



From the desk of the Focal Point

Dear Colleagues,

This issue of **network** covers the issues of all stages of a life: childhood, old age and that which comes in between. UN events of the last quarter included the special session on children, as well as the World Conference on Ageing. In addition, the Conference on International Finance for Development garnered support and resolve for the process of development financing and poverty alleviation to ensure a healthy, dignified and productive passage from the beginning to the end of a lifespan.

With this perspective of life in mind, we draw your attention to our coverage on the panel that addressed the legal links between the international framework governing the Rights of the Child and the Rights of Women. We also present articles on women and ageing, a perspective on age from the President of the Association of the International Civil Service, and, very importantly, advice from the UN Staff Pension Fund. In the section "In your interest...", five management practices critical to sustain gender balance and diversity targets are identified by **ORIGIN**.

Hence, in assisting you to focus on all stages of life, we trust you will find the current issue of **Network** to be useful and interesting.

In solidarity,

Aparna Mehrotra

around the un . . .

Gender Perspectives in Sustainable Development. New York, 3 April 2002

A panel discussion, "Gender perspectives in sustainable development", sponsored by the Division for the Advancement of Women/Department of Economic and Social Affairs (DAW/DESA) and the Women's Environment and Development Organization (WEDO), was held in New York on 3 April 2002, during the Third Preparatory Committee of the World Summit on Sustainable Development (WSSD).

The panel was moderated by Ms. Carolyn Hannan, Director, DAW, who highlighted the difficulties in getting gender perspectives incorporated into the WSSD process. It was noted that gender perspectives are often neglected, and/or compartmentalized as in Agenda 21 (<http://www.un.org/esa/sustdev.htm>). There clearly was a need to address women's priorities in all areas of Agenda 21.

The panellists included:

- **Irene Dankelman**, WEDO. She reflected that, ever since the United Nations Conference on Environment and Development (UNCED), the profile of women's priorities had risen significantly on the political agenda. Nevertheless, few Governments had integrated gender perspectives into policies. She noted that the Women's Caucus is now fighting not only to get a separate section on gender into the Chairman's paper, but also to integrate gender perspectives into the entire document.
- **Minu Hemmati**, Stakeholder Forum for Our Common Future. She discussed various outcomes, expressing concerns that such outputs could be dominated by corporations or used to deflect responsibility from Governments. She suggested that women's involvement therein would add quality and credibility, and provide a useful resource for addressing inequality.
- **Jennifer Francis**, Gender and Water Alliance. She stressed the need to: increase women's participation in water resources management; incorporate gender perspectives into all policies and programmes and into all sectors; disaggregate all data according to sex and social indicators; institutionalize gender perspectives in all organizations; and build women's technical and scientific capacity.

- **Amy Hindman**, United Nations Environment Programme (UNEP). She presented a paper written by Ms. Njeri Wamukonya, and discussed how taking advantage of globalization and privatization could facilitate gender mainstreaming. She cited the privatization of energy in Africa as an example. She said gender mainstreaming in this context is enabling both men and women to access energy, while also creating employment opportunities that alleviate poverty.

A brief summary of the above panel was published in cooperation with the United Nations Development Programme (UNDP) by the International Institute for Sustainable Development on its web site. (For further information: <http://www.un.org/womenwatch/daw>, <http://www.wedo.org>, <http://www.earthsummit2002.org>)

Second World Assembly on Ageing, Madrid, Spain, 8-12 April 2002

The Second World Assembly on Ageing concluded its work on 12 April 2002 with the adoption of a Political Declaration and the Madrid International Plan of Action, 2002. The Plan sets out a blueprint for an international response to the opportunities and challenges of population ageing in the twenty-first century and the promotion of the concept of a “society for all ages”—the main theme of the event. The Declaration committed Governments to act to meet the challenge of ageing populations and provided a set of 117 concrete recommendations, grouped into three categories: older persons and development; advancing health and well-being in old age; and ensuring enabling and supportive environments. The gender dimensions of ageing constituted a central focus. (For further information: <http://www.un.org/esa/socdev/>)

General Assembly, special session on children New York, 8-10 May 2002

For the first time in the history of the United Nations’ main legislative and deliberative body, the General Assembly, a special session was formally devoted to the situation of young people under the age of 18. Approximately 60 heads of State and 6,000 participants—including children—attended. The three-day session reviewed progress since the landmark 1990 World Summit for Children. The special session marked the first time that young people were part of government delegations, presenting their cases themselves to the Assembly. The child-related goals of the Millennium Declaration were highlighted: a 50 per cent reduction in malnutrition worldwide; universal access to primary education; elimination of gender disparity in primary and sec-

ondary schooling by 2015; and a two-thirds reduction in the under-five mortality rate. Countries were called upon to focus action on four major areas of concern: health, education, child protection and HIV/AIDS. (For further information: <http://www.unicef.org/specialsession>)

Special session on children— panel discussion, “Women and children: from international law to national realities” New York, 10 May 2002

As a supporting session to the special session on children, the Office of the Special Adviser on Gender Issues and Advancement of Women and the Division for the Advancement of Women (DAW), together with the United Nations Children’s Fund (UNICEF) and the Office of Legal Affairs (OLA), held a panel discussion, “Women and children: from international law to national realities”. The panel underlined the importance of international law. It highlighted the strong links between the Convention on the Elimination of All Forms of Discrimination against Women and the Convention on the Rights of the Child and their application at the national level for advancing the enjoyment of human rights of women and children.

Ms. Angela E. V. King, Assistant Secretary-General and Special Adviser on Gender Issues and Advancement of Women, moderated the panel discussion. Panellists included Mr. Hans Corell, United Nations Legal Counsel; Mr. Jaap Doek, Chairperson of the Committee on the Rights of the Child; Ms. Unity Dow, Justice, High Court of Botswana; Ms. Saida Labbene, Director General for Children, Ministry for Youth, Children and Sports, Tunisia; Ms. Cecilia Pérez Díaz, Minister of Planning and Cooperation, Chile; Ms. Dubravka Simonović, Minister Plenipotentiary, Permanent Mission of the Republic of Croatia to the United Nations; and Ms. Regina Tavares da Silva, Expert, Committee on the Elimination of Discrimination against Women. Ms. King underlined the importance of the international rule of law at the national level for advancing the enjoyment of human rights of women and children and the complementary application of the Convention on the Elimination of All Forms of Discrimination against Women and the Convention on the Rights of the Child.

Mr. Hans Corell highlighted the importance of the Rome Statute and its support for the rights of women and children. He also said that the ratification of the Rome Statute would enable the International Criminal Court to adjudicate and sanction cases brought before it. He stated that the Rome Statute constituted a milestone because it incorporated the provision of international law protecting women and children into the mainstream.

Mr. Jaap Doek stressed that the full realization of children's rights required, inter alia, better data collection, explicit national budget allocation and emphasis on the role of the family, in particular on women's and children's education.

Ms. Unity Dow stressed that her national experience convinced her that in the struggle to achieve equality and human rights for women there was a strong need to: expose the national judiciaries to the relevant international law; constantly reiterate the obvious until it becomes standard language; insist on the separation of the three powers of the State, especially emphasizing the independence of the judiciary; communicate the primacy of human rights law over culture, where necessary; and shift action to class or group action suits so that the issue being contested is depersonalized and the focus is on the issue rather than on the individual.

Further, **Ms. Saida Labbene Née Ayachi** and **Ms. Cecilia Pérez Díaz** explained their respective experiences regarding the national policies put into practice in Tunisia and Chile.

Ms. Regina Tavares da Silva focused on the complementarity of women's and children's rights. Hence, she underlined the need to focus on the implementation of the Convention on the Elimination of All Forms of Discrimination against Women. She noted that discrimination against women, whether in education, health, employment or full participation in social and political life, has decisive effects on children, on their life and on their future.



Special Session on Children.

Photo: UN/DPI

Finally, **Ms. Dubravka Šimonović** stated that the most fundamental human rights instruments in every context, including women's and children's rights, was the Universal Declaration of Human Rights. She stated that it constituted the "birth certificate" of human rights, the marriage certificate to marry civil and political rights with economic, social and cultural rights, and the "death certificate" for the practice that a State may treat its inhabitants as it chooses. She also stressed the need to bridge the gap between international law and national law. She noted also that Croatia recently adopted a legal system based on human rights, democracy and the rule of law. It established a new Constitution in 1999 that incorporates these principles. (For further information: <http://www.un.org/womenwatch/daw/panel-children/index.html>)

2002 World Conference on Women and Sports

Montreal, Canada, 16-19 May 2002

The Special Adviser on Gender Issues and Advancement of Women, **Ms. Angela E. V. King**, addressed about 500 participants from 90 different countries on the topic of women and sports. The Conference celebrated women athletes—their courage, indomitable spirit and stamina—but also addressed the future of women and sports, and how to widen and deepen sports' impact and scope on women and girls. Ms. King said that the Beijing Platform for Action had urged Governments to enable girls to participate in sports and physical activities on a basis equal to that provided for boys. She urged them to create sports programmes in schools, at the workplace and in the community, especially for girls. Beijing+5, held in 2000, reiterated the message, requesting Governments to include women and girls in cultural, recreational and sports activities at the national, regional and international levels, giving them equal access to training, competition, remuneration and prizes. Ms. King further stated that apart from providing spectacular feats of competition, skill and stamina, sporting events were rich in symbolic significance and provided role models for women and girls. Discrimination on whatever grounds was incompatible with a true sporting spirit. Nevertheless, discrimination against women and girls in sports was perhaps one of the lingering and less visible challenges. Such discrimination violates human rights, as it categorizes women athletes and trainers as inferior. Thus, it becomes important to insert language into international documents conveying the principle of gender equality in sports. In closing, Ms. King said that the World Conference provided participants with the opportunity to address the many dimensions of women and sports and their intersections with the global agenda for peace, development, employment, health, education, discrimination

and poverty reduction. Many women Olympic athletes and champions were present. The organizers expressed a need for a closer association with the United Nations. (For further information, please request a copy of the statement of Ms. King of 16 May 2002 from anim@un.org)

A special welcome to newcomers to the UN system:

Mr. Antonio Maria Costa (Italy), for his appointment as the Head of the United Nations Office at Vienna (UNOV). In addition to his functions as UNOV Director General, Mr. Costa will also serve as the Executive Director of the United Nations Office for Drug Control and Crime Prevention (ODCCP). Mr. Costa assumed his functions on 8 May 2002.

Mr. Kamallesh Sharma (India), for his appointment as the new Special Representative of the Secretary-General and head of the United Nations Mission of Support in East Timor (UNMISSET). Mr. Sharma, previously the Permanent Representative of India to the United Nations, assumed his functions on 22 May 2002.

Mr. Tuliameni Kalomoh (Namibia), for his appointment as Assistant Secretary-General for Political Affairs. Mr. Kalomoh assumed his functions on 1 June 2002.

Congratulations to . . .

Ms. Heidi Tagliavini (Switzerland), for her appointment as Special Representative for Georgia and head of UNOMIG. Her extensive diplomatic experience and first-hand knowledge of the mission and the region are important assets she is bringing to her new assignment. She worked a few years ago as Deputy Special Representative of the Secretary-General in Georgia.

Ms. Soknan Han Jung (Korea), for her recent appointment as UN Resident Coordinator to Romania. As of April 2002, the percentage of women Resident Coordinators stands at 25 per cent, compared to September 2001 at 22 per cent (please note that these figures do not include Resident Representatives).

Mr. Tun Myat (Nepal), for his recent appointment as UN Security Coordinator. Mr. Myat had previously served as the UN Humanitarian Coordinator in Iraq.

Ms. Nafis Sadik (Pakistan), for her appointment as Special Envoy for HIV/AIDS in Asia. Since her separation from the United Nations Population Fund (UNFPA) as Executive Director in December 2000, Dr. Sadik has continued her association with the UN as Special Adviser to the Secretary-General.

Mr. Ramiro Armando de Oliveira Lopes da Silva (Portugal), for his appointment as the new United Nations

Humanitarian Coordinator in Iraq. He has served for over 15 years with the UN.

Mr. Shashi Tharoor (India), for his appointment at the level of Under-Secretary-General for Communication and Public Information. Mr. Tharoor began his career with the UN in 1978 and is also the author of six books.

Ms. Anna Kajumulo Tibaijuka (Tanzania), the first African woman to head a United Nations agency and the Executive Director of the United Nations Human Settlements Programme (UN-Habitat) for being honoured by the Alliance for the United Nations Sustainable Development Programme for promoting sustainable urban development in countries once shattered by war and political turmoil. Upon receiving the award, Ms. Tibaijuka said women can advance, with help, even in countries with urban problems and arbitrary laws designed to curtail women's rights.

in the news . . .

- The United Nations Mission in Bosnia and Herzegovina's Special Trafficking Operations Programme (STOP) is making progress against human trafficking. It has identified more than 1,300 girls working as prostitutes in bars around the country and provided help, thus far, to 150 of them, said UNMIBH Special Adviser Celhia de Lavarene on 12 April 2002 in New York.
- Parliamentarians from 24 African and Asian countries held wide-ranging discussions in Marrakech, Morocco, in the last week of March 2002 on opportunities and challenges to promote women's equality in the face of conflicts and other threats to security. They drew attention to the need to increase women's access to decision making, to promote women's equality, and to make specific proposals on HIV/AIDS, socio-economic policies, and women's roles in peace processes. The three-day forum called on countries to implement the Convention on the Elimination of All Forms of Discrimination against Women and other international treaties supporting women's equality. (For further information, please contact Dasa Silovic, UNDP Bureau for Development Policy, and Cassandra Waldon, UNDP Communications Office.)
- In July, numerous female government and business leaders worldwide attended the annual Global Summit of Women—also referred to as “the Davos for Women”—in Barcelona, Spain, to promote economic development for women. This summit will provide a forum for the exchange of ideas, new technologies, networking and empowerment among female ministers, members of parliament, business executives and women advocates. The first summit was held in Montreal in 1990, and the most recent one was in Hong Kong.

Highlights of the latest report of the Director General of the International Atomic Energy Agency (IAEA)

Overall composition of staff by gender and category 1 July 2001

The latest report on the status of women as of 1 July 2001 gives an overview of the representation of women in the IAEA and strategies for improving the representation of women in the years ahead. Statistics show that:

- The representation of women at the Professional and higher category has declined by one point, from 18.6 in 1999 to 17.6 per cent in 2001.
- The overall percentage of women including both Professional and General Service was 41.9 per cent, due to the large number of women in the General Service category.
- Professional women in the administrative fields numbered more than twice those in the scientific and engineering fields.

A major factor in the gender imbalance continues to be the unavailability of women scientists in nuclear fields, a problem shared by other technical/scientific agencies in the United Nations system. The low recruitment level (17.5 per cent) of women may be attributable in part to gender-influenced career choices in both developed and developing countries. The overall number of graduate students in nuclear-related areas of study remains low. The privatization of nuclear plants and reduced university budgets have contributed to the perception that job prospects are poor. The number of available women in the nuclear field, which was never adequate, has, hence, declined even further.

IAEA has been placing a stronger emphasis on the selection and retention of well-qualified women. The strategies put in place by the Agency to do so include:

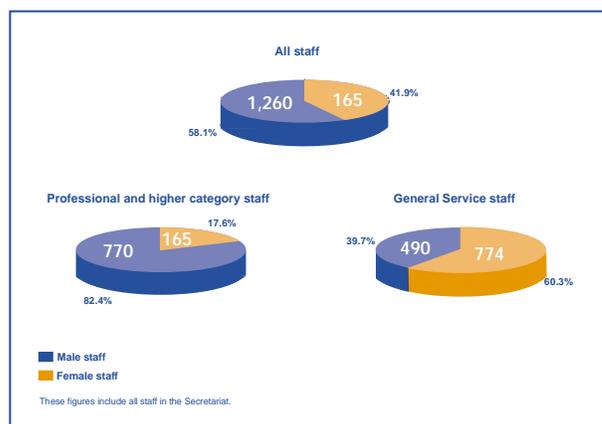
- A proactive search for potential female candidates;
- An obligation to select women over men when the female candidate is equally or better qualified than the recommended male candidate;
- Encouraging women to avail themselves of opportunities to attend Agency conferences and meetings, and to be involved in coordinated scientific research programmes and technical cooperation projects;
- Training women (effective in the next biennium) in gender awareness and appropriate methodologies for mainstreaming gender in all programmes;
- Development of a mentoring programme to support the participation of young women scientists in international forums;
- Development of a web site entitled "Women in Safeguards", which highlights the contribution of nuclear science to health and other matters of particular

concern to women: <http://www.iaea.org/women/safeguards/>;

- Establishment of an international advisory group to advise the Director General on ways in which gender concerns may be addressed in the Agency's programmes;
- Career seminars to encourage young women to pursue studies in nuclear sciences;
- A programme to provide IAEA internships for graduate students in nuclear science and technology.

The Agency has also developed a number of measures to become a more attractive employer to families, establishing a family-friendly work environment that combines work and family responsibilities. These include the following arrangements:

- Sixteen weeks paid maternity leave for female staff; unpaid paternity leave for male staff equal to that provided for female staff;
- An uncertified sick leave entitlement (a maximum of seven days a year) for family emergencies;
- The Vienna International Childcare Centre opened in September 2001 for Vienna-based UN organizations;
- Entitlement to two half-hour breaks for nursing mothers;



- Flexible work schedules for staff, particularly those with children;
- Job-sharing (or part-time work) as an established practice;
- Establishment of a Learning Resource Centre to assist staff in their professional and personal development;
- Establishment of a policy for the prevention of sexual harassment and other forms of unfair or discriminatory treatment of staff;
- Preferential access to the local labour market for dependants who are non-EU nationals; this has been negotiated with the host Governments.

The next five years will offer a special opportunity to re-address the gender imbalance of the Agency, as a high proportion of male staff are reaching retirement age.

General Service Staff

The Group on Equal Rights for Women presented its report to the Secretary-General on “Strengthening and Revitalizing the Organization” in July 2002, based on 219 responses to a survey on morale conducted by GERWUN. The report focused, in particular, on the General Service category of staff.

In this context, the recommendations are outlined below.

Recommendations to improve the status of General Service (GS) staff

1. Establish an official working group, chaired by a member of the Secretary-General’s office or cabinet, which includes GS staff members, to create an action plan to improve the conditions of service of GS staff;
2. Revise Administration Instruction ST/AI/1998/9, section 1.1, regarding reclassification of posts so that it fully and properly implements staff regulation 2.1 (classification of posts and staff) as approved by the General Assembly;
3. Ensure that classification of posts and staff reflects duties and responsibilities, and that classification is determined independently of budget approval;
4. Request OHRM to review the distinction between senior General Service staff and junior Professionals, particularly in the light of the changing nature of work and the impact of technological changes—ensuring that staff performing at the higher level are classified and paid accordingly;
5. Allow movement of GS staff between agencies, programmes and the Secretariat at the same grade or one grade higher;
6. Expand the number of steps available in the GS grade;
7. Increase the number of posts in the higher GS grades and add a GS-8 grade as is currently available in Regional Commissions, such as ECLAC, for highly qualified “local” staff;
8. Provide more information to the General Assembly in the Secretary-General’s report “Improvement of the status of women” on GS staff and related categories—including the number of posts at each level, the average length in grade and qualifications both upon entry into the Organization as well as those obtained while serving;

9. Identify additional information required in recommendation 8 above, and establish mechanisms for collecting data such as reinstating the skills inventory project;
10. Ensure reasonable opportunities for career development and advancement at all grade levels, through creating flatter structures and making the necessary changes to permit qualified GS staff to apply for P-3 external and internal vacancies without having to resign;
11. Identify a number of non-geographical Professional posts for which qualified GS staff can apply;
12. Adopt a policy that makes qualified GS staff, who serve in the field for a designated period at the Professional level, eligible to apply for Professional posts at any duty station.

exit interview

Maria Hartl

Former Social Affairs Officer,
Gender Advisory Services Unit, DAW/DESA

Q: What has constituted the best aspects of your work in your 12 years in DAW, substantively and division-wise?

A: Without any doubt, the highlight of my time in DAW was the Fourth World Conference on Women in Beijing in 1995, which included preparation and drafting of the Platform for Action in its various stages, negotiations and side events. The many crisis situations we had included the participation and selection of NGOs, the venue of the NGO Forum, negotiations around the term “gender” and discussions about “equality” versus “equity”. A very challenging time! It was both nerve-racking and breathtaking, but utterly rewarding, as to see first-hand the confrontation between delegates and their efforts to reach a compromise on very difficult issues such as women’s rights, reproductive health, women’s roles in peace and conflict, and in the economy. Particularly interesting were the informal negotiations, when delegates spoke off the record. It was so thrilling that we wouldn’t feel the exhaustion, even after staying up all night. We repeated the experience in 2000 to a smaller extent for the five-year review process.

When dealing with gender equality, be it in the context of poverty, employment, health, peace or another field, so many other frameworks come up. From the Geneva Convention to the International Criminal Court, the international labour conventions or the Kyoto protocol, not to mention agreements reached in ICPD and ICPD+5 on women’s reproductive rights, so many linkages had to be considered and negotiators knew them all—with negotiations seeming often endless; in most cases, they were resolved after hours and hours of trying to find a compromise. Because gender equality affects social and cultural norms and goes to the heart of relationships

You can read network online at
[www.un.org/womenwatch/osagi/
fpfocalpointfwomen.htm](http://www.un.org/womenwatch/osagi/fpfocalpointfwomen.htm)

If you want to receive network by e-mail
please send a request to dain@un.org

between men and women, it becomes very personal at times, so it is no wonder that there is so much resistance.

Collaboration with colleagues working on gender issues was also very challenging. The amount of energy put into gender mainstreaming by gender focal points in the various UN entities was amazing. Enormous progress has been achieved at the UN in the last 10 years, and the inter-agency network is a true reflection of this. The response from NGOs to our work was always wonderful. NGOs always have their sensors out to the grass roots. How many times did we get the idea first for dealing with a particular topic from the NGO community!

Q: How has UN/DAW promoted the advancement of women globally during this time (for example, major breakthroughs, trends, civic society participation, themes)?

A: DAW has made breakthroughs in many areas, in particular with the Beijing Platform for Action. The Optional Protocol to the Convention on the Elimination of All Forms of Discrimination against Women, one of the recommendations coming from the Fourth World Conference on Women, was drafted in record time and already entered into force in December 2000, only five years after Beijing. It allows individual women and groups of women to introduce claims to [the Committee on the Elimination of Discrimination against Women] if their rights have been violated, and allows the Committee to do investigations in a country. This was a big step forward.

Another milestone was the adoption of Security Council resolution 1325 on women and armed conflict, when the Security Council debated in October 2000 about violations of women's rights in armed conflict and situations linked to it. Having been active on peace issues as a student with a particular interest in women and peace, I never imagined that this would happen one day.

Another big achievement was the consensus on the importance of mainstreaming a gender perspective, and the many training programmes that have been conducted to raise awareness of gender issues among all colleagues.

Also, at the Commission on the Status of Women in March 1999, negotiations on agreed conclusions on women and health were delayed until the early morning hours, because delegates could not agree, among other things, on a reference to "honour killings". Finally, it was agreed to include that form of violence against women. One year later, the General Assembly approved a resolution on "crimes against women committed in the name of honour". Cynics may argue that a resolution passed by the Commission on the Status of Women or even the General Assembly might not change the world. However, I believe that this resolution will influence future behaviour and will force change in those countries where such horrendous acts of violence against women are committed. If the life of only one woman was

saved while we had to linger in a conference room without air the whole night, I would do it again any time.

Q: In your opinion, what could be done with the spouse-employment issue in order to better facilitate staff mobility?

A: I am now on special leave without pay to follow my husband, who transferred to the Food and Agriculture Organization of the United Nations. We are both staff members and always knew that should we ever decide to move, it would be difficult to find a job for both of us at the same time. It was clear that one would find a job first and then we would have to take a decision about what to do next, and how to combine both careers. Well, he was lucky first and we decided to move, with me being the one to follow. Of course, I have mixed feelings about this "time out" and the search for a new career in a duty station that I wouldn't have considered initially as a UN staff member. It is a leap of faith. It is also clear that career-wise I will probably be on a slower



Ms. Maria Hartl former Social Affairs Officer with DAW

Photo: UN

track, at least for the next couple of years. I am sort of starting again and will probably go into a different field than I normally would have chosen. Now I bear the label of "spouse", which is very strange to me. It was never an issue as long as we were both working independently in different fields and following our career paths—although in the same Organization. Now I find myself looking for a new job, with the main justification for my mobility being that I am a "spouse". These are new challenges, but life would be dull without them.

With the introduction of the new mobility scheme in the Secretariat, spouse employment should be a real concern for the Organization. The mobility of a staff member is a package deal that concerns the whole family and should be considered as such, from the moment a staff member is appointed to a new position. Currently, there are various forms of help available at a new duty station: housing, schooling for children,

language training, administrative issues—such as how to get an identity card or a car registered—all this either through official assistance or services provided by the staff union, staff cooperatives or women's groups. But there is absolutely no place to turn to for spouse employment. Evidently, the situation is not the same for spouses who have a career outside the UN as it is for spouses who are staff members. For outside employment, the staff counsellor might offer some recommendations, but ultimately everybody is on his or her own. A women's group might act as a self-help group, but male spouses don't even have this kind of support. If the spouse is a staff member, the Office of Human Resources Management does more now than it did a couple of years ago. They tell you that they are circulating your CV and will inform you if they get any feedback. Have you ever heard of a manager reacting positively to a CV that is being circulated in this way? No spouse should rely solely on OHRM, but should start searching and networking on his or her own. It would be helpful, nevertheless, if OHRM were more proactive. For example, a number of short-term posts could be reserved for eligible, qualified spouses, or vacant posts could be temporarily filled in this way. This would ease the transition and bridge the gap while one is applying for vacant posts.

Ultimately, the family situation—whether or not a spouse is employed—has a direct impact on the situation of a staff member; the Organization has lost too many valuable colleagues who resigned because they did not find a satisfying solution to this major life issue. The investments the Organization has made by bringing these staff members on board have not been matched with efforts to retain them.

Q: During your time in DAW/New York and in Vienna, how have women's career perspectives in the UN improved, as well as the possibilities to advance (if at all)?

A: I think women gradually achieved better career possibilities in the 1990s, because of pressure applied by women's groups and by clear targets established by the General Assembly and the Secretary-General. Fifteen years ago, there were more men working on the advancement of women, because proportionally men were still in the majority, especially at the higher grades. This has now been reversed. We are trying to get more gender-sensitive colleagues on board. For instance, a rule introduced in the Scandinavian countries states that no office should have more than 60 per cent of one sex only—which makes perfect sense to me.

As long as the Division was in Vienna, career perspectives were also limited due to the small number of posts. I think people at smaller duty stations often have this experience. Then it seems to me that being an expert on gender issues is not always a good thing to have on your business card. You are put in a niche, where people either are scared because they think you are a cold-blooded feminist or think that you are

weak on the substantive side. I think they are wrong on both counts, because promoting women's equal rights is much more complex than the feminists would have thought in the 1960s, and sound, substantive expertise is a prerequisite to advance the case for gender equality in any field.

in your interest . . .

New staff selection system:

In the context of the new staffing system effective as of 1 May 2002, the Special Adviser, with the office of the Focal Point for Women, consolidated and conveyed, over a period of six months, comments and perspectives on the new system, with particular reference to the special measures for the achievement of gender equality. The measures have not been abolished formally; yet, it remains to be seen how such Measures will be implemented under the new system, elaborated in ST/AI/2002/4 of 23 April 2002. The old system obliged a programme manager to select an equally qualified or better-qualified female candidate as compared to a male candidate, on a post-by-post basis. No such obligation is stipulated under the new system. The sole exceptions that remain in order to achieve gender-equality targets of 50/50 women and men are departmental gender targets agreed to and reviewed biannually among the head of the department, OHRM, the Special Adviser and, ultimately, the Secretary-General. It is very important that all staff become acquainted with the new system. **You are urged to read OHRM Highlights Bulletin No. 26, April-May 2002, on the new staff selection system.** For more complete information, please read ST/SGB/2002/5/6 and ST/AI/2002/4, available on the UN Intranet in reference material.

New staffing system—how to apply for posts

Vacancy announcements and instructions are available at the following United Nations web sites:

- <http://www.un.org/Depts/OHRM>
- <http://jobs.un.org>, also accessible through UN Intranet >Quicklinks/human resources/vacancies<. Go to the UN Intranet >Quicklinks/staff selection<. For frequently asked questions and answers, click on >FAQ<.
- It is most important that you observe the deadline for applications. Online applications are encouraged. For further information, you can also contact the Staffing Support Section, Operational Services Division, United Nations, Office of Human Resources Management, Room S-2475, New York, NY 10017, USA.

Membership of the Central Review Board, Committee and Panel at Headquarters

(ST/IC/2002/26/Add.1)

1. Central Review Board: Chairperson, Mr. Patrizio Civili, DESA
2. Central Review Committee: Chairperson, Ms. Donna-Marie Chiurazzi-Maxfield, DPKO
3. Central Review Panel: Chairperson, Ms. Sylvie Jacque, OLA



ORIGIN meeting, Toronto, Canada, 13-14 June 2002

Annual meeting of ORIGIN (International Network of Gender and Diversity Advisers)

Toronto, Canada 13-14 June 2002

ORIGIN (the International Network of Gender and Diversity Advisers), representing 36 institutions,¹ held its seventh annual meeting hosted by the Bank of Montreal, in Toronto. Summarized below are the main points of the discussions. These revolved around the trends experienced across institutions in meeting diversity and gender targets. The discussions concluded by identifying, by consensus, the five “best” management practices for diversity programmes—a minimum package of institutional conditions without which gender and diversity targets cannot be met.

¹ Asian Development Bank, African Development Bank, Administrative Committee on Coordination (UN), Bank of Montreal, Consultative Group on International Agricultural Research, Canadian International Development Agency, European Commission, European Investment Bank, European Parliament, Food and Agriculture Organization of the United Nations, International Atomic Energy Agency, Inter-American Development Bank, International Fund for Agricultural Development, International Labour Organization, International Monetary Fund, International Trade Centre, International Organization for Migration, Organisation for Economic Cooperation and Development, Organization for Security and Cooperation in Europe, Royal Bank of Canada, Toronto Dominion Bank, United Nations Secretariat, United Nations Development Programme, United Nations Educational, Scientific and Cultural Organization, United Nations Population Fund, United Nations High Commissioner for Refugees, United Nations Development Fund for Children, United Nations Industrial Development Organization, United Nations Development Fund for Women, United States Agency for International Development, World Health Organization, World Bank, World Food Programme, World Meteorological Organization.

Trends experienced across institutions:

- Inadequate visibility and commitment from the highest level. The most critical success factor for achieving gender balance and diversity is the commitment of senior-most management and the accountability of supervisors. This is more often than not still absent or insufficient. Accountability with sanctions is almost totally absent.
- Inadequate monitoring of targets. Open, transparent, and public monitoring and benchmarking of gender balance and diversity objectives are strong drivers.
- Backlash. This seems to be inevitable a few years after gender balance and diversity programmes are initiated, even when significant progress has occurred. Hence, backlash is not linked to progress.
- Negative effects of decentralization. Decentralization of selection and promotion decisions tends to have a negative impact on gender balance and diversity results, especially when accountability and meaningful sanctions are not enforced—and in most cases they are not.
- Premature mainstreaming of gender balance and diversity offices. Organizations tend to “mainstream” diversity prematurely into human resources operations without sufficient safeguards, established practices, and structured monitoring and accountability. This generally leads to a loss of focus and a deterioration of progress.

The top five factors critical to success:

Gender balance and diversity targets cannot be met without meeting the following five conditions. This minimum package is required irrespective of the nature of the organization, as affirmed by surveys and analysis of the for-profit sector conducted by Catalyst, the world’s largest research institution studying women in decision-making, and by the unanimous experience of all ORIGIN’s member institutions:

1. Visible, proactive, consistent and repeatedly demonstrated commitment to gender balance and diversity objectives by the highest level of management/leadership;
2. Clearly articulated policy with concrete targets and goals, and the establishment of an autonomous office for gender balance and diversity—reporting directly to the highest level of the organization;
3. Independent and significant budget/financial resources for office monitoring of gender balance and diversity;
4. Systematic and effective accountability and monitoring

- mechanisms, including meaningful sanctions for non-compliance;
- Supportive work environment founded on policies effectively implemented in support of gender and diversity groups; the implementation of these policies is fundamental to the creation of a supportive environment for the target group in question.

Basic information for UN Pension Fund participants and beneficiaries

Compiled by Eleanor Phillip, UNJSPF

In the event that you plan on separating from service, a number of steps should be taken:

- Visit the Pension Fund web site at <http://www.un.org/unjspf>;
- Obtain a copy of the Regulations and Rules if you don't already have one;
- Request an estimate of what your benefit would be upon retirement;
- Visit the Pension Fund information desk and ask questions.

Upon separation you must ensure that:

- All separation documents have been submitted to the Pension Fund by your former employing organization;
- You have submitted clear and precise payment instructions to the Pension Fund (contact your financial institution if you are not sure about the details of your payment instructions).

As a beneficiary:

- Always inform the Fund of any address changes;
- Provide the Fund with a contact person, e.g., a close relative or friend in addition to spouse;

Dear Colleagues,

*If there is any manager—female or male—that you would like to recognize as somebody who shares our commitment to improving the status of women in the Secretariat, let us know. We will highlight her/his work in our next issue. If you want to send us your comments about **network**, an article that you wrote, etc. we would be delighted to receive it. The more interaction we have with our readers, the better!!!*

- Valuable information can be obtained from the Federation of Associations of Former International Civil Servants (FAFICS). Contact the association for information on affiliated associations in your part of the world.

As of March 2002, there were a total of 239 cases of outstanding payment of entitlements, 67 of which were widows (28 per cent) and 83 of which were children (35 per cent). Widows and children, therefore, make up the vast majority of cases (63 per cent). Many of these widows and children are, in fact, not aware that they are entitled to a benefit, or they do not receive their entitlements because they cannot be located. If you know of any such cases, kindly request that they contact the Pension Fund, or provide the Fund with information on how they can be contacted. Thank you!

To obtain the United Nations Pre-Retirement Programme book, please refer to the Staff Counsellor's Office, OHRM, Room S-505, UN Headquarters, New York, NY 10017; (212) 963-7044). The table of contents of the book lists the following topics: Staying Healthy; Your UN Pension; Making a Will; US Social Security; Financial Aspects of Retirement; Rules and Regulations Governing Separation; Immigration; Repatriation Shipment; UN After-Service Health and Life Insurance; Special Retirement Issues; Services and Opportunities; Your Personal Pre-Retirement Checklist.

did you know that . . .

- 21 March was the **International Day for the Elimination of Racial Discrimination**. The Secretary-General, Mr. Kofi Annan, in his message to commemorate the day, said that "The persistence of racism, racial discrimination, xenophobia and related intolerance—the violence and invective visited on men and women not for what he or she has done, but because of who he or she is—demonstrates the need to look for new ways to address this age-old problem".
- The **International Confederation of Free Trade Unions** and the **A.F.L.C.I.O.** announced a three-year campaign to **double to 128 million the number of women** belonging to unions worldwide. It also urged labour federations around the world to focus on the issue of women's right to decent work. It is believed that unions are not doing enough to meet women's needs.
- The United Nations Children's Fund (UNICEF)** hailed the opening of the school year in Afghanistan (25 March 2002), where, for first time in six years, girls were among the over 1 million students attending formal classes.

- The **World Health Organization** estimates that 5 million Afghans could be affected by psychological problems brought on by two decades of fighting, particularly women, whose suffering has been compounded by years of oppression under the Taliban regime (reported by BBC World Update).
- A World Health Organization study released during the World Conference on Injury Prevention and Control, Montreal, May 2002, reported that as many as two thirds of women in some parts of the world have experienced domestic violence. It indicated especially high rates of abuse, inter alia, in Peru, Brazil and Thailand. In many cases, abused women did not contact the authorities because they were too embarrassed or afraid to seek help.
- The **World Bank** released a new report exploring how gender roles play a part in alcohol consumption behaviour and potential alcohol-related problems in Latin America and the Caribbean. The research suggested the need for an emphasis on the gender dimensions of alcohol consumption and alcohol-related problems, as the region has the highest mortality rate in the world due to alcohol-related causes—4.5 per cent compared to 1.3 per cent for developed regions, and 1.6 per cent for developing regions.
- The first **Pan-African** mental health conference held in Dakar, Senegal, on March 2002, was attended by more than 150 psychiatrists, psychoanalysts, anthropologists, psychologists, pharmacists, social workers and other professionals, representing more than 50 countries. They sought ways to seek ways to make mental health care more visible to Africans, and aimed at taking inventory of all mental health practices found in Africa, and of actors in the health sector and of their processes, techniques and means of public behaviour. Particular points of interest included child psychiatry, pharmaceuticals, traditional medicine and reintegration of the mentally ill into society;
- **Depression and Women.** Women's fluctuating hormone levels affect their well-being and, like depression in men, the underlying cause is a combination of changes in brain chemistry, stress, trauma and genetics. However, beyond the major types of depression that affect both men and women, women suffer, in addition, from a unique type of depression due to their special physiology and hormones. Estrogen, the "female sex hormone", affects more than 300 functions in a woman's body. Hence, depression can no longer be blamed on "being moody", "that time of the month" or "the change", and the remedy cannot be to merely "just snap out of it". Like other physiological issues, depression, too, requires care, attention and treatment. (Please refer to the book *Depression and Women* by

Josepha Cheong, MD; Michael Herkov, PhD; and Wayne Goodman, MD.)

- According to the **Second World Assembly on Ageing**, the worldwide population over 60 years of age will quadruple to 2 billion by 2050. In the twentieth century, life expectancy was increased by 30 years. That is greater than was attained in the previous 5,000 years of human history. However, some countries like Afghanistan and Sierra Leone still have an average life expectancy of only 40 years.
- Women are **Defence Ministers** in Norway, France and Chile; women are Deputy Defence Ministers in South Africa, Israel and Australia; a woman is the Minister of Security in the Bahamas.

Women and peacekeeping

Below is a list of Gender Advisers/Gender Mainstreaming Focal Points in current peace operations:

UNMIBH

United Nations Mission in Bosnia and Herzegovina, Celhia de Lavarene, Senior Gender Adviser;

UNMIK

United Nations Interim Administration Mission in Kosovo Angela MacKay, Senior Gender Adviser;

MONUC

United Nations Observer Mission in the Democratic Republic of the Congo, Amy Smythe, Senior Gender Adviser;

UNMISSET

United Nations Mission of Support in East Timor, Maria Domingas Fernandes, Adviser for the Promotion of Equality in the Office of the Chief Minister;

UNMSIL

United Nations Assistance Mission in Sierra Leone, Teresa Kambobe, Gender Specialist in the Human Rights Section;

UNAMA

United Nations Assistance Mission in Afghanistan, Fatiha Serour, Interim Gender Adviser.

Promotion and placement of staff in the Professional category and above
January to March 2002*

Month	Promotion		Total	Lateral placement		Total	Number of promotions of staff across departments/offices
	Women	Men		Women	Men		
January	9	21	30	1	0	1	3
February	10	7	17	0	1	1	2
March	9	16	25	1	1	2	6
Total	28	44	72	2	2	4	11

article

Gender and ageing: highlights

Older persons, aged 60 years or older, make up 10 per cent of the world’s population today. Yet additions to the older population will account for over 40 per cent of all population increases between 2002 and 2050. The number of older persons worldwide will more than triple between 2002 and 2050, from approximately 630 million to nearly 2 billion. The number of the oldest old, those aged 80 or older, will quintuple.

Women make up a majority of the older population and will continue to do so in the future. Although at birth males outnumber females, men’s higher mortality over the life course means that women typically outnumber men at older ages—and the difference is quite large among the oldest old. As of 2002, there are 65 million more women globally than men aged 60 or older, about 12 women for every 10 men. At ages 80 or older, women outnumber men by almost 2 to 1.

Mortality and health

Concomitant with dramatic improvements in the average lifespan since 1950, there has been a widening difference between male and female life expectancy. From the early 1950s to the present, life expectancy at birth increased by almost 20 years globally—and by 23 years in the less developed regions. Over the same period, the advantage women have over men in life expectancy at birth has grown from 5 to almost 8 years in more developed regions and from 1 1/2 to 3 years in less developed regions. Much of the increase in life expectancy is due to declines in mortality at the younger ages, so that the likelihood of reaching old age has increased. However, recent decades have also seen significant improvements in mortality within the older population, including the oldest old. These trends so far have usually

been more beneficial to women than men. At the mortality rates of 2000-2005, women who reach age 60 can expect to live another 20 years, compared to 17 years for men.

The recent declines in old-age mortality have renewed attention not just to the question of how long life can be extended, but also to a range of issues regarding the quality of that longer life. Women’s greater longevity does not necessarily translate into healthier lives. Recent cross-national comparisons suggest that, while women who reach older ages will live more disability-free years than men, the proportion of the older years that are free of severe disability tends to be smaller for women than for men. Women are more prone than men to chronic disabling conditions such as Alzheimer’s disease, arthritis, diabetes, hypertension and osteoporosis. More positively, there are signs that the prevalence of severe disability among older persons is falling in a number of countries, although better and more comparable data are needed to confirm trends in this area.

Marital status and living arrangements

Older women are much more likely than men to be widowed, and correspondingly less likely to be married. While globally more than three quarters (78 per cent) of older men are currently married, less than one half (44 per cent) of older women are married. This is attributable largely to two factors: women survive on average to higher ages; and, most women marry men several years older than themselves. The effect of gender difference in marriage age on later widowhood is only one of the many ways in which demographic, economic and social circumstances and choices made in early life have divergent ramifications for men and women in old age.

Because older women are less likely to be married, they are also more likely than older men to be living alone in all but a few countries. This is especially the case in the more

Promotion and placement of staff in the General Service and related categories
January to March 2002*

Month	Promotion		Total	Lateral placement		Total	Number of promotions of staff across departments/offices
	Women	Men		Women	Men		
January	5	0	5	1	0	1	3
February	11	6	17	0	0	0	1
March	5	6	11	0	0	0	2
Total	21	12	33	1	0	1	6

*OHRM information circulars, 2002

developed countries, where there have been large declines in the proportions of older people who live with their children. In most of the developed countries, recent data show that one quarter or more of women aged 60 or over live alone, with a maximum of about half living alone in Denmark and Finland. By contrast, in all but a few developed countries, less than 20 per cent of older men live alone. In developing countries, with some notable exceptions, the proportion of older women living alone is usually below 10 per cent, but this still tends to be appreciably higher than for men of the same age.

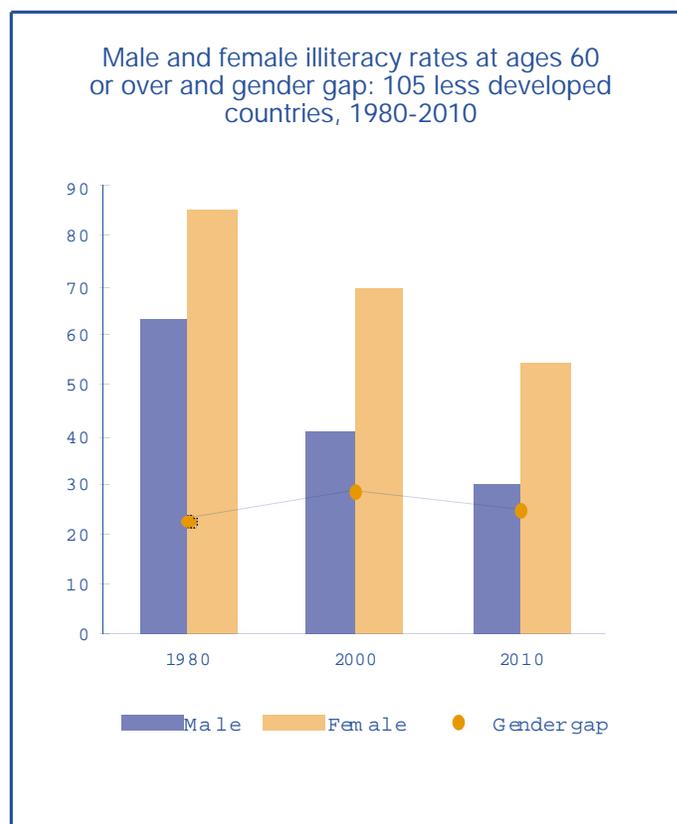
Differences in marital status explain (in a statistical sense) the tendency for a higher proportion of older women than men to reside in nursing homes or other institutions. Older women living alone are also more likely to live in poverty than are married women or men.

Labour-force participation

While labour force participation of the older population has declined nearly everywhere over recent decades, the female share of the older workforce has increased, especially in the more developed regions. In 1950, 26 per cent of workers aged 65 or over were women in both the more and less developed regions, according to data from the International Labour Organization. By 2000, this proportion had increased to 29 per cent in the less developed regions, and to 41 per cent in the more developed regions.

Old-age support systems in the form of pension and retirement programmes are much less prevalent in the less developed regions than in the more developed regions. It is not surprising, therefore, to find higher proportions of older persons in the labour force in the less developed regions, and this is true for both women and men. In 2000, 14 per cent of women aged 65 or over were economically active in the less developed regions, and 6 per cent in the more devel-

oped regions; for men, the percentages were 45 and 14, respectively. It should be noted that women's economic activity may be understated in the available data, especially in the less developed countries, where women are likely to be working in subsistence agriculture or household-based industries.



Illiteracy

Adult illiteracy has consistently declined in most developing countries over the past two decades, but it still remains generally high among the over-60 population, especially for women. Furthermore, between 1980 and 2000, the reduction in illiteracy among the older population was greater for men than for women, so that the gender gap increased. Based on data for the year 1980, compiled by UNESCO for 105 developing countries, the illiteracy rate among women aged 60 or over was 85 per cent—22 percentage points higher than among men of the same age (63 per cent). By 2000, this gender gap increased to 28 points, as the percentage illiterate decreased to 69 among older women and to 41 among older men (see figure on page 13). Over the decade 2000-2010, however, the gap is projected to start narrowing, as the aggregate rate declines to 55 per cent among older women and to 30 per cent among older men.

The highlights above were drawn from the following publications of the Population Division/DESA, which also provide more discussion and more detail:

United Nations (2001). *Population Bulletin of the United Nations. Living Arrangements of Older Persons: Critical Issues and Policy Responses*. Special issue, Nos. 42/43. ST/ESA/SER.N/42-43, Sales No. E.01.XIII.16.

United Nations (2001). *World Population Monitoring 2000: Population, Gender and Development*, chapter III: Ageing and gender. ST/ESA/SER.A/192, Sales No. E.01.XIII.14.

United Nations (2002). *World Population Ageing: 1950-2050*. ST/ESA/SER.A/207, Sales No. E.02.XIII.3.

United Nations (2002). *Population Ageing 2002*. Wallchart. ST/ESA/SER.A/208, Sales No. E.02.XIII.2.

Contributed by Mary Beth Weinberger, Barry Mirkin and Paulo Saad of the Population Division/DESA

article

What can I tell you about ageing?

By O. Richard Nottidge, President, AFICS (NY)
Former Deputy-Director for Recruitment and Placement,
OHRM

We all age, unless we miss out on a part of life by dying first. Those of us who have reached the age of retirement can look back and watch those who are following us.

Some of us, former UN staff members, spend a lot of time with the Association of Former International Civil Servants (New York). The reference to New York distinguishes us from the Association of the same name in Geneva, which was established long before we were. Spending time with AFICS (NY) also tells us about what our members are doing or going through. One of the President's duties is to send letters of condolence to the surviving spouse of those who die, and to memorialize them in obituaries or services held to honour their memory.

We acquire experience ahead of time with degrees of ageing we may never reach ourselves. This experience is what makes AFICS (NY) so useful. We are here to tell you what happens next, because we have either gone through it or know many others who have done so—and watched them carefully.

Childhood, school and college may be forgotten. But our first job, our next and, for our members, the time we joined the international civil service are clearer events in our memories. Our common experience within the UN family, whether in New York, Geneva, Vienna, Paris, London, Rome or in any of the other duty stations around the globe, gives us a common language, which makes it far easier to relate to another former international civil servant than to anyone who has never worked in that “peculiar” institution.

When first joining an international organization, the work is foremost in our minds. Family may also be a critical part of our lives. Expatriation, which is the lot of most international civil servants, causes families more difficulty than it does for many other people in the workforce. Marriages with nationals of other countries happen more often with us. The children grow up and the nest may be empty. Work goes on, but maybe the thought of something afterwards may begin to register.

When do you start to plan for your retirement? When you are twenty, thirty, forty, fifty or fifty-nine or sixty-one? The earlier you start, the better. While raising children, life insurance may be essential, in case the worst happens and you are forced by an untimely death to leave them alone without a breadwinner. Health insurance is a must at all times. Did you know that in the UN you can't participate in the excellent After-Service Health Insurance (ASHI) plans if you take a full withdrawal settlement from the Pension

You can read network online at
[www.un.org/womenwatch/osagi/
fpfocalpointfwomen.htm](http://www.un.org/womenwatch/osagi/fpfocalpointfwomen.htm)

If you want to receive network by e-mail
please send a request to dain@un.org

Fund? Any benefit is better if it helps you to qualify for the ASHI plans.

Will I live to be ninety and be incapable? Or will I die of a heart attack? Long-Term Care (LTC) insurance is very important if you live beyond the moment you are capable of looking after yourself. If you try to buy an LTC policy at the age of eighty, you may not qualify—and if you do, it is horribly expensive. In your sixties or seventies it's affordable, but why did no one tell me that I could get it in my fifties for peanuts compared to what I now pay.

What else do people ask us? Should I take a one-third lump sum? We ask why do you need it? If you already have a nest egg, why take on more? If you do not take the lump sum, you can never spend it and end up, for instance, with nothing but regret for a bad investment. If you need the lump sum to buy a retirement home, do you need the whole one-third lump sum? If a quarter would do, your periodic pension payment will not be reduced more than necessary.

Where should you retire? Many people stay in their last duty station. Many of their friends will be there, and perhaps their children too. If you have had an entire career in international organizations, will you fit into your national community, which may have changed more than you have? What are the tax implications? Will your spouse, from another country, be comfortable there, or even be admitted as a long-time resident?

If you stay in the country of the last duty station, will you be able to do so easily? Since September 11, 2001, the United States authorities have tightened up their procedures. It is not as easy as before, and so you will need to seek careful advice before you separate from service and to be sure that you follow the procedures correctly.

Then, when you have solved all those questions, what do you do with your retirement? What about joining the Association of Former International Civil Servants (AFICS in NY) or one of our sister Associations in Argentina, Australia, Austria, Brazil, Canada, Chile, Colombia, Ethiopia, France, India, Italy, Mexico, New Zealand, Russia, Sri Lanka, Switzerland, the United Kingdom and Uruguay?

(For more information, write to us at AFICS (NY), Room DC1-0580, United Nations, New York, NY 10017, or e-mail us at afics@un.org. A life subscription to AFICS (NY) costs \$250, or you can pay \$25 a year.)

- UNIFEM (United Nations Development Fund for Women) announced on 24 June 2002 that African women's voices would now be heard online. The new web site was launched with the support of the World Bank and is hosted by the African Centre for Women, Information and Communications Technology (ACWICT) at <http://www.acwict.or.ke>
- A very useful web site that maps women's information services around the world is <http://www.iiav.n.mapping-the-world/>
- The World Bank has decided that all its future projects will be evaluated for their effects on women and girls, because studies have shown that equality between men and women improves the economic viability of poor countries, reduces poverty and encourages good governance. The policy, which also calls for the Bank to prioritize programmes, would equalize opportunities for women in impoverished countries. (For more information, contact World Bank GenderNet at <http://www.worldbank.org/gender/>)
- The recently published book *Executive Women and the Myth of Having It All*, by Silvia Ann Hewlett, discusses the painful truth that women in America "don't have it all". Some of the statistics attest that at least a third of the country's high-achieving women do not have children, and that many women who are raising children have suffered insurmountable career setbacks. About 79 per cent of high-achieving men reported they wanted children and 75 per cent said they have spouses and children. The opposite holds true for women . . .
- From 1995 to 2000, the gap in managerial salaries for men and women in American industry increased. In spite of one of America's biggest economic booms, the managerial salaries for women not only failed to catch up to those of their male counterparts, but they also lost ground in several industries according to a report prepared by the General Accounting Office, the independent research office of Congress.



network—The UN Women's Newsletter

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