



Network

The UN Women's Newsletter

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Letter from the Director,

UN System Coordination Division



Dear Friends,

Greetings to all Network buffs around the world! We are back with the last edition of NETWORK newsletter for 2018. This is a busy time for gender and we try to keep you clued in to the world of gender equality!

In this edition we feature as part of our interview series, a session with Ann Keeling, currently chair of the NGO Age International and a long standing advocate for gender equality and social justice. We are delighted to share news on the appointment of UN Women's new Goodwill Ambassador - Danai Gurira, the internationally renowned award-winning actor-playwright-the first Black American-Zimbabwean Goodwill Ambassador for UN Women who will lend her name and dedicate her support to putting a spotlight on gender equality and women's rights.

We then move on to keep you posted with key events at the United Nations including the 2nd regular session of the UN Women's Executive Board; UN Women at the 73rd UN General Assembly, bringing the voices of women and girls to the global forum on top priorities and solutions to advance the 2030 Agenda for Sustainable Development; the official commemoration event in New York which brought together survivors and activists, to kick off the global 16 Days of Activism for the International Day for the Elimination of Violence against Women (25 November) and the 16 Days of Activism Against Gender-Based Violence (25 November – 10 December) "Orange the World: #HearMeToo"; convening of global leaders to help accelerate SDG action through women's empowerment;

Our 'Around the World' segment carries news on new steps to improve gender data with the launch of Global Centre of Excellence on Gender Statistics in Mexico city – a UN Women and government of Mexico collaboration / partnership with UN Women and Sweden to improve gender data with funding of 8.8 million USD to the World's first Gender Smart Investing Summit in London to examine how more capital can be channelled to accelerate positive change towards one of the most critical social issues of our time: achieving gender equality, globally; and the worldwide Commemoration of the International Day for the Elimination of Violence against Women, Sixteen Days of Activism against Gender Violence amongst many other interesting stories.

The segment on women's representation flags the UN Chief's call to action "Crippling to our credibility' that number of women peacekeepers is so low"; and progress one year after launch of UN Secretary-General's System-wide Strategy on Gender Parity - a progressive roadmap adopted by the UN to reach parity at its senior levels of leadership by 2021, and across the board by 2028.

This edition also spotlights travels of UN Women Executive Director, Phumzile Mlambo-Ngcuka to South Africa and Pakistan for a series of high-profile events marking the 16 Days of Activism Against Gender-Based Violence.

Finally, as always, the newsletter in its last few pages includes information on publications such as *The empowerment of women and girls with disabilities: Towards full and effective participation and gender equality* amongst few others.

We hope the collection of news and stories we share as part of this newsletter to helps to connect you to making gender equality a lived reality by 2030. ***Let's Step It UP for Gender Equality!***

We look towards your continued support as we move on to 2019-the year ahead!

In solidarity,



Aparna Mehrotra
Director, UN system Coordination Division and
Focal Point for Women in the UN System,
UN Women

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Interview with Ann Keeling

Meet **Ann Keeling**, a woman driven by vision and a passion for promoting gender equality and social justice. Ann chairs the Board of the NGO Age International, promoting the rights of older people and is a Board member and Senior Fellow with the NGO Women in Global Health. She has 35 years leadership experience of advancing gender equality, women's rights, social inclusion and health on the international development agenda. A native of the United Kingdom, Ann's career in international development has included positions with the UK and Papua New Guinea governments, UN,



Commonwealth Secretariat and civil society leadership roles. Ann has been CEO of two global health NGOs, Head of Gender Equality for the UK government and UNFPA Country Representative in Pakistan. She has worked in Pakistan (three times, for 9 years), Papua New Guinea, Indonesia, the Caribbean, Belgium, USA, UK and on short assignments in over 60 countries.

Between 2008 and 2012 she was Chief Executive Officer of the International Diabetes Federation and in 2009 founded the NCD (Non-Communicable Diseases) Alliance. As Chair of the Alliance 2009 to 2012 she set its strategic direction, inspired partners to join and led the successful campaign for the first UN High Level Summit on NCDs in 2011. Her vision was a new global civil society movement to address misconceptions about NCDs and catalyse political action since NCDs combined are the world's biggest killer. As Founding Chair of the Alliance she brought together groups from different diseases and risk factors behind a common strategy. The NCDA remains the voice of NCDs and a recognised thought leader in global health.

Ann studied at Oxford University UK, Ann Arbor University USA and in 1981 at the People's University in Beijing, China.

Q.1 You have had a long-standing diverse career focused on promoting gender equality across government, the multilateral system and civil society globally. How did you come to dedicate yourself to these issues and take on this internationally recognised leadership role?

As a child I grew up listening to my father's stories of his impoverished childhood in London between the two world wars. His father had been killed in the First World War while his mother was pregnant with my father. A widow, she was left alone to raise 5 children under 10 years old in desperate circumstances with no money, unable to afford healthcare and often going hungry. My father always described his childhood as one grand adventure but it was the same daily struggle for dignity and survival I saw years later in low income countries with women following similar coping strategies. I learnt five lessons early on.

1. all people, male or female, rich or poor, have equal value.
2. Privilege and wealth are accidents of birth not entitlements and privilege is to be used to make space for others less privileged than you.

3. *The value of education, particularly for girls. My grandmother finished school aged 12 and my mother aged 13. I was the first in my family to go to university and I thank the women who went before me and fought for my right to be there.*
4. *Human rights are never given, they must be fought for and closely guarded. My grandmother only became eligible to vote when she was in her 50s and I understood what a proud day that was for her. I learnt the value of political organisation and particularly that the introduction of the UK National Health Service (Universal Health Coverage) transformed the lives of people like my family. I hope I will see UHC for everyone, everywhere in my lifetime.*
5. *Women could be leaders and heroines of their own stories, that was certainly true of my grandmother and mother. And men could be decent, caring, egalitarian human beings - that was true of my father and uncles. I am a feminist because I am optimistic about the potential of both women and men.*

Q.2 You were the Founding Chair of the NCD Alliance and led the campaign for the 2011 UN high-level summit on NCDs. What drove you to take on this role to galvanise political action to combat 'the global tsunami of NCDs' and are you disappointed with the results given that NCDs still receive less than 3% of global health funding?

Throughout the time I was working in international development and global health I frequently came across people in low income countries with NCDs like diabetes and heart disease. I was interested because diabetes is common in my family and the conventional wisdom was that NCDs were diseases of high income countries and the elderly. I checked the data and realised there was a Tsunami of NCDs already with us in high and middle income countries and threatening to overtake infectious diseases in low income countries. Yet this threat was largely misunderstood and not acknowledged. I was in my 50s, Head of Gender Equality for the UK Government and decided overnight to change direction and spend the last 10 years of my career putting NCDs onto the global health and development agenda. Colleagues told me I was going into a marginal area of global health and ruining my career. I joined the International Diabetes Federation as CEO and within two months had launched the NCD Alliance. The rest, as they say, is history, we achieved our goal of a UN High Level Summit on NCDs in 2011 and NCDs were included in the SDGs. We faced considerable opposition, particularly from donor agencies who saw what we were doing as a massive distraction from the MDGs. The third UN High Level Summit on NCDs took place this year. Things have changed in 10 years. There is much greater awareness of the NCD threat and new programmes but funds and concerted action have been slow. Solutions largely lie in prevention and early diagnosis but it is hard to persuade governments to take a long-term view on investment in health and health promotion. Nevertheless I am immensely proud of what we achieved. It is a rare privilege to set out to change the global health agenda and actually do.

Q.3 You took over as Chair of the NGO Age International earlier this year with a focus on addressing the needs, challenges and opportunities arising from ageing. Given the inadequate response to addressing discrimination against older women and violence against them what are your priorities now for action to overcome these challenges?

I applied to be the Chair of Age International because similar to NCD's, I felt the rights and contribution of older people, particularly older women, were not recognised sufficiently in international development. Age International recently released a research report called 'Who Cares?' on the unpaid care work of older women which quite literally underpins the survival of families and communities especially where grandmothers become the main carers for their grandchildren. It also found that a large percentage of women over 65 in low income countries are in

paid work. The gender pay gap and gendered gaps in work and education reduce women's lifelong income and can leave them impoverished and vulnerable to violence and overwork when old. Age International has been supporting work with several governments in Africa on social pensions for older people. Social pensions, along with Universal Health Coverage would be real game changers for older women. We are also part of a coalition campaigning for a UN Convention on the Rights of Older People, which is long overdue.

Q.4 You are a strong advocate for women's leadership in global health. Do you see a shift in the thinking of the global health community?

Women in Global Health started as a movement led by young women, all volunteers, just three years ago and has now gone viral with national Chapters forming all over the world. I joined as a volunteer in 2017 and am having great fun learning how to grow a global movement in the 21st century. Women are 70% of the global health and social care workforce yet only hold around 25% of senior posts. Women are often portrayed as victims in global health but they are change agents delivering care to around 5 billion people. I want the global health community to retain its focus on the deficiencies in health coverage for women and girls whilst also recognising women's contribution to health. Currently much of women's work in the sector is underpaid or unpaid. Women often work on insecure contracts in lower status and lower paid jobs, facing violence and harassment at work. This has to end. There has to be serious investment in decent work for women in health. It is projected that we will need an additional 40 million health workers globally by 2030. If properly planned these new jobs present a major opportunity to achieve Universal Health Coverage, create decent jobs for women and in turn fuel economic growth. Women in Global Health call this the 'triple gender dividend' from investing in women in health. Since this is about everybody's health it is everybody's business.

Q5 What have you experienced as a woman in your path to leadership? In what ways do you think gender has affected your career path?

I have had an amazing and very diverse career with the opportunity to meet and work with some of the most inspirational people on the planet. I wouldn't change any of it because I have learnt more from the things that went wrong than from the things that went right. Helen Clark said 'don't expect a red carpet' when you are a female leader and I would agree with that. In my career I have constantly hit my head against the glass ceiling and that is the reason I changed career track several times. Each time I realised I would not be considered for leadership I moved on until I found somewhere where I was appreciated. I have no doubt that my journey into leadership would have been a lot smoother and faster if I had been a man. I started work at a time when there were very few women in senior leadership. On the one hand, that meant no female mentors or role models for early career women like me but on the other hand, with no model to follow we were free to devise our own different model of leadership. Last month I was co-author on a paper by Women and Global Health arguing for men and women leaders to adopt a new rights-based, intersectional approach - Gender Transformative Leadership. I believe this is the future.

Q.6 You have held many leadership positions in your career. What would you say is the most important lesson about leadership that you've learned? What advice would you have for women who aspire to become leaders?

The most important lesson I have learned is to find a cause to work on that is bigger than yourself because you can't inspire other people if you don't know what you are aiming for. Advice I would give

aspiring women leaders:

- *honesty, courage and integrity are the three things no one can take away from you. Never compromise on any of the three*
- *don't expect everyone to like you and don't take it personally if you find they don't*
- *look for allies and like-minded people. It can be lonely at the top so ensure you have support*
- *learn how to fall because you will fall at times and most important, learn how to get back up and keep on going*
- *as a leader you can be kind and you can be fun*
- *and finally, never forget the words of Madeleine Albright 'There is a special place in hell for women who don't help other women.'*

Q.7 As someone who has successfully combined family life and career advancement, what are the key lessons you have learnt?

My older son turns 30 this week. I combined family and career but my family should judge my success! A key lesson is to find a partner who can live with your principles and is foremost a friend. During my first job overseas in Papua New Guinea living on a university campus I decided to set up a self defence class for women because the environment was so dangerous for female students. I advertised for a man to join our class and be beaten once a week by a group of strong and determined women practising self defence. That was how I met my husband! There isn't a manual on how to combine family life and a career that entails moving countries every few years. I just did my best and having a family to come home to gave my life balance and perspective. I thought if I could teach my sons resilience, independence, compassion and a sense of humour they would be OK - and they are.

Q.8 Is there a key learning on the topic of the advancement of gender equality that you could pass on to young women and men?

Only that gender equality can never be optional. It is the essential foundation for all good things in life - health, prosperity and peace.

Congratulations!

Danai Gurira as UN Women's Goodwill Ambassador

UN Women announced in November the appointment of internationally renowned award-winning actor-playwright Danai Gurira as its Goodwill Ambassador. She is the first Black American-Zimbabwean Goodwill Ambassador for UN Women who will lend her name and dedicate her support to putting a spotlight on gender equality and women's rights, as well as bringing unheard women's voices front and centre.

She will connect with the diversity of women living on the margins of society and her engagement with UN Women will bring generations of girls greater belief in a positive future. As an influential role model in both her personal and professional life, and a voice for those who have not yet been heard, UN Women looks forward to Danai's ability to drive action on gender equality in communities across the world," she reiterated.

She is most commonly referred to as "General Okoye" by her fans, due to her recent on-screen persona in Marvel's blockbuster phenomenon *Black Panther* and in the film *Avengers: Infinity War*. She is also a critically acclaimed award-winning writer who works relentlessly to bring the voices of unheard women, often survivors of violence, to the front and centre; and scripts narratives as her act of resistance and solidarity with women's realities around the world. Through her art she has become an well-known



advocate for women and their diverse perspectives that is often missing in popular media.

She is also the founder of LOGpledge.org (Love Our Girls), an awareness-building campaign focused on the plights of women and girls around the globe; and the co-founder of Almasi Arts, which works to give access and opportunity to the African Dramatic Artist.

Around the United Nations

UN Women Executive Board convenes 2nd Annual Session 2018



UN Women Executive Board met for the 2nd regular session on 10 and 11 September at the United Nations Headquarters in New York. The session focused on engaging Member States in a structured dialogue on financing to guide UN Women's efforts to increase and sustain regular resource contributions, increase high-quality non-core (earmarked voluntary contributions to UN Women for specific programmes) funding, and to strengthen mechanisms for effective use and reporting of funds received. It also considered the Joint UNDP, UNFPA, UNICEF and UN Women report on cost recovery as well as the joint response to the joint meeting of the Executive Board segment on working methods.

Other agenda included the meta-analysis of evaluations managed by UN Women in 2017 and a preliminary analysis of the financial and other implications of resolution A/RES/72/279. Additional briefings covered UN Women's operational response at the country level in Afghanistan, the report of the joint field visit of the Executive Board's Bureaus to Uganda and presentation of UN Women Bureau's field visit to Malawi.

The detailed agenda as well as all official documents of the Second regular session 2018 can be accessed on the Executive Board webpage or the PaperSmart-portal of the United Nations

Read more [here](#).

UN Women at the UN General Assembly 2018

Bringing the voices of women and girls to the global forum on top priorities and solutions to advance the 2030 Agenda for Sustainable Development

The **73rd United Nations General Assembly (UNGA 73)**, under the theme: “*Making the United Nations Relevant to All People: Global Leadership and Shared Responsibilities for Peaceful, Equitable and Sustainable Societies*”, met in September 2018 with **Ecuadorian Foreign Minister María Fernanda Espinosa Garcés**, presiding as the fourth woman President of the UNGA in its 73 years. The High-level General Debate began on 25 September, and ran until 1 October.

Three years on from the adoption of **the Sustainable Development Goals (SDGs)**, UNGA 73 was an opportunity for countries to renew their commitments to gender equality and to accelerate progress towards the SDGs. In many areas, progress for women and girls remains too slow to achieve the SDGs by 2030.

Throughout the session, a wide range of pressing topics for the gender equality agenda were discussed, such as the pandemic of violence against women and girls, equal pay, gender-responsive migration policies, and the role of men and boys in advancing gender equality. A key pledging event examined opportunities for the private sector and philanthropists to accelerate progress.

Goodwill Ambassadors from many UN agencies also participated in events and advocated for specific issues. UN Women’s Goodwill Ambassador Anne Hathaway spoke at the HeForShe IMPACT Summit on 26 September, and Kristen Bell, an advocate for the Women’s Peace and Humanitarian Fund, attended the 27 September event on Accelerating the Women’s Movement for Peace and Humanitarian Action.

A range of UN Women-hosted or co-organized events included:

- “SDGs and Her” Awards Ceremony: Women Micro-Entrepreneurs Helping to Achieve the SDGs
- She Is Equal: Leveling the Law for Women and Girls by 2030
- Equal Pay International Coalition (EPIC) Pledging Event
- HeForShe IMPACT Summit
- Accelerating Efforts to Eliminate Child Marriage in Africa by 2030

For details on all events and more visit at:

www.unwomen.org/en/news/stories/2018/9/feature-gender-equality-at-unga-73
www.unwomen.org/en/news/stories/2018/9/media-advisory-un-women-at-the-un-general-assembly-2018
www.unwomen.org/en/news/in-focus/general-assembly
www.unwomen.org/en/what-we-do/post-2015

International Day for the Elimination of Violence against Women and Girls at the UN, New York

As global mobilizations soar, UN Women brings survivors of violence and advocates to centre stage



This year's United Nations theme for the International Day for the Elimination of Violence against Women (25 November) and the 16 Days of Activism Against Gender-Based Violence (25 November – 10 December) "Orange the World: #HearMeToo" aimed to support women and girls around the world who came together in a global movement of solidarity against the historic power imbalances in which sexual harassment and other forms of violence are so deeply rooted.

Under the umbrella of the UN Secretary-General's campaign UNiTE to End Violence against Women, led by UN Women, the official commemoration event was held in New York which brought together survivors and activists, and kicked off the global 16 Days of Activism. Activists and survivors from Argentina, India, the former Yugoslav Republic of Macedonia and the United States of America joined UN Secretary-General António Guterres, President of the General Assembly, Maria Fernanda Espinosa Garcés and Under-Secretary-General and UN Women Executive Director Phumzile Mlambo-Ngcuka engaged in a conversation on innovative good practices that offer solutions for ending violence against women and girls in a #HearMeToo era.

Read more [here](#).

UN Women convenes global leaders to help accelerate SDG action through women's empowerment

SDG 5 Forum participants included Al Waleed Philanthropies, Bill & Melinda Gates Foundation, Chanel Foundation, Ford Foundation, Procter & Gamble, Revlon, Unilever, WPP and others committed to achieve gender equality by 2030.



Figure 1. Participants of the SDG 5 Forum on the sidelines of the UN General Assembly in New York. Photo: UN Women/Ryan Brown

One thousand days into the Sustainable Development Goals (SDGs) and counting down to 2030, which is the deadline for achieving global gender equality under SDG 5, UN Women convened business and philanthropic leaders on the margins of the 73rd United Nations General Assembly (UNGA 73) to step up commitments on gender equality and women's empowerment. Global business and philanthropic leaders pledged more than USD 70 million in 2018 (USD 13 million of which was pledged at the UNGA 73 SDG 5 Forum today) to advance gender equality and women's empowerment through UN Women.

No single country has ever achieved gender equality, and according to industry estimates this failure will cost USD 28 trillion^[1] by 2025. The World Economic Forum estimates that it will take 217 years to achieve gender equality at the current rate of progress. Forum participants focused on how public and private sectors can bolster efforts to achieve global gender equality by 2030.

The SDG 5 Forum builds on UN Women's work across sectors, including this month's launch of the Global Innovation Coalition for Change's (GICC) [Gender Innovation Principles](#), a global set of standards adopted by an alliance of 27 partners from private sector, non-profit organizations and academic institutions that takes a gender-responsive approach to innovation and technology. The financial commitments at the SDG 5 Forum and from UN Women's strategic partnerships will support efforts toward innovation, eliminating violence against women and girls, generating gender equality data and evidence, fast tracking women's economic empowerment, ensuring education, providing access to health services and protection of women's livelihoods in crisis settings, as well as building climate resilience in sustainable agricultural food chains that benefit women farmers.

UN Women has established several mechanisms to mobilize private sector and foundations in the world's quest to achieve SDG 5 by 2030 including the 1,800 companies that signed onto the [Women's Empowerment Principles \(WEPs\)](#), the [HeForShe](#) impact movement, [Common Ground](#), the [GICC](#), and the [Unstereotype Alliance](#) participants.

Read more [here](#).

[Follow the hashtag #TimelsNow and @UN_Women on Twitter.](#)

Around the World

Improving gender data to make every woman and girl count

UN Women and the Government of Mexico launch Global Centre of Excellence on Gender Statistics

Figure 2. Participants in the the launch of the Global Centre of Excellence on Gender Statistics (CEGS) in Mexico City. Photo: UN Women/Dzilam Méndez

Only **13 per cent** of countries in the world allocate budgets for gender statistics—data that can tell us about the lived experiences of women and men, and the differences in those experiences. Whether it's education and employment or health and poverty—without gender-differentiated data, policy-makers are missing significant information about the state of women and girls, what's working and what's not.



The launch of the Global Centre of Excellence on Gender Statistics (CEGS) in Mexico City on 10 September marks one of many initiatives under UN Women's global programme on gender statistics, "Making every woman and girl count." Jointly coordinated by UN Women and Mexico's National Institute of Statistics and Geography (INEGI), the Centre will lead research and innovation and collaborate with national statistical offices to generate and analyze gender statistics.

The Centre comes at a critical moment, as countries around the world, and in the Latin America region, are three years into the implementation of the Sustainable Development Goals (SDGs), which include gender equality as a stand-alone goal, as well as across all SDGs. Yet, we have only **26 per cent** of the data needed to monitor gender equality in the 2030 agenda.

The Global Centre of Excellence on Gender Statistics will be an important resource for national statistical systems, building their capacity to gather and monitor quality gender

data. In recent years, the Government of Mexico has become a global leader in gender statistics, particularly in innovative data collection methodologies. Without insight into the reality of how women and girls live, public policies, “failing to be gender-responsive, will perpetuate discrimination and inequality

The launch of the Centre was followed by the first Global Conference on Gender Equality and the Measurement of Unpaid Care and Domestic Work. Despite being a target of SDG 5, unpaid care and domestic work is neither recognized as work nor valued, and tends to be heavily gendered. In fact, women do **2.6 times** more unpaid care and domestic work than men. It is also an area that is unevenly measured, as many countries don't systematically collect data on how women and men spend their time (time-use surveys).

The Global Centre of Excellence on Gender Statistics, a cutting-edge institution supported by UN Women and INEGI's expertise, stands ready to fill gender data gaps on key issues such as unpaid care work and lead the way on innovations such as geospatial data for gender analysis in the coming years.

Read more [here](#).

The 2018 Women's Empowerment Principles (WEPs) Forum launches the programme, Win-Win: Gender equality means good business.

WEP convenes business leaders and policy experts from Latin America, the Caribbean and the European Union

The recently concluded 2018 Women's Empowerment Principles (WEPs) Forum, held in São Paulo, Brazil, from 29 – 30 August, brought together almost 550 business leaders from private and public sectors from Latin America, the Caribbean and the European Union, to share experiences to accelerate women's economic empowerment. Themed as, “A dialogue between Latin American, Caribbean countries and the European Union”, the Forum also featured high-level dignitaries, such as Panama's Vice President and Chancellor, Isabel de Saint Malo Alvarado and the Minister of Women and Gender Equality of Chile, Isabel Plá, among others.

Developed by UN Women and UN Global Compact and informed by real-life business practices, the WEPs are a set of seven principles that guide companies to implement actions to promote gender equality in the workplace, market and community. To date, 2,000 companies worldwide have signed on to the WEPs. Two new Brazilian companies announced their affiliation to the WEPs at this year's Forum—Lee Hecht Harrison Brasil and Sodexo Beneficios e Incentivos—bringing to 174 the number of signatory companies from Brazil.

Also at the 2018 Forum, UN Women, the International Labor Organization (ILO) and the European Union launched the much-awaited regional programme, “**Win-Win: Gender equality means good business**”, which will be implemented across six countries in the region over a period of three years: Argentina, Brazil, Chile, Costa Rica, Jamaica and Uruguay.



Figure 3. Representative of UN Women Brazil, Nadine Gasman speaks at the 2018 WEPs Forum. Photo: UN Women Brazil/Angela Rezé

“It’s not possible to achieve the Sustainable Development Goals without liberating the potential of women,” added João Gomes Cravinho, European Union’s ambassador to Brazil. “With this project, we want to help create conditions for women entrepreneurs from Europe, Latin America and the Caribbean to work together. That’s good for everyone and that’s why we talk about Win-Win’s great potential.”

The “Win-Win: Gender equality means good business” programme will engage private sector companies, women’s business networks, women

entrepreneurs and others to foster women’s economic empowerment and exchange good practices. It will drive organizational change in private and public sector companies to advance gender equality; promote partnerships and innovation between women from Europe and Latin American region.

The 2018 Forum invited dialogues on a wide array of issues, including the engagement of men to advance gender equality, the role of companies in combating violence against women at workplaces, gender-sensitive purchasing mechanisms and advertising stereotypes among others.

Get to know the [WEPs](#).
Read more [here](#).

World’s first Gender Smart Investing Summit takes place in London

The world’s first pioneering [Gender Smart Investing Summit](#) has launched in London in November. As latest figures reveal, the movement of gender smart capital has grown exponentially since 2017, global thought leaders are uniting to tip the scales in the fight for equality.

Thursday 1st November 2018 marks the first ever Gender Smart Investing Summit, where venture capitalists, asset managers, institutional investors, NGOs and entrepreneurs from around the world came together to examine how more capital can be channelled to accelerate positive change towards one of the most critical social issues of our time: achieving gender equality, globally.

The Gender Smart Investing Summit is taking place during the week when 2018 data will be released from the US Social Investment Forum, [Veris Wealth Partners](#), [Wharton Social Impact Initiative \(WSII\)](#), and [Catalyst at Large](#), each of which give a landscape analysis of investments being made in public and private markets globally.

The programme for the Gender-Smart Investing Summit has been designed to catapult the movement of capital to the next level globally. 300 invite-only participants from 43 countries, who have been carefully selected to ensure maximum impact, took part in interactive sessions structured to maximize collaboration and develop new approaches to applying a gender lens to their investment efforts.

The Gender Smart Investing Summit was co-founded by pioneering gender lens investor and market builder Suzanne Biegel, and UN advisor, impact investor, and best-selling author Darian Rodriguez Heyman, and is presented by Founding Partner, UBS.

Read more [here](#).

Worldwide Commemoration: International Day for the Elimination of Violence against Women, Sixteen Days of Activism against Gender Violence

Orange the World: #HearMeToo



Research shows that the pandemic of violence against women and girls affecting one in three women in their lifetime is not a recent phenomenon. Yet, in recent months we have reached a tipping point, in large part due to the determination and bravery of grassroots activists and survivors and global social media conversation such as “#MeToo”, “#TimesUp”, “#BalanceTonPorc” “#NiUnaMenos”, #MetooIndia and “HollaBack!”. At the same time, we are experiencing a concerted pushback against women’s rights, human rights defenders and a shrinking civic space that threatens the progress achieved so far. Both trends point to one reality: no country, no organization is immune to sexual harassment and violence, and women and girls from all corners of the world still experience gender-based violence and abuse.

During the 16 Days of Activism Against Gender-Based Violence, an annual global campaign that runs from 25 November to 10 December, efforts will broaden that conversation and highlight the voices and activism of survivors of violence and advocates around the world—especially those who are often missing from the media headlines and social media discussions. It will showcase their stories, and their solutions.

This year, the 16 days of Activism was a rallying moment to bring together governments, communities, activists and individuals to raise awareness on the urgent need to end violence against women and girls through high-profile events, rallies and campaigns

around the world, standing in solidarity with survivors, advocates, the women's movement and women's human rights defenders. To draw global attention to the issue, iconic buildings and monuments were lit up in orange, the official colour of the campaign, symbolizing hope and a violence-free



Figure 4. UN Women in Senegal organized a day of consultation with traditional, customary and religious leaders on how to end harmful practices such as child marriage

This year, UN Women and partners around the world are marking the **16 Days of Activism Against Gender-Based Violence** (25 November – 10 December) under the theme of “**Orange the World: #HearMeToo**”. Coming on the heels of global movements and grassroots campaigns such as ‘#MeToo’, “#TimesUp”, “#BalanceTonPorc” “#NiUnaMenos”, #MeTooIndia and “HollaBack!”, the 16 Days of Activism will be a rallying moment to bring together governments, communities, survivors, activists and the public through high-visibility events, using the signature colour orange.

As in previous years, iconic buildings and monuments will be ‘oranged’ to call for a violence-free future. In events around the world, including in schools and universities in Malawi and Barbados, public transportation hubs in El Salvador, Vanuatu, and The Philippines, and soccer matches in Egypt, global citizens will stand in solidarity with survivors and advocates.

Read more here:

www.unwomen.org/en/news/stories/2018/11/news-orange-the-world-2018

www.unwomen.org/en/news/stories/2018/11/feature-guide-to-ending-violence-against-women

www.unwomen.org/en/news/stories/2018/11/media-advisory-orange-the-world-hearmetoo

Land rights at last for Sulaliyyate women in Morocco

After 10 years of advocacy, ethnic Sulaliyyate women of Morocco finally have equal land rights. On 23 July, a State-run lottery distributed some 860 plots of land equally among men and women, as part of ongoing efforts to privatize land throughout the country.

Mahjouba Mhamda is one of the 1,460 women who received a 70 square metre plot of land. It was an arduous process. "Speaking up for my rights and going against my uncles and [other] male relatives was not only considered rude, but it was like declaring war [against] our tradition that has been favourable only to men," said Mhamda, from Ouled Mbarek tribe, in the Kentira region.



"It was a long and difficult journey during which we were insulted and intimidated. But being here today, makes it all worth it".

The word Sulaliyyate comes from *sulala*, which in Arabic means ethnic genealogy. It refers to "tribal" women in Morocco, who started a nation-wide grassroots movement for equal rights to land in 2007, with the support of the Democratic Association for Moroccan Women (ADFM), as well as UN Women in the early stages.

According to some estimates, **42 per cent of Morocco's land** is held collectively by ethnic tribes. Shares in the communal lands were traditionally passed down to male family members over the age of 16. As Morocco started liberalizing its economy, efforts to privatize and develop these lands grew around 2004. Since women couldn't inherit land according to tribal law, this put single women, widows, divorcées and those without sons at a particularly disadvantage. In the spring of 2012, the Moroccan Ministry of Interior issued a bulletin granting women and men equal rights to benefit from incomes and profits gained from their land. Finally, this year women and men benefited from equal shares of land through the July lottery. The Sulaliyyate also demand equal financial compensation for land taken by the Government for privatization purposes.

In Ben Mansour tribe, 160 women and 160 men have recently received 6,300 Moroccan Dirhams each (600 USD) as a compensation. Hajiba Hrou, 42 years old and a mother of 3, was one of them.

ADFM supported the Sulaliyyate movement by providing training in leadership, public speaking as well as legal procedures.

With some 15 million hectares of land collectively held, a law that regulates and facilitates equal distribution of these lands, as well as fostering women's participation in decision-making at the local level have been identified as measures that would further advance the rights of Sulaliyyate women across the country.

Read more [here](#).

Sweden partners with UN Women to improve gender data



Figure 5. UN Women Deputy Executive Director Åsa Regnér signs partnership agreement with the Swedish International Development Cooperation Agency (Sida) to support Making Every Woman and Girl Count. Photo: Sida

The Swedish International Development Cooperation Agency (*Sida*), a long-standing partner of UN Women, announced on November 28th a significant contribution of 80 million Krona (USD 8.8 million) to UN Women's Flagship Programme on gender data, *Making Every Woman and Girl Count*.

The contribution, which constitutes the first agreement made under Sweden's new Strategy for Sweden's development cooperation for global gender equality and women's and girls' rights 2018-2022, was announced at a discussion with senior Swedish officials and Assistant- Secretary-General and UN Women Deputy Executive Director Åsa Regnér, on the role of multilateral development cooperation in the pursuit of the Sustainable Development Goals (SDGs) and the ongoing UN reform, held in Stockholm at the offices of Sida.

With 17 goals, 169 targets and 232 indicators, of which 54 are gender-specific, the SDGs represent an unparalleled opportunity to achieve gender by 2030. Yet, only 26 per cent of the data needed to monitor gender equality in the 2030 agenda is currently available. The need to produce relevant and quality gender-sensitive indicators to monitor the SDGs is greater than ever.

Read more [here](#).

Fondation CHANEL and UN Women partner to accelerate women's economic empowerment and counter climate change

A USD 3 million investment to boost programming in China, Nepal and Viet Nam

Fondation CHANEL and UN Women announced in September today a three-year programme to accelerate rural women's economic empowerment, many facing the brunt of climate change, in South and East Asia by addressing the barriers women entrepreneurs commonly face through business skills training, financial services and support networks of peers and mentors.



With an investment of USD 3 million, Fondation CHANEL—in line with its mission and commitment to gender equality and the Sustainable Development Goals (SDGs)—will support UN Women's programming in China, Nepal and Viet Nam. The initiatives will support a range of actions from promoting laws and policies that provide women protection and equal rights at a policy level, to employment and income-generating opportunities for women.

Read more [here](#).

Violence Against Women

UN Women Executive Director in South Africa for the 16 Days of Activism

UN Women Executive Director, Phumzile Mlambo-Ngcuka was in South Africa in last week of November for a series of high-profile events marking the 16 Days of Activism Against Gender-Based Violence.

UN Women's newest Goodwill Ambassador, Danai Gurira, together with Executive Director Phumzile Mlambo-Ngcuka, engaged with over 200 young women leaders at the African Leadership Academy, discussing their challenges and experiences within academia and the work force, and in ending violence against women.



Read more [here](#).

UN Women Executive Director takes #HearMeToo to Pakistan



UN Women Executive Director, Phumzile Mlambo-Ngcuka, started her first official visit to Pakistan today, as part of her travels during the [16 Days of Activism Against Gender-Based Violence](#). The visit aims to bolster the gender equality agenda in the country. Making Mithi, the capital of one of Pakistan's most impoverished districts, the first stop of her visit, Executive Director Phumzile Mlambo-Ngcuka called upon the entire community to end child marriage and pledge their commitment to improve the lives of girls and young women.

This year's UN theme for the 16 Days of Activism is, Orange the World: #HearMeToo, to amplify the voices of survivors and activists.

Read more [here](#).

Women's Representation

Crippling to our credibility' that number of women peacekeepers is so low: UN chief



Figure 6 Secretary-General António Guterres (centre) briefs the Security Council meeting on women and peace and security. UN Photo/Manuel Elias.

Every year, we make laudable commitments,” Secretary General, Mr. Guterres said at the Security Council’s annual high-level debate on women and peace and security. “But they are not backed with the requisite financial and political support,” he continued, noting lack of inclusion in mediation efforts and limited space for women to participate as peacebuilders.

He said it was “crippling to our credibility and protection capacity that women represent only four percent of our military peacekeepers and ten percent of police.” He added that the UN “fully supports the innovative efforts launched by Member States this year to incentivize greater representation.”

Despite greater participation of women in building and sustaining peace and the recognition from all quarters of the value they bring, the realities on the ground show that much more remains to be done, United Nations Secretary-General António Guterres told Security Council members. Furthermore, women’s organizations overall are not provided with adequate funding while resources for empowerment programmes are constrained, added the UN chief.

In his briefing, Mr. Guterres outlined key action points, which he will prioritize over the coming months, beginning with a commitment to ensure gender parity as well as stamping out all forms of sexual exploitation and abuse within the Organization.

Ensuring full financing for these and other measures is vital, added the Secretary-General, noting also that he has setup a task-force to review the UN’s funding for gender equality,

including in the peace and security pillar. “Finally, from now on, I will include gender analysis in my reports to this Council whenever it is relevant to inform your decisions,” he said.

We will never effectively address complex global challenges like climate change, inequality & conflict without the expertise of half our population. Women's contributions are essential to creating resilient, peaceful societies on a healthy planet. Read more [here](#).

One year into UN Secretary-General's System-wide Strategy on Gender Parity

September 13th marked the first anniversary of the UN Secretary-General's System-wide Strategy on Gender Parity, a progressive roadmap adopted by the UN to reach parity at its senior levels of leadership by 2021, and across the board by 2028.

Since the launch of the strategy, many UN entity heads have joined the International Gender Champions' network with parity commitments; several UN entities now include gender parity in their performance evaluation processes; and nearly 200 gender focal points across the UN system have been mobilized with the support of UN Women to realize the vision of parity.

As all UN entities are aiming to have an action plan with a robust accountability mechanism and monitoring in place, UN Women has been active in leading, promoting and coordinating efforts to advance the full realization of women's rights and opportunities, in line with its system-wide mandate. UN Women, among other things, will continue to provide substantive guidance on gender parity and to build the gender expertise and capacities across the UN system, including through the gender focal points system.

Together with the UN's Office of Human Resources Management and the Human Resources Network of the Chief Executive Board for Coordination, UN Women will soon launch Enabling Environment Guidelines, which propose measures for family-friendly policies, flexible working arrangements, talent management, recruitment and standards of conduct. These measures are the foundation of an inclusive organizational culture that embraces diversity and must be implemented in conjunction with the changes brought by the ongoing UN Reform process, as together they will bring new strength to the UN system.

As a standard-setting organization, the UN has the responsibility to achieve gender parity and gender equality within its own system. The first year of implementation of the gender parity strategy has already shown that change is possible, and within reach.

Read more [here](#).

Global leaders and companies pledge to reduce the gender pay gap by 2030

On September 16th global leaders from governments, private sector companies, trade unions and civil society pledged to take concrete action towards closing the gender pay gap by 2030. The global commitments—to ensure women in every sector of the workforce are paid equally to men for doing work of equal value—were made at the [Equal Pay International Coalition \(EPIC\)](#) Pledging event held during the United Nations General Assembly in New York.

Globally, and in every sector of the workforce, women are paid less than men for doing work of equal value. Unequal pay is one of the most persistent barriers to women's success at work and to economic growth, and a critical problem that has been prioritized in the [Sustainable Development Goals \(SDGs\)](#), in particular SDG 8.5 and 5. Equal pay, in addition to empowering women, can have a significant impact on achieving other key goals, such as promoting inclusive societies, reducing poverty, and creating conditions for decent work and gender equality.



Figure 7. Sharan Burrow, General Secretary, International Trade Union Confederation speaks at the Equal Pay International Coalition Pledging event during the UN General Assembly in New York.
Photo: UN Women/Ryan Brown.

As Principals of the EPIC Secretariat, the Director General of ILO, **Guy Ryder**; the Executive Director of UN Women, **Phumzile Mlambo-Ngcuka**; and the Secretary General of OECD, **Angel Gurría**, pledged to accelerate progress on reducing the gender pay gap by convening global leaders to share experiences, documenting and disseminating good practices, and drawing global political attention to the issue of gender pay inequality.

EPIC, an initiative launched in 2017 to work towards closing the gender pay gap, has brought together key actors from across the world to raise momentum and help ensure that equal pay for work of equal value is fully realized. EPIC is led by the International Labor Organization (ILO), UN Women and the Organization of Economic Cooperation and Development (OECD). The EPIC secretariat will support global leaders to ensure these commitments are fully implemented and realized.

Read more [here](#).

Recommended Reading

Package of essentials for addressing violence against women



IN BRIEF

10 ESSENTIALS FOR ADDRESSING VIOLENCE AGAINST WOMEN

PRINCIPLES

- Interventions for ALL women**, and in particular for those experiencing multiple forms of discrimination and high-risk groups
- Women's right to physical integrity, safety and well-being** and recognition of states' responsibility to respect, protect and fulfil these rights.
- Civil society, women's movement and affected communities**, in particular women's services, are engaged in the planning and implementation of all interventions to address violence against women.

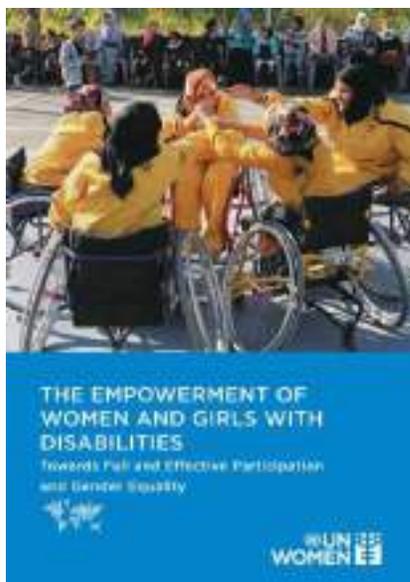
1. Comprehensive laws addressing violence against women in private and public spaces that not only provide for prosecution of offenders but also for provision of support and reparations to survivors, as well as for prevention of violence.
2. Non-discriminatory laws which provide equal rights for women in marriage, divorce, property and estate custody thus enabling them to leave an abusive relationship.
3. National action plans with clear benchmarks, timelines and allocated resources, to implement laws.
4. Access for all survivors of violence to immediate protection and quality support provided in a coordinated and integrated manner, including medical treatment and crisis interventions, social, psychological, legal assistance and safe accommodation.
5. Systematic training of service providers, especially the police, lawyers and judges, social workers and health personnel to ensure that they follow quality standards and protocols.
6. Preventive interventions to address gender inequality and the social norms that condone violence against women, through awareness raising, community mobilization, educational programmes and programmes that aim at the social, economic and political empowerment of women, including their right to the city (e.g. access to education, employment, leisure, politics).
7. Systematic collection and analysis of data on the magnitude, causes and consequences of violence against women, disaggregated by age, ethnicity, disability, place of occurrence, and other relevant characteristics, to inform laws, policies and programmes.
8. Monitoring and evaluation of the impact of laws, policies and programmes and analysis and identification of good practices.
9. Allocation of adequate resources and coordination among different sectors to ensure implementation of laws, policies and programmes.
10. Integration of actions to end violence against women into broader policies such as poverty reduction, housing, education, gender-responsive planning, and development policies at all levels.

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The briefs included in this package published by UN Women aims to summarize in a concise and friendly way, for advocates, programmers and policy makers, the essential strategies for addressing violence against women. In addition to the general strategies, individual briefs have been developed with specific focus areas, including: prevention, services, the world of work, sports and media. The last brief includes a compilation of resources developed by UN Women and partners to end violence against women and girls.

Read more [here](#).

The empowerment of women and girls with disabilities: Towards full and effective participation and gender equality



It is estimated that more than one billion people in the world experience some form of disability. The average prevalence rate in the female population 18 years and older is 19.2 per cent, compared to 12 per cent for males, representing about 1 in 5 women.

Women and girls with disabilities face systemic marginalization and attitudinal and environmental barriers that lead to lower economic and social status; increased risk of violence and abuse, including sexual violence; discrimination as well as harmful gender-based discriminatory practices; and barriers to access education, health care, including sexual and reproductive health, information and services, and justice as well as civic and political participation. This hinders their participation on an equal basis with others.

This strategy document was developed to ensure a more systematic approach to strengthen the inclusion of the rights of women and girls with disabilities in UN Women's efforts to achieve gender equality, empowerment of all women and girls, and the realization of their rights. The strategy aligns with UN Women's Strategic Plan 2018–2021 and commitments made in the common chapter to the Strategic Plans of UNDP, UNFPA, UNICEF, and UN Women, and further builds upon UN Women's work in the area of empowerment of women and girls with

Read more [here](#).

Asia and the Pacific must move faster on gender equality says ADB-UN Women report

Countries in Asia and the Pacific must accelerate progress on gender equality in order to reach the ambitious and progressive global goals under the 2030 Agenda for Sustainable Development, according to a new report by the Asian Development Bank (ADB) and UN Women released at the ASEAN Ministerial Meeting on Women in Ha Noi.

The report, [Gender equality and the sustainable development goals in Asia and the Pacific: Baseline and pathways for transformative change by 2030](#), is the first comprehensive review of the status of women and girls in Asia and the Pacific under the Sustainable Development Goals (SDGs) framework, which highlights the remaining challenges facing women and girls and how improving their situation can help achieve the SDGs. Under the 2030 Agenda for Sustainable Development, achieving gender equality is both a stand-alone goal (Goal 5) and a priority across the 16 other social, economic, and environmental goals, such as ending poverty and ensuring education for all. This comprehensive review of

the available data to track progress on the status of women and girls in the Asia-Pacific region shows the strong interlinkages between achieving gender equality and achieving Agenda 2030.



The report identifies the lack of gender data to track progress in countries in Asia and the Pacific, with some lacking data on 41 per cent or 36 of the 85 gender-related SDG indicators. It underscores the urgency to improve the production and use of gender statistics for implementing and monitoring the SDGs at the country level. The report uses available data in 57 countries and territories, helping to establish a baseline for governments to monitor and focus efforts on the gender equality commitments where they are most lagging.

Read more [here](#).

Employment opportunities in UN Women

You can find a monthly list of vacancy announcements on [this link](#).

Network – The UN Women Newsletter

Read Network online [here](#).

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