

# Network

The UN Women's Newsletter, Volume No. 16, Issue 2

May, June, July, August 2015

## Letter from the Focal Point for Women

Dear Friends,

Greetings to all our readers! We are delighted to bring you the summer edition of the Network newsletter for 2015!

The summer has been host to momentous events for gender equality and empowerment of women especially as this year we commemorate two milestone events for gender equality and the empowerment of women - 20 years of the Beijing Platform for Action and the beginning of the post 2015 Development Agenda - the Sustainable Development Goals. This issue takes a view at the key happenings This edition ~~contains~~ ~~the~~ Beijing+20 Review activities leading to the special session on Gender Equality and Empowerment of Women of the UN General Assembly on 27 September, 2015. We also highlight the annual session of the UN Women Executive Board with a focus on the special pledging event where over 70 governments voiced support for making UN Women fit and funded for purpose.

On the UN System-wide Action Plan for Gender Equality and Empowerment of Women (UN-SWAP) we bring you an overview of its implementation highlights.



We also focus news on the two international meetings which have set the stage to shape international development at which world leaders acknowledged the key role of gender equality in development. These include:

1. The Financing for Development Conference in Addis Ababa in July 2015 where the Addis Ababa Action Agenda endorsed significantly increasing financing for the Post-2015 Development Agenda, including the standalone, comprehensive and transformative goal on achieving gender equality and women's empowerment; and
2. The agreement on the post-2015 development agenda adopted on August 3, 2015 by 193 UN member states titled "*Transforming our world: The 2030 agenda for change*", a comprehensive blueprint for people and planet that for the first time brings together the three dimensions of sustainable development in one ambitious document. It strongly emphasizes the centrality of gender equality and women's empowerment to achieve the sustainable development agenda with a stand

alone Goal on gender equality and empowerment of women as well as important targets on gender equality in other Goals.

Amongst other news this issue looks at progress on redefining masculinity and engaging men for gender equality through the HeForShe campaign. There were bold commitments from eight Heads of State, five global companies and five universities to become HeForShe IMPACT champions completing the initial slate of 30 global partners. This followed the launch of the pilot initiative in January at the World Economic Forum in Davos, Switzerland and Sweden's announcement to adopt a feminist foreign policy.

We also bring you new findings from recent research on the gender pay gap and leaders' commitment to reduce the gender gap in workforce participation by 25 per cent by 2025. This commitment included applying the Women Empowerment Principles – WEPs - along with the UK Prime Minister David Cameron's call for more accountability for gender equality by the private sector.

As for other areas of activity, this issue spotlights the World Education Forum meeting in Republic of Korea which set a new roadmap for global education until 2030; travels of the UN Women Executive Director from Africa where she attended the African Union Summit and co-chaired the World Economic Forum's Summit on Africa; to Japan where UN Women inaugurated its first liaison center for the region in Tokyo.

We again highlight stories on women's low representation in the media and violence against women. We present news on a new femicide law in Columbia as well as how jewelry designer Yuwei Lee supports the United Nations Trust Fund to End Violence against Women.

As always we end with information on a host of publications to read including this time on UN Women's Annual report and CITI's report on Women in the Economy: Global growth Generators, amongst many others.

We hope the diversity of news we bring through this newsletter inspires you as champions of gender equality and empowerment of women to continue your advocacy for bolstering the momentum for pushing ahead to make the paradigm shift of the 21<sup>st</sup> century-achieving planet 50/50 by 2030. ***Let's Step It UP for Gender Equality!***

We look towards your continued support as we move on!

In solidarity,

***Aparna Mehrotra***

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

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## Congratulations

To **Mbaranga Gasarabwe** of Rwanda on her appointment as Deputy Special Representative for Mali. United Nations Secretary-General Ban Ki-moon on May 8, 2015 announced the appointment of Ms. Mbaranga Gasarabwe as his Deputy Special Representative of the United Nations Multidimensional Integrated Stabilization Mission in Mali (MINUSMA), where she will also serve as United Nations Resident Coordinator, Humanitarian Coordinator and Resident Representative of the United Nations Development Programme (UNDP).



Ms. Gasarabwe brings more than 20 years of experience with the United Nations in development and humanitarian assistance, with a particular focus on Africa. From 2001 to 2011, she served as Resident Coordinator and UNDP

Resident Representative in Benin, Djibouti, Guinea and Mali. She was appointed Assistant Secretary-General in the Department of Safety and Security in 2011.

Ms. Gasarabwe holds a master's degree in economics from the University of Burundi and a master's degree in management and business administration from the Arthur D. Little School of Management, now known as the Hult International Business School, in the United States.

To **Elia Armstrong** of Canada on her appointment by the Secretary General Ban Ki-moon as Director of United Nations Ethics Office on August 13, 2015.

Ms. Armstrong brings to the position more than 20 years of extensive experience in the field of governance, public administration and organizational ethics, having served in different capacities in the United Nations since 1999 and with the Government of Canada and non-governmental organizations.



Since 2013 she has been Chief of the Development Management Branch of the Division for Public Administration and Development Management at the United Nations Department of Economic and Social Affairs. Ms. Armstrong was Director of the Ethics Office at the United Nations Development Programme (UNDP) from 2008 to 2012 and was Senior Ethics Officer during the establishment of the United Nations Ethics Office in 2006.

Ms. Armstrong holds a master's degree in social policy and planning in developing countries from the London School of Economics and a bachelor's degree in social work from the University of British Columbia. Ms. Armstrong is married with two children.

To **Lise Kingo** of Denmark on her appointment as United Nations Global Compact Executive Director by UN Secretary General Ban Ki-moon on June 25, 2015. She succeeds Georg Kell, who retires later this year after over 25 years of service to the United Nations.

Ms. Kingo, who assumed the role on 1 September, will bring a wealth of experience and passion to the Global Compact, coupled with extensive knowledge and understanding of strategic leadership and implementation of corporate sustainability through building partnerships with key stakeholders. From 2002 to 2014, she was the Chief of Staff, Executive Vice-President and member of the Executive Management at Novo Nordisk A/S. She also served as Senior Vice-President of Stakeholder Relations from 1999 to 2002 and as Director of Environmental Affairs from 1988 to 1999. She currently serves as the Deputy Chair of the Danish Nature Foundation, member of the boards of Grieg Star Group A/S and C3 Collaborating for Health, and chairperson of the Danish Council for Corporate Social Responsibility.



Ms. Kingo holds a Bachelor of Arts in Religions and Ancient Greek Culture from the University of Aarhus, Denmark; a Bachelor of Commerce in Marketing Economics from the Copenhagen Business School; and a Master of Science degree in Responsibility and Business Practice from the University of Bath, United Kingdom.

To **Kelly T. Clements** of the United States on her appointment on June 11, 2015 as Deputy High Commissioner for Refugees in the Office of the United Nations High Commissioner for Refugees (UNHCR) by the Secretary General Ban Ki-moon. Ms. Clements succeeds T. Alexander Aleinikoff of the United States.



Ms. Clements has served as United States Deputy Assistant Secretary of State in the Bureau for Population, Refugees, and Migration since March 2010. She previously was the Director of Policy and Resource Planning in the Bureau and also served as Acting Deputy Chief of Mission in the United States Embassy in Beirut.

Ms. Clements holds a master's degree in urban affairs and public policy, as well as a bachelor's degree in international studies, both from Virginia Polytechnic Institute and State University in the United States.

To **Fatoumata Ndiaye** of Senegal on her appointment in June 2015 as Deputy Executive Director of the United Nations Children's Fund (UNICEF).



Ms. Ndiaye is currently serving as UNICEF's Director of the Office of Internal Audit and Investigations (OIAI). Prior to that role, she served as Director, Internal Audit Division, Office of Internal Oversight Services, at the United Nations Secretariat. Prior to her work at the United Nations, Ms. Ndiaye worked in the private sector providing audit and management advisory services, including as Manager, Chief Management Advisory Services, at Coopers and Lybrand (now PricewaterhouseCoopers) in Senegal.

Ms. Ndiaye brings strong management experience and leadership skills that will support the management initiatives that are under way to deliver results for children.

Ms. Ndiaye holds a Master of Business Administration degree from l'École Supérieure de Gestion des Entreprises, Senegal, and a postgraduate degree with specialization in auditing from l'Université Paris-Dauphine, France.

## **UN System-wide Action Plan for Gender Equality and the Empowerment of Women**

### **UN-SWAP Implementation Highlights**

The UN System Wide Action Plan for Gender Equality and the Empowerment of Women (UN-SWAP), launched in April 2012, constitutes a pioneering coordination, monitoring and accountability mechanism spearheaded by UN Women. Using a multifaceted approach, the UN-SWAP mainstreams gender and accountability into the work of the UN System.

Catalyzed by a strong network of over 300 UN-SWAP/gender focal points (double the strength of its 150 members in 2012) spread across the UN System, UN entities collectively have progressed on 14 of the 15 performance indicators. Key among these are gender policies, the first requirement of the UN-SWAP.

The UN-SWAP network attests to the generation of a more active culture of systematic and broad engagement, substantive growth and solidarity through the creation and use of a host of tools and interactive forums: a common web-based data collection and reporting tool; help desks; guidance and technical notes; harmonized templates; a scorecard developed by the UN Evaluation Group to engender the process of independent evaluation; inter-entity workshops (20 to date) with participation of an average of 20-25 entities each; engagement of existing inter-entity networks including UNEG, the UN Representatives of Internal Audit Services, Finance and Budget Network for development of financial tracking mechanisms; and a knowledge platform to package and manage information.

The UN-SWAP is coordinated and managed by a small team located in the Coordination Division of UN Women. It works to propel progress using a flexible approach, dedication and commitment to serve the UN System as a collective, and in the hope that the UN-SWAP will showcase the UN System's ability to work effectively in unison. The founding Resolution of the UN General Assembly (RES/64/289) mandates UN Women to coordinate accountability for the work of the UN System for Gender Equality and the Empowerment of Women. As such, through the Reports of the Secretary-General on Gender Mainstreaming and the Improvement of the Status of Women in the UN System, respectively, UN Women reports on the UN-SWAP to the Economic and Social Council and the General Assembly.

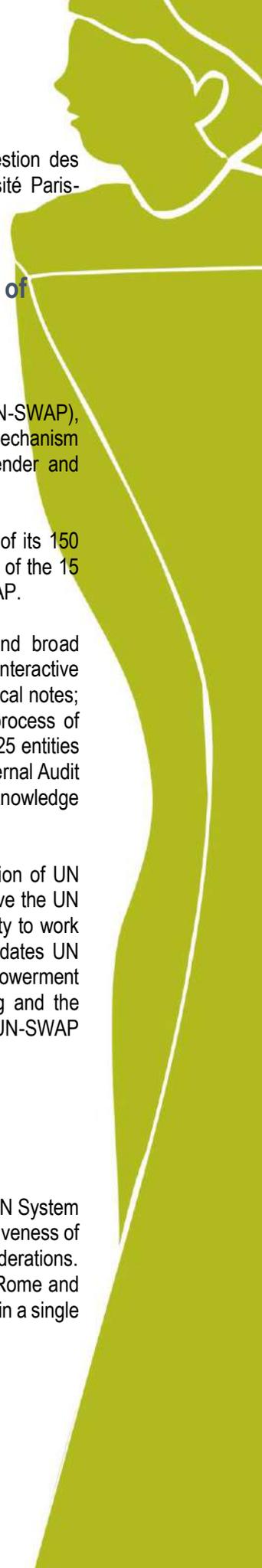
### **UN-SWAP Implementation Highlights**

#### **Capacity Building**

UN Women has invested significantly in improving capacity on gender mainstreaming across the UN System through convening inter-agency workshops and focal point meetings. This has enhanced the effectiveness of the UN-SWAP and improved the expertise across the system to mainstream gender equality considerations. Since 2012, UN Women has coordinated and organized 20 UN-SWAP workshops in New York, Rome and Geneva. Participation ranged from 11 participants from 7 entities to 75 participants from 32 entities in a single meeting. The following workshops were held in summer 2015:

#### *Organizational Culture and Gender Parity*

- Elements for a Gender Parity Strategy, 7 May 2015, NY
- Workshop on organizational culture and unconscious bias 10 June, 2015, Secretariat, NY



- Inter-entity workshop on Elements of Organizational Culture 23-24 June 2015, Geneva (hosted by UN Women, WIPO and OHCHR)

## E-Learning

Through its Training Centre and in collaboration with UN entities, UN Women developed an introductory e-course to build capacity across the UN System. “I Know Gender: An Introduction to Gender Equality for UN Staff” is a self-paced, free-of-charge e-course on gender equality and the empowerment of women. In addition, thematic satellite modules corresponding to entity specific mandates have also been developed. These include:

- Sexual and Reproductive Health and Rights (UNFPA)
- Gender Equality and Education (UNESCO)
- Gender Equality in the World of Work (ITC, ILO)
- Gender Equality in Emergencies (WFP)
- Violence Against Women (VAW) (UN Women)
- Economic Empowerment (UN Women)
- Women’s Leadership and Decision Making (UN Women)
- UN-SWAP (UN Women)
- Gender Marker (UN Women)

## Monitoring and Reporting for Accountability

UN Women gathers, analyses and organizes relevant data on UN-SWAP performance for gender mainstreaming and the status of women, including their equal representation across the UN System. This results in annual or biennial reporting or communication products. This quarter reporting includes:

- Report of the Secretary-General on gender mainstreaming in the UN System -May 2015 (annual) which provides up-to date information on progress made by the UN System on the UN-SWAP and at the country level as reflected in the Reports of the UN System Resident Coordinators. The report identifies trends, strengths, challenges and the way forward to accelerate progress on gender mainstreaming in the UN System.
- Report of the Secretary-General on the improvement of the status of women in the United Nations System (biennial) which provides up-to-date information on the proportion of female appointments, promotions and separations for every UN entity and the UN System as a whole and examines policies and practices among entities. The data are used to identify trends, challenges and measures to accelerate progress. The report and its recommendations are presented to the General Assembly’s Third Committee and the Commission on the Status of Women. Most recent reports include:
  - A/69/346 (25/08/2014)
  - A/67/347 (04/09/2012)
- Monitoring of gender mainstreaming and the status of women in the UN System which provides assistance to Member States, as requested, for the preparation and negotiation of annual ECOSOC resolution on “Mainstreaming a gender perspective into all policies and programmes in the United Nations System” and the General Assembly Resolution on the Advancement of Women.
- UN-SWAP reporting letters to supplement the analysis of the UN-SWAP results presented in the report of the Secretary-General on Mainstreaming Gender in the UN System, UN Women prepares customized analysis of UN-SWAP reporting results for each entity. These highlight progress, gaps and suggestions for the way forward in letters from UN Women’s Executive Director to entity heads on an annual basis. UN Women prepares 62 such entity-specific analytical letters.
- Fact sheets and projections which are detailed entity-level reports on progress towards equal representation, including analysis of the ten-year trend in representation, recent appointments,



Expert Group Meetings bring together external expertise to explore state-of-the-art research and analysis, identify good practices and lessons learned, and develop recommendations for policies and practices related to improving the status of women in the UN System.

*Engaging Men for Gender Equality* through barbershop sessions look at innovative ways for men to mobilize and motivate other men to address discriminatory stereotypes of masculinity and change the discourse among their peers.

### Technical guidance and support

Constant technical guidance and support has supported and sustained UN-SWAP performance. UN Women has adopted a multifaceted approach to technical support, preparing different tools and guidance products that respond to different support needs. These include:

#### *UN-SWAP Help Desk*

Since 2012, the Help Desk at UN Women has provided ongoing support to the network of UNSWAP/Gender Focal Points from 62 entities, investing more than 1,000 hours of individualized support.

#### *UN-SWAP Gender Marker Help Desk*

Since 2014, a Gender Marker Help Desk has supported the development of the Gender Marker financial tracking systems across entities.

#### *Customizable Tools and Templates*

UN Women supports entities by preparing universal tools and templates that can be used and customized by individual entities across the system to foster progress in performance. These include:

- Strategy template on the Status of Women, including the equal representation of women for the UN Secretariat (2015)
- Strategy template on the Status of Women, including the equal representation of women for the UN System (2015)
- Organizational survey (2015)
- Exit survey (2015)
- Capacity assessment tool for gender equality capacities in the UN System (2014)
- Development of a strategy for tracking resources for GEEW in the UN Secretariat

### Legislative Mandates

To increase accountability for, and promote sustainability of the UN's work on gender equality and the empowerment of women more generally, UN Women advocates for the inclusion of relevant UN-SWAP language in parliamentary documentation (resolutions—ECOSOC, CEB, HLCM/P, Policy Committee, decisions of executive boards, etc.). This year's examples include:

- June 2015: ECOSOC reiterates its call for the UN System to continue to fully implement the UN-SWAP (E/RES/2015/58)
- *GA AND ECOSOC RESOLUTIONS CONTAIN LANGUAGE ON:*
- Monitoring and Accountability for Gender Equality and the Empowerment of Women (GEEW)
- Gender Policies
- Financial Tracking Mechanisms (Gender Marker) for GEEW
- The Equal Representation of Women
- Gender Focal Points
- Temporary Special Measures



- Work-Life Balance
- Prevention of Harassment, Sexual Harassment and Abuse of Power
- Mobility

## Around the United Nations

### The Beijing Platform for Action Turns 20

The year 2015 marks the 20th anniversary of the Fourth World Conference on Women and adoption of the Beijing Declaration and Platform for Action (BPfA). The Platform for Action is the defining and foundational policy framework for the achievement of gender equality, women's rights and women's empowerment. For two decades, it has been the road map and central rallying point for gender equality.



UN Women has carried out a wide programme of activities and engages with multiple stakeholders to promote the accelerated and effective implementation of the BPfA. Throughout the year, UN Women has organized and co-hosted a series of global thematic events focusing on the 12 critical areas of concern of the Beijing Platform for Action.

To link these activities together, UN Women has undertaken major communication efforts to raise awareness of the Beijing agenda among decision-makers but also among the general public. The 20th anniversary of Beijing opens new opportunities to reconnect, regenerate commitment, charge up political will and mobilize the public. Everyone has a role to play—for our common good. The evidence shows that empowering women empowers humanity. Economies grow faster, for example, and families are healthier and better-educated.

The Beijing Platform for Action, still forward-looking at 20, offers an important focus in rallying people around gender equality and women's empowerment. Its promises are necessarily ambitious. But over time, and with the accumulating energy of new generations, they are within reach.

See more at: <http://beijing20.unwomen.org/en/about>

### UN Women Executive Board convenes 2015 annual session

The UN Women Executive Board met for this year's Annual Session from 30 June to 2 July at United Nations headquarters in New York.

On the opening day, the President of the Executive Board and Chair of the session, Ambassador Ib Petersen from the Permanent Mission of Denmark, gave opening remarks, followed by UN Women Executive Director Phumzile Mlambo-Ngcuka. Dr. Mlambo-Ngcuka presented the organization's 2014-2015 Annual Report and opened the Board's first analysis and discussion of progress towards UN Women's Strategic Plan 2014-2017. She congratulated the newly elected vice-presidents of the Executive Board Bureau, Ms. Sejla Durbuzović, Counsellor of the Permanent Mission of Bosnia and Herzegovina representing the Eastern European Group, and Ms. Alma Bibiana Perez, Minister of the Permanent Mission of Colombia representing the Latin American and Caribbean Group.

The Executive Board also considered the challenging realities of guaranteed funding for UN Women and reviewed the evaluation function of UN Women, with additional analysis of UN Women's contribution to women's economic empowerment. They also considered a review of policies and practices to promote gender-responsive evaluations. Reports on internal audit and investigation activities in 2014 were presented and the Executive Board took a first look at the draft integrated budget for 2016-2017.

Special briefings on Afghanistan programme provided insight, context and analysis of UN Women's response in Afghanistan. A slideshow and video included interviews with beneficiaries of programmes to eliminate violence against women, achieve political and economic empowerment as well as coordination and advocacy. During another informal briefing, the findings of the Multilateral Organization Performance Assessment Network were presented to the Board.

The detailed agenda as well as all official documents of the Annual Session 2015 can be accessed on the Executive Board webpage or the PaperSmart-portal of the United Nations.

See more at: <http://www.unwomen.org/en/news/stories/2015/6/executive-board-convenes-2015-annual-session#sthash.zyrw7rXc.dpuf>

## Special pledging event for UN Women during the Executive Board Session

### Making UN Women "fit and funded for purpose"

More than 40 governments voiced their support for UN Women and dozens announced new funding commitments during a special pledging event for the organization on 1 July, during the 2015 annual session of its Executive Board at UN Headquarters in New York.



"We have been recognized as a force multiplier to get the UN system to do bigger and better for gender equality," said UN Women Deputy Executive Director Lakshmi Puri. "Many have asked, what are your main challenges? Funding. ... The key aspect of your pledges is for UN Women to be financed for purpose, not fit— you can't be fit for purpose, without being funded for purpose."



In making its pledge, first-time donor Kenya cited its long-time support from UN Women, "investing in key sectors meant to close the gender gap, delivering key government services for women to access with ease, recognizing the invaluable success of Kenya's one-stop centres," said Katherine Muoki, Director of Gender for Kenya's Ministry of

Devolution and Planning. In fact, as a result of its extensive work at the national level with support from UN Women, Kenya was awarded the Women in Parliaments Global Forum prize for the African continent last March.

Among the beacons in their respective regions, the United Arab Emirates confirmed its donation to core resources of more than USD 7 million dollars for 2014-2015, saying it was “convinced of the essential role played by UN Women to empower the women around the world.

Playing a similar politically inspiring role in Asia, Japan, renewed its total contribution of USD 20 million and mentioned its newly opened liaison office to further strengthen “women’s empowerment in Asia, as a contributor to peace and security and humanitarian action,” said Koji Mizumoto, First Secretary of the Permanent Mission of Japan.

Larger veteran donors such as Finland, Sweden and Norway reiterated their continuous support, applauding UN Women’s funding diversification strategy, especially with regards to developing relationships with the private sector. They encouraged Member States to pledge regular and multi-year commitments, for UN Women to fulfil high expectations. Echoing this sentiment, the United Kingdom, a veteran and “heartened” donor, encouraged more non-traditional funding to ensure that UN Women is “fit and financed for purpose.”

UN Women’s programmes and activities are sustained by financial contributions from governments, foundations, corporations, organizations and individuals. In 2014, 143 countries donated to UN Women, resulting in USD 330 million in total, including USD 7.9 million from the private sector. These three record numbers were key to refocusing UN Women’s fundraising with a philosophy of “widening, deepening and diversifying the resource base,” explained Director of Resource Mobilization, Antonie de Jong.

See more at: [http://www.unwomen.org/en/news/stories/2015/7/making-un-women-fit-and-funded-for-purpose?utm\\_source=UN+Women+News&utm\\_campaign=70d7869046-RSS\\_EMAIL\\_WEEKLYUPDATES&utm\\_medium=email&utm\\_term=0\\_d4a1831698-70d7869046-113357929#sthash.v1MtSBRk.dpuf](http://www.unwomen.org/en/news/stories/2015/7/making-un-women-fit-and-funded-for-purpose?utm_source=UN+Women+News&utm_campaign=70d7869046-RSS_EMAIL_WEEKLYUPDATES&utm_medium=email&utm_term=0_d4a1831698-70d7869046-113357929#sthash.v1MtSBRk.dpuf)

## **UN Women welcomes CEDAW General Recommendation on women’s access to justice**

UN Women welcomed the recently published General Recommendation no. 33 on Women’s Access to Justice published in August 2015 by the Committee on the Elimination of All Forms of Discrimination against Women (CEDAW), adopted in late July, 2015.

Unhindered access to justice for women is a critical pathway for the achievement of gender equality. Justice ensures the protection of economic assets, bodily integrity, and political voice and provides redress when such protections are violated or compromised. Respect and protection of human rights can only be guaranteed if effective domestic remedies are available. Legal rights are meaningful only if they can be asserted. Access to justice is therefore an essential component of rule of law and a means for women to actively claim the entire range of human rights, including those articulated in the CEDAW Convention.

The General recommendation is founded on notions of inclusiveness and comprehensiveness. It stresses the importance of women’s access to justice in diverse legal systems and all areas of law for all women, irrespective of economic or social status, political background, geographical location, disability, sexual orientation or gender identity. It encompasses all justice settings (formal, informal or semi-formal), sources of law (common law, civil law, religious law, customary law or mixed legal systems) and the full range of legal domains (criminal, civil, family, administrative and constitutional).

The General recommendation will bolster UN Women's efforts to implement the conclusions of its 2012 Progress of the World's Women Report — In Pursuit of Justice, in which evidence is shed on the structural barriers that women face in their efforts to access justice. Growing inequalities in society, and a lack of justice for vulnerable groups, emerged as major concerns of the post-2015 Global Thematic Consultation on Addressing Inequalities which was co-led by UN Women and UNICEF.

The success of the post-2015 development agenda therefore requires appropriate policy and legal frameworks, actions to protect women from discrimination and revamped measures to enable those whose capabilities have been harmed by inequalities to claim and realize their rights. By challenging power relationships and the status quo, legal protections and forums enforce women's entitlements in all spheres—economic, environmental, social, cultural and political.

The General recommendation is a catalyst for transformative change in the lives of women. UN Women therefore looks forward to being a part of this through its use by UN Women staff, particularly at country level.

See more at: <http://www.unwomen.org/en/news/stories/2015/8/cedaw-general-recommendation#sthash.5mNd32Op.dpuf>

## **UN Women welcomes agreement on post-2015 development agenda**

### **Consensus reached on New Sustainable Development Agenda to be adopted by World Leaders in September 2015**

With great anticipation for the upcoming journey, UN Women welcomed the agreement by UN Member States on the post-2015 development agenda adopted on August 3, 2015 at the UN Summit. *“Transforming Our World: The 2030 Agenda for Sustainable Development”* is a comprehensive blueprint for people and planet that for the first time brings together the three dimensions of sustainable development in one ambitious document.

This ambitious new agenda would end poverty by 2030 and universally promote shared economic prosperity, social development and environmental protection. Importantly, the document strongly emphasizes the centrality of gender equality and women's empowerment to achieve the sustainable development agenda. UN Women welcomed the transformative stand-alone Sustainable Development Goal that addresses structural barriers to women's empowerment along with important targets on gender equality in other Goals. It also welcomed the commitment to significantly increased investments in gender equality. A Planet 50–50 by 2030 is needed, and everyone must Step It Up for gender equality.

The 193 Member States of the United Nations reached agreement on the outcome document that is to constitute the new sustainable development agenda that was adopted in September by world leaders at the Sustainable Development Summit in New York.

Concluding a negotiating process that has spanned more than two years and has featured the unprecedented participation of civil society, countries agreed to an ambitious agenda that features 17 new sustainable development goals that aim to end poverty, promote prosperity and people's well-being while protecting the environment by 2030.

UN Secretary-General Ban Ki-moon welcomed the agreement, saying it “encompasses a universal, transformative and integrated agenda that heralds an historic turning point for our world.” Mr. Ban said the September Summit, where the new agenda will be adopted, “will chart a new era of Sustainable Development in which poverty will be eradicated, prosperity shared and the core drivers of climate change tackled.”

He added that the UN System stands ready to support the implementation of the new agenda, which builds on the successful outcome of the Third International Conference on Financing for Development in Addis

Ababa, and which, he said, will also contribute to achieve a meaningful agreement in the COP21 in Paris in December.

More than 150 world leaders attended the Sustainable Development Summit at the UN headquarters in New York between 25 to 27 September to formally adopt the outcome document of the new sustainable agenda.

The new sustainable development agenda builds on the success of the Millennium Development Goals, which helped more than 700 million people escape poverty. The new sustainable development goals, and the broader sustainability agenda, go much further than the MDGs, addressing the root causes of poverty and the universal need for development that works for all people. The 'five Ps'—people, planet, prosperity, peace, and partnership—capture the broad scope of the agenda.

See more at: <http://www.un.org/sustainabledevelopment/blog/2015/08/transforming-our-world-document-adoption/>

See more at: [http://www.unwomen.org/en/news/stories/2015/8/agreement-on-post-2015-development-agenda?utm\\_source=UN+Women+News&utm\\_campaign=796acd38ac-RSS\\_EMAIL\\_WEEKLYUPDATES&utm\\_medium=email&utm\\_term=0\\_d4a1831698-796acd38ac-66108281#sthash.boiW1bcS.dpuf](http://www.unwomen.org/en/news/stories/2015/8/agreement-on-post-2015-development-agenda?utm_source=UN+Women+News&utm_campaign=796acd38ac-RSS_EMAIL_WEEKLYUPDATES&utm_medium=email&utm_term=0_d4a1831698-796acd38ac-66108281#sthash.boiW1bcS.dpuf)

### **International Day of the World's Indigenous Peoples**

It is estimated that there are more than 370 million indigenous people across 70 countries worldwide. Indigenous women face many forms of discrimination and violence, both as women and as indigenous peoples, and face different obstacles in overcoming these issues daily.

The focus of this year's International Day of the World's Indigenous Peoples commemorated on August 9th is "Post 2015 Agenda: Ensuring indigenous peoples health and well-being". Indigenous women experience disproportionate difficulties in access to health care, as well as higher rates of maternal and infant mortality, malnutrition and infectious diseases such as tuberculosis and malaria. Though indigenous women are counted upon to support the health and well-being of their families, they often face hurdles to access the resources to build the foundation of a better life, such as education and land.

UN Women actively supports indigenous women around the world to ensure that their rights are respected and their concerns heard through our Fund for Gender Equality programmes to increase economic empowerment and political participation, UN Trust Fund grants to end violence against indigenous women and girls, or other targeted UN Women research or programmes.

An estimated 70 per cent of the world's indigenous peoples live in Asia and the Pacific, and UN Women programmes and funds have been making a change in indigenous women's lives through strengthening advocacy and information delivery about women's rights.

See more at: [http://www.unwomen.org/en/news/stories/2015/8/indigenous-people?utm\\_source=UN+Women+News&utm\\_campaign=796acd38ac-RSS\\_EMAIL\\_WEEKLYUPDATES&utm\\_medium=email&utm\\_term=0\\_d4a1831698-796acd38ac-66108281#sthash.1Z5y2iVG.dpuf](http://www.unwomen.org/en/news/stories/2015/8/indigenous-people?utm_source=UN+Women+News&utm_campaign=796acd38ac-RSS_EMAIL_WEEKLYUPDATES&utm_medium=email&utm_term=0_d4a1831698-796acd38ac-66108281#sthash.1Z5y2iVG.dpuf)

### **New UN Women online training: How to manage gender-responsive evaluation**

This new UN Women eLearning course, launched in July 2015, has 9 modules that aim to support those initiating, managing and/or using gender-responsive evaluations. The modules provide direction, advice and



tools for every step in the evaluation process: planning, preparation, conduct, reporting, evaluation use and follow up. The course is intended to complement the UN Women Evaluation Handbook.

While the course is open to anyone around the world, the primary audience is UN Women staff, in particular M&E Officers/focal points and other staff that manage evaluations as well as senior management involved in evaluation processes. However, it may also be useful to international development evaluators and professionals, particularly those working on gender equality, women's empowerment and human rights.

The course takes approximately nine hours to complete. After completing the course participants receive a certificate of completion. We invite you to enroll in the course today!

See more at: <https://genderfoodpolicy.wordpress.com/2015/07/21/new-un-women-online-training-how-to-manage-gender-responsive-evaluation/>

### **UN Women introduces new discussion paper series featuring cutting-edge papers by leading feminist researchers**

What does it take to achieve gender equality and make women's rights real? What kinds of policies are needed to make the economy work for women? How can we ensure that policies and programmes on sustainable development advance rather than constrain gender equality?

Despite some progress, the gap in evidence-based knowledge around gender equality and women's empowerment hinders efforts to find answers to these questions.

A new UN Women discussion paper series released in July 2015 provides fresh, grounded and robust perspectives on some of the contemporary challenges to achieving gender equality and women's rights, and offers insights into policy innovations that are making a difference in women's lives.

The peer-reviewed series aims to make the best of feminist knowledge accessible to the multiple actors who make and shape policies, to animate public debate on key issues of concern and to enhance the quality of feminist research through critical feedback and policy dialogue.

The discussion paper series opens on the heels of the launch of Progress of the World's Women 2015-2016: Transforming Economies, Realizing Rights, to highlight some of the ground-breaking work by leading experts commissioned exclusively for UN Women's flagship report. This comprehensive body of research forms the foundation of the report, and the series offers an opportunity to showcase key papers that have been a part of this effort.

UN Women kicks off this series with a paper that explores the connection between gender equality and human rights, and three further studies which show how, even in a time of economic crisis and fiscal austerity, some governments have increased access to social protection and services, with important potential impacts for the rights and opportunities of women and girls.

- In "Gender Equality and Human Rights", Sandra Fredman and Beth Goldblatt introduce a four-dimensional framework to achieve substantive equality. They demonstrate how this approach, which we draw upon in UN Women's Progress of the World's Women report, can be used as a tool to assess the impact of policies on women and advance gender equality.
- In "The Gender Dimensions of Pension Systems: Policies and Constraints for the Protection of Older Women", Camila Arza documents the pervasive problem of income insecurity in old age that women

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- face across a large number of countries. She also points to a number of important policy measures that can be taken to address gendered pension gaps.
- In “Expanding Healthcare Access in the United States: Gender and the patchwork 'universalism' of the Affordable Care Act”, Randy Albelda and Diana Salas explore the gender implications of recent US health reforms, arguing that while they fall short of universal coverage and fulfilling a commitment to health care as a human right, they will expand access to basic health care services, especially for women, in important ways.
  - In “Child-related Financial Transfers and Early Childhood Education and Care: A review of key developments, impacts and influences in child-related support to families”, Mary Daly examines the emerging trends in providing child-related transfers and early childhood education and care services, while tracing the associated outcomes for gender and other types of inequalities within and across countries in the Organization for Economic Co-operation and Development countries.

See more at: [http://www.unwomen.org/en/news/stories/2015/7/discussion-paper-series-launch?utm\\_source=UN+Women+News&utm\\_campaign=70d7869046-RSS\\_EMAIL\\_WEEKLYUPDATES&utm\\_medium=email&utm\\_term=0\\_d4a1831698-70d7869046-113357929#sthash.WiDUxqv7.dpuf](http://www.unwomen.org/en/news/stories/2015/7/discussion-paper-series-launch?utm_source=UN+Women+News&utm_campaign=70d7869046-RSS_EMAIL_WEEKLYUPDATES&utm_medium=email&utm_term=0_d4a1831698-70d7869046-113357929#sthash.WiDUxqv7.dpuf)

See more at: <http://www.unwomen.org/en/news/stories/2015/6/sweden-launches-heforshe#sthash.KEkpgvHa.dpuf>

### **UN Women announces bold commitments to gender equality from 18 partners: Eight Heads of State, five global companies and five universities announce their commitments as HeForShe IMPACT champions**

UN Women’s HeForShe campaign announced on 18 June the commitments of 18 IMPACT champions, completing the initial slate of 30 global partners. This followed the launch of the pilot initiative in January at the World Economic Forum in Davos, Switzerland, and the announcement in early May of the first 10 champions.

The HeForShe IMPACT 10X10X10 is an initiative that aims to engage 10 governments, corporations and universities around the world in activities to achieve gender equality. The initiative prioritizes legislative bodies and corporations in view of the gender inequality that exists in these areas, confirmed by findings including recent research released by UN Women, the World Economic Forum and others. The research highlights a large current gap between women and men in terms of political engagement and opportunity and little improvement in equality for women in the workplace since 2006. Universities join the impact trio because youth engagement represents one of the greatest opportunities for accelerating progress toward the achievement of gender equality, and for ending violence against women.

The ground-breaking ‘early adopters’ of IMPACT 10x10x10 include: Sébastien Bazin, Chair and CEO of AccorHotels; Rick Goings, Chair & CEO of Tupperware Brands; Mustafa Koç, Chair of Koç Holding; Dennis Nally, Chair of PricewaterhouseCoopers International Ltd; Paul Polman, CEO of Unilever; Vice-Chancellor Paul Boyle of the University of Leicester; Vice-Chancellor and Principal Adam Habib of the University of Witwatersrand, Johannesburg; President and Vice-Chancellor Feridun Hamdullahpur of the University of Waterloo, Ontario; President and Vice-Chancellor Peter Mathieson of the University of Hong Kong; and President Seiichi Matsuo of Nagoya University. Their specific commitments can be found at <http://www.heforshe.org/impact>.

The initial group of 10 was joined by eight Heads of State, along with five additional companies and five additional universities. Phumzile Mlambo-Ngcuka, the Executive Director of UN Women and United Nations

Under-Secretary General, joined Prime Minister Stefan Löfven of Sweden in Stockholm for the global announcement of the IMPACT group's commitments.

The governments joining IMPACT 10x10x10 are: President Sauli Niinistö of Finland; Prime Minister Sigmundur David Gunnlaugsson of Iceland; President Joko Widodo of the Republic of Indonesia; Prime Minister Shinzo Abe of Japan; President Arthur Peter Mutharika of the Republic of Malawi; President Klaus Werner Iohannis of Romania; President Paul Kagame of Rwanda; and Prime Minister Stefan Löfven of Sweden. This group of champions has taken on key issues including gender-based violence, women's labor force participation, and the gender pay gap. UN Women's HeForShe initiative also announced an additional five global corporate champions: Antony Jenkins, CEO of Barclays; Dominic Barton, Global Managing Director of McKinsey & Company; Jean Pascal Tricoire, Chair & CEO of Schneider Electric; Adam Bain, President, Global Revenue & Partnerships, Twitter; and Vittorio Colao, CEO of Vodafone Group Plc. These five companies represent five industries and over 400,000 employees in more than 50 countries around the world.

As an integral part of the effort, each company has signed the Women's Empowerment Principles, committing to measure and publicly report on progress to achieve gender equality. In addition, each company has outlined commitments to address the core challenges and barriers in their industry, so as to accelerate progress towards equality. Corporate champions have also made commitments within their companies to boost efforts towards closing the pay gap, reaching parity in management, and mandating gender-sensitivity training. Some commitments go beyond direct staff, including: expanding opportunities for women across the extended supply chain, reaching parity in factory operations, and empowering men as change agents in local communities.

UN Women's HeForShe initiative also announced an additional five global university champions, representing almost half a million students on four continents: President John J. DeGioia of Georgetown University, Washington, D.C.; Vice-Chancellor Andrew Hamilton of Oxford University; President Marco Antonio Zago of the University of São Paulo; President Frédéric Mion of Institut d'études politiques de Paris (Sciences Po) France; and President Samuel L. Stanley, Jr. of Stony Brook University, New York.

The champion universities have made concrete commitments including: advancing women in academia, addressing campus violence, building gender-sensitive campuses, and tackling pervasive biases towards women and men.

Since the September 2014 launch of HeForShe by actor Emma Watson in her capacity as UN Women Global Goodwill Ambassador, men and boys around the world have committed to take action for gender equality. Over 320,000 men and boys have made their commitment to gender equality through the "HeForShe Commitments API" (a geo-located website app allowing men to register and visualize the real-time number of men activated on the map globally). In addition, HeForShe has reached over 2 billion people on social media.

See more at: <http://www.unwomen.org/en/news/stories/2015/6/un-women-announces-bold-commitments-to-gender-equality-from-20-new-partners#sthash.M0W3azSN.dpuf>

## **UN Women receives Global Generation Award at the 7th Annual Millennium Campus Conference on**

### **The power of self-realized young women is immense" – Lakshmi Puri**

Lakshmi Puri, Deputy Executive Director, UN Women, received the Global Generation Award on behalf of UN Women at the 7th Annual Millennium Campus conference on 14, August in New York.

Speaking at the ceremony Ms. Puri recognized Sam and his team for pioneering the Millennium Campus Network that brings young students into the forefront of global policy dialogue and most importantly supports

youth to take local action in their communities. Thanking the hosts for this honour of the Global Generation Award, she said she was humbled to be recognized by the youth movement. Belonging as she does to what is called the Beijing generation, she felt it is a double reward to be recognized not only for what UN Women does to promote the most important projects for humanity in this century — Gender Equality and Women's Empowerment — but also her commitment to both engendering the Global Youth Agenda and driving a partnership with youth in the gender equality agenda.

This is a pivotal point beginning with the Third International Conference on Financing for Development in Addis Ababa and the 2030 Agenda for Sustainable Development. Never before has gender equality and women's empowerment been given this level of focus, prioritization and action, she reiterated..

One of the most difficult areas of transformation that the 2030 Sustainable Development Agenda and UN Women are committing to is gender equality and women's empowerment. Currently, there are 1.8 billion young people (10-24 years old) in the world. Of these, 600 million are adolescent girls and young women. It's often a Sisyphean, uphill task — two steps forward and three steps back as we have seen in so many parts of the world. It's about transforming social norms and disrupting entrenched power structures, removing traditional barriers, changing religious, patriarchal and custom-induced stereotypes and combatting discriminatory and harmful practices and gender-based violence. It's also about converting the older generation married to bad old ways to the cause and creating a new global solidarity movement for gender equality and women's empowerment.

Youth action on the ground is important to eliminating these deeply entrenched stereotypes and practices. Hence, this can only be achieved by harnessing youth power. By getting them to break the existing moulds and constructing, as well as, reinforcing a new gender equal world — one with urgency and determination which is what the Sustainable Development Agenda 2030 is committing to do. We are not only ensuring a Planet 50-50 latest by 2030, but making the gains irreversible.

UN Women attaches great importance to youth and women's empowerment working in symbiosis to achieve Planet 50-50 but also to achieve all the SDGs in unison.

Do join us at UN Women in making our youth strategy a reality. The upcoming UN Women youth strategy will strengthen initiatives for empowerment of young women and develop young men as partners in gender equality, women's empowerment and women's rights.

Hence our youth strategy seeks to use the idealism, imagination of youth to dream, to reenvision. As the Nigerian author Onuoha said: "Youth is our arrow to the Future" — a bright, prosperous, socially just and ecologically sustainable future and the transformed world we want and we deserve.

At the same, time we seek to harness the energy, passion, commitment, optimism and actions of young women and men — the Twin Turbo Engine — to power us to our destination.

See more at: <http://www.unwomen.org/en/news/stories/2015/8/lakshmi-puri-global-generation-award-speech#sthash.SAaKvXQi.dpuf>

## **UN Women welcomes strong response to alleged misconduct of UN peacekeepers in Central African Republic**

UN Women welcomed the strong leadership and commitment shown by UN Secretary-General Ban Ki-moon in August 2015 in response to the latest allegations concerning the conduct of UN peacekeepers serving with the UN's Multidimensional Integrated Stabilization Mission in the Central African Republic.

Vowing decisive action on allegations of sexual abuse by UN peacekeepers in the Central African Republic, the Secretary-General has sent a strong signal to the international community that the UN takes seriously its institutional responsibility to safeguard the security and dignity of victims. The recent actions taken by the Secretary-General have set a strong precedent that leaders will be held responsible for misconduct and that failure to report allegations immediately, investigate thoroughly and act decisively will have consequences.

The 15-year anniversary of UN Security Council Resolution 1325 on women, peace and security presents an opportune moment for the UN system, in collaboration with Member States, to push for reform and greater accountability with respect to this issue. Impunity for these heinous crimes must end. We must ensure that each allegation is thoroughly investigated and perpetrators are brought to justice. We must also ensure that the concern for the victims is at the forefront of our response and mechanisms are created to provide essential services and adequate compensation to victims.

The Global Study to review 15 years of Security Council Resolution 1325 (2000), which was mandated by Security Council Resolution 2122 (2013), will set out a number of recommendations on how the international community can mobilize efforts to address sexual exploitation and abuse and ensure mechanisms are put in place so that those responsible are brought to account and victims provided with the necessary support. UN Women is committed to working with our UN partners and Member States in addressing this global scourge.

See more at: <http://www.unwomen.org/en/news/stories/2015/8/alleged-misconduct-of-un-peacekeepers-in-central-african-republic#sthash.Xzco7Yy6.dpuf>

### **New Gender Alert highlights need to support women and girls in the humanitarian response in Yemen**

Since March 2015, open conflict amongst rival factions has spread across Yemen culminating in the on-going Saudi led coalition's bombing of targets in Houthi controlled sections of the country. The Office for the Coordination of Humanitarian Affairs (OCHA) reports 21.1 million are in need of humanitarian assistance, including 1.26 million internally displaced people. According to a new Gender Alert on the humanitarian crisis in Yemen issued in July 2015, approximately 20 to 30 per cent of displaced households are female headed, increased from about nine per cent before the current crisis. This is due in large part to many men and boys having been recruited to fight, injured or killed.

The new alert from the Inter-Agency Standing Committee (IASC) Reference Group on Gender in Humanitarian Action, reports 10,500 refugees and migrants that have arrived by sea since the beginning of the ongoing conflict – primarily from Ethiopia and Somalia. Those making the sea crossings – and particularly women and girls – are vulnerable to abduction, attacks, drowning, exploitation and sexual assault.

Women are disproportionately affected by the current crisis due to restrictions of mobility, decision making power and lack of access and control over resources. They also have poor access to information, whether it is regarding their rights, or helpful information such as hygiene promotion material. Due to insecurity, lack of access and shifting regional and tribal variations of gender equality, a detailed picture of the current plight of crisis affected women and girls across the country has yet to be established.

The Gender Alert emphasizes how essential it is that the World Bank and the Islamic Development Bank planned damage and loss assessment (and any other needs assessment) reflect gender in their scope and analysis and are based on accurate sex and age disaggregated data. This is important so the needs and vulnerabilities of the women, men, girls and boys of the crisis affected population are adequately identified and addressed.

UN Women – together with the World Food Programme and the Women’s Refugee Commission – is a co-chair of the IASC Reference Group which is made up of UN and non-UN agencies, NGOs and civil society organizations and promotes the integration of gender equality and women’s empowerment in global humanitarian efforts.

Read the full gender alert here: Humanitarian Crisis in Yemen Gender Alert: July 2015

See more at: <http://www.unwomen.org/en/news/stories/2015/7/gender-alert-yemen#sthash.IYfn56N.dpuf>

## Around the World

### World Education Forum sets roadmap for global education until 2030

#### Adopts Declaration on the Future of Education

A transformative vision for education over the next 15 years was adopted at the World Education Forum, which was held in Incheon, Republic of Korea in May 2015. The Incheon Declaration was welcomed by the global education community, including government ministers from more than 100 countries, non-governmental organizations and youth groups. The Declaration underpins the education targets in the Sustainable Development Goals that were ratified at the United Nations Summit in September. The Declaration on Education 2030 will mobilize all countries and partners to implement the new agenda, and propose ways for its coordination, financing and monitoring – globally, regionally and nationally – to ensure equal educational opportunities for all.

“Education secures human rights, including health and employment,” UN Secretary-General Ban Ki-moon said, as he opened the event attended by 1,500 participants. “And education is also essential to fighting security threats, including the rise of violent extremism.”

The Incheon Declaration builds on the global Education for All (EFA) movement that was initiated in Jomtien, Thailand in 1990 and reiterated in Dakar, Senegal in 2000. EFA – and the Millennium Development Goal (MDG) on Education – resulted in significant progress, but many of its targets, including universal access to primary education, remain unfulfilled. Currently, 58 million children remain out of school – most of them girls. In addition 250 million children are not learning basic skills, even though half of them have spent at least four years in school. The Incheon Declaration seeks to finish the ambitious EFA and MDG agendas.



The Incheon Declaration will be implemented through the Education 2030 Framework for Action, a roadmap for governments to be adopted by the end of the year. It will provide guidance on effective legal and policy frameworks for education, based on the principles of accountability, transparency and participatory governance. Effective implementation will require strong regional coordination and rigorous monitoring and evaluation of the education agenda. It will also require

more funding, especially for the countries furthest from providing inclusive, quality education. The Declaration

and Framework will urge countries to set nationally appropriate spending targets and increase Official Development Assistance to low income countries.

The Forum brought together more than 130 government ministers, along with high-level government officials, Nobel Prize Laureates, heads of international and non-governmental organizations, academics, representatives of the private sector, researchers and other key stakeholders.

UNESCO Director-General Irina Bokova, and President of the Republic of Korea, Park Geun-hye, also spoke at the opening of WEF 2015, which UNESCO is leading in collaboration with UNDP, UNFPA, UNHCR, UNICEF, UN Women and the World Bank Group.

“We know the power of education to eradicate poverty, transform lives and make breakthroughs on all the Sustainable Development Goals,” said Ms. Bokova in her opening address. “We have the collective duty to empower every child and youth with the right foundations – knowledge, values and skills – to shape the future as responsible global citizens, building on the successes of the past 15 years. And we must commit to giving adults the opportunity to keep learning throughout life to adapt to rapid change and foster social inclusion. This is not only a human right but an imperative for security, inclusive development and peace.”



Speaking at the closing ceremony, Yannick Glemarec, Deputy Executive Director UN Women said that UN Women is extremely pleased that the Incheon Declaration recognises the importance of gender equality in achieving the right to education for all and commits to supporting gender-sensitive policies, planning and learning environments; mainstreaming gender issues in teacher training and curricula; and eliminating gender-based discrimination and violence in schools.

See more at: <http://www.unwomen.org/en/news/stories/2015/5/wef-unesco#sthash.ymicXzk.dpuf>

See more at: <http://en.unesco.org/world-education-forum-2015/>

## **G7 leaders highlight women’s empowerment as a top priority**

**Leaders commit to reduce the gender gap in workforce participation in their countries by 25 per cent by 2025 and call on companies to apply the UN 'Women’s Empowerment Principles'.**

The world’s leading industrialized nations cited women’s economic empowerment as a top global priority in a Joint leader’s declaration presented on 8 June at the Group of Seven (G7) summit in Schloss Elmau, Germany. They also voiced their support for the Women’s Empowerment Principles, practical guidance for businesses developed through a partnership between UN Women and the United Nations Global Compact.

“We have today agreed on concrete steps with regard to health, the empowerment of women and climate protection, to play our part in addressing the major global challenges and to respond to some of the most pressing issues in the world,” reads the statement, which includes a preamble on shaping the planet’s future in this milestone year for international cooperation and sustainable development issues. We also reaffirm our commitment to continue our work to promote gender equality as well as full participation and empowerment for all women and girls.” The declaration highlights the importance of catapulting women’s entrepreneurship as a key driver of innovation, growth and jobs.

Underlining the vital role of the private sector in creating an environment in which women can more meaningfully participate in the economy, it states “We therefore support the UN ‘Women’s Empowerment Principles’ and call on companies worldwide to integrate them into their activities. We will coordinate our efforts through a new G7 working group on women.”

The Women’s Empowerment Principles offer practical guidance to business and the private sector on how to empower women in the workplace, marketplace and community. The Principles are designed to support companies in reviewing existing policies and practices—or establishing new ones—to realize women’s empowerment.

The declaration emphasizes the need to spur women’s economic empowerment, to reduce poverty and inequality and promote growth and benefits for all. Leaders committed “to increase the number of women and girls technically and vocationally educated and trained in developing countries through G7 measures by one-third (compared to “business as usual”) by 2030.”

“We will support our partners in developing countries and within our own countries to overcome discrimination, sexual harassment, violence against women and girls and other cultural, social, economic and legal barriers to women’s economic participation. We recognize that being equipped with relevant skills for decent work, especially through technical and vocational education and training (TVET) via formal and non-formal learning, is key to the economic empowerment of women and girls, including those who face multiple sources of discrimination (e.g. women and girls with disabilities), and to improving their employment and entrepreneurship opportunities.”

To increase career training and education for women and girls within G7 countries, leaders also commit to “continue to take steps to foster access to quality jobs for women and to reduce the gender gap in workforce participation within our own countries by 25 per cent by 2025, taking into account national circumstances including by improving the framework conditions to enable women and men to balance family life and employment, including access to parental leave and childcare.”

The Declaration welcomes the G7 Forum for Dialogue with Women hosted by the Presidency on 16 and 17 September 2015, as well as the “World Assembly for Women: WAW!” to be hosted by Japan, which will hold the G7 Presidency in 2016.

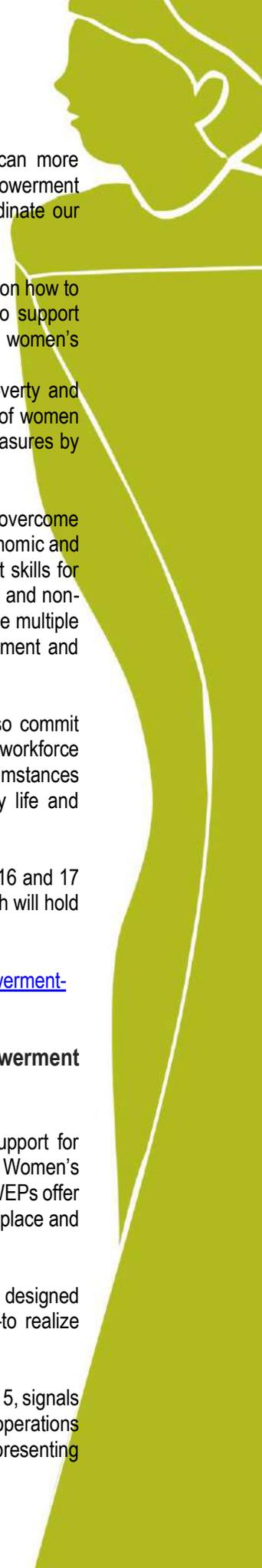
See more at: <http://www.unwomen.org/en/news/stories/2015/6/g7-leaders-highlight-women-empowerment-as-a-top-priority#sthash.IT1wJx2K.dpuf>

## **One thousand businesses from around the world sign on to the Women’s Empowerment Principles**

From Argentina to Vanuatu, 1,000 business leaders from across the globe have expressed support for advancing equality between women and men by signing the CEO Statement of Support for the Women’s Empowerment Principles (WEPs). A joint initiative of UN Women and the UN Global Compact, the WEPs offer guidance to businesses on how to empower women and advance equality in the workplace, marketplace and community.

Subtitled Equality Means Business, the 7 Principles, developed from real-life business practice, are designed to support companies in reviewing existing policies and practices—or establishing new ones—to realize women’s empowerment and strengthen business’ role in sustainable development.

The growth of the initiative, from 39 CEO Champions in June 2010 to 1,000 CEO signers in June 2015, signals the strong business case for empowering women and mainstreaming gender throughout business operations and value chains. Supporters of the Principles come from over 67 countries and over 40 sectors representing



industries as diverse as financial services, construction, telecommunications, food and beverage, and pharmaceuticals.

Global Compact Local Networks, in collaboration with UN Women local offices and other partners, play a critical role in driving uptake of the Principles. Recent efforts include a WEPs launch in Georgia, a meeting of WEPs signatories in Brazil to discuss good practices and challenges of implementation, a CEO signing ceremony in Kenya, and a WEPs reporting session in Japan.

Governments, civil society organizations and other stakeholders have also communicated their support for the WEPs, recognizing the Principles as an important framework for engaging the private sector in achieving gender equality.

See more at: <http://www.unwomen.org/en/news/stories/2015/6/press-release-1000-sign-statement-of-support-for-weps#sthash.ulpkCZfd.dpuf>

### **Financing for development outcome bolsters gender equality**

At the first of three international meetings which will shape international development, world leaders acknowledged the key role of gender equality in development at the recent Financing for Development Conference in Addis Ababa in July 2015. At the conference, the Addis Ababa Action Agenda endorsed a global framework that will shape the development cooperation agenda for the next 15 years and provide financing for the Post-2015 Development Agenda, including the standalone, comprehensive and transformative goal on achieving gender equality and women's empowerment.

Secretary-General Ban Ki-moon and senior United Nations officials hailed the outcome of the financing for development conference in Addis Ababa as the first milestone in a critical year in which major decisions are also expected on the future sustainable development agenda and on climate change.

"The Addis Ababa Action Agenda is a major step forward in building a world of prosperity and dignity for all," Mr. Ban said in a statement, adding that it revitalizes the global partnership for development and establishes a strong foundation for implementation of the future development agenda.

The outcome document provides a strong foundation to hold all stakeholders — governments, multilateral development banks, the private sector and the UN System — accountable. UN Member States underlined the urgent need to integrate women's empowerment and gender issues into financial policy-making.

Coming soon after the Beijing+20 review (undertaken by UN Member States and supported by UN Women earlier this year at the 59th Session of the Commission on the Status of Women) and the Political Declaration (adopted by Member States at the meeting), the Addis outcome document sets the stage for the sustainable development goals, including Goal 5 on Achieving Gender Equality and Women's Empowerment for All Women and Girls. It makes a positive pledge to resourcing the growing commitment of the international community to this agenda. The Declaration recognizes the chronic and persistent funding gap for gender equality, and commits to addressing this gap through "...significantly increased investment to close resource gaps, including through the mobilization of financial resources from all sources," and through prioritized allocation in ODA and domestic resources.

UN Women Executive Director Phumzile Mlambo-Ngcuka statement delivered by Letty Chiwara, UN Women Representative to Ethiopia, the African Union and the UN Economic Commission for Africa (UNECA), emphasized: "As we move forward into the next stage of the continuum that leads to the Summit on sustainable development in September, we will seek opportunities to win traction for, and achieve, the deep

changes in the global financial architecture that will ultimately result in true financing for development, and the realization of sustainable development goals.”

UN Women has been calling for Transformative Financing for Gender Equality, to address the funding gaps that includes: significantly increased, scaled up, prioritized, targeted and consistent resource allocation and investment for gender equality and women’s empowerment to close the resources gap at all levels and from all sources — public and private, domestic and international — including ODA, foreign direct investment, innovative sources of financing and trade. It underlines gender mainstreaming in the financing of all sectors as well as targeted investments in women and girls.

In particular, paragraph 6 of the Addis Ababa Action Agenda — the fulcrum of the Transformative Financing for gender equality and women’s empowerment in the agenda — emphasizes the commitments: 1) Member States recognize that achieving gender equality and women’s empowerment and the realization of women’s human rights are essential for achieving sustained economic growth, inclusive and equitable economic growth, and sustainable development; 2) reiterate the need for gender mainstreaming, including through targeted actions and investments in the formulation and implementation of all financial, economic, environmental and social policies; 3) commit to promote gender equality and women’s empowerment through sound policies, enforceable legislation and transformative actions at all levels; 4) show determination to ensure women’s equal rights, access and opportunities for participation and leadership in the economy; and 5) demonstrate determination to eliminate violence against women.

During the Addis Conference, UN Women organized four high-level side events with key stakeholders including the World Bank and Member States on 14 July, the Gender Day, to join forces in harnessing support for strong gender equality commitments in the Action Agenda. Noteworthy was an event where UN Women along with key partners — several ministers of development cooperation and finance, civil society and the UN-system — launched the Action Plan on Transformative Financing for Gender Equality and Women’s Empowerment. Speaking on the occasion, Deputy Executive Director Lakshmi Puri stated: “The FfD conference presented a historic opportunity to bridge the gender equality gap by bridging the enormous gender financing gap, which ranges from 60 to 90 per cent in many countries. There has been a remarkable commitment accretion on gender equality and women’s empowerment in the context of Rio+20, Beijing+20 and the Post-2015 Development Agenda and hopefully in COP-21. These commitments will remain ink on paper unless transformative financing — from all sources, at all levels and for all projects, programmes, policies, measures, institutions and organizations — are robustly resourced. That is why we need this action plan on transformative financing to accelerate the achievement of Planet 50:50 latest by 2030.”

In the lead up to the conference, UN Women has worked closely with key stakeholders including gender experts and women’s rights activists from across the globe and provided substantive inputs to the negotiations on the Addis Ababa Action Agenda. The Women’s Forum, supported by UN Women, convened to galvanize momentum at the UN Women-supported Women’s Forum and the Civil Society Forum, 10-12 July.

See more at: <http://www.unwomen.org/en/news/stories/2015/7/financing-for-development-outcome-bolsters-gender-equality#sthash.FikZff3p.dpuf>

See more at: <http://en.starafrica.com/news/addis-un-officials-hail-outcome-of-conference-on-development-financing-as-first-milestone-of-2015.html>

See more at: [http://www.unwomen.org/en/news/stories/2015/7/financing-for-development-press-release?utm\\_source=UN+Women+News&utm\\_campaign=70d7869046-RSS\\_EMAIL\\_WEEKLYUPDATES&utm\\_medium=email&utm\\_term=0\\_d4a1831698-70d7869046-113357929#sthash.AALFnTb.dpuf](http://www.unwomen.org/en/news/stories/2015/7/financing-for-development-press-release?utm_source=UN+Women+News&utm_campaign=70d7869046-RSS_EMAIL_WEEKLYUPDATES&utm_medium=email&utm_term=0_d4a1831698-70d7869046-113357929#sthash.AALFnTb.dpuf)

Learn more at: <http://www.unwomen.org/en/news/in-focus/financing-for-gender-equality>

## **Variety and UN Women's HeForShe campaign partner for star-studded Cannes conversation**

### **Salma Hayek, Aishwarya Rai Bachchan, Parker Posey and others participate**

Leading entertainment journal Variety partnered with UN Women's HeForShe campaign to host a landmark event in May 2015 at the Cannes Film Festival, in France on the subject of gender equality within the film industry. Speakers included Academy Award®-nominated actress and producer Salma Hayek (Frida), Bollywood star Aishwarya Rai Bachchan (Bride and Prejudice), and actress Parker Posey (Irrational Man).

Taking place at the Radisson Blu, the actresses were joined by award-winning film-makers Christine Vachon and Elizabeth Karlsen, producers of the much-anticipated film CAROL, which made its world premiere at the 2015 Cannes Film Festival. The discussion was moderated by Variety's Co-Editor-In-Chief, Claudia Eller and UN Women's Elizabeth Nyamayaro.

The actors spoke of their own experiences of institutional sexism and called on studios, audiences and journalists to alter the discourse. "Cinema undermines women's intelligence," said Hayek, who appears in Matteo Garrone's competition entry The Tale of Tales. "They don't see us as a powerful economic force. It's incredible ignorance. Hollywood doesn't have this business vision."

UN Women Senior Advisor Elizabeth Nyamayaro cited findings by the Geena Davis Institute on Gender and Media that only 12 per cent of the protagonists of top-grossing films over the last decade were women, and only seven per cent of the top 250 movies in the past decade were directed by women. Yet for all the rallying cries, the conclusion seemed to be that the film industry had a long way to go before gender equality was in sight.

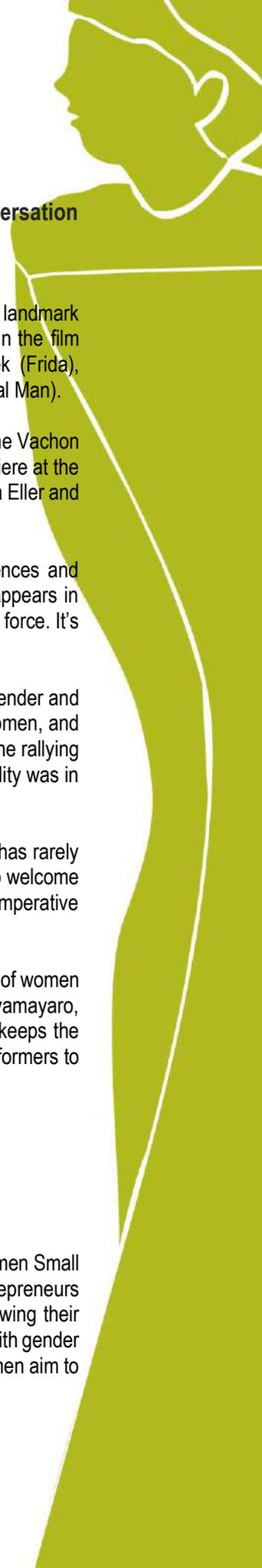
Variety Publisher, Michelle Sobrino commented: "The issue of gender equality within our industry has rarely been in greater need of frank and open discussion. We're proud to partner with UN Women and to welcome some of the industry's leading creative voices to impart their experiences and insights on this imperative issue."

"Following the launch of last year's Emma Watson-fronted HeForShe campaign, the empowerment of women within the film space has been under a greater spotlight than ever before," emphasized Ms. Nyamayaro, Senior Advisor to UN Women's Executive Director. "Our partnership with Variety in this initiative keeps the momentum rolling, and offers a platform for some of cinema's leading female film-makers and performers to have their say at the industry's most prestigious festival."

See more at: <http://www.unwomen.org/en/news/stories/2015/5/cannes-film-festival-un-women#sthash.ChrQ00ud.dpuf>

## **Facebook, UN Women help female entrepreneurs boost their businesses**

Facebook, in support of UN Women, hosted in June 2015 a Boost Your Business workshop for women Small to Medium Enterprise (SME) owners in Cape Town, South Africa. More than 200 women entrepreneurs attended the event at the Pepper Club Hotel, where they networked and received advice on growing their businesses. They also shared ideas with each other on how to run a socially responsible business with gender equality and women's empowerment at its core. As hosts of this workshop, Facebook and UN Women aim to advance women's economic empowerment.



Globally, only half of women participate in the labor force, compared to three-quarters of men. In developing regions, up to 95 per cent of women's employment is informal, in jobs that are unprotected by labor laws, lack social protection, with limited access to resources and information. Enhancing women's economic empowerment is one of the five top priority areas of UN Women.



“Investing in women’s economic empowerment sets a direct path towards gender equality, poverty eradication and inclusive economic growth,” says Phumzile Mlambo-Ngcuka, UN Women Executive Director and UN Under-Secretary-General. “Ultimately, advancing women-owned SMEs pays dividends in terms of jobs and improved development outcomes, including gender equality and women’s economic empowerment.”

SMEs are the engines for job growth in the world economy, accounting for 80 per cent of jobs worldwide. In South Africa, for every 10 adult men engaged in entrepreneurship, there are 8 women. Data shows that global GDP could rise by as much as 2 per cent, or USD 1.5 trillion dollars, if women and men entrepreneurs could participate equally. It could rise by USD 13-18 billion dollars if 600 million more women had access to the Internet across 144 developing countries.

“We believe that technology can be a game-changer for women and girls – in particular for women-owned SMEs. Our EmpowerWomen.org online platform gives women entrepreneurs in over 190 countries access to business success stories, resources and tools directly from their mobile devices. This way, technology becomes an accelerator for women to start and grow prosperous companies that can transform our society and create equal opportunities for all,” said Dr. Mlambo-Ngcuka.

Facebook’s Head of Public Policy in Africa, Ebele Okobi, says: “We see SMEs as the backbone of the economy and growing female-owned businesses as critical to South Africa’s growth and development. As a platform that democratizes marketing, Facebook can help them grow.

“We’re happy to share our ideas at today’s workshop about how effective, easy to use, and mobile social media solutions can help female entrepreneurs accelerate the growth of their businesses.”

See more at: <http://www.unwomen.org/en/news/stories/2015/6/press-release-facebook-un-women-help-female-entrepreneurs-boost-their-businesses#sthash.CGKPO4PT.dpuf>

## UN Women Executive Director Travels South Africa

Executive Director visits South Africa Co-chairs World Economic Forum

During a week-long mission to her native South Africa from 1-5 June, UN Women Executive Director Phumzile Mlambo-Ngcuka visited UN Women programmes in the field, took part in a joint workshop for female entrepreneurs, and attended the World Economic Forum on Africa 2015, which she co-chaired this year. She called for a new economic agenda that works for women and benefits all, and engaged with a range of stakeholders.

On 1 June, in the Khayelitsha Township, Cape Town, Dr. Mlambo-Ngcuka met with local partners Grassroots Soccer, a grantee of the United Nations Trust Fund to End Violence against Women and visited a primary school to see first-hand the impact of sports in fostering girls' empowerment and addressing violence against women. The SKILLZ Street Plus project is a broad intervention that is sports-based but also works to foster girls' empowerment, expand girls' awareness of sexual and reproductive rights and HIV prevention, and increase girls' access to medical, legal and psychosocial services.

To enhance business skills and marketing opportunities for budding women entrepreneurs, on 2 June, the Executive Director took active part in a special workshop "Boost your Business with Facebook and UN Women". The workshop sought to improve understanding of Facebook for Business among women who work in digital marketing in small- and medium-sized businesses in South Africa. It represents an important part of UN Women's multi-pronged strategies to advance women's economic empowerment and encourage active participation by the private sector in gender equality.



From 3-5 June, Dr. Mlambo-Ngcuka attended the World Economic Forum on Africa 2015 (WEF) as Co-Chair, where she called for a new economic agenda that works for women and benefits all. On the first day of the Forum, she took part in an interactive session on fostering inclusive growth and spoke at a workshop on "Emerging Technologies: Debates of Tomorrow". She contributed as a panelist to two public sessions, on "Closing the Economic Equality Gap" and on "Meeting the Development Challenge", amongst other engagements.



This year's WEF on Africa seeks to contribute to an improved understanding of how countries make use of diverse policies and tools available to expand social inclusion hand-in-hand with economic growth. Throughout, UN Women's Executive Director I highlighted women's central role in Africa's economic prosperity and development, underlining the need to strengthen the capacities of women entrepreneurs and place them at the heart of the Sustainable Development Goals in order to foster inclusive and equitable growth on a global scale.

Dr. Mlambo-Ngcuka also spoke at a special side event at the WEF on "Empowering Women through Partnerships", hosted by The Coca-Cola Company. It focused on its 5by20 initiative, which seeks to enable the economic empowerment of 5 million women by 2020.

See more at: <http://www.unwomen.org/en/news/stories/2015/5/ed-visit-to-south-africa#sthash.JtZ38FKn.dpuf>

See more at: <http://www.unwomen.org/en/news/stories/2015/6/executive-director-in-south-africa#sthash.RsPtLDDQ.dpuf>

### UN Women Executive Director attends the African Union Summit

UN Women Executive Director Phumzile Mlambo-Ngcuka was in Johannesburg from 14-15 June to attend the 25th Ordinary Session of the Assembly of the Heads of State and Government of the African Union (AU), under the theme: “Year of Women’s Empowerment and Development towards Africa’s Agenda 2063”. The theme provided an ideal opportunity to advocate for the highest level of political commitment and leadership for gender equality and women’s empowerment in Africa.



While attending the 25th African Union Summit in Johannesburg, UN Women Executive Director Phumzile Mlambo-Ngcuka has called on both the public and private sectors to invest in women in order to achieve sustainable development in Africa. The Executive Director said that although there has been progress in some areas since the Beijing Declaration and Platform for Action 20 years ago, there is still work to be done in order to achieve

gender equality and women’s empowerment.

“Africa must rise but it cannot do so without including half of its population in the quest for development. The empowerment of women and girls has the potential to boost economic growth and aid in Africa’s pursuit for inclusive sustainable development,” she said.

The Executive Director held bilateral meetings with various dignitaries, including the President of Zambia, H.E. Edgar Lungu. He pledged his personal and governmental commitment to not only have laws that protect the rights of women and girls in place, but more importantly to change the attitudes and practices that perpetuate inequalities at all levels. He further accepted to be a champion for men’s leadership and signed on to UN Women’s HeForShe campaign, a commitment to advocate for the rights of women. The Executive Director invited all men to be champions of gender equality and women’s empowerment by signing up.

Read more about outcomes and voices from the Summit: “Moving from Solemn Declarations to Solemn Deliverables”

See more at: <http://www.unwomen.org/en/news/stories/2015/6/africa-must-rise-with-and-through-women#sthash.RAmMv3xV.dpuf>

## Republic of Korea

### Visit to Korea to attend the World Education Forum

UN Women Executive Director Phumzile Mlambo-Ngcuka and Deputy Executive Director Yannick Glemarec travelled to Republic of Korea to attend the World Education Forum in Incheon held from 19 to 21 May 2015. The year 2015 marks the deadline for achieving the six Education For All (EFA) goals and the Millennium Development Goals (MDGs) established in 2000. Spearheaded by UNESCO and co-convened by UN Women, UNICEF, UNDP, UNHCR, UNFPA and the World Bank, the World Education Forum provided a platform to take stock of achievements and shortfalls in the implementation of the EFA goals and education-related MDGs. Its 1,500 participants included global leaders in education, ministers, policymakers and representatives of civil society, teachers, experts and the private sector.

Dr. Mlambo-Ngcuka gave opening remarks on 19 May, highlighting the pivotal role that education plays in empowering women and young girls and illustrating the discrimination they still face, as nearly two-thirds of the world's illiterate adults are women. Echoing the Planet 50-50 by 2030, Step It Up campaign launched during CSW59, UN Women's participation at the Forum emphasized the need for a transformative approach for education by 2030, in sync with its clarion call for gender equality by 2030.

On 20 May, Dr. Mlambo-Ngcuka chaired one of six high-level thematic debates entitled: "Achieving gender equality in education and empowering women and girls: Looking ahead and planning together," organized by UN Women with the collaboration of UNICEF, UNFPA and UNESCO. In addition to attending the Forum, Dr. Mlambo-Ngcuka and Mr. Glemarec met with Korean and foreign government officials, including: Sang-hee Kim, Chair of the Committee of Gender Equality and Family of the National Assembly, and other members of the National Assembly. They also held bilateral meetings with several private sector executives and university presidents.

See more at: <http://www.unwomen.org/en/news/stories/2015/5/ed-to-visit-korea#sthash.4jbb74Qz.dpuf>

## Sweden

### Sweden's feminist Government launches HeForShe

UN Women Executive Director Phumzile Mlambo-Ngcuka was in Stockholm, Sweden for the launch of the Swedish HeForShe movement on 18 June. She was invited by Prime Minister Stefan Löfven who was announced as a champion of UN Women's HeForShe IMPACT 10X10X10 initiative at the World Economic Forum in Davos earlier this year.



Prime Minister Löfven (pictured) and Sweden are taking a global lead for redefining masculinity and addressing the issues holding women back from realizing their full potential.

"It is time that more men step forward and commit to move the gender equality agenda forward. I therefore urge all men to take their share of responsibility – at work, in the family and among friends," said Prime Minister Löfven. "As Prime Minister I will do my part. I lead the world's first

feminist government. It means that gender equality permeates the entire government policy. And women's rights permeate our international work.”

In becoming an IMPACT 10x10x10 champion, the Prime Minister has committed to:

1. Close the gap between women and men in pay and employment
2. Advance women leaders in all Swedish sectors
3. Address gender inequities in health.

Dr. Mlambo-Ngcuka said: “As an IMPACT 10X10X10 champion, Sweden will address the interconnected issues holding women back from their full and successful participation in society.” The launch took place during the first official visit by Dr. Mlambo-Ngcuka to Sweden since the Swedish Prime Minister Mr. Löfven was elected in September 2014 and announced that his would be a feminist government.



The Executive Director also met with several ministers including the Minister of Foreign Affairs Margot Wallström, who is heading the Swedish feminist foreign policy, which has received much international attention. Sweden is a strong supporter of UN Women’s work, both domestically and globally, and one of the world leaders in gender equality.

See more at: <http://www.unwomen.org/en/news/stories/2015/6/ed-wee-speech-sweden#sthash.Aw5RxnxB.dpuf>

## United Kingdom

### Executive Director delivers lecture at Chatham House, London

#### *Addressing the Gender Equality: 50-50 by 2030 commitment*

Executive Director Phumzile Mlambo-Ngcuka travelled to London to deliver a lecture at Chatham House to address the challenge – to achieve a 50:50 Planet by the year 2030. What will it take to achieve gender equality – a 50-50 balance - in the next 15 years?

Looking back at the twenty years since the launch of Beijing Platform of Action in 1995, she said that no country in the world has achieved gender equality and in fact, we are alarmingly unequal. Overall, implementation of the Platform for Action has been slow and uneven, with serious stagnation and even regression in several areas. This is particularly true for the most marginalized women and girls, who experience multiple and intersecting forms of discrimination. Violence against women – a sure marker of unequal power relations – remains what the World Health Organization terms “a global epidemic”.

She said that the 2015 review findings are an indictment of a catastrophic failure of leadership. The reality is that the laws that have been put in place are not being implemented. The vast majority – the 78 per cent men in government - are not acting to implement the laws that are already in place to eliminate or reduce discrimination.

As long as the majority of lawmakers and law enforcers are male, and the status quo unchallenged, the cultural structures remain that keep girls out of school and decent jobs, and that permit their unlawful marriage as children.

The structures remain that give impunity to men who rape or assault girls and women. The structures remain that maintain unequal salaries and vast unpaid care burden on women. This is a cycle that needs to be broken. The solution includes making the gap between law and customary practice visible, and making it unacceptable.

Men, as currently the majority of employers, CEOs and decision makers in companies, have enormous potential to make direct and far-reaching change in the employment environment for women. Men can make some crucial adjustments.

The reconfiguration of power relations, transforming masculinities and traditional perceptions of manhood are at the heart of this agenda. It requires men to question and challenge power dynamics in their actions or their words and to take responsibility for change. It also requires women to continue to take responsibility for change, since women also contribute to sustaining gender stereotypes and harmful masculinities. Men's decisions and behaviors are profoundly shaped by these expectations related to masculinity.

See more at: <http://www.unwomen.org/en/news/stories/2015/6/chatham-house-speech#sthash.rWJdy9Q6.dpuf>

## Japan

### Executive Director returns to Tokyo Inaugurates the new UN Women Liaison Office

On 28 August, United Nations Under-Secretary-General and Executive Director of UN Women, Phumzile Mlambo-Ngcuka travelled to Tokyo and addressed an international gathering of leaders of government, business and civil society at the second World Assembly of Women in Tokyo hosted by the Government of Japan. Dr. Mlambo-Ngcuka highlighted progress achieved in women's empowerment and outlined further steps that must be taken to advance women's rights and gender equality at a global level. She addressed the first World Assembly of Women at its opening session last September in 2014.



During her visit on 30 August the Executive Director and Japanese Prime Minister officially inaugurated the new UN Women Japan Liaison Office in Bunkyo City, Tokyo – the only one of its kind in the region. The office is expected to support strategic partnership building, donor relations, and wide-ranging advocacy to raise awareness of gender equality and trigger action for change with the Government of Japan and a wide spectrum of other actors.

Under the leadership of Ms. Kayoko Fukushima as Director, the main responsibilities of the UN Women Liaison Office in Bunkyo City in Tokyo will include strategic partnership building, advocacy to raise awareness about issues that impact gender equality and donor relations.

UN Women's presence in Japan will include work with a wide spectrum of partners, including all levels of government, civil society, academia and the business community, and will contribute to the long-standing partnership with Japan. UN Women will work with the UN Women Japan National Committee, a long-standing partner, in addition to new and wider constituencies. These include youth, men, boys and parliamentarians to advance common priority areas such as women's participation in economic and political decision-making and leadership roles, and advocate to end discrimination and violence against women and girls in all its forms.

See more at: <http://www.unwomen.org/en/news/stories/2015/8/ed-liason-office-in-japan#sthash.PDu6CHpt.dpuf>

See more at: <http://www.unwomen.org/en/news/stories/2015/8/ed-to-return-to-tokyo#sthash.jcJuDJfb.dpuf>

## South Sudan

### UN Women Executive Director returns to South Sudan

From 7 to 8 July 2015, UN Women Executive Director Phumzile Mlambo-Ngcuka visited Juba, South Sudan as a follow-up to her previous mission in February 2014. Against the backdrop of increasing violence and as peace talks continue, during this visit the Executive Director strongly reiterated the importance of raising women's full participation in peace and security, calling for inclusive and sustainable peace agreements in line with UNSCR 1325.



In support of UN Women's role as a key player in protection of the rights of women and girls, and gender mainstreaming in peacebuilding and humanitarian response, on 7 July, the Executive Director met with South Sudanese

Vice-President James Wani and members of the Cabinet, as well as members of civil society and the South Sudan Women's Peace Network.

This visit also provided the opportunity for the Executive Director to galvanize increasing support for promotion of gender equality and reduction of violence against women and girls in South Sudan, through UNMISS' leadership.



In solidarity with Sudanese women facing daily conflict and the highest level of humanitarian crisis, level 3, the Executive Director held bilateral meetings with women leaders of South Sudan, including First Lady Mary Ayen Mayardit and other high-level women in Parliament and UN leadership. She also visited a United Nations Mission in South Sudan (UNMISS) Protection of Civilians site to reiterate UN Women's commitment to fill the gap in providing services to meet the particular needs of displaced women and girls. She launched the HeforShe campaign at UNMISS

to help raise awareness among men across the country so that they can become stronger advocates for women.

See more at: [http://www.unwomen.org/en/news/stories/2015/7/un-women-executive-director-returns-to-south-sudan?utm\\_source=UN+Women+News&utm\\_campaign=70d7869046-RSS\\_EMAIL\\_WEEKLYUPDATES&utm\\_medium=email&utm\\_term=0\\_d4a1831698-70d7869046-113357929#sthash.Q9EpgUfb.dpuf](http://www.unwomen.org/en/news/stories/2015/7/un-women-executive-director-returns-to-south-sudan?utm_source=UN+Women+News&utm_campaign=70d7869046-RSS_EMAIL_WEEKLYUPDATES&utm_medium=email&utm_term=0_d4a1831698-70d7869046-113357929#sthash.Q9EpgUfb.dpuf)

See more at: [http://www.unwomen.org/en/news/stories/2015/7/ed-in-south-sudan-peace-process?utm\\_source=UN+Women+News&utm\\_campaign=70d7869046-RSS\\_EMAIL\\_WEEKLYUPDATES&utm\\_medium=email&utm\\_term=0\\_d4a1831698-70d7869046-113357929#sthash.RyS42VuE.dpuf](http://www.unwomen.org/en/news/stories/2015/7/ed-in-south-sudan-peace-process?utm_source=UN+Women+News&utm_campaign=70d7869046-RSS_EMAIL_WEEKLYUPDATES&utm_medium=email&utm_term=0_d4a1831698-70d7869046-113357929#sthash.RyS42VuE.dpuf)

## Columbia

### UN Women Executive Director visits Colombia

During her first official visit to Colombia, from 8-9 May, UN Women Executive Director Phumzile Mlambo-Ngcuka, accompanied by Regional Director Luiza Carvalho (pictured left) and UN Women Representative in Colombia Belén Sanz (pictured right), met representatives from civil society, government institutions, the business sector, and representatives of the international community. She also travelled to the Department of Antioquia (one of the country's 32 administrative areas) to speak with representatives of women's organizations working for peace there and hear about the efforts of local institutions to promote women's rights and gender equality.

The visit allowed the Executive Director to learn first-hand about progress being made by women's organizations involved in peacebuilding, as well as their advocacy to ensure women's voices are included in the ongoing peace process, and to reaffirm UN Women's support for these efforts. Throughout her trip, the Executive Director sought to highlight the importance of the role of women in a possible post-conflict scenario, and the need to include women in political participation and development processes.



At a working lunch with the private sector, convened with the Global Compact Network, the Executive Director met with major Colombian companies, including Telefónica Movistar, Caracol TV and the National Federation of Coffee Growers. The entrepreneurs discussed their programmes for women's economic empowerment, as Dr. Mlambo-Ngcuka urged both the women and the men of the business sector to take decisive steps towards gender equality. "We need companies to commit themselves to

breaking the glass ceiling that prevents women from participating in the labor market on equal terms," said Dr. Mlambo-Ngcuka.

See more at: <http://www.unwomen.org/en/news/stories/2015/5/coverage-un-women-executive-director-visits-colombia#sthash.pXkXd0hG.dpuf>

## Women's Representation

### Decent work for women: an infographic for International Workers' Day 2015

Drawing on data from the recently released UN Women flagship report "Progress of the World's Women 2015-2016: Transforming economies, realizing rights", this infographic provides a vision for women's right to work, and rights at work.

See more at: <http://www.unwomen.org/en/news/stories/2015/5/infographic-for-international-labour-day#sthash.lpYqfVcD.dpuf>

### A new report shows how far women must go in order to achieve real gender parity

The Women's Media Center's annual report 2014 "The Status of Women in U.S. Media report", was released on June 4, shows how far women still have to go in order to achieve real gender parity. The status of women in news and entertainment is as bleak as ever. Little progress has been made in most areas, and there are some places—like sports journalism—where women have actually lost ground. Representation of women in sports journalism dropped from 17% to 10% last year.

Here's a list of some of the most dismal insights from the report, which draws on 49 studies of women across media platforms.

1. The news industry still hasn't achieved anything that resembles gender equality. Women are on camera only 32% of the time in evening broadcast news, and write 37% of print news stories. Between 2013 and 2014, female bylines and other credits increased just a little more than 1%. At the New York Times, more than 67% of bylines are male.
2. Men still dominate "hard news." Even though the 2016 election could be the first time a woman presidential candidate gets a major party nomination, men report 65% of political stories. Men also dominate science coverage (63%), world politics coverage (64%) and criminal justice news (67%). Women have lost traction in sports journalism, with only 10% of sports coverage produced by women (last year, it was 17%). Education and lifestyle coverage were the only areas that demonstrated any real parity.
3. Opinions are apparently a male thing. Newspaper editorial boards are on average made up of seven men and four women. And the overall commentators on Sunday morning talk-shows are more than 70% male.
4. Hollywood executives are still overwhelmingly white and male. Studio senior management is 92% white and 83% male.

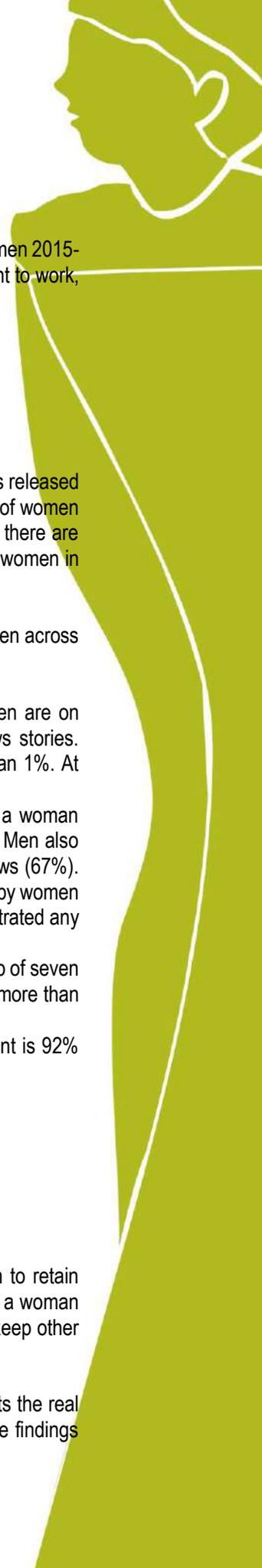
See more at: <http://time.com/3908138/women-in-media-sad-truths-report/>

### Women are more likely to be appointed to senior positions by a female CEO

#### High-flying mentors squish queen bee myth

The overriding reason for the shortage of women in top positions is due to men's determination to retain control, according to new research. Women are more likely to reach senior positions when there's a woman CEO. Queen bee syndrome, said to affect women who get to the top of their profession but then keep other women in their place, is a myth, new research suggests.

A study by researchers at Columbia Business School in New York released in June 2015 suggests the real reason for a shortage of women in top positions is still men's determination to retain control. The findings



contradict a 1973 study that suggested women in positions of authority viewed or treated subordinates more critically if they were female.

It has become something of a highly-popularised (and pretty damaging) assumption that women who reach executive positions pull the ladder up with them, and are much tougher on female colleagues than a male boss might be.

The study was shared with The Sunday Times and was presented at the Girls' Day School Trust conference of head teachers at leading girls' schools in London, UK.

It looked at top management teams at 1,500 companies across a 20-year-period and found that when women were appointed as CEOs, women were more likely to attain senior positions. The team at Columbia also pointed to another study which found female bosses pay higher wages to staff too (regardless of gender).

The academics also discovered that when a woman was appointed to a senior role that wasn't the chief executive, the likelihood of other women following them to executive level fell by 50 per cent. On further analysis, the researchers found the most likely explanation for the lack of women breaking through the glass ceiling was a desire among men to exclude them from the boardroom.

The study found that "the degree of resistance [by the male majority] appears to increase when a minority grows to as little as 20 per cent".

See more at: <http://realbusiness.co.uk/article/30371-women-are-more-likely-to-be-appointed-to-senior-positions-by-a-female-ceo->

### **Elections herald an increase in women MPs in Turkey, but more progress is needed**

The Turkish Parliament welcomes the highest number of women Members of Parliament (MPs) in its history after parliamentary elections held on 7 June 2015. According to initial estimates, the number of women MPs elected to the Turkish Parliament increased from 79 to 98.

This marks significant progress but it is still far from agreed targets. Women now hold 17.8 per cent of 550 seats in the Parliament, which is far below parity or even the global average of 22 per cent. It is also below the 33 per cent critical level for representation that women's civil society organizations were advocating for in the country. No women MPs entered the Parliament from 37 of 81 provinces.



Gender inequality is a persisting problem in Turkey. According to the 2014 Global Gender Gap Index of the World Economic Forum, Turkey ranks 125th among 142 countries. The country ranks 113rd for political empowerment. Even though the rankings will likely change after the recent increase in the number of women MPs, women's low level of

representation in politics and decision-making still represents one of the key contributing factors to the Gender Gap in Turkey.

“It is indeed encouraging to witness the increase of women parliamentarians in these elections; notwithstanding, Turkey is still lagging behind in women’s political representation,” said Ingibjorg Gisladdottir, UN Women Regional Director for Europe and Central Asia, and Representative to Turkey. “It is also important to acknowledge that the increase happens because of a new political party in the Parliament, as 40 per cent of its MPs are women. Once again it has been confirmed that voters have nothing against women politicians if the political parties give them a fair chance.”

Compared with other countries in the region, Turkey has no specific temporary special measures for increasing women’s political participation. It is entirely up to the will of the political parties to nominate women candidates.

“It is pleasing to see that women’s representation in the Parliament has shown a four per cent quantitative increase after the elections; but 17.8 per cent is far below the critical benchmark and far from the achievement of equality,” said İknur Üstün, General Coordinator of the Women’s Coalition in Turkey. “The reason is that political parties still couldn’t realize gender equality in their policies. Women’s issues are still viewed as a storefront issue. As the Women’s Coalition, we have observed during the campaigns before the elections that most political parties have placed women candidates on the first or the second line but place the next woman candidate on the 11th or 13th line.”

She said the People’s Democratic Party (HDP) is “the only party that did things differently. It has involved candidates from the women’s movement and involved women in the commission that has identified all the candidates from the party. It has also included gender equality policies in its election manifesto. They have offered a good example of how gender equality can be applied to politics.”

UN Women has been working on women’s political participation and leadership in Turkey since 2011 together with the Committee on Equal Opportunity for Women and Men (EOC) in the Turkish Grand National Assembly and in partnership with the Inter-Parliamentary Union (IPU). This work resulted in a gender self-assessment of the Assembly, only the fifth such exercise in the world.

As a result of this exercise, more women now serve on parliamentary bodies, including the powerful Committee on Planning and Budgeting. In addition, the first comprehensive gender review of fundamental legislation was undertaken, which led to proposed amendments of laws on local administration, education, political participation, employment, and other areas. Gender equality training is now offered to legislative experts who support all parliamentary committees, who also use a gender checklist developed by UN Women and the EOC.

Recently, UN Women in partnership with the IPU, started an important project to advance gender equality and women’s leadership and participation in politics in Turkey. They will work to ensure that legal frameworks and policies are in place and properly implemented to advance women’s participation in decision-making. The project will also establish formal dialogue between the bodies like the Parliamentary Committee and civil society organizations to ensure that gender equality advocates can influence these policies at an early stage. UN Women and the EOC will organize capacity-building exercises with the women MPs in Parliament. The EOC will lead the project, which will continue for three years, with financial support from the Swedish International Development Cooperation Agency (SIDA).

See more at: <http://www.unwomen.org/en/news/stories/2015/6/elections-herald-increase-in-women-mps-in-turkey-but-more-progress-is-needed#sthash.VAanl3SZ.dpuf>



## Transparency is government's key to equality

### PM David Cameron forces big companies in UK to publish details of how men earn more than women - Firms employing more than 250 will be forced to reveal gender pay gap

United Kingdom Prime Minister David Cameron announced "We will make every single company with 250 employees or more publish the gap between average female earnings and average male earnings, he said. That will cast sunlight on the discrepancies and create the pressure we need for change, driving up women's wages". These plans are part of David Cameron's ambition to end the pay gap within a generation. At present the gender pay gap stands at 19.1 per cent – meaning a woman, on average, earns around 80p for every £1 earned by a man. The government will be introducing legislation to make every private sector company to implement the new law.

It is a step towards greater pay transparency. Requiring private sector employers to be more open about gender pay differences should bring pressure to bear on them to explain the reasons for those differences and to consider what they can do to eliminate them. More than 10million workers in the UK will be covered by the rules.

The plan is being introduced despite concerns that it will pile huge burdens on struggling companies. Business leaders said firms should not be forced to publish the information, which they described as inherently 'misleading'.

To try to accommodate these concerns, ministers will not decide on exactly how each company's pay gap will be calculated until after a detailed consultation with business. The rules should come into force by the end of 2016.

Mr Cameron revealed that, for the first time, FTSE 100 companies have met the target for 25 per cent of board members to be women. Higher pay is something we want for everyone. That is why the Chancellor announced the National Living Wage, which starts next April at £7.20 and will reach over £9 by 2020. This will primarily help women, who tend to be in lower paid jobs. 'It will help close the gender pay gap. But we need to go further, and that's why introducing gender pay audits is so important.'

See more at: <http://www.dailymail.co.uk/news/article-3160045/David-Cameron-forces-big-firms-publish-gender-pay-gap.html#ixzz3my30E06c>

## Five Facts about the Gender Pay Gap

### On Equal Pay Day, we face a stubborn and troubling fact: Despite women's gains, a large gender pay gap still exists.

April 14 marks Equal Pay Day, the day that represents how far into 2015 the average American woman has to work since April 14 the previous year in order to earn what the average man did in 2014. In recognition of Equal Pay Day, it's instructive to take a step back and examine what we know about the pay gap.

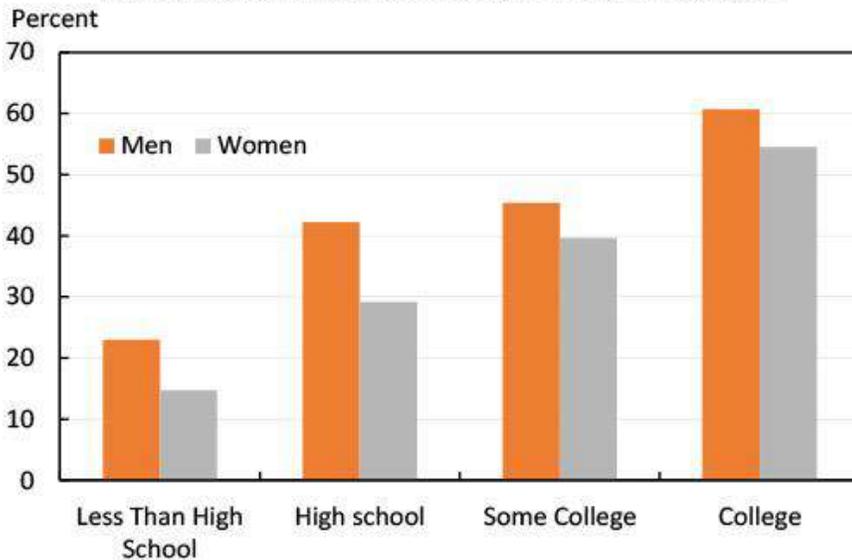
[A new issue brief from the Council of Economic Advisers at the White House](#) examines what we know about the pay gap. The brief shows that over the past century, American women have made tremendous strides in increasing their labor market experience and their skills. However, there remains a stubborn and troubling fact: Despite women's gains, a large gender pay gap still exists. In 2013, the median woman working full-time all year earned 78 per cent of what the median man working full-time all year earned.

1. The pay gap goes beyond wages and is even greater when we look at workers' full compensation packages. Women are less likely to have an offer of health insurance from their employer, have retirement savings plans, or have access to paid leave, and perhaps as a result, they are more likely to take leave without pay.

These broader measures of compensation show

that the pay gap is not just about differences in earnings or wages. But why do women earn less than men? Let's break it apart so we can better understand what is driving the pay gap.

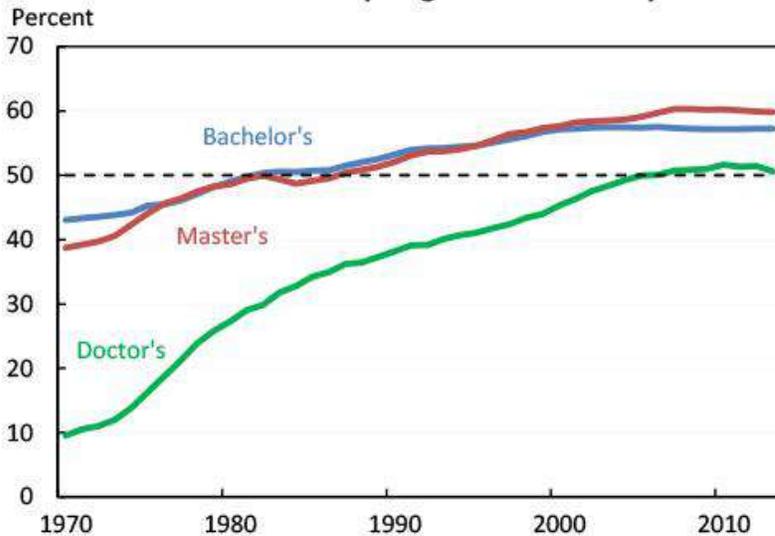
**Percent of Individuals With a Pension Plan, 2013**



Source: Survey of Consumer Finances; CEA calculations.

2. In the past, men had greater levels of both education and experience than women, but these gaps have

**Share of Post-Secondary Degrees Received by Women**



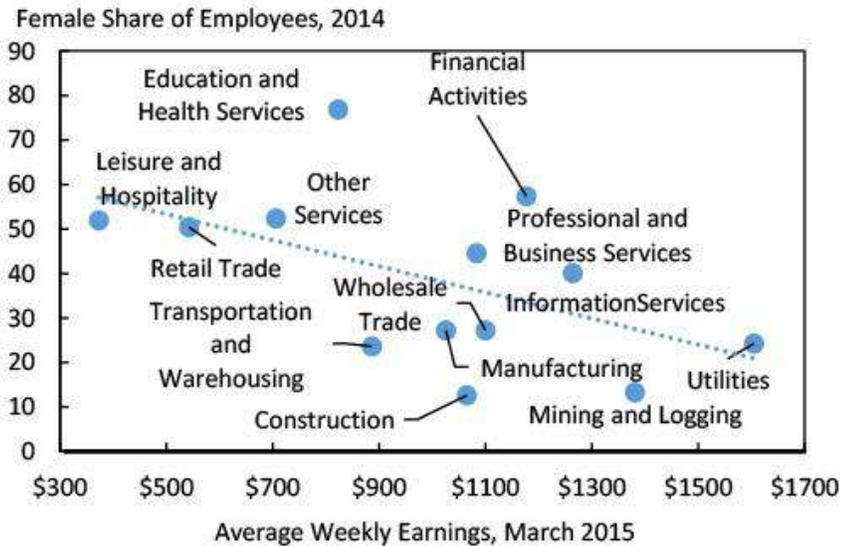
Source: Department of Education, Integrated Post-Secondary Education Data System.  
 Note: Dashed line indicates 50 percent.

closed since the 1970s. While men were more likely to graduate from college in the 1960s and 1970s, since the 1990s, the majority of all undergraduate and graduate degrees have gone to women. While on-the-job experience is also an important determinant of wages, and in the past, women typically left the labor force after marrying or having children, women today are more likely to work throughout their lifetimes. For example, economists found that one-third of the decline in the pay gap over the 1980s was due to women's relative gains in experience. Today, more of the pay gap is unexplained, leaving

a greater role for factors beyond differences in education and experience.

3. Although occupational segregation has fallen, women are still more likely to work in lower-paying occupations and industries. Even when women and men are working side-by-side performing similar tasks, however, the pay gap does not fully disappear. Economists Francine Blau and Lawrence Kahn found that differences in occupation and industry explain about 49 per cent of the wage gap, but 41 per cent of the wage gap is not explained by differences in educational attainment, experience, demographic characteristics, job type, or union status.

### Female Share vs. Average Earnings by Industry

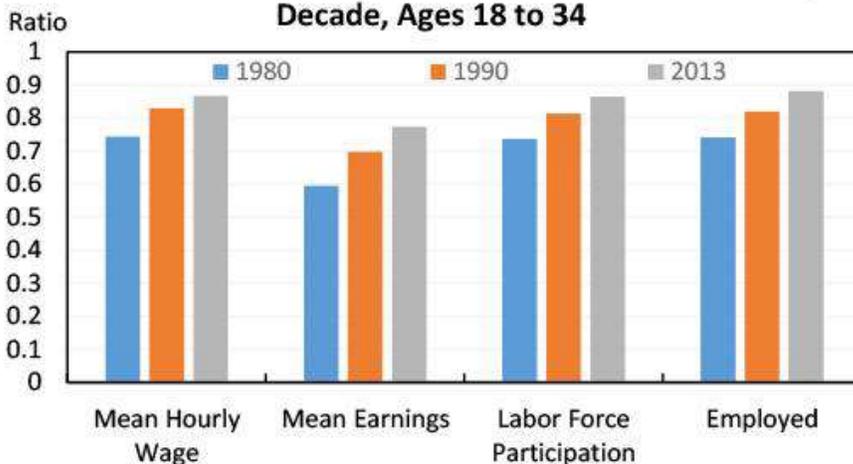


Source: Current Employment Statistics, CEA calculations

The real question, however, is why men and women end up in different occupations in the first place and what we can do to make it easier for women to succeed in high paying occupations. For instance, from college, women are under-represented in STEM fields, receiving only 35 per cent in STEM bachelor degrees. However, even among women who begin a science-related career, more than half leave by mid-career, double the rate of men. Forty per cent of those who leave cite a "macho" culture as the primary reason.

4. Motherhood is associated with a wage penalty and lower future career earnings. One reason the gender wage gap has narrowed faster among younger women is that between 1980 and 2013, the median age of first birth rose from 22.6 to 26.0. Because motherhood is associated with a wage penalty and lower wage gains later in a woman's career these delays in childbirth have helped narrow the pay gap. Research has shown that delaying child birth for one year can increase a woman's total career earnings

### Ratio of Women's Labor Market Outcomes to Men's by Decade, Ages 18 to 34



Source: Current Population Survey March Supplement, 1981, 1991, 2013, 2014; CEA calculations.

Note: Earnings ratio is the ratio of mean wage and salary income of all workers. Hourly wage ratio is the ratio of mean hourly wages of all workers.

and experience by nine per cent. But research shows that a lack of paid leave is one reason mothers with infants leave the labor force and therefore earn less later in life. So policies providing paid sick and family leave encourage women to participate in the labor force and therefore bolster their lifelong earnings.

5. In general, the pay gap grows over workers' careers. Young people tend to start their careers with more similar levels of earnings and over time the gender gap grows. While some of the growth in the pay gap is because women are more likely to take time out of the labor force and work fewer hours, a pay gap remains even after accounting for time out of the workforce and job tenure. Women get fewer raises and promotions, partially because they negotiate less. But even when women do negotiate, they are likely to receive less than men or be penalized for violating social norms.

While the gap in negotiated salaries is small in situations where bargaining expectations are clear, when expectations and norms are not clear, women receive less than men., Increasing pay transparency can help ensure non-discrimination, since even though employers are prohibited from discriminating, in cultures of pay secrecy, it is more difficult to enforce non-discrimination requirements. In addition, other work has also found that women are more likely to be penalized for initiating negotiations. This type of implicit bias leads to gaps that grow over a woman's lifetime.

See more at: [https://www.whitehouse.gov/sites/default/files/docs/equal\\_pay\\_issue\\_brief\\_final.pdf](https://www.whitehouse.gov/sites/default/files/docs/equal_pay_issue_brief_final.pdf)

See more at: <https://www.whitehouse.gov/blog/2015/04/14/five-facts-about-gender-pay-gap>

## Women and Health

### Women's health in the spotlight at the World Health Assembly

UN Women took an active role at the World Health Assembly (WHA), the main decision-making body of the World Health Organization (WHO), which hosted its 68th session in Geneva from 18 to 26 May 2015. It featured a 20-year assessment of the state of women's health and women's role in health, as well as the need for gender mainstreaming in this sector.

UN Women Deputy Executive Director Lakshmi Puri took a lead on a gender-focused panel on "[Women and Health: Beijing Declaration +20](#)" on 19 May. The discussion shed light on the unfinished development agenda—the remaining gap between women and men in health, and the unequal access to information, decision-making, care and basic health practices that further increase the health risks for women and girls—20 years after the adoption of the Beijing Declaration and Platform for Action.

"Gender equality must remain a top priority in order to close the health equity gap worldwide and contribute to development across all three dimensions—economic, social, and environmental," said Ms. Puri in her opening address at the event, one of the more than 45 global events being held around the world to mark the review, appraisal and commemoration of Beijing+20.

The plenary presentations and discussions around the WHA report on Health in the post-2015 development agenda highlighted the need for stronger representation of gender equality, women, youth, resilience, migration and climate change issues. Furthermore, all papers related to women and youth that were presented at the WHA were reviewed to ensure they are in line with the UN Secretary-General's global strategy for women, children and adolescent health, to be adopted at the next UN General Assembly. Ms. Puri called for the need for separate post-2015 goals on gender and health to be symbiotic and mutually reinforcing.

A specific presentation on the report, Women and Health: 20 years of the Beijing Platform for Action provided new data and signalled the unfinished agenda. The report emphasized the need to elaborate actions and strategies to strengthen investment in universal health and human rights, and establish shared goals with health-enhancing sectors in order to meet the challenges and emerging priorities in relation to women's health.

"Women and health is a critical area of concern for gender equality and women's empowerment and for economic, social and sustainable development," said Ms. Puri in her closing remarks, while advocating for "a holistic, integrated and human rights-based approach. As recent health epidemics have shown (Ebola), women are differentially and disproportionately affected, their rights and gendered roles put under stress, but they are in the frontlines of care, response, recovery...and must be targeted for support and empowerment."

Throughout, the focus on women's health and gender equality was greeted with strong engagement by the WHO, Member States, health ministers, policymakers and professionals, mobilized around women's health and their role in health.

See more at: <http://www.unwomen.org/en/news/stories/2015/6/women-s-health-in-the-spotlight-at-world-health-assembly#sthash.UOWKWwzw.dpuf>

## Violence against women

### Colombia approves femicide law to tackle violence against women

Colombia is to impose tougher punishments on those who murder women and girls, as part of a government bid to stem high levels of violence against women.

Lawmakers voted overwhelmingly in June to pass a bill that defines in law the crime of femicide - the killing of a woman by a man because of her gender - and carries a prison sentence of 20 to 50 years.

The new legislation gives longer sentences for perpetrators of psychological, physical and sexual attacks against women because of their gender. The bill still needs to be signed by President Juan Manuel Santos to become law, which he is expected to do.

The bill was named after Rosa Elvira Cely, a woman who was raped and murdered by a man in a park in the Colombian capital Bogota in May 2012. The attack sparked national outrage and prompted thousands to march in the capital's streets. Her attacker pleaded guilty and received a 48-year prison sentence.

Femicide stems largely from Colombia's patriarchal and 'macho' culture, which tends to blame women for the violence inflicted on them and to condone it, women's rights groups say.

More than half of the 25 countries with the highest femicide rates are in the Americas, according to a 2012 report by the Small Arms Survey, an independent research project in Geneva. Colombia follows 16 other countries in Latin America that have passed laws in recent years that define and punish femicide as a specific crime.

It is common for victims of femicide to have a long history of domestic violence and the perpetrators are often the victims' current or former partners, family members or friends.

See more at: <http://www.trust.org/item/20150604161230-nexei>

### Jewelry designer Yuwei Lee supports the United Nations Trust Fund to End Violence against Women

## Engages the fashion world in discussions on preventing and ending violence against women and girls

Yuwei Lee a US-based jewelry designer and founder of Yuwei Designs in 2014, launched an exclusive range of jewelry to promote and support the [United Nations Trust Fund to End Violence against Women](#) (UN Trust Fund) and initiatives to prevent and end violence against women and girls. An active advocate, Yuwei Lee has sought to engage the fashion world on the issue and she hopes people will use Yuwei Designs to connect



with the goals of ensuring respect for women and promoting the life chances of women and girls around the world. Here, Yuwei Lee shares her story, talks about what motivated her to work with the UN Trust Fund and shares the inspiration behind her designs.

“Unknown to most people, I grew up in a home environment in which there was physical, verbal and psychological abuse. After graduating from college on the

West Coast of the United States, I settled there with a stable corporate career, but I had a pervasive feeling of unhappiness and dissatisfaction. Over time, as I began to acknowledge and work through my childhood experiences, I came to understand how they had become deeply embedded in me emotionally. As I began to heal, I gained a confidence and clarity I never had before.

What attracted me to the UN Trust Fund was its global reach and its focus on supporting programmes which address the complexity of the issue. In addition to supporting those who provide services to women who have faced violence, it attempts to prevent violence by getting to the root causes. It supports programmes that aim to change laws and engage men and women, boys and girls,”Ms. Lee said.

For the UN Trust Fund, she designed and launched the Opportunity Initiative, an exclusive jewelry collection, inspired by the work of the Fund and the women it supports. The designs incorporate orange citrine stones; orange is one of the official colours of the UN Trust Fund and is symbolic of a bright future for women and girls, free of violence. “The designs also reflect my reading of the Trust Fund’s logo, a teardrop representing the strength, dignity, and healing of survivors of violence. It was important for me, in my own healing process, to donate 100 per cent of net proceeds of this collection to the UN Trust Fund,” she shared. All the proceeds of Yuwei Lee’s Opportunity initiative are donated to the UN Trust Fund.

See more at: <http://www.unwomen.org/en/news/stories/2015/8/in-the-words-of-yuwei-lee#sthash.HiDeGC9x.dpuf>

## In your Interest

### The motherhood penalty: An infographic for Mother's Day 2015

As much of the world celebrates Mother's Day on May 8, this infographic puts the so-called "motherhood penalty" into perspective. Drawing on data from the recently released UN Women flagship report "Progress

of the World's Women 2015-2016: Transforming economies, realizing rights", it tracks the gender gap in lifetime income, labor force participation rates, paid leave and legal reform around the world.

See more at: <http://www.unwomen.org/en/news/stories/2015/5/the-motherhood-penalty-an-infographic-for-mothers-day-2015#sthash.ja9dQzgB.dpuf>

## Nominations opened for the second GEM-TECH Awards 2015

Following last year's successful first edition of the GEM-TECH Awards, UN Women and the International Telecommunications Union (ITU) announced the launch of the 2015 Gender Equality and Mainstreaming in Technology (GEM-TECH) Awards nominations.

ITU is delighted to support our GEM-TECH partner, UN Women, in 2015, and encourage all those committed to using ICTs to empower women to submit their entry to the awards competition," said Houlin Zhao, Secretary-General of ITU.

The GEM-TECH Awards are an opportunity to highlight ways in which women's meaningful access, use and development of technology can be achieved and to inform thinking and investments as we look forward.

The 2015 GEM-TECH Awards ceremony will take place in New York in December alongside the celebrations of the World Summit on the Information Society +10 outcome and commitments.

The 2015 awards will focus on the following three categories:

1. Application of Technology for Women's Empowerment: Recognizing applications of technology across all sectors, and particularly the pillars of the Beijing Platform for Action, for the empowerment of women and to achieve gender equality.
2. Women in the Technology Sector: Recognizing success in the promotion of girls and women as creators, drivers, leaders and decision-makers in the technology sector.
3. Gender-Responsive Technology Governance, Policy and Access: Recognizing efforts to bridge the gender digital divide through strategies, policies and regulations that ensure enabling and foundational factors such as access, connectivity, security, digital literacy and citizenship, and more advanced skills-development are gender-responsive.

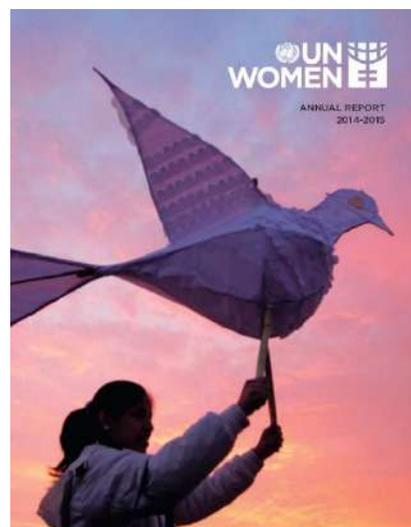
See more at: <http://www.unwomen.org/en/news/stories/2015/6/nominations-are-now-open-for-the-second-gem-tech-awards-2015#sthash.p8fs2WAN.dpuf>

## Recommended reading and watching

### UN Women Annual Report 2014-2015

The Annual Report documents UN Women's work to foster women's empowerment and gender equality around the world. It highlights some of the organization's initiatives during the year and provides summary financial statements, a list of new programmes and projects, and contact information. This year, for the first time, the report is also available in a multimedia format. View online/download [English](#), [French](#) or [Spanish](#) versions.

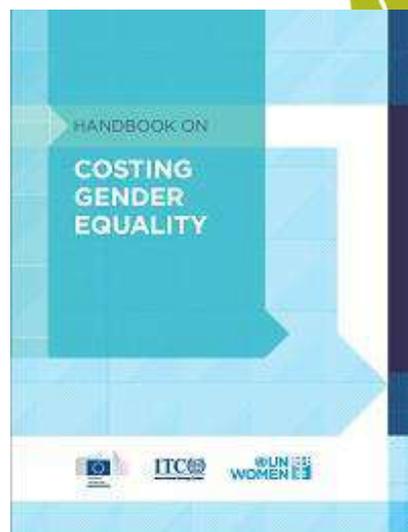
See more at: <http://www.unwomen.org/en/digital-library/publications/2015/6/annual-report-2014-2015#sthash.2Eybv4U1.dpuf>



## Handbook on costing gender equality

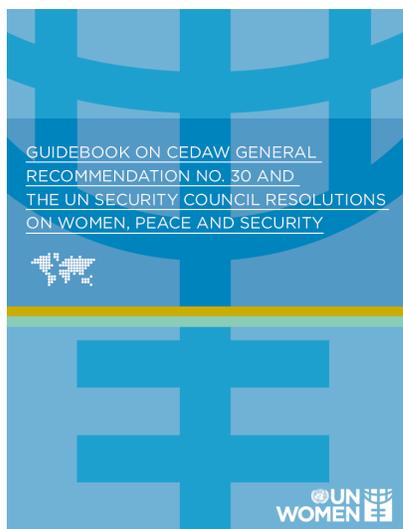
While governments have made commitments to action on gender equality, the lack of data on the costs of translating policy commitments into resources and investments limit the effectiveness and impact of their interventions. Quantifying the lack of investment in gender equality and women's rights is an important first step. To date, however, no systematic analysis of the different methodologies used for costing gender equality has been undertaken, nor an assessment of each method's strengths and weaknesses. Handbook on Costing Gender Equality, a joint publication of UN Women, ITC and EU, is a comprehensive, step-by-step guide to costing gender equality priorities. It responds to the growing global demand for concrete methodologies to estimate the financing gaps and requirements for achieving gender equality commitments and builds on UN Women's decade long work on gender responsive planning and budgeting.

The Handbook is organized into three sections: Section I explores the rationale for costing gender equality and introduces the main approaches and methods; Section II outlines the step-by-step process for undertaking a costing exercise; and Section III presents five case studies featuring costing work on gender equality. View/download the [English](#) version.



See more at: <http://www.unwomen.org/en/digital-library/publications/2015/7/handbook-on-costing-gender-equality#sthash.XBjSNO6B.dpuf>

## Guidebook on CEDAW general recommendation no. 30 and the UN Security Council resolutions on women, peace and security



The CEDAW Committee's General recommendation no. 30 on women in conflict prevention, conflict and post-conflict situations authored by Aisling Swaine and Catherine O'Rourke is a landmark document giving authoritative guidance to countries that have ratified the Convention on the Elimination of All Forms of Discrimination against Women (CEDAW) on concrete measures to ensure women's human rights are protected before, during and after conflict. The general recommendation makes clear that the Convention applies in all forms of conflict and post-conflict settings and addresses crucial issues facing women in these settings, including violence and challenges in access to justice and education, employment and health. It gives guidance on States parties' obligation of due diligence in respect of crimes against women by non-State actors. The general recommendation affirms CEDAW's linkages with the Security Council's women, peace and security agenda.

The purpose of this Guidebook is to increase knowledge about general recommendation no. 30 and the Security Council resolutions on women, peace and security, and how these frameworks can be used to strengthen and reinforce each other. The Guidebook provides information on the content of the general

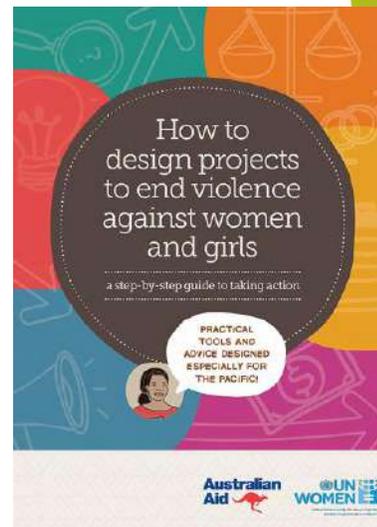
recommendation and the Security Council resolutions and on the reporting and monitoring mechanisms. It includes a checklist for States parties reporting to the CEDAW Committee and also provides some examples of where the general recommendation and Security Council resolutions have been referred to in the CEDAW Committee's concluding observations and lists of issues to States parties. The Guidebook also contributed to the global study on implementation of Security Council resolution 1325. View online/download the [English](#) version.

See more at: <http://www.unwomen.org/en/digital-library/publications/2015/8/guidebook-cedawgeneralrecommendation30-womenpeacesecurity#sthash.bU1wUpyl.dpuf>

## How to design projects to end violence against women and girls

Violence against women and girls in the Pacific region is a serious and complex issue requiring urgent action. After years of advocacy by women's rights and civil society organizations, Pacific Island governments have begun to adopt laws and policies to address this issue. However, governments and civil society organizations continue to face a number of barriers, including access to funding and resources, as well as a need for capacity building in key areas of project design and implementation.

This toolkit was developed by UN Women's Pacific Regional Ending Violence against Women Facility Fund (Pacific Fund) in response to requests by stakeholders for practical, user-friendly materials and resources that would help them design and implement successful projects to end violence against women and girls. It is funded by the Australian Government. View online/download the [English](#) version.



See more at: <http://www.unwomen.org/en/digital-library/publications/2015/7/ap-designing-projects-to-end-violence-against-women#sthash.TLvn48Hr.dpuf>

## UN Women Infographic Reveals Startling Inequalities of Women's Coverage in the Media

An eye-opening infographic by UN Women has lifted the lid on just how poorly represented women in the media are. A shocking statistic their research unearthed was that just one in four people mentioned in the news are women. This figure singlehandedly summarises the lack of equality that is still occurring, on a day-to-day basis, in the media. And sadly it's far from being the only thing wrong with the industry.

The infographic, which has been created to coincide with UN Women's Beijing+20 campaign, also revealed that just 6% of news stories are focused on highlighting gender equality issues. Meanwhile 46% of stories reinforce gender stereotypes. And it's not just coverage of females in the news that's amiss, either. According to research, women only hold 27% of top management jobs in media organizations.

Award-winning actor, Geena Davis writes for UN Women: "We still are far from a balanced representation or portrayal in the media. In fact, our research shows that the ratio of male to female characters in film has been exactly the same since 1946."

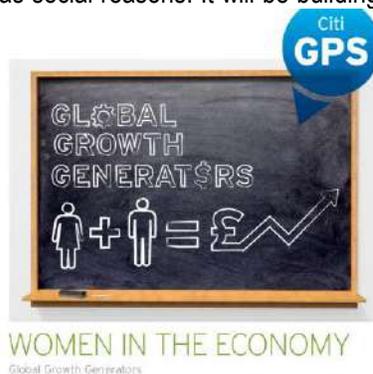
She adds: "To achieve gender equality, we have to work on many issues—laws, education, representation in government—the list is long. But, media needs to be a particular priority because they have such an enormous impact on the ways that women, men, boys and girls think about their roles and their value to society. We

cannot wait even one more year for progress. We know the problem, and we have the evidence confirming it."

See more at: [http://www.huffingtonpost.co.uk/2015/05/08/un-women-infographic-gender-inequality-media\\_n\\_7239994.html](http://www.huffingtonpost.co.uk/2015/05/08/un-women-infographic-gender-inequality-media_n_7239994.html)

## Citi GPS - Women in the Economy: Global Growth Generators

Citibank launched a new report in May 2015 as part of their Citi GPS series "Women in the Economy: Global Growth Generators" i. This report is a statement that Citi believes the role of women in the global labor force should be incorporated as a mainstream topic within the debate on global growth for both economic as well as social reasons. It will be building on this report by developing a deeper research work stream on gender economics.



The relevance of gender to economic growth as a mainstream research question is a relatively new field. There is an impressive and growing body of literature on women and the economy, most notably from global institutions such as the IMF, the OECD, the United Nations, the ILO and the World Bank. In 2015, the G20 also included women as a driver of growth as part of its overall growth agenda. G20 countries target closing the gender gap (reducing the gap in participation rates between men and women) 25 per cent by 2025.



In this report, Citi global economics team partnered with Heidi Crebo-Rediker to analyze the dynamics of global female labor force participation. It revisits the "Global Growth Generators" thesis that Citi outlined when they launched the Citi GPS series in 2011 and

argue that fresh policy responses, as well as learning from best practices, could improve female labor force participation with significant benefits that are not just economic but also social. Looked at purely through an economic lens, greater female labor force participation would drive productivity, reduce the economic drag of adverse demographics and substantially improve the skill mix of the global economy.

Of course, our authors point out that much work currently done in the informal economy cannot be ignored and does not get adequately captured in conventional economic measurements. Moreover, there are many cultural and societal issues that lie behind the gender composition of the global labor force, especially in developing economies. These issues also need to be analyzed and understood.

See more at:

<https://ir.citi.com/qXFwE63ePpx7QImKPvIwVs5ar8H%2Fc6Hak%2FGoUBFIEE1FobV%2BC6r0NL%2B52Av76Hnt7RM5GHhviyc%3D>

See more at: [http://www.cfr.org/content/publications/Women\\_in\\_the\\_Economy.pdf](http://www.cfr.org/content/publications/Women_in_the_Economy.pdf)

## UN Women research details how gender equality programming impacts humanitarian outcomes

While many policies and practices have improved the integration of gender equality and women's empowerment into humanitarian action, there has been little by way of concrete evidence of its impact. However, a new research study by UN Women released in July 2015 has confirmed the positive affect that

gender equality programming can have on humanitarian outcomes, and proposes ways to further enhance the impact.

The study collected and analysed evidence on the effects of gender equality programming by surveying more than 2,000 crisis-affected households and organizing focus groups in four case-study locations: Nepal, the Philippines and two sites in Kenya (the county of Turkana and the Dadaab refugee camps). Information was collected from women and men – as well as key informants, such as humanitarian workers and community leaders – in the target communities to determine if the gender-equality programming improved their humanitarian outcomes and, if so, how.

A unique new “Gender Intensity Measure” was used to analyse the evidence and assess the degree to which gender equality and women’s empowerment was perceived to have been integrated into humanitarian programmes – by hearing from women beneficiaries themselves.

The report presents overall findings, draws comparative conclusions across the four case studies and discusses practical recommendations for integrating gender equality programming in future humanitarian interventions in ways that strengthen effectiveness and inclusiveness.

According to the report, improved gender equality programming in humanitarian settings led not only to improved quality of life for all community members, but also to greater access to services, better identification of the needs of beneficiaries, and heightened empowerment and aspirations among young women.

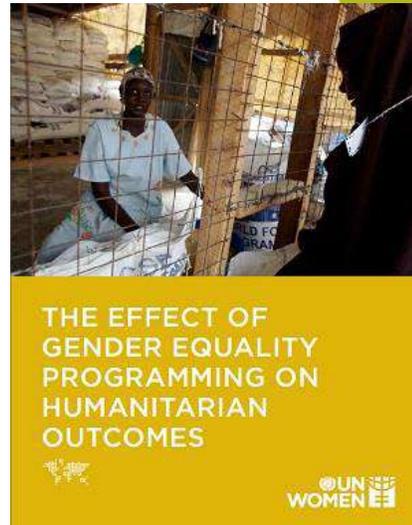
The study also provides guidance on how to best blend gender equality programming and humanitarian interventions to increase effectiveness in the future. Promoting awareness of gender equality programming, embracing men and boys as participants and facilitating economic empowerment were all demonstrated to have the potential to make humanitarian action more effective for all those affected.

See more at: <http://www.unwomen.org/en/digital-library/publications/2015/7/the-effect-of-gender-equality-programming-on-humanitarian-outcomes>

See more at: <http://www.unwomen.org/en/news/stories/2015/7/gender-equality-programming-report#sthash.qyK2blwu.dpuf>

### **Understanding, targeting and reducing gender gaps in the EU: 2015 Gender Equality Index**

The European Institute for Gender Equality (EIGE), together with the European Commission, has launched the 2015 Gender Equality Index in July 2015. The report shows that progress is gradually being made across the EU. This year, a completely new domain on violence against women has been introduced.





The Gender Equality Index assesses the impact of gender equality policies in the European Union and by Member States over time. It is based on EU policy priorities.

The Index:

- provides a synthetic measure of gender equality that is easy to understand and to communicate;
- supports decision-makers in assessing how far a given Member State is from reaching gender equality; and
- allows meaningful comparisons between different policy areas.

The report offers country-by-country analysis. The index measures levels of progress in the following areas: work, time, money knowledge, power, health, and violence and cross-cutting inequalities. While 10 Member States have managed to narrow the gap between men and women, in five other Member States, the gap has grown larger. The domain of power has shown the greatest progress from 2005 to 2012. Despite this, women's under-representation in decision-making positions remains prevalent in all Member States both in politics and the economy.

The present update includes scores for 2005, 2010 and 2012, for the first time allowing for an assessment of the progress made in the pursuit of gender equality in the European Union and individual Member States over time. Moreover, the present update makes a first attempt at populating the satellite domain of violence by providing a composite indicator of direct violence against women, based on the data on violence against women collected by the European Union Agency for Fundamental Rights through the EU-wide Survey on Violence against Women.



The results of the Gender Equality Index show that there have been visible, albeit marginal, improvements between 2005 and 2012 in the domains covered by the Gender Equality Index. With an overall score of 52.9 out of 100 in 2012, the EU remains only halfway towards equality, having risen from 51.3 in 2005. Progress needs to increase its pace if the EU is to fulfil its ambitions and meet the Europe 2020 targets.

See more at: <http://eige.europa.eu/node/435>

## EU Report

### Men Women and Pensions

According to the report, the gender pension gap in the EU remains very wide, with women receiving pensions that are on average 40% lower than men's. The gender pension gap varies greatly from country to country, ranging from a 4% to 46% difference in pensions between men and women.

This report was financed by, and prepared for the use of the European Commission, Directorate-General for Justice and Consumers, Unit D2 'Equality between men and women', in the framework of a contract managed by Fondazione Giacomo Brodolini (FGB) in partnership with Istituto per la Ricerca Sociale (IRS). It was

originally developed as an input to the 2015 Pension Adequacy Report of the Social Protection Committee of the European Union.

See [more](http://ec.europa.eu/justice/gender-equality/files/documents/150618_men_women_pensions_en.pdf) at: [http://ec.europa.eu/justice/gender-equality/files/documents/150618\\_men\\_women\\_pensions\\_en.pdf](http://ec.europa.eu/justice/gender-equality/files/documents/150618_men_women_pensions_en.pdf)

### **TRANSFORM – The UN Women magazine for gender-responsive evaluation – Issue 3, August 2015**

UN Women regularly evaluates its own work to enhance accountability, inform decision-making and contribute to learning on the best ways to achieve gender equality while strengthening the capacity of United Nations agencies and governments in designing, managing and using gender-responsive evaluations.

To enhance effective communication of evaluation results, UN Women's Independent Evaluation Office developed *TRANSFORM* – The magazine for gender-responsive evaluation.



*TRANSFORM* aims to make more accessible good practices and lessons learned on what works for gender equality as identified by corporate evaluations managed by the Independent Evaluation Office, as well as in managing gender responsive evaluations. *TRANSFORM* will feature not only UN Women corporate evaluations and meta-analysis, but also issues specifically dedicated to gender-responsive evaluation.

In the third issue, the UN Women Independent Evaluation Office aims to make more accessible good practices and lessons learned from the recently concluded “Evaluation of UN Women’s normative support work and its operational linkages.” This evaluation brings forward important findings, conclusions and lessons on UN Women’s normative support work at the global, regional and country level that are relevant to all offices and units within UN Women, as well as its partners. It also provides the management response and action plan endorsed by UN Women to implement the recommendations. View

online/download the [English](#) version.

See more at: <http://www.unwomen.org/en/digital-library/publications/2015/8/transform-issue-03#sthash.j3fV5yHk.dpuf>

### **Websites**

#### **Women Around the World This Week online portal**

“Women Around the World: This Week,” online portal is a series that highlights noteworthy news related to women and U.S. foreign policy.

See more at: <http://blogs.cfr.org/women-around-the-world/2015/09/24/women-around-the-world-this-week-4/>

## Representation 2020

[Representation2020](#), a program of FairVote, works to raise awareness of the underrepresentation of women in elected office, to strengthen coalitions that are supportive of measures to increase women's representation, and to highlight the often overlooked structural barriers to achieving gender parity in American elections.

Representation2020 works to raise awareness of the under-representation of women in elected office, to strengthen coalitions supportive of measures to increase women's representation, and to highlight the often overlooked structural barriers to achieving gender parity in American elections. This work is designed to complement the important work being done to: reject gender stereotypes that suggest that men are more effective leaders than women; recruit, train and fund women candidates; and encourage more women to run for high-profile offices.

Representation2020 focuses on three structural reforms that we believe will increase women's electoral success. They include: new recruitment practices that ensure political parties and 'gatekeepers' recruit and nominate more women candidates; fair representation voting plans with multi-member districts to increase the likelihood of women running for office and being elected; and improved legislative practices that ensure the day-to-day operation of the legislature or city council is not biased against women serving in office.

See more at: <http://www.representation2020.com/what-we-do.html#sthash.9coga0P9.dpuf>

To see more publications please visit UN Women website at: <http://www.unwomen.org/en/digital-library/publications>

## 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.unwomen.org/en/how-we-work/un-system-coordination/women-in-the-united-nations/other-resources>

### Network—The UN Women's Newsletter

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