



## From the desk of the Focal Point

Dear Colleagues,

*I want to wish each one of you a very good and healthy 2003—although belatedly.*

*The year 2002 has been one of some significant developments. Among them, the implementation of the new staffing system; a renewed commitment to the work/life issue; marked progress towards finalizing a user-friendly sexual harassment directive for military and police contingents of the Department of Peacekeeping Operations; and the annual resolution of the General Assembly on the Improvement of the Status of Women in the UN system. All of the above constitute foundations on which to build in the upcoming year, and for which we will need to remain energized and steadfast in our resolve to move forward.*

*This issue of **network** covers, inter alia, the General Assembly resolution on the status of women, as well as gender updates from peace operations including MINURSO. In addition, the section on work/life lists the companies identified and the criteria used by Working Mother magazine to designate “best employers”. We hope you will find this material interesting and useful.*

*Finally, we urge our readers to take a few minutes to complete the survey on **network** at the end of the newsletter. Your feedback will assist us to serve you better. We look forward to hearing from you.*

*In solidarity,*

**Aparna Mehrotra**

## Main Points of General Assembly Resolution 58/180 on the Improvement of the Status of Women in the UN System—18 December 2002

At its fifty-seventh session, in its resolution 57/180 of 18 December 2002 on the Improvement of the Status of Women in the UN System, the General Assembly:

- Reaffirmed, inter alia, the urgent goal of achieving 50/50 gender distribution in all categories of posts within the United Nations system, especially at senior and policy-making levels;
- Expressed its regret that the goal of 50/50 gender distribution was not met by the end of 2000;
- Urged the Secretary-General to redouble his efforts to realize significant progress towards that goal in the near future;
- Requested the Secretary-General to report on the implementation of resolution 57/180, by providing up-to-date statistics on the number and percentage of women in all organizational units and at all levels throughout the United Nations system to the Commission on the Status of Women at its forty-seventh session;
- Requested the Secretary-General to encourage heads of departments and offices to continue to keep in mind the importance of selecting qualified female candidates;
- Noted the increasing proportion of women separating from the Organization and raised some possible reasons for this increase; among them are: weak accountability mechanisms, attitudinal problems, inadequate spousal employment and work/life policy application, insufficient attention to career development, and inefficiencies and delays in the internal justice system;
- Asked for remedial measures based on an analysis of these issues;
- Welcomed the progress in promoting good work/life policies and improved career management in the United Nations;
- Requested Member States to assist the Organization to identify women candidates for vacancies, and to nominate more women candidates for appointment or election to positions on United Nations expert or treaty bodies and international courts and tribunals. *(Please refer to the full text of the resolution at [www.un.org/womenwatch/osagi](http://www.un.org/womenwatch/osagi))*

## Appointments of Women to Main Committees

### General Assembly—Fifty-seventh session, New York

At its fifty-seventh session, the General Assembly approved the recommendation that the Fifth Committee made on 1 November 2002 on the appointment of candidates to the subsidiary bodies mentioned below.

Membership now stands as follows:

- **Advisory Committee on Administrative and Budgetary Questions**—Established by General Assembly resolution 14 A (I) (1946), this body reports on the regular and peacekeeping budgets and the accounts for the UN, as well as the administrative budgets of the specialized agencies. The Committee also advises the General Assembly on other administrative and financial matters referred to it. *Its membership now stands at 16, out of whom are three women: Ms. Susan McLurg (USA), Ms. Sun Minqin (China) and Ambassador Nazareth Incera (Costa Rica).*
- **Committee on Contributions**—Established by General Assembly resolution 16 (I) (1946). The Committee advises the General Assembly concerning the apportionment under Article 17, paragraph 2, of the Charter of the United Nations of the expenses of the Organization among Members, broadly according to capacity to pay; on the contributions to be paid by new Members; on appeals by Members for a change of assessment; and on action to be taken regarding Members who are in arrears in the payment of their financial contributions to the Organization. *Its membership stands at 18, with no women.*
- **Investments Committee**—Established by General Assembly resolution 155 (II) (1947). The Committee is responsible for the investment of special and other funds under the control of the United Nations, as well as the pension funds. *Its membership stands at 9, with one woman: Ms. Francine J. Bovich (USA).*
- **United Nations Administrative Tribunal**—Established by General Assembly resolution 351A (IV) (1949) to judge applications alleging non-observance of contracts of employment or terms of appointment of staff members of the UN Secretariat. Its competence may be extended to specialized agencies, where this has been agreed between the agency and the Secretary-General. *The Tribunal is composed of seven members, two of whom are women: Ms. Jacqueline R. Scott (USA) and Ms. Brigitte Stern (France).*
- **United Nations Staff Pension Committee**—Established by General Assembly resolution 248

(III) (1948). The Fund was established to provide retirement, death, disability and related benefits for staff upon cessation of their services with the United Nations. There are now 19 organizations, including the UN, which are members of the Fund. *The Fund is composed of 12 members and their alternates. Out of 20 appointed members and alternates, there are two women: Ms. Valeria María Gonzalez Posse (Argentina) and Ms. Susan M. McLurg (USA).*

- **International Civil Service Commission**—Established by General Assembly resolution 3042 (XXVII) (1972). The Commission is responsible for the regulation and coordination of conditions of service within the UN, the specialized agencies and other international organizations that participate in the UN common system. *It is composed of 15 independent experts appointed in their individual capacities by, and answerable to, the General Assembly. Two of the 15 experts are women: Ms. Anita Szlazak (Canada) and Ms. Lucretia Myers (USA).*

## MEETINGS AROUND THE UN ...

- **Staff-Management Coordination Committee (SMCC)**, 26 September to 2 October 2002, New York

Once a year, SMCC members (staff representatives and members of administrations from duty stations throughout the global Secretariat) meet to identify, examine and resolve issues relating to staff welfare, including conditions of employment and of work, general conditions of life and other personnel policies. SMCC tries to reach agreement on recommendations to the Secretary-General on changes in policies and procedures concerning staff-management relations for the Secretariat. Some of the items discussed at the recent session included: contractual arrangements, implementation of the new staff selection system, accountability mechanisms, the Performance Appraisal System, outsourcing, work/life issues, unified nomenclature, internal justice issues, harassment/discrimination, age of separation, pension issues, conditions of service and staff welfare issues. Agreement was not reached on all issues. Based on recommendations made by SMCC at its twenty-sixth session, the Secretary-General promulgated bulletin ST/SGB/2002/15. The bulletin shall enter into force on 11 January 2003 and covers such issues as purposes of SMCC; relationship with local joint advisory committees; members and other participants; funding arrangements; the secretariat; the role of the President and Vice-President; procedures and meetings; agenda and documentation for sessions; reports; implementation, monitoring and follow-up; and final provisions explaining the composition, duties and obligations of SMCC.

(For further information, please refer to [Intranet.un.org/OHRM/highlights](http://Intranet.un.org/OHRM/highlights) and then go to *SMCC XXVI*.)

- **General Assembly—Fourth Committee**, 21 October 2002, New York

The **Special Political and Decolonization Committee** began its general debate on the comprehensive review of the whole question of peacekeeping, with speakers addressing a wide range of issues in the ongoing reform of peacekeeping operations, including the issue of gender mainstreaming. It was noted, *inter alia*, during the debate, that although there were gender advisers in **UNMIBH** (Bosnia and Herzegovina), **UNAMSIL** (Sierra Leone), **UNMISSET** (East Timor) and **MONUC** (Congo) no focal point for policy and support for that crucial function of gender mainstreaming was established yet in the Department of Peacekeeping Operations.

- **Security Council debate on women, peace and security**, 28-29 October 2002, New York

During an open debate on women, peace and security, Secretary-General Kofi Annan, introduced his report on women, peace and security (S/2002/1154) and said, among other things, that “Women and children are disproportionately targeted in contemporary armed conflicts and constitute the majority of all victims . . . We can no longer afford to minimize or ignore the contributions of women and girls to all stages of conflict resolution, peacemaking, peace-building, peacekeeping and the reconstruction process. Sustainable peace will not be achieved without the full and equal participation of women and men.” He urged the 15-member Security Council to give a greater role for women in peacemaking and peace-building. The report was based on Security Council resolution 1325, which mandated a study on the impact of armed conflict on women and girls, the role of women in peace-building, and the gender dimensions of peace processes and conflict resolution (paragraph 16). The study was coordinated by the Special Adviser on Gender Issues and Advancement of Women, Ms. Angela King, in close collaboration with the Inter-Agency Task Force on Women, Peace and Security. The study draws on the collective experience of the UN system and analyses the impact of armed conflict on women and girls; describes the relevant international legal framework and assesses its implementation; and reviews the gender perspectives in peace processes, as well as in peace operations, humanitarian operations, and reconstruction and rehabilitation, including disarmament, demobilization and reconstruction processes. Following the open debate, the Security Council adopted a Presidential Statement on women, peace and security (S/PRST/2002/32). (For further information, please refer to <http://www.un.org/womenwatch/osagi>)

## IN YOUR INTEREST . . . reports

### Report of Gender Advisers’ Workshop Department of Peacekeeping Operations (DPKO), New York, 24-31 October 2002

by Sherrill Whittington  
Project Manager, Gender and Peacekeeping

#### Background:

*Gender and Peacekeeping Project: Phase II*

The Best Practices Unit of DPKO, as part of its new mandate, undertook the second phase of a project on Gender Mainstreaming in Peacekeeping Operations. This focused on resource development of an electronic multi-resource package containing guidelines, standard operating procedures, briefing materials and resource documents to address issues of gender equality in all aspects of peace support operations.

The project covered capacity-building for application of these resources, as well as field-testing and evaluation. It is intended that such resources will be used in conjunction with DPKO’s *Handbook on Multidimensional Peacekeeping Operations*. In order to ensure that these resources are both effective and useful to all colleagues who serve in peacekeeping operations, particularly the gender advisers, development of these resources is a participatory process involving both Headquarters and field staff.

To that end, a workshop of all field-based gender advisers and focal points was held in New York from 24 to 31 October 2002.

#### Gender advisers’ workshop:

Four gender advisers participated, Ms. Amy Smythe (MONUC), Ms. Celhia de Lavarene (UNMIBH), Ms. Fernanda Tavares (UNMISSET) and Ms. Theresa Kambobe (UNAMSIL), along with Ms. Dorota Gierycz, Civil Affairs Officer, on secondment from the Division for the Advancement of Women. Each adviser prepared a report on gender activities in the mission, highlighting both best practices and lessons learned.

While at Headquarters, advisers also attended the Security Council debate on resolution 1325 (2000) on women, peace and security, and participated in UNDP seminar: “Gender in UNDP: challenges and lessons from recovery to transition”. They met and discussed their programmes and potential collaboration with Ms. Carolyn Hannan, Director, Division for the Advancement of Women, and Ms. Noeleen Heyzer, Executive Director, UNIFEM. The advisers also presented their programmes to the DPKO Town Hall Meeting, and were briefed by the Training and Evaluation Service (TES), which provided them with copies of gender training materials.



## Outcomes and follow-up:

Following close examination of the resource package, the gender advisers recommended that there be further clarification of the role and functions of gender advisers in missions, more detailed guidance on establishment of office and work programmes, and development of an impact-assessment framework with defined benchmarks to monitor progress of a work plan. The advisers are to work with Sherrill Whittington, the Project Manager, to provide input into the resources, with particular focus on defining terms for gender-based rights; mainstreaming gender in disarmament, demobilization, repatriation, resettlement and reintegration; human rights Units; as well as documenting best practices, such as anti-trafficking programmes. The following will become instrumental for the effectiveness of the roles of gender advisers:

- Field-testing of a resource package, undertaking workshops with gender advisers and mission colleagues in application of guidelines, standard operating procedures, evaluation frameworks and work programming. This should be undertaken in missions with gender advisers, as well as those without, to provide capacity for implementation of Security Council resolution 1325 at the field level.
- Electronic link-up of advisers to discuss issues, approaches, challenges and resources.
- Periodic reporting from the field on implementation of Security Council resolution 1325, which will require the establishment of a reporting mechanism at Headquarters.

**“There can be no peace without gender equality and no development without both peace and equality”,** said Ms. Angela King, Assistant Secretary-General, UN Special Adviser on Gender Issues and Advancement of Women.

## ARTICLE

### Reporting from the Field: The status of women in MINURSO (United Nations Mission for the Referendum in Western Sahara)

*by Ms. Rashida Abdulkarim, Field Focal Point*

Two years have already passed since the Security Council passed its landmark resolution S/RES/1325 on

*Women, peace and security.* It reiterated the importance of bringing gender perspectives to the centre of attention in all United Nations peacekeeping efforts; yet, the number of women working in peacekeeping missions, and in MINURSO in particular, is declining or inching along at a considerably suboptimal pace. For gender equality to become a reality, far greater and determined political will, as well as resolve to effectuate it, is required.

Below are some observations of the situation of women in MINURSO, a summary of activities initiated by the Focal Points to develop a gender sensitive work environment, and some recommendations based on the experience as Field Focal Point for the improvement of the status of women in peacekeeping missions in general.

### Statistical overview of the status of women in MINURSO (October 2001 to December 2002)

- Women represent only 22.2 per cent of **civilian staff** (30 out of 165). Out of the 17 **Professional staff members** in MINURSO (excluding the Special Representative of the Secretary-General), only five are women. Three women are expected to join the mission in the near future—one at the decision-making level of Director (D-1) and two at the Professional level (P-4).
- At the **General Service and Field Service levels**, women represent 16.9 per cent (25 out of 148). The majority of women staff hold the lower-level positions.
- Out of 184 **military observers** serving with the mission, only one is a woman. Out of the 26 **civilian police**, there is also only one woman.
- In the **Korean military medical unit** serving with the mission, there are 20 personnel, seven of whom are women (six nurses and one hygiene officer).

### Activities and programmes introduced in MINURSO by the Field Focal Point:

- Two electronic newsletters, which were issued to colleagues in the field and at Headquarters (March and September 2002).
- Gender awareness programmes, which took the form of e-mails; the programmes included related gender excerpts and quotes, and addressed a number of gender issues: gender identity, gender roles, stereotypical thinking about gender in various cultures, how these differences are portrayed in power relationships, the media, through language etc.
- Sexual harassment weekly information programmes, which included, inter alia, definitions of sexual

harassment, how to deal with and prevent sexual harassment etc.

- An HIV/AIDS awareness programme, which was prepared for World AIDS Day.
- *Just-for-You*, a weekly e-mail programme, which addresses women's concerns and assists women staff to network; it was started in October 2002.

### Issues in the workplace

Through discussions between the Focal Points and women staff, the issues of main concern that emerged included: career advancement, training, improvement of working conditions, the Performance Appraisal System, the improvement of the status of General Service staff, security of women staff, and the necessity for coordination and collaboration with local women staff. The grievances of staff were mostly related to interpersonal relationships and gender.

### Recommendations for improving the representation of women and raising gender awareness in peace-keeping missions include:

- Demonstration of commitment by the highest level of leadership to gender equality. The Special Representative of the Secretary-General, in an address on International Women's Day 2002, recommended specific measures to strengthen the profile of women in the mission:
  - Individual commitment to the principle of gender equality;
  - The need to actively recruit, mentor and assist the career development of women;
  - That troop- and police-contributing Member States increase the number of military and CIVPOL women assigned to peacekeeping missions.
- Formal inclusion of the gender perspective in the mandate of the mission.
- Institutionalization of electronic networking and distribution of an inventory of available documentation and policies on gender mainstreaming.
- In strengthening the role of the field focal points, there is a need to:
  - Train the focal points on gender awareness to enable them to have similar training for staff members in the mission (i.e., a programme of training for trainers on gender awareness would be most constructive);
  - Improve networking for focal points, gender advisers and experts from Headquarters for information sharing and gender-mainstreaming training;

—Integrate the experiences and knowledge of all focal points in a final *Terms of Reference for Field Focal Points for Women*.

There has been a positive response by senior management in the mission to the active role played by the focal point and the alternate in their work to improve the gender profile of the mission. Throughout the reporting period, regular consultations on gender matters have been held between the Special Representative of the Secretary-General and the Chief Administrative Officer. However, to enable the field focal points to effectively discharge their responsibilities, the position should be turned into a full-time job as opposed to being the voluntary part-time function that it is currently.

### CONGRATULATIONS TO ...

**Ms. Catherine Bertini** (USA) for her appointment on 1 January 2003 as Under-Secretary-General for the Department of Management. Ms. Bertini was the former head of the World Food Programme (WFP), the world's largest international humanitarian agency, where she served for 10 years as Executive Director. Ms. Bertini will take over her new duties on 1 January 2003. The Secretary-General said that "Ms. Bertini would focus on implementing ongoing reforms, improve the UN's communication and information technology, **intensify the Organization's efforts to attain gender balance**, strive for better coordination between the UN's myriad funds and programmes, and continue the revamping of the budget processes and human resources management." **network** congratulates Ms. Bertini on her new appointment.

**Ms. Angela Kane** (Germany) for her appointment as Deputy Special Representative for the United Nations Mission in Ethiopia and Eritrea (UNMEE) at the level of Assistant Secretary-General. Ms. Kane was formerly Director of the Americas and Europe Division, Department of Political Affairs. Her appointment became effective on 15 January 2003.

**network** wants to congratulate senior-level women (at D-2) appointed in the last part of 2002, and welcomes all of them to the network of senior United Nations women directors.

**Ms. Aminata Djermakoye** (Niger) for her appointment as Chief of Protocol in the Executive Office of the Secretary-General (D-2 level). Ms. Djermakoye was formerly Chef de Cabinet of the Director-General, UN Office at Geneva. She assumed her new duties on 1 November 2002.

**Ms. Catherine Pollard** (Guyana) for her appointment as Director, Peacekeeping Financing Division, OPPBA. Ms. Pollard will assume her new functions as of 1 January 2003. She was previously working in OPPBA.

**Ms. Hannelore Hoppe** (Germany) for her appointment as Director and Deputy to the Under-Secretary-General for the Department for Disarmament Affairs (DDA). Ms. Hoppe will assume her new functions as of 1 January 2003. She was previously working in DDA.

**Ms. Lisa Buttenheim** (USA) for her appointment as Director of Asia and the Middle East Division, Department of Peacekeeping Operations (DPKO). Ms. Buttenheim will assume her new functions as of 18 February 2003. She served earlier in UNMIK and in UNOG.

**Ms. Margaret Kelley** (USA) for her appointment as Director of the Economic and Social Council Servicing Branch, Department for General Assembly and Conference Management (DGACM). Ms. Kelley will assume her new functions as of 1 January 2003. She was previously working in DGACM.

## FAREWELL TO ...

**Mr. Joseph Connor** (USA), who served 8 years as Under-Secretary-General for Management, United Nations Secretariat.

**Ms. Rafiah Salim** (Malaysia), who served five years as Assistant Secretary-General for Human Resources Management, United Nations Secretariat. **network** wishes her the best in her future endeavours.

DO YOU KNOW WHO YOUR DEPARTMENTAL  
FOCAL POINT IS?

Please go and visit <http://www.un.org/womenwatch/osagi>

## WORK/LIFE ISSUES ...

### Choosing the 100 best companies for working mothers<sup>1</sup>

*Working Mother* magazine published a list of the 100 top companies for working mothers. They based their selection on replies received from a survey sent to large and small companies, private and public firms and different industries, except those in the business of providing work/life or childcare services. Companies that wished to be considered completed a comprehensive survey answering questions about a company's culture, employee population and policies on work/life and women's advancement.

The survey was designed to focus on the availability and tracking of programmes and the accountability of managers overseeing them. Companies that requested to be considered were required to send supporting documents, such as benefits handbooks and the results of an employee survey. Applications were validated and checked for completeness through the help of Expert Survey Systems, a nationally respected industrial research firm based in Brewster, New York.

Companies accumulated points based on work/life policies and benefits offered to their employees, as well as on actual availability and usage rates. Issues that were given particular weight in the 2002 survey were:

- Flexible scheduling: Essential for working moms;
- Advancement of women: Critical for women in the workplace;
- Time off for new parents: Critical for moms to be able to stay at home as long as possible with their babies without suffering professionally.

The table on page 7 reflects the best company in each category of work/life policies and benefits.

<sup>1</sup>Source: 17th Annual 100 Best Companies for Working Mothers, *Working Mother, The Smart Guide for a Whole Life*, October 2002.

**Working Mother best companies  
according to work/life policies**

<b>Company</b>	<b>Work/life</b>	<b>Policies and benefits</b>
<b>DuPont</b>	Flexibility	<ul style="list-style-type: none"> <li>• Use compressed scheduling, job-sharing, part-time scheduling and telecommuting</li> <li>• 30 per cent of workforce use telecommuting</li> </ul>
<b>CIGNA</b>	Representation of women	<ul style="list-style-type: none"> <li>• 77 per cent of all employees are female; 50 per cent are top earners</li> </ul>
<b>Bristol-Myers Squibb</b>	Childcare	<ul style="list-style-type: none"> <li>• Has three on-site childcare facilities serving 1,329 children</li> <li>• Fourth facility to be completed in 2003 with an outdoor play space accessible to children with special needs</li> <li>• Sick-child care and back-up care offered throughout the company</li> </ul>
<b>S. C. Johnson &amp; Son</b>	Advancement	<ul style="list-style-type: none"> <li>• 463 female employees attended management/leadership training in 2001</li> <li>• Women participated in mentoring programmes, career counselling and support groups</li> <li>• Initiated Executive Shadow Program—matches high-potential female managers with corporate officers for a full workday</li> </ul>
<b>Citigroup</b>	Family-friendly/ company culture	<ul style="list-style-type: none"> <li>• Trained 630 managers on work/life issues</li> <li>• Nearly 5,000 employees used eldercare resources and referral services</li> <li>• Concierge services include: therapeutic massage, dry cleaning and gym facilities</li> <li>• All employees are eligible for tuition reimbursement</li> <li>• Awarded 262 scholarships to employees' children</li> </ul>
<b>Arnold &amp; Porter</b>	Leave for new parents	<ul style="list-style-type: none"> <li>• New moms get a combined eight-week maternity and eight-week parental leave—16 weeks at full pay</li> <li>• New dads also get the eight-week parental leave at full pay</li> <li>• New parents can negotiate to return back to their jobs on a part-time basis</li> </ul>

## Top 10 best of the best

The 10 companies listed below, in alphabetical order, excelled broadly in several family-friendly programmes, including efforts to promote and support women:

Company	Benefits/programmes
<b>Abbott Laboratories</b>	<ul style="list-style-type: none"> <li>● Expansive on-site childcare centre</li> <li>● Variety of flexible-scheduling options</li> </ul>
<b>American Express</b>	<ul style="list-style-type: none"> <li>● Extensive back-up childcare</li> <li>● Generous paid leave for new parents</li> <li>● Options for flexible scheduling</li> </ul>
<b>Bank of America</b>	<ul style="list-style-type: none"> <li>● Numerous on-site childcare facilities</li> <li>● Generous paternity, maternity and adoption leave</li> <li>● Commitment to mentoring women</li> </ul>
<b>Booz Allen Hamilton</b>	<ul style="list-style-type: none"> <li>● Fighting overwork through innovative, widely used flexible work arrangements</li> </ul>
<b>Bristol-Myers Squibb</b>	<ul style="list-style-type: none"> <li>● Serious investments in childcare facilities</li> <li>● Helps employees design schedules that suit their work/life needs</li> </ul>
<b>Colgate-Palmolive</b>	<ul style="list-style-type: none"> <li>● Expanded childcare programmes</li> <li>● Additional parental leave</li> </ul>
<b>Computer Associates</b>	<ul style="list-style-type: none"> <li>● Extensive on-site childcare</li> <li>● Diverse flex options</li> </ul>
<b>Fannie Mae</b>	<ul style="list-style-type: none"> <li>● Comprehensive flexible scheduling</li> <li>● Advancement opportunities for women</li> </ul>
<b>General Mills</b>	<ul style="list-style-type: none"> <li>● Bolstering childcare</li> <li>● Formalizing flex options</li> <li>● Improving career counselling for women</li> </ul>
<b>IBM</b>	<ul style="list-style-type: none"> <li>● Flexible scheduling</li> <li>● Women's advancement</li> <li>● Standout in childcare</li> </ul>



## GENDER IN THE NEWS ... Peacekeeping

**Civilian police judgement** (*follow-up to an earlier report in network, Vol. 6, No. 3, 2002*)

The Southampton Employment Tribunal of England ruled in a 21-page judgment that an American woman, who was fired as a United Nations police officer in Bosnia after reporting an alleged prostitution racket involving her colleagues, was unfairly dismissed from her job. On 26 November 2002, the Tribunal awarded her 110,000 British pounds as compensation for her dismissal.

## Department of Peacekeeping Operations: Gender Activities Highlights—October 2002

### • UNMIBH (Bosnia and Herzegovina)

**Trafficking: A Special Trafficking Operation Programme (STOP)** was established in July 2001 to combat trafficking and assist young girls/women forced into prostitution. Fifty international police monitors and 150 local police officers were involved. Over the last 14 months, STOP has undertaken more than 700 police raids and inspections, interviewed 2,070 women and young girls, rescued more than 230 trafficked victims and closed more than half of the country's bars and nightclubs. The number of convicted perpetrators has risen from zero to 80, with most of the women and young girls from Romania, Moldova and Ukraine.

### • UNAMSIL (Sierra Leone)

A **collaborative venture** between DPKO and the Office of the High Commissioner for Human Rights resulted in the placement of a Gender Adviser in the Human Rights Unit of the Office.

A **Women's Task Force** of the Truth and Reconciliation Commission was formed to give specific focus to gender-based violence during conflict. It has recommended a policy of psychosocial support for victims of gender-based violence. The Women's Task Force is working to ensure gender balance in appointments to both the Special Court and the Truth and Reconciliation Commission.

**Research on war-related sexual abuses**, a joint UNAMSIL and NGO undertaking, has focused on the promotion and protection of women's rights in post-conflict situations. "War-related sexual violence in Sierra Leone", the report of the Special Rapporteur on Violence against Women, has documented the violations of women's rights during conflict to ensure the visibility of these issues during transitional justice mechanisms.

**Training on women's rights and sexual exploitation of vulnerable groups** has been carried out with military peacekeepers, Sierra Leone police and Sierra Leone

armed forces. To ensure full respect for human rights of women and children, the Gender Adviser provided training to the Family Support Unit of the Sierra Leone police and civil society organizations on the Convention on the Elimination of All Forms of Discrimination against Women and the Optional Protocol.

### • UNMISSET (East Timor)

**The Gender Adviser** is located in the Office of the Special Representative of the Secretary-General (SRSG), and works closely with the Office of the Deputy Special Representative of the Secretary-General (DSRSG), the UN Resident Coordinator, and participates in senior management meetings with SRSG, DSRSG, the Chief of Staff, the Force Commander and the CIVPOL Commissioner, and is part of the management coordination committee.

**Public information on gender** is published through the newly established Gender web site on the Intranet SRSG site. In cooperation with the Office of Public Information, the office of the Gender Adviser is producing a documentary on the work of the new national machinery for women, the Office for the Promotion of Equality. Special UNMISSET-funded programmes for radio and television were addressing issues such as the socialization campaigns on domestic violence.

The **UNMISSET Inter-Agency Group on Gender** has been established with representatives from UNMISSET's CIVPOL, the Office of the Force Commander, Human Rights, Legal Office, Public Information, UNDP, UNFPA, UNHCR, UNICEF, WHO, the World Bank, the United Nations Volunteers, UNOPS, ILO and FAO, and is coordinated by the Gender Adviser. The objective is to promote gender mainstreaming throughout the work of the United Nations in East Timor.

**On the issue of human rights**, the Gender Adviser has supported the Office for the Promotion of Equality to lead a public information campaign to promote a better understanding of the Convention on the Elimination of All Forms of Discrimination against Women. Following the visit of the former High Commissioner for Human Rights, Ms. Mary Robinson, the Office of the High Commissioner has recommended increasing reports to prosecute cases of domestic violence and sexual abuse against women.

### • MONUC (Congo)

**Inter-Congolese dialogue**—The Gender Section has undertaken consultations with Congolese civil society organizations and media to examine common visions and strategies to develop a common civil society platform to advance the peace process.

**Office of Disarmament, Demobilization, Reintegration and Reconstruction (DRRR)**—The Gender Section has participated in meetings of the DRRR Section, contributing to the MILOBS reporting guidelines to ensure the exact number of female ex-combatants and dependents.

**Training**—The Gender Section, in conjunction with the Human Rights Unit, has undertaken gender-awareness training for military observers, as well as induction courses for civilian staff. The Senior Adviser has been cooperating with the CIVPOL Commissioner and staff preparing the Kisangani training programme for local police.

**Inter-agency cooperation**—The Gender Section is cooperating with UNHCR and USAID to develop a gender strategy supporting gender-related governance and communications projects related to the peace process.

**Outreach**—the senior gender adviser has undertaken gender-awareness briefings with civilian, military and CIVPOL in Kisangani and Goma, and held consultations with women leaders and civil society representatives to develop initiatives for the peace process.

**Future focus**—The Gender Section will turn its attention to building national capacity for equal participation of women in the transitional institutions.

## Gender Advisers in Peacekeeping Missions, October 2002

**Amy Smythe**, Head of Gender Section in the United Nations Organization Mission in the Democratic Republic of the Congo (MONUC);

**Celhia de Lavarene**, Senior Gender Adviser in the United Nations Mission in Bosnia and Herzegovina (UNMIBH);

**Fernanda Tavares**, Senior Gender Adviser in the United Nations Mission of Support in East Timor (UNMISSET);

**Theresa Kambobe**, Gender Specialist in the Human Rights Section in the United Nations Assistance Mission in Sierra Leone (UNAMSIL);

**Zamira Eshmambetova**, Senior Political Adviser in the Office of DSRSG and Officer-in-Charge for the Office of Gender Affairs in the United Nations Interim Administration Mission in Kosovo (UNMIK).

## FLASH FLASH FLASH ...

• **United Nations Population Fund (UNFPA)**—In its 2002 Survey on the State of World Population 2002, the report “People, poverty and possibilities: making development work for the poor” states that to overcome poverty countries must ensure women’s reproductive health and

rights, and also target development efforts to the poor. According to the report, addressing population concerns is critical to meeting the United Nations Millennium Development goals of cutting global poverty and hunger in half by 2015, reducing maternal and child mortality, curbing HIV/AIDs, advancing gender equality and promoting environmentally sustainable development.

• The **World Health Organization’s** “World report on violence and health” states that one person commits suicide about every 40 seconds, one is murdered every 60 seconds and one dies in armed conflict every 100 seconds. It examines the extent of violence in the home and on the streets, the abuse of children and the elderly, suicide and war. It also states that nearly half the women who die due to homicide are killed by their current or former husbands or boyfriends. WHO Director-General, Dr. Gro Harlem Brundtland, stated that spreading the word, breaking down the taboos and exposing the violence is the first step to reducing violence in our societies today.

• Staff members are urged to pay attention to the **Secretary-General’s report A/57/387, “Strengthening of the UN: an agenda for further change”**. Among other very important topics, the report emphasizes the need for a culture of continuous training. This has been instituted in the Secretariat for General Service and Professional staff. It is also important that staff review the booklet that is published by the Office of Human Resources Management, “Staff Development Programme”, to check if there are courses that would help them improve their career prospects. Training courses are also available at the departmental level through in-service, consultant arrangements, or through external studies which may qualify for reimbursement by the Organization. (*Further information is available in the Executive Offices and/or the Career Resource Centre of OHRM, S-2560A; telephone (212) 963-9500; e-mail: Career.Centre@un.org.*)

Also, our General Service readers should pay heed to actions 26, 27 and 28 of the same report, stating, “Effective 1 January 2003, all employees of the United Nations Secretariat will be referred to as international civil servants.”

• **The Group on Equal Rights for Women in the United Nations (GERWUN)** invited Mme Louise Fréchette, Deputy Secretary-General, to open a meeting on 6 November 2002. The meeting discussed the improvement of the status of women in the context of the Secretary-General’s reform agenda. Issues covered included:

1. General Service staff issues;
2. Opportunities for Professional women;
3. Work/life programmes.

(*For a copy of the report of the meeting and further information, please contact Cheryl Larsen, President of GERWUN, at Larsen@un.org*)

# SURVEY FOR **network** READERS ...

PLEASE HELP US WRITE THE BEST WOMEN'S NEWSLETTER YOU NEED FOR YOUR WORK AND ENJOYMENT. KINDLY FILL IN THIS SURVEY QUESTIONNAIRE AND RETURN IT TO DAIN@UN.ORG AS SOON AS POSSIBLE. IT WILL ONLY TAKE 10 TO 15 MINUTES OF YOUR TIME. THANKS A LOT!

## 1. WHAT TYPE OF ORGANIZATION ARE YOU FROM?

- UN  ACADEMIC  GOVERNMENTAL  
 MULTILATERAL  NGO  OTHER (PLEASE SPECIFY)
- 

## 2. IN WHICH COUNTRY ARE YOU BASED?

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## 3. HOW DO YOU PREFER TO READ **network**?

- HARD COPY  E-MAIL  ONLINE AT WWW.UN.ORG/OSAGI

## 4. WHAT DO YOU READ **network** FOR?

- NETWORKING  DISSEMINATION  
 RESEARCH  STAYING INFORMED

## 5. ARE YOU WORKING ON GENDER ISSUES FORMALLY AS PART OF YOUR PROFESSION?

- YES  NO

## 6. HOW INFORMATIVE DO YOU FIND THE CONTENT OF **network**?

- VERY INFORMATIVE  FAIRLY INFORMATIVE  INFORMATIVE  
 NOT VERY INFORMATIVE

## 7. WHICH FEATURE DO YOU FIND MOST USEFUL?

- MEETINGS AROUND THE UN  APPOINTMENTS AND DEPARTURES  
 INTERVIEWS  IN YOUR INTEREST: REPORTS AND POLICY ISSUES  
 WOMEN IN THE NEWS  WOMEN AND PEACEKEEPING  
 ARTICLE  STATISTICS  
 DID YOU KNOW THAT?  FLASH FLASH FLASH ...

## 8. WHAT FEATURES WOULD YOU SUGGEST ADDING?

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## 9. IF YOU ARE NOT A GENDER SPECIALIST, DO YOU FEEL THAT **network** HELPS IMPROVE YOUR UNDERSTANDING OF GENDER ISSUES?

- A LOT  AVERAGE  A LITTLE

**10. DO YOU FIND network USER-FRIENDLY?**

VERY

FAIRLY

NOT AT ALL

**11. WOULD YOU CONTRIBUTE TO THE CONTENT OF network?**

YES

NO

DO NOT KNOW

IF "YES", WHAT WOULD YOU CONTRIBUTE?

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**12. WHICH FORMAT DO YOU PREFER TO OPEN/DOWNLOAD DOCUMENTS IN?**

MS WORD (.DOC)

ADOBE ACROBAT (PDF)

Should you wish to give us additional comments, please write to us. Thank you for completing the survey. It will help **network** to better service your interest.

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

WEB SITES—Every issue of **network** will include web sites on gender issues that we think our Readers will benefit from . . . Should you have some that you want to share with **network**, please let us know.

You can read all of **network** online at  
<http://www.un.org/womenwatch/osagi/fpnetworks.htm>  
If you want to receive **network** by e-mail, please send  
a request to [dain@un.org](mailto:dain@un.org)



**network**—The UN Women's Newsletter

Editor-in-Chief: Aparna Mehrotra, Focal Point for Women  
Office of the Special Adviser on Gender Issues and  
Advancement of Women, OSAGI  
Production: Rebeca Dain, OSAGI  
Design and layout: DPI  
Printed by the Department of Public Information,  
United Nations, New York

Office of the Focal Point for Women  
United Nations, Two UN Plaza, DC2-1290,  
New York, NY 10017  
Telephone: (1) (212) 963-6828; fax (1) (212) 963-9545  
E-mail: [mehrotra@un.org](mailto:mehrotra@un.org); [dain@un.org](mailto:dain@un.org)