



network

The UN Women's Newsletter, Volume No. 4 • Issue 1 • January, February and March 2003

From the desk of the Special Adviser on Gender Issues and Advancement of Women

Dear Friends,

It is good to be in touch with you again.

Our Focal Point, Aparna Mehrotra, has been re-assigned for the past two months on an interim basis to work on Iraq issues with Mr. Raffeuddin Ahmed, Special Adviser to the Secretary-General on Iraq.

We are pleased that she was chosen for this assignment and that she has a chance to apply a gender-sensitive approach to her work on Iraq while broadening her other substantive skills. At present, the team of the Office of the Special Adviser on Gender Issues and Advancement of Women (OSAGI) includes Joan Seymour, Acting Focal Point for Women, who was a former Principal Officer in the Department of Political Affairs and Departmental Focal Point; she is ably and energetically supported by Sylvia Hordosch, Personnel Policies Officer, Shihana Mohammed, Hanya Salah, Rebeca Dain and Marjorie George.

Our primary ongoing concerns are looking at how the new staffing system impacts on the lives and careers of women staff in all categories; on developing strategies for reviewing the slowing trend of the percentage of women at the United Nations through a re-examination of causes; and in working closely with the new dynamic head of the Department of Management, Ms. Catherine Bertini, who is determined to work with the Office of Human Resources Management and my Office to ensure that gender balance is met at least by 2006.

The Focal Point's office has been keeping in touch regularly with the Departmental Focal Points but will need to work more closely with Departmental Focal Points in offices away from Headquarters and in missions. Currently, there is only one Departmental Focal Point in a mission, in MINURSO.

I have also recently had a chance to talk to the Departmental Focal Point of the Economic Commission for Latin America and the Caribbean (ECLAC), Nieves Ricco, and a group of women staff there, as well as in our United Nations Information Centre (UNIC) in Athens. The concerns in ECLAC included the effect of the new staffing system on women and access to the Office of the Ombudsman; whereas

concerns in UNIC (Athens) related more to career development, particularly among the local staff members (men and women) with the imminent closing of UNIC there.

We continue to serve all our staff by proposing policies, monitoring achievements and targets, encouraging staff and programme managers alike, finding new sources for recruiting women, and giving counselling, referrals, practical steps and hope to all who need us.

*One final issue: we are interested in having your views on **network** and on how we can improve it. Please fill in the questionnaire and e-mail it to dain@un.org.*

With appreciation and warm regards,

Angela E. V. King

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The Secretary-General's message for International Women's Day

The Secretary-General, Kofi Annan, said, in his message to celebrate International Women's Day on 8 March 2003, that the Millennium Development Goals—including the promotion of gender equality and the empowerment of women—represented a new way of doing development business. To reach those objectives, gender equality was not only a goal in its own right but it was critical to our ability to reach all the others. Thus, the work of the United Nations for development must focus on the needs and priorities of women, including promoting the education of girls and placing women at the centre of the fight against HIV/AIDS, so that women and girls can have all the skills, services and self-confidence needed to protect themselves. The Secretary-General said that only by investing in the world's women could we expect to reach the Millennium Development Goals by 2015; and he concluded by stating that “when women thrive, all of society benefits”.

(For the complete text, go to www.un.org/events/women/iwd/2003/sgmessage.html)

Panel discussion, Wednesday, 12 March 2003

Institutions and change: do women make a difference?

The Focal Point for Women of the Office of the Special Adviser on Gender Issues and Advancement of Women (OSAGI) organized a panel discussion on “Institutions and change: do women make a difference?” on 12 March 2003, during the forty-eighth session of the Commission on the Status of Women, at United Nations Headquarters.

Panellists provided different perspectives on the issue, based on their particular experiences with the UN, government, operational agencies and peace operations.

Ms. Angela E. V. King, who acted as moderator, welcomed the panellists and guests, stating that she was pleased to see the conference hall filled with people. She indicated that this in itself was a measure of the increasing importance attached to institutions and change and to the issue of gender balance and gender equality. In systems where democratic representation was accepted as fundamental to good governance, there was no more time to wait and no effort to be spared to meet the goal of gender balance. Furthermore, as the Secretary-General pointed out in his message on International Women's Day, gender equality was not only a goal in itself but a means to the achievement of all other goals.

Mr. Iqbal Riza, Chef de Cabinet, Office of the Secretary-General, United Nations, reiterated the commitment of the Secretary-General that gender balance was not just a goal but a means for achieving the Millennium Goals of the United



Nations. He further stated that indeed women make a difference and cited such examples as Ms. Eleanor Roosevelt and Ms. Mary Robinson, as well as the women who were among the panellists and organizers of the panel. However, he preferred to pose a different question to the audience: “How can we ensure that women can find their rightful opportunities to make a difference?” In spite of the recognition that the full participation of women—half of humankind—was essential, the United Nations has fallen short of many of the goals it had set for itself; and that women had been fighting an unequal battle. With the institution of the new vacancy management system, heads of departments, funds and programmes would be held accountable for gender progress. It was clear that the UN system could only benefit from the diversity resulting from the inclusion of both women and men. Moreover, there was not a single issue in the UN that was not a “women’s issue”. This was the single most important reason to give women the opportunity to make a difference.

Ms. Catherine Bertini, Under-Secretary-General for Management, United Nations, stated unequivocally that women always make a difference in institutions. She spoke of her 10-year experience while serving as Executive Director of the World Food Programme (WFP). She explained that with the introduction of her internal reforms “Decade for Change”, it was possible almost to reach gender parity in WFP. She continued to illustrate how important it was to understand the needs of women, because it was they who were the pivotal actors, at least in food aid and the elimination of hunger. Ms. Bertini concluded by saying that, as head of the Department of Management, she was hopeful that under the framework of the Millennium Goals she would be able to bring about positive changes in most aspects of the life of staff members. She mentioned, in particular, the objectives of creating a better work environment; successful implementation of flexible working arrangements; facilitating spousal employment; attracting and retaining more junior women; and promoting and recruiting more senior women. All of the above were central to bring about gender balance in the UN Secretariat, in line with General Assembly resolutions and the commitment of the Secretary-General.

H.E. Mr. Don MacKay, Ambassador Extraordinary and Plenipotentiary, Permanent Mission of New Zealand to the United Nations, stressed the commitment of New Zealand to gender equality. He cited the number of women in leadership positions in New Zealand, including the head of State (the representative of the Queen in New Zealand); the Governor-General; the Prime Minister; the Attorney-General; the Chief Justice; and the Chief Human Rights Commissioner. Women are not only in government—a woman heads Telecom NZ, one of the largest public companies. Even though success at the top level reflects his Government’s commitment to gender balance, this does not necessarily translate into appropriate numbers at all levels, and so more work is required. Nevertheless, as a general trend the participation of women in

political institutions has been steadily increasing over the years to reflect the diversity of New Zealand society. To achieve this, it was recognized that there was a need to balance work, family and community commitments, thus allowing employees to achieve a better balance in their lives. Special efforts were made to ensure that: recruitment of employees was consistent with the goals of gender parity; policies on maternity/paternity leave were implemented; re-recruitment of women who wished to come back to work after extended periods of leave taken to raise families was encouraged; improved access to affordable childcare for working parents was offered; part-time and flexi-time was introduced; and a fresh look be made at pay equity. The Ambassador concluded by stating that in order to assist the Secretariat to reach gender balance, it was of utmost importance that Member States provide to the Secretariat more gender-balanced nominations to all bodies of the UN, as well as for peacekeeping missions.

Ms. Lena Sundh, Deputy Special Representative of the Secretary-General, United Nations Observer Mission in the Democratic Republic of the Congo (MONUC), discussed the role and importance of women in peacekeeping missions. The presence of women becomes fundamental in achieving the goals of the mission, in all aspects of peacekeeping and peacemaking. Member States must continue to be encouraged to send more women in their contingents. As war increasingly affects civilian populations, women become increasingly important as essential mediators for successful conflict resolution, reconstruction and peace-building.

Ms. Blanca Antonini, Deputy Director for the Americas, Department of Political Affairs, United Nations, spoke about her experience as a senior woman in two peacekeeping operations: the United Nations Observer Mission in El Salvador (ONUSAL) and the United Nations Interim Administration Mission in Kosovo (UNMIK). In ONUSAL, where she served between 1992 and 1995, a wide array of civilian issues were covered, such as institutional reform, human rights, reintegration of ex-combatants and elections. But while the mission’s goals were enormously progressive and innovative in many ways, they did not directly address the question of gender equality or women’s contributions. In UNMIK, 1998 to 2001, where she herself was one of the few senior-level women, matters were somewhat different. Kosovo could become a showcase to illustrate why women were necessary to make a difference in ending armed conflict, in rehabilitation and reconstruction, and in efforts to achieve reconciliation. Moreover, civil reconstruction would not have been possible without women in the task of meeting immediate humanitarian needs caused by massive displacements of the population; rebuilding destroyed schools, hospitals and homes; establishing the rule of law; and setting up public services. Furthermore, as a role model, the UN has to have the presence of qualified women Professionals at the sen-

Women in the news ...**Women ambassadors accredited to the United Nations
in New York, Geneva and Vienna as of March 2003****New York**

Bahamas	H.E. Ms. Paulette Bethel (4 March 2003)
Barbados	H.E. Ms. June Yvonne Clarke (7 September 1999)
Denmark	H.E. Ms. Ellen Margrethe Løj (23 May 2001)
Estonia	H.E. Ms. Merle Pajula (31 March 2000)
Finland	H.E. Ms. Marjatta Rasi (3 June 1998)
Guinea-Bissau	H.E. Ms. Luzéria dos Santos Jaló (8 February 2001)
Kazakhstan	H.E. Ms. Madina B. Jarbussynova (22 December 1999)
Saint Vincent and the Grenadines	H.E. Ms. Margaret Hughes Ferrari (12 September 2001)
Turkmenistan	H.E. Ms. Aksoltan T. Ataeva (23 February 1995)

Geneva

Egypt	H.E. Ms. Naéla Gabr (12 March 2002)
Gabon	H.E. Ms. Yolande Bike (20 July 1998)
Ireland	H.E. Ms. Mary Whelan (12 September 2001)
Libyan Arab Jamahiriya	H.E. Ms. Najat Al Hajjaji (3 October 2000)
Kenya	H.E. Ms. Amina C. Mohamed (28 November 2000)
Kyrgyzstan	H.E. Ms. Zeinep Shaimergerova (4 October 2002)
Lesotho	H.E. Ms. Mathato Adel Matlanyane (4 December 2002)
Malaysia	H.E. Ms. Rajmah Hussain (2 March 2001)
Romania	H.E. Ms. Anda Filip (22 August 2000)
Rwanda	H.E. Ms. Valentine Rugwabiza (8 November 2002)
San Marino	H.E. Ms. Frederica Bigi (19 February 2001)
Thailand	H.E. Ms. Laxanachantorn Laohaphan (10 February 2003)
Venezuela	H.E. Ms. Blancaneiva Portocarrero (14 June 2002)

Vienna

Algeria	H.E. Ms. Taous Feroukhi (26 November 2001)
Bosnia and Herzegovina	H.E. Ms. Amira Kapetanovic (23 May 2002)
Canada	H.E. Ms. Ingrid Hall (8 October 2001)
Ethiopia	H.E. Mrs. Halima Mohammed (26 August 2002)
Gabon	H.E. Ms. Yolande Bike (8 September 1998)
Kuwait	H.E. Ms. Nabeela Abdulla Al-Mulla (17 January 2000)
Liechtenstein	H.E. Ms. Maria-Pia Kothbauer (4 July 2000)
Mexico	H.E. Ms. Patricia Espinosa Cantellano (26 June 2002)
New Zealand	H.E. Ms. Barbara Bridge (7 March 2002)
Sweden	H.E. Ms. Gabriella Lindholm (6 December 2000)

ior, middle and junior levels. Women's expertise and sensitivity are necessary in peacekeeping in order to understand and communicate the potential of local women and to engage them fully in the transition process. Ms. Antonini concluded by highlighting the importance that the international community should place on having women at all levels within missions and on appointing gender specialists in particular. Such a gender-balanced composition of personnel, combined also with sufficient resources, could make a great and positive difference for success in the implementation of the mandate of a peace mission.

Women in the news . . .

Seven women judges elected to the International Criminal Court. The election of 18 judges, including seven women, to serve on the International Criminal Court took place at United Nations Headquarters from 3 to 7 February 2003. The seven women judges are: Ms. Maureen Harding Clark (Ireland); Ms. Anita Usacka (Latvia); Ms. Fatoumata Dembele Diarra (Mali); Ms. Sylvia H. de Figueiredo Steiner (Brazil); Ms. Akua Kuenyehia (Ghana); Ms. Elizabeth Odio Benito (Costa Rica); and Ms. Navanethem Pillay (South Africa). The Presidency of the Court is composed of Judge Philippe Kirsch, President (Canada); Judge Akua Kuenyehia, First Vice-President (Ghana); and Judge Elizabeth Odio Benito, Second Vice-President (Costa Rica).

(For further information, please visit http://www.un.org/law/icc/elections/results/judges_results.htm)

Three women judges elected to the International Criminal Tribunal for Rwanda. On 31 January 2003, the permanent Judges of the **International Criminal Tribunal for Rwanda (ICTR)** elected a new President and Vice-President at the Tribunal's 13th Plenary session. Judge Erik Møse, of Norway, former ICTR Vice-President, was elected as ICTR President, and **Judge Andréia Vaz**, of Senegal, was elected as Vice-President. Judge Vaz served in 1992 as First President of Senegal's Court of Appeal and later became the first woman President of the High Court of Senegal. Out of 11 judges, three are women (Judges Andréia Vaz, Inés Mónica Weinberg de Roca, and Arlette Ramarosan).

(For further information, please visit www.icttr.org)

Moving closer toward universal ratification of the Convention on the Elimination of All Forms of Discrimination against Women

The Convention on the Elimination of All Forms of Discrimination against Women was adopted in 1979 by the UN General Assembly, and is often described as the international bill of rights for women. Consisting of a preamble and 30 arti-

cles, it defines what constitutes discrimination against women and sets up an agenda for national action to end such discrimination. As of April 2003, 174 countries—90 per cent of the Member States of the United Nations—are party to the Convention.

(For further information, please visit www.womenwatch/daw/cedaw/states)

The latest countries to ratify the Convention are:

- Afghanistan—5 March 2003
- Syrian Arab Republic—28 March 2003
- Timor-Leste—16 April 2003
- Sao Tome and Principe—3 June 2003

Informal survey on paid paternity leave

OSAGI compiled an informal survey on paid paternity policies within and outside the UN common system, drawn from several sources:

- Fact sheets provided by members of ORIGIN (the International Network of Gender and Diversity Advisers);
- The United Nations System Chief Executives Board for Coordination's Human Resource Network (*Human Resources Management Policies and Practices, An Occasional Series, No. 1, Paternity Leave, United Nations Office at Geneva, 2002*).

For further information please contact, by e-mail, mary.jane.peters@un.system.org;

- Human resource/compensation specialists, International Financial Institutions (IFI);
- Information provided by the Staff Association of the Organisation for Economic Co-operation and Development (OECD).

The matrix below reflects the findings of 27 organizations that provided information and/or responded to the survey. Below are some of the findings on paternity-leave policies:

- Out of 28 organizations, 27 provide paternity leave;
- The average number of days of paternity leave for organizations that both report and grant paternity leave is 12.1 days;
- The most frequent length of paternity leave (mode) in these organizations is five days;

For the purpose of comparison with the private sector, the following table was prepared indicating paternity-leave entitlements in companies in the private and corporate sectors of the United States. The average of those listed in the table is 11.25 days. In this case, the most frequent length of paternity leave is 10 days.

Intergovernmental organizations

Reporting organization	Number of days	Details
African Development Bank (AFDB)	2	<ul style="list-style-type: none"> —Two days paid leave —The entirety of salary and allowances is maintained
Asian Development Bank (ADB)	5	<ul style="list-style-type: none"> —Up to five days family leave each year; this is deducted from the sick leave entitlement
Bank for International Settlements (BIS)	2	<ul style="list-style-type: none"> —Two days paid leave —The entirety of salary and allowances is maintained
European Organization for Nuclear Research (CERN)	3	N/A
European Bank for Reconstruction and Development (EBRD)	5	<ul style="list-style-type: none"> —The father can also seek permission to reduce working hours for a maximum of four weeks —The entirety of salary and allowances is maintained
European Central Bank (ECB)	2	<ul style="list-style-type: none"> —Two days special paid leave on birth or adoption of 0a child —In addition, parents may ask for unpaid parental leave up to a maximum of three years per child until the child reaches age 10, which may be non-consecutive —The total parental leave shall not exceed six years; during that period, only child and education allowances are maintained
European Commission (EC)	2	<ul style="list-style-type: none"> —The two days paternity leave is expected to be extended to 10 days at the end of 2003 —Parental leave: maximum duration of six months per child (doubled for single parents)
European Investment Bank (EIB)	4	<ul style="list-style-type: none"> —Administrative pay —Four days special paid leave for the birth or the adoption of a child

Reporting organization	Number of days	Details
United Nations	20	<ul style="list-style-type: none"> —Four weeks when a staff member is entitled to maternity leave under the 100 or 200 series of the Staff Rules and the spouse holds an appointment under those rules; the spouse may use as paternity leave the unused portion of the mother's maternity paid leave —The maximum period of unused maternity leave which may be converted to paternity leave is four weeks
Organization of American States (OAS)	5	<ul style="list-style-type: none"> —Five days of certified sick leave
Inter-American Development Bank (IADB)	5	<ul style="list-style-type: none"> —Five days paid leave —The entirety of salary and allowances is maintained
International Atomic Energy Agency (IAEA)	1	<ul style="list-style-type: none"> —One day paid leave for the birth or the adoption of a child —May request up to a maximum of two years unpaid leave (this leave is available for personal reasons, such as parental, sabbatical or other); if both parents are staff, only one can benefit at a time for parental reasons —For adoption, a single father is granted 20 days special paid leave for a child under age 7 at the date of adoption, and is eligible for the immediately following period up to 44 weeks of special unpaid leave, but not beyond the child's first birthday
International Fund for Agricultural Development (IFAD)	7	<ul style="list-style-type: none"> —No paternity leave as such; has to be taken as uncertified sick leave (maximum of seven days) —Can use part of wife's maternity-leave entitlement under certain conditions if she is also a staff member
International Labour Organization (ILO)	5	<ul style="list-style-type: none"> —Five days paternity leave, which may be taken in full or half days, either consecutively or in two periods of five half-days
International Monetary Fund (IMF)	5	<ul style="list-style-type: none"> —Five days paternity leave, plus additional 35 days if father is primary caregiver
International Organization for Migration (IOM)	20	<ul style="list-style-type: none"> —Four weeks paternity leave, which can be taken as half-time work over a longer period

Reporting organization	Number of days	Details
Islamic Development Bank (IsDB)	0	
International Telecommunication Union (ITU)	1	N/A
North Atlantic Treaty Organization (NATO)	10	—Administrative pay
Organisation for Economic Co-operation and Development (OECD)	3	—Three days paid leave —The entirety of salary and allowances is maintained —N.B. The paternity leave is being reviewed to comply with French legislation, which provides for 14 days paid leave
United Nations Development Programme (UNDP)	40	—Special leave of eight weeks on full pay for paternity-leave purposes
United Nations Educational, Scientific and Cultural Organization (UNESCO)	40	—Administrative pay
United Nations High Commissioner for Refugees (UNHCR)	40	—Eight weeks of paid leave may be taken as one continuous period or two separate four-week periods until the child is one year old —It may also be taken on the basis of half-time leave
United Nations Children's Fund (UNICEF)	40	—Special leave of eight weeks on full pay for paternity-leave purposes
United Nations Industrial Development Organization (UNIDO)	20	—Where both husband and wife are staff members of UNIDO, an unused portion of maternity leave to which the mother would otherwise have been entitled may be used as paternity leave by the father of the child, up to a maximum period of four weeks
World Bank (WB)	5	—Five days paid leave —Maximum of three paternity leaves in a career —The entirety of salary and allowances is maintained
World Health Organization (WHO)	5	—Up to five days paternity leave; can use part of spouse's maternity leave if she is also a staff member (up to four weeks) —Administrative pay
World Trade Organization (WTO)	3	—Three days —The entirety of salary and allowances is maintained

Private sector paternity leave	
Reporting company	Number of days
Timberland	10
Microsoft	10
IBM	10
Accenture	10
Ernst & Young	10
Pearson	10
Prudential	10
Fannie Mae	20

Around the UN ...

The **Inter-Agency Network on Women and Gender Equality (IANWGE)** met in New York from 24 to 27 February 2003. The Special Adviser on Gender Issues and Advancement of Women, Ms. Angela E. V. King, on behalf of the United Nations, chaired the session. The members of IANWGE are senior gender focal points of the UN system. IANWGE promotes the incorporation of gender perspectives into the work programmes of their organizations and provides support to gender-mainstreaming through opportunities for exchange of experience and good practices at the annual meetings, through a number of inter-agency task forces. The annual session provides an opportunity to discuss emerging trends and challenges in the promotion of gender equality and to enhance integrated approaches through inter-agency cooperation.

Throughout the year, IANWGE has worked through eight task forces. Outputs included the study *Women, Peace and Security*; case studies on gender-mainstreaming in programme budgets; the organization of a day of dialogue on gender and financing for development, as well as the publication of a

report; integration of gender into the World Summit on the Information Society (WSIS) process; a gender analysis of documents of the Common Country Assessment/United Nations Development Assistance Framework; maintenance and expansion of WomenWatch; ongoing links with the United Nations System Chief Executives Board for Coordination (CEB); and the development of gender indicators by the regional commissions. In addition, IANWGE set up three new task forces on gender perspectives in the UN Millennium Development Goals, trade and water, respectively.

(For more information, please visit

<http://www.un.org/womenwatch/ianwge/>

and to read the report of the second session of the

IANWGE, go to

www.un.org/womenwatch/ianwge/annualmeetings/2003/htm)

The **forty-seventh session of the Commission on the Status of Women (CSW)** took place in New York from 3 to 14 March 2003, and completed its work on 25 March 2003. Senior governmental officials and officers from national machineries for the advancement of women participated in the session, including the high-level round table. The focus of the debate was on two thematic issues: the role of media, information and communication technology in gender equality; and human rights of women and violence against women. Progress in the use of the gender mainstreaming strategy, and its role in promoting gender equality, was also discussed. Continuing attention was given to the Convention on the Elimination of all Forms of Discrimination against Women, its Optional Protocol and measures to enhance implementation. Health issues and, in particular, the impact of the HIV/AIDS pandemic on women were raised by several delegations, as were other issues on women, peace and security and the implementation of Security Council resolution 1325. The Division for the Advancement of Women distributed 300 information kits and over 1,000 publications on women's rights, including "Women2000 and beyond" issues. The CD-ROM "Women Go Global" was shown during the Commission's session and an exhibition of publications from the Division for the Advancement of Women was organized.

The Commission adopted the following resolutions:

- The situation of Palestinian women (E/CN.6/2003/L.1);
- The situation of women in Afghanistan (E/CN.6/2003/L.4/Rev.1);
- Women, the girl child and HIV/AIDS (E/CN.6/2003/L.2/Rev.2);
- Mainstreaming a gender perspective into all policies and programmes in the United Nations system (E/CN.6/2003/L.3/Rev.1).

(For further information, please visit

<http://www.un.org/womenwatch/daw/csw/47sess.htm>)

UN Millennium Development Goals

The United Nations Millennium Declaration (General Assembly resolution 55/2), adopted by all Member States of the United Nations on 8 September 2000, embodies specific commitments aimed at improving the situation of humanity in the new century. By the year 2015, all United Nations Member States have pledged to meet the goals listed below.

1. Eradicate extreme poverty and hunger	Reduce by half the proportion of people living on less than a dollar a day Reduce by half the proportion of people who suffer from hunger
2. Achieve universal primary education	Ensure that all boys and girls complete a full course of primary schooling
3. Promote gender equality and empower women	Eliminate gender disparity in primary and secondary education preferably by 2005, and at all levels by 2015
4. Reduce child mortality	Reduce by two thirds the mortality rate among children under five
5. Improve maternal health	Reduce by three quarters the maternal mortality ratio
6. Combat HIV/AIDS, malaria and other diseases	Halt and begin to reverse the spread of HIV/AIDS Halt and begin to reverse the incidence of malaria and other major diseases
7. Ensure environmental sustainability	Integrate the principles of sustainable development into country policies and programmes; reverse loss of environmental resources Reduce by half the proportion of people without sustainable access to safe drinking water Achieve significant improvement in lives of at least 100 million slum-dwellers, by 2020
8. Develop a global partnership for development	Develop further an open trading and financial system that is rule-based, predictable and non-discriminatory. Includes a commitment to good governance, development and poverty reduction—nationally and internationally Address the least developed countries' special needs. This includes tariff- and quota-free access for their exports; enhanced debt relief for heavily indebted poor countries; cancellation of official bilateral debt; and more generous official development assistance for countries committed to poverty reduction Address the special needs of landlocked and small island developing States Deal comprehensively with developing countries' debt problems through national and international measures to make debt sustainable in the long term In cooperation with the developing countries, develop decent and productive work for youth In cooperation with pharmaceutical companies, provide access to affordable essential drugs in developing countries In cooperation with the private sector, make available the benefits of new technologies—especially information and communications technologies

(For further information, please visit www.un.org/millenniumgoals/index.html)

Special event to celebrate International Women's Day: Gender equality and the Millennium Development Goals

7 March 2003 (ST/IC/2003/16)

In observance of International Women's Day 2003, the Special Adviser on Gender Issues and Advancement of Women, the Division for the Advancement of Women, the Department of Economic and Social Affairs, and the Department of Public Information in collaboration with the United Nations Inter-Agency Network on Women and Gender Equality organized a special event that took place on 7 March 2003. The Under-Secretary-General for Communications and Public Information, Mr. Shashi Tharoor, moderated the event. Guest speakers included: Ms. Louise Fréchette, Deputy Secretary-General; Ms. Geeta Rao Gupta, Co-Chair, Millennium Project Task Force; Ms. Emília Fernandes, Secretary of State for Women's Rights, Brazil; Dr. Nafis Sadik, Special Envoy of the Secretary-General for HIV/AIDS in Asia; and Mr. Sergio Vieira de Mello, United Nations High Commissioner for Human Rights.

(For further information, please visit www.un.org/events/women/2003)

In your interest . . . policy matters

- The Secretary-General's bulletin "Flexible working arrangements" (ST/SGB/2003/4) of 24 January 2003 indicates that, effective from 1 February 2003, flexible working arrangements may be authorized in all departments and offices of the Secretariat using the guiding principles outlined in the above-mentioned SGB. The Secretary-General indicated in his report "Strengthening of the United Nations: an agenda for further change" (A/57/387) that it was time to align the work practices of the Secretariat with those of many national civil services, and other parts of the United Nations system, by offering more flexible working arrangements leading to a better balance between the professional and personal lives of the staff of the Secretariat.
- The General Assembly approved on 28 March 2003 a consensus 11-chapter **resolution on human resources management**. Some of the issues addressed in the resolution include: the role and monitoring capacity of the Office of Human Resources Management; recruitment and placement; mobility; delegation of authority and accountability; hiring of consultants and individual contractors; employment of retired staff; composition of the Secretariat; and mandatory age separation.

(For further information, please obtain resolution A/RES/57/305 of 1 May 2003 /fifty-seventh session, agenda item 118)

Staff services . . .

- **The Career Resource Centre** (Office of Human Resources Management/UN Secretariat) provides staff and managers with career and life-planning information and support services. The Centre has a career library where staff members can conduct research on a range of career and life-planning topics, job searches, management and staff development. The library includes current and classic information materials, computers with links to career-related web sites and a video collection. The Centre offers career development workshops and, as follow-up, organizes small group sessions that allow people to practice skills and obtain feedback from peers and career consultants. In addition, there are information sessions, group discussions and confidential career coaching and counselling with career consultants and OHRM staff members. The Centre is managed by Ms. Barbara Steinberg (Senior Career Development Officer), and there are two consultants on staff: Mr. Ed Lannert (former director of Human Resources at UNICEF) and Ms. Nina Siegel (formerly in charge of the career center at Columbia University). The Centre is located in the UN Secretariat, room S-2560A and the e-mail address is CareerCentre@UN.org
- In accordance with its resolution 55/258 of 2000, the General Assembly established the **Office of the Ombudsman of the United Nations**. The Office may consider conflicts of any nature relating to United Nations employment. The Ombudsman remains neutral and does not assume the role of advocate for any party and also does not have decision-making powers; the Ombudsman advises and makes suggestions or recommendations, as appropriate, on actions needed to settle conflicts, taking into account the rights and obligations existing between the Organization and the staff member. On 26 April 2002, Secretary-General Kofi Annan appointed Ms. M. Patricia Durrant of Jamaica as the first United Nations Ombudsman. You may contact the Ombudsman, in confidence, through the secure e-mail address Ombudsman@un.org or through the web site www.un.org/ombudsman, where there is a secure "contact us" button to click. The Office of the Ombudsman has created a user-friendly reference card on conflict management, summarizing the dos and don'ts of conflict management.

Conflict management card

CONFLICT DOS

- View conflict as a natural occurrence
- Address conflict quickly
- Seek first to understand, then to be understood
- Listen actively to fully understand
- Ask open-ended questions
- Identify issues, interests and fears
- Use "I" messages
- Acknowledge emotions, they are valid
- Focus on the problem, not the person
- Be open to creative solutions
- Clarify areas of agreement and follow up
- Seek assistance from units that can assist you

CONFLICT DON'TS

- Ignore conflict, otherwise it can escalate
- Assume, judge or blame
- Disregard each party's interests
- Attack the speaker
- Interrupt the speaker
- Allow emotions to override the discussion
- Focus on personality traits that cannot be changed
- Impose personal values and beliefs on others
- Assume the intended message is understood
- Seek agreement without understanding

Congratulations to ...

Mr. Jan Egeland (Norway) for his appointment as the new Under-Secretary-General for Humanitarian Affairs and Humanitarian Relief Coordinator. Mr. Egeland has 25 years experience in humanitarian, human rights and peace work through the United Nations, the Norwegian Government, the Red Cross and Red Crescent Movement, and other non-governmental and academic institutions. Prior to his appointment to the UN, he was Secretary-General of the Norwegian Red Cross. Mr. Egeland succeeds Mr. Kenzo Oshima of Japan.

Dr. Jong Wook Lee (Republic of Korea) for his selection as the new Director-General of the World Health Organization. Dr. Lee has worked for this United Nations agency for the last 19 years and will begin his five-year term on 21 July 2003. Dr. Lee will succeed Director-General Gro Harlem Brundtland.

Ms. Jane Holl Lute (United States of America) for her appointment as the Assistant Secretary-General for Mission Support in the Department of Peacekeeping Operations, effective 1 August 2003. After a distinguished career in the United States Army, Ms. Lute served in several senior posts in major foundations engaged in international affairs, as well as on the staff of the United States Security Council. Ms. Lute was Executive Vice-President and Chief Operating Officer of the United Nations Foundation and the Better World Fund.

Ms. Rosemary McCreery (Ireland) for her appointment as Assistant Secretary-General for Human

Resources Management. Ms. McCreery has been serving since 2000 as the United Nations Children's Fund (UNICEF) Representative in the Russian Federation and Belarus. She is also currently serving as Special Adviser to the Executive Director of UNICEF. Ms. McCreery's career with UNICEF began in 1979, where she spent four years as Deputy Director of Human Resources (1993-1997).

In your interest ...

Tips on developing leadership behaviours

Bosses are more likely to see senior leaders, regardless of sex, as effective if they are:

- * **Higher on strategy:**
Taking a long-range, broad approach to problem-solving and decision-making through objective analysis, thinking ahead and planning;
- * **Higher on persuasiveness:**
Building commitment by convincing others and winning them over to your point of view;
- * **Higher on innovation:**
Feeling comfortable in fast-changing environments, being willing to take risks, and considering new and untested approaches;

* **High on technical knowledge:**

Acquiring and maintaining in-depth knowledge in your field or area of focus, using your expertise and specialized knowledge to study issues in depth, and drawing conclusions.

It is less of a challenge to acquire or develop a new behaviour than to modify an existing behaviour. Awareness alone is not usually enough to help an individual acquire or develop a new behaviour, and concrete action steps are usually required.

(Summarized from a PowerPoint presentation given by the Management Research Group—an international firm that specializes in assessment-based human resource development (www.mrg.com)).

Did you know that . . .

- The United Nations maintains a significant presence on Barbados, including seven of its agencies, some of which have been serving as many as 29 countries in the Caribbean. Six of these agencies operate from the United Nations House. Its capital also houses many of the diplomatic missions of large countries to the Eastern Caribbean.

Ms. Rosina Wiltshire, the UN Resident Coordinator and Resident Representative of the United Nations Development Programme for Barbados and of the Organization of Eastern Caribbean States (OECS), stated in an interview that “Barbados was the springboard to the rest of the region and that it was a model for good governance and human development. Barbados was and continues to be supportive of the UN system, and is highly committed to the Millennium Development Goals”. *(Magazine Signature, Barbados, 2003 edition)*

Women, peace and security

Greater political pressure for the implementation of **Security Council resolution 1325 (2000) on women, peace and security**, adopted on 31 October 2000, requires worldwide dissemination and greater public awareness to ensure its implementation. To increase public awareness around the world and help to mobilize various non-governmental organizations (NGOs) to take action, the resolution must be accessible to as many people as possible and in as many languages as possible. The resolution has been translated by the United Nations into the six official languages: Arabic, Chinese, English, French, Russian and Spanish.

Open debate at the Security Council, July 2002



(To access resolution 1325 in the official UN languages, go to <http://www.un.org/documents/>, click on the language of choice, then click on "Security Council resolutions".)

The resolution has also been translated into Armenian, Azerbaijani, Belarusian, Ciluba (Democratic Republic of the Congo (DRC)), Finnish, Georgian, Hebrew, Japanese, Kikongo (DRC), Kiswahili (DRC), Korean, Lingala (DRC), Serbo-Croatian, Swedish and Turkish.

These can be found on the PeaceWomen web site: www.peacewomen.org

PeaceWomen is also expecting translations of resolution 1325 in several other languages including Bengali, Dari, Farsi, German, Greek and Nepali. If any of our **network** readers have translated resolution 1325 into their own language, know of existing translations, would be interested in translating it into their own language or know of others who could,

please contact PeaceWomen at 1325news@peacewomen.org

News flash . . .

- **Women and War, the Special Report of the International Committee of the Red Cross (ICRC)** was released on International Women's Day. The Special Report is an update of ICRC's action since the publication of the 2001 *Women Facing War* study, describing the numerous initiatives that ICRC has undertaken to try to ensure and reinforce observance of legal instruments designed to protect women and girls affected by armed conflict.
(To read the full report, visit <http://www.icrc.org/Web/Eng/siteeng0.nsf/html/5KCDYC>)
- Building on the Secretary-General's statement, "Violence knows no boundaries of geography, race, age or income. It strikes children, young people and the elderly, finding its way into the home, schools and workplaces", the Department of Violence and Injuries Prevention of the **World Health Organization (WHO)** published a "Guide to United Nations Resources and Activities for the Prevention of Interpersonal Violence", which aims to provide some relief to violence-prone partners. Public awareness of youth violence, child and elderly abuse, intimate partner violence, sexual violence and suicides barely register in the public awareness. The new guide provides activity profiles and lists the resources of some 14 UN agencies working to prevent interpersonal violence through their specific area of expertise.
- In another major achievement, **WHO Director-General, Gro Harlem Brundtland**, hailed the agreement reached by 192 countries to the first-ever global anti-smoking treaty designed to impose restrictions on the advertising and marketing of tobacco, and said, "Countries will now be working systematically together to protect the lives of

present and future generations, and will take on shared responsibilities to make this world a better and healthier place." The final text presented to the World Health Assembly in May was adopted. The Convention is part of a global strategy to reduce tobacco-related death and disease around the world. (*The WHO Framework Convention on Tobacco Control was adopted unanimously by 192 members at its 56th World Health Assembly on 21 May 2003. The final text is contained in World Health Assembly Resolution 56.1, available at www.who.int/mediacentre/release/2003/prwho/en/*)

Web sites

www.un.org/womenwatch/osagi: OSAGI's web-site link.

www.womensenews.org: Journalist of the month Rana Husseini's consistent reporting of honour crimes in Jordan has put violence against women on the public agenda in her country and has earned her many awards for her courage, including Women's eNews' Ida B. Wells Award for Bravery in Journalism, to be given at the Women's eNews 20 May gala.

<http://unhq-apps-01.un.org/dgaacs/unterm.nsf>: Database of terminology for UN documents to assist colleagues who are translating documents/letters.

<http://intranet.un.org/gerwun>: Group on Equal Rights for Women.

<http://doso.unsystem.org>: Online version of the UN System Directory of Senior Officials—a compilation of contact information for some 1,800 officials from nearly 60 UN system entities.

www.monuc.org/gender: The Office of Gender Affairs (OGA) for the United Nations Observer Mission in the Democratic Republic of the Congo (MONUC) has launched a bilingual web site that includes information on the Office of Gender Affairs; activities of local women's organizations; a detailed database of civil society organizations that work with the OGA; links to resolution 1325 in 4 local DRC languages; and others.

www.monuc.org/gender/fr: Idem in French.

www.GenderandAIDS.org: UNIFEM and UNAIDS launched the first comprehensive gender and HIV/AIDS web portal.

www.iaea.org/women: On the occasion of International Women's Day, the International Atomic Energy Agency (IAEA) launched their web site on women in the Agency.

<http://groups.msn.com/shequality>: Very interesting web site on women's issues.

<http://www.simmons.edu/gsm/>: The Center for Gender in Organizations at the Simmons School of Management takes a unique approach to addressing gender and diversity issues in the workplace.

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?

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? NEWS FLASH

8. WHAT FEATURES WOULD YOU SUGGEST ADDING?

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?

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, please let us know. We will highlight her/his work in our next issue. If you want to send us your comments about **network**, an article that you wrote etc., we would be delighted to receive it. The more interaction with our readers, the better!!!

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

network—The UN Women's Newsletter

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