



Network

The UN Women's Newsletter

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Letter from the Director, UN System Coordination Division

Dear Friends,


We are here with the summer issue of NETWORK newsletter for 2019.

In this edition, the spotlight is on disability as a development agenda, and we feature, as part of our interview series, a one on one interview with Saima Ashraf, a disabled Global Goodwill Ambassador from Pakistan. We are also delighted to welcome Anita Bhatia from India to UN Women who will be leading the entity as Assistant Secretary General and Deputy Executive Director for the Bureau for Resource Management, Sustainability and Partnerships.



Several inspiring events mark this time at the United Nations, starting with UN Women's new global intergenerational campaign "**Generation Equality: Realizing women's rights for an equal future**" to mark the 25th anniversary of the groundbreaking Beijing Platform for Action in 2020 with the aim of bringing women's rights and empowerment to the forefront. The campaign will catalyze global action on gender equality. A Beijing+25 Youth Task Force has been set up in order to support and guide UN Women's efforts to place young people at the centre of the Beijing+25 process. The release of UN Women's Flagship Report: Progress of the world's Women: Families in a Changing World puts forth a policy agenda to end gender inequalities within families.

Our 'Around the World' segment carries news on the G7 Gender Equality Advisory Council Report published in July to the G7 leaders summit to commit to gender equality and join the Biarritz Partnership. News on the Generation Equality Forum, which will be kicking off in Mexico City, Mexico, from 7-8 May 2020 and culminate in Paris, France, from 7-10 July 2020, is highlighted. We bring news on a documentary feature film entitled "This Changes Everything," which focuses on what men in the film industry can do to end underrepresentation and misrepresentation of women on the screen and behind the camera.



The segment on women's representation presents findings from ILO's second global Report on The Business Case for Change—Women in Business and Management. Data shows that the Bloomberg Gender-Equality Index has doubled in size, recognising that 230 companies are committed to advancing women in the workplace. The new launch of the EU-UN initiative to end violence against women and girls in Mexico is spotlighted in the segment on violence against women.

Finally, as always in the final pages of this newsletter, we bring you the latest publications that are definitely worth reading. These include the WHO report RESPECT women: Preventing violence against women and a publication on Actors, Institutions, and the Making of EU Gender Equality Programs.

The aim of this newsletter is to encourage ongoing efforts and further action to accelerate the achievement of full gender equality via collaboration, partnerships and innovative solutions that will improve the lives of millions of women and men in the near future.

We look to your continued support as we move towards the last quarter of 2019! We hope that the collection of news and stories we share as part of this newsletter inspires galvanising action to make gender equality a lived reality by 2030. This is also a call to action for the Generation Equality: Realizing women's rights for an equal future.

In solidarity,

Aparna Mehrotra
Director, UN system Coordination Division
UN Women

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Interview with Saima Ashraf

Saima Ashraf has braved her way in lobbying for a disability inclusive development agenda in her country, Pakistan, and globally. With a mild post-polio disability at 3 years old, Saima Ashraf started her journey of life as a person with a disability from Fort Abbas, an under-developed area of Punjab, Pakistan. With a master's degree in English Literature and an MBA, she is working for persons with disabilities through different forums, from the national to the international. She has worked with UNICEF Wash and Sanitation SDG6, FANSA and Water Aid. As a Global Goodwill Ambassador from Pakistan, she is stepping forward to new horizons in research, entrepreneurship and philanthropy. She is also a writer and is currently working on her second English fiction novel.



Q.1 Tell us about yourself, your background. How did you come to dedicate yourself to disability issues? What was the driving force behind stepping into the disability sector?

A.1 I was born in the far-off village of Fort Abbas, Punjab in Pakistan and was paralyzed due to polio at the age of 2 and a half years. This paralysis changed the implications and perspectives of life; the racing feet stopped running, flying butterflies lost a little chaser, the merry-go-round of the siblings lost one of their partners. Questions snaked up all around and the little mind started taking life as a person with a disability. But it was one side of the picture!

The other side of the picture came up as a brilliant student who came into limelight as a scholarship winner in school (that was not accessible) and the academics moved forward with flying colors. I did my master's degree in English Literature and then qualified for the Civil Service Exam, the highest competitive exam in Pakistan, but was rejected on disability grounds. After doing an MBA in Management, I started working as an online writer on international forums. Everything was going great; enough earning,

comfort zone, flexible timings, travel and touring on leisure weeks and days; but a tragedy changed the course of my life.

I received news of the suicide of a disabled girl who was raped by her real father and was left with the only option of (reportedly) killing herself. The news jolted me, and I decided to bid adieu to my heavenly abode and come out to bring changes in the disability sector with an impactful role at all possible levels.

Q. 2 Given your experience in promoting disability issues, how would you describe disability? What does it encompass?

A.2 Honestly speaking, my definition of disability is different from others. Save MR (Mental Retardation), there is only one disability I know of: Financial Disability. But yes, we have other definitions as well, a legal definition, experimental definition, social definition, and cultural definition. Although I do not agree with these definitions, they are a bitter reality.

Q.3 You have been a strong voice for mainstreaming disability in the development agenda and been appointed as a Global Goodwill Ambassador from Pakistan. What major changes do you want to bring in our society to deliver on disabled inclusive policies? What are the main hurdles in working in the disability sector?


A.3 Well, my dream and passion is to bring impactful changes in the disability sector through legislation and their grass-root level implementation in Pakistan. Why do we quote good examples of handling disabilities from other countries? Why are we not those examples?

As a Global Goodwill Ambassador from Pakistan, my struggle is to empower persons with disabilities into planning, policymaking, financing, auditing, and all other strategic affairs in the domain. The biggest hurdle in this regard is the status-quo of policies currently in place. The policy-making bodies and avenues do not include the PWDs and this lack of empathetic as well as experimental approach leads to the failure of policies envisaged, designed and implemented by those responsible. The empowerment of the PWDs will be more practical and results-oriented.

Q.4 Eighty percent of persons with disabilities live in developing countries, and the failure to include and integrate them in all development activities will mean failure to achieve the MDGs. How do you think international organizations like the United Nations can help in bringing disability as a priority development agenda?

A.4 Beautiful question! International organizations like the United Nations can play a vital role in bringing disability as a priority development agenda. There should be a Joint Sector Review Mechanism (as we have in the Wash and Sanitation sector, SDG6, under the banner of Leave No One Behind) between the countries and regions, and the signatories should come forward to take abilities out of disabilities with proper planning. Only empowerment of the PWDs into planning and decision-making can lead to the desired results in the disability sector.

Q.5 Where do you see your work in the short term and long term? What makes you think you can make the progress that is necessary?



A.5 Changes do not occur overnight; they take time. My short-term goal is to reach legislative changes in the system and the long-term work will be a benchmark of success for the world, especially developing countries. Involving the government at all levels and collaborating with the stakeholders i.e. the non-government sector, academia, private sector and corporate sector will help me reach the point of success.

Q.6 How will the inclusion and empowerment of persons with disabilities in strategic affairs and policymaking affect the People with Disabilities PWDs in a developing country like Pakistan?

A.6 Currently, all the policies regarding disabilities are defined and designed by those policymakers who are not specialized in the field. They can be empathetic to an extent, but they are not PWDs, they cannot feel the pain of disability. So, the policies designed by them cannot succeed as they see disability superficially. The inclusion and empowerment of PWDs into policymaking and Planning will incorporate the real-time experience and experiment addressing minute needs and requirements. Take as an example the education policies at provincial and even federal levels designed by Non-PWDs who address only forehead points like the inclusion of students with disabilities, teachers' training, syllabus, transport facilities but neglect Wash and Sanitation at schools. It ends up as a policy failure and then a new phoenix is born from its ashes with every new government and history repeats itself in the next tenure.

Q.7 Is there key learning on the topic of disability that you could pass on to young men and women?

A.7 Key learning on disability is that 'there is no shortcut in life; life is a constant journey'. And "seek knowledge not only to earn but to learn, learning is Power, the real Ability!"

Q.8. Based on their gender and disability status, women with disabilities often face "double discrimination" which heightens the possibility of gender-based violence. What is your experience as a female with a disability?

A.8 Oh yes, I dare say, I have faced this stigma more than anyone else; I have even paid the heaviest toll of being a woman with a disability. From the academics to the social, from the personal to the governmental, at all levels, I have been abused for being a disabled woman. Whereas men with disabilities can and do win sympathies and empathies from society, the woman pays double the price of being a woman and disabled. We live in a society where no one dares to provide us, the WWDs, the necessities of life under one roof, everyone is ready to misuse us, sexually abuse us or at least get 'his share' out of our disability. We are a "stigma for lifetime" but "OK for part-time use!"

We are disowned by society, disinherited from the property of our fathers and the reason given for these elements is "You are a disabled woman."

I am one of those WWDs who have witnessed the ugliest face of society, culture, norms and traditions but the furnace of life bakes us for a reason and that reason should be

kept before us. Nature tames us through ordeals and trials and trophy goes to those who are consistent in the face of troubles.

Congratulations

Greetings to **Anita Bhatia** on joining the team at UN Women.

On May 30th, UN Women welcomed the appointment of Anita Bhatia from India by United Nations Secretary-General António Guterres as Assistant Secretary-General for Resource Management, Sustainability and Partnerships and Deputy Executive Director of the United Nations Entity for Gender Equality and the Empowerment of Women.

Ms. Bhatia has had a distinguished career at the World Bank Group, serving in various senior leadership and management positions. She brings extensive experience in the areas of strategic partnerships, resource mobilization and management. Ms. Bhatia has served for several years as Director of Global Partnerships for the International Finance Corporation (IFC).



As Director of Partnerships and Advisory Operations, she oversaw financial management, risk management, portfolio management, knowledge management and learning for Advisory Services across the globe. She has led diverse teams, including as Global Head of Knowledge Management, Head of Business Process Improvement and Head of Change Management. In addition to Latin America, she has worked in Africa, Europe, Central Asia and South and East Asia.

Ms. Bhatia holds a BA in History from Calcutta University, an MA in Political Science from Yale University and a Juris Doctor in Law from Georgetown University.

Congratulations to **Jan Beagle** from New Zealand on her appointment as Special Adviser on System-wide Implementation of Chief Executive Board (CEB) Decisions on August 5th.

As part of his ongoing efforts to ensure system-wide coherence, the Secretary-General has decided to enhance the focus on system-wide implementation of the decisions, strategies and policies adopted by the CEB. The Special Adviser will advise the



Secretary-General, the Deputy-Secretary-General, the Chef de Cabinet and senior management in the system on ways to leverage system-wide agreements and accelerate implementation at global, regional and country levels.

Ms. Beagle has over four decades of distinguished service to the United Nations, including most recently as Under-Secretary-General for Management Strategy, Policy and Compliance. Previously, she served as Deputy Executive Director of the Joint United Nations Programme on HIV/AIDS (UNAIDS), Deputy Director-General of the United Nations Office at Geneva, and Assistant Secretary-General for Human Resource Management. She has also held senior positions in the Executive Office of the

Secretary-General, the Office of the Administrator of the United Nations Development Programme, and the United Nations Department of Political and Security Council Affairs.

Throughout her career, Ms. Beagle has played an active leadership role in the interagency bodies of the United Nations system. She is a founding member of the International Gender Champions Network and is serving on its Global Advisory Board.

Ms. Beagle holds a Bachelor of Arts and a Master of Arts in history and international relations from the University of Auckland, New Zealand.

Winifred 'Winnie' Karagwa Byanyima from Uganda has been appointed Executive Director of UNAIDS by United Nations Secretary-General António Guterres in August.

Ms. Byanyima brings a wealth of experience and commitment in harnessing the power of government, multilateral agencies, the private sector and civil society to end the HIV and AIDS crisis for communities around the world. Ms. Byanyima has been the Executive Director of Oxfam International since 2013. Prior to Oxfam, she served for seven years as the Director of Gender and Development at the United Nations Development Programme (UNDP).

Ms. Byanyima began her career as a champion of marginalized communities and women some 30 years ago as a Member of Parliament in the National Assembly of Uganda. In 2004, she was named Director of Women and Development at the African Union Commission, working on the Protocol on the Rights of Women in Africa.

She holds an advanced degree in Mechanical Engineering (Energy Conservation and Environment) from the Cranfield Institute of Technology, and an undergraduate degree in Aeronautical Engineering from the University of Manchester.



Around the United Nations

UN Women announces global intergenerational campaign to bring women's rights and empowerment to the forefront

“Generation Equality: Realizing women’s rights for an equal future”

To mark the 25th anniversary of the groundbreaking Beijing Platform for Action in 2020, the campaign will catalyze global action on gender equality

On May 6th, to mark the 25th anniversary of the Beijing Declaration and Platform for Action, considered the blueprint on women’s rights and empowerment, UN Women announced its new multigenerational campaign, “Generation Equality: Realizing women’s rights for an equal future”.

In 2020, it will be 25 years since world leaders adopted the Beijing Declaration and Platform for Action, which set out to remove the systemic barriers that hold women back from equal participation in all areas of life, whether in public or in private. Developed at the Fourth World Conference on Women in Beijing, China, the Beijing Declaration and Platform for Action is a visionary agenda for the empowerment of women and girls everywhere.

The Generation Equality campaign will bring together the next generation of women’s rights activists—many of whom may not have been born in 1995—with the gender equality advocates and visionaries who were instrumental in creating the Beijing Platform for Action.

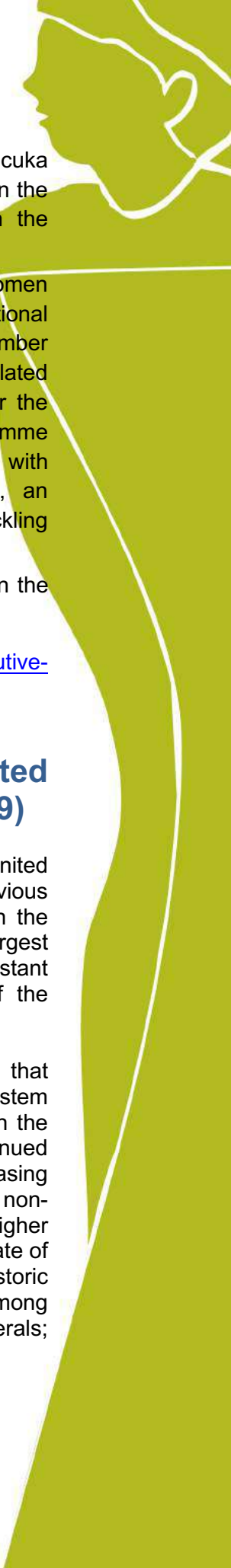
The campaign will galvanize attention and action on key issues including equal pay, equal sharing of unpaid care and domestic work, an end to sexual harassment and all forms of violence against women and girls, health-care services that respond to their needs, and women’s equal participation in economic and political life, as well as decision-making in all areas of life.

It will also bring together other key moments in the 21st century women’s rights movement, including the 20th anniversary of UN Security Council Resolution 1325 on Women, Peace and Security; the 10th anniversary of UN Women’s establishment as the global champion for the empowerment of women and girls; and the 5th anniversary of the global Sustainable Development Goals, which put gender equality at the heart of sustainable development.

See more at: <https://www.unwomen.org/en/news/stories/2019/5/press-release-global-intergenerational-campaign-for-beijing25>

UN Women Executive Board convenes annual session 2019

The UN Women Executive Board convened for its 2019 annual session from 18-20 June at the UN Headquarters in New York. The President of the Executive Board, Penelope Beckles, Permanent Representative of Trinidad and Tobago to the United Nations,



opened the Session, and UN Women Executive Director Phumzile Mlambo-Ngcuka delivered remarks, including the annual report to Members States and an update on the implementation of the United Nations General Assembly resolution 72/279 on the repositioning of the United Nations development system.

The Executive Board also considered reports on the evaluation function of UN Women 2018; the corporate evaluation of UN Women's contribution to governance and national planning; the internal audit and investigation for the period 1 January to 31 December 2018; the report of the Advisory Committee on Oversight; and UN Women's related management responses. A draft integrating budget estimates for UN Women for the biennium 2020–2021 was also presented. Other briefings on policy and programme matters included UN Women's work on the empowerment of women and girls with disabilities; and in accordance with the Executive Board's decision 2018/3, an independent victim-centered review of UN Women's policies and processes on tackling sexual exploitation, abuse and sexual harassment.

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 more at: <https://www.unwomen.org/en/news/stories/2019/6/announcer-executive-board-convenes-annual-session-2019>

Improvement in the status of women in the United Nations system: Report of the Secretary-General (2019)

In this report, the UN Secretary-General assesses the status of women in the United Nations system for the period 1 January 2016 to 31 December 2017. Since the previous report, the representation of women in the Professional and higher categories in the United Nations system has increased from 42.8 per cent to 44.2 per cent. The largest increases were registered at the highest levels (Under-Secretary-General and Assistant Secretary-General), which is a direct result of the efforts and commitment of the Secretary-General to reach parity at the highest levels by 2021.

While the present report highlights some positive achievements, it also shows that progress towards advancing the representation of women in the United Nations system and reaching the goal of 50/50 gender balance has remained slow and uneven in the period under review. The representation of women during the reporting period continued to be higher at the entry levels, namely P-1 and P-2 positions, before decreasing progressively at higher-grade levels. Disparities persist between headquarters and non-headquarters locations; the representation of women in the Professional and higher categories in the latter is 8.7 percentage points lower. The gap is greatest and the rate of change slowest at non-headquarters locations, including peace operations. Historic achievements have now been achieved at the most senior levels, including among resident coordinators, Under-Secretary-Generals and Assistant Secretary-Generals; however, these fall outside of the period under review.

See more at:

<https://www.unwomen.org/en/digital-library/publications/2019/07/improvement-in-the-status-of-women-in-the-united-nations-system-2019>

UN Women announces Beijing+25 Youth Task Force

Following a call for applications in June, UN Women announced the “Beijing+25 Youth Task Force”, comprising of 30 young leaders from different youth-led and youth-serving organizations, with diverse areas of expertise and from all regions of the world. They represent young people in all their diversity and across intersectional complexities including marital status, disability, sexual orientation, gender identity and expression, indigenous and ethnic identities, and refugee or migrant status. The selected youth leaders have a track record of driving change in their communities and mobilizing young people for the empowerment of young women and girls all over the world.

The youth leaders will support and guide UN Women’s efforts to place young people at the center of the Beijing+25 process; be part of a network of young supporters that will foster momentum on youth engagement for gender equality on a global level; and exchange expertise and knowledge with other young people that are working towards the same goals.

See more at:

<https://www.unwomen.org/en/news/stories/2019/8/announcer-beijing25-youth-task-force>

UN Women launches its flagship report, Progress of the World’s Women 2019-2020: Families in a Changing World.

New UN Women report puts forth policy agenda to end gender inequalities within families

“Progress of the World’s Women 2019-2020: Families in a Changing World” examines how the transformations in families impact women’s rights and reveals that most countries can afford family-friendly policies.

As women’s rights have advanced over the past decades, families around the world have become a place of love and solidarity but also ones where fundamental human rights violations and gender inequalities persist, according to UN Women’s new flagship report. Shocking pervasiveness of intimate partner violence means that, statistically, home is one of the most dangerous places to be for a woman. In 2017, every single day, 137 women were killed by a family member. The report highlights that family laws have been the slowest to change, given that they govern matters like:



- women's rights to choose who and when to marry;
- they provide the possibility of divorce, so that women can escape violent relationships if they need to;
- they determine whether women can have custody of their children;
- they shape women's access to family resources, including inheritance.

Families can 'make or break' women and girls, which means that governments have a particular responsibility to safeguard women's and girls' rights, not only in the public sphere, but in the home too.

The report presents a brand-new global dataset, which UN Women has created in collaboration with UN DESA, and which shows authoritatively, for the first time in a report of this kind, that families are diverse.

See more at: <https://www.unwomen.org/en/news/stories/2019/6/press-release-progress-of-the-worlds-women-2019>

The High-level Political Forum on Sustainable Development (HLPF), and the Sustainable Development Goals (SDGs), meets in New York

Under the theme ***“Empowering people and ensuring inclusiveness and equality”***, the HLPF reviewed SDG 4 on ensuring inclusive and equitable education and promoting lifelong learning; SDG 8 on promoting sustained and inclusive economic growth and decent work for all; SDG 10 on reducing inequality within and among countries; SDG 13 on taking action to combat climate change and its impacts; SDG 16 on promoting peaceful and inclusive societies, providing access to justice for all and building inclusive institutions; and SDG 17 on strengthening the means of implementation and revitalizing the Global Partnership for Sustainable Development.

UN Women has contributed to a new SDG16+ Report which was launched at HLPF. The Report is produced by the Global Alliance for Reporting Progress on Peaceful, Just, and Inclusive Societies, a coordinating platform for Member States, private sector, civil society and UN entities. The Report shows that measuring SDG 16 is possible and that progress on SDG 16 enables progress on other goals.

See more at: <https://www.sdg16hub.org/hlpf2019/report>.
<https://www.unwomen.org/en/news/stories/2019/7/spotlight-high-level-political-forum-2019>

Around the World

The Generation Equality Forum – Save the date!



As part of the Generation Equality Campaign launched by UN Women in May 2019, holding of The Generation Equality Forum in May 2020 was announced. This Forum will be co-chaired by the Governments of France and Mexico in partnership with civil society and convened by UN Women.

Capturing the mobilization around the 25th year of Beijing Platform for Action and sparking a global dialogue on gender equality with voices of activists is part of UN Women's Generation Equality public advocacy campaign launched earlier this year. The 25th anniversary of the Beijing Declaration and Platform for Action in 2020 is a unique time in history to rally around the human rights of all women and girls. "There cannot be social change without equality of gender," said Mexican Secretary of Foreign Affairs, Marcelo Ebrard. "If we do not reach that, there will be no progress. Societies will not change."

The French Minister of State Jean-Baptiste Lemoyne echoed the sentiment of urgent action for gender equality, adding: "We need concrete actions and coalitions to move women's rights forward."

The Generation Equality Forum, kicking off in Mexico City, Mexico, from 7-8 May 2020 and culminating in Paris, France, from 7-10 July 2020, will bring together activists, governments, business leaders, cities, parliaments, trade unions, media and others who are strong champions of gender equality, to grow partnerships and collaborate to reach gender equality.

2020 will be a historic year," said UN Women Executive Director Phumzile Mlambo-Ngcuka, also a GEAC member. "It can change gender equality if we all pull together. We cannot betray the struggles of women who brought us this far and the future of those who are dependent on us today and tomorrow".

The Forum will result in concrete partnerships and accountability for scaled-up and urgent action on the critical issues to achieve gender equality.

More information is forthcoming, watch out for updates!

See more at: <https://www.unwomen.org/en/news/stories/2019/7/announcer-generation-equality-forum>

UN Women Executive Director urges G7 leaders to commit to gender equality and join the Biarritz Partnership

At the G7 Summit in France on 25 August, UN Women Executive Director, Phumzile Mlambo-Ngcuka, together with Nobel Prize Laureates Nadia Murad and Denis Mukwege, presented the report of the G7 Gender Equality Advisory Council to G7 leaders in Biarritz.

The Council report urges leaders to commit to overturning the discriminatory laws that continue to hold women back, and to enact legal reforms that accelerate progress for girls, women and gender equality. It also calls for adequate funding to carry out these reforms, including through strong accountability and governance mechanisms, as well as supporting civil society to monitor the results.

More than 2.5 billion girls and women worldwide are affected by discriminatory laws and lack legal protection. The actions of many brave girls and women have broken the silence and highlighted the urgent need for strong and determined political action.

Drawing on the G7 Gender Advisory Council recommendations, world leaders launched the Biarritz Partnership at the G7 Summit. It includes commitments by both G7 members and invited countries to adopt new legislation supporting the advancement of gender equality. G7 leaders also committed to supporting survivors of sexual violence in conflict, notably through the International Fund for Survivors of Conflict-Related Sexual Violence,

See more at:

<https://www.unwomen.org/en/news/stories/2019/8/news-ed-urges-g7-leaders-to-commit-to-gender-equality-and-join-biarritz-partnership>

G7 Gender Equality Advisory Council Report Published

The G7 Gender Equality Advisory Council released its Recommendations for advancing gender equality and the empowerment of girls and women and Call to Action on July 20th.

The Advisory Council identified 79 good practices in gender equality laws in 4 sectors (violence, economic empowerment, education and health, discrimination) and in all regions of the world. It called on the leaders of the G7 and other countries to commit themselves, through the "Biarritz Partnership", to adopt and implement progressive legislative frameworks for gender equality. In particular, it called on the leaders to:

- End gender-based violence;
- Ensure equitable and quality education and health;
- Promote economic empowerment;
- Ensure full equality between women and men in public policies.
- Ensure the necessary funding for the implementation of laws and to monitor them on a regular basis, as well as to abolish any persisting discriminatory measures against women.



More than 2.5 billion girls and women worldwide are affected by discriminatory laws and lack of legal protection.

The Advisory Council presented its recommendations to French President Emmanuel Macron on 23 August at the Elysée Palace. The two co-Presidents of the Council, Nobel Prize Laureates Nadia Murad and Denis Mukwege, and the Executive Director of UN Women, Phumzile Mlambo-Ngcuka, traveled to Biarritz to present this document to G7 leaders during a session on inequalities and officially launched the Biarritz Partnership.

The Gender Equality Advisory Council (GEAC) was created by Prime Minister Trudeau during Canada's G7 presidency in 2018. French President Macron renewed it in 2019 by renewing its members and its mandate.

The 2019 Council is composed of 35 members, including three Nobel Peace Prize laureates, representatives of international and French NGOs, international organizations and private companies, government representatives, journalists and artists.

See more: <https://www.unwomen.org/en/news/stories/2019/8/news-publication-of-the-report-of-the-g7-gender-equality-advisory-council>

This Changes Everything-A documentary feature film

What can men in the film industry do to end underrepresentation and misrepresentation of women on screen and behind the camera?

Tom Donahue is the acclaimed director of ***This Changes Everything***, a feature-length documentary released on 9 August, uncovering what is beneath the underrepresentation and misrepresentation of women in the entertainment industry. Donahue teamed up with actor and activist Geena Davis, who is the Executive Producer of the film,

See more at: <https://www.unwomen.org/en/news/stories/2019/8/ask-a-director-tom-donahue>

IIX and UN Women partner to empower millions of women through innovative finance

UN Women partners with Impact Investment Exchange (IIX)—a global organization dedicated to changing financial systems and creating innovative solutions to women's empowerment—to mobilize large-scale capital to empower underserved women through innovative finance. With the shared goals to close the funding gap for advancing gender equality and the dedicated Sustainable Development Goal (SDG) 5, IIX and UN Women

will collaborate on a series of activities including the development of financial instruments that leverage public funding to unlock greater private capital for women; the engagement of new actors to increase investments that are sensitive to gender issues; and a commitment to measure social and economic outcomes for women beneficiaries. The partnership, announced at a signing ceremony in August, aims to unlock billions in capital for millions of women worldwide.

The SDG financing gap is estimated at USD 2.5 trillion a year in developing countries. The world spends USD 200 billion per year on aid, yet only 4 per cent of overseas development aid targets women.

See more at:

<https://www.unwomen.org/en/news/stories/2019/7/press-release-iix-and-un-women-partner-to-empower-millions-of-women-through-innovative-finance>

Women's Representation

Women in leadership bring better business performance

A new report shows gender diversity improves business outcomes and makes it easier to attract talent. The report also looks at the reasons behind the continuing gender diversity deficits and makes recommendations for breaking the cycle.



ILO's second global report on Women in Business and Management offers new insights into how gender diversity at the top improves organizational performance. These include how the many dimensions of an organization's policies, a gender-balanced workforce and a gender-inclusive culture, among other factors, move the needle for more women to hold decision-making power.

Businesses with genuine gender diversity, particularly at senior level, perform better, including seeing significant profit increases the report reveals. The report surveyed almost 13,000 enterprises in 70 countries. More than 57 per cent of respondents agreed that gender diversity initiatives improved business outcomes. Almost three-quarters of those companies that tracked gender diversity in their management reported profit increase between 5 and 20 per cent, with the majority seeing increases between 10 and 15 per cent.

Some key factors preventing women from reaching decision-making positions were identified. Enterprise cultures that require "anytime, anywhere" availability disproportionately affect women, due to their household and family responsibilities, while policies that support inclusivity and work-life balance (for both men and women), such as flexible working hours and paternity leave, need to be improved.

Another factor is the "leaky pipeline"; the tendency for the proportion of women to decline as the management grade rises. The "glass wall" describes the incidence of women managers in roles such as HR, finance and administration that are considered

less strategic and less likely to lead to chief executive and boardroom positions. Fewer than a third of enterprises surveyed had achieved the critical mass of one third of women board members. Around one in eight reported they still had all-male boardrooms. More than 78 per cent of enterprises who responded had male CEO's, and those with female CEO's were more likely to be small enterprises.

See more at:

https://www.ilo.org/global/about-the-ilo/newsroom/news/WCMS_701767/lang--en/index.htm

https://www.ilo.org/global/publications/books/WCMS_700953/lang--en/index.htm

The State of the Gender Pay Gap

Research undertaken by Payscale shows that gender and racial biases and discrimination are both far from uncommon in the workplace. Women are often undervalued for the work they do, are more likely to hold lower-level, lower-paying jobs and tend to stagnate in their careers. The uncontrolled gender pay gap, which takes the ratio of median earnings of all women to all men, decreased by \$0.05 since 2015. However, women still make only \$0.79 for every dollar that men make in 2019.

What often gets lost in translation is what the uncontrolled wage gap truly represents—that women are less likely to hold high-level, high-paying jobs than men. There are structural barriers which keep women from advancing in the workplace—this is what we call the opportunity gap.

Women's experiences in the workforce vary vastly by race: women of color often face additional barriers to advancement compared to white women. Additionally, as much as employers try to position themselves as a meritocracy, pay decisions do not reflect a merit-based culture. Employers do not value education/degrees equally among men and women. Data shows that employers tend to undervalue degrees when they're earned by women: employers pay women less than men at every education level, after controlling for other compensable factors. Women with a Master of Art, MBA and/or law degrees are under-utilized and under-compensated to a greater extent compared to women who only have a bachelor degree.

See more at: <https://www.payscale.com/data/gender-pay-gap>

Bloomberg Gender-Equality Index Doubles in Size, Recognizing 230 Companies Committed to Advancing Women in the Workplace

Bloomberg announced the launch of its 2019 Gender-Equality Index (GEI), which selected 230 companies committed to transparency in gender reporting and advancing women's equality in the workplace. The index more than doubled in size from 2018 and includes firms from 10 sectors headquartered across 36 countries and regions. Collectively, these firms have a combined market capitalization of USD9 trillion and employ more than 15 million people—including 7 million women—around the world.



Argentina, mainland China, Israel and South Africa are among the 13 markets represented for the first time this year.

Bloomberg's reporting framework provides a comprehensive, standardized format for companies to voluntarily disclose information on how they promote gender equality across four distinct areas: company statistics, policies, community engagement and products and services. Reporting companies that score above a globally established threshold, based on the extent of their disclosures and the achievement of best-in-class statistics and policies, are included in the GEI.

GEI companies are leaders among publicly listed firms in their willingness to report and the success of their inclusion initiatives. Currently, only 10% of eligible companies are disclosing their workplace gender policies and practices.

The GEI is a reference index. All public companies can submit data to Bloomberg. Those with a security listed on a U.S. exchange and a market capitalization of USD1 billion or greater are eligible for index inclusion. For more information on the GEI and how to submit information for next year's index

See at: <https://www.bloomberg.com/company/stories/bloomberg-helps-fuel-brand-identity-social-media-savvy-female-entrepreneurs/>

Violence Against Women

UN Women Executive Director launches EU-UN initiative to end violence against women and girls in Mexico

UN Women Executive Director Phumzile Mlambo-Ngcuka was in Mexico from 29 to 30 May, where amongst other engagements she participated in the launch of the Spotlight Initiative, an EU-UN global effort to prevent and end violence against women and girls. In Mexico, the Spotlight Initiative is geared to tackle femicide, as well as all forms of violence against women and girls. Among the 25 countries with the highest rates of femicide in the world, 14 are in Latin America and the Caribbean region, with 12 women being killed every day; while in Mexico, an average of nine women are murdered every day. Ending violence against women and girls is a prerequisite to achieving the Sustainable Development Goals, which world leaders have committed to fulfill by 2030.

See at: <https://www.unwomen.org/en/news/stories/2019/5/announcer-ed-phumzile-visits-mexico>

Apolitical's 100 Most Influential People in Gender Policy 2019 features UN Women experts



Apolitical, the peer-to-peer learning platform for governments, announced its annual list of the 100 Most Influential People in Gender Policy for 2019.

On this crucial year in the battle for gender equality, the 100 Most Influential People include six gender equality experts and influencers from UN Women, alongside people such as Ruth Bader-Ginsburg, Melinda Gates and Michelle Obama.

Along with Deputy Secretary-General of the United Nations, Amina Mohammad, UN Women Executive Director Phumzile Mlambo-Ngcuka, Deputy Executive Director Åsa Regnér, UN Women's Director of Policy and Executive Coordinator and Spokesperson on Sexual Harassment and other forms of Discrimination, Purna Sen, and founder of HeForShe campaign, Elizabeth Nyamayaro, are among the top influencers for two years in a row.

The list also recognizes renowned actor, humanitarian and UN Women Goodwill Ambassador Emma Watson, and anti-FGM activist Jaha Dukureh, UN Women Regional Ambassador for Africa, among young leaders.

This year, Apolitical received over 9,000 nominations from public servants all over the world, as well as experts at the United Nations, Women Deliver, Women in Global Health, The World Bank, UNAIDS, Women for Climate Justice and the Bill & Melinda Gates Foundation. The list celebrates politicians, civil servants, academics and activists who are currently making the biggest impact in gender policy. It recognizes both high-profile icons and shines a light on the unsung heroes.

See at: <https://www.unwomen.org/en/news/stories/2019/5/news-apolitical-100-most-influential-people-in-gender-policy>

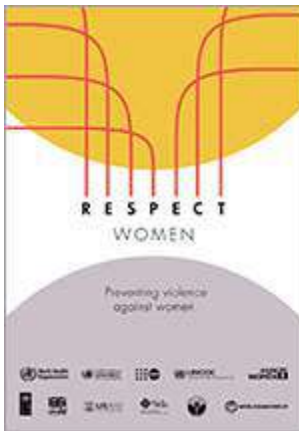
Recommended Reading

Women in development: Report of the Secretary-General (2019)

In this report, the Secretary-General underscores measures taken at the national level including measures to: incorporate a gender perspective into national sustainable development policies and strategies; promote sustainable, inclusive and equitable economic growth strategies that benefit women and active labor market policies on full and productive employment and decent work for women; eliminate gender-based occupational segregation and gender wage gaps; accelerate the transition of women from informal to formal employment; prevent and eliminate all forms of violence, discrimination and sexual harassment against women at work; and promote the reconciliation of work and family responsibilities.

See at: <https://www.unwomen.org/en/digital-library/publications/2019/08/a-74-279-sg-report-women-in-development>

RESPECT women: Preventing violence against women-WHO Report



Violence against women is a major public health problem rooted in gender inequality and is a gross violation of women's human rights affecting the lives and health of millions of women and girls. Aiming to end violence against women, a package/framework with infographics on prevention of violence against women, a framework for policymakers was developed based on the UN framework for action to prevent violence against women from 2015.

- **R** –relationship skills strengthened
- **E** –mpowerment of women
- **S** –ervices ensured
- **P** –overty reduced
- **E** –nvironments made safe
- **C** –hild and adolescent abuse prevented
- **T** –ransformed attitudes, beliefs, and norms

See at: <https://www.who.int/reproductivehealth/publications/preventing-vaw-framework-policymakers/en/>

Progress on the Gender Pay Gap: 2019

A Report by Glassdoor

This study examines how gender pay gaps around the world have changed since Glassdoor's initial study in 2016. Leveraging hundreds of thousands of salary reports, including detailed worker and job information shared voluntarily and anonymously by employees on Glassdoor, the report estimates the gender pay gap in eight countries: the United States, the United Kingdom, Canada, Germany, France, the Netherlands, Singapore, and Australia. Using Glassdoor's unique data, projections on how long it could take to achieve gender pay equality in the U.S. are given. The report also considers whether a "salary confidence gap" exists between the pay men and women seek when applying to jobs, and how this may contribute to the overall pay gap.

See at: <https://www.glassdoor.com/research/app/uploads/sites/2/2019/02/Gender-Pay-Gap-2019-Research-Report.pdf>

Actors, Institutions, and the Making of EU Gender Equality Programs

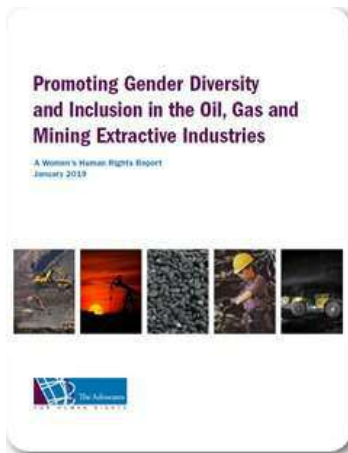
A publication by Palgrave Macmillan covers a modern period of EU gender equality policy that has not been fully addressed previously. The book bridges disciplines by adopting a sociological approach to a research question on EU policy-making and applies a multi-methodological approach by analyzing expert interviews, conducting a broad documentary analysis and complementing the former with qualitative network analysis

This book is an actor-centered sociological study of the EU-level processes that produce gender equality policy. Based on interviews and documentary analysis, the study unpacks the process of the "Roadmap for Equality between Women and Men 2006-2010" to explain the different roles of actors in the making of EU gender equality policies. By analyzing policy processes inside and among institutions, the study focuses on the internal working logics in and between EU-level institutions. It highlights the shifting spaces, openings, and constraints for the development of gender equality policies.

See at: <https://www.palgrave.com/gp/book/9781137570598>



The Advocates Publish a New Report on Gender Diversity and Inclusion in the Extractives Industry



The Advocates for Human Rights has published a new report entitled Promoting Gender Diversity and Inclusion in the Oil, Gas and Mining Extractive Industries. At the request of the UN Group of Experts on Coal Mining Methane, The Advocates undertook research to investigate female inclusion in traditionally male-dominated, extractive sectors. The Advocates undertook desk research and interviews with experts to understand these issues. This report sets forth its findings in four sections: 1) benefits of women's participation in these industries; 2) government obligations in terms of legal and social barriers, 3) corporate roles and responsibilities, and 4) considerations for women in the broader and surrounding communities.

Access at:
https://www.stopvaw.org/the_advocates_publish_a_new_report_on_gender_diversity_and_inclusion_in_the_extractives_industry.html

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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