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The UN Women's Newsletter, Volume No. 7, Issue 3 • July, August, September 2006

## Letter from the Focal Point for Women

Dear Friends,

*Of the many matters of interest that we bring to you in this issue, may I draw your particular attention to those write-ups that deal with the more obvious areas of the gender divide, namely:*

*The interview with Prof. Dr. Gabriele Voigt from the International Atomic Energy Agency (IAEA), Director of the Agency's Laboratories (Seibersdorf and Headquarters). We feel sure that her achievement, candor and commitment will impress and inspire. Women in science, especially at the UN, are few and far between. Therefore, beginning with Prof. Dr. Voigt, this interview constitutes our effort to celebrate those who, despite the odds, have persisted and prevailed.*

*The New Gender Divide: a snapshot summary of the difference in university performance between men and women. To gender-sensitized readers, the article will present no surprises. To others, however, the facts may assist to debunk some myths, if and where they still remain.*

*The pieces on work/life—the gender differences in work hours for unpaid work, the best companies to work for, as listed in “Working Mothers” magazine, and a comparative table with a sampling of work-balance arrangements available to parents in several countries.*

*The accountability for gender equality among UN Country Teams—a summary of findings intended to better ensure that gender as a theme is placed on the same or similar footing relative to other thematic areas of work of country teams.*

*The centrality of advocacy is well accepted. We trust the above will provide some information to strengthen your own efforts even further.*

*In solidarity,*

Aparna Mehrotra

## Interview with Prof. Dr. Gabriele Voigt

**International Atomic Energy Agency (IAEA)  
Director of the Agency's Laboratories  
(Seibersdorf and Headquarters)**

*By Rebeca Dain*



**Prof. Dr. Gabriele Voigt** (Germany) is a biologist and holds a doctorate in genetics, microbiology and biochemistry from the University of Bayreuth, Germany. She is a professor at the Technical University of Munich in Ecological Chemistry and the Technical University of Vienna at the Atominsitute. Prof. Dr. Voigt has worked as

a radioecologist for over 25 years in the field of radiation protection, first at the Institute of Radiation Hygiene of the German Federal Health Office and later at the Institute of Radiation Protection in the GSF-Research Centre for Environment and Health, Neuherberg/Munich. Her areas of interest are: transfer of radionuclides in soils, plants and animals in agricultural, semi-natural and aquatic ecosystems; countermeasures and remediation strategies; dose reconstruction; modelling transfer of radionuclides via food chains to humans; environmental decision and management support systems; and the application of radioecological models to non-radioactive pollutants. Prof. Dr. Voigt is also an associate editor of the Journal of Environmental Radioactivity and is a referee to several international journals. She was and is involved actively in issues concerning gender equality (presently chairing the IAEA Joint Advisory Subcommittee on Gender Concerns, and president of the VIC Women's Group) and is a member of a variety of scientific advisory groups in the IAEA. At present, she is also on the advisory committee to the Nuclear Engineering Seibersdorf (NES) of the Austrian Research Centre on the decommissioning of the local research reactor. She has received several awards, such as “Women in Nuclear”. Prof. Dr. Voigt is married with two children.

**Q:** *Can you share with us your progression from biology to nuclear energy and how do you think humanity can benefit from this energy?*

**A:** My PhD was in genetics, dealing with nitrogen fixation and soil fertilization; this already involved the use of radioactive substances (radioactive phosphorus and nitrogen) in labelling DNA. I was, therefore, familiar with most aspects of the use of radionuclides and their use in genetics, as well as in radiation protection. As part of my studies, I already attended courses and received training by one of the world's well-known professors

in radiobiology in Munich, Prof. Dr. Otto Hugh. After having finished my experimental work there, I had to decide to either accept an offer of a postdoctorate position in the States or go back to my home in Munich. For personal reasons I went back to Munich and immediately was offered a job at the Institute of Radiation Hygiene of the Federal Health Office in Neuherberg, near Munich. Although I had not the slightest idea what was expected of me, I accepted. Half a year later, my PhD was finished during weekends and evenings after work, and everything was completed, including all examinations. With this I became a doctor of science and “a human”, as one of my previous supervisors (male) told me. My job was mainly evaluating animal

experiments/studies on the biokinetics of radioactive substances for application to their behaviour in the human body. This resulted in recommendations on radiation protection rules and regulations for occupationally exposed persons and the public that the International Commission on Radiological Protection (ICRP) decided to use. However being a hands-on person, I soon started to do experiments by myself, e.g., doing experimental studies with rats to determine the age dependency of gut absorption of transuranic elements. Due to contract conditions (rotation policy after five years), I started to look for a new job after four years of service, and was accepted as an experimental scientist to study the transfer of radionuclides in a “pilot cow” maintained at the animal stables of the GSF-Research Centre for Environment and Health in the Institute of Radiation Protection, located on the same premises in Neuherberg. A similar experiment was conducted with pigs and later, during a scientific visit in the States, with goats. The results were published just before the Chernobyl accident, and I slowly became an international expert in this field. Via the European Community (EC) and a variety of extrabudgetary contracts and projects, my research activities extended not only to the former countries of the Soviet Union, but also to Latin America and the Eastern European countries. I stayed in this institute for almost 20 years, slowly climbing the career ladder before I was appointed as Director of the Agency's Laboratories in Seibersdorf. Here, I could fully apply and implement my widespread talents and experiences.

I consider myself to be an “Environmentalism for Nuclear Science--despite a lot of concerns and criticism--because many benefits for mankind arise from the use of nuclear applications, specifically in health, food, agriculture and environmental protection. Although alternatives for energy production have to be critically assessed and developed, at present I see no fully operative alternative to nuclear energy which is environmentally friendly and effective. Unfortunately, these factors are often forgotten when “nuclear” is heatedly discussed in the public and the press.

**Q:** *Can you explain to our lay readers your new interest in forensic analysis against nuclear terrorism?*

**A:** My main interest in forensic analysis is twofold: firstly, a technocratic one, i.e., the challenge to improve

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and develop analytical methods, techniques and tools for detection and measurements; and secondly, an ethical one, i.e., to avoid the spread of nuclear material to prevent its use by terrorists for malicious inhuman acts.

**Q:** *How best do you think an organization can communicate the value of a diverse and gender-balanced workforce to all staff, both male and female? Can you suggest some recommendations to achieve gender balance in the IAEA?*

**A:** There needs to be a strong commitment by all senior management on gender balance in any institution and it should be expressed by different means. Most importantly, it is essential to have a full position devoted completely to gender issues and not burden high-ranking women with additional duties. Further, it is important to adopt measures which facilitate the combining of work and family life, i.e., very flexible work hours, job-sharing possibilities and last, but not least, the provision of flexible childcare. To attract female candidates and to improve the human female resource pool, the organization should soon start searching in schools to inform students, and provide role models and examples in order for young girls to have potential careers.

Since I have joined the Agency, I have seen a lot of improvement and also commitment from senior management towards gender issues. However, often the UN system and the internal rules and regulations do not allow for needed flexibility. In addition, there are a lot of individual group activities happening, but there is little coordination or networking. I also realize with grief that too few female candidates apply for positions (specifically higher-level ones), and often those who apply accept positions which they are overqualified for because their interviewing skills are not very good. There are recent efforts from senior management to get Member States to be more gender sensitive in attracting and presenting female candidates. It is hoped that this effort would bear fruit. Internal training and mentoring programmes can also help to improve the situation effectively. I hope gender training is made mandatory for managers. Women must also get active and become more demanding, e.g. requesting the family to move for a new, better and challenging job opportunity--something every male would easily ask his spouse to do. My experience in life is that nothing will happen without your initiative! And also important to remember is to never give up!

**Q:** *You have previously stated that as a woman you have faced discrimination. Where did you experience a glass ceiling, and how did you manage to overcome it?*

**A:** I was somehow privileged to have worked during my career with very kind colleagues, and I have not really faced a mobbing situation--only a few unpleasant situations. However, often if a decision were to be made, e.g., for duty travel with presentation of the results, the male colleague would be the preferred option, or your comments would be overheard or even ignored. I have swallowed this for many years, but finally I just raised my voice and made it heard. It means you need to jump over your shadow and force yourself to contribute to the discussions and ask questions. This often results in your being perceived as too aggressive. But I do not care as long as my actions are successful. In any case, scientifically you need to be twice as good as your male colleagues—so be prepared! In the end it pays off. Once you are accepted in your community, you receive the deserved respect and acknowledgement.

**Q:** *How and when were you appointed to your present job?*

**A:** I was called to help out as a consultant for a couple of months in developing a programme and strategy for the Laboratories in Seibersdorf on Environmental Management as a consultant for a couple of months. Since I was just in the process of being redeployed in my home Institute, I considered this as a nice break before starting my new appointment. My supervisor agreed to release me until this new position became available. During this assignment, the position of Division Director at the IAEA became vacant and I applied for the job. Only eight months after I joined the Labs, I was appointed as the new Director as of 1 May 2002 (close to my 50th birthday). I never thought that I had even a slight chance of getting the post, but I was confident of my career in Germany, and therefore, I was very relaxed during the interviews.

**Q:** *Do you believe the work environment within the UN system is fairer to women than in the government/private sectors?*

**A:** This depends very much on the UN organization in question. However, I would not say that the UN system treats women any fairer or any different than

others. Much depends on the internal work atmosphere and finally on management and supervisors.

**Q:** *What would you consider should be the best possible efforts done by your Agency to attract and retain women?*

**A:** The gender group I am chairing conducted a questionnaire “Gender Balance in the IAEA” to explore this further. Of course the replies might be biased, as this was a voluntary questionnaire, but there was a clear focus on work environment, careers and the policy for staff rotation.

*Based on the survey results of the questionnaire, the main conclusion was: the Agency should consider changes in policy and in its organizational culture in order to increase the proportion of females in the Professional and higher categories. However, those policies which imply some form of positive discrimination for women are divisive. The preferred alternative would be gender-neutral policies that address the basic causes of lower recruitment and retention of women but would also benefit male staff members. A great number of respondents would like to see the introduction of a career path for staff and more opportunities for further professional advancement. The rotation policy was felt to be the most important factor preventing the creation of such a career path, at the same time hindering the recruitment and retention of well-qualified women. It is therefore recommended that the Agency carry out a study to assess the impact of the rotation policy on general career development in the Agency and on the recruitment of females in particular, in order to obtain an objective picture of the situation.*

I fully concur with these conclusions.

**Q:** *Do you believe that having women in leadership positions makes a difference in an organization, and does mentoring have any role in advancing women's careers?*

**A:** I strongly believe that women in leading positions make a difference. It is difficult to indicate exactly how and why, as it always depends on the individual (as it does for men!); but, in general, women are better multi-tasking managers, bringing some heart and soul

into the work climate. Mentoring is essential to support young women in climbing the career ladder.

**Q:** *How would you describe the work/life paradigm in IAEA, and how do you assist your colleagues in achieving a better balance?*

**A:** As already indicated, our personnel division is trying hard to improve, but often it is hindered by internal rules and regulations which would have needed changes to be made. This is not easy, as it requests the approval of all stakeholders, the Director General (DG) and the Member States. I try in my Division to support women whenever possible, and try to allow for a good climate and atmosphere in the Labs within existing rules and regulations. I am probably more likely to approve requests for work from home or other flexible arrangements allowed by the system, and I also make sure that there is one female candidate on each interview and that they do have a fair chance.

**Q:** *Do you think women more than men are forced to make hard personal choices regarding work/life issues because of the working environment?*

**A:** No, I do not think so. All of us in senior management positions do have to make tough personal decisions and choices.

**Q:** *You have stated in a previous interview that women should be flexible. Flexible with regard to the work/life paradigm? Can you explain your thoughts, and won't you agree that men should also be more flexible?*

**A:** I fully agree that men need to be flexible as well. As described above, I believe that women should be mobile and prepared to accept jobs that demand relocation, even if the family would not join them, or even if the husbands do not have jobs in the new environment as is expected of women. I also think that in senior positions you cannot insist on fixed time frames; you have to be flexible to meet deadlines and just get your job done (even during late hours or on weekends). This is normal for any scientist and is also very much related to one's interest in work. If you can do this within the timespan it is fine; but my experience is that the time is never enough, and this is hardly achievable. For this, you need support at home—whether it be from your husband or from other help for family affairs.

**Q:** *Do you encourage and facilitate staff in your office to avail themselves of flexi-time and telecommuting?*

**A:** Yes, definitely.

**Q:** *Given your unconventional situation at home, what are the highs and lows of having a husband at home?*

**A:** As long as he does not complain it is perfect. For sure as a working mother one somehow suddenly takes over the male role (including mourning about the undone washing or uncompleted house work!). But you cannot generalize, as this is so much dependent on the behaviour of individuals, their relationships and especially on their self-confidence. My husband, a political scientist, decided to give up his career once the children were born. He still has a lot of interests and activities, which will increase as the children grow up. He is managing our home life and household, including our house construction work. He takes care of the finances and other practical issues, raises the children and, as such, keeps me free to work. I am fully aware how privileged I am. Sometimes I have a bad conscience, as I most likely do not give necessary attention to the family. Often I come home exhausted or late. However, I have started to devote the weekends to the family.

**Q:** *How would you summarize your career in the UN system, and to what personal philosophy do you attribute your career advancement?*

**A:** It's difficult to say. I joined the UN system only five years ago, at the Director-level position. Having worked now in this international environment, I have to say that it is challenging and exciting, and I definitely would like to stay in the system. Why was I successful? I strongly believe in (and this is not only meant for the UN system) honesty, openness, straightforwardness, fairness and last, but not least, hard work.

**Q:** *What brings you the most joy, and where do you get your inspiration?*

**A:** Having finished what I wanted to achieve at the end of a day makes me feel satisfied and happy (both privately and professionally). Inspiration and motivation come from my work life being respected as an

equal, competent partner by all my colleagues, irrespective of grade; this is also true of my family. One message I want to convey is that one should never forget that work is only part of your life, and one should not forget that there is a private life as well.

## CONGRATULATIONS TO

### UN-related

- **Ms. Anna Tibaijuka** (Tanzania), Executive Director of the United Nations Human Settlements Programme (UN-Habitat), was named, on 15 September 2006, Director-General of the UN Office at Nairobi. Ms. Tibaijuka, the highest-ranking African woman in the UN system, will continue to head the Nairobi-based human settlements agency, where she has been serving at the helm since 2000. As Director-General, Ms. Tibaijuka will serve as a direct link between the UN, the Kenyan Government and the extensive diplomatic community in Nairobi, and also as the host of a wide variety of diplomatic gatherings and peace-building initiatives that take place there.
- **Ms. Bonnie Adkins** joined the United Nations International Criminal Tribunal for the Former Yugoslavia (UNICTY) on 1 November 2006 as the new Chief of the Department of Security and Safety (DSS). She is the first female Chief Security Officer in the Security and Safety Services, DSS. Ms. Adkins, an American national, retired from the US Air Force a short time ago. She was last stationed at Ramstein Air Force Base, Germany, where she served as Commander of the Office of Special Investigations Detachment, and Director of Staff, and, most recently, as Inspector General. She has twenty years of experience in security and investigation, and has specialized in counter-terrorism and force protection. *Ms. Adkins*



## UN bodies Others

- **Ms. Mary F. Lyon** (United Kingdom), who last November received the Pearl Meister Greengard Prize for her work on the effects of radiation and other agents on genetic mutation, as well as the process of mutation itself and its applications to medicine. The annual \$50,000 prize is given to an outstanding female biomedical researcher. The prize was established by Dr. Paul Greengard, who named it after his mother, who himself had been named as one of the three winners of the 2000 Nobel Prize in Physiology or Medicine. Dr. Greengard recently explained, at his laboratory at Rockefeller University, New York, that he hoped to bring more attention to the work of brilliant women scientists, because he felt that there was still discrimination against women in science, even at the highest levels. Of the 184 medical Nobelists, only seven have been women.

## FAREWELL

- **Ms. Heidi Tagliviani** (Switzerland), the Secretary-General's Special Representative and Head of the United Nations Observer Mission in Georgia (UNOMIG), gave her last press conference on 12 July 2006. In summarizing the main achievements of her 400-person operation, she noted, in particular, the maintenance of stability in Georgia, and the absence of war and casualties in the region. She further stated that her term had been simultaneously difficult, exciting and full of surprises, mentioning as examples the Georgian Rose Revolution in 2003 and the protracted election process in Abkhazia in 2004—both events having had a great impact on the peace process. Ironically, however, with her departure, *the last female Special Representative of the Secretary-General would leave peacekeeping operations.*

## SPECIAL FAREWELL

- The **United Nations Assistance Mission in Afghanistan** (UNAMA) deplored the senseless murder of **Ms. Safia Annajan**, Director of

Women's Affairs in Kandahar, on 25 September 2006. Ms. Annajan was working to ensure that all Afghan women played a full and equal part in the future of their country. She was shot and killed outside the front gate of her home.

## AROUND THE UN

- **World Population Day** was marked on 11 July 2006 with the focus on the more than 3 billion young who represent nearly half the Earth's people, and calls to answer their demand to narrow the gap between the rich and poor. More than 500 million people aged 15 to 24 live on less than \$2 per day; 96 million young women in developing countries can't read or write, and 14 million adolescent girls aged 15 to 19 become mothers every day. Youth are threatened by poverty, illiteracy, risks of pregnancy and childbirth, as well as HIV/AIDS. Challenges ahead would not be met unless young people were actively involved, their voices heard, their needs met and their human rights respected.
- The **Committee on the Elimination of Discrimination against Women** (CEDAW) concluded its 36th session on 25 August 2006 with the adoption of the report that made recommendations on the promotion and protection of women's rights in 15 countries. To date, 184 countries have ratified the **Convention on the Elimination of All Forms of Discrimination against Women**. Often referred to as the "international bill of rights to women", the instrument sets a framework for national action to assure fundamental rights for women in the fields of education, politics, health care, economics, employment and property, as well as marriage and family relations (<http://www.un.org/womenwatch/daw/cedaw/committee.htm>).
- At a press conference at UNHQ in New York on 12 September 2006, the **President of the 61st session of the General Assembly (GA)**, **Sheikha Haya Rashed Al-Khalifa** of Bahrain, the first Muslim woman ever to chair General Assembly procedures, said that the work ahead would prove very challenging. She noted 3 important issues: implementing the reform process; ensuring that new institutions like the Human Rights Council and the Peacebuilding Commission were fully

operational; and focusing attention on alleviating extreme poverty. In response to a question on how she felt about being the first Muslim woman to be the GA president, the lawyer-turned-diplomat and champion of women's rights said that she didn't think it was a matter of being Muslim or Christian or Jewish; they were all human beings, having the same worries and problems. On a broader question on the status of women in the world, she regretted that in many places women were still considered to be less than human.

### **Accountability for gender equality among UN country teams for endorsement by the United Nations Development Group (UNDG) Principals**

Highlights of a summary note  
12 July 2006

The **UNDG Task Team on Gender Equality** (consisting of 15 UN organizations) undertook three tasks to formulate recommendations to strengthen accountability for gender equality among UN Country Teams (UNCTs): (i) a review of the policies, strategies and accountability mechanisms for gender equality in the Executive Commissions and ILO; (ii) a desk review and three field studies on the extent to which gender equality is reflected in the latest generation of United Nations Development Assistance Frameworks (UNDAFs); and (iii) desk reviews of the Resident Coordinator annual reports for 2004 and 2005.

The findings from the Common Country Assessment (CCA) fall into the following broad categories:

- Gaps in the accountability systems for gender equality;
- Improvement in the analysis of gender equality;
- Links between analysis and corresponding action and investment in gender equality;
- Reporting on gender equality;

- Joint programming on gender equality and differences with respect to gender mainstreaming.

Two actions were considered most necessary to support the UNCT to move from improved analysis to more coherent implementation and accountability:

- Development of a UNCT-level "Accounting for Gender Equality" scorecard that sets minimum standards to assess their performance and to identify gaps and progress across the system, ready to roll out no later than January 2007;
- An "Action Learning" process with a self-selected set of UNCTs to generate replicable practices to undertake rights-based, change-oriented programming that supports government and civil society to advance gender equality and women's empowerment.

Consequent to the recommendations, it is expected that the UN development cooperation system will have (a) harmonized performance standards to underpin greater accountability of Resident Coordinators, and UNCTs improved support to countries to achieve gender equality; and (b) improved knowledge and action on joint UN programmes on gender equality, incorporated into UNDAFs to better support countries to achieve the Millennium Development Goals (MDGs).

### **Around the world: gender news**

- The **Bahrain Monetary Agency (BMA)** has granted an initial licence to start the **First Islamic Investment Bank for Women in Bahrain** on 27 June 2006, with an authorized capital of \$1 million. BMA wanted to give women in the Arab world, who within the last few years have played a major role in the finance and business sector, a chance to participate in all investment opportunities in the region in line with their expectations. BMA will become the first bank run by women banking experts.
- The governing body of the **Church of England** voted on 8 July 2006 to allow women to be bishops. The resolution passed by a vote of 288 to

110, representing more than a two-thirds majority among bishops and clergy members within the Synod. This group must now enact legislation to put the system into practice, thereby changing centuries of policy for a church that only ordained its first female priest just 12 years ago. Details of the application need to be worked out and may take several years before the first woman bishop is actually ordained. The conservative and liberal factions within the 77-million member worldwide Anglican Church remain deeply divided over this and other issues, such as same-sex marriages and the ordination of gay priests and bishops.

- The National Assembly of Benin voted on 17 July 2006 to pass the **country's first comprehensive sexual harassment legislation**, aimed at protecting girls and women in schools, in the workplace and in homes. All but one Assembly member out of 64 (three women only) approved the measure. Benin is therefore improving its chances for the country to develop economically, by allowing women to stay in the workplace without being sexually harassed.
- The **Washington Post** reported on 27 July 2006 that **women comprise a majority of broadcast TV reports and anchors in the United States**. The number of women anchoring the news became equal to men in the early 1990s. In 2004, women accounted for two thirds of bachelor's degrees in journalism and mass communication. Nevertheless, only 25 per cent of news directors in 2006 were women.
- Overcoming party affiliations and conservative obstruction on 8 August 2006, the National Assembly of Pakistan introduced three private bills to promote women's rights. These bills, authored mainly by women members of the Assembly, include
  - (1) **Prevention of Domestic Violence**, which seeks to make provisions for the protection of women, children and family;
  - (2) **Domestic Violence against Women** (prevention and protection); and
  - (3) **Offence of Zina** (enforcement of Hudood) **Amendment Bill**, which seeks to amend the 1979 Ordinance. The laws introduced under the Hudood Ordinances cover the offences of Zina (various forms of unlawful sexual intercourse), Qazf (wrongful accusation of Zina crimes) and

offences against property and prohibition. An offence of Zina occurs, under the Ordinance, whenever "*a man and a woman . . . wilfully have sexual intercourse without being validly married to each other*" (Section 4 of the Zina Ordinance). Offences of rape are called Zina bil Jabr (literally meaning "forced adultery" in the Arabic original) as they have occurred without the consent of the victim. Significantly, however, the Zina Ordinance excludes marital rape from the definition of that offence. According to the Human Rights Commission of Pakistan, every two hours a woman is raped in Pakistan and every eight hours a woman is subjected to gang rape. While these figures are derived from reported incidents in 2002, the frequency of rapes is in reality much higher. The combination of social taboos, discriminatory laws and victimization at the hands of the police are key reasons why many rapes remain unreported ([http://asiapacific.amnesty.org/apro/aproweb.nsf/pages/svaw\\_hudoo](http://asiapacific.amnesty.org/apro/aproweb.nsf/pages/svaw_hudoo)). To avoid further confrontation between members of Parliament, it was agreed that a consolidated bill on prevention of domestic violence would be referred to the house standing committee concerned.

- A new resource centre aimed at helping **women members of Parliament** was inaugurated in Afghanistan, on 9 August 2006. The centre was established by the Parliament and the United Nations Development Fund for Women (UNIFEM) to give female leaders the tools to influence the political agenda.
- The **Millennium Development Goals and Gender Equality** seminar was held in Buenos Aires on 16 August 2006 and was convened by UN agencies in Argentina. It was attended by representatives of women's groups and by women officials from Latin America to discuss proposals for an approach to the MDGs that would incorporate the gender perspective in all targets. Several gaps were noted: lack of systematic information in sensitive areas for monitoring gender problems and its correlation with poverty; inability to analyse how much of the responsibility for domestic work falls on women for lack of data; lack of statistics, broken down by gender, to establish the proportion of decision-making positions held by women in the public

and private spheres; and insufficient information to disaggregate data by sex. It was agreed that new indicators need to be designed, and that all social-development problems should be discussed with a gender-equality focus.

- The first-ever **National Women's Forum** was held in Vanuatu on 5 September 2006, with about 100 delegates spending the week mapping out an action plan for women's development to 2011. The **Minister of Justice and Social Welfare, Isabelle Donald Sikawonuta** (one of two female members of Parliament out of 52 elected Parliamentarians), said that it was a historic occasion because it was the first time so many women would work together to develop policies for the advancement of women in Vanuatu.
- A general election held in Sweden on 17 September 2006 to elect members to the Riksdag (Swedish Parliament) **resulted in the most gender-balanced Parliament in its history** (47 per cent women). Of the 349 Parliamentary members, 47 per cent were women (164 people). In 2002, women constituted 45.3 per cent of parliament. Sweden continues to have a women's party leader and a Parliamentary leader. Second in line in Europe stands Norway, with 37.9 per cent of seats held by women. Sweden remains the second most gender-balanced Parliament in the world, after Rwanda, which boasts 48.8 per cent of female representatives.
- Liberian President **Ellen Johnson Sirleaf** highlighted the role of women in her remarks to the UN General Assembly on 20 September 2006. Among other things, the President said that Liberia was a country ravaged by civil war and it was essential for its 3.2 million people to address "generations of gender imbalance, especially as it related to the education of the girl child and promoting women's rightful place in society".
- For the first time in more than 2,500 years, **the family tree of the ancient Chinese philosopher Confucius** is to include women descendants. Overseeing the updating of the family tree, one of his descendants said on 28 September 2006 that they had to move with the times, as men and women were equal now. Traditional Confucian thinking gave women little status and required

them to obey men in its strict hierarchy. To date, there is a resurgence in China of teaching Confucianism, and the Government is funding a \$10 billion programme to set up 100 Confucius Institutes around the world over the next four years.

## IN YOUR INTEREST

### Reports

- **Beyond Victimhood: Women's Peacebuilding in Conflict Situations**, by Donald Steinberg on 15 September 2006. The International Crisis Group presented a report at Inter-Action that examines the role of women in peacebuilding in Africa's three deadliest conflicts. The report notes that involving women in peace processes brings a more inclusive view of security and enhances the likelihood that agreements will hold. Demobilization and reintegration of women and child ex-combatants, accountability for wartime abuses against women, demining sites where women collect firewood and water, disarming civilian populations, and ensuring reproductive health care for refugees and internally displaced persons typically fall by the wayside when women are excluded from peace talks and post-conflict Governments.
- The annual report on the **State of World Population: A Passage to Hope--Women and International Migration**, issued on 6 September 2006 by the United Nations Population Fund (UNFPA) was accompanied, for the first time ever, by a companion volume entitled *Moving Young*, which highlights the social, economic and demographic aspects of youth migration. The report calls for greater cooperation between and within countries to bring human traffickers to justice and to provide services and human rights protection for its victims. Human trafficking is the third largest illicit trade after drugs and gun smuggling; and it remains an ongoing source of "revenue" to be exploited until those being trafficked are too ill or too worn out to continue.
- **Human resources management:** report of the Fifth Committee (A/61/659 of 21 December 2006), which includes a draft resolution on human

resources management (section III) and gender representation (section XI).

### Secretary-General's bulletins, information circulars and others

- The **Human Resources Handbook** (ST/IC/2006/8 of 25 January 2006) provides managers, administrators and staff with streamlined access to up-to-date information on personnel-related regulations, rules and policies. The Handbook is only available in electronic form to enable easy updating and maintenance.
- **Revised salary scales for staff in the General Service and related categories at Headquarters** (ST/IC/2006/53 of 4 December 2006) informs staff that there was an adjustment in their net salaries of 90 per cent of the movement of the consumer price index (CPI) of New York. Consequently, salaries will be adjusted upward by 2.12 per cent effective November 2006.

### Security Guidelines for Women

The **Department of Safety and Security** (DSS) issued on 30 November 2006 a new edition of **Security Guidelines for Women**, which was recently approved by the High-level Committee on Management. The new guidelines will replace those produced by UNSECOORD in 1995.

### VIOLENCE AGAINST WOMEN

- The Secretary-General's **In-depth study on all forms of violence against women** (A/61/122/Add.1 of 6 July 2006) covers all forms and manifestations of violence against women, including:
  - A statistical overview of violence to evaluate better the scale of such violence while identifying gaps in data collection and formulating proposals for assessing the extent of the problem;
  - The causes of violence against women, including its root causes and other contributing factors;
  - The medium-term and long-term consequences of violence against women;
  - The health, social and economic costs of violence against women;
  - The identification of examples of best practices in several areas, including legislation, policies, programmes, and effective remedies and their efficiency to combat violence against women.
- The highlights of a global report **Behind Closed Doors: the Impact of Domestic Violence on Children** were published on 1 August 2006 by UNICEF and the Body Shop International. The report reveals the devastating and lasting impact on children of living with domestic violence, which is defined as the physical, sexual or mental abuse of a parent or caregiver. The report finds that the experience of watching, hearing or otherwise being aware of domestic violence can have an impact on children's physical, emotional and social development, both during childhood and later in life (the report was published in October 2006 and is the result of a new partnership between UNICEF, the Body Shop International and the UN Secretary-General's study on violence against children).
- **Uncounted and Discounted**, a study prepared by the United Nations Development Fund for Women (UNIFEM) and released on 14 August 2006, states that more than 1,300 cases of domestic violence were reported to authorities between January 2003 and June 2005. The report found that violence against women—whether sexual, physical or psychological—affects all branches of Afghan society, regardless of the woman's marital status or her level or education or employment. It further states that domestic violence against Afghan women appears endemic, and attacks against them usually take place with impunity. More than eight out of every 10 acts of violence are committed by a family member, such as a husband, father-in-law, son or cousin. The report concluded that local women seeking help from violence need improved access to public services, given that the traditional support structure for women—the family—is often the source of violence.

## The New Gender Divide: At Colleges, Women Are Leaving Men in the Dust

Summary of an article written by Tamar Lewin,  
9 July 2006

What is beyond dispute is that the college landscape is changing. Women now make up 59 per cent of those enrolled in two- and four-year colleges. They are also the majority in professional and graduate schools. Except for engineering schools, most schools have a female edge, with a ratio hovering near 60:40. A quarter-century after women became the majority on college campuses (1990s), men are trailing them in more than just enrolment. Women study longer hours and with more intensity. Statistics from the Department of Education in the United States show that men, whatever their race or socio-economic group, were less likely than women to receive bachelor's degrees; and fewer continue to higher education. Men also get worse grades than women. However, the gender differences are not uniform in the various populations of America, as the gender divide has been widening, especially among low-income whites and Hispanics; and the differences between blacks and whites, and rich and poor, dwarf the differences between men and women within any particular group. Men now make up only 42 per cent of college students, and with sex discrimination fading, women are striving harder and often leaving the men behind academically. At Harvard, 55 per cent of the women graduated with honours in 2006, compared with barely half the men. Although the roles of men and women are now better defined, plenty of differences remain in the nature of the experiences of both men and women in colleges. To date, most elite colleges are trying to create a balance between men and women. However, the disengagement of young men, though, takes different forms in different cultures.

The desire of men to succeed has not changed. However, women have broken out of their domestic roles and stepped up their commitment to education and career. Yet, men do better in the workforce in terms of pay and promotions, in part because they tend to work longer hours and have fewer career interrup-

tions than women, who bear the children along with most of the responsibility for raising them. Whether the male advantage will persist even as women's academic achievements soar is an open question; and many young men believe that once in the workforce they will prevail.

## WOMEN, PEACE AND SECURITY

- **European Women's Lobby and *medica mondiale*** had urged the European Union (EU) mission in the Democratic Republic of the Congo to take additional measures to guard against the sexual exploitation and abuse of Congolese women and girls by EU soldiers and humanitarian personnel. The press release of 7 July 2006 further states that "*Despite the NATO policy of zero tolerance for sexual violence and rape by soldiers and peacekeepers, we know that these standards have still not been translated into practice during military trainings*". In 2004, NATO adopted a **Zero Tolerance Policy and developed training for the sensitization of military personnel regarding trafficking in human beings**. However, until now these modules have not been used within EU member States. Ms. Kirsti Kolthoff, President of the European Women's Lobby said that soldiers and peacekeepers must be trained and told in clear terms that rape and sexual exploitation will be swiftly investigated and severely punished. To ensure this, she said, it is crucial that the EU mission be accompanied by independent human rights observers who are gender-sensitive and able to report violations against women's and girls' human rights to the relevant national disciplinary and administrative bodies, as well as to the Secretary-General of the United Nations.
- The **Fourth Committee** endorsed at its 28th meeting on 1 September 2006 the proposals and recommendations of the **Special Committee on Peacekeeping Operations on the elimination of sexual abuse in peacekeeping operations**. A draft resolution on the comprehensive review of a strategy to eliminate future sexual exploitation and abuse in peacekeeping operations was approved. The resolution noted the steps necessary to implement the proposals and provided the conclusions of the Special Committee. The Special Committee further requested that the

document be issued as a General Assembly (GA) document in all official languages, to be discussed at the next meeting of the Ad Hoc Working Group of Experts in December 2007. The Working Group agenda is to include, inter alia, a strategy of assistance and support to victims of sexual exploitation by UN staff and related personnel, and recommendations for medical care and child maintenance that had been officially issued on 5 June 2006. A comprehensive strategy requiring a common approach by both the UN and the Member States was needed (A/60/997). The strategy, representing more than 12 months of wide-ranging consultations involving UN operations, Member States and various organizations, comprised six main recommendations to the GA on ways to deal with the issue of sexual exploitation and abuse, as follows:

1. Commitment to ensure that complainants, victims and children fathered by UN staff or related personnel receive relevant assistance and support, including medical care and child maintenance;
  2. Instructions to the Resident Coordinator/ Humanitarian Coordinator in each country where the UN has a presence to work with the country team and any peacekeeping mission to assist in providing services for the victims of sexual abuse;
  3. Request to all UN agencies and partners that are experienced in gender-based violence to offer their services;
  4. Establishment of a common-funding mechanism to ensure a reliable source of funding to implement the strategy;
  5. Development of guidelines for the provision of financial support to victims, including guidelines on the scale of support and the circumstances in which it is to be provided;
  6. A subsequent review of the Policy Statement and Comprehensive Strategy after 18 months of implementation.
- The report of the Secretary-General on **Women, Peace and Security** (S/2006/770 of 27 September 2006) states that while gender equality

is increasingly recognized as a core issue in the maintenance of international peace and security, the role of women in peace processes generally continues to be viewed as a side issue rather than as being fundamental to the development of viable democratic institutions and the establishment of sustainable peace. The Secretary-General called upon the Security Council and the UN Peacebuilding Commission to give priority attention to the situation of women in conflict and post-conflict countries.

## NEWS FROM THE FIELD

- The **United Nations Mission in Liberia** (UNMIL) issued a report on 7 June 2006, following a probe into misconduct of its personnel. The report stressed its determination to end all forms of misconduct, including sexual exploitation and abuse, with zero tolerance. The report recommended that six individuals face disciplinary proceedings based on the resulting investigation carried out by a resident autonomous unit from the Office of Internal Oversight Service (OIOS). **Disciplinary measures include separation, with a referral to the national court system of the accused for criminal prosecution** (for police and military personnel), or **summary dismissal** (UN personnel) with a ban on participation in future UN missions.
- For the first time, the UN has **an all-women (124) contingent from India**, which joined the United Nations Mission in Liberia in October 2006. The policewomen belong to the country's paramilitary Central Reserve Police Force. **Ms. Kiran Bedi**, a senior Indian police official who has served as a UN senior police adviser in DPKO, helped initiate the peacekeeping plan, as she believes that women police are seen to be much less threatening, although they can be just as tough as men. In conflict situations, they are seen to be more approachable by other women and children. The peacekeepers have undergone an intensive six-week training, including civil disorder management, handling crowds, the level of force to be employed, and the use of non-lethal and lethal weapons. They are also being given lessons in yoga and meditation to deal with the stress they will face. The unit will be

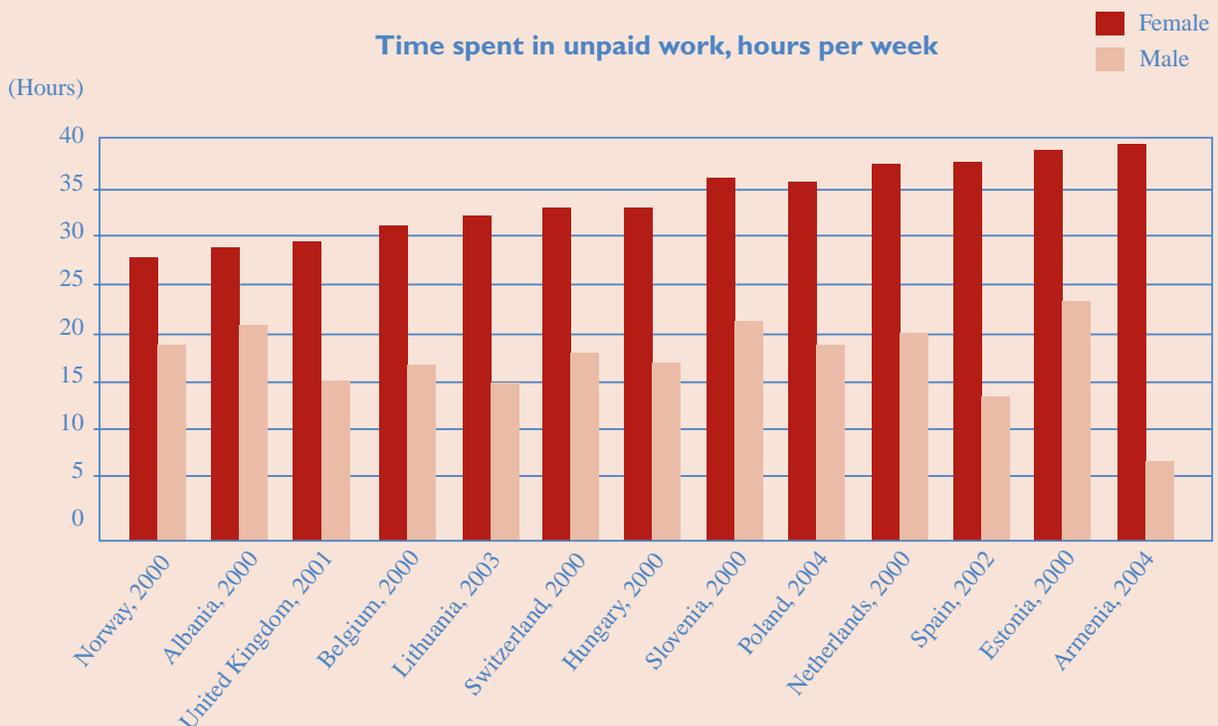
known as a Formed Police Unit (FPU). These specialized units have traditionally been employed as a rapid-reaction force. FPU would send a message to post-conflict societies that women officers can have any position and play any role in an organization, including that of commissioner, deputy-commissioner or chief of regions. UN officials also highlight that FPUs are cheaper to deploy than regular military units, noting that it costs around \$5 million to set up a specialized police unit, while a military battalion can cost upward of \$30 million. FPU also sends a message to the populations of post-conflict countries that the UN is demilitarizing while maintaining a credible force, which at the same time is helping to build local police capacity.

## Best companies for working mothers

Summary from an article found in <http://www.newyorklife.com/cda/0,3254,11845,00.html>

On 26 September 2006, *Working Mother* magazine released its annual list of the 100 top companies giving best work/life practices to its employees. This year's list includes 18 new companies representing those with creative ideas to retain female employees, such as offering customized schedules. In selecting this year's winners, *Working Mother* gave special weight to leave policies. It is critical for a mother to be able to stay at home as long as possible with her newborn without suffering professionally. The seven main criteria used

### Work/life: Unpaid work is still a “prerogative” of women



**Source:** UNECE Gender database, compiled from international and national official sources.

**Note:** Unpaid work includes domestic services for own final use and unpaid caregiving services, both within and outside the household. The difference in time spent by men and women on unpaid domestic work and caregiving services reflects the persistence of the traditional division of roles within households in both high- and low-income UNECE countries. Interestingly, the households of the two lowest-income countries in the sample are found on opposite sides in this regard: the difference between men and women is lowest in Albania and highest in Armenia. In fact, Armenian women devote more than five hours per day to unpaid work, while men spend just about one hour on such activities. The proportion is nearly 3 to 1 in Spain and about 2 to 1 in Lithuania and the United Kingdom.

as the basis for its assessment of companies were: workforce profile; compensation; childcare; flexibility; time off and leaves; family-friendly programmes and company culture.

Among the 10 top companies in the United States were:

- Abbott Laboratories, IL—(first time on top 10; two years on list)
- American Express, NY—(first time on top 10; 13 years on list)
- Bank of America, NC—(ninth time on top 10; 14 years on list)
- Booz Allen Hamilton, VA—(first time on top 10; four years on list)
- Bristol-Myers Squibb, NY—(second time on top 10; five years on list)
- Colgate-Palmolive, NY—(first time on top 10; three years on list)
- Computer Associates, NY—(first time on top 10; three years on list)
- Fannie Mae, DC—(fourth time on top 10; nine years on list)
- General Mills, MN—(first time on top 10; seven years on list)

### SOME PARENTS' PERKS AROUND THE WORLD

Japan	All employees are granted flexible schedules—shorter hours, flexitime or overtime exemptions—for the first two years of parenthood. Large firms, those with more than 300 employees, must provide childcare options, such as on-site centres or temporary leave.
Philippines	Self-employed workers who register with national Social Security and health insurance plans receive free maternity care and discounts on dental visits and eye exams. Almost 85 per cent of the participants in this programme are women.
Sweden	Generous family-leave policy—up to 18 months off at partial pay—and parents can work reduced hours until their children are 8. Under the “leisure-time care” programme, children receive before-and-after school care until age 12, with sliding-scale fees.
Senegal	Mothers are protected from being fired for any reason upon return from maternity leave. Like its neighbour Mali, Senegal offers an impressive 15 months of job-secured leave.
Israel	Mothers receive free hospitalization and a “maternity grant” of 20 per cent of their monthly wage to purchase supplies for their newborn.
New Zealand	New mothers are entitled to 14 weeks of paid leave, and single mothers can take off as much as six months with pay before and after childbirth, depending on their income. They also receive a small cash stipend, based on earnings, for three months before and after having their child.
Slovenia	Mothers and fathers in this small Balkan nation receive 365 days of fully paid family leave that they can use at any time before their child's eighth birthday.
Mexico	Childcare here is a constitutional right. Workers are entitled to free employer-provided day care until children reach age 4.
France	After a 16-week-long paid maternity leave, mothers can enrol their babies in home-based care or at full-day care centres at little or no cost until age 3, when they enter subsidized preschool.

- IBM, NY—(fifteenth time on top 10; 17 years on list)

The list of companies selected for the *2006 Working Mother 100 Best Companies* was based on an extensive application completed by each company. The application includes detailed questions about the workforce, compensation, childcare and flexibility programmes, leave policies and more. The application checks the usage, availability and tracking of programmes, as well as the accountability of managers who oversee them.

## WOMEN'S HEALTH

- The American philanthropist **Bill Gates**, speaking at the opening of the 16th International Conference on **HIV/AIDS**, held in Toronto from 13-18 August 2006, said that the key to stopping the AIDS pandemic lay in giving women the power to protect themselves, and ensuring that a woman never needs her partner's permission to save her own life. He also said that his charitable foundation would be putting more money into developing drugs and microbicial creams that women could use before sex to prevent HIV infections. He noted that to change the sexual behaviour of men would take generations, while the reality is that women were dying now.
- The **World Health Organization (WHO)** ranked **migraines** among the most disabling of ills. About 28-million Americans suffer from severe migraines that leave them temporarily unable to function at work, at home or at play. Many more millions have the headaches in milder forms. All told, they cost employers about \$13 billion a year in lost productivity, with another \$1 billion spent on medical care. The throbbing pain of a migraine, which typically occurs on one side of the head, is often accompanied by nausea, vomiting and extreme sensitivity to light and sound. The higher rate among women is linked to fluctuations in blood levels of estrogen: the drop in estrogen just before menstruation sets off migraines. In some people, the headache is preceded by an aura of visual, sensory or motor symptoms that last for up to an hour. Migraines sometimes run in families, and these familial migraines have been traced thus far to mutations in either of two genes. Among the most

effective medications are tricyclic antidepressants, beta blockers and anti-epileptic drugs. Some people are helped by relaxation therapy, biofeedback or stress management. Perhaps the most important thing in finding relief is to see a doctor who is highly experienced in diagnosing and treating migraines.

## RECOMMENDED READING

- **The Female Brain** by Louann Brizendine, M.D. (ISBN: 0767920090). The author, a neuropsychiatrist at the University of California, San Francisco, explores groundbreaking issues in brain science with mixed results. This comprehensive new look at the hormonal roller coaster that rules women's lives down to the cellular level concludes that there is no unisex brain, and that girls arrive already wired as girls, and boys as boys. Their brains are different by the time they are born, and it is their brains that drive their impulses, values and their own realities. Dr. Brizendine graduated from the Yale University School of Medicine and draws on research done at the Women's and Teen Girls' Mood and Hormone Clinic, which she founded at the University of California, San Francisco, in 1994.

## WEBSITES

- <http://www.loveisnotabuse.com/index.html>: Since 1991, Liz Claiborne Inc. has been working to end domestic violence. Through its Love Is Not Abuse programme, the company provides information and tools that men, women, children, teens and corporate executives can use to learn more about domestic violence and how they can help end this epidemic.
- <http://www.gender.no/>: Gender reports from Norway.
- <http://www.un.org/womenwatch/enable>: This website aims to increase awareness about the rights and the situation of women with disabilities by serving as a portal to resources and the work of the UN in this area. Women with disabilities may be particularly at risk due to stigmas associated with both disability and gender inequality.

United Nations  Nations Unies  
INTEROFFICE MEMORANDUM MEMORANDUM INTERIEUR

EXECUTIVE OFFICE OF THE SECRETARY-GENERAL

TO: All 100-Series Staff with appointments  
A: of one year or more

DATE: 8 September 2006

REFERENCE:

THROUGH:

S/C DE:

FROM: *Ms. Mallon Rom*  
The Deputy Secretary-General

DE:

SUBJECT: **Mobility**

OBJET:

1. As you are aware, a new mobility policy came into effect on 1 May 2002 as an integral part of the new staff selection system. For the first time, post occupancy limits were established and these first limits will expire in May 2007. From that time, staff will be required to participate in managed reassignment exercises which will be conducted in a gradual and phased manner.

2. I understand fully that some of you will be apprehensive about these changes, as this is a new way of operating for the UN Secretariat. I hope you are taking advantage of the information campaigns, voluntary reassignment programmes and broadened training opportunities that are being offered to help staff prepare for this change. Let me reassure you that, in implementing this new organizational policy, efforts will be made to take into account, to the extent possible, individual preferences and circumstances. To this end, your input and active participation is necessary. I urge you to discuss your mobility and career goals with your managers, supervisors and colleagues.

3. I have sent a separate letter to all programme managers indicating that they will be important agents of this change. They are being encouraged to share information about career opportunities, develop more systematic succession plans and support and sponsor career development and training efforts. I am also expecting managers to demonstrate greater receptivity in receiving staff from other offices and locations. Similarly, they should not stand in the way of staff that express interest in moving out of their current positions to new functions or duty stations.

4. Let me emphasize that this is not mobility for its own sake, but rather a better use of the Organization's most important resource: its people. A more mobile United Nations Secretariat is at the heart of the Secretary-General's management reform agenda. The new mobility requirements are intended to benefit both staff and the Organization as a whole. I feel confident that the majority of staff will embrace this change and that I can count on your continued cooperation as we meet the challenges ahead.

cc: Ms. Jan Beagle

## United Nations, Office of the Special Adviser on Gender Issues and Advancement of Women

*The Status of Women in the United Nations System (OHRM data from 31 December 2003 to 31 December 2004) and in the Secretariat (OHRM data from 1 July 2004 to 30 June 2006)*

### Organizations of the United Nations System As of 31 December 2004 the representation of women in the United Nations system:

- Stood at 36.9 per cent in the Professional and higher categories (8,497 out of 23,006). This represents virtually no change (an increase of 0.6 per cent) since 31 December 2003;
- Stood at 23.7 per cent at the D-1 level and above, representing an increase of 2.0 per cent since 31 December 2003;
- Gender balance has only been achieved at the P-1 and P-2 levels.
- Within the Resident Coordinator system, the only category with marked progress, women increased 11.5 per cent from 21 per cent to 32.5 per cent (37 out of 130 posts). The representation of women ranges from a high of 42.9 per cent in Asia and the Pacific to a low of 17.6 per cent in the Arab States.
- Two organizations achieved gender balance in the Professional and higher categories: UNITAR with 56 per cent women (15 out of 27), and UNFPA, with 50 per cent women (192 out of 381). Two other organizations are close to achieving gender balance in the Professional and higher categories: UNICEF, with 46 per cent women (931 women out of 2015) and UNESCO with 45 per cent women (473 out of 1048).
- Four UN Programmes and Funds are currently headed by women: UNICEF, UNIFEM, UNFPA, UNWRA.

## The United Nations Secretariat

### Trends 1998-2006 in the representation of women in the Professional and higher categories

- The overall growth of women, in appointments of one year or more, during the 8-year period was 2.83 per cent, an increase from 34.6 to 37.43 per cent (from 1,141 out of 4,164 to 2,371 out of 6,334).

Level	Percentage of women as of 30 June 2006	Cumulative change of women 1998- 2006
USG	15.4	4.3
ASG	21.2	8.2
D-2	30.4	11.6
D-1	25.3	1.6
P-5	30.7	1.4
P-4	35.9	3.6
P-3	41.4	2.0
P-2	49.0	3.6
P-1	100	35.7

### Women in the Professional and Higher Categories in the Secretariat (appointments of one year or more)

In the Secretariat women comprise 37.43 per cent of all staff (2,371 out of 6,334) in the professional and higher categories. This represents virtually no change (an increase of 0.06 per cent) from 37.37 per cent since 30 June 2004.

- At the D-1 level and above, the proportion of women decreased by 3.71 per cent, from 29.0 to 25.3 per cent (145 out of 573):
  - The largest decrease of 6.95 per cent from 32.3 to 25.3 occurred at the D-1 level (93 out of 367);
  - At the D-2 level, women increased by 2.88 per cent from 27.6 to 30.4 per cent (35 out of 115).
- At the P-5 to P-1 levels, the proportion of women increased by 0.37 per cent, from 38.3 to 38.6 per cent (2,226 out of 5,761):
  - At the P-5 level, the proportion decreased by 0.3 per cent, from 31.0 to 30.7 per cent (313 out of 1,018);
  - At the P-4 level, the proportion increased by 1.82 per cent, from 34.1 to 35.9 per cent (713 out of 1985);
  - At the P-3 level, the proportion decreased by 0.05 per cent, from 41.5 to 41.4 per cent (838 out of 2022);

- At the P-2 level, the proportion decreased by 1.86 per cent, from 50.8 to 49.0 per cent (359 out of 733);
- At the P-1 level, the proportion increased by 16.67 per cent, from 83.3 to 100 per cent (3 out of 3).
- Women comprise 30 percent of all professional staff as at June 30 2006 assigned to peace keeping operations (a total of 1,566 professional staff), an increase of 2.5 per cent since June 2004. At the D-1 level and above the representation was only 10 per cent (14 women out of 120), a decrease of 2 per cent in one year.

#### Departments or Offices with 20 or more Professional Staff

- Out of 32 departments or offices, 5 achieved gender balance: DM/OHRM, DPA, DPI, OHCHR, OCHA;
- In 20 departments or Offices women accounted for 30 to 49 per cent of staff;
- In 7 departments or offices women accounted for fewer than 30 per cent of staff: DM/OCSS, DSS, ECA, ECE, ESCAP, FMA/DPKO, UNMOVIC.
- At the D-1 level and above, only four departments/offices reached or exceeded the gender balance goal at the senior levels; a decrease by two departments since June 2004. Twelve departments/offices have 30 to 49 per cent women at senior levels, which is the same number as on June 2004, and thirteen departments or offices have fewer than 30 per cent women at senior levels.

#### Women in the Professional and Higher Categories on Posts with Special Language Requirements

The proportion of women decreased by 0.3 per cent, from 41.6 to 41.3 per cent.

- **Parity** was reached only at the **P-2** level. An **increase of 1.3 per cent to 39.1 per cent** (142 women out of 363) was seen at the **P-4** level,

however the representation at the **P-5** and **P-3** levels have **decreased by 4.1 per cent to 40 per cent** (54 out of 135), and **1.0 per cent to 42.6 per cent** (133 out of 312), respectively.

#### Trends in the Appointments of Women in the Professional and higher categories

(appointments of 1 year or more)

Trends in the appointment of women during the last **8 years** (July 1998 to June 2006) show that in the Professional and higher categories the percentage of women in the Secretariat **decreased by 2.3 percent, from 40.1 per cent** (1998) to **37.8 per cent** (2006). **Gender parity** in appointments has been maintained only at the **P-2** level.

- The most striking decrease in the trends was at the D-2 level where the percentage of women appointed to this level dropped by 49.3 per cent, from 55.6 per cent (1998) to 6.3 per cent (2006).
- Other trends in the appointments notes an increase in the percentage of women appointed to the USG and ASG levels, from 0 per cent for both (1998) to 14.3 and 12.5 per cent (2006), respectively. For the D-1 level there was a decrease of 3.3 per cent, from 27.3 (1998) to 24 per cent (2006) and at the two higher Professional levels, women appointed to the P-5 level decreased by 5.3 per cent, from 31.8 (1998) to 44.2 per cent (2006) and women appointed to the P-4 level increased by 7.1 per cent, from 26.2 (1998) to 33.3 per cent (2006).

#### Promotion of Women in the Professional and higher categories

Women at the **P-2** to **D-2** levels accounted for **46.3 per cent** (317 out of 685) of all promotions, an **increase of 0.4 per cent** since June 2004.

- Within the reporting period the percentage of promotions at the P-2 to D-1 levels shows a steady decline of approximately 9 per cent with each increasing level. At the P-2 and D-1 levels, promotions of women constitute 65.4 per cent and 29.5 per cent, respectively.

## Transfers in the Professional and higher categories

Women accounted for **49.1 per cent** of all transfers in the Secretariat.

- Of transfers at the D-2 and D-1 levels, women accounted for 66.7 per cent (4 out of 6) and 38.5 per cent (15 out of 39).
- Of total transfers at the P-5 to P-2 levels women accounted for 49.9 per cent (192 out of 385). The percentage of women ranges from 31.9 per cent (at P-5) to 55.4 per cent (at P-2).

## Separations in the Professional and higher categories

Women accounted for **36.6 per cent** of all separations (291 out of 794).

- Of separations in the D and P categories, women accounted for 31.5 and 38.1 per cent of separations respectively.
- Of separation due to agreed termination women accounted for 46.6 per cent (41 out of 88), an increase of 26.6 per cent since June 2004; of separation due to appointment expiration women accounted for 32.2 per cent (79 out of 245), and increase of 8.2 per cent since June 2004; of separation due to resignation women accounted for 47.2 per cent (59 out of 125), an increase of 7 per cent since June 2004, and of separation due to retirement women accounted for 32.0 per cent (95 out of 297), an increase of 7 per cent since June 2004.

## Women in the Expert Category

The proportion of women increased by 0.3 per cent since 1 July 2004 from 36 to 36.3 per cent (393 out of 1083). In the expert levels the change in the percentage of women at the expert levels (excluding L-1) ranged from no change (at L-7), to a decrease of 2.9 per cent (at L-4), and an increase of 6.2 per cent (at L-6).

## Women in the General Service and Related Categories

In the General Service Category (excluding FMA/DPKO), the proportion of women decreased by 1.4 per cent, from 62 to 60.6 per cent (3,852 women out of 6,348). In the Security and Safety Service Category, the proportion is 11.5 per cent, a decrease by 1.5 per cent, and in the Trades and Crafts Category, the proportion is 2.4 per cent, an increase of 0.1 per cent.

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For additional information, please visit The Focal Point for Women: <http://www.un.org/osagi/> or contact: Ms. Aparna Mehrotra, mehrotra@un.org, Tel. 212-963-6828 (28 September 2006)

You can read **network** online at  
*<http://www.un.org/womenwatch/Network>*  
To receive hard copies of **network** please send an  
e-mail request to *[network-newsletter@un.org](mailto:network-newsletter@un.org)*

*Gender mainstreaming has been defined by the United Nations as “the process of assessing the implications for women and men of any planned action, including legislation, policies or programmes, in any area and at all levels. It is a strategy for making the concerns and experiences of women as well as of men an integral dimension of the design, implementation, monitoring and evaluation of policies and programmes in all political, economic and societal spheres, so that women and men benefit equally and inequality is not perpetuated. The ultimate goal of mainstreaming is to achieve gender equality.”*

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

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**network—The UN Women’s Newsletter**

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