



Network

The UN Women's Newsletter

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Letter from the Director, UN System Coordination

Division

Dear Friends,

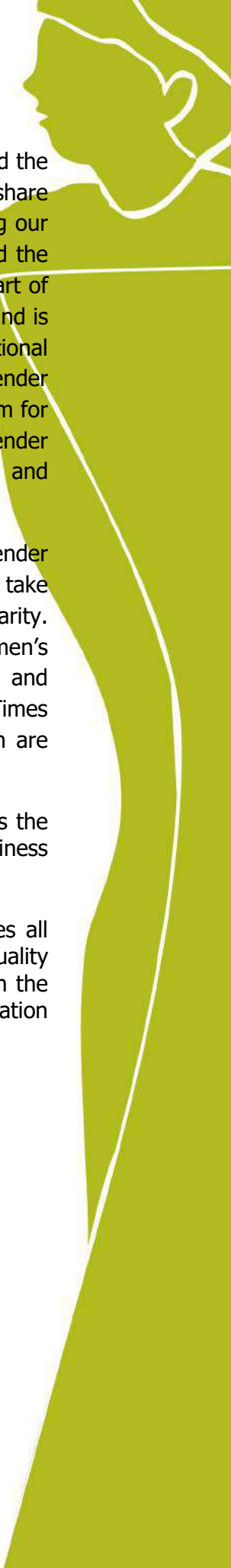
New Year greetings to all our Network enthusiasts around the world! We are back with the first issue of our NETWORK newsletter for 2019.

In this edition, we continue our interview series with a talk with Mary Ann Brocklesby from the UK who, in her 25 years as a champion for women's rights and gender equality, addresses violence against women and improving access to justice for victims of GBV. We also bring you news on global leadership appointments of women as heads of entities and in challenging government positions.



To keep you posted on United Nations news, we anchor in on key happenings this quarter, including the International Women's Day commemorations along with the 63rd session of the Commission on the Status of Women, which has successfully reached consensus on decisions to ensure women's social protection, mobility, safety, & access to economic opportunities. As a side event to the CSW63, UN Women and partners launched a new initiative targeting discriminatory laws worldwide and raising awareness on the importance of laws in achieving gender equality. The "Equality in Law for Women and Girls by 2030: A multi-stakeholder Strategy for Accelerated Action" seeks to fast-track the repeal or revision of discriminatory laws in 100 countries by 2023.

Commitment to gender equality is highlighted in our 'Around the World' segment, which carries news on UN Women's partnership with Procter & Gamble and our combined



commitment to gender equality across the Indian subcontinent, the Middle East and the Africa region with the launch of the #WeSeeEqual Summit. This summit seeks to share inspiration and surface insights around the myths that prevent us from accelerating our progress for gender equality. At the United Nations Office in Vienna, we celebrated the launch of the *Enabling Environment Guidelines for the United Nations System* as part of efforts to establish a working environment that embraces equality, eradicates bias and is inclusive of all staff. In collaboration with UN Women, UNDP and the Swedish International Development Agency (SIDA), the government of Tunisia held the Tunis Forum on Gender Equality ahead of the 25th anniversary of the adoption of the historic Beijing Platform for Action in 2020. The forum had four main focus areas: Beijing to Beijing +25; Gender Equality for Local Governance Transformation; Women, Peace and Security; and Innovation, Technology and Economic Empowerment.

The segment on women's representation informs us of where we stand on the gender gap. As calculated by the World Economic Forum's Gender Gap 2018 report, it will take us 180 years to seal the gender gap and 202 years to achieve workplace parity. Advancements in gender equality are largely counteracted by a decrease in women's participation in the workforce and in politics, as well as unequal access to health and education. More promising and encouraging news, however, is brought to us by The Times Top 50 Employers for Women, where gender experts list the organisations which are transforming women's participation in the workforce.

Finally, as always in its last few pages includes information on publications such as the UN Women Annual report 2017-2018 and the World Bank Report on Women, Business and the Law 2019: A Decade of Reform.

We hope that the collection of news and stories shared in this newsletter inspires all readers to persist in their ongoing efforts to accelerate the achievement of gender equality via innovative solutions, and to improve the lives of millions of women and men in the near future. We call upon every reader to partake in campaigning for Generation Equality—Realizing women's rights and an equal future.

We look to your continued support as we move on in 2019!

In solidarity,

Aparna Mehrotra
Director, UN system Coordination Division
UN Women

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Interview with Mary Ann Brocklesby

Let's meet Mary Ann Brocklesby, a graduate of the London School of Economics—a lifelong feminist passionate about social justice and co-creating spaces for women to lead change. Experiential learning, action research and participatory development have shaped her over 25-year career pursuing gender equality and championing women's rights. Mary Ann's career in International development has included programme management, research and technical advice for International and national CSOs, the World Bank, UN agencies, DFID and other bilaterals always with an eye to link gender to policy reform and practical action.




She has held leadership positions in rape crisis response, livelihoods, gender justice and poverty elimination. While at Rape Crisis, she led an early campaign to make sexual harassment in the workplace an offence in the UK. She has worked extensively in Asia, Africa and other short assignments in over 20 countries. At present, she is a programme for issues around security, justice and gender-based violence in Pakistan.

Currently Mary Ann leads her organisation which focuses on building capacities within and between organisations in order to engage in partnerships, networks and coalitions that promote greater voice and agency for women, girls and all marginalized groups in mainstream development decision-making, resources and benefits. Mary Ann's drive to actively promote and support women stepping into positions of power and leadership in the development sector led to her training as a business and leadership coach.

Q.1 You have had a diverse career across the gender equality domain maintaining a strong voice for promoting social justice and the elimination of violence against women. How did you come to dedicate yourself to these issues and take on the role of an internationally recognized female expert in this field?

I have always been a feminist. Gender equality was woven into my life. Through my mother, who had left school without qualifications, married early and had 8 children. Her mantra to my sisters and I was education and your own bank account is the route to being valued and independent – advice I now give my own daughter. Through the nuns who taught me – they would never have called themselves feminists, but their commitment to social justice and their belief that every girl had a moral obligation to make a difference in the world inspired me to become an activist for women's rights. And through my life experience, I grew up in a fairly violent environment, where the threat and reality of abuse was very real, yet I also saw quiet acts of female solidarity and support from my sisters,



neighbors and friends. Women heroes like Rosa Parks and Rosa Luxemburg—whose words “women’s freedom is the sign of social freedom” was pinned to my bedroom wall—also taught my teenage self that women could change the world, and more importantly that rights had to be fought for and, with persistence, could be won. With a background like that, it was inevitable that I would choose a career dedicated to gender equality.

Q.2 Given your longstanding experience fighting GBV, what in your opinion is gender-based violence? Why does it occur? What do you see as critical to being effective in this area? In your opinion, what has been your most significant achievement during this time?

At its heart, gender-based violence is an abuse of power involving men and women, and in which women are affected and targeted disproportionately because of the deep-rooted unequal power relationships between men and women. It involves physical, social, psychological and economic harm and is perpetrated in the family, in communities, in workplaces, in the streets and by the state, although by far the most pervasive form of GBV is intimate partner abuse.

Despite the gains made through global frameworks like CEDAW, setting up dedicated support services and increasingly progressive laws and policies, GBV remains globally endemic and the risk is greater in countries where violence has been normalized. With 1 in 3 of us likely to face GBV in our lifetime, more than a billion women lacking legal protection against sexual violence by an intimate partner or family member and close to 1.4 billion lacking legal protection against domestic economic violence, we still have a very long way to go. In this context, my personal achievements will always be modest. While all women are at risk, we know the risk is greater in countries where violence is normalized and for women facing multiple vulnerabilities, including poverty; living in remote or rural areas; in detention; minorities; or living in refugee or migrant communities. My work over the past decade has in part focused on bringing GBV attention onto actions addressing more marginalised women’s exclusion from decision-making and development processes. A real achievement has been working with colleagues in Bangladesh to build capacities and develop programmes which not only strengthen the voice and decision-making powers of marginalised women within political and economic empowerment programmes, but also reduce the very real risk of violent backlash when women claim their rights.

What I will always be proud of is my time at Rape Crisis, where I set up the first sexual abuse support group for young women and ran a campaign to introduce work-based policies against Sexual Harassment at Work which are now the norm in organisations, although, as the #metoo movement has shown, having policies and laws in place is only half the battle. A bigger cultural shift coupled with full enforcement of laws to hold individuals and organisations accountable is needed.

Q.3 What do you feel has been the most difficult aspect of your work in addressing challenges to GEWE? Have you faced any gendered barriers

throughout your career? If so, can you please tell us a bit about your experience and how you overcame these challenges?

In my career, having a child was a game changer. All of a sudden, I was kept out of the loop because I couldn't attend after-hours events or impromptu meetings if they clashed with childcare commitments. I stopped being offered opportunities for interesting work or travel because it was thought I wouldn't be available. Rather than miss out, I worked into the night to make up for 'lost' time, took my daughter with me on field trips and conferences at my own expense and breast-fed her and changed her nappy in seminars I was leading, much to the shock of participants. This was well before the "take your daughters to work movement"! I had no work-life balance and ultimately went into self-employment to restore my sanity. This experience has stayed with and impacted how I work on and look at GEWE. My mantra now is work smart and deliver results – I don't evaluate work or impact by the hours spent in the workplace.

Now, when I am working on GEWE, I never underestimate the invisibility of women's work or their lack of negotiation and political power, which maintains them in situations where they have little control. It has led me to further challenge myself and the organisations I work with about how we think about gender equality and how women are targeted and included within development processes. To give one example: evaluating a large-scale women's economic empowerment programme in South Asia targeting poor women led me to question, along with staff, why women were being used as unpaid volunteers to carry out essential project activities. When interviewed, the women volunteers were under no illusions about the extra burdens on their time, energy and resources that this work placed, despite the respect they gained in their community. The programme staff were visibly taken aback when the issue of volunteering was presented back to them as a gender equality issue. They correctly saw women volunteers as agents for change in their communities. Yet they missed an important opportunity to also see them as actors with rights and with a stake in their own empowerment in a discriminatory labor market with few opportunities for women. It was a challenging and fruitful discussion which led to mutual learning about who WEE is actually for, what constitutes equitable treatment for women volunteers, so widely used in development programmes and what do development programmes, as well as their funders, really have to do to embed gender equality within their programmes.

Q.4 Despite the landmark Beijing Declaration over twenty years ago, many barriers continue to exist today for achieving a world free of violence against women. What makes you think you can make the progress that is necessary? What are the priorities now to take action to overcome challenges for elimination of VAW?

Only collective action involving both men and women at all levels from the global down to communities and households is going to make the change necessary to combat the current GBV pandemic. Changing social norms, enforcing laws, holding perpetrators to account and investing in culturally appropriate, accessible and affordable support services as a right for GBV survivors is going to turn the situation around. In other words, I think the most effective approach is a rights-based and multi-sectoral one which involves

transformative action. This is not easy. It's challenging to persuade governments to make the long-term investments necessary, especially when GBV is rarely a fiscal or political priority. Nevertheless, I believe that with coordinated action across governments, civil society and the private sector we can make progress.

This is an approach which I, along with a group of dedicated colleagues, are pursuing in Pakistan, where I have been working for the last 18 months. Current efforts to improve access to justice for GBV survivors and the necessary support services to enable real choice in whether to go to court are fragmented in Pakistan. Support services are low quality with no real quality control and few oversight mechanisms for holding providers accountable or protecting the rights of GBV survivors. A priority for me has been to build a network of civil society activists, donor partners and government reform champions focused on driving change. We did this through a series of facilitated peer consultations which identified what the priority actions should be and how to take them forward. In parallel, we established the first dedicated coordination group for improving access to justice for women and girls and survivors of GBV. We are now using a learning lab approach with leading agencies in the field, including UN Women, to test out standardization, regulation and coordination of government and private sector response services for SGBV survivors linked to providing support through the justice system.

Q.5 You have been a success story despite a world that has yet to accept gender equality as a norm. What would you say is a key element to your success? How have you managed to stay so strong?

During my career, I have been fortunate to receive mentoring and guidance from numerous women who have succeeded in their own careers. This gave me the confidence to forge a career which played to my strengths and experience. These women were my role models. They also, very importantly, became a valuable network to which I could refer, consult and take advice. My success has been because of other women who went before me and gave me the benefit of their wisdom and experience. They were also a source of strength. Staying strong despite setbacks and facing hostile comments and actions, including being blacklisted for refusing to withdraw a report criticising the 'gender blindness' of a multi-donor programme, has meant never losing my sense of humour—it helps me keep perspective. I have also learned:

- *not to be afraid to be political and seek out allies. Designing the first social protection strategy for women in Ghana succeeded because a group of us found each other and worked both publicly and behind the scenes to make it happen. It took our combined knowledge and networks to influence policy makers and work the system;*
- *to embrace failure and setback; they are inevitable yet a huge opportunity to learn about what might work in future and how to do things differently;*
- *to stay true to myself and never compromise my integrity.*

Q.6 You are a strong advocate for promoting women to step into positions of power and leadership. In your opinion, is it more than a movement to level the corporate playing field? What are the biggest challenges women face in the

workplace? What changes do you foresee for women leaders in the workplace in the next ten years?

Yes, I do think we have to do more than leveling the corporate playing field. Gender equality begins at home; the first step to changing the current situation disadvantaging women in leadership positions is to tackle the unpaid care and domestic work they disproportionately carry out. I know from personal experience the difficulties involved in juggling domestic and paid work. As a single parent with a young child, I left full-time employment because my workplace was not willing to adapt to my situation. It is unrealistic to expect gender equality if workplaces demand that women be available all the time to a schedule outside of their control. I set up my own company where I could choose the hours I worked to fit with my daughter's needs. This worked for me but it is not a solution for every woman. Let's start talking about how workplaces need to adapt to the 'whole person,' which includes giving choice and flexibility to both men and women so they can better schedule their paid work around domestic responsibilities. Let's also not forget women at risk of being left behind in poorly paid, non-regulated jobs such as paid care and domestic work where women from poor and discriminated backgrounds are over-represented. There's a whole raft of interventions outlined in the SDGs, particularly 5 and 8, which, if fully implemented, will do much to empower women in the workplace and close the gender gap. Then we can start to level the playing field.

Looking more broadly at women's leadership, as a coach I work a lot with women already in senior positions or who have been talent-spotted as next generation leaders. I recently had the privilege to coach a talent development cohort of emerging humanitarian leaders. Across the board, I heard the same worries: discomfort with power and a concern that the corporate style of leadership women observed was at odds with their values and beliefs. My experience leads me to believe that strong female leadership allows women to see the possible and to emulate. Every woman can be a leader. Empowering the women around you makes you stronger and achieves more. It is acts of leadership that matter, whereby anyone, whoever they are, can take a stand and influence the acts or behaviors of others. As an advisor to a women's cooperative in Indonesia, the head and I shared the leadership load and empowered all the women in our team to act on their own and role model women's empowerment to the poor market women members. They went on to lead an economic empowerment process driven by literacy. This not only transformed the lives of the Coop members but went on to change the way the Indonesian government rolled out basic education across rural Indonesia.

Looking forward to the next 10 years, the workplace is going to be a very different place for women leaders. I certainly see that digital and other technology is going to impact both women and men leaders, with the risk that women, already behind, will be further disadvantaged if we don't increase investments to bring on technology savvy women. There's also a growing recognition that greater gender diversity within leadership leads to higher quality of leadership, better reported results and a greater likelihood of experimentation in pursuit of innovative approaches. This should see greater numbers of women participating in the workforce and a bigger talent pool to draw from. But there has to be serious investment in closing the gender pay gap, increasing choice and flexibility

in the workplace and nurturing the next generation of women leaders to capitalise on this gender dividend.

Q.7 It is said that the real enemy of South Asian women is society's acceptance of patriarchy rather than the men themselves. In your experience in programming for improving access to justice for vulnerable groups and SGBV survivors in South Asia, what is the change that will transform this thinking? Is the goal of breaking the hold of the patriarchy still a long way away?

To answer the last question first, breaking the hold of the patriarchy is still a long way away, and not just in South Asia. The root of gender inequality is power imbalance and fundamental to that is the patriarchal acceptance that men hold the power and women are largely excluded. We also cannot ignore other forms of exclusion and discrimination which shape how individual women and different groups of women—women with disabilities, women of color, LGBTQ women. Transforming the patriarchy calls for something much broader—a rights-based intersectional approach which addresses all forms of discrimination with gender transformation at its core.

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

I hesitate to pass on anything to the new generation whom, as they start to shape what they want the future to look like, we have much to learn from. What I would say is that eliminating GBV is fundamental to gender equality; it affects us all. You may not be working directly on GBV issues, but do not discount the potential impact that GBV may have on you, your relationships, your workplace or on the activities you undertake. As Mary Beard pointed out "You cannot easily fit women into a structure that is already coded as male; you have to change the structure...For a start it doesn't much matter what line you take as a woman, if you venture into traditional male territory, the abuse comes anyway". Only in a world where women and girls, irrespective of who they are, where they live, their age and their beliefs or sexuality, feel safe to express themselves and take their place without risk of violence can we truly say equality has been achieved.

Congratulations

Inger Andersen: UN Secretary-General Appoints Inger Andersen of Denmark Executive Director of United Nations Environment Programme, Following Election by General Assembly on February 20, 2019.



Serving as Director General of the International Union for Conservation of Nature since 2015, Ms. Andersen brings a passion for conservation and sustainable development with more than 30 years of experience in international development economics, environmental sustainability and policymaking, as well as in designing and implementing projects and generating on-the-ground impact from working with a small non-governmental organization in Sudan to multilateral and international settings with a constant focus on poverty eradication.

Ms. Andersen has held various leadership positions at the World Bank and United Nations, most recently as Vice President of the Middle East and North Africa Region at the World Bank (2011-2015) and Vice-President for Sustainable Development and Head of the Consultative Group of International Agricultural Research Fund Council (2010-2011).

Raya al-Hassan: Raya Haffar al-Hassan was appointed on January 31, 2019 as the Arab world's first female interior minister in Lebanon. A first step for the small country, and a big one for Ms. al-Hassan. Raya served as the Minister of Finance in Lebanon from November 2009 until June 2011. She is the Chairman-General Manager of Tripoli's Special Economic Zone. Earlier in her career, she was an Advisor to the Minister of Economy and Trade. In the mid 90's, she supervised the implementation of expenditure management reforms at the Ministry of Finance. She also served as Project Director at the Prime Minister's Office, working on the elaboration of the Government's Economic and Social Reform Agenda.



She received a bachelor's degree in business administration from the American University of Beirut in 1987 and an MBA in finance and investments in 1990 from George Washington University in the US.

Sue Gray: The United Kingdom Royal Air Force has, in a first-ever move in February, promoted its first female to the rank of Air Marshal. Sue Gray, a Royal Air Force engineer, has become the most senior woman and the first female three-star officer to have served in the British Armed Forces. She will shortly take up the role of Director General of the Defence Safety Authority, thus assuming responsibility for the regulation of Health, Safety and Environmental Protection across the Ministry of Defence.



Shannon Hader: Secretary-General Appoints Shannon Hader of the United States as Assistant Secretary-General and Deputy Executive Director, Programme, Joint United Nations Programme on HIV/AIDS (UNAIDS).

Dr. Hader brings to the position more than 20 years of international experience in global health — from responding to HIV and other infectious diseases to strengthening health systems. She has served in key health leadership roles emphasizing accountability, scale and impact for sustainable responses.



Around the United Nations

International Women's day commemorated

Celebrating individuals and activists who are finding innovative ways to advance gender equality



This year's theme for International Women's Day, "Think Equal, Build Smart, Innovate for Change," which takes place on the 8th of March, explores the ways in which innovation can work for gender equality, boost investment in gender-responsive social systems and enhance public services and infrastructure that meet the needs of women and girls. As part of a panel discussion on innovation and women's empowerment.

Participants included UN Secretary-General António Guterres, UN General Assembly President María Fernanda Espinosa Garcés, UN Women Executive Director Phumzile Mlambo-Ngcuka and other senior UN officials, as well as innovation leaders and gender experts.

Google premiered the trailer of a new four-part virtual reality series about women's rights activists around the world. The four films, produced by Google in collaboration with UN Women, are set to debut on International Women's Day both online and in a multimedia exhibit at the UN headquarters.

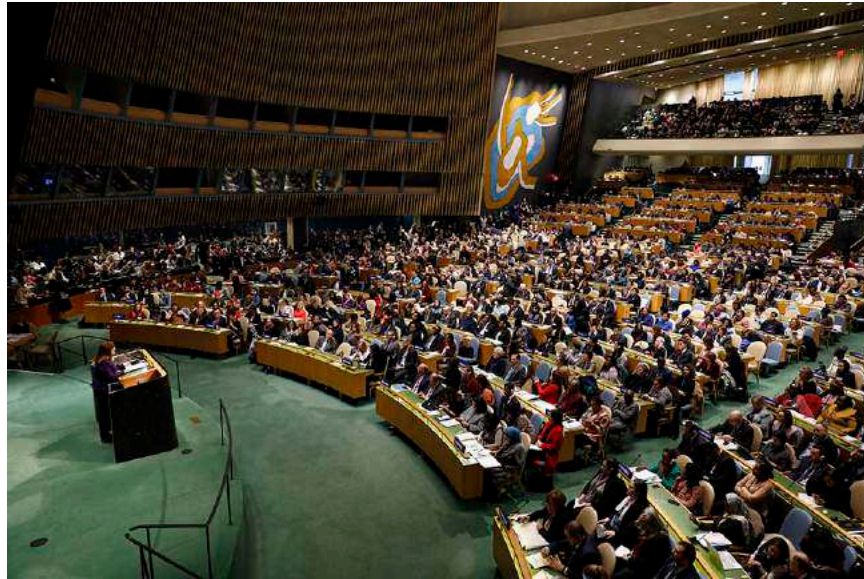
The event also featured musical performances by Drew Olivia Tillman, Indira Mahajan, Everett Suttle and Broadway singers.

For a list of all events on IWD, please visit:

<http://www.unwomen.org/en/news/stories/2019/3/press-release-international-womens-day>

63rd session of the UN Commission on the Status of Women adopts Agreed Conclusions

It delivers roadmap that ensures women's social protection, mobility, safety & access to economic opportunities.



After two weeks of intense dialogue, the 63rd session of the UN Commission on the Status of Women (CSW63) concluded in New York on May 22nd with a strong commitment by UN Member States to safeguard and improve women's and girls' access to social protection systems, public services and sustainable infrastructure, ensuring that their design and delivery is transformed to prevent discrimination and create a 'level playing field' for women and girls.

The Executive Director of UN Women, which serves as the CSW Secretariat, Phumzile Mlambo-Ngcuka, said: "This annual gathering has never been bigger nor more significant for the women and girls of the world. The Commission's recommendations pave the way for governments to engage and invest differently; involving women in policy dialogue and targeting initiatives that go to the heart of the largest barriers to the empowerment and voice of women and girls."



The outcomes, or Agreed Conclusions, of the two-week meeting and adopted by Member States put forth concrete measures to bolster the voice, agency and leadership of women and girls as beneficiaries and users of social protection systems, public services and sustainable infrastructure.

As the single largest forum on gender equality and women's rights for UN Member States, civil society organizations and other international actors, this year's CSW saw a record number of attendances. Participants included more than 5,000 representatives from civil society organizations around the world, nearly 2,000 Member State delegates and 86 ministers.

For detailed information on all side events, visit:

<http://www.unwomen.org/en/news/stories/2019/3/press-release-csw63>

See at:

<http://www.unwomen.org/en/csw/csw63-2019>

<http://www.unwomen.org/en/news/stories/2019/3/press-release-csw-63-delivers-roadmap-on-ensuring-womens-social-protection>

UN Women and partners launch new initiative to repeal discriminatory laws worldwide

A high-level event complementing the 63rd session of the UN Commission on the Status of Women on March 20 launched the "Equality in Law for Women and Girls by 2030: A Multistakeholder Strategy for Accelerated Action". The strategy, developed by UN Women, the African Union, Commonwealth, Inter-Parliamentary Union, Organisation Internationale

de la Francophonie, Secretaría General Ibero-Americana and many other UN and NGO partners, seeks to fast-track the repeal or revision of discriminatory laws in 100 countries by 2023. Focusing on six thematic areas—Comprehensive reforms, economic empowerment, minimum age of marriage provisions, ending gender discrimination in nationality laws, addressing discriminatory rape laws and promoting equality in family relations—the Equality in Law Strategy is expected to address the legal needs of over 50 million women and girls over three years.

Laws that promote gender equality yield multiple dividends, noted Nabeel Goheer, Assistant Secretary General of the Commonwealth. For instance, a law that enables women to inherit on an equal basis with men, could empower mothers to invest in the education of their daughters. This in turn increases women’s average age of marriage, because girls who stay in school are less likely to be married off.

See at:

<http://www.unwomen.org/en/news/stories/2019/3/news-un-women-and-partners-launch-initiative-to-repeal-discriminatory-laws>

UN Women Executive Board convenes its first regular session 2019

The UN Women Executive Board convened for this year’s first regular session on February 12 at the United Nations Headquarters in New York. The Board was updated on the implementation of UN General Assembly resolution 72/279 on the Repositioning of the United Nations Development System, followed by an extensive discussion with the Board Members on the way forward.

The Executive Board considered the Report of the Board of Auditors on the financial statements for the year ending on 31 December 2017 and UN Women’s management response. UN Women presented an oral update on its new Global Evaluation Strategy, 2018-2021. In addition, there were several briefings on matters related to policy and programmes, on the operational response of UN Women in Iraq, as well as on UN Women’s knowledge management.

The detailed agenda of this session and all official documents can be accessed on the [Executive Board webpage](#) or the [PaperSmart-portal](#) of the United Nations.

See at: <http://www.unwomen.org/en/news/stories/2019/2/announcer-eb-first-regular-session-2019>

Around the World

UN Women & Procter & Gamble announce new commitment to gender equality across the Indian subcontinent, Middle East and Africa region at the #WeSeeEqual Summit



P&G and UN Women on February 18th held the #WeSeeEqual Summit in Mumbai, India. Co-hosted with UN Women, P&G's first IMEA #WeSeeEqual Summit brought together business and government leaders and influencers to share inspiration and surface insights around the myths that prevent us from accelerating our progress for gender equality.

The Summit brought together the leading voices to share perspectives on gender equality in its many facets including women's economic empowerment, the role of advertising and media, the myths that are holding us back from equal representation in leadership and the workplace, and the importance of male champions as advocates.

Over the next three years:

P&G aims to spend USD 100 million on deliberately working with Women-Owned Businesses in India, Middle East and Africa;

P&G will educate more than 23 million adolescent girls on puberty and hygiene across India, Middle East and Africa;

P&G and its brands will use our voice in forums like the #WeSeeEqual Summit, brand advertising like Ariel, Whisper, Always & Gillette and multi-stakeholder efforts to spark conversation and motivate change.

See at: <http://www.unwomen.org/en/news/stories/2019/2/press-release-procter-and-gamble-announces-newest-commitment-to-gender-equality>

Cannes Lions honours UN Women's Phumzile Mlambo-Ngcuka with LionHeart Award 2019

In recognition of her advocacy for women, human rights and social justice throughout the world, and for her leadership of the industry-wide diversity initiative, The Unstereotype Alliance, Cannes Lions announced on April 29th **Phumzile Mlambo-Ngcuka**, United Nations Under-Secretary-General and Executive Director of UN Women, as the recipient of the 2019 Cannes LionHeart award.

Introduced in 2014, the Cannes LionHeart is an honorary Award presented to a person or organization that has harnessed their position to make a significant and positive difference to the world around us, with particular reference to those who work with brands and the advertising community.

Ms. Mlambo-Ngcuka will be interviewed on the Debussy stage at 5 p.m. on Friday 21 June as the final session of the content programme. She will accept the LionHeart Award at the final Awards Show closing out Cannes Lions 2019. Further information about the Festival, which runs from 17–21 June can be found at www.canneslions.com

Making women count in Vienna

On April 11, the new *Enabling Environment Guidelines* were launched as part of efforts to create a working environment in the UN Office at Vienna that embraces equality, eradicates bias and is inclusive of all staff.

The guidelines were presented to Member States and staff at an event organized by the Human Resources Management Service at the UN Office at Vienna (UNOV) and the UN Office on Drugs and Crime (UNODC) in partnership with the Gender Team in the Office of the Director-General/Executive Director and the United Nations Industrial Development Organization (UNIDO), with the support of UN Women.

It's not only counting women, but making women count. See at:

- [Enabling Environment Guidelines for the United Nations System](#)
- [UN Women's Supplementary Guidance on the Enabling Environment Guidelines for the United Nations System](#)

The Tunis Forum on gender equality



The Governments of Sweden and Tunisia, in collaboration with the United Nations Development Programme (UNDP) and UN Women, hosted the Tunis Forum on Gender Equality in the capital of Tunisia from April 24-26. The Forum is taking place one year before the 25th anniversary of the adoption of the Beijing Declaration and Platform for Action (BPfA), and one year before the 20th anniversary of UN Security Council Resolution 1325, which envisaged women’s full and meaningful participation in peacebuilding and conflict resolution. The Forum also precedes the presentation of the first Global Sustainable Development Report at the SDG Summit that will be held in New York. Connecting the key elements of these processes, the Forum will highlight the important role that civil society plays in advancing gender equality and sustaining the hard-won gains. Women, youth and champions of gender equality from all corners of the world gathered in Tunis to take stock of progress made on women’s rights, leading up to the 25th anniversary of the Beijing Declaration and Platform for Action. This was the first of many global meetings leading up to the year 2020, calling for actions to accelerate progress and protect the hard-won gains of women’s rights.

See at: <http://www.unwomen.org/en/news/stories/2019/4/announcer-tunis-forum-on-gender-equality>

Women's Representation

The Global Gender Gap Report 2018



108 Years: The Wait for Gender Equality Gets Longer as Women's Share in the Workforce and Politics Drops

According to the World Economic Forum's Global Gender Gap Report 2018, published on December 18, 2018, at the current rate of change, data suggests that it will take 108 years to close the overall gender gap and 202 years to bring about parity in the workplace. The report finds that stagnation in the proportion of women in the workplace and women's declining representation in politics, coupled with greater inequality in access to health and education, offset improvements in wage equality and the number of women in professional positions, leaving the global gender gap only slightly reduced in 2018.

Within the global headline figures, it is possible to perceive a number of trends that are defining the gender gap in 2018. Of the four pillars measured, only one—economic opportunity—narrowed its gender gap. This is largely due to a narrower income gap between men and women, which stands at nearly 51% in 2018, and the number of women in leadership roles, which stands at 34% globally.

The Global Gender Gap Report benchmarks 149 countries on their progress towards gender parity across four thematic dimensions: Economic Participation and Opportunity, Educational Attainment, Health and Survival, and Political Empowerment.

Find out more here: <http://reports.weforum.org/global-gender-gap-report-2018/>

The Times Top 50 Employers for Women 2019



Creating a workplace culture that is truly gender-equal demands deep-seated change for most employers. The roll call presented by the Times of Top 50 Employers for Women highlights the organisations that have committed themselves to that change and are transforming the experience of women in the workplace.

Those that made it on to the list of The Times Top 50 Employers for Women were selected by gender equality experts at Business in the Community, part of the Prince's Responsible Business Network. Accenture, Addleshaw Goddard LLP and Allen & Overy are the top three companies listed. For a complete list see link below.

This year's top 50 are unranked and listed in alphabetical order. Any employer with a UK presence could apply to be on the list by supplying details of how they are working towards gender equality. The assessment focuses on transparency, the causes behind gaps, what companies are doing to identify and address these structural issues and the impact of their actions. The evaluation includes, but is not limited to: roles of senior leaders; actions to increase representation of women in senior positions and ensure gender balance at all levels; recruitment; progression; intersectionality; supporting parents and care-givers; bullying and harassment; pay processes; and external engagement to promote gender equality outside their organisation.

See at: <https://appointments.thetimes.co.uk/article/times-top-50-employers-for-women/>

The Pipeline: Women Count 2018 Report



WOMENCOUNT2018
Role, Value, and Number of Female Executives in the FTSE 350

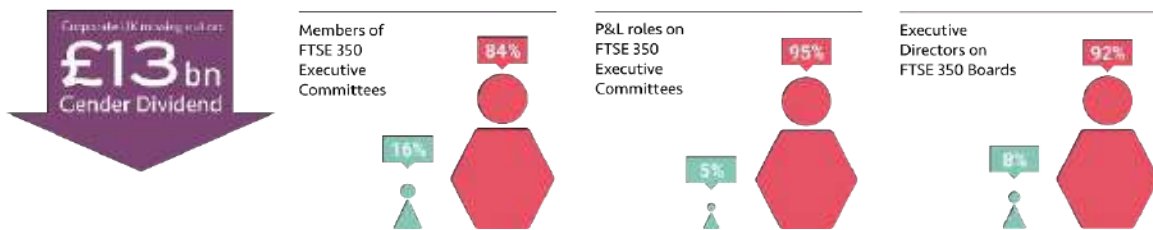


Pipeline UK releases Women Count 2018, its third annual research analyzing the number, role and value of women on UK FTSE 350 Executive Committees.

It is alarming that Women Count found representation of women on UK FTSE 350 Executive Committees at only 16%, with no real progress since 2016. It is discouraging to find the results are low whichever industry sector was analyzed.



WOMEN COUNT 2018 AT A GLANCE



BENEFITS OF WOMEN CEOs

Executive Committee Roles

2x Women CEOs have more than twice the average number of women on their executive committees than male CEOs



P&L Roles

4x Women CEOs have four times the average number of women executives in P&L roles on their executive committees than male CEOs



Executive Director Roles

10x Women CEOs have almost ten times the average number of women executive directors on their boards than male CEOs



Only 4% of FTSE 350 companies have women CEOs, yet within a year, these women CEOs have increased by 10% the average number of women executive committee

members (2.9 in 2018 compared from 2.6 in 2017). Women CEOs have more than twice the number of women on their executive committees than male CEOs. Women CEOs have four times the number of female executives in P&L roles on their executive committees compared to male-led companies (1.6 to 0.4), showing it can be done.

The Report found that correlation continues between profitability and more women in senior roles. FTSE 350 companies with no women on their executive committee only achieve an average 8.9% net profit margin. Where there are at least 25% women on executive committees, average net profit margins increase by 5% to 13.9%. There is a £13bn gender dividend on offer for UK plc, if all FTSE 350 companies performed at the same level as those with women on their executive committees.

The report presented following recommendations:

ONLY THE CEO CAN MAKE IT HAPPEN

CEOs must step up and treat gender diversity in the same way as other key business issues and commit to targets, create deadlines, empower people to deliver, and hold the organisation and individuals accountable for their performance.

FOCUS ON THE EXECUTIVE COMMITTEE AND PLAN THE FUTURE

Rigorous and actioned succession planning is vital for achieving gender diversity on executive committees. Know which woman is right for which job and be transparent about it.

JUST DO IT

Too many organisations seek the perfect women candidates before making senior appointments. Businesses must take the same risks on promoting and appointing women as they do with men and encourage women to seek opportunities that stretch their capabilities.

See at: <https://www.execpipeline.com/women-count-2018/>

How women are transforming the Arab world's start-up scene



Unlocking the potential of female start-ups

It may surprise some to learn that one in three start-ups in the Arab World is founded or led by women. That's a higher percentage than in Silicon Valley. Women are becoming a force to be reckoned with on the start-up scene across the Middle East. Because the tech industry is still relatively new in the Arab world, there is no legacy of it being a male-dominated field. Many entrepreneurs from the region believe that technology is one of the few spaces where everything is regarded as possible, including breaking gender norms, making it a very attractive industry for women.

Despite many challenges, including societal pressure on women to stay at home, a digital gender gap, and structural disadvantages in fund-raising and investments, female entrepreneurs are finding new and creative ways to overcome barriers to entering the workforce and starting their own business.

Key to these efforts has been their ability to leverage the internet and engage through online platforms to reach new markets. In this way, people are able to work from home if they wish. As Saadia Zahidi argues in her book *Fifty Million Rising*, these digital platforms allow women to go forth unimpeded by cultural constraints or safety issues, and they lower the implicit and explicit transaction costs of transport, childcare, discrimination and social censure.

Finding how to tap into this valuable resource of highly educated women could be a game changer for the region. Given the market power of women's increasing participation in the workforce, which by 2025 could add an estimated \$2.7 trillion to the region's economy, the growing trend of women in start-ups could be transformative for the Middle East. See at: <https://www.weforum.org/agenda/2018/07/start-up-middle-east-arab-women-transforming-entrepreneurship>

Recommended Reading

UN Women Annual report 2017-2018

The Annual Report documents UN Women's work to foster women's empowerment and gender equality around the world. It highlights some of the organization's initiatives during the year and provides summary financial statements, a list of new programmes and projects and contact information.

The time is now! At a historic time when women's activism is galvanized around #MeToo, #TimesUp and other movements around the world, UN Women supports women politicians, lawmakers, farmers, small business owners, civil society activists and many others to claim their rights and to be heard. This year's annual report highlights some of the key results achieved in 2017–2018 in strengthening global norms and standards, increasing women's leadership and political participation, enhancing economic empowerment, ending violence against women and girls, engaging women in all aspects of peace, security and humanitarian actions, and making gender equality central to national development, planning and budgeting.



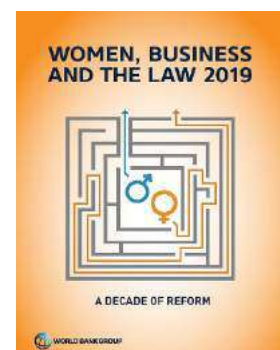
View online/download

[UN-Women-annual-report-2017-2018-en.pdf](#)

Online version <http://annualreport.unwomen.org/en/2018>

World Bank Report: Women, Business and the Law 2019 : A Decade of Reform

The World Bank Group's Women, Business and the Law launched in February 2019 examines laws and regulations affecting women's prospects as entrepreneurs and employees across 187 economies. Its goal is to inform policy discussions on how to remove legal restrictions on women and promote research on how to improve women's economic inclusion. Women, Business and the Law 2019: A Decade of Reform introduces a new index measuring legal rights for women throughout their working lives in 187 economies. The index is composed of 35 data points grouped into eight indicators. The data covers a 10-year period not only to understand the current situation but to see how laws affecting women's equality of opportunity have evolved over time. The index assesses economic rights at milestones spanning the arc of a woman's working life: the ability to move freely; starting a job; getting paid; legal capacity

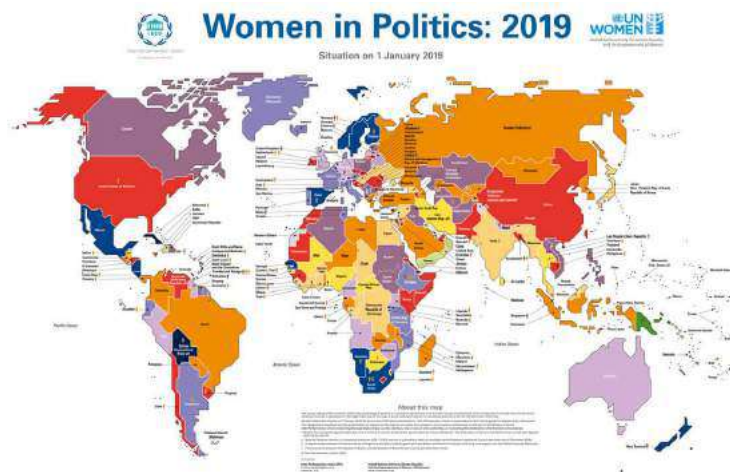


within marriage; having children; running a business; managing assets; and getting a pension.

See at: <https://openknowledge.worldbank.org/handle/10986/31327>

New IPU/UN Women Map: One in five ministers is a woman

Women's representation in political decision-making continues to rise slowly, with slight improvements since 2017, according to the data presented in the 2019 edition of the biennial IPU-UN Women map of Women in Politics. The map was launched at a press conference during the Commission on the Status of Women (CSW63) at the United Nations headquarters in New York.



The map, which presents global rankings for women in the executive and parliamentary government branches as of 1 January 2019, shows the proportion of women ministers is at an all-time high at 20.7 per cent (812 out of 3922), 2.4 percentage points higher compared to 2017. It also shows that the types of portfolios women ministers hold are diversifying.

See at: <http://www.unwomen.org/en/news/stories/2019/3/press-release--ipu-un-women-map-women-in-politics>

Women in parliament in 2018: The year in review

New IPU report shows well-designed quotas lead to significantly more women MPs

The annual report provides an update and analysis of progress made and setbacks encountered by women in parliament further to elections and renewals held over a year. Produced every year on International Women's Day (8 March), it presents

data on women in national parliaments, regional and world trends, information on women presiding offices and women candidates. It also analyses mechanisms aimed at supporting women's access to parliament. The report is short and easy to read, providing a snapshot about women in parliaments worldwide.

See at: <https://www.ipu.org/resources/publications/reports/2019-03/women-in-parliament-in-2018-year-in-review>

ILO launches Global Wage Report 2018

The latest ILO Global Wage report launched in November 2018 finds global wage growth has been weak while the gender pay gap, at about 20 per cent globally, remains unacceptably high. Global wage growth in 2017 fell to its lowest rate since 2008, far below levels before the global financial crisis, according to a new International Labour Organization (ILO) report.

The Global Wage Report 2018/19 finds that in real terms (adjusted for price inflation), global wage growth declined to 1.8 per cent in 2017 from 2.4 per cent in 2016. The findings are based on data from 136 countries.

The report analyzes global, regional and national wage trends in 136 countries, looks at some of the reasons why wage growth seems to have remained slow despite a general fall in unemployment and recovery in GDP.

The report also looks at the gender pay gap, both globally and nationally, and uses a new way to calculate it, thus giving policy makers a better picture of the issues and, in many cases, effectively altering existing perceptions at the national level.

See at: https://www.ilo.org/global/about-the-ilo/newsroom/news/WCMS_650470/lang--en/index.htm

Recommended Websites

The Pipeline a London, UK-based and diversity-focused organisation helping companies enrich and strengthen their respective diversity feature. The Pipeline enables organisations to achieve their diversity goals through outstanding diagnostic tools, excellent leadership programmes and bespoke consultancy. They begin by providing organisations with data and insights on diversity across all groups. Once these results are known, they can help organisations achieve sustainable gender diversity by focusing on the best interventions from their holistic range of services including highly acclaimed Executive Programmes and Consultancy Projects

See at: <https://www.excepipeline.com/overview/>

UN Women Info

Employment opportunities

You can find a monthly list of vacancy announcements at:

<http://www.unwomen.org/about-us/employment>

You can read Network online at: <http://www.un.org/womenwatch/osagi/fpnetworks.htm>

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