

Network

The UN Women's Newsletter, Vol. 15, No. 2 • April, May, June 2011

INTERVIEW WITH CAPTAIN RIFAT HAYE

PILOT WITH PAKISTAN INTERNATIONAL AIRLINES – BATTLING DISCRIMINATION AND HARASSMENT IN THE COCKPIT



“If God meant women to fly, he would have painted the sky pink, not blue.” This is an attitude that **Capt. Rifat Haye**, a captain with Pakistan International Airlines (PIA), is challenging at many levels. In doing so, she is taking forward the fight for gender equality with courage and determination, often in the face of daunting obstacles.

Pakistan has produced some very remarkable women and Rifat is without doubt one of them. Twenty-two years ago she did the unthinkable in Pakistani society – she entered a domain where no women had ventured before and broke the gender barrier. In 1990 she began taking flying lessons and “earned her wings” to be among one of the first women in the country’s history to fly as a professional pilot for the national carrier, PIA. She went on to overcome numerous challenges to rise to the rank of captain. Over the years, Rifat has had to battle against gender bias and cope with long hours away from home in order to carve out an impressive career for herself as a pilot. Currently, she flies the ATR aircraft on domestic routes. In the past, she has flown the Boeing 747, the Airbus 300 and Fokker aircrafts on international routes to the USA, Europe and the Middle and Far East.

(continued on page 3)

Contents

Interview with Capt. Rifat Haye	p. 1	Women’s health	p. 15
Letter from the Focal Point for Women	p. 2	Work/life balance	p. 16
Congratulations to ...	p. 6	In your interest	p. 17
Around the UN ...	p. 8	Recommended reading	p. 20
Around the world ...	p. 11	Recommended websites	p. 20
Violence against women	p. 14		

Letter from the Focal Point for Women

Dear Friends,

*These are very exciting times for UN Women as it sets out on its new journey as the voice of millions of women and girls. We at **Network** seek to spotlight each quarter events around the United Nations and around the world that matter for gender equality and women's empowerment, and with a focus on the representation of women where possible.*

We begin by congratulating Michelle Bachelet who was honoured with the Newsmaker of the Decade Award by Women's eNews and the new senior management team at UN Women who will support Executive Director Michelle Bachelet and Deputy Directors John Hendra and Lakshmi Puri in the challenges that lie ahead.

In this issue, we highlight discrimination and harassment in the workplace in our interview with Capt. Rifat Haye, a professional pilot with Pakistan International Airlines who is battling discrimination and harassment in the cockpit. Rifat, a strong voice for women's right, shares with us the story of her struggle to prove that a woman is as capable of earning a respected career as a professional pilot as the toughest of her male counterparts. Central to her battle is the desire to improve and diversify women's representation as professionals in all vocations.

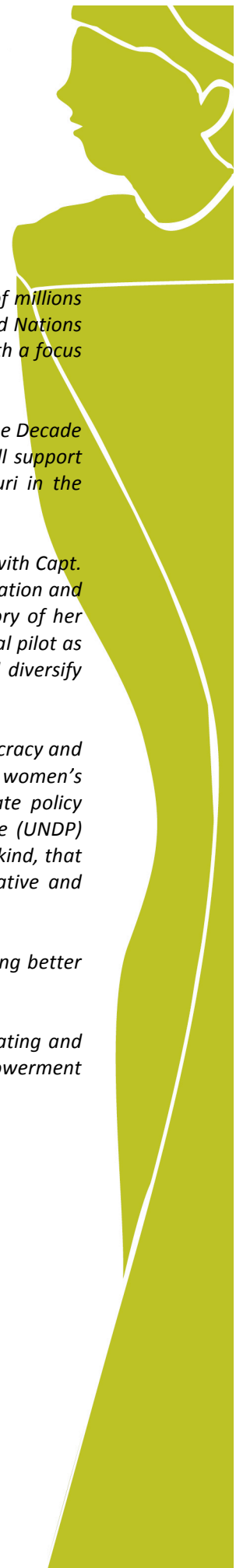
Further, we focus on issues and events including a high-level roundtable discussion on democracy and gender equality which stressed the importance of better representation of women through women's participation in the electoral process, and the creation of spaces for women to articulate policy preferences as well as the new report from the United Nations Development Programme (UNDP) Women's Representation in Local Government in Asia and the Pacific, the first report of its kind, that highlights the need for stronger action to ensure women are elected to local representative and leadership positions.

We also feature news on the gender dimensions of ageing, the top 25 companies supporting better work/life balance and growing contributions to UN Women.

*As always, we hope you enjoy **Network** and that you find the stories we bring you stimulating and that they support your advocacy and work advancing gender equality and women's empowerment wherever you may be around the world.*

In solidarity,

*Aparna Mehrotra
Senior Adviser on Coordination and
Focal Point for Women in the UN system
Coordination Division
UN Women*



INTERVIEW WITH CAPT. RIFAT HAYE *(continued from p. 1)*

A professional pilot, wife and mother, Rifat has proved an inspiring role model, empowering many more women to join the airline over the years. A crusader, torchbearer and symbol of courage, Rifat has become an important voice for women's rights in a country still steeped in discriminatory practices.

After years of battling discrimination in her workplace, Rifat took her case to the Parliamentary Standing Committee on Women's Development. The Committee issued a directive to the PIA administration to take action against the accused officials. When PIA failed to take action, Rifat filed a petition in the High Court of Pakistan. For the past three years, Rifat has pursued her struggle for justice. Despite threats and harassment, she has refused to withdraw her case, which was the first to be heard following the enactment of the Law on Sexual Harassment at the Workplace in March 2010 in Pakistan.

Rifat shares with us her views on the challenges faced by women in the workplace in Pakistan.

Q. You did not come from an aviation background. What motivated you to learn flying and become a pilot?

A. I always had a passion to be a professional and have a career, so after about 15 years of marriage and three kids, I embarked on my journey. During these years I kept focused on my dream to get more education and have a profession. Previously I had completed my undergraduate studies so I enrolled in the MBA programme at the Lahore University of Management Sciences (LUMS). During this time, I realized that I would not be able to do justice to either my young children or my studies. Studying at LUMS was a full-time job and I couldn't keep pace with the time

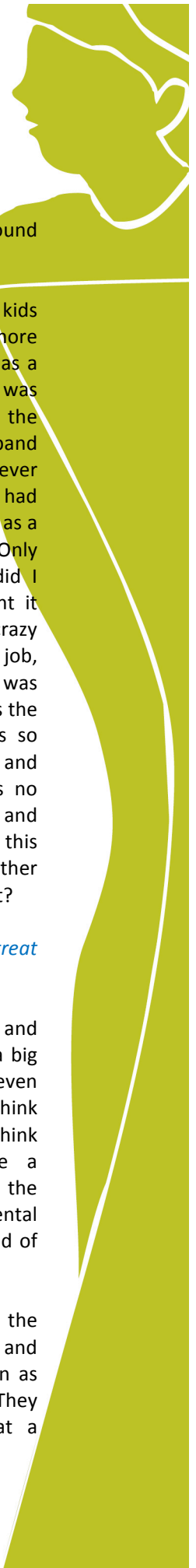
demands at that time. This is when I found myself being motivated to learn flying.

After about three years, when all my kids were going to school, I joined the Lahore Flying Club where I received my training as a commercial pilot. I applied to PIA and was able to be selected as a pilot. This set the stage for my future. Convincing my husband was a challenge for me because he never wanted a professional wife, although he had no problems with me taking flying lessons as a hobby. I applied for the job quietly. Only when my initial selection letter came did I discuss the matter with him. He thought it was a joke and was convinced that I was crazy to even think of getting a highly technical job, after being a housewife for 15 years. He was quite sure that I would not be able to pass the mandatory tests. My determination was so strong that I passed all the tests and interviews with flying colors. There was no looking back! I want to be a role model and encourage younger women to join this profession. I consider it to be like any other profession, so why should it be singled out?

Q. How did the other male pilots at PIA treat you when you joined the airline?

A. It is tough to be a professional woman and especially in a third world country. It is a big ego thing for the men colleagues and even more so with male pilots, who probably think that the sky is their domain. Although I think there's no difference whether you're a woman or man flying an airplane. With the advancement in technology, more mental strength than physical strength is required of pilots.

A woman pilot was a new concept in the airline at that time. The men in the airline and outside were only used to seeing women as subordinates in the role of a stewardess. They did not know any other way to treat a



woman. My male colleagues needed a big behavioral adjustment! Some were overly aggressive others were overly nice, but not normal.

Q. What has been the greatest challenge in your aviation career? Is gender discrimination an obstacle to a career in the cockpit?

A. Yes gender discrimination is a huge issue as a pilot in PIA. Women in Pakistan face this challenge at work and in the home. It was unthinkable for a woman to be in the cockpit of any commercial airline in Pakistan. For the past three years – 2008 to 2011 – I have been unduly harassed and professionally victimized, due to my standing up for my due rights, against all odds.

Q. What did you do to fight this situation? Did you approach the institutional and legal system for help?

A. Initially I submitted a complaint to the Parliamentary Standing Committee on Women's Development in the National Assembly. I presented credible evidence to substantiate my case that senior officers of the state-run carrier PIA are "sexually harassing" female subordinates and co-workers.

The Standing Committee decided in my favour and found the accused guilty of harassment and trying to sabotage my promotion and issued a directive to the PIA administration to take action against the accused. But no implementation of the order was carried out by the PIA authorities and the Committee was not able to secure implementation of its directives. Although the Parliamentary Standing Committees in Pakistan are mandated to issue directives, they are not empowered to enforce implementation.

An independent inquiry was undertaken by the Ministry of Defence that also found in my favour, but this also did not bear any fruit, even though PIA is a semi-governmental organization that works under this Ministry.

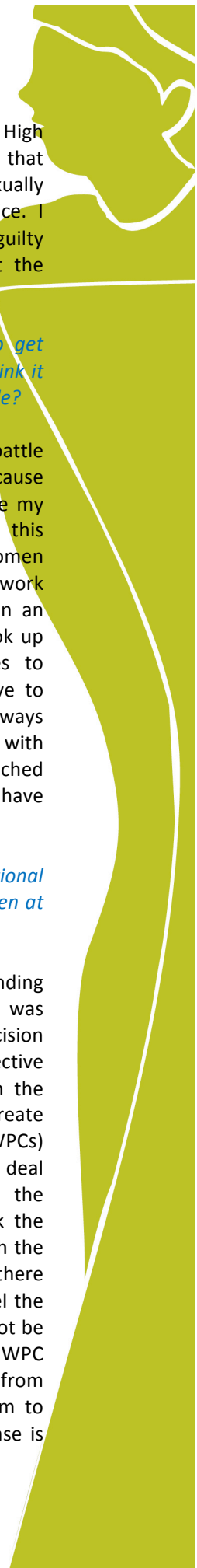
I then filed a petition in the Lahore High Court, drawing attention to the fact that female pilots at PIA were being sexually harassed during flights and in the office. I sought action against those found guilty under the new Law on Harassment at the Workplace.

Q. What made you fight this battle to get justice at the workplace? Why do you think it is important to continue with your struggle?

A. I decided to go full throttle with this battle because I seriously believe that it is a cause worth fighting for. I will not compromise my self-respect and dignity. By fighting this battle, I feel I am encouraging other women to understand and believe that one can work to change the environment and work in an atmosphere of respect and dignity. I took up this battle to help women colleagues to realize that they have a voice. We have to cross the barrier where a woman is always guilty and the man can get away with everything. If we want to change entrenched stereotypical attitudes and mindsets, we have to wage this battle.

Q. Are there adequate legal and institutional frameworks for providing justice to women at the work place in PIA? Or in Pakistan?

A. Presenting my case before the Standing Committee of the National Assembly was instrumental in leading to a first ever decision by the government to put in place a directive to all big public sector organizations in the country. The directive requires them to create Women Protection Committees (WPCs) in their organizations specifically to deal with harassment issues. However, the Parliamentary Standing Committee took the decision that my case should remain with the Committee, as it had been considered there before the directive creating WPCs. I feel the structure of the WPC is such that it cannot be fair and impartial. All members of the WPC are employees of the airline. Pressure from senior bosses can, therefore, force them to make a biased decision. As far as my case is



concerned, I do not think that I can get any redress from this WPC. If my management does not want to heed the decision of the Parliamentary Standing Committee or its superior, the Ministry of Defence, what can a WPC that is comprised exclusively of PIA employees do? This is a very important question and that needs to be addressed so that a more useful system can be adopted.

In the past few years, the government has set on a course to improve the status of women in the country and to create a more enabling environment, for example passing the Women Protection Act, the Harassment at the Workplace Act. Other legislation, such as the law on domestic violence and on the prevention of discriminatory practices, is making progress. However, the problem is that these laws are a welcome step, but they are only a drop in the ocean. The real problem is their effectiveness, enforcement and implementation and measures to bring women into leadership positions and decision-making positions and giving them a voice that is heard and acted upon. These issues have to be tackled both in the home and workplace, so that women gain the confidence and information to feel empowered.

Q. How can these laws and supporting processes be made more effective?

A. The Harassment of Women at the Workplace Act 2010, is not a law in the Constitution of Pakistan. According to this Act, the aggrieved party first has to go to the WPC. If you are not satisfied, you have the right to appeal to the Federal Ombudsperson, who has recently been appointed to serve as a sounding board for grievances. If you are still not satisfied, only the Governor or the President of Pakistan can make the final decision. There is no mention of the judicial system in this Act; one cannot go to court. I had to approach the High Court with a writ petition to give me protection against violations of my basic rights as a citizen of Pakistan.

We also have to reduce undue political influence in organizations like PIA in order to deal professionally with issues.

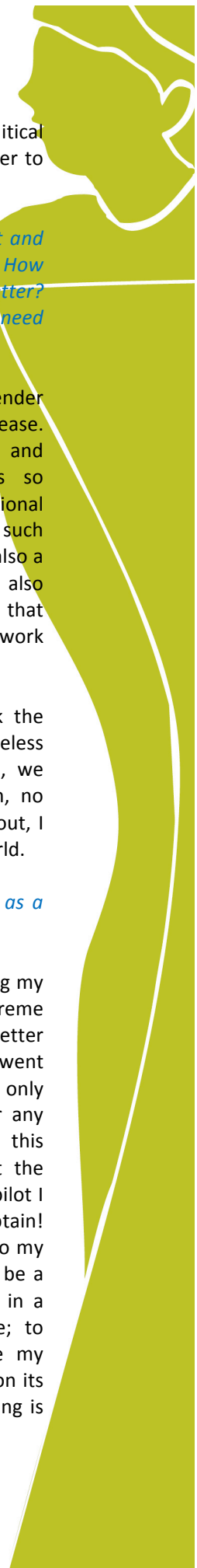
Q. You work in a masculine environment and this gender imbalance affects your work. How should it be changed to suit women better? How can women get the confidence they need to report harassment in the workplace?

A. Firstly, in order to have a greater gender balance application rates have to increase. For this we need to have awareness and information sessions in high schools so teenage girls are exposed to vocational choices and informed and shown that such career paths are open to them. There is also a lack of female role models. PIA should also embark on more family friendly policies that make it easier for women to combine work with motherhood.

Women should not be afraid to speak the truth, for we are the voice of voiceless millions. Having chosen this profession, we cannot be afraid of speaking the truth, no matter what the cost. And by speaking out, I personally believe we can change the world.

Q. What are your goals and aspirations as a pilot?

A. I have spent 22 years of my life serving my airline. I have worked with extreme professionalism and tried to be a better professional than my male colleagues. I went that extra mile to prove that I am not only capable but in every respect better for any management slot. I have been denied this just because I have spoken out about the flaws in our working environment. As a pilot I have achieved the highest rank of captain! Now my dream is to give back my best to my national carrier. I am very motivated to be a part of the management team – to be in a leadership role to bring about change; to create a “dream airline”; and to take my airline out of the dumps, make it stand on its own feet and regain its lost glory! Nothing is impossible.



Q. What is your vision for the future? What advice would you give to other girls who want to be a pilot?

A. I am optimistic. Eventually things will get better. We have to gather the strength to rise above the reality we see around us and refuse to abandon hope. It is the women of the country who will bring about change in society as they have had to struggle to fend for themselves at every level. It is not the government or institutions or the elite leadership, most of which are failing to fulfil their roles in our country. We have many dedicated, committed and talented individuals who can be a part of this change.

Q. What role can international organizations like the United Nations play in empowering women and doing away with discriminatory practices?

A. Organizations like the United Nations should hold seminars on raising awareness and sharing confidence-building skills. Goodwill ambassadors can be appointed to talk about sexual harassment issues in general and in specific situations. Conditions at work need to be discussed in an international forum, to exchange views. With such exchanges positive changes can be brought about in my organization.

UN Women, as the newly formed entity for women's empowerment and gender equality, can be instrumental in shaping strategies to encourage and educate women to speak out against exploitation.

Airline pilots are not highly educated. The job requires technical rather than academic skills. In my opinion lack of exposure to college or university environment limits the process of mental growth. Willing candidates should be sponsored to travel for education to get exposure. It could be short courses in any field of their interest. The idea would be to absorb ideas and skills without financial or job pressure, to interact and try to implement what you learn. The UN Commission on the

Status of Women needs to give more support to women from developing countries who are champions for the cause of women rights along with the other academics, experts and member country officials. More cases should be reported to UN Women and it should focus on removing stigma and barriers to women's roles and advancement; ensuring the implementation and effectiveness of measures to empower women at the Member State level; and encouraging the appointment of more women to leadership positions.

CONGRATULATIONS TO ...



Michelle Bachelet, Under-Secretary-General and Executive Director of UN Women, on being honoured with the **Newsmaker of the Decade Award** at *Women's eNews' "21 Leaders for the 21st Century Gala"* held in New York, on 3 May 2011. Accepting the award from *Women's eNews* Editor-in-Chief Rita Henley Jensen, Ms. Bachelet reiterated her pledge to champion the rights of women and girls and stressed that UN Member states needed to send a signal that gender equality and women's rights are on a par with other global imperatives, like ending poverty and combating climate change.

The team of six senior managers appointed to support Executive Director Michelle Bachelet and Deputy Directors Lakshmi Puri and John Hendra in leading the UN Women.

At the Bureau for Intergovernmental Support and Strategic Partnerships:

■ **Kristin Hetle** (Norway), Director, Strategic Partnerships, Advocacy, Civil Society, Communications and Resource Mobilization Division. Ms. Hetle brings extensive experience, combining service for the United Nations system, the Norwegian government and the private sector. Before moving to UN Women, she was serving as the Director of Communications for the Ministry of Labour in Norway. Until 2008, she held the position of Chief of the Media Services Branch at the United Nations Population Fund (UNFPA). Prior to that, Ms. Hetle served as Director of Media at Lion Inc., Media Advisor for the Norwegian Red Cross, and Information Officer in Norway's Ministry of the Environment.

■ **Moez Doraid** (Egypt), Director, Co-ordination Division. Mr. Doraid brings extensive experience of the United Nations system, having held several senior positions in the United Nations Development Programme (UNDP). Prior to his new appointment Mr. Doraid was Officer-in-Charge in UN Women's Division of Management and Administration. From 2006 until the creation of UN Women, he served as Deputy Executive Director for Organizational and Business Development Services of UNIFEM. Prior to that, Mr. Doraid served as UN Resident Coordinator and UNDP Resident Representative in Kuwait; United Nations Humanitarian Coordinator, Resident Coordinator a.i.; UNDP Officer-in-Charge in the Maldives; and Senior Programme Advisor in the UNDP's Regional Bureau for the Arab States.

At the Bureau for Policy and Programme Support:

■ **Saraswathi Menon** (India), Director, Policy Division. Ms. Menon brings extensive experience as a researcher and academic, as well as of the United Nations system. She is currently serving as the Director of the UNDP's Evaluation Office. Ms. Menon's career includes experience in both policy and programme areas. She served as United Nations Resident Coordinator and UNDP Resident Representative in Mongolia; UNDP

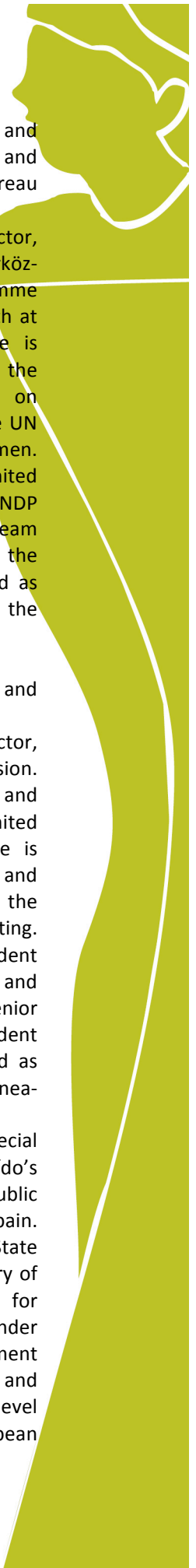
Deputy Resident Representative in Nepal; and Deputy Chief of the Regional Programme and Policy Division in the UNDP's Regional Bureau for Asia and the Pacific.

■ **Gülden Türköz-Cosslett** (Turkey), Director, Programme Support Division. Ms. Türköz-Cosslett brings extensive programme experience, having worked for UNDP both at its headquarters and in the field. She is currently on special assignment from the UNDP and serving as Senior Advisor on System-Wide Coherence and Head of the UN Women Transition Team in UN Women. Ms. Türköz-Cosslett has worked as United Nations Resident Coordinator and UNDP Resident Representative in Albania; as Team Leader in the Central Asia Cluster of the UNDP's Regional Bureau for Europe; and as Programme Specialist in the Office of the UNDP Administrator.

At the Division of Management and Administration:

■ **Giovanie Biha** (Burundi), Director, Management and Administration Division. Ms. Biha brings extensive programme and operational experience, both in the United Nations and in the private sector. She is currently serving as Chief of Strategy and Corporate Performance Management in the UNDP's Office of Planning and Budgeting. Ms. Biha has worked as Deputy Resident Representative for both Programme and Operations in UNDP-Mauritania, as Senior Programme Manager and Deputy Resident Representative a.i. in UNDP-Ethiopia and as Assistant Resident Representative in Guinea-Bissau.

■ **Bibiana Aído Almagro** (Spain), Special Advisor to the Executive Director. Ms. Aído's appointment follows a distinguished public service career with the Government of Spain. She is currently serving as Secretary of State for Equality. Ms. Aído created the Ministry of Equality and until 2010 was Minister for Equality and worked extensively for gender mainstreaming in Spanish development policy, as well as on gender equality and gender mainstreaming in various high-level international forums, such as the European



Union and the European observatory against gender violence.

Rosine Sori-Coulibaly (Burkina Faso) on her appointment as the Secretary-General's Deputy Special Representative of the United Nations Office in Burundi (BNUB) and United Nations Resident Coordinator, Resident Representative and Humanitarian Coordinator for Burundi on 5 May 2011. Ms. Sori-Coulibaly brings to the position years of international and national experience in the field of development. For example, before joining the United Nations, Ms. Sori-Coulibaly served in her home country as an economist in the Ministry of Economic Planning and Development and as a member of the Social and Economic Council.

Margaret Vogt (Nigeria) on her appointment as the Secretary-General's Special Representative to the Central African Republic and Head of United Nations Integrated Peacebuilding Office in the Central African Republic (BINUCA). Ms. Vogt brings to this position 34 years of national, diplomatic and academic experience, with a focus on Africa. Previously she served as Deputy Director of the Africa I Division in the Department of Political Affairs at the United Nations Secretariat. Prior to that, she was assigned to the United Nations Political Office for Somalia as Acting Deputy Special Representative of the Secretary-General. Prior to joining the United Nations, she conceptualized and facilitated the adoption of Economic Community of West African States (ECOWAS) and Organization of African Unity (OAU) mechanisms for peace and conflict management. As one of the principal advisers to the United Nations Assistant Secretary-General for Political Affairs, she helped expand the relationship between the United Nations and the African Union.

Aïchatou Mindaoudou Souleymane (Niger) on her appointment as the Secretary-General's Deputy Joint Special Representative (Political) in the African Union-United Nations Hybrid Operation in Darfur (UNAMID).

Ms. Mindaoudou brings to her new position a long and distinguished career with the Government of Niger having served most recently as Minister for Foreign Affairs and Cooperation for 10 years. She previously served as Minister for Social Development, for Population, and for the Promotion of Women's Rights. Ms. Mindaoudou has headed several delegations from Niger to world conferences and summits, including the World Conference on Women, held in Beijing, China, in 1995. She also led the ECOWAS electoral observation delegation to Benin.

Christine Lagarde (France) on her appointment as the first female Managing Director of International Monetary Fund (IMF). She was appointed on 28 June 2011 for a five-year term starting on 5 July 2011. Christine Lagarde joined the French government in June 2005 as Minister for Foreign Trade. In June 2007 she became the first woman to hold the post of Finance and Economy Minister in a G7 country. From July to December 2008 she also chaired the ECOFIN Council, which brings together Economy and Finance Ministers of the European Union. As Chairman of the G20 when France took over the presidency for 2011, she launched a wide-ranging agenda on reform of the international monetary system. In 2009, Christine Lagarde was ranked the 17th most influential woman in the world by *Forbes* magazine and the 5th best European executive woman by *The Wall Street Journal*, Europe. She also became one of *Time* magazine's top 100 world leaders and was named European Finance Minister of 2009 by the *Financial Times*.

AROUND THE UN ...

First annual session of the UN Women Executive Board

The session was held at United Nations Headquarters in New York from 27 to 30 June

2011. At the opening session, UN Women Executive Director Michelle Bachelet presented the UN Women Strategic Plan 2011-2013 and thanked the members and hundreds of other individuals for their tireless efforts in these first months of UN Women's life for their contributions to the production of this first Strategic Plan.

Ms. Bachelet noted that her travels to more than 15 countries over the previous eight months and her participation in inter-governmental conferences had reinforced the convictions that brought her to UN Women. Promoting gender equality and women's empowerment is not solely a plea for justice or human rights. It is both of those things, but also so much more. She said it was her view that failing to capitalize on the potential and talents of half of the population, also squandered the potential to reduce poverty, hunger, disease, environmental degradation and violence.

She noted that UN women has travelled far in a very short period of time – just six months – but there was still a long way to go and high expectations to meet. The Strategic Plan is a roadmap for the next few years, setting out a general direction to be followed. However, Ms. Bachelet noted that UN Women will need to revisit it regularly to see whether we are on the right track. Furthermore, in order to make the journey a fulfilling and successful one, UN Women needs greater resources, more dynamic partnerships and more men and boys taking a lead in advancing women's rights. She said that significantly enhanced capacity within UN Women will be pivotal to helping it reach its destination, namely to improve the lives of women and girls most in need of change and who have a huge amount to offer in return.

First International Widows' Day Celebrated

Absent in statistics, unnoticed by researchers, neglected by national and local authorities and mostly overlooked by civil society

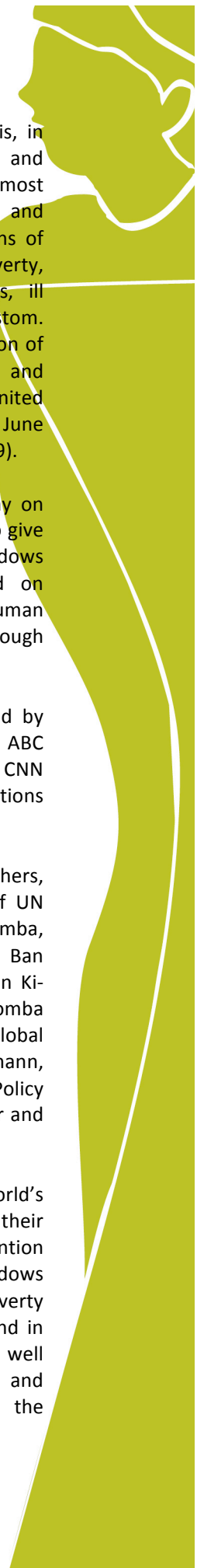
organizations, the situation of widows is, in effect, invisible. Yet abuse of widows and their children constitutes one of the most serious violations of human rights and obstacles to development today. Millions of the world's widows endure extreme poverty, marginalization, violence, homelessness, ill health and discrimination in law and custom. To give special recognition to the situation of widows of all ages and across regions and cultures, in December 2010 the United Nations General Assembly declared 23 June International Widows' Day (A/RES/65/189).

The first ever International Widows' Day on 23 June 2011 provided an opportunity to give special recognition to the situation of widows and their children. The Day focused on the need to ensure respect for their human rights and to alleviate poverty through empowerment.

A panel discussion was held, moderated by Christian Amanpour, host of the ABC programme, *This Week*, and former CNN anchor person, at the United Nations headquarters in New York.

The event was attended by, among others, Michelle Bachelet, Executive Director of UN Women; Madame Sylvia Bongo Ondimba, First Lady of the Gabonese Republic; Ban Soon-taek, wife of Secretary-General Ban Ki-moon; Cherie Blair, President, Loomba Foundation; Amir Dossal, Founder, Global Partnerships Forum; Heidi Hartmann, President, Institute For Women's Policy Research; and Lord Raj Loomba, Founder and Chairman, the Loomba Foundation.

The panel noted that attention to the world's widows and protection and respect for their rights was long overdue. They drew attention to the fact that of the 245 million widows worldwide, approximately half live in poverty along with their 500 million children. And in the context of the HIV/AIDS epidemic as well as the proliferation of armed conflicts and natural disasters around the world, the number of widows is growing.



High-level roundtable discussion on democracy and gender equality

The roundtable was held at the United Nations Headquarters in New York on 4 May 2011. Ms. Michelle Bachelet, Under-Secretary-General and Executive Director of UN Women, joined with other UN officials to stress the importance of women's participation in democracies.

Highlighting the three key elements that must guide democracy assistance, Ms. Bachelet noted that first, the obstacles women face in participation in the electoral process and their ability to exercise a real choice in elections must be addressed. Second, consideration must be given to whether spaces are created for women to articulate policy preferences or voice. Third, democratic public institutions must be accountable to women.

Effective public participation depends on being able to articulate interests and form a constituency to advance those interests, said Ms. Bachelet. "We have to ask ourselves – do we put enough resources into women's civil society organizations so that women can pursue their interests? Do political parties reflect and respond to women's concerns? We must remember that democracies can deliver majorities that actually – in the name of a democratic process – can impose restrictions on women's rights. This can happen when there is not enough diversity and voice for women in politics."

In her concluding comments, Ms. Bachelet noted: "We need to question whether democratic institutions answer to women." She stated that true democracy is about more than just participation; It is about the checks and balances and accountability institutions that allow women to seek redress when their rights are abused and their needs are ignored. The judiciary, parliamentary oversight processes, and public audit institutions, all need to ensure that their procedures and standards are designed to monitor violations of women's rights and to enable women to

call for inquiries and reviews. If these institutions are not in place and functioning, it sends a message to women that their citizenship rights are weaker than those of men, and indeed that their rights to security, to fair pay, or to property are subordinated to men's rights. If women cannot hold government accountable for promoting gender equality, then women's citizenship is on fragile foundations, she stated.

Three basic requirements were highlighted as critical for making democracy real for women. First, obstacles that keep women from participating effectively have to be removed. These include mobility, finances, access to information, lack of public safety, and coercion, intimidation and violence. Second, recognition that participation is one thing and real voice is another. Women must be able to articulate and voice their rights, needs and preferences? This raises questions such as to what extent political parties are democratic in their internal structure and whether women in civil society have the opportunity to debate common positions on the constitution, electoral law, safety during campaigns, and other issues. Third, democratic institutions must be held accountable to women and for meeting commitments to women's rights.

As Ms. Bachelet stated: "If a democracy neglects women's participation, if it ignores women's voices, if it shirks accountability for women's rights, it is a democracy for only half its citizens."

Panel discussion: Securing Justice for Women in Post-conflict States

The panel discussion was held at the United Nations Headquarters in New York on 2 May 2011. Ms. Lakshmi Puri, Deputy Executive Director, UN Women, informed the panel that a seven-point action plan on gender responsiveness in peacebuilding had been drawn up in the context of the 2010 report of the United Nations Secretary-General on women's participation in peace building. She



said that there was a need now to build on that and bring about a convergence between the evolution of transitional justice systems from a human rights perspective, a peacebuilding perspective, a justice perspective, and a specifically gender-justice perspective.

Open-Ended Working Group on Ageing

The Working Group, which is open to all Member States and whose focus is strengthening the protection of the human rights of older people, was established by the United Nations General Assembly in December 2010.

The first working session, consisting of six meetings, took place at the United Nations Headquarters in New York between 18 and 21 April 2011. The session, opened by the Chair of the Working Group, Jorge Argüello, considered the existing framework on the human rights of older people and identified possible gaps and how best to address them, including by considering, where appropriate, the feasibility of further instruments and measures. Expert panelists from a variety of countries and with different backgrounds and experience considered the existing international and regional human rights framework and mechanisms; offered information about recent developments; and identified and reflected on a number of gaps in the protection systems.

Central themes in the discussions and presentations were the interconnectedness of gender and ageing, and the need to focus global attention on the situation of older women and the impact of ageing on women – the issues, perceptions and policies. Participants highlighted a crucial factor in ageing trends in recent decades, namely the dramatic feminization of the older population, with the percentage of women in the population increasing significantly with age. They said that women today outnumbered men by an estimated 66 million among those

aged 60 years or over. Among those aged 80 years or over, women were nearly twice as numerous as men, and among centenarians women were between four and five times as numerous as men. This unprecedented gendered nature of ageing was seen to be a significant feature globally and a well established trend that is set to continue, making the 21st Century the century of gendered ageing. This “silent revolution” will have a profound impact worldwide.

Older women warranted special attention not only because of their number, but also because, while both men and women experience discrimination as they grow older, older women experience ageing differently, according to the experts.

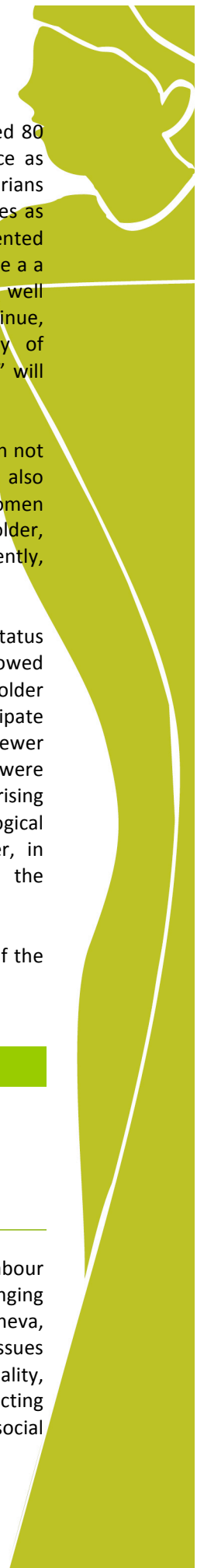
The review of the social and economic status and participation of older women showed that they are more vulnerable than older men, face more social stereotypes, participate less in society and benefit from fewer available opportunities. Aging women were found to experience a double jeopardy arising from social, economic, and psychological conditions surrounding age and gender, in particular poverty, widowhood, and the dynamics of family care giving.

It was decided to hold further sessions of the Working Group later in the year.

AROUND THE WORLD ...

UN Women and the ILO join forces to promote women’s empowerment in the workplace

UN Women and the International Labour Organization (ILO) signed a wide-ranging Memorandum of Understanding in Geneva, on 13 June 2011. It covers covering key issues including promoting gender equality, eliminating sex discrimination, protecting domestic workers, promoting social



protection and combating gender-based violence at work. The Memorandum of Understanding will enhance policy coherence in areas including decent working conditions and women's empowerment. It also provides for measures such as joint advocacy and awareness-raising initiatives, research and training.

Roundtable discussion on women's political participation in the Middle East

Hosted by the Governments of Canada, Colombia, Jordan, the Maldives, Norway and the USA, the roundtable discussion on women's political participation in the Middle East was held at the Palais des Nations, Geneva, on 10 June 2011.

Speaking at the roundtable, Michelle Bachelet, Executive Director of UN Women, highlighted the critical issue of women's leadership in democratic reform processes. She stressed that despite democratization processes in many countries in Africa, Asia, Eastern Europe and Latin America over the past 30 years, these transitions have not always delivered greater equality for women, and this has had a negative impact on the quality and sustainability of democracy. She stated that, simply put, if a democracy neglects women's participation, if it ignores women's voices, if it shirks accountability for women's rights, it is a democracy for only half its citizens.

As we have seen from the dramatic events of the Arab Spring, women have been actively involved in a new wave of demands for political freedoms and dignity. Ms. Bachelet said that political reformers in Tunisia have achieved what had been unthinkable only months earlier: a draft electoral law calling for full parity in political representation in the new Tunisian democracy. She highlighted the following priorities to secure inclusive democracy:

- Making elections free and fair for women as well as men. Ways to do this could include

temporary special measures such as electoral quotas, waivers of nomination fees, access to public resources for political campaigns, or measures to ensure that women potential political candidates are supported and protected and that women – especially those living in poverty or in remote areas – have identity cards and can register to vote.

- Support women's civil society and grassroots organizations to advance women's priorities and interests. Women have many different, and sometimes conflicting, interests. However, they also share priorities that cut across these differences. It is important for women to coordinate, create coalitions, work together and ensure common messages.

- Build accountability for women's rights in emerging public institutions. Special efforts must be made to ensure that constitutional revision processes take into account women's priorities and that women are appointed to positions of leadership in government and in service delivery institutions.

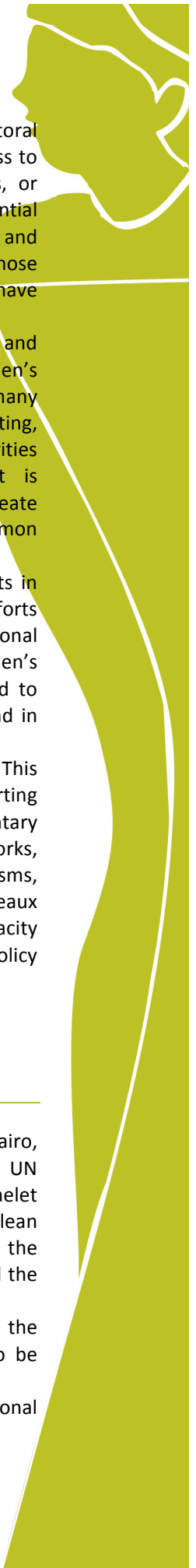
- Support women political leaders. This could involve a variety of supporting mechanisms such as women's parliamentary caucuses or women's civil service networks, as well as creating governmental mechanisms, for example, national machineries or bureaux for women, that have the mandate, capacity and authority to be an effective policy advocate for women's interests.

International Forum on Pathways of Democratic Transitions

The Forum, organized by the UNDP in Cairo, was held on 5 June 2011. At the Forum, UN Women Executive Director Michelle Bachelet shared some reflections on the Chilean experience of returning to democracy in the late 1980s and early 1990s. She identified the following six as the key lessons learned:

- First: Try to achieve unity among the democratic forces all along the route to be taken.

- Second: Agree upon the constitutional *rules* of the transition.



- Third: Keep an eye on the long-term institutions.
- Fourth: Bear in mind that democracy is synonymous with peace.
- Fifth: Do not forget that the people expect that democracy will also produce growth and wellbeing – “Democracy had to deliver.”
- Sixth: Do not forget that in the eyes of the people, democracy must be just.

US Secretary of State and Executive Director of UN women discuss women’s leadership roles in emerging democracies



On her first official visit to the USA as Under-Secretary-General and Executive Director of UN Women, Ms. Michelle Bachelet called on senior US leaders to continue to advance women’s rights and leadership worldwide, including in transitions in the Middle East and North Africa. At a meeting with US Secretary of State Hillary Clinton on 7 April 2011, discussions focused on the need to advocate for inclusiveness and transparency in the ongoing reform processes in the region.

In Egypt and Tunisia, women have played a key role in the movement for democracy, and their legal rights and decision-making within the transitional structures are critical. The situation in Afghanistan, where UN Women and the US government have a history of supporting women’s rights, was also discussed.

During her two-day, high-level visit to Washington, D.C., Ms. Bachelet met with

other senior US leaders including Under Secretary for Democracy and Global Affairs Maria Otero; Ambassador-at-Large for Global Women’s Issues Melanne Verveer; members of the Senate Foreign Relations Committee, including Senator Barbara Boxer; and members of the Congressional Caucus on Women’s Issues, including Co-Chair Jan Schakowsky. Along with enhancing women’s political participation, the meetings also emphasized the urgent need to accelerate the economic empowerment of women worldwide

Drawing attention to women’s participation in peacebuilding, Ms. Bachelet emphasized the appointment of senior women mediators as a critical next step for international organizations like the United Nations and the European Union to ensure women’s concerns are included in peace talks.

UN Women is working with the United Nations Department of Peacekeeping Operations on training peacekeepers from major troop-contributing countries on preventing and responding to conflict-related sexual violence, and also preparing a system-wide roadmap for the United Nations to advance the implementation of United Nations Security Council resolution 1325, which asserts women’s leadership role in conflict resolution.

Tunisia: Gender parity at the ballot box – another Tunisian revolution

The ruling in Tunisia in May 2011 that men and women must feature in equal numbers as candidates in the July polls was a first in the Arab world. Observers believe this builds on the uprising earlier this year that toppled President Zine El Abidine Ben Ali and sparked similar revolts across the Arab world, and allays fears of greater conservative influence. The decision by the authorities who prepared the 24 July 2011 constituent assembly poll has been hailed as a regional breakthrough.

UN Democracy Fund support for a Women's Parliament for Azerbaijan

The Women's Parliament was launched by the Azerbaijani Women's Association for Rational Development on 12 May 2011 in Baku. The 25-member Parliament has been established to investigate, analyse and improve women's rights under the slogan "Parity is Equal to Justice". It will hold regular sessions and send its policy recommendations to the Azerbaijani Parliament.

The United Nations Democracy Fund (UNDEF) has funded the project which aims to serve as tool to give more meaning to women's rights, while strengthening efforts to improve governance in the country as a whole. Two decades after independence, Azerbaijan, a transitional society shaped by vast oil and gas resources, faces challenges related to both its post-Soviet legacy and the male-dominated culture of traditional Islam.

The project draws on the expertise of women active in all sectors. Implemented by the Azerbaijani Women's Association for Rational Development, the project will address issues ranging from child and maternal mortality, to girls' education, support for women entrepreneurs, early marriage, improved housing and minority rights. The Parliament became operational in July following final thematic training sessions throughout June, attended by UNDEF Deputy Executive Head Annika Savill. Members include women leaders from civil society organizations throughout Azerbaijan, as well as prominent individuals in both business and academia.

Calls for the United Nations to help women in Papua New Guinea run for Parliament

In Papua New Guinea (PNG) there are calls for the United Nations to provide logistical support to women wanting to contest the 2012 general election. Women are planning to contest elections after Parliament passed a bill which, if organic laws are passed,

guarantees 22 seats to women at the next national election. Women candidates often lack the necessary money and resources for campaigning, they are, therefore, lobbying the United Nations to use the PNG election as a test case in how to ensure more women are elected to Pacific parliaments.

VIOLENCE AGAINST WOMEN

Japan contributes US\$4.5 million to support a UN Women project on ending violence against women in Afghanistan

Japan's contribution to the UN Women project on ending violence against women in Afghanistan is its largest non-core contribution to UN Women to date. Japan has also pledged US\$446,808 in core contributions to UN Women for 2011.

"Japan, as one of the initial members of the Executive Board of UN Women, is committed to contribute actively to the work of UN Women," said Ms. Hiroko Hashimoto, Representative of Japan to the UN Commission on the Status of Women."

"Japan expects that UN Women will play a leadership role within the UN system in operationalizing the set of indicators to monitor the implementation of Security Council resolution 1325, and also in accelerating women's participation in peacebuilding," Ms. Hashimoto added.

Panel discussion on good practices and remaining gaps in the prevention of violence against women

The panel met in Geneva on 10 June 2011 on Human Rights Council Annual Day. Addressing this panel discussion, UN Women Executive Director Michelle Bachelet pointed out that the UN is acutely aware that many positive shifts are occurring. For example, greater



numbers of male leaders are involved in the effort to end violence against women and many more countries have legislation to protect women from gender-based violence or to prosecute those who inflict it. However, she said that in comparison to the scope of the problem of violence against women and all of its manifestations – from intimate partner violence to trafficking and sexual violence in conflict – these numbers are far too low. The resolve and resources required to make the needed impact in reducing the vulnerability of women and girls to these multiple forms of violence are still lacking.

Ms. Bachelet highlighted as just one indicator the fact that the United Nations Trust Fund to End Violence against Women received requests for more than US\$1 billion for its 2010 call for proposals, and has less than US\$30 million to make in grants. Numbers like these show that the demand for support from women's rights advocates to put a stop to this egregious human rights violation has far outpaced the resolve of the development assistance community to respond. "This is a gap that we have to close," she said.

Nigeria: tracking electoral violence against women in real-time

UN Women monitored the polls for violence against women in real time during the last leg of elections for governorship seats and State Houses of Assembly in Nigeria on 26 April 2011. UN Women, in partnership with the Institute for Democracy in Africa (IDASA), has been following such violence in Nigeria since the start of the election process in 2011. More than 500 people have died as a result of electoral violence following the country's presidential elections earlier in the month. The monitoring was part of an ongoing pilot study and initiative in Nigeria, Uganda and Zimbabwe to track real-time incidents of violence against women in politics.

During polling days, trained volunteers used a toolkit to make phone calls from a designated

hub to collect real-time information on violence against women from accredited elections observers and monitors who were out in the field. When such instances of violence against women were reported, UN Women linked victims with various response mechanisms, including state institutions and civil society. UN Women also connected these women with the Federation of Women Lawyers (FIDA) which was able to provide them with various pro bono services.

The report of findings from the pilot study is expected to feed into the final reports on the elections by both national and international observers.

WOMEN'S HEALTH

The United Nations General Assembly High-Level Meeting on AIDS/HIV

The meeting marked the 10th anniversary of the landmark Declaration of Commitment on HIV/AIDS. It brought together 3,000 people between 8 and 10 June 2011 in New York to take stock of the progress and challenges of the last 30 years, and shape the future AIDS response.

At the meeting, Michelle Bachelet, Executive Director of UN Women, advocated for a robust response for those infected and affected by HIV – particularly women and girls. She called for concerted action on the unfulfilled commitments made to women and girls to alleviate the suffering that comes from stigma, violence, and the burden of caring for the sick.

Ms. Bachelet announced the launch of the publication *In Women's Voices*, which takes stock of progress for women since 2001 and identifies women's priorities for the future. She noted that significant strides have been made since 2001 to better respond to the different needs of women and men within the HIV response. She said that UNAIDS and UN



Women are supporting the development and roll-out of the Agenda for Accelerated Action on Women, Girls, and Gender Equality and HIV, with more than 60 countries now rolling out this Agenda and engaging more than 400 civil society organizations, including women's organizations.

UN Women co-sponsored two side events around the High-Level Meeting:

■ HIV Priorities for Positive Change: In Women's Words, which included the launch of the global report *In Women's Voices*, highlighting demands and priorities identified by women through a global virtual consultation;

■ Universal access to prevention and treatment is impossible without care and support. This session assessed the impact of care and support services on the HIV response and explored the experiences of both providers and recipients. Participants made concrete policy recommendations for adequately resourcing care and support.

United Nations Security Council resolution on peacekeepers' responses to HIV/AIDS in conflict and post-conflict situations

On 7 June 2011, the eve of the United Nations General Assembly High-Level Meeting on AIDS in New York, the United Nations Security Council unanimously adopted a resolution on peacekeepers' responses to HIV/AIDS in conflict and post-conflict situations. The Security Council specified that HIV/AIDS programmes in peacekeeping could include confidential counselling, testing and other activities, in the context of assistance to national institutions; security sector reform; and disarmament, demobilization and reintegration processes, with particular attention to the needs of vulnerable populations, including women and girls. "Before resolution 1308 (2000) was adopted, uniformed personnel were viewed in terms of the risk they might pose to civilians," said United Nations Secretary-General Ban Ki-moon following the adoption of the

resolution. "Now we understand that United Nations troops and police are part of prevention, treatment and care." The Secretary-General pointed to the fact that rape is still used as a weapon against women and girls in many conflicts. He urged all Member States to link efforts to combat HIV/AIDS with campaigns against sexual violence and for the rights of women, recognizing the correlation between AIDS, the international drug trade, sex trafficking, the abuse of women and post-conflict peacebuilding challenges.

WORK/LIFE BALANCE

"Top 25 Companies for Work-Life Balance"

Author Alexis Grant lists the top 25 companies offering the best work/life balance policies at the workplace. Nestlé Purina Petcare, MITRE, and SAS top the list compiled by Glassdoor, a website that offers insight into careers and companies, as well as job listings. This is the first year Glassdoor has produced such a list, reflecting what could be interpreted as an increasing desire for workplace policies that allow employees to meet family and personal responsibilities.

"A lot of companies talk about a good work-life balance," says Robert Hohman, CEO and co-founder of Glassdoor, "but not that many deliver. The [companies] on this list actually deliver." The list is based on survey results from more than 150,000 employees who work or have worked at 36,000 companies. Between April 2010 and March 2011, they rated their satisfaction with their employer's support for balancing work and personal life, as well as management's support for taking time off when necessary.

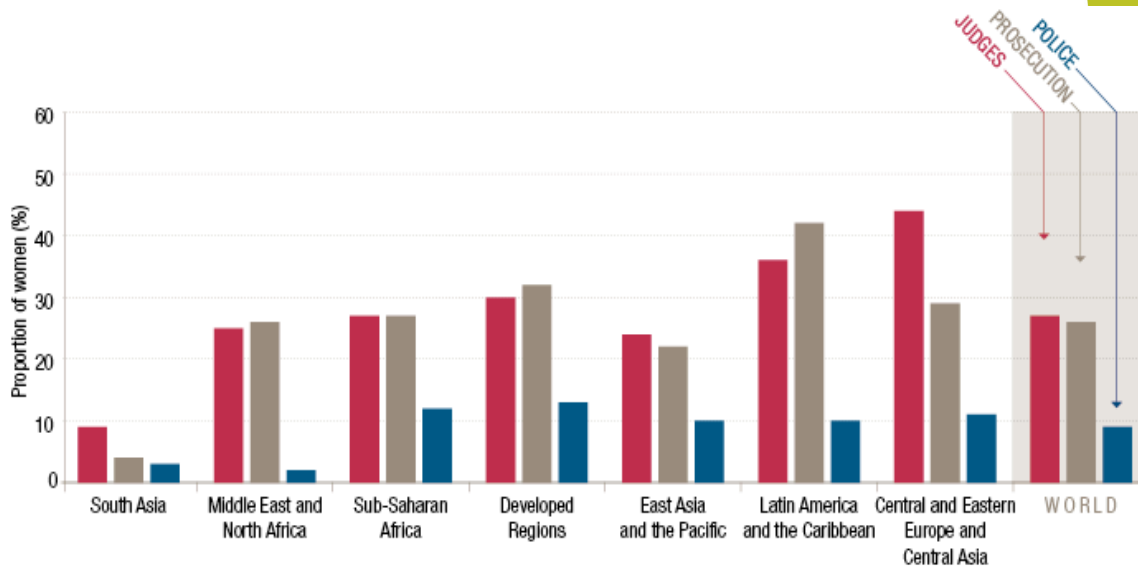
The article is available at <http://money.usnews.com/money/careers/articles/2011/05/11/top-25-companies-for-work-life-balance>

IN YOUR INTEREST

According to the forthcoming UN Women flagship report *Progress of the World's Women: In Pursuit of Justice 2011-2012*, women are under-represented in the police, prosecution services and judiciary as detailed in the figure below.

Women's representation in the justice system

In all regions women are under-represented in the police, prosecution services and judiciary.



Source: UN Women calculated regional aggregates (population weighted) using United Nations Office on Drugs and Crime (UNODC) 2009 data and United Nations Department of Economic and Social Affairs population data 2009b. Note: Aggregates are based on 99 countries for which police data are available, 66 countries for which there are prosecution data and 88 countries for which there are judges and magistrates data. These countries are representative of 63 percent, 39 percent and percent of the world's population (as of July 2010), respectively.

Growing core contributions to UN Women

India and Nigeria joined a growing list of countries pledging significant contributions to UN Women. India pledged and paid US\$1 million to UN Women core funds in 2011, a leap from its contribution of US\$20,000 in 2010. The Federal Executive Council of Nigeria approved US\$500,000 for UN Women core funding.

"India's contribution demonstrates its firm support to the promotion of UN efforts in the field of gender equality and the empowerment of women," said the

Permanent Mission of India to the United Nations in a statement.

"With this contribution, Nigeria stands by UN Women in the belief that it could do a lot for the Nigerian – and African – woman and girl," said H.E. Ambassador U. Joy Ogwu, Permanent Representative of Nigeria to the United Nations.

Of the 82 pledges made to the organization's core funds as of 15 May 2011, 55 came from countries not part of the Organization for Economic Co-operation and Development (OECD) and its Development Assistance

Committee (DAC) – a set of countries committed to stimulating economic progress. “We very much welcome these contributions”, said Ms. Michelle Bachelet, Executive Director of UN Women and Under-Secretary-General. “They are an expression of the commitment to gender equality and women’s empowerment and an encouraging show of support and vote of confidence for our newly established organization founded to make a difference for women and girls worldwide”, she added.

Efforts to increase the number of contributing countries, including non-OECD/DAC countries, and the amounts that are pledged, are part of the UN Women 150/250 campaign, aiming to reach US\$250 million in core contributions from 150 countries in 2011. The overall budget target of UN Women for this year is US\$500 million.

Major donors so far include, for example, Canada, which increased its financial support eightfold, pledging US\$10 million to core funds. Australia’s core contribution rose from US\$3 million to \$US7.5 million. Denmark and the Netherlands doubled their contributions. The largest percentage jump came from the Republic of Korea, which increased its core contribution to UN Women from US\$30,000 to US\$3 million in 2011.

Women’s representation in local government in Asia-Pacific – UNDP Report

While women have reached the pinnacles of leadership in some national governments of the Asia and Pacific region, there is still a long way to go for women’s representation in decision-making roles at lower levels of government, according to a new report released in March 2011 by the United Nations Development Programme (UNDP). The region’s success in appointing women as Heads of State or government in, for example, Bangladesh, India, Indonesia, the Philippines and Sri Lanka, has not been widely replicated at levels closer to the lives and livelihoods of

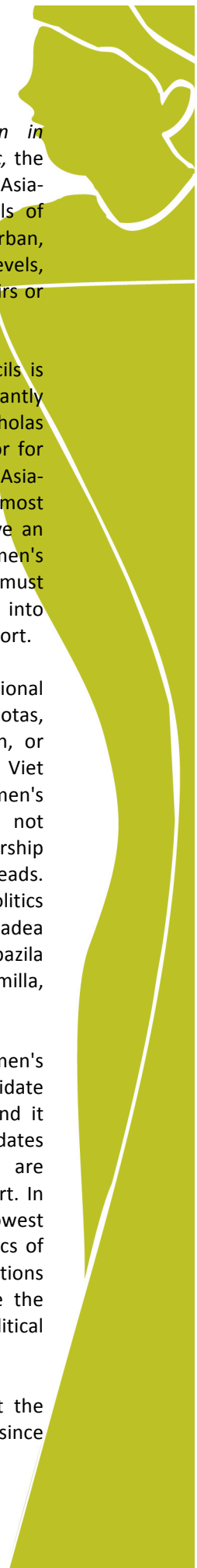
communities. *Women’s Representation in Local Government in Asia and the Pacific*, the first report of its kind, finds that even in Asia-Pacific countries with the highest levels of women’s representation at rural, urban, district, regional and provincial levels, leadership positions, such as council chairs or heads, are mostly filled by men.

“Women’s representation in local councils is critical. Bold steps are needed to significantly increase the numbers,” said Nicholas Rosellini, UNDP Deputy Regional Director for Asia-Pacific. “For most poor people in Asia-Pacific, local governments are the most important political arena. They also have an important role in encouraging women’s political participation.” More emphasis must be placed on having women elected into leadership positions, according to the report.

Across the different levels of sub-national government, it is the countries with quotas, such as Bangladesh, India and Pakistan, or other affirmative action policies such as Viet Nam that have the largest rates of women’s representation. However this does not translate into women’s election to leadership positions such as council chairs or heads. Women’s active participation makes politics civilised and violence free,” says Rashadea Akhter, Vice-Chair Choudygram Upazila Parishad (district council) in Comilla, Bangladesh.

One of the main obstacles to women’s representation is the process of candidate selection in political parties. Women find it more difficult to be nominated as candidates in political parties where offices are traditionally held by men, says the report. In the Pacific, which has one of the lowest percentages of women in national politics of any region in the world, customary notions about women’s role in society may be the biggest impediment to their political participation.

Representation of women in politics at the national level has made scant progress since



commitments were made by most governments at the Fourth World Conference on Women in Beijing in 1995 to achieve an international target of 30 percent. Then, global representation of women in parliament was only around 11 percent; by 2009 that number had shifted to 18.4 percent.

In Asia and the Pacific the picture is even worse, with Asia (18.2 percent) and the Pacific (15.2 percent) ranking as the second and third worst regions for women's representation in parliament in the world.

At the rural council level, the percentage of women elected varies greatly. India leads at more than 35 percent, followed by Pakistan at just over 30 percent and Bangladesh at nearly 25 percent, while Tuvalu, Kiribati, Vanuatu and Tonga all have less than 10 percent of women elected at the rural council level.

Sri Lanka has the second lowest representation recorded at just 1.6 percent. Despite the relatively high percentages of women representatives in rural councils in Bangladesh and Pakistan, both countries show some of the lowest percentages of women as heads of rural councils with only 0.17 percent and 0.36 percent respectively.

The highest levels of women's representation in urban councils were in China (48.2 percent), Australia (24.65 percent), Bangladesh (28.4 percent) and the Republic of Korea (21.78 percent). However, with the exception of Australia (21.6 percent) and the Philippines (20.5 percent) women are unlikely to be elected into leadership positions. In Bangladesh, only 1.37 percent of these higher positions were held by women.

The report notes that there is a general lack of data on women at district-level government and below. Where countries have district councils and data is available, there is overall a better rate of women's representation overall than in rural and urban councils. Bangladesh, India and Pakistan, which have quotas, all have women's representation of

over 30 percent, while Viet Nam has affirmative action policies in place and a women's representation rate of 23 percent.

The exception is Mongolia, where despite a lack of quotas and a women's representation rate of 3.9 percent in the national Parliament, women make up 28.4 percent of intermediary or district representatives.

Provincial and regional assemblies are the highest tier of sub-national government, and out of the countries in the Asia-Pacific with this level of representation Afghanistan (30 percent), Australia (27.8 percent), India (37 percent), New Zealand (29.4 percent) and Viet Nam (23.88 percent) have the highest levels of women's representation.

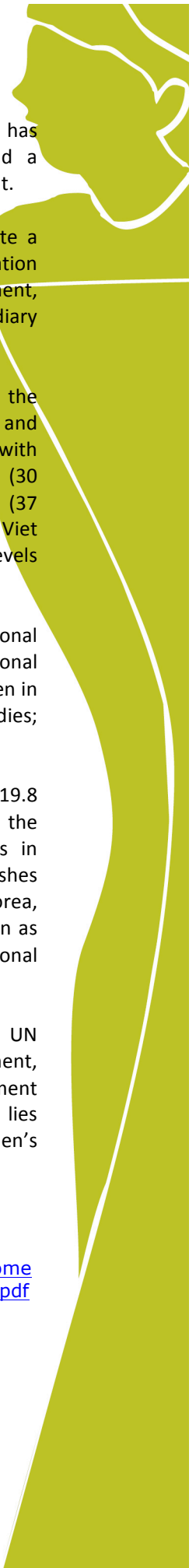
Compared to the other levels of sub-national government, provincial and regional assemblies have a larger number of women in senior positions on elected bodies; Afghanistan, for example, has 15 percent.

However, apart from the Philippines (19.8 percent) and New Zealand (16 percent), the number of women at leadership levels in elected sub-national bodies still languishes below 10 percent with the Republic of Korea, Sri Lanka and Indonesia having no women as heads or chairs of provincial and regional assemblies.

The report – published jointly by UNDP, UN Women, United Cities and Local Government, and the Commonwealth Local Government Forum – concludes that the way forward lies in action to broaden the scope of women's participation at all levels of government.

The report is available online at:

<http://asia-pacific.undp.org/reports/documents/WomenInLocalGovernmentStatusReport2010.pdf>



RECOMMENDED READING

Progress of the World's Women 2011-2012: In Pursuit of Justice

UN Women launched its flagship report, entitled *Progress of the World's Women 2011-2012: In Pursuit of Justice*. The report offers a comprehensive global review of women's rights around the world, on issues from gender-based violence to equal pay, from representation in government to post-conflict justice. The report sets out 10 recommendations to overcome the paradox that while huge improvements have been made in the legal position of women over the last century, there is still a dramatic lag in translating that into equality and justice. The report, aimed at policymakers and gender equality advocates, illustrates ways to reform and create new models for justice services that meet women's needs. It emphasizes the importance of well functioning legal and justice systems to overcome inadequate laws and implementation gaps that undermine gender equality. The four broad findings of the report are: laws matter; implementation matters; the infrastructure of justice matters; and women's empowerment matters.

In the words of United Nations Secretary-General Ban Ki-moon: "This edition of *Progress of the World's Women* examines the injustice that far too many women endure. It also highlights how essential it is to see women as far more than victims, but as agents of change. The report's comprehensive statistics, compelling stories and keen analysis combine to offer a sound basis for action. I commend it to all people who care about building a world of equality, opportunity and justice for all."

While noting significant advances in gender equality and women's empowerment, the report cautions that there is still a long way to go in order to create a world in which women

are really on an equal footing with men. It highlights how many millions of women around the world continue to experience injustice, violence and inequality in their homes, and working and public lives. For them, real justice still remains out of reach.

See <http://progress.unwomen.org/pdfs/EN-Report-Progress.pdf>

Opportunity in Crisis: Preventing HIV from early adolescence to early adulthood

This newly released report, published by UNICEF with UNAIDS, UNESCO, the United Nations Population Fund (UNFPA), the International Labour Organization (ILO), the World Health Organization (WHO) and the World Bank, describes the state of the epidemic in young people and the evidence for effective responses that address behavioural, social and structural challenges to prevent new HIV infections.

See http://www.unicef.org/aids/index_58689.html

RECOMMENDED WEBSITES

www.genderandaids.org

UN Women has relaunched the Gender Equality and HIV/AIDS Web Portal, a comprehensive, up-to-date, online resource for practitioners and experts.

<http://www.unwomen.org/partnerships/?show=Donors>

For the latest list of contributions to the UN Women core budget.

<http://www.guardian.co.uk/global-development/interactive/2011/jul/06/un-women-vote-timeline-interactive?intcmp=239>

For a timeline on women's rights to vote – interactive from 1890s to 2000.

INFO

Employment opportunities

You can find a monthly list of vacancy announcements at <http://www.unwomen.org/about-us/employment>

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

Network—The UN Women’s Newsletter
Editor-in-Chief: Aparna Mehrotra,
Focal Point for Women, UN Women

Production: OFPW, UN Women
Design and layout: Graphic Design Unit, Outreach Division, DPI
Printed by the United Nations Publishing Section, New York

Focal Point for Women, UN Women
United Nations, Two UN Plaza, DC2-1290,
New York, NY 10017

Telephone: 1 212 963 6828; Fax 1 212 963 9545
E-mail: network-newsletter@un.org