence and foster gender equality. Education's role in challenging gender and social norms around violence are a cornerstone of any prevention efforts.

The other components of the comprehensive approach promoted by this Guidance include providing safe and accessible procedures for reporting violent incidents, engaging with partners such as teachers' unions and families, and improving monitoring systems to understand the scale and scope of violence.

[Download the Global Guidance on Addressing School Related Gender-Based Violence.](#)

Download the Infographics:

English: <http://unesdoc.unesco.org/images/0024/002466/246691E.pdf>

French: <http://unesdoc.unesco.org/images/0024/002466/246691F.pdf>

See more at: <http://www.unwomen.org/en/news/stories/2016/12/press-release-unesco-and-un-women-release-guidance-to-end-gender-based-violence-in-education#sthash.aJaCxDMQ.dpuf>

New teaching tool to help prevent violence in schools launched in Viet Nam





CONNECT WITH RESPECT:

Preventing gender-based violence in schools

Classroom Programme for Students in Early Secondary School (ages 11-14)

Viet Nam's secondary schools now have an innovative teaching tool aimed at stemming gender-based violence against students, an increasingly serious problem that UN Women is helping to solve in the country.

The web-based toolkit, "[Connect with Respect: Preventing Gender-based Violence in Schools](#)," was launched at a workshop in Hanoi last month. More than 50 teachers and education managers and experts in Viet Nam learned how to use the toolkit in the one-day training led by the Viet Nam Ministry of Education and Training and supported by United Nations agencies, including UN Women.

The toolkit provides learning activities such as role-plays and group tasks that promote respectful relationships and gender equality among students from 11-14 years old. It can be adapted for use by older students, and can be used in non-formal education settings, including community learning and literacy programs.

See more at: <http://www.unwomen.org/en/news/stories/2016/12/new-teaching-tool-to-help-prevent-violence-in-schools-launched-in-viet-nam#sthash.2oqUhCT4.dpuf>

Measuring State Commitments to Women, Peace & Security: Launch of a new WPS scorecard

On 19 October 2016, the Women's International League for Peace and Freedom (WILPF) held a webinar launching the Security Council WPS Scorecard. The Scorecard was designed to strengthen accountability for a holistic implementation of the Women, Peace and Security (WPS) Agenda and to highlight critical gaps in current efforts of the Permanent Members of the Security Council to implement their commitments. The scorecard documents international and national action on the Women, Peace and Security (WPS) Agenda addressing gender and conflict prevention, participation, protection, and relief and recovery.

WILPF, a non-profit peace organisation with national sections in 33 countries, developed the WPS Scorecard to address the ongoing gaps by Security Council permanent members between commitments and accomplishments, especially in relation to conflict prevention and disarmament. This integrated approach acknowledges the multidimensional nature of root causes behind the processes of militarization, gender inequality, violence, and conflict resolution.

In terms of methodology, the WPS Scorecard measures: i) WPS-related commitments and statements; ii) gender-sensitive rankings and legal obligations; iii) financial priorities at an international level; and iv) gender-sensitive comments and policies in peacekeeping. States earn scores out of a possible 100 points on the scorecard. By factoring in both qualitative and quantitative data, the methodology remains holistic and inclusive.

Covering data between 2010 and 2015, the Scorecard includes data on women's political participation, conflict prevention, protection, and relief and recovery. Noting the average performance of each country in all main categories between 2010 and 2015, we can note that the U.S. improved its score by 1.1%; China improved its score by 2.1%; and the U.K. improved its score by 9.2%. However, France's net score decreased by 2.1% and Russia's score decreased by 4%. By giving a way for states to track and compare gender commitments over time, this scorecard can help keep states accountable to their WPS commitments.

In short, the WPS scorecard is an important and necessary step towards holding the most powerful states accountable. The information associated with the scorecard is presented visually in a way that is easily accessible to the public. By collecting gender-sensitive data, the WPS scorecard is able to compare and contrast the progress made by the P5, and other states and how their commitment to women, peace, and security has changed over time. According to Abigail Ruane, Director of WILPF's program, 'Preventing conflict is critical for peace. Investing in women's rights is the key to conflict prevention and also a human rights obligation.'

The Scorecard project can be found at <http://peacewomen.org/scorecards>

See more at http://wilpf.org/wilpf_statements/press-release-new-initiative-to-boost-holistic-action-for-women-peace-and-security/

Ivette Boni Zombre, Recipient of the International Female Police Peacekeeper Award for 2016

Police Superintendent Yvette Boni Zombre from Burkina Faso received the International Female Police Peacekeeper Award for her service and achievements in the United Nations Multidimensional Integrated Stabilization Mission in the Central African Republic (MINUSCA).

Superintendent Zombre is the first police officer from Burkina Faso to receive the [International Female Police Peacekeeper Award](#), which she was presented on Sunday 9 October, at the International Association of Women Police conference in Barcelona, Spain. The award has been bestowed annually since 2011 to recognize the outstanding accomplishments of a female police officer serving the United Nations.

Throughout times of crisis in Bangui, she worked as training officer with the national police and gendarmerie to develop their capacity in criminal investigations. As president of the female network of police peacekeepers with 122 members in the mission, she took up several initiatives to improve the situation of women. Along with other female police officers in the network, she helped set up shelters for victims of Sexual and Gender-based Violence run by the national police.

At a time, when allegations of misconduct involving peacekeeping personnel persisted in MINUSCA, she assisted the Office of Internal Oversight, interviewing victims of alleged sexual exploitation and abuse in support of investigations into the allegations.

Listen to this [video](#), in which she explains why a female police officer is so crucial to investigate Sexual and Gender-based Violence.

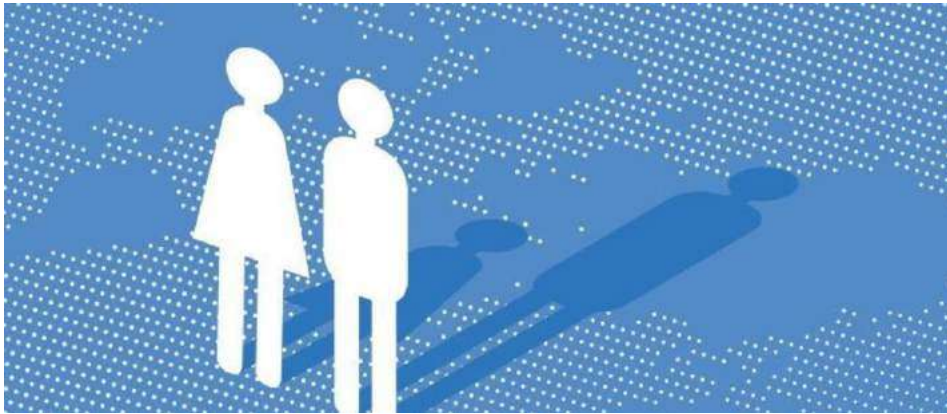
Today, 1,251 female police officers from 65 countries serve as United Nations police. This is the result of a [Global Effort initiative](#) with member states that commenced in 2009 to recruit more women into the United Nations police. As a result, the number of female officers increased from about 900 (seven percent of 12,000 police) in 2009 to 1,291 officers (ten percent of 13,000) as of September 2016. Yet more remains to be done.

The United Nations Police Division continues to work with member states, [advocating](#) for states to contribute more female police officers. Concurrently, the United Nations continues to reach out to professional police association. This week, 70 female police officers from 26 countries and peacekeeping operations around the world are participating in the [International Association of Women Police Conference](#).



Women's Representation

The Global Gender Gap Report 2016



The World Economic Forum (WEF) has revealed its annual global gender gap report, and the results are depressing. If current trends continue, a baby girl born today will only see the gender gap in health, education, economic opportunity and politics completely close around the world if she lives to 83. That is the stark finding of the World Economic Forum's Global Gender Gap Report 2016. The report shows that there remain huge differences in the opportunities for women in both the best and worst performing countries around the world.

Through the Global Gender Gap Report, the World Economic Forum quantifies the magnitude of gender disparities in countries and tracks their progress over time, with a specific focus on the relative gaps between women and men across four key areas: health, education, economy and politics. It seeks to understand whether countries are distributing their resources equally between women and men, irrespective of their overall income levels. The 2016 Report covers 144 countries. More than a decade of data has revealed that progress is still too slow for realizing the full potential of one half of humanity within our lifetimes.

Progress towards economic equality in 2016 has slowed globally, with the economic participation and opportunity sub-index dipping to 59% — worse than any point since 2008. According to the report, the global economic gender gap is not forecasted to close until the year 2196. That slowdown is partly due to imbalances in salaries, with women around the world on average earning just half of what men earn despite working longer hours, as well as a drop in women's labor force participation, with the global average for women standing at 54% compared to 81% for men. This is despite the fact that women attend university in equal or higher numbers than men in 95 countries.

The top four nations that lead the WEF's report are all Scandinavian countries, with Iceland taking the lead, followed by Finland, Norway, and Sweden. The next highest are Rwanda, Ireland, the Philippines, Slovenia and New Zealand. Rounding out the top 10 is Nicaragua.

The Report also suggests that the divide between men and women is now larger than at any time since 2008. Based on WEF projections, this gap won't now close until 2186. Yes, that's 170 years from now. In last year's report, the forum had forecast it would close by 2133. So the latest data shows a major step backwards. Progress toward parity regarding economic opportunity has slowed dramatically around the world. The gap now stands at 59 percent -- an eight-year high.

Salary is a key factor in this widening gap. Women around the world on average are earning just over half of what men make, and they're working longer hours taking paid and unpaid work into account. Another challenge the report mentioned is stagnant labor force participation, with the global average for women standing at 54 percent, compared to 81 percent for men.

Political empowerment showed the biggest improvement since the WEF began measuring the gender gap a decade ago. That gap now is at 23 percent, but it's important to keep this figure in perspective because it started from a very low number. The WEF said only two countries have reached parity in parliament, and only four have reached parity on ministerial roles.

The two areas that saw the most progress are education and health and survival. The education gender gap has closed by 95 percent, and health and survival has closed by 96 percent.

See more at: <https://www.weforum.org/reports/the-global-gender-gap-report-2016>

50-50 Platform encourages gender parity in power spheres

The digital platform "City 50-50: All for Equality", available at www.cidade5050.org.br, aims to encourage debate on equal rights between women and men in local elections this year. The platform is a place where candidates can make commitments to gender equality and voters can get information to help them define their vote. It arises from the understanding that a society can only be called democratic when there is equal participation between women and men.



The project was developed through a partnership between UN Women Brazil, the Supreme Electoral Court (TSE), the Patrícia Galvão Institute and the Research Group on Democracy and Inequality at the University of Brasilia (Demodê/UnB). It has institutional support of Congress in Focus, #MeRepresenta, In Press Group.

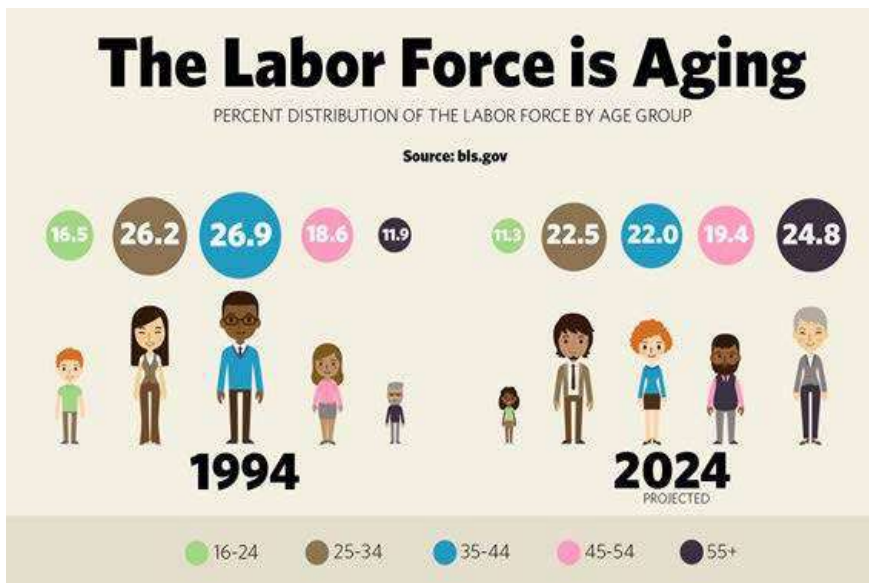
Candidates of the 5,568 Brazilian municipalities which have already registered their candidatures with the TSE, can register and make public commitments to promote women's rights during the election campaign. Voters, in turn, will be able to identify their candidates' proposals for this topic, and afterwards make the elected accountable.

The Minister of the Superior Electoral Court, Luciana Lossio, highlighted some measures already taken to ensure women's political empowerment: "We had a major trial at the Superior Electoral Court that buoyed the condemnation of all political parties that do not comply with the 10 per cent allocation of radio and TV space to encourage women's participation. Now we are joining in a partnership with UN Women, to seek a solution to this problem of the Brazilian Electoral Politics."

See more at: <http://www.unwomen.org/en/news/stories/2016/9/city-50-50-platform-is-a-tool-to-encourage-gender-parity-in-power-spheres#sthash.AJVoPFKI.dpuf>

In your Interest

Our ageing workforce



It's a fact: our workforce is aging. By 2024, nearly 1 in 4 people in the labor force are projected to be age 55 or over.

This is a big change from 1994, when people ages 55 and older represented only 11.9 percent of the labor force – a share smaller than those held by other age groups: 16-24, 25-34, 35-44 and 45-54. But by 2024, their projected share will be the **largest** among these age groups.

There are two reasons for this trend. The first is an aging population: baby boomers (those born from 1946 to 1964) are moving into older age groups. By 2024, the youngest will be 59 years old.

The second reason is an increasing labor force participation rate among older workers. Research shows many older people are remaining in the labor force longer than those from previous generations. According to one [study](#), about 60 percent of older workers with a “career job” retire and move to a “bridge job”; that is, a short-term and/or part-time position. Another [study](#) found that about half of retirees followed nontraditional paths of retirement in that they did not exit the labor force permanently.

The big question is *why*: Why are older workers choosing to remain in the labor force? Here's what we know:

Longer and more healthful lives

Changes to retirement plans

Increase in Social Security retirement age

To keep employer-based health coverage

Explore more BLS data on labor force demographics at www.bls.gov/cps and on labor force projections at www.bls.gov/emp

Learning Spotlight: Gender Equality in the Workplace

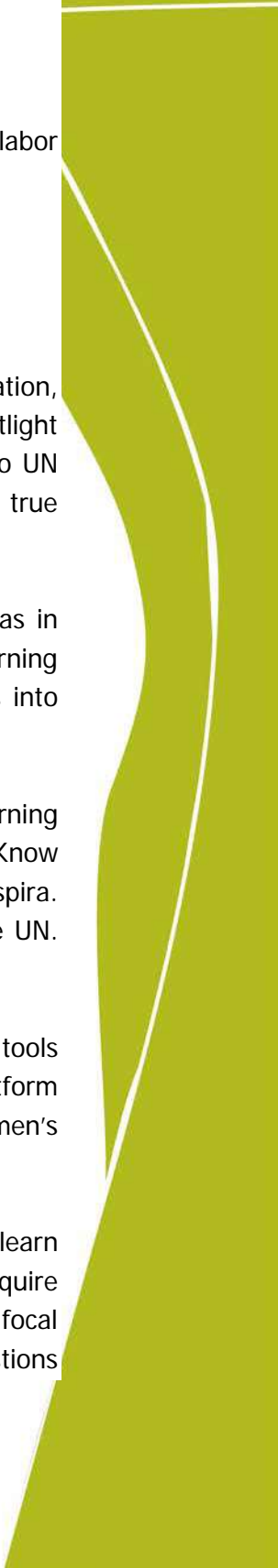
A diverse and inclusive workplace is one in which the culture, gender, sexual orientation, beliefs and other attributes of staff are all welcome and valued. This Learning Spotlight focuses on a variety of gender equality learning tools and programmes available to UN staff and managers which are intended to assist the UN in its efforts to achieve true gender equality in its operations around the globe.

Gender Equality training can for instance make a manager aware of their own bias in managing teams or in recruiting new staff. On the other hand, gender learning programmes can help staff in rethinking how to integrate gender-related aspects into project management and evaluation efforts.

OHRM and other learning providers offer a variety of gender-related learning opportunities. All UN Staff are required to take the mandatory training course, “I Know Gender: An Introduction to Gender Equality for UN Staff”, which is available on Inspira. The course is an introduction to the concepts and goals of Gender Equality at the UN. Find it by logging into Inspira and then go to “My Learning”.

Other Gender Equality training opportunities include self-paced programmes and tools on Inspira as well as on the online UN Women Training Centre, a global platform offering training and learning as a means to advance gender equality, women’s empowerment and women’s rights.

See below for a full list of related courses and resources you can register for to learn more about Gender Equality. Some options are free while other learning options require funding from your Department or Office – so check with your supervisor, learning focal point or Executive Office to find out if funds are available. If you have any suggestions



on learning and UN gender equality or questions about this article please send them learning@un.org.

Mandatory programme

Log-in and register at inspira.un.org

- *I Know Gender: An Introduction to Gender Equality for UN Staff* (self-paced, 4.5 hours, free)

Online Programmes available at any time

Log-in and register at: <https://trainingcentre.unwomen.org/>

- *Gender Equality, UN Coherence and You* (self-paced, 4.5 hours)
- *How to Manage Gender Responsive Evaluation* (self-paced, 9 hours, free)
- *Gender in Humanitarian Action: Different Needs – Equal Opportunities* (self-paced, 3 hours, free)

Programmes available upon request

Log-in and register at: <https://trainingcentre.unwomen.org/>

- *Looking Within: Understanding Masculinity and Violence Against Women and Girls* (face-to-face, 3 days, cost TBC)
- *Empowering UN system gender focal points* (1 month online, 1 week face-to-face, 2300 Euros)


Upcoming face-to-face learning programmes

- **Leadership, Women and the UN* (face-to-face, 5 days, \$5500 US), 3-7 October 2016 in Turin

Please note that OHRM funds approximately 10 staff per year for this programme although the allocation for 2016 has already been used. Check with your supervisor, learning focal point or Executive Office to see whether departmental funds - through the Upgrading of Substantive and Technical Skills Programme or other sources - is available. OHRM will fund staff participation again in 2017; contact learning@un.org for more information.

Learning tools

- **Webcast of the 21 June UN Women4ICT Network event*
See a recorded panel discussion among 3 senior women leaders about their careers in technology.
Webcast: <http://webtv.un.org/watch/cr7/4823273288001?platform=hootsuite>
For additional background information on the event: <https://hr.un.org/article/career-technology-un>
- *Capacity Assessment Tool:*

- 
- <https://trainingcentre.unwomen.org/mod/data/view.php?d=1&rid=5>
 - *Quick Tips and Quick Tips for Managers on developing gender-responsive competency Quick tips for all staff:*
<https://trainingcentre.unwomen.org/mod/data/view.php?d=1&rid=240>
 - *Quick Tips for Managers:*
<https://trainingcentre.unwomen.org/mod/data/view.php?d=1&rid=239>

Retreats/ networking events

- *The InClaritas Foundation with support from UNITAR will host a retreat for women senior leaders in Stockholm from 13-15 October 2016. UN staff may be eligible to attend though OHRM cannot provide funding; funds to be sought from departmental budgets. More information and the registration process are available at
<http://inclaritas.com/retreats/>.

Academic options at the University for Peace

- The University for Peace in Costa Rica is a United Nations-mandated institution established in 1980 by the General Assembly. It offers short courses and individual training programmes along with Masters and PhD programmes that focus on the environment, law and peace and conflict studies, including a track on gender and peacebuilding:
<http://www.upeace.org/academic/academicdepartments/peace-and-conflict-st...>

Log-in and register at: <https://trainingcentre.unwomen.org/>

A reminder to check out OHRM's core learning offerings (management, communications, diversity and more) through the HR Portal or on Inspira.

Key pages on the HR Portal

- Learning home page: <https://hr.un.org/page/your-learning>
- Sabbatical Leave Programme (application deadline is 11 November for 2017 programme): <https://hr.un.org/page/sabbatical-leave-programme>
- [Lynda.com](https://hr.un.org/lynda) – online library site: <https://hr.un.org/lynda>
- Career development : <https://hr.un.org/page/your-career>

Daniel Craig shines a light on women's role in peace

Actor Daniel Craig visited the UN Peacekeeping Mission in Cyprus in his role as UN Global Advocate for the Elimination of Mines and Explosive Hazards. The UN Mission in Cyprus is the first and only to include a female Force Commander: Major General Kristin Lund.

On 25 October 2016, the UN Security Council convened its annual Open Debate on Women, Peace and Security, with a focus on how Member States, regional organizations and the UN have followed-up on commitments and recommendations from the 2015 High-level Review and the related Global Study on the implementation of Security

Council resolution 1325 (2000). The Debate also considered future steps to advancing the agenda, taking into account new threats and emerging challenges, including the rise of violent extremism, the protracted nature of displacement and the impact of climate shocks.

Peacekeeping training for female military officers

Several Security Council resolutions on women, peace, and security, as well as commanders on the ground, recognize that women's leadership and participation in peacekeeping is key to mission success. However, the number of women military personnel deployed in current peacekeeping missions is low. To address this gap, UN Women's Multi-Country Office for India, Bhutan, Maldives and Sri Lanka, in collaboration with the Centre for United Nations Peacekeeping conduct a special training course dedicated exclusively to female military officers.

See more at: <http://www.unwomen.org/es/news/in-focus/women-peace-security#sthash.Bf3iJJwH.dpuf>

Recommended reading and watching

The Power of Female Leadership: Women Have 'Tremendous Capacity' To Bring Wisdom to Leadership Roles says Arianna Huffington

Three prominent female leaders — Huffington Post Founder Arianna Huffington, SOHO China CEO Zhang Xin, and Asia Society President and CEO Josette Sheeran — shared their own experiences and spoke at the Asia Society event “Power of Female Leadership” on September 29, 2016 about the challenges and opportunities that exist for future female leaders in Asia, the United States, and across the world. These leaders discussed why women could offer greater wisdom in leadership roles.

Watch the video here:

<http://asiasociety.org/video/power-female-leadership-complete>

Closing the Economic Gender Gap: Learning from the Gender Parity Task Forces



In the 10 years since the World Economic Forum began measuring the economic gender gap it has narrowed by only 3% globally. In addition to the individual actions of employers and governments to address these gaps, public-private dialogue and collaboration are critical.

To accelerate the pace of change, the Forum launched Gender Parity Task Forces in Mexico, Turkey and Japan in 2012. A further task force followed in the Republic of Korea in 2014. The task forces have sought to generate collaborations between public and private sector stakeholders by examining barriers to female economic participation and progress, exploring and implementing solutions, and providing a neutral platform for continued dialogue and action in each country.

This report sets out the experiences of each Taskforce and highlights examples of impact. The report also sets out key lessons learned from these pilot projects and makes recommendations for scaling this model in partnership.

See more at:

<https://www.weforum.org/reports/closing-the-economic-gender-gap-learning-from-the-gender-parity-task-forces>

Why money matters in efforts to end violence against women and girls



WHY MONEY MATTERS

IN EFFORTS TO END VIOLENCE AGAINST WOMEN AND GIRLS



The brochure 'Why money matters in efforts to end violence against women and girls' is a publication launched in support of the UN Secretary-General's campaign's initiative 'Orange the World: Raise Money to end Violence against Women', for the 16 Days of Activism against Gender-Based Violence 2016.

It provides an analysis of why money matters in ending violence against women and girls, describes the current funding shortfall and challenges in the funding landscape, provides information on what it costs to effectively support efforts to end gender-based violence using regionally-balanced data, and aims to demonstrate the value of investing in efforts to end violence against women and girls by providing examples of impact from the work of UN Women, grantees of the UN Trust Fund to End Violence against Women, and other civil society organizations.

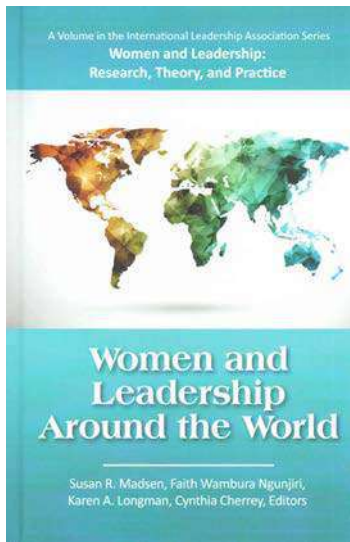
This briefing also aims to reach out to organizations, United Nations Member States and interested individuals with a strong message that increasing their funding of initiatives can make a critical difference. By contributing to efforts to end violence against women, they can also help remove a major barrier to individual, community and national development.

View online/download

[English](#)

See more at: <http://www.unwomen.org/en/digital-library/publications/2016/11/why-money-matters-in-efforts-to-evaw#sthash.x0j2qGgw.dpuf>

Women and Leadership around the World



A volume in Women and Leadership: Research, Theory, and Practice Series Editors Faith Wambura Ngunjiri, Susan R. Madsen, Karen A. Longman.

Women and Leadership around the World is the third volume in a new series of books (Women and Leadership: Research, Theory, and Practice) that is now being published to inform leadership scholars and practitioners. The purpose of this volume is to explore areas of women's leadership in four regions around the world: the Middle East, Europe, North America, and Asia Pacific. Hence, we have included 14 chapters that cover a wide range of important topics relevant to women and leadership within specific contexts around the world. Our goal for this volume is to provide readers with explorations of women's experiences as leaders, including recent research studies, analysis and interpretation of statistics unpacking the status of women in various sectors and countries, stories of influential women leaders with national or local spheres of influence, and including recommendations for positive change to increase women's access to positions of authority.

The volume contributors use various theories and conceptualizations to problematize, historicize, and analyze women's limited access to power, and their agency as leaders from the grassroots to the national scene, from education to non-profits and business organizations. Overall, the book contributes interpretations of the status of women in various countries, presenting the stories behind the numbers and statistics and uncovering not only challenges but also opportunities for resiliency and effectiveness as

leaders. The authors offer recommendations for change that cross national boundaries, such as structural changes in organizations that would open the door for more women to access positions of authority and be effective as leaders. It is rare to find a book with such a diverse array of topics and countries, making this a timely contribution to the literature on women and leadership. The authors remind us to continue to expand the literature base on women and leadership, drawing from both qualitative and quantitative studies as well as conceptual explorations of women as leaders in different countries, regions, indigenous communities, and across different sectors. The more we know, the better informed will be our efforts to create appropriate leadership development activities and experiences for emerging women leaders and girls around the world. This book contributes significantly to that very effort.

Websites

Re-launch of the UN Women Gender and HIV/AIDS Web Portal



Visit UN Women's updated and redesigned Gender and HIV/AIDS Web Portal for cutting-edge research, training materials, advocacy tools, current news, personal stories, and campaign actions on the gender equality dimensions of the HIV epidemic.

See more at: <http://www.unwomen.org/en#sthash.HQIWkr9I.dpuf>

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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