



United Nations
Educational, Scientific and
Cultural Organization



9-11 SEPTEMBER 2010
ATHENS, GREECE

PROCEEDINGS OF
THE UNESCO FUTURE FORUM

Gender Equality: The Missing Link?

Rethinking the Internationally Agreed Development Goals beyond 2015

ADVANCE COPY



United Nations
Educational, Scientific and
Cultural Organization

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Athens, Greece
9 to 11 September 2010

Co-organized by
The United Nations Educational, Scientific and Cultural Organization and
the Hellenic National Commission for UNESCO

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GENERAL SUMMARY OF THE DEBATES

UNESCO and the Hellenic National Commission for UNESCO co-organized a UNESCO Future Forum on the theme "Gender Equality: The Missing Link? Rethinking the Internationally agreed Development Goals beyond 2015" scheduled from 9 to 11 September in Athens, Greece. This high-level meeting took place a few days before Heads of States and Governments gather in New York for the High-level Meeting of the General Assembly of the United Nations to review the progress towards the Millennium Development Goals (MDGs). In this global agenda, the international community committed itself to take specific time-bound action on such issues as gender equality, poverty, hunger, illiteracy and HIV/AIDS by 2015.

At the opening of the Forum, Ms. Irina Bokova, Director-General of UNESCO, stated that governments and communities must fully realize that "It is increasingly clear that a cross-cutting approach to gender equality is essential not only to the realization of women's rights, but to the achievement of the wider goals of development and peace. [...] We need to rethink internationally agreed development goals in terms of the missing link of gender equality with a view to ensuring that women's rights and potential are woven into the social and cultural fabric of all nations. All the development goals reinforce each other, but none can be reached without empowering girls and women with the capabilities and confidence they need to live in freedom and dignity."

The opening ceremony took place on the archaeological site of Pnyka, a venue of high historic significance. It is the location where the citizens of Athens convened to take decisions – without women – and so the message of this Forum was that democracy must be uniquely based on equality.

A large number of eminent personalities and prominent women leaders in their respective fields took part in the opening, in addition to the Director-General, the Deputy Minister of Culture of Greece and the President of the Hellenic Commission for UNESCO. The speakers included Mrs. Eleanora Mitrofanova, Chairperson of the UNESCO Executive Board, Asha-Rose Migiro, Deputy Secretary-General of the UN, Tatiana Koke, Minister of Education and Science of Latvia, Bibiana Aido Almagro, Minister of Equality of Spain, Moushira Mahmoud Khattab, Minister of State for Family and Population Affairs of Egypt, Emma Bonino, Vice-President of the Italian Senate, Carol Bellamy, former Executive Director of UNICEF and Nafis Sadik, Special Envoy of the UN Secretary-General for HIV/AIDS and former Executive Director of UNFPA.

Against the background of the 1995 *Beijing Declaration and Platform for Action* adopted at the Fourth World Conference on Women, the 2000 Millennium Development Goals, and the six Education For All Goals objectives, this exceptional group of women leaders had a simple message to deliver for the future: after years, decades even, of proclaiming that women and men are equal, it is more urgent now than ever to move gender equality to the center of the global peace and development agenda and start taking effective action so as to close the missing link between political declarations and concrete action. They offered a few directions.

Share power and cooperate. Peace and development cannot be achieved without systematically involving women and integrating gender equality perspectives in key political, economical and societal policy decision. Eleanora Mitrofanova was adamant about this: despite

incremental progress, "Women still do not have the same access to political and national institutions." Women and men must cooperate to achieve this, especially men in power positions, who must accept to allow real access to women.

Girls' and women's education, a smart investment. Society at large has much to gain from women's and girls' education. Yet, women represent two thirds of the 796 million illiterates recorded by UNESCO throughout the world. Education and gender equality should be fully recognized as mutually reinforcing catalysts of development: "the MDGs cannot be realized, Mrs Bokova said, unless girls and women have the knowledge and the skills that education provides to better their lives and that of their families and communities."

Gender equality is an objective in and of itself but it is also a strategy to achieve all Internationally Agreed Development Goals. When the MDGs were proclaimed, only two of them explicitly mentioned women's rights and empowerment as an objective. But as women are the disadvantaged half of humanity, addressing their well-being and equality will automatically give a boost to the realization of the development objectives. We need to systematically refine our policy tools to better integrate the gender perspective in every aspect of development.

Address women's reproductive and sexual health. When the major development agendas were set, the international community shied away from acknowledging the fundamental importance of reproductive and sexual health as a critical element to enable women to better control their lives. But there can be no sustainable achievement of the MDGs if such practices as Female Genital Mutilation (FGM) are not vigorously combated and banned or if women cannot be educated about the risks they face concerning HIV/AIDS. Women and men together must have the courage to make reproductive and sexual health a key component of development.

Culture is a driving force for development. As gender equality forces us to address such practices and behaviours that are often deeply ingrained in traditional values and practices, we cannot rely on formal political frameworks only. The cultural dimensions of development must be fully acknowledged if the international community is to address gender equality to its full extent.

All those directions point to one goal: place gender equality and women's empowerment at the core of development. In the words of the Deputy Secretary General of the UN, "through education, information and awareness raising, we must change attitudes and behaviour, and end discriminatory practices, in every country, in every family, in every culture and in every situation."

The participants in the UNESCO Future Forum all concurred that this task required the cooperation of every actor, welcoming the recent establishment of UN Women, the new UN Entity on Gender Equality and the Empowerment of Women specifically established to guarantee that no aspect of development can be envisaged and implemented without gender equality at its foundations.

The Forum continued its deliberations until 11 September and addressed the following specific issues in a series of panel discussions with an audience of some 200 persons:

- The Strategic Role of Gender Equality in Development
- From Violence Against Women to Women's Leadership in Peace
- Addressing the Gender Dimensions of Environmental Challenges
- UNESCO's Role in Fostering Change: the Nexus of Education, the Sciences, Culture and Communication and Information

OPENING CEREMONY

WELCOMING ADDRESS AND OPENING STATEMENTS

EKATERINA PAPACHRISTOPOULOU TZITZIKOSTA

**PRESIDENT OF THE HELLENIC NATIONAL COMMISSION FOR
UNESCO**

It is a great honor for me, as Chairman of the Hellenic National Committee for UNESCO, to welcome you today to the official opening of the International Forum on 'Gender Equality: the weak link; -Reviewing the international development targets after 2015', organized by UNESCO Strategic Planning Bureau in cooperation with the Hellenic National Committee for UNESCO from September 9-11, 2010.

The Forum will review the strategic role of women in development, ranging from violence against women to taking the lead for achieving peace, the extent of gender equality in modern environmental problems and the role of UNESCO in achieving change: in the sectors of education, science, culture, information and communication. The Forum takes place in view of the United Nations International Conference, to be held in New York, on September 20, 2010 and will attract international interest as it will evaluate attainment progress of millennium development targets, fixed by the United Nations; one of the most fundamental objectives is Gender equality, the role of women in relation to the environment, education, science, and their leading presence internationally.

In view of the 4th International Conference and the Action Plan, announced in Beijing, 15 years ago, on the position of women, the development targets and the objectives of the Program 'Education for All' adopted in 2000, with the aim to be completed by 2015, the year 2010 is the year to evaluate the targets, coordinate and strengthen our efforts, highlight the relations between equality, development and peace and face up to the challenges and the related parameters beyond 2015.

In the context of the current global crisis, the issues of equality and Beijing action plan appear as more vital than ever; there is a compelling need to review women's strategic role in development, since women support the social and cultural fabric of all countries.

UNESCO supports the issues of education, science, culture and communication. It was established as an International Organization to build the resistance of peace in the minds of people, men and women.

In the year 2010, celebrated by UNESCO as the International Year for the Rapprochement of Cultures, we must put forward ideas and initiatives in order to reexamine policies and development approaches, since equality issues must play a central and not regional role.

UNESCO World Report - Investing in Cultural Diversity and Intercultural Dialogue clearly highlights that women must be considered among the 'new voices', able to play a significant role in this policy.

Policies and development networks have so much to gain from the understanding of the marginalized but however significant connection between the respect for gender equality and respect for cultural diversity.

Sustainable development, human rights and peace at global, regional and local level may be achieved only if women and men enjoy broadened and equal opportunities, options and possibilities to live in freedom and integrity. Equality between men and women exists only when both genders have the possibility to share power and knowledge equally, share equal opportunities, rights and obligations with regard to labor and the acquisition of financial resources; when equal access is ensured for both genders to high level education and skills development opportunities throughout their lives and in all sectors and the opportunity to fully develop their capabilities and personal ambitions. Gender equality is a fundamental human right, a global value and a prerequisite for the achievement of internationally agreed development pursuits.

We must admit that women's rights are human rights and that the 'female' life is not insignificant, private, detached from the fundamental concerns and pursuits of mankind. Women may reverse the negative and passive stereotypes. The possibility of a 'female-centered' approach in interpreting the world requires women in responsibility posts, determined to promote a new social vision guaranteeing their decisive presence and participation in a society of citizens where they will play a primary, not secondary role.

Promotion of peace cannot be realized without deep changes in the minds and mentality of women who are able and determined today to take up this duty.

Isn't it about time that women started to dream of their new self and their new role in the world's rebirth?

IRINA BOKOVA

DIRECTOR-GENERAL OF UNESCO

On behalf of UNESCO, I join the Hellenic National Commission in extending a very warm welcome to our distinguished panel of speakers. We are delighted at the presence of so many high-level participants who are gathered here to reflect, debate and share their experience on how to move gender equality to the center of the development agenda.

This was indeed one of the overall aims of Beijing Declaration and Action Plan adopted fifteen years ago at the landmark Fourth World Conference on Women. In 2000, all countries committed to gender equality by adopting the Millennium Development Goals, while specific pledges were also made through the Education for All goals. We now stand at a crossroads in pursuit of our 2015 targets. In less than two weeks, world leaders will be gathered in New York to take stock and most importantly, make strategic recommendations for accelerating progress. In the context of the current financial and economic crisis and persistent barriers to women's advancement, renewed reflection and mobilization are essential if the historical challenges to gender equality are to be effectively addressed in the approaches to 2015 and beyond. I greatly welcome the recent creation of UN Women, which should give greater impetus to the international community's efforts in this crucial area.

The High-level Segment of ECOSOC last July emphasized "the need for a holistic approach to ending all forms of discrimination and violence against women across all sectors". It is increasingly clear that a cross-cutting approach to gender equality is essential not only to the realization of women's rights, but to the achievement of the wider goals of development and peace. As the title of our meeting suggests, we need to rethink internationally agreed development goals in terms of the missing link of gender equality with a view to ensuring that women's rights and potential are woven into the social and cultural fabric of all nations. All the development goals reinforce each other, but none can be reached without empowering girls and women with the capabilities and confidence they need to live in freedom and dignity.

We are privileged to be holding this meeting at Pnyka - at the site of the first democratic assembly of ancient Athens. Yet Athenian democracy, at its birth, was based upon the participation of freeborn male citizens, privileged to take part in the exchanges, while women had no place in the public debate. As cited by Aristotle, "the deliberative faculty is not present at all in the slave; in the female it is inoperative; in the child underdeveloped". We have come a long way along the road to democracy, but the end of the journey is not yet in sight.

Gender equality has long been central to UNESCO's work and is currently one of its global priorities, alongside Africa. As such, it is being mainstreamed in the Organization's activities, across education, the sciences, culture and communication.

Allow me to give you a few examples that highlight our integrated, trans-disciplinary approach. In the natural sciences, we are supporting the gender-balanced composition of

science policy-making bodies; helping over 500 female scientists to move forward in their careers through the UNESCO-L'Oreal Partnership; and promoting the role of women in the framework of the 2010 International Year of Biodiversity. In the social and human sciences, we are studying the impact of globalization on women's condition and rights and analyzing institutions, laws, practices and values that inhibit equality between the sexes. In the cultural field, we are focusing on the role of women craftworkers in cultural industries, and providing support to women as the principal bearers of intangible cultural heritage. In the communication and information sector, we are promoting equal access to information, gender-balanced media content, reduced gender stereotyping and greater decision-making opportunities for women.

Education remains central in UNESCO's efforts to redress the historic injustices done to women. Biases against girls run deep in education systems, whether in terms of participation, textbooks or teachers' attitudes. The main message that we are taking to the MDG Summit in New York is the absolute necessity of education, in particular of girls and women, for achieving all the development goals. The MDGs cannot be realized unless girls and women have the knowledge and skills that education provides to better their lives and that of their families and communities.

Ten years into the 21st century, in societies that are increasingly integrated and knowledge-dependent, girls are more likely never to attend primary school than boys, especially in South and West Asia and sub-Saharan Africa. Disability, indigenous status or living in a rural area further increase the likelihood of a girl's exclusion from education. Disparities at the secondary level have worsened over the past decade in some regions according to the Global Education Digest that will be released next week by UNESCO's Institute for Statistics. The majority – two thirds – of the world's 796 million illiterates are women. This can only translate into poverty, marginalization and deprivation. It jeopardizes all development initiatives.

We have to become more convincing in getting across the compelling evidence on the extensive benefits of girls' and women's education, from better child and maternal health, reduced risk of contracting HIV and AIDS and lower fertility rates to higher incomes and productivity gains. Yesterday I was in New York for International Literacy Day, this year focusing on women's empowerment. UNESCO rewarded prizes to several programmes that are making a tangible difference in the lives of women, from Cape Verde and Malawi to Egypt and Nepal. Significantly, these initiatives worked not only to boost women's literacy but also to achieve positive outcomes for families and local communities. They help to create a virtuous circle for development, for the achievement of the Millennium Development Goals as a whole.

This is why UNESCO places top priority on Education for All, in partnership with UNDP, UNICEF, UNFPA and the World Bank, and specifically on strengthening our work on gender equality issues. We are currently developing several initiatives with bilateral partners to advance girls' and women's basic education.

We are only too aware that the current global financial crisis threatens to reduce vital funding for educational development, including the promotion of gender equality. This is a time

to think and act together, to form creative and strategic alliances. Our voice must be strong in calling for increased political commitment, targeted programs that directly address inequalities, more effective delivery and the mobilization of new resources.

Let me make one last point in favour of gender equality. UNESCO's Constitution opens with the affirmation that "since wars begin in the minds of men, it is in the minds of men that the defences of peace must be constructed". Can there be any doubt that the defences of peace are more secure when women are able to play a key role in their defence? Gender equality can be seen as integral to the culture of peace. As agents of change and decision-makers women are arguably the missing link between us and the more prosperous, equitable and peaceful future to which we all aspire. As the first woman elected to the post of Director-General of the United Nations Educational, Scientific and Cultural Organization, I am deeply committed to advancing the rights of women and girls across the whole range of our mandate in cooperation with the wider international community.

GEORGIOS NIKITIADIS

DEPUTY MINISTER OF CULTURE AND TOURISM OF
THE HELLENIC REPUBLIC

Με ιδιαίτερη χαρά σας καλωσορίζω στην Αθήνα με αφορμή το Διεθνές Φόρουμ της Unesco για την Ισότητα των Φύλων.

«Μια και οι πόλεμοι ξεκινούν από το μυαλό των ανθρώπων, εκεί ακριβώς στο μυαλό των ανθρώπων πρέπει να στηθούν και οι άμυνες για την ειρήνη».

Με τη σκέψη αυτή, που αποτελεί την εναρκτήρια πρόταση του καταστατικού της UNESCO, αμέσως μετά το τέλος του καταστροφικού Β΄ Παγκοσμίου Πολέμου, το Νοέμβριο του 1945, τριάντα επτά χώρες αποφάσισαν την ίδρυση του Οργανισμού των Ηνωμένων Εθνών για την Εκπαίδευση, την Επιστήμη και τον Πολιτισμό.

Δεν χρειάζεται βεβαίως να πω πόσο σημαντικό είναι το έργο που έχει να επιδείξει η Unesco στα 65 χρόνια του βίου της.

Οι πλούσιες δράσεις της σχετικά με την πολιτισμική πολυμορφία, την πολιτιστική κληρονομιά, τα Μουσεία, τις βιομηχανίες πολιτισμού, τον διαπολιτισμικό διάλογο, έχουν αλλάξει το τοπίο του πλανήτη μας.

Ο κόσμος μας θα ήταν πολύ διαφορετικός χωρίς την Unesco!!!

Μεταξύ των σημαντικών σκοπών που έχει θέσει η Unesco, περίοπτη θέση κατέχει ο στόχος της Ισότητας των Φύλων.

Ίσως διότι έχει κατανοηθεί από όλους μας ότι ο δρόμος που έχουμε να κάνουμε μέχρι την επίτευξη αυτού του στόχου είναι ακόμα μακρύς.

Κάποια ποσοστά είναι πολύ εύγλωττα ως προς αυτό.

Τα 2/3 των αναλφάβητων στον κόσμο σήμερα είναι γυναίκες.

Το εισόδημα των εργαζομένων γυναικών είναι κατά 50% μικρότερο σε σχέση με των ανδρών συναδέλφων τους σε περισσότερες από 60 χώρες.

Μόλις 17% των μελών εθνικών Κοινοβουλίων σε όλο τον κόσμο είναι σήμερα γυναίκες.

Σε σύνολο περισσότερων από 180 κράτη εμφανίζονται μόλις 13 γυναίκες αρχηγοί κρατών ή κυβερνήσεων.

Η έμφαση που δίνει η UNESCO στην ισότητα των φύλων φαίνεται ξεκάθαρα στις στρατηγικές επιλογές της σε σχέση με την πολιτιστική κληρονομιά, οι οποίες επικεντρώνονται στην ενθάρρυνση των ανθρώπινων ικανοτήτων και την οικονομική ανάπτυξη.

Η εκπαίδευση και η κατάρτιση στη διατήρηση και διαχείριση της πολιτιστικής, φυσικής και άυλης κληρονομιάς συμβάλλουν επίσης στην πολιτική και κοινωνική ενίσχυση των γυναικών.

Η δράση στον τομέα της βιομηχανικής παραγωγής πολιτιστικών αγαθών αυξάνει την αποτελεσματικότητα των μικρών επιχειρήσεων δίνοντας στις γυναίκες ένα προβάδισμα.

Η UNESCO επίσης συνεχίζει τη συνεργασία με γυναικείες οργανώσεις που συμμετέχουν στο διάλογο για την αποφυγή των συγκρούσεων και τη συμφιλίωση των λαών.

Φίλες και φίλοι,

Μέσα σε περιβάλλον διεθνούς κρίσης, μέσα από το οποίο αναδύονται νέες προκλήσεις, η σημερινή συνάντηση αποκτά τεράστια σημασία.

Το ότι βρισκόμαστε εδώ υπογραμμίζει τη δέσμευση όλων μας να δουλέψουμε ώστε ο στόχος της ισότητας των φύλων να γίνει πραγματικότητα.

Ο ρόλος της γυναίκας σε αυτόν τον κόσμο, για αυτόν τον κόσμο είναι ο συνδεδετικός μας κρίκος με το αύριο.

Η γυναίκα εργαζόμενη, η γυναίκα σύζυγος, η γυναίκα μητέρα, η γυναίκα ηγέτης, έχει την δική της ευθύνη στη διαμόρφωση της κοινωνικής, πολιτικής και οικονομικής πραγματικότητας.

Χρέος όλων μας είναι να άρουμε τα όποια εμπόδια και να διαμορφώσουμε τις κατάλληλες προϋποθέσεις ώστε να καταστεί δυνατή η ανάληψη αυτής της ευθύνης.

Είμαι σίγουρος ότι οι συζητήσεις σας κατά τις δύο επόμενες μέρες θα καταλήξουν σε ενδιαφέρουσες προτάσεις για την ενδυνάμωση της γυναικείας συμμετοχής στην παγκόσμια ανάπτυξη, τη διαδικασία λήψης αποφάσεων, τη μάχη για την υπεράσπιση του περιβαλλοντικού πλούτου, τη διεκδίκηση ενός καλύτερου κόσμου μέσα από την επίτευξη των Αναπτυξιακών Στόχων της Χίλιετίας.

Αυτή η ανταλλαγή ιδεών δεν θα μπορούσε να διεξαχθεί σε πλαίσιο πιο κατάλληλο από αυτό της UNESCO.

Η ανθρώπινη ιστορία είναι, στην ουσία της, μία αφήγηση των πολιτισμικών εμπειριών, των ιδεών, των αξιών και των αγαθών που έχουν ανταλλάξει οι άνθρωποι μέσα απ' την τέχνη, το εμπόριο, την περιήγηση.

Είναι μια αφήγηση όλων αυτών των «ταξιδιών».

Ίσως δεν είναι καθόλου τυχαίο ότι η σημερινή συνάντηση γίνεται στον πιο ιερό για τη δημοκρατία χώρο, στο χώρο της Πνύκας όπου συνεκαλείτο η Εκκλησία του Δήμου, δηλαδή η συνέλευση των Αθηναίων στην αρχαιότητα για να αποφασίζει για τα κοινά θέματα που απασχολούσαν τον τόπο. Η αντιπροσωπευτικότερη δηλαδή δημοκρατία, η πιο άμεση δημοκρατία σε όλο της το μεγαλείο, 2500 χρόνια πριν, στον ιερό αυτό τόπο από τον οποίο πέρασαν μεγάλοι άντρες και ρήτορες, όπως ο Θεμιστοκλής, ο Περικλής και ο Δημοσθένης.

Αυτόν εδώ τον τόπο που υμνεί και στις κωμωδίες του ο Αριστοφάνης, ο σπουδαίος αυτός δραματουργός, συγγραφέας της «Λυσιστράτης», που αποτελεί διθύραμβο για την ειρήνη και ένα από τα σημαντικότερα παγκόσμια αντιπολεμικά έργα που έχουν γραφεί ποτέ. Αυτόν εδώ τον τόπο όμως στον οποίο καταγράφεται και θεωρώ σημαντικότερη τη σημερινή σύμπτωση της συνάθροισής μας η πρώτη επανάσταση γυναικών στο κλασικό έργο του Αριστοφάνη «Εκκλησιάζουσες», ένα έργο που γράφτηκε 392 π.Χ., και στο οποίο η πρωταγωνίστρια Πραξαγόρα, μεταμφιεσμένη σε άντρα με τα ρούχα του συζύγου της και συνοδευόμενη από δεκάδες άλλες μεταμφιεσμένες επίσης γυναίκες, διεκδίκησαν ιστορικά για πρώτη φορά την κοινοχρησία των αγαθών, την κατάργηση του θεσμού του γάμου όπως υπήρχε τότε και το δικαίωμα κάθε γυναίκας να επιλέγει το σύντροφό της και τέλος το δικαίωμα της συμμετοχής στις αποφάσεις για τα κοινά, το δικαίωμα δηλαδή της ψήφου.

Αν πράγματι οραματιζόμαστε έναν κόσμο δικαιοσύνης, ευημερίας και ειρήνης για όλους, άνδρες και γυναίκες, πρέπει να συνεχίσουμε το ταξίδι.

Κι αυτό μπορεί να γίνει μόνο μέσα από την επαφή των Πολιτισμών.

Έχοντας πάντα στο μυαλό μας το μόττο των ανθρώπων της Unesco: Πολλοί Πολιτισμοί, μία Ανθρωπότητα.

ADDRESSES BY THE KEYNOTE SPEAKERS

ELEONORA MITROFANOVA

(RUSSIAN FEDERATION)

CHAIRPERSON OF THE UNESCO EXECUTIVE BOARD

I am particularly happy to be here today, because I know that Greece and its National Commission for UNESCO are dedicated to women's advancement and to UNESCO's action in this field. Today's event is an opportunity for all of us. It complements the efforts of the international community in addressing the challenges on the way towards gender equality.

The year 2010, not yet over, is already marked by several historic achievements translating the universal commitment to this global priority. The first-ever elected female head of UNESCO has begun her term of office; and a new entity, UN Women, has been created. This encouraging trend must inspire us as we advance towards the term of 2015 and beyond. For this purpose, good practices were shared and future directions prospected at the numerous events around Beijing+15.

During the past 15 years, coordinated, targeted advocacy at the national, regional and international levels was essential, but not sufficient. The analysis of the current global situation shows that women are still unequally represented in the labour market: 62% of them against 38% of men are in low-status jobs. Only 21% are employers. Women still do not have the same access to political and national institutions. For example, women's parliamentary representation globally was 12.4% in 1990, rising only slightly to 15.9% in 2005. The rate of violence against women and girls is still extremely high. Depending on countries, from 40 to 80% of women are victims of different forms of violence. That means that almost every minute of every day a woman or a girl is being harassed, raped or murdered. Poverty, illiteracy, HIV/AIDS and malnutrition are threats affecting mostly women and girls.

The good news is that nearly two-thirds of developing countries have now improved the situation, especially in rural areas. However, it is too early to speak about radical changes in societal development worldwide. Despite the almost universal acceptance of women's rights at the formal level, women's secondary status and the oppression of women persist, both in countries that top the United Nations gender equality index or those at the bottom.

Please allow me to speak about my own country. Since the last century, the Russian Federation has not officially known inequality of rights between women and men. In fact, since the 1917 Revolution, gender parity has been inscribed in all fundamental State laws and documents. For decades, equal access to education has allowed women proudly to achieve a higher academic level than men. However, on average, women in Russia are still underestimated, underemployed and underpaid. Their representation at top-management level is less than 30%.

While the general movement forward is positive in itself, let us ask ourselves why these transformation processes are so slow. In my view, the answer is that no one society has yet managed to take fully into consideration its cultural and religious origins when taking political

and legal decisions on the relationship between the genders. Different cultures have always evolved in parallel, and the cultural aspect of the development of each society has always been predominant. Could we aspire to gender equality solely on the basis of political decisions? That has to be the first necessary step on the way towards parity between women and men. And it is de facto possible while respecting the cultural inheritance appropriate to each society, which has its own traditional view regarding women. Discrimination will persist as long as gender stereotypes are alive within the cultures.

It seems to me that to be successful in advocating for the inclusion of women's rights and gender equality, we must obtain sensible changes respectfully in different cultural environments. This should be done, first and foremost, through education, UNESCO's primary strategic objective. Education, thanks to its great capacity of transformation, is a first necessary step towards ensuring that girls and women have equal access to, and equal benefit from opportunities in all areas throughout their lives.

UNESCO needs a proactive systematic and holistic approach for the pursuit of gender equality to be applied to the entire education system. The Organization, in its quest to bring knowledge, particularly in the context of a more digitalized world, needs to be a leading promoter of the strategic use of new technologies for education, research and networking. It is also important to reverse the media "protection" of the established gender order, considering that young people are constantly exposed to an extensive and diversified media environment. Furthermore, specific educational programmes targeting the eradication of all forms of violence against women must be widely implemented.

I am particularly pleased to emphasize that gender approach will be one of the subjects for discussion during the first ever World Conference on Early Childhood Care and Education, which is to be held in Moscow from 27 to 29 September this year. It is certainly an appropriate time for rethinking childhood education programmes, which are of great significance for the achievement of the Education for All and Millennium Development Goals. A child carries the consequences of a lost education for the rest of her or his life. Sustained investment in education is a driving force for a sustainable recovery, as well as for the elimination of gender disparity.

As a matter of fact, development goals need to be reviewed and enriched from a gender perspective. And, of course, enough financial resources will guarantee an effective and sustainable work. I think that, both for political and financial reasons, UNESCO should strengthen its partnerships with G8 and G20, which have become important forums for international economic cooperation.

There is no need to create a superwoman. Our final goal is to ensure for all women equal rights that will enable them to obtain opportunities and make free choices throughout their lives. The influence of women themselves is crucial as to how it will go and with what results. That is tremendously important! Men's participation in this process is also fundamental.

We need to strengthen the very broad promotion of human rights values. The Universal Declaration of Human Rights teaches us that all human beings should enjoy the same rights and opportunities, and their roles and functions should have equal value. This is precisely what was meant in the Beijing Declaration, that “women’s rights are human rights”. Women’s rights are universal. As such, they are also a universal responsibility of every human, woman or man.

Today, in 2010, developments in human rights and education reveal that as far as Millennium Development Goal of gender equality is concerned, the world still has a long way to go. In the run-up to the debates that will be held in the coming weeks in New York, it must be pointed out that gender equality is the missing link in the peace and development equation. I am confident in our collective determination and hope to see so many goals achieved by 2015. We still have time and must redouble our efforts.

I have no doubts regarding women’s great peace-building and constructive potential. Only with equal efforts and commitment, from both women and men, can we reach mutually profitable economic development, social cohesion and peace. That is the very essence of a harmonious life in our families, in our societies, and on our planet.

ASHA-ROSE MIGIRO

DEPUTY SECRETARY-GENERAL OF THE UNITED NATIONS

I am honoured to join you for the UNESCO Future Forum series on gender equality. And I am extremely pleased to be here in Greece.

UNESCO's long-standing mandate is to cultivate peace in people's minds.

How appropriate that you pursue that mission here in Athens, the cradle of western philosophy and democracy.

And how relevant to the subject at hand.

Because gender inequalities also begin in people's minds. They can become hard-wired into our attitudes and behaviour from a very early age, and are passed on through the generations.

Our common goal of building peace and prosperity requires us to keep a sharp and consistent focus on this fundamental inequality. It exists in every country, affects all our development goals, and has an impact on everyone – men, women and children alike.

This year, several intergovernmental processes are reviewing progress on both gender equality and the internationally-agreed development goals.

In particular, the Millennium Development Goals Summit meeting in New York later this month will give us an opportunity to assess progress and accelerate our efforts to achieve the MDGs.

There is general agreement that both global and national plans to achieve the MDGs by 2015 must integrate policies on gender equality and the empowerment of women. The link is clear. It has been stressed in countless reports and research findings, and affirmed repeatedly by Member States -- in the Beijing Platform for Action ? in the Millennium Declaration ? and in UNESCO's Education for All objectives ? to name just a few.

In this context, it might seem strange to ask whether gender equality is the missing link in development. The obvious answer is that, it is there ? front and centre ? it is not missing at all.

But we must acknowledge the difficulty in translating a normative framework into a fully operational reality.

Far too often, policies fail to deal with gender inequality or account for the different needs and experiences of men and women.

And far too often, governments stop short of taking advantage of the multiplier effect of women's empowerment.

That is why gender gaps in poverty, education, employment, health and human rights are still a reality, and are in some cases growing – even in rich countries.

The latest economic crises have only magnified this trend. Indeed they have had a disproportionate effect on the poor, which means that they have had a disproportionate effect on women.

Policies to deal with this crisis, in both developed and developing countries, must take gender inequality into account.

Member States, the United Nations, civil society and other stakeholders must systematically integrate a gender perspective in all their thinking and policy-making; into the way their institutions work; and into all their funding frameworks.

Anti-poverty policies must start from the fact that women make up the majority of those living in poverty. They must target industries which employ mainly women. They should focus on the informal economy, which is predominantly female. And they should acknowledge that women's work is more vulnerable to economic shocks. Policies must improve women's social and legal protection and raise awareness of the link between gender and poverty.

Health policies must recognize that maternal mortality is still the leading cause of death of women of child-bearing age across the developing world. You are probably aware that this is the MDG that is lagging furthest behind.

We know how to prevent maternal and child deaths: with pre-natal check-ups; qualified birth attendants; and emergency care.

The Secretary-General's Global Strategy for Women's and Children's Health, which will be launched later this month, is aimed at transforming this knowledge, these simple strategies, into action around the world.

Education policies must address the fact that women make up two-thirds of the nearly 800 million illiterate adults in the world. Everywhere, women and girls are more likely to be out of school.

In many countries, even when they have the chance to study, girls are denied opportunities to specialize in subjects like medicine or law.

Policies on sustainable development and climate change will not succeed if they fail to put women's needs and priorities first. Most farmers in the developing world are women, and women generate the majority of its food. Women are the first to experience the effects of climate change. They must therefore be fully involved in designing and implementing adequate strategies to comprehensively address this major global challenge.

It is a fundamental democratic principle that women should have an equal voice in making the decisions that affect their lives. They must play a full part in setting priorities for development.

But development policies are still mainly formulated by men – because women are under-represented in government and other key decision-making institutions around the world.

Women must be there, on the ground floor of planning and strategizing. This is key to any meaningful effort to help alleviate the gaps in gender equality, and in giving a new impetus to our work in achieving the MDGs by the 2015 target date, and beyond.

It is my firm conviction that gender equality and women's empowerment will leave countries better prepared for economic, social and environmental challenges.

Here, the United Nations is doing its best to show the way ahead.

The General Assembly agreed last July to create a new United Nations agency, UN Women, which embodies our rethinking of the way we work for women.

UN Women will bring a new focus to our work to eliminate all forms of discrimination against women and girls, to empower women, and to achieve equality between women and men everywhere.

It will support inter-governmental bodies in drawing up policies and setting standards. It will support Member States in reaching those standards.

UN Women will also work with both women and men, girls and boys, to combat violence against women ? the use of rape as a weapon of war ? and the exclusion of women from conflict-resolution and peacebuilding ? to name but a few.

As should be clear to all, gender equality is not just a matter for women, nor only a matter of development. The goal of gender equality is yet to be attained both north and south.

It encompasses the need for full support from all of society, and is the responsibility of men and boys alike. In particular, men who play a central role in national decision-making institutions have a key responsibility in tackling this issue.

I stand before you to testify of the significant progress made in bringing about a more gender-balanced world.

Yet, there is still much more that together we can do if we are to attain the goal of gender equality and empowerment of women. But, change should begin at home. Change should begin in our minds.

Through education, information and awareness-raising, we must change attitudes and behaviour, and end discriminatory practices, in every country ? in every family ? in every culture ? and in every situation.

Gender-based discrimination affects both women and men. Women's empowerment is a moral, social and economic imperative. We cannot have sustainable development or lasting peace without women.

Let us work even harder to transform this essential truth into a palpable reality.

TATJANA KOKE (LATVIA)
MINISTER OF EDUCATION AND SCIENCE
OF THE REPUBLIC OF LATVIA

It is my great pleasure and honour to address you at this marvellous evening at the UNESCO Future Forum and have the opportunity to share views on the importance of the gender equality for the rethinking of approaches in order to develop educated and socially responsible society. Society, where people of different ages, sex, interests, life experience, cultural and intellectual background live, learn, enjoy and work side by side.

The political, economic and social world has changed over years and innovation has become the predominant engine for all spheres of life. Therefore, traditional problem-solving and decision-making methods no longer work in expected manner. As Albert Einstein said "We cannot solve our problems with the same thinking we used when we created them". For us nowadays it means that we have to avoid simplifications and habitual stereotypes.

Creative and critical thinking, entrepreneurship are becoming crucial skills for all – young or experienced, male or female. In this context, the vision of gender equality is more relevant than ever. However, the reality is that we are living in the world, where gender is regarded as one of the major reasons for granting different rights and imposing restrictions – both formal and informal.

Although, most legal sanctions supporting one of the gender's predominance in many societies have been diminished, the influence of many traditions still supports division of roles between genders and we often face genders treated unequally resulting in far-reaching consequences, like growing poverty, marginalization, children being restricted from education, health care and many more.

No doubt, that all participants of this distinguished audience appreciate that the role of genders is changing and differences between genders diminish. More and more fathers are participating in children upbringing and care; more women are becoming equal breadwinners of families. Admittedly, where there is a change, there is a cause and the reasons for this are economic changes, globalisation and standardisation. Since middle of the 20th century, in the western world in the majority of families one person was not able to support the family alone and more women have been entering the labour market. This has led to changing model of family along with growing women's economic independence and change of the relationship between the genders and also between the time spent for work and for family. Despite controversial attitudes, still this model is being widely accepted as it is based on mutual agreement and common choice. Thus more and more families are choosing the model of equal relationship, sharing house keeping and child care, eliminating traditional division of responsibilities. And for both genders such a shift is rewarding. For example, a woman organizing life of her family develops leadership and management skills, at the same time, being active in the social and work environment, she

gains experience and enriches her intellect and soul; accordingly succeeding greater harmony and self-fulfilment.

And for this, only economic changes as a push is not enough. Once formed, stereotypes between genders are hard to change. Only by transforming our own perception or by rethinking we can break the existing stereotypes and create an environment that is favourable for gender equality thus also fostering the principles of democracy. Essential step towards the gender equality is to recognise that there are still questions to be addressed and restarted for further discussion engaging the whole society. Of course, we cannot ignore certain biological differences between sexes, in line as we cannot ignore the cultural contexts and traditions each of us is coming from and which form our way of seeing genders despite the scientific research that shows no essential differences in either architecture or function between male and female brains.

Myself, being professor in adult education and standing high in favour of lifelong and life wide learning, I do hold strong conviction that education, as it is set within the values and goals of UNESCO, is of primary importance for harmonisation and equalisation of society. Education helps us to step out of the box, rise above the "glass ceiling" in order to unlock potential and find solution looking from a different perspective. Holistic education is the basis for society's progress towards gender equality and human rights. Moreover, gender equality fits to all the most important pillars for education for the 21st century – learning to be, to know, to do and to live together.

Representing Latvia in the capacity of minister of education and science, allow me shortly to dwell on our national experience. Latvia's tradition of inclusive education opportunities for all is a good example to showcase in securing gender equality. As result or all that, statistically gender equality looks positive – women make up to 30% of employers, 50% of Supreme Court judges, more that 30% of rectors or presidents of higher education institutions, 45% of employees in research institutions and 21% of parliament. These are women with rich experience, these are women eager to use the self-realization opportunities, women willing to deal with the administrative issues at institutional level and thus to increase women's share on the impact. They are appreciated and respected. Allow me to express conviction that it is due to the fact that women use power not for ruling by force but for serving others.

Additionally, I would like to mention that there are nearly 120 thousand students in the institutions of higher education in Latvia – it makes my country among leaders in the world according to proportion of students per 10 thousand inhabitants. And there are 71% women out of all graduates, who have earned degree or qualification. The statistics on Latvia show great possibilities for both genders, thus reaffirming the openness and inclusivity. Let me use the privilege and promote Latvia's higher education as excellent gender equality environment welcoming expansion of international community.

Coming back to the aim of this forum as the title of it reads – "rethinking". I do believe that "rethinking" is one of the ways towards success and improvement. It is both an attitude, as well as method. UNESCO's Eight Millennium Development Goals have been part of the process

of rethinking and despite the fact that there is still a way towards achieving them, we have to acknowledge the progress done, at the same time to start looking beyond.

My strong belief is that the Millennium Development Goals beyond 2015 should continue to promote balance, changing focus from issue of gender equality as a goal to gender equality as shared environment, where co-operation between men and women in all areas of policies and life is common practice, eradicating competition between genders providing their mutual enrichment instead, mainstreaming and underlying value recognising the differences within different societies, seeing and respecting rights of all for quality, living and well-being.

Every person is a value and a set of values a person represents should be valued and respected. Saying this, I would like to emphasise, that every nation has its own individual culture, which is also a great treasure for the nation itself and for the world. Regions and countries where each of us lives influence our views and our everyday activities. Therefore, each of us needs to start with one self for the change, each of our countries must find its own way to our common destination – gender equality.



Whether in the West or in the East; in the North or in the South all the nations are connected and none of us is or can be isolated from others. Yet, for achieving common goals we just need to use our tools and platforms wisely – and UNESCO is such a platform.

And we, as member states of UNESCO, being true owners of the platform of the enormous “smart power”, need to take our full responsibility and mandate to secure that everyone has a chance to benefit from education, being treated equally, inclusively and being respected and being given a choice. UNESCO is the intellectual think-tank, as we see it here and for the future.

Let me conclude, the issue of the gender equality is of the utmost importance, and in order to make our discussions fruitful and conclusions far-reaching, I invite honoured Forum participants rather than trying to impose one’s own ideas, let’s concentrate on listening more carefully to voices from different regions. I am glad that we are all meeting here not to share statistical data but critically look, analyse and learn – what should we do and how the gender equality issues should be developed.

I am thankful to our Greek hosts for bringing us together to share our visions, as Greece indeed is a right place to meet for looking ahead and to rethinking, while being at the very heart and cradle of democracy itself.

BIBIANA AIDO ALMAGRO (SPAIN)

MINISTER OF EQUALITY OF SPAIN

Representa para mí un honor participar en la inauguración de este foro de la UNESCO, una organización internacional con sesenta y cinco años de trabajo a sus espaldas, empeñada en la noble tarea de tender puentes entre los distintos pueblos sobre los pilares del diálogo, **el conocimiento, la tolerancia y la cultura.**

España se identifica plenamente con los objetivos que inspiran a la UNESCO, por lo que agradezco en nombre del Gobierno de España a su Directora General, la Sra. Bokova, su invitación para participar en este foro, a la vez que quiero transmitirle públicamente mi enhorabuena por su condición de **primera mujer que ocupa esta alta responsabilidad.**

Porque, señoras y señores, es un hecho que a medida que las mujeres vamos ocupando espacios de responsabilidad, también se amplía el número de cuestiones que pasan a formar parte de las agendas. Determinados temas que eran considerados como privados o personales **se consideran asuntos de preocupación pública.**

Lo sabían bien aquellas mujeres, dirigentes europeas que reunidas aquí mismo en **Atenas en 1992,** reivindicaron que mujeres y hombres estuviesen representados de forma equilibrada en los ámbitos de decisión política, como reflejo de una sociedad donde existen dos formas, **dos miradas, distintas y a la vez complementarias, con las que enfocar la realidad.**

Hoy quiero aprovechar mi intervención para poner el acento en la confluencia de metas entre los caminos marcados en la lucha por los derechos de las mujeres y los Objetivos de Desarrollo del Milenio, de tal manera que podemos decir que avanzando con determinación en los primeros, **habremos recorrido un largo trecho en el cumplimiento de los segundos.**

Porque más allá de que el tercer objetivo hable, expresamente, de la igualdad de mujeres y hombres: "Promover la igualdad de género y el empoderamiento de la mujer", en realidad **la necesidad de la igualdad está presente en el resto de objetivos.**

No podremos conseguirlos si no avanzamos de una forma real en igualdad, porque no podemos perder de vista que existe una tendencia a la feminización de la pobreza, que dos tercios de las personas analfabetas del mundo son mujeres, que están aumentando la proporción de mujeres entre los afectados de VIH o que **500.000 mueren cada año por causas relacionadas con su embarazo.**

La igualdad no es sólo un fin, es la estrategia, es el medio básico para alcanzar los siete objetivos restantes.

Este hecho es de suma importancia porque establece una correlación directa entre la igualdad efectiva y el desarrollo. No hay desarrollo posible sin igualdad. No hay desarrollo posible **si no ponemos la igualdad en el centro de la acción política para el cambio.**

Los Gobiernos, los organismos internacionales y las instituciones tenemos una gran responsabilidad histórica que no podemos eludir. Y no podemos mirar hacia otro lado.

Nelson Mandela hace más de diez años, en la conmemoración de los cincuenta años de la Declaración Universal de los Derechos Humanos recordó al mundo que la pobreza "constituye una ofensa" y que "no es el resultado de las fuerzas de la naturaleza", sino de "la acción u omisión de hombres, en particular, de aquellos que ocupan posiciones de liderazgo en la política, la economía **y otras esferas de la actividad humana**".

Esta pobreza, además, en demasiadas ocasiones se convierte en una trampa para muchas mujeres, haciéndolas caer en manos de redes de tráfico de seres humanos que se lucran de su explotación sexual **convirtiéndolas en las esclavas del siglo XXI.**

Un hecho, que unido a otras formas de violencia ejercida contra las mujeres, nos denigra a todas las sociedades y frente a los cuales no cabe la tibieza en la respuesta **ni la complicidad del silencio.**

Lamentablemente, la violencia contra las mujeres viene de siglos atrás y se manifiesta de múltiples formas, en ocasiones encubierta bajo insostenibles pretextos culturales, por lo que debiéramos aprovechar la revisión de los Objetivos de cara a 2015 para reforzar nuestro compromiso con **la erradicación de cualquier forma de violencia sobre las mujeres.**

Tenemos que seguir avanzando en el empoderamiento de las mujeres e **invirtiendo en educación**, como uno de los más poderosos instrumentos a favor de la Igualdad entre las personas, mujeres y hombres. La educación, señoras y señores, capacita a las personas, las hace libres y autónomas, posibilita su participación en la sociedad **y el acceso asimismo a un empleo digno.**

Los Objetivos del Milenio se marcaban un tiempo, 2015. El tiempo se agota y si bien ha habido avances significativos en algunas zonas y en algunos objetivos, la distancia por recorrer sigue siendo grande, **tal y como ponen de manifiesto los informes de evaluación.**

No podemos detenernos. No podemos excusar el incumplimiento de nuestras obligaciones en la situación de los mercados, en la crisis financiera. Ésta es producto de un sistema desigual y desregularizado, alejado de las necesidades reales de las personas, del desarrollo de los pueblos; un sistema que se vuelve contra las personas y **que ha utilizado la desigualdad para construirse y mantenerse.**

Y las palabras no son suficientes, necesitamos hechos. Hechos medibles y contrastables que provoquen resultados y cambios en la vida de las mujeres, y también de los hombres.

Necesitamos que los gobiernos locales, nacionales y **las instituciones internacionales “rindan cuentas” de sus acciones.**

La rendición de cuentas nos permitirá seguir avanzando en el desarrollo de los pueblos y en la igualdad efectiva de mujeres y hombres **más allá de la frontera de 2015.**

MOUSHIRA MAHMOUD KHATTAB (EGYPT)

MINISTER OF STATE FOR FAMILY AND POPULATION AFFAIRS

My sincere thanks and appreciation to Dr. Irina Bokova for her invitation, and for her vision and leadership. I also thank UNESCO and the Hellenic UNESCO National Committee for the excellent organization of this Future Forum on Gender equality, which is very aptly entitled "the missing link". Gender equality is most definitely the missing link in the peace-development equation, at least in a fair number of developing countries, which constitute the majority of the global population. Women account for a disproportionate majority of the world's poorest population. Gender inequality starts with poverty, extends to deprivation of education and ends in a multiple set of violence and discrimination that deepen the vicious circle. As we meet here to rethink the MDG's beyond 2015, it is crucial to agree on a unified approach to deal with gender inequality. Towards that end, I would like to focus on two issues or obstacles that hinder the achievement of MDG's. The first is the absence of a rights based approach as defined by both CEDAW and CRC, while the second issue is the missing link between girls' and women's rights. The complex issues of gender inequality can only be dealt with through a holistic, human rights approach. Our starting point should be CRC where all States; short of two; have committed themselves to ensuring equal rights to every child without any discrimination. The rights of the girl child are of particular relevance to today's topic, and they are by all means a very crucial missing link, one which needs very special attention. We need to rethink the MDG's as a set of rights; and must be dealt with in a holistic integrated manner.

While all rights are interdependent with no hierarchy between them, I would like to pause at the right to education, which in my opinion is the critical tool to bridge this missing link. Gender inequality can be redressed by education. Ensuring that girls receive the same education as boys will break the cycle of no, or low quality education for girls, which in turn confines them to a life of missed opportunity, and unrealized potential. Investing in gender indiscriminate education will pass from one generation to the next and with it will break society's misconceptions about the value of investing in girls' education. I use the terms 'investing' and 'value' very deliberately as a rights-based education is one of the biggest investments our societies can ever make, and the value creation associated with it is so great that generation after generation will continue to reap its benefits.

It is befitting that we meet in the house of UNESCO; the right to education brings to focus a cluster of rights provided for by the CRC, namely the right to non- discrimination; the prerequisite of the best interest of the girl as a primary consideration in any action concerning the girl; and her right to be heard as provided for by the CRC. Encompassing all of this is her right to life; survival and development to the maximum extent possible. Quality education is the first line of protection against discrimination and violence. Consequently, I find it very difficult to deal with each MDG in isolation. Poverty and illiteracy are twin obstacles to women's empowerment. I find Goal no. 1 on poverty alleviation closely linked to Goal No. 2 on universal primary education; and Goal no. 3 on gender equality and empowerment of women. They are bound by a causal

relationship. In presenting the case of Egypt; this relationship of interdependence becomes very clear. I am honoured to see three Egyptian success stories cited in UNDP report on MDG's 2 & 3 good practices. It shows how we dealt with thorny challenges and this what I will focus on.

With regards to **Goal no. 2 on achieving universal primary education**; Egypt's net enrolment ratio in primary education; increased from 87% in 1990, to 93% in 2005, and to 96% in 2007/2008. What is relevant today is that, we focused on the gender gap within school enrolment:

Out of school children and girls, in Egypt like many parts of the world; often represent the poorest quintile of society and victims of compounded vulnerabilities. They reside in deprived rural areas within the pockets of poverty, they often are obliged to be in the work force, their families are mostly illiterate and frequently either unable to protect them or even worse are, in some cases themselves the source of grave abuses. These girls need Social protection in terms of a policy framework addressing poverty and vulnerability.

Egypt has recognized the close link between girls and women's rights; and that empowerment of women depends on her education as a child. Under the leadership of our First Lady Mrs. Suzanne Mubarak Our women's empowerment agenda came hand in hand with a societal movement to uphold the rights of the girl child. The national agenda linked deprivation of education to Female Genital Mutilation and early marriage. We focused on establishing an enabling environment for the promotion of rights. Local communities played an exemplary role in breaking the silence surrounding some taboos that violated girls' & women's rights. In cooperation with UNICEF; UNESCO among 6 UN agencies Egypt's National Council for Childhood and Motherhood "NCCM" launched the Girls Education Initiative within the UNSG global initiative on Education for All. Egypt became a flagship country with 1,154 girls' friendly schools inaugurated and 34,161 girls were enrolled. Food pension is granted by WFP to 23,766 girls and their families. Ministry of Education is now entrusted with mainstreaming GEI.

Egypt's Ratio of girls to boys in primary, secondary, and tertiary education; rose from 81% in 1990/1991, to 88% in 2000/2001 and to 93% in 2007/2008. In secondary education, the ratio of girls to boys was 77% in 1990, 93% in 2000, and 110% in 2007/2008. In tertiary education, the ratio of girls to boys was 74% in 1990/1991 compared to 85% in 2000/2001 and 88% in 2007/2008.

The Girls Friendly School model was expanded to reach out to street and working children in Cooperation with the Ministry of Education, UNESCO and WFP. UNDP cited this good practice as well.

The third good practice quoted by UNDP is the "Gender Equity Model Egypt" (GEME) project. It aims to promote gender equity in the private sector, including recruiting practices, human resources management, policies and practices operating throughout the firm. The project was implemented in collaboration between UNIFEM, the International Center for Research on Women, and the General Authority for Investment and Free Zones. Through GEME, over 550 employees and managers were trained in gender-related issues and companies have

reformulated their HR policies to be gender-sensitive. Institutionalization and mainstreaming of GEME is an integral component of the project

The share of women in wage employment in the non-agricultural sector, increased from 19% in 1990 to 23.1% in urban and 14% in rural areas by 2007. **- Women's political rights: NCW chaired by the First Lady played a crucial role.** Women voters increased from 18% in 1986 to 40% in 2007.

Moreover, the proportion of seats held by women in the Shoura Council increased from 3.3% in 1980, to 5.7% in 1996, and to 7.9% in 2007. In 2009 the constitution was amended allocating 64 extra seats to women in the upper house People's assembly.

Violence against women is an impediment to attainment of her rights and empowerment. Using an integrated human rights approach, we worked simultaneously on multiple forms of discrimination and violation of the rights of females. Our starting point was equal right to education for the most marginalized; simultaneously we targeted girls victim or at risk of early marriage and FGM. In combatting FGM we articulated a bottom-up societal refusal to the practice that ultimately led to its criminalization, an achievement we are most proud of. The passing of the Law in 2008 was a dream come true long held by advocates of Girls' rights, crowning tireless efforts of the civil society. I am proud to report that towards achieving the same goal, 2009 witnessed a paradigm shift in combatting child marriage. Perpetrators were brought to justice for the first time in Egypt's History; awareness raising campaigns and family empowerment lead to the sharp decline in the practice. The societal movement to uphold the rights of marginalized young women lead to the adoption of a wide; comprehensive; far reaching, rights based and revolutionary legal reform including raising the minimum age of marriage to 18 and, criminalizing FGM along with other forms of discrimination and violence. Law enforcement is a reality where perpetrators of FGM; child or forced marriage are effectively brought to justice.

Our efforts target more effectively gender disparities in education, health; protection and participation. In designing relevant programs, we relied on a participatory approach that mobilized different stakeholder groups. The consultation process extended to villages in rural areas and informal urban settlements. Women; girls; their families as well as community leaders and NGOs were involved in priority setting, advocacy, monitoring and evaluation.

In coordinating the implementation of these programs, we empower NGOs and communities to ensure that their inputs to action and change are conducive to a culture of rights for both girls and women. We established information and knowledge dissemination channels at the community level to motivate challenging obsolete traditions, harmful practices and other misconceptions that undermine the status of the female. Recognizing community strength has provided a significant contribution to the momentum at the village levels. All programs integrated, within their design, concrete steps to address the vulnerability of Females within these groups and mitigate the risks they are exposed to.

Reduction of maternal and child mortality rates is one of Egypt's success stories. Under-five mortality rate is reduced by 73%; from 104/1000 live births in 1990 to 28/1000 in 2008. Infant mortality is also reduced by 66%; from 73/1000 live births in 1990 to 25/1000; (EDHS2008). Nevertheless, neonatal mortality is 16/1000, which represents around 64% of cases of infant mortality. This epidemiological transition phase (in which Egypt is going through together with many other developing countries) acts as an obstacle towards more progress in under-five and infant mortality.

Similar success was also done in the area of maternal mortality which has been reduced by 68% from 174/100000 live births in 1992 to 55/100000 in 2008. However the figure is still high and a lot of work still needs to be done.

A serious obstacle hindering gender equality is the narrow and biased interpretation of religions. The success of our efforts has lent itself to proving that all monolithic religions are vehemently opposed to discrimination or violence against females. We still have serious remaining issues that we are battling with.

To **achieve Goal 1: Eradicate extreme poverty and hunger; we are on track; yet** The recent economic and financial crisis, the food and fuel crises and the challenges of climate change have impacted our efforts. Population living under poverty line decreased from 24.3% in 1990/1991 to 16.7% in 1999/2000 but has then increased to become 19.6% in 2004/2005. Population earning below \$1 per day: accordingly, decreased from 7.5% in 1995/1996 to 3.3% in 1999/2000 and up to 3.4% in 2004/2005 and 6% in 2008. I like to refer to the recent comments of Ms. Helen Clark, UNDP administrator who commended our efforts towards poverty reduction

We are aware of the challenges and determined to deal head on with it.

Allow me to end my speech by making some Recommendations:

- To rethink MDG's as a set of core rights establishing responsibility on the duty bearer.
- Accelerated action is needed to ensure Indiscriminate Quality education as an intrinsic human right and a key to gender equality and women empowerment. UNESCO should lead an interagency concerted action assisting national efforts in this respect.
- The only way to achieve Gender equality is by adopting a rights based approach as stipulated by CEDAW & CRC.
- CEDAW and CRC concluding observations must guide efforts of all stakeholders; governments or civil society.
- The two Committees (on CEDAW and CRC) must coordinate more closely their work. They need to issue a joint General Comment on the Girl Child.

- Advocates of the rights of children and women must stop working in parallel; and put their hands together.
- Boys and men have a critical role to play and they need to be prepared for it.
- More research is needed to clear religions from the stigma of instigating gender discrimination.
- The establishment of UN Women; the new gender entity aiming to consolidate various UN efforts in achieving Gender equality and empowerment of women; is a reason for optimism. My country avidly supported and worked hard towards the establishment of this new entity. Egypt will continue to lend its support to ensure success of UN Women in achieving its goals. We call upon all States and organizations to lend its unwavering support to the new organization.

EMMA BONINO (ITALY)

VICE-PRESIDENT OF THE ITALIAN SENATE

Thank you very much for this invitation, such an opportunity and a spectacular location. The sheer fact that we still feel the need and the usefulness of such gatherings simply shows that gender equality has not been reached yet. Otherwise, such meeting would not be organized and attended. Normally also, men gather, but for totally different purposes: they do not feel a gender gap. They are on the other side. And when they meet, they do so for totally different reasons. They do it for finance or budget or whatever other objective. The simple fact that we are organizing such a meeting shows that the problem is still there. Of course, progress has been made. I am sixty-two and looking back at when I was twenty or even ten or fifteen in Northern Italy after the Second World War, coming from a poor family of peasants, I truly do not recognize my country and the people I grew up with.

The only thing is that this progress is much too slow. If we maintain this pace, we will need an incalculable number of generations and meetings in spectacular locations to testify that we have some progress going on. Since I agree with all the previous speakers, I will not repeat the statistics. I could add the statistics from my country where the situation is, as I usually describe it, simply pathetic. What I mean is that we had a brilliant period in the seventies and the eighties, but that, today, if you look at all the criteria, that is women's access in the labour market, salaries, positions in the board or power positions, we are – I believe – the least advanced of the 27 members of the European Union. This means that you can go up as well as down and that evolution can be contradictory if we do not push enough.

I will briefly add a point of view which I have come to strongly believe in. Everybody knows the statistics. Everybody knows what a battered world it will be if women and men are not equal. So where is the stumbling block? Is it destiny? Where is the stumbling block by which we keep repeating – and men keep repeating – the statistics and then are back to square one? I came to the conclusion that the question is not ignorance: we know the statistics and, evidently, men also. I do think that, at the end of the day, it is a power struggle. Let's face it: all powerful posts are occupied by powerful men, so that newcomers – whether women or young people, to mention another category that has an entry problem – are not welcome at all because all the positions of power are occupied. If you want that post, there is already a powerful man in it, who likes his post very much and does not want to give you his seat, unless you oblige him, softly or not, to move.

At the end of the day, the question is about power struggle and we must face it. This is so true that they are now offering us leadership roles. Frankly, I am totally fed up to be granted a leadership role. I have already shown a lot of leadership and, at the end of the day, I do want power. I want power to decide, because we deserve it: we are not worse than others – we are just equal. Some people will say that it is like that in Italy because of the family structure; others will say that in other countries it is poverty. Even in very poor countries, you can find fantastic, articulate, very and highly professional women, but there is always a "but".

I just wanted to add two points. We should not shy away from claiming power anymore. We have already shown how professional we can be, how dedicated we can be, how committed we can be. We now need a further step. First: it is not enough to be a woman to care for women – and it is not even compulsory. There are women who deal with other businesses – this is granted. We should not take women as a category, by which it is enough to be a woman to care for women, particularly when you are in a powerful post. The second point is the following: it is not enough to be a woman to be better, let's face it. I think we should also acknowledge that women are not a category; they are not better by birth. They are, we are, human beings. So we deserve a possibility to show what we are, who we are. We are not pretending that we are a coherent category particularly dealing on women issues – it is not true. I have powerful and intelligent colleagues who are in powerful positions and deal with other issues and who do not care that much on gender issues. This is not a reason to criminalize them: we must simply recognize that they are a variety and that there are different kinds of women. The very good news is that things can change. The bad news is that it needs a lot of efforts.

My good friend Moushira Mahmoud Khattab will have the floor after me and I am sure that she will show you how things can change and how people and educated women can make things change. I am proud to be her friend and to be your friend. As a final point, I would like to add that partnership can help as well as joining forces can help. Of course, we are all on the line in our own countries; but when I am in trouble, when we are dealing with special issues, your support worldwide is most welcome.

CAROL BELLAMY (USA)

**CHAIR, EDUCATION FOR ALL – FAST TRACK INITIATIVE AND
FORMER EXECUTIVE DIRECTOR OF UNICEF**

Why risk getting involved with the subject of women's and girl's status in a world rife with old, new and emerging crisis—financial and economic, conflict and fragility, food, climate, terrorism and, indeed, political conflict around gender, a world where so many cultures are attempting to negotiate the assaults of modernization, secularization, and globalization, a world where fundamentalisms are resurgent.

The answer is simple: There is no greater dividend than the payoff from women's and girls rights. For all the missteps of the past, for all our conflicts and disputes, there is one thing we know for certain. More than four decades of international development experience demonstrates that investments in women and gender equality yield immediate gains. Prioritizing women and girls is not just a moral imperative but also a necessary condition of success if our aim is to meet the world's most critical challenges—if we hope to reduce poverty, grow economies, improve health and nutrition, stabilize fragile countries, secure good governance, and achieve political stability. We no longer need to rely on anecdotal evidence. We now have solid metrics from more than 100 countries to demonstrate the effectiveness of aid that specifically disaggregates women, targets their needs, and makes them more powerful.

What does it really mean to put women at the center of development policies? The most successful programs have deep roots in the households and in the communities they serve. They provide access to quality services and encourage people to make free and informed decisions about their lives.

But beyond these ethical and moral values, effective models for responsible, women-centered development policies must be guided by strong standards of performance accountability. An analysis of best practices by ICRW (the International Center for Research on Women) demonstrates how development agencies in a number of bilateral donors have improved the execution and results of their foreign assistance programs by focusing on girls and women. Critical staff of these programs have been schooled in gender analysis. Technical specialists in women's rights and development are integrated into many departments, and investments are assessed by tools of evaluation that take gender into account.

While we have empirical evidence that women and girls are central to progress on education, health, development, and environmental protection, we all know that progress towards improving women's and girls lives is mixed. We are now two-thirds of the way to the 2015 deadline for achieving the U.N.'s Millennium Development Goals. The MDGs explicitly identify girl's education and women's empowerment as goals and require the integration of gender analysis into all other substantive priorities of the United Nations.

Currently, however, the only numerical targets that measure girls and women's progress in the MDGs are universal access to and completion of primary education (MDG2) and gender equity and women's empowerment (MDG3)..

Education is a powerful catalyst for gender equity and women's empowerment. Educated women are better able to support their families and make informed spending decisions; they are more likely to send their children to school, better able to protect their children from malnutrition, and more likely to contribute fully to political, social and economic development. Moreover, girls who receive quality education are more empowered and better prepared to protect themselves against violence, abuse, exploitation and trafficking, and are less vulnerable to disease. In addition, the education of both women and men within households tends to enhance significantly intra-households gender equality and is associated with a less unequal distribution of household income and labor between family members.

As many in the audience may be aware, in a good number of countries primary school goals are said to be within reach by 2015, but still globally girls comprised more than half of the estimated 72 million children still not in primary school. More problematically, many girls are not receiving secondary education, which is known to have the most impact on social change.

Let me go out a bit on a limb here though, as I presently Chair The Education for All Fast Track Initiative, I am assuming this will not come as a surprise to you. As we all know, with the current pace of advancement towards the MDGs, the attainment of most of the MDG targets by 2015 is unlikely. I would argue that education is the key to achieve or come as close as one can come to achieving all the 8 MDGs. We are here to think beyond 2015 goals but to go beyond, at a minimum, we must reach what we've agreed upon.

By other measures women's equality remains even more elusive. Higher education for women, which is essential for entry into government, business and the professions, has seen negligible gains. Moreover, though one may have hope with the creation of UN Women, presently there are no enforceable UN targets for increasing women's opportunities in civic and political life, where their participation has been clearly and favorably linked by many to enhanced concern for human rights, social welfare, peace and security, as well as to reduced corruption and greater effectiveness in government.

Today only one in about six members of parliament worldwide is a woman, and at the existing rate of increase of female parliamentary representation in the developing world it will take at least 40 years for women to reach parity in their national assemblies, which is a long time to wait. Fixed quotas or other incentives to accelerate the political participation of women may therefore be advisable.

The MDGs have also been roundly criticized for failing to address sexual and reproductive health and rights. 200 million women seek but do not have access to modern methods of contraception; sexual violence remains epidemic, and young women are the fastest growing population in the world infected by HIV/AIDS. And, while we are seeing some modest attention

to and improvements in addressing and preventing maternal mortality, still of over half a million women around the world continuing to die in pregnancy and childbirth each year. No woman should have to pay with her life to give a life

To be sure, recent years have seen some progress on women's and girls rights.

- Some governments have repealed discriminatory laws;
- Access to education has increased for girls particularly in primary schools;
- Women's participation in the labour force has reached a new high;
- Governments have introduced measures to support women's equal access to credit and land rights;
- Women are participating more regularly in peace processes;
- Some countries now have laws and policies aimed at ending violence against women and girls and supporting survivors; and
- Some countries are moving to end segregation in the work place.

But, still much more must be done. Meaningful progress for women and girls will require not just fine speeches and even good values, but also stronger mandates, clearer performance indicators, and better incentives overall. This, in turn, will require sustained advocacy, not just by women's rights organizers, but also by Heads of State and Heads of Government, Parliamentarians, the private sector, academia, civil society, religious leaders and others who, one day soon, one hopes, will understand, there is no better investment than in improving the status of women.

NAFIS SADIK

SPECIAL ADVISER TO THE UN SECRETARY-GENERAL AND SPECIAL ENVOY FOR HIV/AIDS IN ASIA AND THE PACIFIC

The September review of the Millennium Development Goals offers a unique opportunity to promote this vital aspect of development. The global conferences of the 1990s on environment, human rights, population and women established the groundwork on which the MDGs were built in 2000. Crucially, gender equality took its place as one of the Goals, with education as the centre point for the targets and indicators marking progress towards the goal.

Since that time the AIDS crisis has threatened work towards gender equality in many countries. Women are especially vulnerable to HIV and AIDS. They also bear the burdens of looking after the afflicted and keeping households together in the face of sickness and death. Tragically, women find themselves also bearing the burden of stigma and the blame of spreading infection.

I will make only three points, relating to MDGs 2, 3, 5 and 6:

On MDG-2, many countries have made good progress towards the targets of universal primary education and closing the gender gap in education. Others have been held back by poverty and competing priorities, or by religious extremism. It is time for national and local leaders inside and outside government to accept in practice that investment in equal education is essential both for development and for human rights. Gender equality is a universal cultural norm; to oppose gender equality, or its practical expression in the form of educating girls and women, is unacceptable in today's world. Gender equality is a value worth defending. In fact it is a value that must be defended, if development or human rights mean anything at all.

As regards MDG-3, girls' access to education is essential to their empowerment; but access alone is not sufficient. The content of education itself must contribute to girls' sense of self-worth and to men's and boys' understanding of what gender equality means. Girls' presence in school should be a given, and curricula should reflect that reality.

Respect for gender equality should extend throughout the school system, and into the world beyond. Teaching staff must understand their responsibility, and lead by example. There must be zero tolerance for sexual exploitation by adults of young people in their care, in or out of school. Young people themselves must understand that their sexuality is too valuable for them to trade it for favourable treatment, whatever the inducement. There is room for discussion about sex work, but we can all agree that it is not appropriate for minors.

Women's empowerment and gender equality is especially important in view of girls' additional vulnerability to HIV and AIDS. Ways must be found to ensure that education systems, health systems, social and cultural networks, and workplaces empower women and girls to

protect themselves against infection, and to ensure that infection does not mean stigma and social exclusion.

Finally, on MDG-5, health systems must reinforce gender equality and deliver integrated services for sexual and reproductive health, including HIV and AIDS prevention and action against gender-based violence.

Gender-based violence of any kind is not merely harmful to sexual and reproductive health; it is a violation of human rights, and unacceptable in any society, in any situation. I see a great deal of change in gender relations, much of it the result of unremitting work by women's organizations. It is time for the Millennium Development Goals to reflect this reality by introducing targets and indicators on gender-based violence into MDG-5.

In the last 10 years, targets and indicators on sexual and reproductive health have been added to MDG-5, recognising that control over their own fertility is the essential condition for women's empowerment. I do not yet see this commitment in practice; in fact I sense a reluctance in some quarters to introduce specific aspects of reproductive health and rights.

Let us be clear: universal access to sexual and reproductive health information and services – as agreed at ICPD in Cairo in 1994 and Beijing in 1995 – means just what it says. Information and services must extend to all groups. This includes young people of both sexes and all gender orientations, both inside and outside marriage.

Obviously this is a sensitive subject; but it is not so many years since family planning itself was a sensitive subject. Sensitivity is a mental hurdle, not a practical problem. Policymakers found a way to support family planning when it became clear that women themselves were demanding it. The next mental hurdle is to understand that young people's sexual behaviour is changing, and that health systems must change in response.

Please note that I am talking about public health, not morality. Young people can be relied upon to find their own moral compass, if they have the appropriate education and guidance. My concern as a public health specialist is to enable young people to give effect to their choices; and that includes information and services on sexual and reproductive health for all young people, both in and out of school, married or not.

In the United Nations context, I very much welcome the creation of the new gender entity, and I am sure every part of the United Nations system will work towards its success. I wish only to point out that success will require the unremitting commitment of each part of the United Nations family to women's empowerment and gender equality in its own area of operations. Creation of the new gender entity doesn't relieve other agencies of their responsibility to promote women's empowerment and gender equality. Genuine mainstreaming depends on the commitment of the whole system; if we fail in one area, we will fail in all.

FIRST SESSION:
THE STRATEGIC ROLE OF
GENDER EQUALITY IN
DEVELOPMENT

SUMMARY OF THE DEBATE

THE STRATEGIC ROLE OF GENDER EQUALITY IN DEVELOPMENT

In the perspective of 2015 and beyond, the participants in the debate agreed that the **MDGs as a whole were not fully achievable as long as the international community did not fully recognize and act upon the fact that gender equality is a driver of all aspects of development.** Pointing at the rich corpus of instruments promoting gender equality and the empowerment of women both at the international and national level, the participants affirmed that a universal and effective implementation of these legal mechanisms remained a missing link to be imperatively addressed in the coming years. During the discussion, different approaches were proposed as to mainstreaming and operationalizing gender equality in the context of development and cooperation: the missing link manifested itself in a variety of forms. **The gender equality missing links were not an issue limited to the roles of women, they concerned the transformation of society as a whole.**

Regarding the implementation gap, it was widely acknowledged that the missing link between the formal proclamation of women's rights and their often feeble execution at the national and local levels raised fundamental issues of governance. When decision-makers did not give their full support to the enforcement of gender equality policies they had nonetheless elaborated and formally endorsed, they were actually overlooking the adverse consequences this had on the respect for the rule of law, a fundamental condition of sustainable institutions and economic development. Convinced that the rights approach was the right approach, participants deemed it necessary also to increase the obligations of the States towards gender equality. They suggested that governments accept to translate the MDGs into rights so as to demonstrate their commitment by raising their own accountability. Intergovernmental organizations and civil society were called upon to demand and monitor that governments fully commit to concretizing gender equality legal frameworks into verifiable and measurable actions and budgets. This would require **to adopt different or new gender equality based indicators and tools, such as gender budgeting.** In line with the panelists' presentations, it was warned that these tools should not confuse gender equality as an outcome with merely numerical gender parity outputs, which was not necessarily a true reflection of effective women's empowerment: identical numbers of girls in the classroom cannot be an indication that girls would automatically be receiving enough attention and benefit from a quality education.

Global strategies for development were needed, relying on **more specific approaches of the situations and needs of women, in particular in the context of the lasting effects of the global economic crisis, which was creating more poor, the majority of whom were women.** There was a long term development challenge at stake here since it was noted with great concern that, scale notwithstanding, the current crisis was having similar negative effects on women as previously documented ones. A participant concluded that nothing had been learned for want

of a real commitment to gender equality. The problem, it was estimated, was that societies had a tendency to revert to more conservative and traditional values in times of hardship, which required specific reflection on the deeper workings of our societies, particularly in a context where it was increasingly acknowledged that globalization in general had not always resulted in expanding gender equality at the country level.

It was agreed that UNESCO had a strategic role to play in fostering the evolution of attitudes and behaviours towards a better integration of gender equality in all aspects of political, economic and social life. **Mainstreaming gender equality in all aspects of development required a holistic approach** that UNESCO had the capacity to design, adopt and promote through a nexus of coherent activities in education, the sciences, culture and communication and information. International organizations, national and local governments, communities and civil society, and individuals, women and men, had to work towards transforming the paradigms in which we live, we work and we are educated. Forward-looking orientations were suggested by various participants.

In the field of education, conditional cash transfers were presented as an efficient instrument to increase girls' enrolments in school. Regarding the very content of education, it was affirmed that a **breakthrough was needed in education so that the minds of the next generations would be open to questioning traditional preconceptions about the roles, situations and expectations of women – and men.**

The sciences, which were important for education and in education, had the potential to foster gender equality in many ways: as vectors of rational thinking, they could help discredit and diffuse stereotypes; careers in the scientific and technological fields could increase the access of girls and women to better jobs, higher salaries and socially esteemed positions. Recalling that most development policies had not integrated that in many societies, women had traditionally been endowed with key roles in health, especially in maternal health, a participant noted that overlooking these roles of women had created a missing link between traditional rural and modern urban medical practices. This was especially true for Africa where, after independence, Western conceptions of development had been adopted to the almost systematic detriment of traditional approaches, which had so far helped societies and communities to cope with external changes. **As knowledge was a crosscutting asset in the realization of the MDGs, the natural sciences and the social sciences had to be harnessed to better target the roles of women so as to establish dialogues between traditional or indigenous systems of knowledge and modern forms of science.**

Gender equality-sensitive approaches to culture in development policies were perceived as another missing link between the formal legal framework elaborated by policy-makers and the daily practices of people in their social contexts. Since gender equality started at home, **the achievement of the MDGs and improvements of human development would remain elusive as long as stereotypes and lack of justice would remain a daily reality in women's lives** and prevented them from pursuing happiness. In line with the UNESCO Universal Declaration on Cultural Diversity, which states that "No one may invoke cultural diversity to infringe upon human

rights guaranteed by international law," it was affirmed that traditional values and practices like Female Genital Mutilation or honour killings had to be rejected as violations of human rights. States were called to increase their commitment to the rights of women.

INTRODUCTORY INTERVENTIONS BY THE PANELISTS

CLAUDIE HAIGNERÉ (FRANCE)

PRESIDENT OF UNIVERSCIENCE, PALAIS DE LA DÉCOUVERTE
ET DE LA CITÉ DES SCIENCES; FORMER MINISTER DELEGATE OF
RESEARCH AND NEW TECHNOLOGY AND FOR EUROPEAN AFFAIRS

Quinze ans après la Déclaration de Pékin, **l'analyse des indicateurs de développement conduit à un constat alarmant pour les femmes :**

- 64% des analphabètes dans le monde sont des femmes (Rap éducation l'Unesco)
- 70% des populations pauvres des pays en développement sont des femmes (PNUD)
- en moyenne au niveau mondial, les gouvernements comptent 7% de femmes et les parlements n'en comptent que 12%.

A cinq ans de la date butoir fixée pour la réalisation des **objectifs du millénaire pour le développement**, il est nécessaire de trouver un nouvel élan dans la dynamique de l'égalisation de conditions entre les hommes et les femmes, que ce soit dans les pays développés ou dans les pays en voie de développement.

I – Si la corrélation entre l'égalité des genres et le développement des sociétés n'est plus à démontrer, l'égalisation des conditions entre hommes et femmes restent très insuffisante.

A – L'égalité des genres, facteur clé dans le décollage économique et le développement durable des sociétés.

De nombreux écrits insistent sur la corrélation entre la qualité du traitement des femmes et le niveau de développement et de compétitivité des États.

- Dans son rapport annuel de 2008 sur l'évolution des inégalités de genre, le Forum économique mondial montre que donner des droits, des responsabilités et des opportunités similaires aux femmes, c'est contribuer à une meilleure **utilisation des talents humains d'un pays, et donc favoriser la production de richesses.**

Sur le long terme, la pauvreté a tendance à baisser parallèlement à une égalisation des droits entre hommes et femmes

- **L'éducation** est au cœur de ce processus : plus les femmes sont éduquées, plus elles inciteront les enfants à investir dans l'école, facteur de décollage économique et de réduction des inégalités.
- Le **cercle vertueux** : la croissance engendrent à son tour une amélioration de l'accès des femmes à l'éducation, la formation et la santé et un meilleur accès aux

ressources économiques. Cet accès favorise lui même une hausse de la productivité des femmes, avec à la clé, une stimulation de la croissance.

B – Mais l'égalité de droit entre hommes et femmes ne conduit pas à une égalité de fait.

Certes, l'accès des femmes à la sphère publique, au marché du travail s'est fait parallèlement à une égalisation des droits. Dans les pays développés, la norme n'est plus la femme au foyer mais la femme active : 80% des femmes de 25 à 54 ans travaillent en France.

Mais les écarts restent grands dans les conditions faites aux hommes et aux femmes.

- **Des emplois moins qualifiés**, donc des salaires moins élevés :
 - les femmes françaises gagnent aujourd'hui 19% de moins que les hommes, selon étude de l'OFCE en juillet, « Enfants, interruptions d'activités des femmes et écarts de salaires entre les sexes »)
- **Des emplois moins bien rémunérés** : à qualification égale, l'écart de revenus est d'autant plus important chez les femmes les plus qualifiées
 - les femmes cadres gagnent 30% de moins que leurs homologues masculins
- **Des écarts de pensions entre retraités**, conséquences directes de ces écarts de rémunération.
- **La double peine des femmes** : le travail salarié s'ajoute au travail domestique. Ce qui est gagné en indépendance est souvent perdu en qualité de vie, en particulier dans les catégories les plus défavorisées.

II- La lutte en faveur de l'égalité des conditions entre les hommes et les femmes passent par un investissement politique important et par des prises de conscience individuelles.

A – Plutôt que de miser sur des politiques des quotas, investir dans des politiques publiques de long terme.

Les politiques des quotas peuvent avoir des résultats de court terme, visibles mais comportent aussi leurs lots d'effets pervers de long terme (promotion factice, sentiment d'injustice chez les hommes, suspicion d'incompétence tenace envers les femmes promues...)

Le grand risque des politiques dites de discriminations positives : réparer une injustice en créant une nouvelle situation d'injustice.

Ne faut-il pas privilégier un investissement dans des politiques structurelles de long terme, telles une véritable politique familiale (construction de structures d'accueil, aides à la parentalité...) ou l'éducation ?

Les résultats peuvent être rapides, avec des effets durables non seulement sur l'organisation de la société mais sur les mentalités également.

- **L'éducation a un pouvoir accélérateur dans la promotion de l'égalité des sexes** : au delà de l'accès à l'éducation, il est nécessaire d'améliorer l'information et l'orientation professionnelle des filles vers les études supérieures, notamment scientifiques doit être une priorité.
 - L'engagement de la France sur cette question : la « deuxième convention pour l'égalité entre les filles et les garçons, entre les femmes et les hommes, dans le système éducatif », signée le 29 juin 2006 par 9 ministères et qui établit une feuille de route jusqu'en 2011
 - améliorer l'orientation des filles vers les filières scientifiques, technologiques et professionnelles.
 - intégrer, dans les programmes d'enseignement la thématique de la place des femmes et des hommes dans la société.

B – La société civile à un rôle de premier plan à jouer dans la prise de conscience individuelle des écarts de traitements et « l'empowerment » des femmes.

Le refus des discriminations ne contribue pas à garantir l'égalité. Les barrières mentales et l'auto-censure des filles sont un facteur sans doute aussi important et plus difficile à surmonter que les écarts de rémunérations.

- **L'éducation informelle** est dans ce domaine, sans doute, tout aussi importante que l'éducation transmise par les professeurs. Les filles et les femmes peuvent et doivent se montrer audacieuses, dans les projets qu'elles peuvent mettre en œuvre.
- **La société civile** a un rôle éminent à jouer pour aider à cette prise de conscience : de nombreuses associations ou ONG ont compris que le développement ne devait plus se faire pour les femmes mais **PAR les femmes**.
 - Les initiatives de micro crédits dans les pays en développement aident les femmes à acquérir une autonomie financière
 - L'accompagnement des femmes auto-entrepreneurs en France.

CONCLUSION

Le rôle stratégique des femmes dans le développement n'est pas seulement une question morale :

Le développement par l'égalité des genres, et le développement pour l'égalité des genres... Ce combat est d'abord éthique. Mais c'est également une question d'efficacité de

nos politiques globales de développement, dont les bénéficiaires sont le collectif et non pas seulement les femmes.

→ **La science, un chemin vers l'émancipation des femmes :**

Nos sociétés, si différentes les unes des autres, se ressemblent par leur niveau d'exigence envers les femmes. Aujourd'hui, la femme doit être une bonne mère, une épouse épanouie et une professionnelle compétente. Mais si la perfection n'est pas l'objectif, l'ambition est le préalable indispensable, et la science un chemin auquel je crois.

→ **Pour y parvenir, nous avons un devoir d'exigence :**

Un jour, Kennedy, citant l'écrivain et prix Nobel George Bernard Shaw, a dit : « Certains regardent la réalité et disent : «Pourquoi ?» Moi, je rêve de l'impossible et je dis : «Pourquoi pas ?» »

C'est ainsi que nous devons raisonner aujourd'hui.

RACHEL N. MAYANJA

UN SECRETARY-GENERAL'S SPECIAL ADVISER ON GENDER ISSUES
AND ADVANCEMENT OF WOMEN; ASSISTANT SECRETARY-GENERAL
OF THE UNITED NATIONS

I am delighted to join you in this UNESCO Future Forum. I congratulate UNESCO for organising this series of debates that are engaging a wide range of actors to contribute to the global debate on key challenges of our time.

The question for this Forum - whether gender equality is the missing link when it comes to the internationally agreed development goals, forces us to reflect on an issue that at first appears quite clear, but in reality is more complex.

Is it not obvious that gender equality -MDG-3 - is a key part of the millennium development goals? Well, in many ways it is. This year, a number of intergovernmental events have highlighted the importance of gender equality and the empowerment of women. In March, the General Assembly commemorated the 15th anniversary of the Beijing Declaration and Platform for Action. The Commission on the Status of Women reviewed the implementation of the Beijing Platform for Action and progress towards gender equality and the empowerment of women. In July, the United Nations Economic and Social Council held its Annual Ministerial Review on linkages between the internationally agreed development goals and gender equality. The Council reaffirmed that gender equality, the empowerment of women, women's full enjoyment of human rights and the eradication of poverty are essential to economic and social development. This month in New York, world leaders will come together at the High-level Plenary Meeting on the MDGs. I expect that the meeting will reaffirm the goals of gender equality and empowerment of women, and their essential link to progress and achievement of all the MDGs. This year also marks the tenth anniversary of the passage of Security Council resolution 1325 on women, peace and security, with its emphasis on the essential role of women in the prevention and resolution of conflicts and in peace-building.

These past discussions and reviews have confirmed that gender equality in education provides women with the knowledge and skills to fully participate in society and enjoy their rights. They recognized that improved maternal health and health care result in increased life expectancy for women. It is also clear that ensuring women's equal access and participation in the economy provides immediate benefits in terms of increased efficiency of economic and labour markets, greater productivity and economic growth. Poverty reduction and lower economic and social inequality significantly decrease the potential for economic and social conflict.

Unfortunately, despite our commitment, investments and repeated reaffirmations of the links between gender equality and development in general, it is still difficult to measure what we have achieved, thus causing a missing link between the rhetoric on the importance of gender equality and the outcomes of intervention. With all the clear recognition of the strategic

importance of gender equality in development and the commitment to ensure its achievement, let me ask a question. What does gender equality look like? When is it evident that gender equality has been achieved or that progress has been made from one degree of gender equality to another?

Being able to answer these questions is important if we are to be successful in ensuring gender equality. Yet after decades of efforts to address gender equality - - from Mexico to Beijing and beyond, the outcome that we seek in the pursuit of equality is still difficult to recognize and measure.

Why is this so?

First, the elusiveness of gender equality as an outcome derives directly from the complexity of our field of work. Unlike work in areas such as health, education, employment et cetera which focus on one broad area, gender equality and women's empowerment cuts across all these and more. Therefore achieving gender equality requires change in all the component areas.

Second, too often, development work has equated gender equality to gender parity - or the equal numbers of women and men receiving a particular benefit or represented in a particular area. In education, gender equality has too often meant the same numbers of girls and boys in the classroom. In employment, gender equality is translated to mean equal numbers of women and men employed, or in various sectors or at various levels. In government, the proportion of women parliamentarians is often considered an indicator of women's participation in decision making. Is this enough? Do these really reflect gender equality?

While it is important to achieve parity in numbers, it imperative to recognize that true gender equality does not lie in having equal numbers of women and men in the same roles or occupations. For example, even where girls occupy 50 per cent of seats in the classroom, they often have unequal opportunities to learn and advance. Teaching materials may be unsuitable and stereotyping and discrimination may discourage them from pursuing their interests and strengths. This is the link we must most earnestly seek to recover. And, the broken link exists not only in education, but in the workplace where women hold the same jobs but earn less; where women may come up for promotion later than men because they have taken maternity leave. It exists in Government, where women may be appointed to Ministries and sectors that receive the least budget allocation while men may be appointed to more active, dynamic and better financed sectors.

A third challenge is that many of the issues that have been targeted through investments to address gender equality policy and programmes persist, raising questions about whether existing strategies are working or if they will ever work. For example poverty continues to bear a female face. The majority of the world's poor are women, with certain groups particularly vulnerable to poverty, such as women farmers, women in the informal sector, women with disabilities and older women. The recent global financial crisis has shown that women remain

vulnerable, even if there have been improvements in their education and employability over the years.

It is estimated that the global financial and economic crisis resulted in 16 million more unemployed women between 2007 and 2009 and pushed women into informal and unsafe jobs at a faster rate than men. In addition, women's concentration in vulnerable and informal sectors means that the negative effects of crises are less visible and therefore receive lower priority in terms of national policies and programmes for recovery.

Although women are major producers of food crops in most of the world, they still lag well behind men in ownership of agricultural land and access to tools, seeds, fertilizers, and markets. Many women continue to face discrimination in access to land, housing and financial resources, often because of traditional customs and practices.

According to the United Nations Millennium Development Goals Report 2010, the share of women in paid employment outside the agricultural sector has increased only slowly and in some regions is still only 20 percent. Women are more likely to work in the informal sector and have low-paid and vulnerable jobs, with limited or no social protection. Women are paid less than men for the same work with a global wage gap of 17 percent on average. In addition women are still most often the primary care-givers within the household and face most of the responsibility for unpaid work.

And even though the world has made some of the greatest progress in the field of education, an out-of-school child is still more likely to be a girl. Over 500 million women are illiterate.

Achieving gender equality and the full implementation of the Beijing Platform for Action and the achievement of the MDGs will require coherent national and international strategies built on leadership, strong institutions, partnerships, accountability and financing. Such strategies must explicitly incorporate true gender equality perspectives and not just parity in all areas.

Stronger leadership and political will is critically important. Leadership at all levels and across all sectors is necessary for sustained action at national and international levels and for making gender equality an integral element of all policy-making and programmes.

Active, transparent and accountable institutions must be based on solid foundations of laws, policies, practices and traditions that embody the principles of gender equality and non-discrimination. Good practices must be identified and scaled up.

Partnerships and consultative processes between governments, the private sector and civil society can expand policy space, accelerate investments, and minimize crises.

Greater monitoring of progress towards gender equality and empowerment of women depends upon increased gender-sensitive research and analysis to inform the work of policymakers and key stakeholders. This is critical. Above all research is critically needed to help

to define what is required to distinguish clearly between where we have succeeded and where we need to change strategies.

The gap between political intention and action must be addressed, and incentives as well as more effective enforcement mechanisms within governments, institutions and organizations are needed. Improving the numbers and influence of women in political and economic decision-making increases the accountability of public institutions to women.

Finally, it is essential to move beyond a "victim approach" in the work on gender equality to a "empowerment approach". The former assumes women and girls are the underdogs and must be helped to close a perceived gap between their performance and that of men. The latter approach recognizes that women bring unique skills and assets to the table and must be empowered to develop and apply them. For example, while it is clear that women experience inordinate maternal ill health and mortality and that 500,000 of them die every year as a result of complications during pregnancy and childbirth, there is much less recognition of women as the pillars of health care systems worldwide. Whether we consider their historic role as nurses within western health care systems or their roles as midwives and traditional birth attendants or their role in providing care in the home for the sick and dying, women have demonstrated a compelling capability and contribution to the achievement of the MDGs. Unfortunately this has never been recognized, leading to failure to invest in them and to ensure the further development of their capacities in this area. We must recognize that women bring tremendous assets, interests and skills to the health sector and supporting their role can help to achieve MDG-4, 5 and 6 in developing countries. Similarly, while women and girls are often victims of brutal and inhumane attacks and abuse in situations of armed conflict, many are also activists who have the capacity to contribute their negotiation skills to peace processes. This approach would be consistent with the vision of Security Council resolution 1325 (2000) whose 10th anniversary will be recognized next month.

The United Nations has recognized the strategic role of gender equality in development as shown by the creation in July of, the United Nations entity for gender equality and the empowerment of women (UN Women). Grounded in the vision of equality enshrined in the United Nations Charter, UN Women will work for the elimination of all forms of discrimination against women and girls, the empowerment of women, and the achievement of equality between women and men. It will be important for UN Women to establish clear connections between the investments in the area of gender equality and outcomes. An important task for UN Women for 2015 and beyond is to establish gender equality firmly as a measurable, identifiable outcome of the decades of effort in this area. Without this there will always be a missing link between rhetoric and our claims of successful investment in the area of gender equality and the outcomes with which our field is judged.

CARMEN MORENO (MEXICO)

EXECUTIVE SECRETARY, INTER-AMERICAN COMMISSION OF WOMEN, ORGANIZATION OF AMERICAN STATES

On behalf of the Inter-American Commission of Women at the Organization of American States, I would like to thank UNESCO for including us in this session on the importance of gender equality for the achievement of the MDGs and other internationally-agreed development goals.

In 1995 the Human Development Report asserted that "Human Development, if not engendered, is endangered." Fifteen years later – as we celebrate the fifteenth anniversary of the Beijing Declaration and Platform for action, these words ring truer than ever.

Three years of a global financial recession, during which the poor – primarily women – have gotten poorer while the rich have paid little for their lack of responsibility, have reaffirmed that gender equality is an essential base for building sustainable human development, and that women's absence from national and global policy- and decision-making has effectively taken their rights, needs and interests off the table. This lack of representation of women's interests has hampered development, increased insecurity and negatively affected the pursuit of peace.

It is widely acknowledged that globally, we will not achieve the Millennium Development Goals, although results will vary significantly from one country to another.

The extent to which gender inequality is an obstacle to the achievement of the MDGs can certainly be debated – with the obvious exception of goal number three - but it must be understood that the achievement of all of the MDGs is inextricably tied to women's autonomy, participation, representation and security. To think that we can achieve any of these goals without addressing gender equality and women's rights is to set ourselves up for failure.

I would like to focus on today in one particularly widespread and damaging, yet largely invisible, facet of gender inequality that affects every single aspect of development - violence against women.

As I'm sure you're all aware, concrete data on violence against women is scarce and not very reliable. With all the information technologies at our disposal, it is frankly appalling that we still do not have complete or comparable data – in any country in the world – that show the real numbers or the nature of violence against women. We do not fully understand the prevalence of the problem or how it is manifested under different circumstances, how many people it affects or the major trends that it exhibits.

Nevertheless, it is generally accepted that 1 in 3 women, or about 30% of women globally are affected by violence at some point in their lives, usually at the hands of an intimate partner. The physical, psychological, economic and social impacts of this violence – that is, its impact on human development – have never been accurately estimated, though some countries have made

attempts to quantify the economic costs of violence in an effort to convince policy-makers that it is an important issue.

Violence against women is an obstacle to women's ability to stay alive, to their physical and psychological well-being, to their access to education and employment, to their participation in politics and decision-making, and to their presence in social and cultural life. As long as it exists to the extent and along the lines that it exists today, violence against women will be an obstacle to our achievement of the MDGs, and any other development goals that we may agree on in the future.

2010 has included two important milestones for the Inter-American Commission of Women:

The Inter-American Year of Women, which was proclaimed by the General Assembly of the OAS and has provided a space for reflection, celebration and renewal of our commitment to advance towards the achievement of gender equality and women's full citizenship in the hemisphere; and

The fifteenth anniversary of the Inter-American Convention on the Prevention, Punishment and Eradication of Violence against Women, better known as the Belém do Pará Convention.

The Commission has used both of these spaces to take a critical and reflexive look at the implementation of the Convention and what we have really achieved in terms of responding to and eliminating the problem of violence against women.

The entry into force of the Belém do Pará Convention in 1995 marked a historic moment in the fight to eliminate violence against women. It remains the only legally-binding international instrument that specifically addresses violence against women.

Though the Convention was preceded by innumerable efforts to prevent, punish and eradicate violence against women, none of them clearly delineated States' obligation to protect women's right to a life without violence.

The Convention is divided into five chapters; the first contains the definitions and the scope of application of the Convention; the second establishes which rights are protected by the Convention; the third defines the duties of the States; the fourth regulates the functioning of the Inter-American Mechanism of Follow up and Evaluation and the fifth is dedicated to general provisions.

The preamble affirms that "violence against women constitutes a violation of their human rights and fundamental freedoms, and impairs or nullifies the observance, enjoyment and exercise of such rights and freedoms". This focus on women's human rights represents the major strength of the Convention.

To date, 32 of the 34 OAS Member States have ratified the Convention. Since 1995, most of these States have taken measures to amend their legislative and policy frameworks in order to penalize and punish violence against women in various forms and under different circumstances. These States Party to the Convention also participate in its follow-up mechanism (MESECVI), which functions along the same lines as the CEDAW committee – evaluating and providing recommendations on the implementation of the Convention at the national level.

Within the developing world, Latin America and the Caribbean have by far the most progressive legal framework to address violence against women – however there is still much to be done in terms of its application within the security, legal and health systems.

Every country in the region has also established, to greater or lesser extents, specialized support services for women who are victims of violence. These services range from publicly-funded health, legal and social services within State police offices, hospitals or crisis centres, to services provided by women’s organizations and other civil society groups.

Most countries in the region have also implemented some type of public information or sensitization initiative in order to raise public awareness of the existence of violence against women and its impacts at an economic and social level. The limited studies conducted of the impact of these campaigns suggest that they have affected people’s – and particularly policy-makers’ – awareness of the problem.

Education in human rights – and in particular the threat that violence against women represents to those rights- is crucial. UNESCO continues to face a great challenge in this regard. Engendering education, including the issue of violence against women in the curricula at all levels of formal and informal education can be a helpful tool for changing attitudes. The possibilities for UNESCO to make an important contribution in the areas of information and communication on this issue should be underlined. What we need is a change of attitudes, of paradigms, of culture. Violence against women should be seen as totally unacceptable and should not be tolerated under any circumstance.

Despite the progress made since 1995, it is not possible to measure whether the incidence of violence against women in the region has decreased in the last 15 years, though we can state that reporting of violence against women has increased.

The differences in data collection and analysis between countries make it impossible to clearly evaluate the magnitude of the problem or the concrete impact of the legislation and public policy measures adopted in each country. The Belem do Para Convention does not include its own set of indicators, and there are no regional or national-level information systems to give us a clear picture of the seriousness of the problem, or the impact of our response.

There are still formidable barriers, both to providing an adequate response to violence against women and to eliminating it – beginning with the lack of sufficient financial resources to prevent and combat it.

Though most countries have passed legislation on violence against women, much of it addresses only intra-family or domestic violence. For example, only 14 States in the Americas have adopted legislation on sexual harassment, and only 7 have addressed the issue of forced prostitution. Even within the realm of domestic violence, a number of issues remain untouched – for example, only 11 States in the Americas have criminalized rape within marriage or de facto unions.

There is thus a need to focus on ensuring that national-level legislation meets the criteria – and addresses the issues – contained in the Convention and to promote similar conventions or legislation in the rest of the world. The OAS/CIM is happy to share its experience and contribute in this manner to addressing violence against women in other regions of the world.

It is the consistent and constant application of the laws that remains the most significant barrier to an effective response to violence against women. The elimination of violence against women may ultimately depend on fundamental changes in social attitudes, gender roles and public perceptions, but one of the most significant challenges to responding to this problem has been making sure that all of the many actors involved are aware of the laws, policies, protocols and procedures in place. Lack of awareness, or deliberate ignorance of the law and its application mean that the response to violence against women is uneven, and in many cases non-existent.

Police do not take complaints seriously, judges do not apply penalties or protection mechanisms, health workers ignore the signs of physical and psychological violence, and policy-makers look the other way when they see blatant evidence of the existence of violence against women. The public either does not know enough about violence against women to recognize it, thinks that it is a private problem that does not require a public response, or worse, considers that violence against women is normal and acceptable behavior.

The Belem do Para Convention, while imperfect and certainly under-utilized, provides a ray of hope in the midst of this situation. As a legally-actionable international commitment, it binds States to complying with its provisions. It provides the OAS, other international organizations and civil society with a framework for identifying indicators and for reporting on specific aspects of violence against women and the State response. It provides a system of accountability for States in terms of responding to women's demands for action on the issue of violence against women.

The Inter-American Commission of Human Rights has reviewed a significant number of cases based on the Convention, some of which are being heard by the Inter-American Court of Human Rights. Most recently, a decision of the Court was issued against the Government of Mexico for its lack of action on the murders of women in Campo Algodonero, Ciudad Juarez. While the long-term impact of this decision remains to be seen, the impact on public opinion and national-and state-level courts should not be underestimated as a driver for change. If we are truly to realize the rule of law in our countries, an effective legal response to violence against women must be a priority.

While we have made progress – in some cases significant progress – in addressing the problem of violence against women, its elimination has yet to be explicitly recognized as a development goal. This is an oversight that cannot be allowed to continue, and one that must be brought to light in our evaluation of the MDGs – both now and in another five years. The eradication of violence against women is fundamental if we truly aim to ensure the realization of women’s human rights and their full and equal participation in democracy, development and security.

I urge you to consider the magnitude and the severity of violence against women, both as a manifestation of gender inequality and as an obstacle to human rights, sustainable development, peace and security.

As we look to the future and the importance of gender equality in the achievement of internationally-agreed development goals, it is the rights-based approach that should guide us. Not an increase in GDP, not the number of women CEOs, not even how many times the word gender appears in United Nations documents. The most important measure of our progress is whether women are able to live their human rights as full political, economic and social citizens.

SALWA SANIORA BAASSIRI (LEBANON)

SECRETARY-GENERAL, LEBANESE NATIONAL COMMISSION

With only five years left for the deadline set to achieve the Internationally Agreed Development Goals, we find Unesco, which has always been actively involved in the promotion and protection of Human Rights, calls for a forward looking Forum with the intention to rethink the current trend and status of the development efforts and achievements that fall directly within its area of competence, to urge the stakeholders to accelerate progress and to seek insightful perspectives for what is beyond 2015. Kind of perspectives that serve best UNESCO's mission, mainly with regards to safeguarding the intrinsic dignity of all human beings, meaning justice and equality.

The Development Goals, as designed and approved a decade ago, were initiated with the purpose of affirming an animating vision for a new era, expressing a global aspiration to eliminate human suffering, and having efforts synergized towards an inclusive development based on and a function of the basic rights, in particular: freedom from poverty and hunger; universal education; gender parity; good health and shelter; productive and decent employment; environmental sustainability and global partnership.

Conceived as such, and by virtue of their very nature and their comprehensive mission, the aforementioned development goals may not be viewed or approached as a sum of eight standalone goals. Instead, they ought to be tackled as interdependent, interrelated, mutually reinforcing, nationally owned, internationally supported by development partners, and a core element of a tracking system with indicators against which progress towards development could be measured and monitored. But in the first place they ought to be perceived through humanism perspective, meaning to associate development with justice and equality and to ensure that development maintains social cohesion away from any manifestation of exclusion or discrimination, mainly that which stems from gender inequality.

Gender equality, actively in circulation as early as 1945 through an impressive number of standard setting instruments, whether conventions, declarations or recommendations, has been initially addressed by the United Nations General Assembly, by UN specialized agencies, as well as other platforms of concern¹. However, the fact that several member states and leading development organizations have endorsed those instruments, gender equality has become a joint responsibility of all those stakeholders and assumes the status of an ethical and political obligation that needs to be attended to and gratified by the concerned parties and in all relevant fields.

The voluminous information that those standard setting instruments avail, unfold once screened, the interrelatedness and interdependence between development and gender equality, having as an assumption that for development to flourish, it needs to fully utilize available

energies and potentials, and for development to sustain, it needs to be based on justice and equality.

It might be beneficial however, before going further in exploring the integral relation between development and gender equality, to define conceptually the meaning of both terms.

Away from the classical definition, development is no longer viewed as mere economic growth and financial expansion. It is currently considered to comprise in addition and from an inclusive perspective, educational, social, cultural, political and environmental dimensions. It is also viewed to be a constantly evolving process of reinforcing human capacities, both of individuals and groups, thus widening the scope of their choices, enlarging the spectrum of their opportunities, and optimizing their interactive and effective engagement and ultimately their productivity.

Viewed as such, development cannot be adequately realized in a context of inequality which contradicts human rights, obstructs justice and equity, dwarfs returns to investment, undermines social harmony and political stability, and ultimately threatens peace and security.

Gender equality on the other hand does not imply, neither conceptually nor practically, that men and women are the same. It means instead that the opportunities, rights and responsibilities of both parties are not a function of whether they are born male or female. Accordingly, it means that the priorities of both men and women ought to be equally accounted for in order for both to benefit mutually and equitably from available resources and opportunities and consequently contribute effectively and efficiently to their own good and the good of their surroundings.

With this conceptual understanding in mind, and upon consulting the most recent progress reports on the level of achievements of the Development Goals, it is found that the collective efforts exerted so far, whether national, regional or international, have managed to forge some humble gains in certain aspects of the targeted objectives for development and gender parity. But they equally reveal that progress has been slow and uneven, and that development is not realizing its full potential. Several justifications could be volunteered as an explanation to the humble performance, mainly the instability in the political, economic and financial scenes, however the real explanation should be fetched somewhere else, in the socio-cultural realm where lack of gender parity persists in almost all societies and in so many areas. In roles and responsibilities assigned, activities undertaken, access to and control over resources as well as decision making opportunities. It is that type of gender inequality that disconnects the development circuit and drains it of its momentum, continuity and optimization of potentials. Accordingly, gender equality becomes the absent juncture or the missing link, that needs to be installed in order to have the development circuit connected and in operation. However, for gender equality to fully energize development, women empowerment needs to be promoted and enhanced in all areas of competence, in both the reproductive and productive roles, particularly through health, education, employment, environment, media, executive power and decision making.

My intervention will attempt to tackle, and due to time constraint, two dimensions only of the empowerment process: education and employment, knowing that women empowerment in both areas, education and working skills, including the needed resources, is the driving force for all other efforts, which collectively serve not only in eradicating extreme poverty of women and their families, but also in reducing child and maternal mortality, fighting against major diseases, saving the environment and increasing productivity and efficiency.

I. EDUCATION – THE MEANS TO WOMEN EMPOWERMENT

Education which is considered a tool for achieving the goal of equality, is also viewed as a catalyst for development and peace building. It equips, individuals and groups with skills to orient their destinies and to participate actively and meaningfully in their societies.

However, education is a long term process that requires certain level of continuity in order to ensure coherent changes in the mind-set and in the social fabric of groups and individuals. Available estimates indicate that there has been some progress over the last decade, in accessing education in general and primary schooling in particular. Nevertheless, progress has been uneven with gender inequality persisting in various ways. The world's poorest countries seem not to be on track to meet the parity targets, due to financial and social constraints. In number of developing countries, once girls are in school their progress is hampered by gender-biased textbooks, that reinforce negative stereotypes, and by general attitudes, that subordinate girls to boys. These factors, interacting with wider socio-economic context, influence their school performance along gender lines or even push towards their dropout of school before acquiring the basic skills, thus exacerbating the illiteracy risk stemming from the large number of girls who never enter school in the first place. Within this context, of around 72 million children out of school, 54% are girls². (see box 1) Of the global figures for those enrolled in primary education in 2007, there are 96 girls to every 100 boys, and in secondary education 95 girls to every 100 boys³. Further still, of around 759 million illiterates, women represent two thirds.

Available statistics also indicate that if business remains as usual, gender parity in primary and secondary education would continue to be out of reach by 2015 and beyond. However, parity in tertiary education is more promising, though it widely exists in terms of fields of study. Women are significantly underrepresented in science, technology, and engineering disciplines which are highly crucial for today's pattern of economic activities. Nevertheless, tertiary education acquires special importance for gender equality because it paves the way for women to assume advanced roles in intellectual life, public affairs, national movements, and in advocating change, reform and gender empowerment. Brain Drain, however is reported to be increasingly feminized in the developing countries thus threatening the building of a national women leaders pool.

II. EMPLOYMENT – THE MEANS TO WOMEN EMPOWERMENT

Periodic statistics have always indicated that women are less economically active than men, at all ages and in all regions of the world. Out of 3 billion people employed around the world in 2008, 1.2 billion are women, most of them are in the agriculture sector⁴. The gap between men's and women's participation is still wide and thus reduces the capacity of poor women to deploy their most abundant resource – labor, to move out of the poverty loop and to contribute to their children's nutrition, health, education, as well as their full and effective enjoyment of all other human rights. Furthermore gender gap in employment accentuates the non-monetary aspects of poverty, in particular lack of opportunities, voicing opinion and security. Global efforts towards poverty reduction to almost their half by 2015 and which women could have greatly benefited from, have witnessed major setbacks in 2009, due to the devastating ramifications of the global economic crisis that plagued the world subsequent to the house bubble crisis of 2007, the galloping food prices of 2008 and later on the paralysis of the financial system. As a result, the corresponding measures taken in terms of downsizing and restructuring, in order to mitigate the crisis impact, have hit the women most. The World Bank estimates for year 2010 mention that 64 million people, most of them are women, are to be added to the already close to 1 billion existing people in extreme poverty, FAO refers to more than 1 billion of undernourished, ILO to 1.5-1.6 billion in vulnerable employment, meaning poor working conditions, worsening labor productivity and absence of social security and safety nets.

In addition, available estimates report that 60-80% of the productive potential work force of men contribute to employment, compared to around 20-65% only for women⁵. A fact indicating that the registered share of female employment to poverty reduction and income generating is way below their potentials. In addition, the de facto traditional role of women – domestic work, care giving activities and unpaid community work, goes unrecognized because it is not remunerated. Being unpaid work it becomes clear why the level of poverty experienced by women is higher than that of men. It also becomes clear why women's ability and availability to participate in wage employment, education, training, leisure or any other area of preference is reduced, knowing that a paid job is an indicator of empowerment, for it measures the degree to which women are integrated in the monetary economy and to what degree the labor market is open and accommodating in the first place. So, in resorting to the informal sector, as self employed in small scale enterprises, or home-based work or part-time jobs, women may even perpetuate their own economic isolation instead of being mainstreamed in the overall economic processing, planning and policy making.

In several countries, even when Law prohibits it, women don't get equal pay for equal work (women earn 15% less than men)⁶. They may even be dismissed if they get pregnant, denied claim to land, bank loans and credit facilities. In addition, women are often mediated by men (father, brother, husband, even son) when it comes to their relationship to the market or the public sphere. Dependency, subordination, patriarchal social conditions, fewer resources, all represent real constraints to women's access to services and better status as well as to achieving their full potentials.

In addition, the latest available global estimates indicate that women are less likely to be employers, or in leadership positions. It is reported that one in four senior positions is held by a woman. Even within the United Nations system, 2009 statistics indicate that 27.3% only of the senior leading positions are assumed by women⁷. Global statistics also indicate that share of women in parliament reached 19% in 2010 and 16% in ministerial positions⁸. As such, the negligible share of women in positions that usually involve decision making can provide an explanation why women's will, voices, interests, priorities are not translated into genuine change in their status.

Having identified the linkage between gender equality and development, and having highlighted the role of education and employment in women empowerment, what best could be done to promote gender equality and consequently enhance the development process? Three major lines of action could be underscored.

REINFORCED GENDER SENSITIVE STATISTICS

Efforts accorded to monitor the level of achievement of the MDGs reveal lack of reliable national statistics on gender issues in many parts of the world. National statistics related to demography, health, education, work, poverty, decision making and several others are still deficient in coverage and regularity. While few countries are able to report regularly on all subjects, many others are unable to furnish the needed information, either due to lack of expertise, or financial resources or mere genuine will. Furthermore, present statistics exclude women unpaid work in the unremunerated sectors, thus distorting information about the actual size of the national income by underestimating women's contributions to its components. In addition, available data rarely report on women and men in lower levels of decision making occupations, knowing that such data furnish enlightening information about patterns of advancement and provide indicators for measuring career progress.

What is urgently needed as means of a corrective measure is adopting, specially by the developing countries, a statistical system based on well-defined concepts, definitions and methods for data collection, disaggregating all types of data by sex, incorporating gender perspective in the design, implementation, monitoring and evaluation of the statistical mechanism, all being essential elements to have the full extent of gender imbalance measured, the gaps identified, the progress in roles and impact on the surroundings recorded, and consequently the right strategies designed, the policies formulated and the plans of actions implemented in favor of having girls and women benefit equally in all areas of life. Capacity building in mainstreaming gender in all aspects of data collection becomes top priority in several poor and developing countries, knowing the nature of constraints that they face in terms of financial and human resources.

ENHANCED GENDER SENSITIVE ACCOUNTABILITY

Being a key element for ensuring transparent and comprehensive reviews of progress, also for identifying shortfalls and taking pertinent corrective measures, accountability becomes an instrumental tool to respond to contemporary challenges in favor of women empowerment,

to the refinement of their abilities, and the promotion of their self-realization. Bringing women's perspectives, preferences, talents, and concerns to the public sphere as well as to the decision making arena, means that women, side by side with their male partners, are in a better position to monitor, assess and judge whether their interests are being well observed, their roles, both traditional and novel, properly appreciated and valued, their views concerning social, economic, cultural, political and health issues adequately accounted for, that the budgetary spending and available resources and services sufficiently address women's issues and pour into gender empowerment and engagement.

AN ENABLING SOCIAL AND LEGAL CONTEXT

Policies, legislation and rule of Law have a crucial role to play in addressing issues of gender inequality as well as in initiating cultural shifts in attitudes and social behaviors. Legislation regarding equal pay, paid maternity leaves, unemployment benefits and the like, would sure help turn circumstantial gains, if and when they exist, into strategic and long lasting ones. In addition, social behaviors are more often than not a function of the effectiveness of the rule of Law, its implementation and monitoring, also a function of how far awareness of the international instruments of gender equality is being created and disseminated.

By way of concluding, challenges and constraints may always represent real bottlenecks, however serious efforts and corrective measures may reverse directions and expedite solutions.

BOX 1. FACTS AND FIGURES ABOUT LEBANON

Table 1. School Enrollment Rates per Age Group and Gender

Age group	2004		2007	
	Females	Males	Females	Males
5-9	98.9	98.4	99.1	99.1
10-14	96.1	94.4	95.4	95.1
15-19	73.6	68.7	81.3	69.2
20-24	34.7	33.8	41.6	36.9
25-29	5.7	7.9	5.1	7.5

Source: Millennium Development Goals Lebanon, Interim Progress Report, 2010

BOX 2. FACTS AND FIGURES ABOUT LEBANON

Table 2. Unemployment Rates

	2004		2007	
	Females	Males	Females	Males
Women participation rates	20.4	40.5 (overall)	21	43.4 (overall)
Unemployment				
	10.2	8.8	9.6	7.4

Table 3. Economic Participation Rates of Women

	2004	2009
	Share of women in wage employment in non-agricultural sector	31.7
Proportion of women employed as salaried workers	2004	2007
	83.5	91.5

Table 4. Distribution Rates of Actual Labor Force by Professional Categories and Gender

Status in Work	1997		2007	
	Females	Males	Females	Males
Managers and Directors	6.0	14.4	4.1	14.4
Professionals	24.6	7.5	20.0	7.1
Intermediate professions	16.7	6.6	19.1	6.6
Office employees	15.6	3.8	14.4	5.3
Service workers and sales persons	15.0	8.9	14.1	11.0
Agricultural and fisheries	2.4	5.6	2.8	5.3
Skilled workers	5.6	26.5	5.2	20.6
Drivers	4.1	10.0	0.9	10.8
Unskilled workers	9.8	12.4	19.3	8.7
Armed Forces	0.2	4.2	0.1	10.0

Table 5. Rates of Political Participation of Women

Parliamentary seats	2005	2009
	3.9	3.2
Seats in the municipal councils	2004	2010
	1.9	4.68
Ministerial seats	2004	2010
	6.66	6.66

Source: Millennium Development Goals Lebanon, Interim Progress Report, 2010

Notes:


1. Few examples:
 - Charter of the United Nations, 1945
 - Universal Declaration of Human Rights (UN), 1948
 - Convention concerning Equal Remuneration for Men and Women Workers for Work of Equal Value (ILO), 1951
 - Convention against Discrimination in Education (Unesco), 1960
 - Convention on the Elimination of All Forms of Discrimination Against Women (UN), 1979
 - Beijing Declaration and Platform for Action (UN), 1995
2. EFA Global Monitoring Report, Unesco, 2010
3. MDG Report, United Nations, N.Y 2010
4. Gender equality at the heart of decent work, ILO Report, 2009
5. UNIFEM Report, 2008-09
6. Gender equality at the heart of decent work, ILO Report, 2009
7. Report on the improvement of the status of women in the UN system, 2010
8. MDGs Report 2010

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GENDER EQUALITY IN THE DRIVER'S SEAT: THE MISSING LINK TO ASIA'S FUTURE

UNESCO Future Forum
Gender Equality: The Missing Link?
Rethinking the Internationally Agreed Development Goals Beyond 2015

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About ADB

- Our Vision - an Asia and Pacific Free of Poverty
- Established in 1966
- HQ in Manila since + 30 field offices
- ADB is owned + financed by 67 members (48 are from the region + 19 from other parts of the globe)
- Total financing in 2009: \$16.1 billion
- Loans, grants, guarantees, trade facilitation, equity investments and technical assistance



GENDER & DEVELOPMENT
Getting the Balance Right

2

ADB's Strategy 2020 - Summary

Strategic Direction

- Inclusive Economic Growth
- Environmentally Sustainable Growth
- Regional Integration

Drivers of Change

- Private Sector
- Good Governance
- Gender Equity
- Knowledge Solutions
- Partnerships

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GENDER & DEVELOPMENT
Getting the Balance Right

3

Key Documents

- Strategy 2020
- GAD Policy 1998
- GAD Plan of Action 2008-10
- Operations Manual
- Gender Mainstreaming Project Category Guidelines
- Annual progress reports
- Gender Action Plans



ADB

GENDER & DEVELOPMENT
Getting the Balance Right

4

ADB's Strategy 2020 - Summary

Core sectors – refocus

- Infrastructure
- Regional Cooperation and integration
- Environment, including climate change
- Education
- Financial Sector Development

**+ 20%
other
sectors**

ADB

GENDER & DEVELOPMENT
Getting the Balance Right

5

Example of GAP: A Rural Roads Project

Output 1: Project roads rehabilitated	<ul style="list-style-type: none"> • Use of labor-based technology and prioritize use of local unskilled labor • Gender Capacity building of contracting industry • Target for women unskilled labor of 30% • Equal pay for work of equal value • No child labor • Road shoulders will have an appropriate surface enabling carts with wheels for carrying water to reduce the burden on women and girls
Output 2: Road asset Management	<ul style="list-style-type: none"> • Road maintenance delegated to community-based construction societies • At least 50% of female maintenance workers • No child labor

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Example of GAP: A Rural Roads Project

Output 3: Road safety and safeguards	<ul style="list-style-type: none"> • All roads will have speed bumps • All roads will include road safety signage • Community-based campaign to involve at least 50% women as facilitators • Gender-responsive HIV/AIDS awareness and prevention program • Human trafficking awareness and prevention • Sex-disaggregated socio-economic surveys
Output 4: Climate Change adaptation	<ul style="list-style-type: none"> • Involve women in vulnerability mapping to improve planning for climate change impacts • Involve women in community-based planting and caring for road-side trees/plants on embankments

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7

SECOND SESSION:
FROM VIOLENCE AGAINST
WOMEN TO WOMEN'S
LEADERSHIP IN PEACE

SUMMARY OF THE DEBATE

FROM VIOLENCE AGAINST WOMEN TO WOMEN'S LEADERSHIP IN PEACE

“Violence against women is a crime: this is not negotiable” was the central affirmation in the debate. Government, international governmental and non-governmental organization had the responsibility to work towards closing the gap between speeches and actions. The participants denounced what amounted to a culture of impunity in many countries, where, too often, acts of violence against women were not or dealt with or addressed with due diligence and severity. Lack of appropriate response by the authorities could result in increased trauma for the victims who were often left to themselves. More generally the culture of impunity generated a social climate of fear and insecurity for each and every woman. In terms of human security and development, **the basic conditions of development were undermined by violence against women**, whatever its forms, physical and sexual, as well as economic and cultural.

To the participants, it was imperative that the international community recognized violence against women as an obstacle to development and addressed the **insufficient connections between the implementation of the MDGs and the Security Council Resolution 1325 on Women, Peace and Security**, two major UN frameworks adopted in 2000. It was recommended that the forthcoming review of the progress towards the MDGs examine the missing links between the MDGs and Resolution 1325, especially since the latter focused on such issues as the situations of women in post-conflict situations, which posed highly complex development challenges.

The participants reiterated that, to better implement the frameworks addressing violence against women, international organizations and governments had to be more rigorous in monitoring ratified conventions and to appoint more women in positions of leadership, especially in conflict and post-conflict situations.

Nonetheless, **empowerment and leadership were a matter of power positions as well as a question of daily life and concerns**, starting from the household or the community level. Reflecting on what Saskia Sassen had labelled distributive leadership, the idea that millions of actors – women – were making history as an anonymous group, the participants stressed the need to better understand how women could become leaders of their personal, familial or community lives, which were often overlooked because development actors often exclusively focused on traditional forms of leadership chiefly concerning exclusive and heroic – or male, it was suggested – positions of power in the public sphere. This kind of preconception affected the mainstreaming of gender equality both as an objective and a strategy in that it dramatically restricted the scope of reflection on how to rethink action and programmes at the local level. **Absence of integration of women's daily concerns directly hampered progress towards the MDGs**: it often resulted in decision makers at all levels not taking seriously problems that

repeatedly had fatal outcomes, as is exemplified in the disproportionate numbers of women living with HIV/AIDS or the stagnating high numbers birth mortality.

A missing link was evident, in the eyes of the participants, in the absence of adequate procedures and funding to **connect international and national institutional frameworks – and budgets – with local governmental or non-governmental organizations**. Too often, there was a lack of adequate institutional interest and financial support for gender programmes developed and implemented at the local and community level. There was an urgent need for concerted action at and between all levels of international, be they international, regional, national and local.

The discussions also focused on a missing link that recurred in all the sessions of the Forum: the **need to increase the involvement of men in gender equality platforms**. It was remarked that any deliberation on gender equality would stall as long as gender equality issues were described and thought of as raising issues for women only. As was obvious in of the case of violence against women, it was not sustainable or even realist to proceed as if only women should care for other women. Men had to care for women – as, after all, they were their mothers, sisters, daughters, and indeed, simply, human beings. Gender equality being a relational value would remain a distant abstraction as long as we did not **engage in inter-gender dialogues**.

INTRODUCTORY INTERVENTIONS BY THE PANELISTS

SASKIA SASSEN (USA)

PROFESSOR OF SOCIOLOGY AT COLUMBIA UNIVERSITY AND
CENTENNIAL VISITING PROFESSOR AT THE LONDON SCHOOL OF
ECONOMICS

The first session of the Forum contained an image that I really like: from speech and rhetoric to implementation and action. I have a bit of a problem because I am an academic and we, academics, do love words – maybe a bit too much. So I want to crawl into a little corner; it is little, but I think that we need to recognize it. It has to do with when leadership is not your self-evident leadership, but a distributed system, where leadership is a collective event and it is not authoritarian but of a different sort. Secondly, it has to do with when powerlessness becomes complex, not necessarily empowerment, but complex and in that complexity lies the possibility of making history. These are two conditions that I want to address briefly. They lie in a kind of penumbra and are neither this nor that. The social sciences, more general commentary on the matter and general policy tend to overlook those two conditions, which is why I would like to bring them to the fore.

Let me start with the complexity of powerlessness. I think that in certain kind of worlds and particularly the Anglo-American political world, if you are powerless and there is going to be a change in that condition, it means that you are empowered. I think empowerment is great, but it is very rare ultimately. It is happening more and more, but it is rare. I think that there are masses of people who are making history but are not empowered. Let me give you an example of what I mean, of how I want to recover the real worlds where women are active. They are not necessarily empowered, but they are making history. Perhaps the clearest example of that is the Human Rights regime.

The Human Rights regime is a weak regime, we know that. But the Human Rights regime has moved from twenty or thirty years ago, when many of us looked at it as a weak regime, whereby the enforcer is also the violator – that is, the national State. Most of us doubted the Human Rights regime would survive. Today, thirty years later, it is still weak. But we know it is here to stay. It gained some muscles. How did it gain those muscles? From thousands of people, women for the majority, who were willing to become subjects in court decisions. It took courage; it took risking one's life. They mostly had to say "and I hold the implementers of the regime a bit accountable for this" and did not necessarily become empowered, but they made history. They gave the regime the few muscles it has.

But the Human Rights regime is not the focus of my presentation. I chiefly try to illustrate the conditions that I see all the time. I work organizing domestic workers in New York. I have worked in San Salvador and in Central America, with the Jesuits. I have seen many people who were a kind of leader. They were not empowered with that act. We tend to have very beautiful trajectories of people who become leaders – and suddenly, there they are! –, but we rarely wonder about the shoulders on which leaders stand: the shoulders of people who did not necessarily

become empowered. Today, in the work that I do on the activist side, but also on the research side, I see a lot of people who are precisely that. They are making history, but they are not jumping to that scale where they are self-evidently and recognizably leaders.

Thinking of activism and studies that I have done, I will make things a bit concrete through the example of immigrant women, Latinas, in New York, to give you a sense of what I call distributed leadership at a community level for instance. In households, where you have husband and wife and children, you speak to the women and ask them "Where do you work and son on...?" and they will say "Oh, I work to be a better mother and a better wife." This would sound like the "family values" language. But, in fact, who are they? Their speech acts are one thing, their actions are another. They have not become the men in the household or the public persona of the household. But they deal with the arms of the State, the local police, the local school, the local hospital, etc. They engage with power. They actually organize the community. Now, second element of the story, the men mostly want to go back home, because back home they have a corner bar where they can at least talk about politics, and be somebody. Here, they are the invisible husbands of feminine subjects, as we might say culturally speaking. So the women continue having those speech acts that suggest subservience to traditional familial values; but in fact, they want to stay because they know it is better for them. They do not contest the men. They do not emerge as leaders in the household. But they shop; they shop for the biggest kitchens and dining sets: they are immersed in material practices, settling those families. They are the leaders of the household, but they just do not look like it.

I just mention these particular cases of the Human Rights regime – but such a description can be extended all over the world. There are millions of cases of such women: they do not look like leaders, but they are the leaders. So let us step aside of the self-evident form of leadership – we need that tool, of course – and investigate what comes out of this kind of leadership which is a never named as leadership. It is a kind of distributed sense of organizing the household and the community and dealing with actors of power. I am convinced that we need to begin thinking about this notion of distributed leadership. We as women have been on this side of leadership very often. Many of us – I do not include myself here –, many women are becoming extraordinary leaders and great leaders. But I believe that the question of leadership itself should be subjected to other versions. For the women that I have worked with, this notion of a distributed kind of leadership is very strong. I value that kind of leadership. I want to recover and promote it – not just the male-style hero leadership, but that other kind of leadership.

I will cover my second point very quickly. I do a lot of work in the political economy where I reflect on how to recover the source of value. I will give a familiar example: women who are trafficked for the sex industry – I have done a lot of research on that and worked in anti-trafficking networks, etc. This is a business that now represents, for the criminal syndicates, almost forty billion dollars a year. If you pull the women out, the whole thing collapses: without the women, the children – whoever the subjects are, but mostly they are women and children – the business is gone. So what happens here? On the backs, literally, of devalued workers, who feel themselves to be valueless most often – not always but very often – an immense system is built, with multiple

sorts of in-between processes, so that one forgets at that end where the thirty five to forty billion dollars appear – and that is just what we have account of – that on the other side of that are devalued people.

I mention trafficking because it is very dramatic – but you can apply that analysis to so many other sectors, so many other parts of our economies, whether they are socialist economies, capital-centred economies, nice capitalism or bad capitalism. It does not apply only to women – it applies to men too. They are the exploited class, the undervalued class. Here lies another kind of distributed condition, not necessarily leadership, but a condition of value-making, value adding, that we also need to recover. We need to bring to the fore the ways in which devalued people – and women have been at the very core of the devalued population – actually are critical actors. What I mentioned about pulling the women out of trafficking to witness the collapse of the whole system is not always that dramatic, but the elements are there. So this is, again, a distributed value production at the bottom, which we cannot overlook.

My point is that I want to recover those to facts, notions of distributed leadership and notions of distributed value production, recognizing both of them and understanding that both of these conditions make history, even though the actors involved, do not necessarily gain power or become empowered.

LAURA THOMPSON

DEPUTY DIRECTOR-GENERAL, INTERNATIONAL ORGANIZATION
FOR MIGRATION

I would like to thank and congratulate UNESCO for its initiative to gather us all here before the UN Summit on the Millennium Development Goals and the commemoration of the Tenth anniversary of UN Security Council Resolution 1325 on Women, Peace and Security.

As we approach these two extremely important milestones, despite undeniable progress, one can only acknowledge that achieving MDG 3 still remains one very challenging target and that violence against women, including in conflict situations, goes unabated in all parts of the world.

It is an honour for me and for my organisation, the International Organization for Migration, to take part in this important discussion on how we can move from Violence against Women towards Women's Leadership in Peace.

As you may know, IOM is actively involved in dealing with crisis, conflict or disaster-related, throughout the world and I like to think that we are making efforts, through the implementation of our mandate, contributing to making the implementation of 1325 a reality.

Ten years ago, this resolution called on the international community to fully engage women in conflict resolution, peacekeeping and peace building. Where are we today?

It would be preaching to the converted to tell this audience how important it is to ensure the full, equal and effective participation of women at all stages of peace processes. So if you allow me, I will not dwell on that. Instead I would like to concentrate on the challenges women face in their effort to have their voices heard and on possible solutions to overcome these hurdles.

Two challenges are particularly daunting. The first one is societies' resistance to see women take on public and decision-making roles. The second is the pervasive and widespread threat of sexual violence that women face during and after conflicts.

Let us think about the latter for a moment. How can women engage in peace processes if their own security is constantly at risk as a result of violence and intimidation? How can they help re-establish the fabric of recovering societies, as called for by Resolution 1889 adopted by the Security Council in 2009, when their own recovery is at the bottom of the priority list and is jeopardized by regular assaults, stigmatization and marginalization?

Although sexual violence in conflicts is still largely underreported, we know that women are subject to many forms of abuses including rapes, sexual amputations, sexual slavery, forced unions, forced impregnations, forced abortions and sterilization to name but the most common forms. We also know that violence against women by generating widespread fear and mistrust,

restricting women's physical mobility and engendering numerous health impacts; damages their access to and their roles in creating social capital; social capital which is critical for building peace. Violence also exposes them to extreme forms of shame, exclusion and social discredit that undermine their capacity to influence change.

It is my strong belief that women will not be able to fully claim the place that is theirs in peace processes if tackling the issue of violence against them is not at the core of post-conflict strategies. And here, I would like to make a point that addressing widespread violence in conflict situations does not end with prevention and does not end with punishment of perpetrators. Notwithstanding the fact that these two aspects are critical elements of strategies that should be put in place to address violence against women, equally important is the need to offer reparation to the survivors.

In this context, let me build a case for reparation for women victims of conflict-related sexual violence as a central element in the creation of an enabling environment to enhance women's participation in peace processes.

In a context where all the UN agencies are actively strategizing for the implementation of Resolution 1325 beyond 2010, I believe this is an area that should be part of the road map.

As you may know, the International Organization for Migration has fifteen years of experience in implementing large-scale reparation programmes that compensate victims of human rights violations. Recently, we have started a reflection on the particular situation of victims of sexual, conflict-related violence and our meeting today constitute an excellent opportunity to share our ideas with you.

Reparation is important to help survivors restore their dignity, fully recover, regain agency and see themselves as capable and entitled to take part in the rebuilding of their society. Reparation holds a transformative potential to challenge pre-existing structural gender inequalities and the subordination of women which are at the roots of the sexual violence women experience before, during and after conflicts and which are also at the roots of women not being able to take on leadership roles during the peace processes.

So how can we best achieve this transformative potential?

First of all it is important to understand that in a scenario where violations are gross and systematic and therefore leading to a very large number of victims, with a weak government and competing priorities, reparation can not successfully address women survivor's needs if the approach is exclusively judiciary. We know that women face challenges accessing formal judicial institutions, we know how judicial proceedings can be traumatic and exposing for victims of sexual violence. What is more, although judicial institutions are important, they can not totally address rehabilitation needs and can not challenge structural inequalities.

The positive transformative impact I mentioned earlier can to the contrary, be better achieved through gender-sensitive reparation programmes with a proactive approach to reach

survivors and involve women's groups. These programmes should offer material reparation, educational opportunities, health and psychological rehabilitation services, public and symbolic official apologies and community empowerment and education programmes. Through catering to the material needs of the survivors while at the same time rebuilding their self-esteem and confidence; through engaging the whole community in a collective process of re-evaluating the social norms that gave rise to the human rights violations, reparation can contribute to create a more equitable society for women and men.

IOM has had the privilege to support the implementation of such a programme in Sierra Leone. This programme put a specific focus on Survivors of sexual violence and one of the reasons for that is that women in Sierra Leone actively testified before the Truth and Reconciliation Commission prompting it to address the issue of survivors of sexual violence and to advocate for legal and other reforms to address structural inequality, economic empowerment, and discrimination against women.

Although there is still much room for improvement and despite the fact that financial resources are limited, the Sierra Leone Reparations Programme in 2009 managed to offer fistula operations to survivors, financial assistance in the form of micro-grants, educational support, psychosocial support and symbolic reparation events at the community level. Thanks to funds received through the UN Trust Fund in Support of Actions to Eliminate Violence against Women, skills training and micro-grants will be disbursed to an additional 650 women in 2010.

Sierra Leone constitutes a promising example of how institutions can work in synergies to offer reparation to women survivors; for in addition to the programme I just mentioned, the President of Sierra Leone himself presented on International Women's Day this year, a formal apology to the women of Sierra Leone for failing to protect them from the brutalities of the war and pledged from now on to protect and defend their rights and aspirations. This is an important step that complements the Special Court of Sierra Leone strong stand on sexual violence. This court has already convicted commanders for rape, sexual violence, sexual slavery, outrages upon personal dignity and forced marriage with forced marriage being for the first time in history qualified as a crime against humanity. Again, during the court proceedings, many women courageously got involved and testified.

I can not help but see much hope in what is happening in Sierra Leone. There is potential for a durable and meaningful involvement of women in rebuilding the country. I can also not help but see much encouragement in the fact that the topic got so much prominence in the latest report of the UN Special Rapporteur on violence against women.

However my hope is tainted with concern. The concept of reparation for victims of sexual violence is nothing new. The 1993 Declaration on the Elimination of Violence against Women already spelled out the need to provide reparation to women subjected to violence. So did Protocols and Conventions in Africa and the Americas.

In 2007, at the International Meeting on Women's and Girls' Right to a Remedy and Reparation, women's rights advocates and activists, as well as survivors of sexual violence in situations of conflict, from Africa, Asia, Europe, Central, North and South America adopted the Nairobi declaration calling on reparation programmes to address the political and structural inequalities that negatively shape women's and girls' lives. Where are we in terms of making this a reality?

Unfortunately, for the most part, reparations initiatives around the world have to this day failed to systematically address the specific needs of women survivors of sexual violence. Securing political will and raising funds continue to be a struggle.

2010 represents an unparalleled opportunity for us to renew our commitment to make sure that reparation programmes for victims of sexual violence in conflict settings become a common feature of our post-conflict interventions. Let us commit from now on to women's early participation in the planning and implementation of reparations programmes. Let us commit to provide the financial and human resources necessary. Lessons have to be learnt, mistakes need to be corrected, successes need to be celebrated and examined for replication elsewhere.

It is now that these women need our help. It is now that together we can make change happen to ensure such atrocities belong to the past. The road ahead is long but I have much hope, not only for Sierra Leone but for all the other countries where women are bravely trying to write their own history.

GHISLAINE SATHOUD (CONGO)

AWARD-WINNING WRITER; MEMBER OF THE ALLIANCE DES
COMMUNAUTÉS CULTURELLES POUR L'ÉGALITÉ DANS LA SANTÉ
ET LES SERVICES SOCIAUX

De victimes des guerres à actrices de la paix : pour une réelle reconnaissance *du rôle des femmes*

Ghislaine SATHOUD
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Introduction

S'il est un sujet qui suscite de nombreuses polémiques, voire de vives réactions, c'est bien celui de parité hommes-femmes. Disons-le clairement : cela a toujours été et demeurera un sujet d'actualité tant et aussi longtemps que perdureront les inégalités sexistes. Parmi les sujets majeurs qui alimentent ce débat houleux figure en bonne place la lutte contre les violences à l'encontre des femmes.

Tout d'abord, il est primordial de rappeler un point essentiel : la violence à l'égard des femmes est un phénomène complexe.

Un autre point important à considérer est celui du caractère versatile de la violence qui s'exprime sous des formes multiples.

Voilà qui explique la condition féminine dans le monde : les femmes subissent de la violence autant dans la sphère privée.

Mais ce qu'il y a de plus important sur cette question de violence, c'est qu'il s'agit d'une flagrante violation des droits humains qui provoque des conséquences désastreuses. En effet, qu'elle s'exerce dans l'intimité familiale (violence conjugale) ou dans un contexte plus large (viols pendant les conflits armés), toutes les violences perpétrées contre les femmes sont des infractions. Parce qu'elles portent atteinte à la dignité des femmes, les violences sexospécifiques sont des pratiques intolérables et condamnables.

Retenons-le une fois pour toutes : ce principe est non négociable !

En 2005, l'organisation mondiale de la santé (OMS) réalisa une recherche d'envergure internationale concernant les effets néfastes de la violence sur la santé des femmes. Le rapport de recherche, qui s'intitule *Etude multipays de l'OMS sur la santé des femmes et la violence domestique à l'égard des femmes*, porte sur une analyse sous l'angle de la prévalence, les effets sur la santé et les réactions des femmes. Les pays visés par l'étude sont : le Bangladesh, l'Éthiopie, le Japon, la Namibie, le Pérou, la Thaïlande, la République Unie de Tanzanie, la Serbie-et-Monténégro, le Brésil, et le Samoa.

Globalement, il se dégage un constat indéniable : malgré différences culturelles et sociales, dans pratiquement toutes les sociétés les femmes sont discriminées par rapport aux hommes.

Dans l'étude de l'OMS, les questions soulevées par les participantes confirment un fait : la violence à l'égard des femmes est un phénomène universel.

D'où la nécessité de faire de la lutte contre la violence une préoccupation planétaire.

Au fond, les mauvais traitements infligés aux femmes reflètent les réalités sociales. Qu'ils se produisent dans un cadre restreint comme la famille ou dans un cadre plus élargi tel qu'un conflit armé, ces faits méritent qu'on s'y attarde.

Tout compte fait, ils mettent en exergue une situation beaucoup plus dramatique qu'il n'y paraît : celle des illégales et irrationnelles humiliations imposées injustement aux femmes.

N'ayons pas peur des mots : la violence, sous toutes ses formes, est un crime.

Concernant les exactions commises pendant les guerres, elles remontent à une période bien lointaine. Par exemple, des études révèlent que le viol massif était utilisé comme une arme de terreur pendant la Deuxième guerre mondiale. Lors de la célébration du 61ème anniversaire de la fin de la seconde guerre mondiale dans le Pacifique, en 2006, Amnesty internationale demandait des dédommagements complets des victimes de l'armée japonaise. Le titre de cette campagne est révélateur : Japon : les « femmes de réconfort » toujours dans l'attente.

Et si le phénomène du viol de guerre n'est pas nouveau, on peut constater que de nos jours il prend des proportions alarmantes.

La communauté internationale est préoccupée par les violences contre les femmes. Cette volonté s'est traduite en actes concrets au fil des années, démontrant ainsi la détermination de l'Organisation des Nations Unies de poursuivre le processus enclenché depuis des décennies concernant l'émancipation des femmes.

D'ailleurs, la date du 25 novembre a été instituée comme la Journée internationale de lutte contre les violences à l'égard des femmes.

Plusieurs instruments juridiques internationaux sont conçus pour prévenir et combattre les violences sexospécifiques.

La question légitime qu'on peut se poser est la suivante : les États respectent-ils leurs engagements internationaux ? Nous allons aborder la question des violences à l'égard de Femmes. Notre réflexion portera sur également sur l'intégration des femmes

La violence sous tous les angles

Partie I

Chronique d'un mal planétaire

Qu'est-ce que la violence à l'égard des femmes ?

« Tous actes de violence dirigés contre le sexe féminin et causant ou pouvant causer aux femmes un préjudice ou des souffrances physiques, sexuelles ou psychologiques, y compris la menace de tels actes, la contrainte ou la privation arbitraire de liberté, que ce soit dans la vie publique ou dans la vie privée. »

Nations Unies 1993

Leurs opinions sur ce fléau...

« La violence à l'égard des femmes constitue probablement la violation des droits humains la plus honteuse, et elle est probablement la plus répandue. Elle ne connaît pas de frontières géographiques, culturelles ou économiques. Aussi longtemps que durera cet état de fait, nous ne pourrions pas prétendre avoir fait des avancées réelles en matière d'égalité, de développement et de paix. »

Kofi Annan, Secrétaire général de L'ONU de 1997 à 2006

« Nous devons nous unir. Aucun homme politique ni aucun gouvernement ne doit tolérer la violence contre les femmes, sous quelque forme que ce soit et quels que soient le contexte ou les circonstances dans lesquelles elle est perpétrée. »

M. Ban Ki-moon, Secrétaire général des Nations Unies

« L'utilisation de la violence sexuelle dans les conflits est une violence collective, destinée à détruire non seulement les personnes, mais aussi leur sentiment d'être une personne »

Margot Wallström Représentante spéciale du Secrétaire général chargée de la lutte contre les violences sexuelles dans les conflits armés

« La violence sexuelle ne doit pas être séparée des autres formes de violence qui se manifestent dans la famille et la communauté et qui sont, encore aujourd'hui, considérées comme normales par une grande partie de la société congolaise. »

Yakin Ertürk, Rapporteuse spéciale du Conseil des droits de l'homme des Nations Unies chargée de la question de la violence à l'égard des femmes

RÉCAPITULATIF SUR LES VIOLENCES PENDANT LES GUERRES

Des milliers d'hommes, de femmes et d'enfants sont victimes des guerres dans le monde. Cependant, des observateurs soutiennent qu'il faut tenir compte des spécificités féminines quand vient le temps d'évaluer les impacts des guerres.

En effet, certaines personnes sont particulièrement éprouvées par les guerres. On retrouve les femmes dans cette catégorie. En même temps, elles affrontent vaillamment les maux des guerres.

Quelques Pays concernés par les violences sexuelles

- L'ex-Yougoslavie
- Rwanda
- Congo- Brazzaville
- République démocratique du Congo
- Soudan, Darfour
- Burundi
- Kenya
- Irak,
- Liberia,
- Haïti
- Timor Oriental
- Guinée
- Sierra Leone

Maux des guerres...

Au cours de l'année 2000, un document public d' Amnesty International intitulé *Sierra Leone viol et autres violences dont sont victimes les femmes et jeunes filles*, dénonçait les crimes de guerre :

«Les enlèvements, les viols et l'esclavage sexuel de femmes et de jeunes filles constituent l'un des aspects les plus abjects et révoltants du conflit armé qui ravage depuis neuf ans la Sierra Leone. Les viols et autres violences sexuelles perpétrés par des agents du gouvernement ou des membres des groupes d'opposition armés sont des actes de torture. »

L'ouvrage *L'émergence de l'Afrique : regards croisés* de Paul Biya, Abdoulaye Bio Tchane, Youssou Ndour, soulève la question de l'instabilité politique en Afrique :

«L'Afrique est confrontée de manière récurrente à des situations de troubles et d'instabilité. Récemment les coups d'État au Niger en février 2010 et en Guinée le 28 septembre 2009 ainsi que les turbulences politiques en Côte d'Ivoire sont venus rappeler que la paix reste fragile sur un continent où bien des conflits internes ont généré de violentes guerres civiles. Pour endiguer ces conflits, des forces de paix se sont déployés un peu partout, de la République démocratique du Congo à la République centrafricaine, en passant par la Côte-d'Ivoire, la Somalie et le Darfour. Face à cette instabilité se pose la question de la pertinence de la création d'une armée africaine qui pourrait assurer la paix et la sécurité du continent. La mise en place d'une telle armée représenterait un pas politique important, mais cette démarche apparaît, à bien des égards, prématurée.»

L'émergence de l'Afrique : regards croisés de Paul Biya, Abdoulaye Bio Tchane, Youssou Ndour, Le Cherche Midi, p 29

En 2002, Françoise Bouchet-Saulnier, responsable juridique de Médecins Sans Frontières publiait ses réflexions sur la guerre en s'appuyant sur le cas du Congo-Brazzaville. Le texte *Les viols au Congo-Brazzaville : du crime de guerre à l'impunité*, qui est une dénonciation du viol de guerre, étale au grand jour une situation alarmante devenue presque banale : celle de l'utilisation du viol comme arme de guerre.

Françoise Bouchet-Saulnier, confirme que les
Congolaises
ont été victimes de traitements inhumains et dégradants :

« Ainsi au Congo-Brazzaville plus d'un millier de femmes
Violées durant la guerre civile se sont présentées en 1999
à
la consultation de l'hôpital de Makekele. La prise en charge
médicale du viol a été mise en place dans cet hôpital par
MSF en collaboration avec les autorités nationales. La
prise
en charge judiciaire de ce phénomène continue cependant
de poser de sérieux problèmes. »

Dans le même ordre d'idées, le calvaire des Ivoiriennes
a été évoqué en 2007 par Amnesty International dans son
document intitulé *Côte-d'Ivoire Les femmes, victimes oubliées
du conflit*.

Il y a autre chose :

Amnesty International, République démocratique du Congo.
Nord-Kivu. Une guerre sans fin pour les femmes et les
Enfants (2008)

De ce qui précède, les faits à retenir quant au sort
réservé aux femmes sont bouleversants :

« Des centaines, si ce n'est des milliers, de femmes et de
jeunes filles ont été victimes de viols et d'agressions
sexuelles perpétrés de manière généralisée, et parfois
systématique, par des combattants ou par des civils ayant
des liens étroits avec ces éléments armés. L'ampleur des
viols et des violences sexuelles commis au cours du conflit
armé en Côte d'Ivoire a été largement sous-estimée. Un
grand nombre de femmes ont été violées par plusieurs
combattants ; beaucoup ont été enlevées et réduites à
l'esclavage sexuel. Ces viols ont souvent été accompagnés
de coups ou de torture (y compris des tortures de nature
sexuelle). Des viols ont été commis en public et devant des
parents de la victime, notamment des enfants en bas âge.
Certaines femmes ont été violées près des cadavres de
membres de leur famille. »

Les quelques exemples ci-dessus mentionnés illustrent parfaitement les situations inconfortables dans lesquelles vivent les femmes en temps de guerre. Par exemple, pour faire le point sur les activités réalisées au cours de l'année 2008, Médecins Sans Frontières présentait des chiffres alarmants : 6700 personnes victimes de violences sexuelles au Congo-kinshasa ont été prises en charge par le personnel de cette organisation.

Quelles sont les conséquences du viol de guerre ?

Les viols commis lors de conflits armés provoquent des répercussions sociales, environnementales et économiques. Sans compter les nombreux problèmes tragiques, tant au niveau physique, psychologique et émotionnel, qui rongent les victimes.

- Énumérons brièvement quelques-unes des séquelles des viols :
- Dégradation de l'état de santé général
- Douleurs causées par les blessures physiques subies au moment du viol qui nécessitent des traitements complexes et à long terme.
- La dépression, syndrome de stress post-traumatique
- Sentiment de honte
- Pensées suicidaires
- Maladies sexuellement transmissibles
- Stérilité

Selon les statistiques de l'ONU, plus de 50.000 ont subi des violences sexuelles par les combattants armés

L'autre facette des violences sexospécifiques

Malgré les difficultés endurées pendant les guerres, les femmes développent des habilités pour changer leurs habitudes et assumer leurs responsabilités familiales. Cette résilience permet de rebondir voire de surmonter les souffrances occasionnées par les guerres.

Dans la publication *Les femmes sont la trame*, la directrice du Fonds des Nations Unies pour la population, Thoraya Ahmed Obaid, rend un hommage bien mérité aux survivantes des guerres :

« Dans les situations d'urgence, les femmes se montrent plus fortes encore. Lorsque les hommes sont au combat ou qu'ils ont péri dans la tourmente, elles veillent seules à la sécurité des enfants, des membres âgés de la famille et des handicapés et assurent parfois leur évacuation à travers des terres inhospitalières et mal connues. »

Ces femmes-là font preuve d'un courage exceptionnel comme le montre si bien la source précédemment citée :

« Au lendemain des catastrophes naturelles et dans l'exode, les femmes se voient chargées de nouvelles responsabilités, alors même que les tâches fondamentales telles que la corvée de l'eau présentent des difficultés accrues. Elles doivent surmonter d'immenses obstacles pour prendre soin des autres membres du groupe et pour assurer leur sécurité, étant elles-mêmes plus gravement exposées aux dangers de la malnutrition, de la violence et de l'exploitation sexuelle, des infections sexuellement transmissibles, des grossesses non planifiées et des accouchements non assistés. »

De victimes des guerres à actrices de la paix

De nos jours, de plus en plus de voix s'élèvent pour réclamer la participation des femmes aux processus de paix. Des sources concordantes confirment par ailleurs que les femmes jouent un rôle essentiel dans la reconstruction de la paix, ce qu'elles ont démontré à plusieurs reprises.

En se basant sur une évaluation d'UNIFEM, l'Association canadienne pour les Nations Unies soutient que les femmes peuvent contribuer efficacement à la reconstruction de leur pays.

Ainsi donc les femmes peuvent jouer plusieurs rôles :

- améliorent l'accès et le soutien pour les femmes locales;
- facilitent la communication auprès des victimes d'agressions, d'abus sexuels, de violence, etc.;
- peuvent insuffler un sentiment accru de sécurité chez les populations locales (femmes et enfants);
- aident à créer un milieu plus sûr pour les femmes dans lequel elles n'ont pas peur de parler;
- poussent les hommes chargés du maintien de la paix à réfléchir davantage et à se montrer plus responsables;
- élargissent le répertoire des habiletés et styles disponibles dans une mission;
- peuvent aider à réduire les conflits et les confrontations.

Quand la communauté internationale dénonce les violences

La Résolution 1325 du Conseil de sécurité de l'ONU, qui fut adoptée en octobre 2000, marque une étape décisive dans la lutte contre les violences car elle aborde la problématique de l'impact des conflits armés sur les femmes.

Finalement quelques résolutions démontrent la volonté de l'ONU d'éradiquer les violences sexuelles pendant les conflits armés. Les résolutions 1820 (2008), 1888 et 1889 (2009).

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Retenons simplement que le Conseil de sécurité de l'ONU

« demande instamment aux États Membres de faire en sorte que les femmes soient davantage représentées à tous les niveaux de prise de décisions dans les institutions et mécanismes nationaux, régionaux et internationaux pour la prévention, la gestion et le règlement des différends. »

Agir pour la paix

Une Conférence multipartite des femmes Burundaises pour la paix s'est tenue à Arusha du 17 au 20 juillet 2000. Elle fut organisée par la Fondation Mwalimu Nyerere et le Fonds de développement des Nations Unies pour la femme (UNIFEM). Nelson Mandela participa à ce moment historique. En effet, les Burundaises ont gagné le pari d'inclure, pour la première fois, les préoccupations féminines dans les négociations abordant la question de paix dans leur pays.

L'intégration de la perspective genre revient comme un leitmotiv dans les déclarations de toutes les institutions spécialisées de L'ONU. On constate une ferme détermination de s'attaquer aux inégalités.

Signalons que l'UNESCO, pour ne citer que cet exemple-là, a créé un programme Femmes et Culture de la Paix (WCP) en 1996.

BRITA FERNANDEZ SCHMIDT (GERMANY)

DIRECTOR FOR POLICY AND DEVELOPMENT, WOMEN FOR
WOMEN INTERNATIONAL

Thank you so much to UNESCO, for inviting me to this important forum. I cannot tell you how delighted I am to see Irina as Director General, a woman for the first time, and see that UNESCO has identified gender equality as one of its top priorities.

I work for an organisation called Women for Women International and our mission is to work with women in countries affected by conflict and take them on a journey from victim to becoming survivors and ultimately being active citizens. We currently work in Sudan, Nigeria, Rwanda, DRC, Afghanistan, Iraq, Kosovo and Bosnia.

So: Violence against women is the single largest obstacle to gender equality, development, economic growth – it is unacceptable, it destroys lives, it is a violation of human rights and it needs to stop.

150 women, one month ago, 10 km from where security forces were stationed, were raped in the DRC.

This extremely violent and upsetting incident reminds us of the reality of what it means to be a woman in a country affected by conflict. In times of war and civil unrest, women and girls are particularly vulnerable to violence and exploitation. As a tactic of war, their bodies are subjected to rape, torture, slavery, forced prostitution and mutilation to send messages to the enemy and destroy the social fabric of war-torn communities. Violence Against Women presents debilitating obstacles to the development of women, their families and communities, and their national economies.

In a recent speech he made, the UN Secretary General explained that “the impact of violence against women on women and girls, their families, their communities and their societies in terms of shattered lives and livelihoods is beyond calculation.”

I could go on to cite the statistics that we are probably all too familiar with already.

But let me not talk about the horrors here. Let me focus on what we can do. I want to share with you the preliminary findings of a piece of research that Women for Women International are currently finalising, funded by the Stabilisation Unit of the Department of International Development in the UK. The research looks at the MDGs and how far we have come to reaching them in the particular context of countries affected by conflict through a gender lens, importantly it also cross references it with 1325.

Women for Women International initiated this research because we have observed firsthand through our work with women in conflict-affected countries that actively involving women in development and peace-building can lead to lasting improvements in the lives of the women, their families and communities.

Here are the key overall findings resulting from an extensive literature review:

- 1) Conflict-affected countries are most likely to be off-track on reaching the MDGs. Whilst the UN SCR 1325 provides a helpful tool in understanding the gendered impact of conflict on the MDGs and it sets out clearly the need for a gender perspective in all aspects of conflict prevention, resolution and peace-building. Yet, implementation and action on the ground remain seriously lacking, largely due to a lack of accountability, but also political will. There are very few actual links made between the MDGs and 1325.
- 2) The limited literature that is available that systematically explores the linkages between the MDGs or wider gender and development debates and 1325 points to how failure to protect women in conflict and involve them in all aspects of peace-building undermines progress on the wider gender equality and development commitments. Until women have a basic level of security and protection of their rights, there will not be progress on the international and national gender and MDG commitments.
- 3) The literature also shows that monitoring frameworks for 1325 and MDGs are normally separate and therefore miss critical connections on how lack of progress on women's security inhibits MDGs. Frameworks are addressing different questions but should have clear links. Both frameworks should be backed up by sound local level gender and conflict analysis. Consultation with women's organisations working at community level needs to be a key part of this process. The international community also needs to understand how organisations responsible for MDG goals relate to those institutions responsible for delivery of security and Justice.
- 4) The international security and justice architecture struggles to understand how conflict affects women and men and does not provide adequate protection and recourse to justice for women, or respond adequately to their needs. Gross breaches of human rights, which sometimes involve security institutions with a mandate to protect, are also undermining wider commitments to gender and the MDGs.
- 5) While gender analysis at the international and national levels is important, we highlight in the report that gender analysis at the local level is often under funded or separated from the key security, conflict and development analysis it should be part of. For analysis to be effective it must be triangulated across a range of actors, including NGOs, government and the wider international community.
- 6) Studies which focus on conflicts in Iraq, Rwanda and Mozambique and examine the continuum of violence against women before, during and after conflicts say this is often overlooked by development aid, leaving local women's organisations and NGOs to address the problem.

- 7) When donor policies fail to understand the cultural complexities of the countries they work in, they result in harmful consequences for the women and girls in those contexts. For example, the physical location of water access points at a distance from the camps often makes women vulnerable to sexual harassment and violence when they collect the water. (Gender, Conflict & Development, Zarkov, D (ed), 2008)

This situation has been reported in camps for refugees and internally displaced from Darfur, Sudan to the DRC. Cultural norms mean that women almost always shoulder the responsibility of fetching water. Clearly, if this had been understood and women had been consulted in decisions regarding the location of the access points, incidences of sexual violence and harassment could have been avoided.

The second part of our research focused on questionnaires and interviews with organisations in countries affected by conflict. The key findings from this are:

- National MDG plans ignore the gendered dimensions of conflict and are not linked to National Action Plans on 1325, where these are in place
- Failure to apply a gender analysis and consult with local and women's organisations when MDG plans are drawn up at country level risks undermining progress on all of the MDGs
- Almost all the organisations identified violence against women and girls as the single greatest impediment to progress on the MDGs, but they say that protecting women from violence alone is not enough to enable women to recover from conflict and make progress towards MDG attainment - while women may define what makes them secure differently, depending on the cultural context, their priorities are likely to include a range of supportive measures from economic empowerment to education. They also want to be fully involved in all aspects of development and peacebuilding
- Women's organisations and NGOs/INGOs working to promote gender equality perceive close links between the MDGs and the notion of people-centred human security, but say that both continue to be understood mostly in a gender-neutral way, at the level of both policy and practice
- Asked to prioritise which interventions they believe would have the most impact on achieving the MDGs, informants highlighted projects that:
 - increase access to justice and end the culture of impunity;
 - provide support and psycho-social counselling to women;
 - and increase women's economic empowerment as key.
- Amongst other interventions, they called for improved implementation of legislation and

→ better co-ordination amongst frontline service-providers such as health clinics, the judiciary and police

Let me share with you specific examples of how some of these priorities are currently being addressed in the DRC to tackle violence

One of the biggest problems facing survivors of rape and other forms of sexual violence in the DRC is the lack of justice. The obstacles – lack of courts, corruption, the stigma attached to reporting (particularly if the perpetrator is known to the victim and living in the same community), costs for detention and trial of perpetrators are at the victim's expense – are almost insurmountable for poor Congolese women and the successes are few and far between. The DRC's government has promised "zero tolerance" for crimes of sexual violence committed by its army and has passed a stringent, though rarely enforced, 2006 sexual law that on paper at least imposes sentences of up to 20 years. Last year, the government fired more than 150 judges accused of corruption and is in the process of hiring others, enabling more rape prosecutions to be heard. One organisation, the American Bar Association's (ABA) is trying to bring justice to women in remote areas by setting up a mobile court project to try cases of sexual violence. ABA pays for lawyers for both perpetrators and victims. It works within the DRC's own system, rather than create a parallel structure that could collapse when Western donors move on. They tackle perpetrators, but also the corrupt officials and policemen who allow them to escape from justice. As of June 2010, the programme had had 1083 cases filed, 197 trials had taken place with 157 convictions, a conviction rate of 76.9%.

Through this research as well as our 16 years of experience of working with women in countries affected by conflict, we know how important economic empowerment is for women and their ability to escape violence and rebuild their lives and the lives of their families and communities.

Karak from Sudan says: "Women define insecurity as economic dependency on men as well as domestic violence and wider violence in the community. If women know about their rights and can be economically empowered, it will help to protect them." Karak Mayik, WfWI Country Director, Sudan

Many survivors, who are already living in absolute poverty, struggle to work because of the physical and mental impact of the violence. Participants in Women for Women International's DRC programme receive direct financial assistance, as well as vocational and income-generating assistance through business start-up services, access to capital and input supplies, as well as identification and development of market linkages to help bring products to market. Country Director, Christine Karumba, says donors need to provide support to scale up such interventions. Other organisations like Women for Peace & Human Rights in the DRC advocate for compensation funds to provide financial support to survivors of SGBV.

Another organisation in the DRC highlights how violence and the threat of violence prevent women from travelling to markets, hindering their ability to sell their goods. Margot Wallstrom, the UN Secretary-General's Special Representative for Sexual Violence in Conflict, has claimed that the road-building and market patrols led by MONUC peace-keepers are helping women to access markets safely,

(http://www.peacewomen.org/news_article.php?id=740&type=news) but Women for Women International DRC Country Director says that the MONUC Peacekeeping force mainly patrols in central public areas, whereas women are mostly raped when going to the farm, collecting water or travelling to local markets that are not protected.

So right now, although the land is fertile and plentiful in Congo, 80% of arable land is unused as a result of the conflict

For Congolese women, peace is walking to the fields without fear of rape, peace is harvesting from the fields the fruits of their own labour.

This highlights the need for peacekeepers to understand the threats to women and children and develop a much greater understanding of the gender dynamics of conflict.

WfWI is also working to reduce the violence and insecurity that women – and men – experience outside the home wherever possible, although this is not always easy given the increasingly fragile security situation. In Afghanistan for example, we always obtain written agreements from the national and district-level government and also explain the projects to local councillors before we commence their projects. In certain communities, where security is particularly volatile they contract village councillors to provide them with reliable guards and vehicles. These measures have helped us to manage the uncertainty of conflict to some degree and to strengthen the sustainability of our economic empowerment work

The links between SCR 1325, 1820 and the MDGs are clear: 1325 and 1820 require a range of actors, including peacekeeping forces, to tackle the issue of sexual violence; reduced levels of sexual violence mean women are more likely to participate actively in decision-making and income-generation activities, strengthening progress on MDGs.

In conclusion: We must ensure that the MDGs advocate a definition of development that is more closely linked to gender, peace and justice and not only looking at basic health and education needs. We need to ensure that the large scaling-up of aid to meet the MDGs in conflict-affected countries gives due consideration to:

- a. a gender analysis that is part of a wider analysis of the cultural context and complexities on the ground;
- b. women's role as development and peace-building actors, rather than as passive recipients of aid;
- c. the quality and performance of their funds from a gender perspective, ensuring they are allocated in consultation with local women's and civil society organisations that are most aware of the complexities of local development needs and conflict dynamics.

DEAN PEACOCK (SOUTH AFRICA)

MEMBER OF THE SECRETARY-GENERAL'S NETWORK OF MEN LEADERS; CO-FOUNDER AND CO-DIRECTOR OF THE SONKE GENDER JUSTICE NETWORK

INTRODUCTION

I would like to start by thanking UNESCO for the invitation to speak at this Future Forum here in Athens. It is a tremendous honour to be able to share this panel with such distinguished speakers in a city with such a long history of democratic debate, including recent citizen activism to hold on to hard-won socio-economic rights in the face of government efforts to cut social services.

My comments today will focus on how we can best strengthen men's support for women's leadership in peace-building, and more generally how we involve men and boys in achieving gender equality and preventing domestic and sexual violence. They will be informed by my work at two organizations: Sonke Gender Justice Network and the MenEngage Alliance. I will say a few words about both.

Sonke Gender Justice (Sonke) is a South African NGO working across Africa to engage men and boys in achieving gender equality and working specifically to address the intersection of masculinities, gender based violence and HIV and AIDS. We work in a number of conflict and post-conflict settings, including Cote D'Ivoire, Burundi, Sudan and Rwanda and are working closely with UNDP, UNFPA and the International Centre for Research on Women to carry out research on the gender and HIV dimensions of conflict and post-conflict situations and to develop policies and programmes to support emerging efforts to engage men and boys in gender transformation.

The MenEngage Alliance was established in 2006 to increase men's involvement in achieving gender equality with a strong focus on gender based violence. MenEngage country networks have since been established in over 30 countries in Africa, Asia, Latin America and the Caribbean, Europe and North America. Many of the organisations that make up the MenEngage Alliance are in countries with recent histories of conflict, including in Africa: Rwanda, Sierra Leone, DRC, Burundi, Uganda, Ethiopia, Cote D'Ivoire and my own country South Africa.

Many of my colleagues at Sonke and the MenEngage Alliance have themselves been affected by violence—as direct victims of Apartheid era violence or armed conflict in West Africa and the Great Lakes region or, in some cases, exposed to domestic violence in their homes of origin or forced to witness indescribably cruel sexual violence inflicted against family members during situations of civil war. Borne of anguish and hardship, their determination to work with men to prevent domestic and sexual violence serves as a constant reminder that men too have a

stake in creating a world where women and men are able to live free from the threat and trauma of violence.

POLITICAL WILL AND ACCOUNTABILITY

As I mentioned, my comments today will focus on increasing men's support for women's leadership in peace building and in preventing domestic and sexual violence. Men, of course, are not a monolithic category. Men occupy many different roles in relation to armed conflict and post-conflict peace building. Typically, though, it is still men who hold the power to thwart or support peace.

By and large, men are the leaders of countries engaging in armed conflict, the leaders of countries or UN agencies attempting to intervene and restore peace, and the traditional and religious leaders who determine priorities and norms at the community level. Almost always, it is men who make up armed forces and who increasingly use rape as a weapon of war. It is also men in their capacity as fathers and husbands, who too often blame, ostracise and stigmatise women who have survived rape. While not nearly enough attention is given to them, many men are also involved in formal and informal efforts to restore and build peace and a growing number do so with a strong focus on addressing and preventing violence against women. Of course, these are not fixed groups; for instance, some men are forced to perpetrate violence against their will, including those conscripted into armed groups.

Political commitment by male leaders for women's leadership in peace building is critically important. To date, that commitment has been at best uneven. The African Union declared this decade, 2010-2020 as the African Women's Decade. In Africa, political leaders have signed on to a range of human rights treaties and declarations of commitment, including CEDAW, Resolution 1325 and Resolution 1820. The Maputo Protocol contains clear protections for women from sexual violence in situations of armed conflict. However, in the last few days over five hundred women have been raped in the Eastern parts of the Democratic Republic of Congo.

To date, neither the African Union nor the SADC or EAC regions have issued statements condemning this violence. Unlike the UN, which has at least acknowledged it should have done more, should have been more proactive, should have listened better to women's concerns, our leaders in the region have remained silent. A quick glance at the AU, SADC, EAC websites show it is business as usual there: they're full of pictures of heads of states meeting with foreign trade delegations or attending various conferences. But there's nothing about the latest manifestation of the now almost routine violation of women's rights and bodies. My own government, which played a critical role in brokering peace in the Great Lakes Region, has also remained silent. Our Department of International Relations and Cooperation has not said a word publicly. Nor have our newly established Department of Women, Children and People with Disabilities.

With research showing that over 200,000 women have been raped in the DRC since the start of conflict, how can it be that the political leaders in our region remain so silent?

And, of course, it's not just the DRC: the recent elections in Zimbabwe saw ZANU-PF use widespread sexual violence to silence and intimidate women activists. That too was met with silence by political leaders in the region. In my country, we have great laws on the books but rates of domestic violence and sexual violence are the highest of any country not at war.

It seems self-evident but it isn't said enough: this inaction reflects ongoing disregard for women's rights and dignity by male political leaders who value political allegiances over their stated commitments to women's rights as human rights.

What can be done about this? I'm going to talk briefly about two approaches: political pressure and investment in work with men and boys.

The Secretary General has made many public commitments to put the full weight of the UN system behind efforts to end violence against women. As part of the UNITE to End Violence Against Women campaign he has put together what is called the Network of Men Leaders on which I'm privileged to serve. I am going to work with the UNITE Campaign and the Network of Men Leaders to issue a statement calling on men in positions of political leadership within regional bodies to end their silence and act on their stated commitment to women's rights and to ending sexual violence.

The new UN Agency for Gender Equality and Women's Empowerment, or UN Women, as it will be known, has a critical role to play in addressing this political inaction. Political pressure from the UN can make a real difference. It did so in South Africa when repeated pressure from UNAIDS helped shift our government from AIDS denialism to meaningful implementation of anti-retroviral treatment. It also did so recently when the Secretary General challenged Malawi's President Banda about state driven human rights violations of the rights of the LGBTI community.

A core principle of the battered women's movement is that perpetrators have to be held accountable if the violence is to stop. When perpetrators are senior government officials, UN Women can exert pressure on regional bodies and on the International Criminal Court to take swift action. UN Women can also borrow from the European Union which has developed the practice of including human rights provisions in their preferential trade agreements and put pressure on the World Bank and the IMF to link loans to human rights adherence.

UN Women also has a key role to play in ensuring that the UN strengthens its response in places like the DRC by increasing the number of peacekeepers on the ground and by mobilising resources to provide the healthcare and medical services so desperately needed by women at the moment.

Perhaps most critically, UN Women must work with its many partners, including with bilateral donors, to ensure that local women's rights organisations and affected women have the resources they need to continue the important work they do to bring about change at every level. Without economic and political support women's rights activists will not be able to participate

meaningfully in peace negotiations or peace building processes. If they are not involved in these discussions, women's rights are all too likely to be compromised in the name of political expediency.

PROGRAMMES AND POLICIES TO INCREASE MEN'S SUPPORT FOR WOMEN'S LEADERSHIP IN PEACE BUILDING AND FOR GENDER EQUALITY

I have worked with men and boys to end domestic and sexual violence, reduce the spread and impact of HIV and AIDS and advance gender transformation for over two decades. I am convinced this work makes a real difference and improves the quality of life not only for women but also for men.

Gender work with men and boys receives widespread but quite superficial support and its value is often still quite contested. In a world where there is not nearly enough support for women's rights work, it is not surprising that some women's rights advocates are ambivalent about resources going to organisations that work with men and boys—especially at a time when there are no agreed upon principles and parameters related to dialogue and accountability with women's rights movements.

However, as priorities are set for UN Women, I want to make the case that work with men and boys can be effective in bringing about improved health outcomes for women and girls, greater gender equality and improved support for women's leadership in peace building. I am going to do this by sharing my experiences working with men from post-conflict settings, laying out the evidence base showing that interventions bring about important changes, drawing attention to the international commitments obliging national governments and the UN system to implement gender work with men and boys and to suggesting ways to deepen the impact of this work.

DRAWING INSPIRATION FROM POST-CONFLICT SETTINGS

David Tamba and Pascal Akimana both narrowly survived war in their home countries of Sierra Leone and Burundi respectively. Both were forced to flee their homes and spent years moving from refugee camp to refugee camp, David in Liberia and Guinea, Pascal in the DRC, Kenya and Tanzania. At the age of twelve, Pascal was forced to witness the rape of his sister. David was unable to prevent rebel forces from abducting and raping his pregnant wife. Each gave serious thought to joining rebel forces to exact revenge but chose not to, in part because of the depression and trauma they both struggled with as a result of the violence they had witnessed and suffered.

Whilst living in a refugee camp, David was approached by a UNHCR protection officer, Lynn Ngugi, who convinced him to participate in camp activities aimed at preventing endemic sexual violence. Now, a decade later, David is the director of the Men's Association of Sierra Leone where he coordinates activities intended to increase men's support for Sierra Leone's

three new gender equality laws. He also coordinates Sierra Leone's fledgling MenEngage country network.

After years of moving steadily southwards from Burundi, Pascal was invited to join a Men as Partners workshop at a clinic in Johannesburg's inner city. He was initially resistant to the ideas of gender equality discussed there but returned for subsequent workshops because they gave him a forum to discuss his trauma. He now works for Men's Resources International and is an emerging leader in the field of gender equality work with men and boys.

David and Pascal's stories complicate the more conventional discourse about men and violence against women in conflict settings which typically depicts men only as part of the problem—as perpetrators, probable perpetrators or indifferent bystanders. David and Pascal's stories remind us that men are often deeply affected by violence against the women in their lives—their mothers, sisters, partners, wives—and often feel profoundly ashamed about their inability to prevent violence they experienced or suffered, or sometimes were forced to perpetrate. They remind us also that this shame can often fuel further violence. Perhaps most significantly, their lives and the lives of many other men like them bear testimony to the importance of developing initiatives that attempt to support men to act on their convictions that violence against women is wrong and that they have a role to play in stopping it and in supporting gender equality and women's leadership.

AN EMERGING EVIDENCE BASE

Pascal and David's stories are inspiring. They are by no means unique. As new programs engaging men and boys have been implemented, a broad body of effective evidence-based programming has emerged and confirmed that men and boys are willing to change their attitudes and practices and, sometimes, to take a stand for greater gender equality.

A recent review of 57 male involvement programmes published by the World Health Organisation found evidence that at least a quarter were effective in transforming harmful gender attitudes and behaviour, and many of the others were regarded as promising.ⁱ

Similarly, the Medical Research Council's evaluation of the Stepping Stones intervention implemented in the Eastern Cape showed the latter led to significant changes in men's attitudes and practices including significant reductions in intimate partner violence and other practices that are high risk for HIV transmission.^{ii,iii} In Brazil, Instituto Promundo's intervention with young men on promoting healthy relationships and HIV/STI prevention, showed significant shifts in gender norms at six months and twelve months. Young men with more equitable norms were between four and eight times less likely to report STI symptoms with additional improvements at 12 months post intervention.^{iv}

These studies confirm that men can change their gender related attitudes and relations in relatively short periods of time.

POLICY COMMITMENTS TO INVOLVE MEN AND BOYS

Alongside evidence that work with men and boys makes a difference, there are also many international commitments calling on governments and UN agencies to take action to engage men and boys for gender equality. These include: the 2001 and 2006 UN General Assembly Special Session on HIV/AIDS, the 2004 and 2009 UN CSWs, and the 2009 UNAIDS Action Framework on Women, Girls, Gender Equality and HIV and the 2009 UNAIDS Operational Plan for Action Framework.

The language of the more recent of these commitments is noteworthy for its recognition of the role men and boys can play in bringing about gender equality and health equity. The 2009 CSW, for instance, recognizes “the capacity of men and boys in bringing about change in attitudes, relationships, and access to resources and decision making which are critical for the promotion of gender equality and the full enjoyment of all human rights by women”, and calls for action to “ensure that men and boys, whose role is critical in achieving gender equality, are actively involved in policies and programmes that aim to involve the equal sharing of responsibilities...”

These international commitments both require policy makers in signatory countries to develop policies and programmes and provide civil society with leverage to demand implementation.

CIVIL SOCIETY INITIATIVES

Alongside policy commitments, across the world, in almost every region and country there are civil society groups working with men and boys—to end violence, promote sexual and reproductive health, encourage greater involvement in parenting, reduce the spread and impact of HIV and AIDS or address the legacy of armed conflict and war.

There are many examples. In Africa, the Rwandan Men’s Resource Center fosters new models of non-violent manhood in the wake of their country’s devastating genocide. In Sierra Leone, the Men’s Association for Gender Equality educates men about women’s newly gained rights to property, inheritance and divorce. In Kenya, Men for Gender Equality Now use theatre and community mobilization to insist that the criminal justice system holds perpetrators of violence accountable. In South Africa, the Soul City Institute produces carefully researched television series viewed by millions of South Africans that promote changes in men’s sexual practices. The organization I represent, Sonke Gender Justice Network, is currently using South Africa’s Equality Court to charge the leader of the African National Congress Youth League with hate speech and discrimination after he made comments we believe reinforce rape myths.

In Asia, work is currently taking place in India, Pakistan, Bangladesh, Cambodia, Thailand, Nepal and Mongolia, to name just a few. Men’s Action to Stop Violence Against Women, a grassroots initiative has dozens of chapters across the state of Uttar Pradesh supports women’s rights organizations to demand full implementation of India’s new Domestic Violence Law. Breakthrough’s innovative Push the Button Campaign has inspired large numbers of men

and boys to intervene to stop domestic violence. And just last week Sachin Tendulkar and other high profile cricket players from the world's largest sporting league lent their names to the "Coaching Boys into Men" anti-violence campaign developed by the Family Violence Prevention Fund and the International Center for Research on Women.

Impressive work with men is also evident across Latin America: Salud y Genero in Mexico, Puntos de Encuentros in Nicaragua, Instituto Promundo and Papai in Brazil and Cultura y Salud in Chile, amongst many others.

In North America and Europe, hundreds of batterer intervention programmes cooperate with local police and probation departments to achieve victim safety and perpetrator accountability while grassroots organizations like A Call to Men, Men Can Stop Rape and the Swedish Men's Association for Gender Equality conduct public education campaigns to promote relationships based on equality and mutual respect.

MOVING BEYOND SMALL SCALE INTERVENTIONS

The work of civil society organisations is inspiring and the emerging evidence base both compelling and exciting. However, men's violence against women remains pervasive in many parts of the world. Why, if so many initiatives are in place across the world to involve men and boys in achieving gender equality, have we not had greater success? The truth is that much of the work being done is carried out exclusively by civil society organizations and is usually small in scale and limited in impact and sustainability, reaching only a few hundred or thousand men a year.

If work with men is to make a real difference, if it is to slow and halt the domestic and sexual violence still devastating the lives of millions of women in communities across the world, far more needs to be done to engage men and boys as proponents of change.

I would like to propose a few ideas for how we might increase the scale, impact and sustainability of gender transformation work with men and boys.

These include: developing clear principles for gender work with men and boys, using policy approaches to take gender work with men to scale; strengthening civil society capacity to hold governments to their commitments; forging closer working relationships with women's rights organisations and developing shared principles, parameters and priorities.

DEVELOP CLEAR PRINCIPLES FOR WORK WITH MEN AND BOYS'

Recognise that men have an investment in change: Third, policies and programmes should recognise that men also have a stake in changing rigid gender roles and they should support men's efforts to change. There are many reasons why traditional masculine norms are bad for men. Many men are deeply affected by violence perpetrated against the women in their lives -- whether their mothers, sisters, neighbours, co-workers or fellow congregants --- and

have a clear investment in stopping the violence. Similarly, the same gender roles that contribute to men's violence against women also encourage men to equate manhood with risk taking and disregard for their own health—manifested in lower life expectancy for men across all regions of the world due to preventable injury and illness.

Promote women's rights: Policy approaches to involving men in achieving gender equality should aim to advance women's and men's full access to and enjoyment of their human rights and should intend to bring about gender equality. As such, work with men and boys should encourage men to develop respectful, trusting, and egalitarian relations with women, and with other men.

Consult women's rights organisations: Policies and programmes aimed at engaging men and boys in achieving gender equality should be developed and implemented in consultation with groups working to promote and protect women's rights.

Recognise that men are diverse: Approaches to engaging men in gender equality work should recognise that men are not homogenous and that their life experiences and access to resources, services and rights is shaped by factors such as class, caste, ethnicity, sexuality, religion, and age.

USE POLICY APPROACHES TO TAKE WORK TO SCALE

To truly transform gender inequalities, it is necessary to go beyond scattered, small-scale interventions and efforts (no matter how effective), towards systematic, large-scale, and coordinated efforts.

Policy can be used in at least three distinct ways. Firstly, policies can require government to scale up successful NGO projects and implement them nationally by, for instance, integrating gender activities into national schools curricula or training staff from government departments to integrate promising practices into their day to day work, including community health workers or social development outreach workers. Secondly, policies can be implemented that change public perceptions of gender roles and practices, such as through the implementation of social welfare laws that encourage men to be more involved in family life and create social services that facilitate women's full participation in the labour force. Thirdly, policies such as gun control and laws aimed at reducing excessive consumption of alcohol can reduce risk factors for violence whilst also delinking notions of manhood from alcohol and gun use.

However, the development of policies is not a guarantee that they will be well implemented or implemented at all. Leadership and support from senior policy-makers and decision-makers (many of whom are men) is vital to generating good outcomes from gender equality policies. Leaders need to model gender-egalitarian practices and publicly endorse gender equality in their workplaces and in their public roles. Examples of actions that demonstrate commitment to gender equality include holding other men accountable for sexist comments and behaviour or for voting against gender-progressive legislation.

BUILD CIVIL SOCIETY CAPACITY TO HOLD GOVERNMENTS TO THEIR COMMITMENTS AND OBLIGATIONS

By virtue of their status as binding commitments, policies create opportunities for civil society organisations to demand that policy makers comply with their obligations. However, most civil society organisations currently doing work with men have little advocacy experience. If policy approaches are to be used to take gender work with men and boys to scale, it will be necessary to build the capacity of civil society organisations to engage in advocacy aimed at demanding implementation of such policies. Without this, policy efforts are unlikely to achieve much and may, in fact, have the unintended consequence of drawing skilled programme staff into time-consuming but ultimately ineffective policy development efforts.

Men's Action to Stop Violence Against Women (MASVAW) based in India provides a useful example of advocacy to support implementation of hard won policy gains. The 2005 Protection of Women from Domestic Violence Act came provides "protection against physical, verbal and sexual abuse and the right to shelter and economic freedom"^{vi}. In collaboration with women's rights organisation, MASVAW coordinates the Ab To Jaago! (Wake Up Now!) Campaign which provides rights based education to urban and rural communities about the provisions of the DVA so as to maintain pressure on Government for full implementation^{vii}.

Sonke Gender Justice has used a combination of media advocacy and progress reports to draw attention to the gap between policy development and implementation, most recently issuing a scorecard at the 2010 CSW rating South African government department efforts to implement their commitments to involving men and boys. The report is available at www.genderjustice.org.za and describes significant accomplishments in the area of policy development with inconsistent implementation of commitments and obligations. The report shows, for instance, that few government departments in South Africa currently carry out any activities aimed at involving men and boys in achieving gender equality and reveals that none have costed workplans or coherent strategies to monitor or evaluate their ad-hoc efforts to engage men and boys in achieving gender equality.

CONCLUSION

Men's support for gender equality will enhance women's leadership, including in peace-building. Without it, women will continue to struggle against political backlash and indifference despite rhetorical commitments from politicians to ending violence against women, including rape as a weapon of war.

Notes:

- i. World Health Organization (2007). Engaging men and boys in changing gender-based inequity in health: Evidence from programme interventions. Geneva
- ii. Jewkes R, Wood K, Duvvury N. 'I woke up after I joined Stepping Stones': meanings of a HIV behavioural intervention in rural South African young people's lives. *Social Science & Medicine* (submitted)
- iii. Jewkes R, Nduna M, Levin J, Jama N, Dunkle K, Koss M, Puren A, Duvvury N. Impact of Stepping Stones on HIV, HSV-2 and sexual behaviour in rural South Africa: cluster randomised controlled trial. *British Medical Journal* (submitted)
- iv. Pulerwitz J, Barker G, Segundo M (2004). "Promoting Healthy Relationships and HIV/STI Prevention for Young Men: Positive Findings from an Intervention Study in Brazil. Horizons Research Update." Washington, DC: Population Council.
- v. This discussion of principles for engaging men and boys draws from Flood, M. Peacock, D. Barker, G. Stern, O. and Greig, A. (2010) "Policy approaches to involving men and boys in achieving gender equality and health equity" prepared by Sonke Gender Justice Network for the Department of Gender Women and Health, World Health Organization.
- vi. The Times of India, Act is alright, but will it be implemented? 27 Oct 2006,
- vii. <http://dvactupcampaign2007.blogspot.com/2007/12/lucknow.html> accessed on January 20, 2008

THIRD SESSION:
ADDRESSING
THE GENDER DIMENSIONS
OF ENVIRONMENTAL
CHALLENGES

SUMMARY OF THE DEBATE

The debate stressed that **sustainable development and women's empowerment were ecologically tied**. Adverse ecological changes affected women harder than men, a gender-specific vulnerability that was the outcome of socially constructed realities. While finding themselves in a disadvantaged position, many women faced specific difficulties in dealing with environmental change and natural disasters. Lower levels of education and training often reduced their ability to access information necessary to cope with environmental changes and the natural disaster they increasingly induced. They were situations of threats to women's security in all its aspects – security of survival, security of livelihood, access to food and natural resources, access to decision-making positions, etc.

Accordingly, **climate-related changes were not gender-neutral**, nor were biodiversity losses. Local manifestations of environmental changes had diverse impacts on different groups: it was of utmost importance to apply a gender lens to environmental policies and programmes with a view to making women's contribution, needs, expectations and solutions visible at all levels of decision-making. The position of women was far from being restricted to the status of helpless victim of environmental changes, they were key agents of positive change, contributing to crucial livelihood adaptation strategies. They had to be present at all levels of decision-making and implementation – the care and management of our natural resources and shared environment were tasks for both women and men.

Another problem was that women were underrepresented in areas of science and engineering, fields generally dominated by men. There was as **lack of women engineers and scientists**, which possibly had an influence on the options that were explored in terms of research, innovation and product development. Beyond that, though, there was a need to realize that excessive attention to technological solutions could lead to underestimate that **climate change or biodiversity losses could not be envisaged without transformations in our modes of production and consumption**, which rested on cultural and societal factors. The voices of women would, in the face of adverse environmental changes, benefit women and society at large if more attention was directed toward the educational, cultural and social dimensions of mitigation and adaptation.

The participants in the debate remarked that **environmental and gender equality issues faced the same kind of implementation gap between the ambitions of the formal instruments and their less than satisfactory translation in development policies and programmes**. As sustainability called for conceiving development through a nexus of economic, social and environmental issues, the **potential of gender equality to foster the success of environmental policies would remain a missing link as long as ministries responsible for environmental issues were underfunded and considered second-rate ministries**.

INTRODUCTORY INTERVENTIONS BY THE PANELISTS

IRENE DANKELMAN (NETHERLANDS)

DIRECTOR OF IRDANA ADVICE ON GENDER AND SUSTAINABLE DEVELOPMENT; FORMER TECHNICAL ADVISOR ON ENVIRONMENT, GENDER AND DEVELOPMENT FOR UNIFEM

Twenty-five years ago: It must have been a day full of sunshine and hope like we have here today in Athens; we met at the international women's conference in Nairobi (1985) and for the first time brought the environmental agenda to the international conference tables. We heard the stories of women from all over the globe: Wangari Maathai, Vandana Shiva and many others, talking about the environmental situation in their respective countries and communities, and how women's rights were violated by environmental degradation. The message was clear: *"Sustainable development and women's empowerment are ecologically tied"*

In 1991, when we were preparing for the Earth Summit (UNCED) in Rio de Janeiro, Julekha Begum, a peasant woman from Bangladesh, told us: *"Life is a whole, it is a circle. That which destroys the circle should be stopped. That which maintains the circle should be strengthened and nurtured."*1 ... For me this is a reflection of the local knowledge and awareness about the environment that day-to-day users – often women - have generated, an awareness and knowledge from which valuable lessons should be learned in order to deal with the major environmental challenges of today. Such insights inspired us to advocate for a gender sensitive outcome of the Rio Conference, Agenda 21, the Rio Declaration and Multilateral Environmental Agreements. Similar notions were reflected in the Platform for Action of the Beijing Women's Conference in 1995.

Here we are in 2010, and we know that this century and the future of humanity will be shaped by the environmental challenges that dramatically affect our [common] future. For too long we didn't realize how much our lives and our development perspectives depend on the quality of our waters, the composition of the air, the fertility of our soils, and on all live forms with which we share this planet Earth. But now that biodiversity losses are progressing at an unprecedented rate, that clean water is becoming scarce, that climatic changes manifest themselves in many forms all around the world (in Pakistan, Guatemala, Russia etc), many communities and people are already experiencing the impacts of these human-induced environmental changes. And there is much inequity and injustice in these developments: the burden of the losses of environmental security and ecological services is not equally distributed amongst people. The conclusions of the Intergovernmental Panel on Climate Change (IPCC) are clear: it is undisputed that our global climate is changing, and the local manifestations of those changes have major and diverse impacts on different groups2.

At the same time we have come to realize that the key to our planet's sustainability and reaching MDG 7 lays in our own hands, and that this is a prior responsibility of governments, international institutions, people living in wealth, and the private sector.

Gender equality and women's empowerment (MDG3) are not only essential human rights but also fundamental in tackling issues related to environment, to end violence against girls and women, and fighting inequality and poverty by fostering human and sustainable development. However, now that we commemorate a decade of efforts to achieve the MDGs, women and girls are still the majority of poor, illiterate and vulnerable people, and environmental sustainability is still far away!

"I have seven children....The floods collapsed our three rooms and washed away our crops: maize and late millet. As a result we harvested nothing. Hunger stared us in the face..."
Atibzel Abaande, Bawku West District, Ghana [Mensah-Kutin, 2008: 31]3

Like many disasters, climatic and other environmental changes threaten to increase existing inequalities, and gender inequality is one of the most pervasive of these. Important lessons can be learned from what we already know from past (natural) disasters. In a study of the London School of Economics, the University of Essex and the Max Planck Institute of Economics (2007), Neumayer and Plümpner analyzed 141 countries in which natural disasters occurred during 20 years (between 1981-2002).4 Main findings were that natural disasters lower the life expectancy of women more than that of men, and as the disaster intensifies so too does this effect. Their conclusion is that it is the socially constructed gender-specific vulnerability of women that leads to the relatively higher female disaster mortality rates compared to those of men. Oxfam reported on the impact of the 2004 tsunami on women. In Indonesia, in four villages surveyed in the Aceh Besar district, male survivors outnumbered female survivors by a ratio of almost 3:1. In four villages in the North Aceh district, females accounted for 77 per cent of deaths.5 We see similar phenomena again and again after each disaster.

Sometimes, however, gender roles result in more mortalities amongst men: during hurricane Mitch in Central America (1998) immediate mortality was higher for men, not only because they were engaged in outdoor activities when the disaster struck, but also because they tend to be more overconfident in their behavior towards risks. Empirical studies show that whereas men are more risk-taking, women tend to be more risk averse. This of course has implications for disaster management.6

Being in a disadvantaged position, women's rights are violated and many women face specific difficulties in dealing with (environmental) disasters. For example lower levels of education and training can reduce their ability to access necessary information and resources before, during and after disasters. And when poor people – many of whom are women – lose their livelihoods, they slip deeper into poverty. We have seen this also in the Afro-American communities in New Orleans (USA), affected by hurricane Katrina (2005).7 A study in Malawi showed that girl-children are married off early in times of drought, usually to older men with numerous sexual partners, resulting in exposure to HIV/AIDS.8 In situations of disaster – and related migration – violence increases, particularly affecting women: their human security in all its aspects – security of survival, security of livelihood and dignity – is at stake. And as climate change is not gender neutral, gender specific human security impacts can already be observed in many localities where climate change hits.

Drought, loss of vegetation, and erratic rainfall cause women to work harder to secure (natural) resources and livelihoods. In such (silent) situations, women and girls have less time to get an education or training, earn income, or participate in governing bodies. Girls regularly drop out of school to assist their mothers with livelihood tasks, including collection of fuel, fodder and water. Education for all (EFA) is at stake.

"We the women are responsible for feeding our families. The bush has now become a desert shrub in my area and there is nowhere to go to fetch wood...One day, unable to find enough wood after a long search, I used some branches to cook. Since the wood was not enough, I cut my plastic bassinette (wash-basin) in pieces to fuel the fire. My bassinette was gone before I finished cooking. Then I took the wooden bench where I was seated and cut it to feed the fire. That was not enough. I also had to use my bed sheet for the fire so the food could cook. After serving the food, my mother in law refused to eat. She said she didn't think food cooked with plastic bassinette and bed sheet was edible....." Satou Diouf, Village Gadiag, Senegal [Diagne Gueye, 2008: 23]9

In such situations women, like men, have developed several coping strategies. A warning here: 'coping' is not always sustainable, healthy or the best way to deal with problems, but as there is no choice, steps like adaptations in diets, skipping meals, shifting to other fuels, employment under unsafe conditions, or forced migration, are coping strategies that women delve into.

In general women are primarily perceived as victims of climate change, but they are also very important agents of change and leaders, contributing to crucial livelihood adaptation strategies. For example, in the midst of a drought in the Federated States of Micronesia, women dug into the ground and created new wells that filled with drinkable freshwater. Because of their work on the land they had acquired considerable knowledge of the local hydrology. However, planners and decision-makers had not considered their possible contributions yet.¹⁰

One other example: The rural community of Keur Moussa in Senegal established anti-erosion committees in which women are very active. Women were interested in solving the erosion problem because it is greater than what they encountered in agriculture as it became difficult to access drinking water. To control water flow, they built stone barriers and engaged in reforestation. Agricultural yields improved and women began trading herbal plants, which they had not done in long time. [Diagne Gueye, 2008: 28]11

In our work with women's organizations worldwide we see that many women have clear ideas on how to mitigate and adapt to climate change, and they organize to have their voices heard.

Apart from local and regional movements of women, dealing with environment and climate change, in recent years there has also been an increase of international organizations active in the interface between gender equality and environmental/climate change. At global level The Network of Women Ministers of Environment played a leadership role in getting gender and social dimensions on the agenda of the UNFCCC and other international fora. Organizations

like the IUCN (International Union for Conservation of Nature), UNEP, UNDP and WEDO (the Women's Environment and Development Organization) started the Global Gender and Climate Alliance (GGCA). The gendercc-Women for Climate Justice network has been actively lobbying for a gender approach in climate policies since several years and – with WEDO and WECF (Women in Europe for a Common Future) is one of the co-convenors of Women's Major Group constituency at the UNFCCC COPs 12. IUCN's gender unit and WEDO have trained delegates at the COP meetings and nationally. The Government of Finland and Denmark supported the establishment of a Women's Delegate Fund (WDF) to promote women delegates from developing countries to participate in the UNFCCC deliberations. WEDO and its partners analyzed National Adaptation Plans of Action (NAPAs) to assess the level to which gender aspects have been taken into account in policy development and implementation at national level. At this very moment the advocacy on gender mainstreaming is culminating in the preparations for the UNFCCC COP-16 in Cancun, Mexico, later this year. It is there where we discuss, plan, and implement mitigation and adaptation to climate change, its financial and technical frameworks, the reversal of biodiversity losses and the management of our waters, that a strong social focus is needed and a gender approach is a must.

It is not only a question of parity: having more women with different backgrounds participate and having a say in environmental negotiations and decisions at local, national and global levels. There is also an essential need for the environmental policies and practices themselves to be sustainable and just. Or as Bella Abzug, former US Congress woman and founder of WEDO, once said: *"Women do not want to be mainstreamed into a polluted stream: they want the stream to be clear and healthy."*

IN CONCLUSION

My experience so far working in the interface between gender and environment, has been that applying a gender lens can help in paying attention to other social differentiators and inequalities in climate change: e.g. between people of different social backgrounds, different age groups, ethnic groups, indigenous populations. It also reminds us to the fact that women are not one homogenous group, but that there is much diversity amongst us.

Another experience is that climate change and other environmental issues are still largely approached in a technical or market-based way; there is a large gap between experts and policies that deal with the more technical and economic environmental change areas and those dealing with social and humanitarian issues. Bridging that divide is a first step to mainstream gender in climate change policies and practices. Similarly the connections between local realities and global policies need to get much more visibility and recognition: listening to women's voices.

Attention should be paid not only to sudden and urgent disasters, but also to the slow (onset) manifestations of climatic changes and their impacts, as these particularly impact on local women and children, and affect their futures.

Information on gender and climate change is quite recent, scattered and ad hoc. Therefore there is a need for much more empirical evidence and generic analysis of these interfaces and nexuses: a challenging research agenda to which academia and UNESCO could significantly contribute. Similarly the education sector should prepare for the impacts of climate change on future generations, and promote quality education for all in and on a healthy environment.

There is an urgent need to involve also feminist criticisms of development discourses, as these look into structural causes of human-induced climate change, underlying power structures and injustices. They can inspire fundamentally new strategic approaches towards climate change mitigation, adaptation, and information and re-think and re-route the debate.

At the United Nations High-level Plenary Meeting on the Millennium Development Goals (MDG Summit) that will take place from 20-22 September at UN Headquarters in New York, not only a focus on accelerating progress towards the achievement of all the Millennium Development Goals by 2015 is a must, but (as important) recognizing and focusing on the inter-linkages between the different goals and targets – in particular between MDG 1, 2, 3 and 7 – globally and locally. In its debates and strategies it should also include a focus on women's sexual and reproductive rights.

The recently established UN Entity for Gender Equality and Empowerment of Women, UN Women, will aim to enhance gender equality and empower women in the context of today's global challenges. In that effort it needs a comprehensive agenda on the environmental challenges of the world.

Let us finish with a quote from the WAVE (Women as the Voice for the Environment) conference, that UNEP, in cooperation with WEDO, organized in Nairobi in 2004:

"We will continue the struggle for a peaceful, just and healthy planet for all, in the spirit of full cooperation and global solidarity...We call upon all concerned to step up action...Together, as agents of change, bound together by our commitments to justice, equality and peace, we can sustain our environment and our common future."

Notes:

- 1 This interview was part of a regional consultation by UNIFEM in 1991 amongst rural peasant women in South Asia, preparing for the United Nations Conference on Environment and Development (UNCED), that took place in Rio de Janeiro in 1992.
- 2 Intergovernmental Panel on Climate Change, 2007. Fourth Assessment Report: Climate Change 2007. Cambridge University Press, Cambridge
- 3 Mensah-Kutin, Rose, 2008. The Intersection of Gender, Climate Change and Human Security in Ghana. ABANTU for Development, Accra.

- 4 Neumayer, Eric and Thomas Plümper, 2007. The Gendered Nature of Natural Disasters: the impact of catastrophic events on the gender gap in life expectancy, 1981-2002. London School of Economics, University of Essex and Max-Planck Institute of Economics.
- 5 Oxfam, March 2005. The Tsunami's Impact on Women. Oxfam Briefing Note. Oxfam, Oxford.
- 6 Bradshaw, Sarah, 2004. Socio-economic Impacts of Natural Disasters: a gender analysis. UN Commission for Latin America (ECLA). Serie Manuales 32.
- 7 Own observation during field visits and discussions in New Orleans, 2007.
- 8 Malawi Government, 2001. Sexual and Reproductive Health Behaviors in Malawi: a literature review to support the situational analysis for the National Behaviour Change Interventions Strategy on HIV/AIDS and Sexual and Reproductive Health, National AIDS Commission and Ministry of Health and Population, Lilongwe, Malawi.
- 9 Diagna Gueye, Yasmine, 2008. Genre, Changement Climatiques et Sécurité Humaine: le cas du Sénégal. ENDA Programme Energie, Dakar.
- 10 WEDO, 2007. Changing the Climate: why women's perspectives matter. Fact Sheet. WEDO, New York.
- 11 See footnote 11.
- 12 UNFCCC = United Nations Framework Convention on Climate Change; COP = Conference of Parties; UNFCCC was the only Rio Convention that did not include any gender sensitive language.

CLOSING SESSION:
UNESCO'S ROLE IN
FOSTERING CHANGE:
THE NEXUS OF
EDUCATION, THE
SCIENCES, CULTURE
AND INFORMATION AND
COMMUNICATION

SUMMARY OF THE DEBATE

UNESCO'S ROLE IN FOSTERING CHANGE: THE NEXUS OF EDUCATION, THE SCIENCES, CULTURE AND COMMUNICATION AND INFORMATION

Welcoming the establishment of UN Women as a new milestone of the international women's movement, the participants insisted on the strategic importance of fuelling it with innovative ideas and approaches for concrete action to address the gender equality-related missing links in development. Indeed, such issues as the implementation gap were all the more preoccupying that, in many countries, gender inequality did not disappear with economic advances. Gender equality had to be reframed in general terms of economic and social injustices: **one main gender equality-related missing link was the financial independence of women**, which was highly visible in the salary inequalities and the impacts it had on their personal and social independence.

Development programmes and projects still too often failed to reflect the importance of gender equality to achieve the MDGs and could even have adverse impacts on the empowerment of women. It was remarked that, contrary to dominant views, mainstreaming gender equality should, for example, be fully integrated into infrastructure projects, in the form of jobs or gender-based impact analysis. This called for revisiting the very paradigms of development: it was suggested that the same logic had prevailed in neglecting the women as well as the endogenous capacities of countries. Donors had to acknowledge that recipient countries could propose their own agenda. The principles of development had to be redefined from the root so as to avoid one-size-fits-all approaches and apprehend problems in their local contexts, which was where most women of the world were striving for equality. **To achieve the MDGs through a gender equality strategy, development partners, including donor agencies, national governments and NGOs had to design and apply a "gender lens" throughout the elaboration, implementation and monitoring of their policies and programmes.**

Critical assessments did not prevent recognizing the importance of the progress made in fifteen years, since the Beijing Fourth World Conference on Women, notably in promoting women's rights as universal human rights. **The self-confidence of women had grown everywhere on the planet to a point of no return.** But this could not be deemed a satisfactory result, as the presentations and discussions of the Forum had made it clear. It was reiterated that, for gender equality instruments and programmes to have an impact at all levels, socio-cultural aspects had to be addressed in depth, which called for UNESCO's intellectual and normative functions and its capacity to renew gender equality approaches through a holistic nexus of education, the sciences, culture and communication and information.

One next step would be to harness the sectors of education, culture and communication to foster the adoption of a more diversified conception of women's conditions. **While suffering from similar inequalities all over the world, women were not a homogenous group or category.** Some were rich, many poor, some literate, others not, and so on. It was even remarked that women could exploit other women. The issue lay with the foundations of our cultural and social systems, with inequality as a global and holistic problem that could not be treated only sector by sector. Curricula, textbooks and attitudes inside the classroom had to be revised so as to accommodate for the diversity of women and girls. The role of the media was very important to consider: while they had a tendency to reproduce stereotypes and negative attitudes towards women, they could also be instrumental in mainstreaming positive images of and models for women and girls.

As for the social and cultural contexts of women's lives, questions were raised on the role of religions on gender equality. Some participants were concerned that religion was often invoked to justify many occurrences of violence against women or, more generally, to assign subservient social positions to them. Biased interpretations by fundamentalists were the problem, it was concluded, not religions in themselves, which were not by nature against women. **Scholars and intellectuals, irrespective of gender, had to revisit religions so as to bring forward interpretations promoting gender equality.** Such task should be part of a more general endeavour to percolate gender equality from the philosophical and legal planes to the cultural context of attitudes and behaviours. It was suggested to promote cultural policies mobilizing artists for high-visibility campaigns fostering gender equality.

Rethinking the Internationally Agreed Development Goals (IADGs) beyond 2015 called for a profound re-evaluation of the roles of women. In dealing with conflicts, whether in conflict prevention and mitigation, peace keeping operations, or post-conflict reconstruction, women had to be acknowledged as key drivers of peace. Their absence or presence from the decision platform was not without consequence on whether conflict or peace would happen. Gender diversity should not be seen as a mere supplement to the core processes of peace, but a fundamental aspect of their success. Likewise, focusing of gender equality as a missing link was instrumental to put the MDGs on track: **the consideration and, above all, the participation of women in development frameworks was not a side issue, but a central element to obtain positive cross-cutting development outcomes.** Because stereotypes often portrayed women as guardians of the tradition, their voices were routinely unheard or not sought for when it came to elaborating and implementing development strategies and programmes – whether gender-focused or not. To the contrary, gender equality and the empowerment of women had the potential to make development a sustainable transition from the past and the present to the future.

INTRODUCTORY INTERVENTIONS BY THE PANELISTS

CHEN ZHILI (CHINA)

**PRESIDENT OF THE ALL-CHINA WOMEN'S FEDERATION; FORMER
STATE COUNCILLOR**

I am delighted to attend this UNESCO Future Forum in Athens, a city with not only beautiful sceneries, but also one of the major birthplaces of human civilization. I would like to thank UNESCO and the Hellenic National Commission for UNESCO for their kind invitation and for giving me this opportunity to experience the Greek culture and to exchange ideas with all of you present here.

The year 2010 marks the 15th anniversary of the Fourth World Conference on Women in Beijing, the 30th anniversary of the *Convention on the Elimination of All Forms of Discrimination against Women* and the 10th anniversary of the adoption of the *Millennium Declaration* and the Millennium Development Goals. In July this year, the UN Economic and Social Council reviewed the progress in implementing the third MDG, which is to promote gender equality and empower women, and adopted a resolution to establish a high-level UN agency for gender equality, marking a new milestone in the history of international women's movement. UNESCO shows great strategic insights in organizing this forum focused on gender equality. It re-evaluates the internationally agreed development goals, envisages future challenges and re-examines the linkage between gender equality, peace and development, which is all the more timely and important at this very moment.

In the last two days, we have in-depth discussions. There is debate of different views and perspectives, and also consensus on many issues. Hereby, I would like to share with you my understanding in this regard.

I. PROMOTING GENDER EQUALITY IS IMPERATIVE FOR ACHIEVING PEACE AND DEVELOPMENT.

The United Nations will soon convene a Summit on the MDGs. However, progress towards realization of the eight MDGs varies from country to country. The poor and conflict-affected countries face serious challenges. In addition, the world is confronted with unprecedented difficulties and challenges such as the ongoing financial and economic crisis, climate change, food security, energy security, frequent outbreak of diseases and natural disasters, and the rise of unemployed and poverty population worldwide. The attainment of the MDGs is by no means optimistic.

When we look at these difficulties and challenges, more often than not, we see women and children's faces. Of the 1 billion poorest in the world, 60% are women and children. Of all the school drop-outs in the world, more than half are girls. Of the 759 million illiterate adults, women make up for two thirds. Of the 20 million refugees, over 80% are women and children.

While making up half of the world's population, the representation of women in politics and decision-making, however, is disproportionately low compared with their proportion in the entire population. In some countries, the proportion of women in parliament does not even reach 10%. It is undeniable that male mindset dominates the world. On trade, financial and budgetary issues, women's voices are still weak. At the decision-making tables on critical issues such as water, air, energy as well as war and peace, women are underrepresented.

All these demand our reflection. We need to reflect upon the linkage between gender equality, development and peace. We need to challenge our understanding of the root causes of gender inequality and reconsider the means for promoting gender equality. We also need to reflect upon the existing development models and their gender implications.

What is happening demonstrates that gender inequality will not automatically disappear along with social progress. It is women and children who bear the brunt of gender inequality. Such cost also inevitably affects and restrains social development, as well as undermines the international effort to reduce poverty, promote universal access to education, improve health status, and etc..

The fourth World Conference on Women and the *Beijing Declaration* were frequently mentioned in the past two days. We are pleased to see changes in the past 15 years. The international community has come to realize how crucial women empowerment and their higher status are to economic, political and social development. How important gender mainstreaming is in promoting gender equality and development efficiency and equity. How essential it is to establish structures and institutions for promoting gender equality. China has made significant progress as well. Equality between men and women has been established as a basic state policy. The Law for the Protection of Women's Rights and Interests has been promulgated, which ensures women's equal rights in education, employment and political participation.

II. BUILDING A CULTURE OF GENDER EQUALITY THROUGH ADVOCACY AND EDUCATION

One of UNESCO's key domains is education. Indeed, education is an important means for enhancing quality of an entire nation and an important factor in promoting gender equality and reducing gender gap. It plays a critical role in a nation's development.

Thanks to our efforts in the past 15 years, the enrollment rates for girls and boys in primary schools have been increased to 99.6% and 99.5% respectively. In secondary schools, girls now make up 48%, while in colleges, women make up 48.1%. Therefore, China has made substantial progress in achieving gender balance at all levels of education, and is one of the countries that have made the most remarkable accomplishments in realizing UNESCO's "Education for All" objectives.

However, it is undeniable that traditional gender stereotypes remain deeply rooted in people's minds, and are reflected in the concepts and processes of school and social education.

Boys and girls are given different social expectations, norms and evaluation. Gender concepts and relationship are therefore passed on, reproduced and reinforced from generation to generation. Therefore in order to promote gender equality, we need first to change the traditional perception of gender roles and to build and disseminate an advanced culture featuring gender equality.

To this end, the Chinese government explicitly requires “the incorporation of gender awareness and gender equality into the contents of education”. The textbook reform in 2003 started to integrate gender awareness and gender equality. A comparison of the 1998 and 2003 versions of the Chinese textbooks for junior high schools finds that the ratio of female to male as leading characters in the texts goes up from 2.25:7.75 to 4:6. Moreover, female images in the textbooks become more diversified. They are defined not only with feminine features such as being hardworking, caring, and kindhearted, but also with the spirit of self-reliance and self-improvement.

In addition, the media also plays a very important role in shaping and disseminating gender culture. Taking China for example, there are two things that draw our attention. Firstly, women are not given full exposure in the media. Secondly, women’s images in the media tend to reflect traditional gender stereotypes.

To change and eliminate the impacts of traditional gender concepts and culture, the All-China Women’s Federation, have made tremendous efforts through the media to advocate for gender equality, which is a basic state policy in China, and to raise gender awareness among the public. Last year, I myself delivered special lectures on this topic on a TV educational channel. We make full use of the mass media including the internet, radio, TV, newspaper and magazines to carry out publicity and advocacy, with a view to promoting gender equality and the notion that men and women equally share all social and family responsibilities, and creating a social environment and public opinions favorable for women’s development.

III. EMPOWERING WOMEN AND PROMOTING HARMONIOUS SOCIAL DEVELOPMENT

The key to women’s true emancipation ultimately lies in the empowerment of women themselves. A very important point here is to ensure equal participation of women in decision-making and the management of social and public affairs. Such equal participation is not only conducive to improving women’s status, but also strengthening democracy, and realizing development in a more efficient and harmonious manner. ACWF has made one of its priorities to increase women’s political participation.

We have actively urged the legislature and government departments to adopt a series of regulations and policies to increase the representation of women at national and local people’s congresses and in the villagers’ committees. I believe that only when a sufficient number of women participate in decision-making and the management of social and public affairs, can we integrate gender awareness into the design, implementation and evaluation of legislation, policies, programs and activities in all areas. Only then can we ensure that women and men equally participate in, contribute to and benefit from social development. I also believe that

women's unique perspectives and wisdom will provide new thinking and make distinctive contributions to the solution of many problems.

Women's economic independence is the foundation for their independence and emancipation. As important human resources, their development affects economic development and progress. At present, Chinese women are active in economic activities. In 2008, the total employed population in China reached 775 million, of which 45.4% are women. There are over 29 million women entrepreneurs in China, accounting for 25% of the total. In order to address the financing problem facing women in their entrepreneurial endeavors, with great efforts of ACWF, a favorable policy on micro-credit schemes especially for women was made last year by the Ministry of Finance. The state will give special support for women in terms of loan coverage and loan amount and pay the interests of loans in full amount. By the end of May this year, we have granted over RMB 6 billion (equivalent to 900 million US dollars) loans to women in need, helping more than 180,000 women in their entrepreneurial activities. By actively participating in socioeconomic development, Chinese women have built up their capacity, achieved economic independence, and enhanced their status. Meanwhile, they have also contributed their knowledge and wisdom to the harmonious and healthy social development.

As the human society advances towards the era of knowledge-based economy, women's participation in science and technology provides an important means by which they participate in political, economic and social lives as well as realize their own potentials and thereby shape the world's development and progress. How to achieve gender mainstreaming, gender equality and women's empowerment in scientific and technological development remains a critical subject. In 2009, the All-China Women's Federation launched the project entitled "Research on the Development of High-level Women Talents and on Policy Initiatives", aiming to promote feasible policy initiatives and efforts so as to ensure a favorable environment for the development of women talents.

However, we are keenly aware that there is still a long way to go till we achieve gender equality in China. It is a challenge facing us all.

I am delighted to see that last year UNESCO appointed its first ever female Director General and identified gender equality and Africa as its two global priorities. I have also noted that on various occasions Director General Irina Bokova and UNESCO have actively advocated for cultural diversity and highlighted gender equality as an important prerequisite for sustainable and equitable development, which I highly appreciate.

I would like to take this opportunity to put forward following suggestions: First, the strong voice for gender equality should not only be heard by women, but more importantly by men, particularly those in decision making positions. They should realize how critical gender equality is to economic, political and social development.

Second, we should encourage women to work hard and struggle for equality through their own efforts, and promote the spirit of self-respect, self-confidence, self-reliance, and self-improvement.

Third, we need to have timely exchanges and communications on legislation, policies and measures on gender equality, so that we can learn from each other's good practices and move forward together. China would like to make its contribution in this regard.

Last but not least, I hope that like UNESCO, other UN agencies will follow suit to make gender equality an important strategic measure in all their endeavors.

AMINATA TOURÉ

CHIEF, GENDER, HUMAN RIGHTS AND CULTURE BRANCH, UNFPA

I would like to add my voice to the many who have already congratulated UNESCO for this forum. In the field of development we are not always forward-looking and we often struggle to anticipate new realities and design futurist approaches. In this respect, this forum is avant-garde in many ways as it gathered a diverse crowd of constituents and invited us all to start looking beyond the 2015 benchmark.

Our reflection about the future, of course, starts with a good assessment of the present and reflects on the achievements of the development targets we set for ourselves and the challenges and shortcomings we have faced along the way.

It may be easy for all of us to agree that progress has been achieved in many aspects of women's lives across the world, even in the poorest settings. In Africa, for example, many more girls are attending school compared to 10 years ago; more women are sitting in parliaments and executive positions. The country with the highest representation of women in parliament in the world is Rwanda.

The sense of confidence in women's agency has increased globally. But progress has been very uneven. In this 21st century, it is a shame that between 350,000 and 500,000 women continue to die every year from childbirth while we have the knowledge and means to stop these untimely deaths. One out of three women in the world, still faces the risk of being beaten, coerced into sex or abused in some other way, and most often by a man she knows. We know that women and girls are still disproportionately affected by conflict and in the chaos of destruction of war and other emergency situations; they are more likely to be confronted with sexual violence. Around the world, rates of HIV infection continue to rise among females – particularly in Eastern Europe, Asia and Latin America. In sub-Saharan Africa, women and girls account for almost 60 per cent of adults living with HIV; in that sense they are becoming an endangered species actually. We also know that the work performed by women in the world is still undervalued while discrimination hinders a girls' personal development and prospects for escaping poverty as she is limited to education, nutrition, health, economic resources, self-expression and participation.

Now, what to do to accelerate progress towards 2015 and beyond?

I would like to discuss 5 keys ideas.

The first idea is that we have to reconcile and bring together the critical dimensions of women's lives. Because of the specificities of our respective mandates we each tend to focus on certain dimensions of gender equality, struggling to establish the much-needed multidimensional approach that can create synergy and accelerate progress. In addition, many critical areas have fallen through the cracks. One example is the economic empowerment of women. This area, such a vital one for women, has not gotten serious attention. In fact it has been left almost

entirely to non-governmental organizations who are doing what they can to set up micro-credit loans for poor women.

The Millennium Project Gender Taskforce defined seven critical areas for accelerated change:

- Education of Girls, training and access to knowledge for women;
- Universal access to reproductive health including Prevention, Care and Treatment of HIV and AIDS;
- Prevention and protection against violence;
- Access to decision making at national and local levels and in the economic sphere;
- Access to resources including property/land, loans and decent employment;
- Massive investments in infrastructure to improve the productivity of women;
- Legal framework that guarantee the realization of women's rights.

This idea of a Compact for Women could be the foundation for a new global initiative to accelerate the achievement of gender equality worldwide.

The second idea is that we, I mean the whole Development community including the United Nations, donor countries developing countries and other development partners, need to live up to their financial commitments. This is the time to advance the idea of mandatory gender investments and gender equality supporters to regularly assess whether the rhetoric is translated into budgetary decisions. This is an effective method to know whether we are really walking the talk. Those of us who have been working for many years on gender issues know too well that the missing link in gender work has been the absence of serious financial commitments to adequately address gender equality.

The third idea is that we need do a better job in addressing the needs and rights of the world's most vulnerable women. In many countries, including middle income countries, gender equality progress has mostly benefited women of the middle class living in cities. Poor rural women, women living in slums, indigenous women, and women with disabilities or women from ethnic, religious or racial minority groups - are often left aside. Therefore, we must ensure that our work for gender equality intersects with other critical socio-determinants to effectively address the multiple layers of human rights violations that millions of women face.

The fourth idea is that we need to bring men and boys on board as partners, allies, and advocates for gender equality. For too long, our advocacy and outreach efforts in gender equality has remained limited to women and women's organizations. We have not sufficiently tapped the vast potential existing in the social justice movement worldwide - where men and boys are massively involved. Many men would be happy to join the struggle for gender equality should we

find the right approaches and messages to mobilize them. In this respect, the United Nations Secretary General's initiative to enlist a network of male leaders in his Campaign to end violence against women is a very good example to follow.

Last but not least, we must galvanize communities and create a vast movement for social and cultural mind shift. To do so, we must leverage the power of culture. We know that achieving the MDGs and making gender equality a reality depends largely on the ownership of local communities. Efforts to develop and sustain an enabling environment for the achievement of development goals necessitates those local resources are harnessed and mobilized. However, in many countries, the sensitive nature of interventions related to women's exercise of their own rights and family matters related to reproduction, early marriage, violence against women, wife inheritance, female genital mutilation/cutting or women's participation in activities outside the household still pose tremendous programmatic obstacles. As one can imagine, different social and cultural realities create challenges for achieving internationally agreed upon goals. However, leveraging culture in favor of positive outcomes is also possible as cultures are dynamic, interactive and subject to change.

Building bridges between universal human rights and local cultures is a key strategy to empower individuals and communities to understand, own and claim their human rights. Through culturally relevant approaches to advance gender equality an effective mix of tools for building such bridges is possible. These tools can facilitate positive engagement with communities in which women's rights can be discussed and understood by local communities in their own language and through their own communication channels. Culturally relevant approaches can also help illuminate the basis for social practices that are harmful to people and hinder their enjoyment of human rights; they can also inform project designs that fit the diverse national and local contexts, while keeping human rights as the centerpiece and end goal.

This approach is extremely critical especially for dismissing the growing chorus of voices who oppose gender equality claiming that the agenda is a foreign plot or cultural imperialism that aims at destroying local cultures. However when the claim for human rights comes from within - it is difficult to ignore.

Both UNESCO and UNFPA share this common vision of development and we look forward to expanding our on-going partnership, not only at our respective headquarters level but all the way to our country offices worldwide.

Thank you again for the invitation to take part in this very important and productive forum. We look forward to working with you for the implementation of its outcomes.

AMINATA TRAORÉ (MALI)

PRESIDENT OF THE “FORUM POUR UN AUTRE MALI”; FORMER
MINISTER FOR CULTURE AND TOURISM OF MALI

C'est avec un énorme plaisir que je prends la parole dans le cadre de ce Forum UNESCO du Futur. Je félicite l'UNESCO d'avoir pris cette initiative, et surtout pour le libellé : « Le chañon manquant ». C'est une excellente initiative quand on la situe dans son contexte, qui est celui d'un monde globalisé, en crise. S'agissant de l'Afrique, nous sommes en plein dans le débat sur le bilan des cinquante ans d'indépendance, et bien entendu, il m'est souvent demandé de réfléchir à la question de savoir d'où nous venons, où nous en sommes et où aller. C'est pour cette raison que lorsque Irina Bokova et Hans d'Orville m'ont tendu cette perche, je l'ai saisie avec plaisir pour partager avec vous un certain nombre de réflexions...

Je dois être, en tous cas par rapport à mes sœurs ici présentes, l'une des plus anciennes, parce que j'ai eu le privilège d'être nommée Directrice des études et des programmes dans le tout premier Ministère de la Femme qui ait été créé en Afrique : c'était en Côte d'Ivoire. Il y a quarante ans, donc, la thématique principale portait sur l'intégration des femmes dans le développement. Nous y avons cru : la bataille pour l'égalité des sexes, c'était de faire de telle sorte que les femmes puissent bénéficier des retombées du développement au même titre que les hommes. Nous sommes parties sur cette base, nous nous sommes battues en nous disant que, s'il y avait tant d'hommes à tel endroit, il fallait tant de femmes. Les hommes accédaient à l'éducation, à l'emploi, à la politique : il fallait que nous y soyons.

A l'arrivée, aujourd'hui, au risque d'être iconoclaste, nous constatons que le développement n'a pas tenu ses promesses, que l'immense majorité des pays africains se sont appauvris. Nous sommes passés de la notion de lutte pour le développement à celle de lutte contre la pauvreté. Les gens ne prêtent pas assez attention à ces changements de vocable : du développement on est passé à la pauvreté et aujourd'hui, de la pauvreté nous passons à la lutte contre le terrorisme. Figurez-vous que lorsque les chefs d'État africains se sont réunis récemment à Kampala, leur question prioritaire devait être la mortalité maternelle et infantile, dont Aminata Touré a parlé. Mais finalement un autre agenda s'est imposé. Ils ont parlé de toute autre chose, de terrorisme et de sécurité, non plus des femmes ni de l'alimentation et d'autres questions de vie ou de mort pour l'Afrique.

J'évoque ces éléments pour dire qu'il est essentiel aujourd'hui de situer la problématique des femmes – je parlerai de l'égalité plus tard – dans un contexte global. Si nous n'avons pas une approche plus globale de la situation des femmes dans le monde, nous nous marginalisons nous-mêmes. Nous vivons dans un monde d'hommes et dont l'argent est le moteur. S'il était question de marchés, de parts de marchés, et de transferts de technologie, d'investissements, je suis persuadée qu'il y aurait eu beaucoup plus d'hommes que de femmes dans cette salle. Devons-nous accepter qu'on nous cantonne à gérer les conséquences des choix des hommes ? Parce que je pense que le monde dans lequel nous sommes est un monde fondamentalement

inégalitaire, injuste et violent. Peut-on dès lors plaider pour l'égalité des sexes dans un monde inégalitaire, injuste et violent ?

C'est en cela que dès le départ, dans le cadre du mouvement social mondial, nous avons attiré l'attention des Nations Unies sur le fait que les Objectifs du développement pour le Millénaire n'étaient pas réalisables. En tous cas le numéro 8. Il y a un certain nombre d'objectifs qui n'étaient pas réalisables tout simplement du fait de l'étau de l'endettement. Si je me situe en Afrique, c'est que nous avons été considérés jusqu'à une date récente comme un continent qui exaspère par sa lenteur, son incapacité à prendre le train de la globalisation, et dans ce contexte-là, précisément, ce sont les femmes qui paient de leur vie – qui aient fort cher – pour les décisions macro-économiques et pour des enjeux géostratégiques dont elles ignorent tout. Je le sais à partir de ce que je vis localement, je laisse derrière moi un pays pourtant présenté comme un modèle de démocratie mais où l'immense majorité des jeunes vivent un chômage endémique et chronique, condamnés à émigrer avec au final des avions qui débarquent chaque jour chez nous des expulsés qui voulaient tout simplement chercher du travail ailleurs.

Ce qui me semble essentiel, si nous voulons vraiment que les choses changent de manière radicale pour les femmes dans les cinquante années à venir – excusez-moi de parler de cinquante parce que, avec la célébration des indépendances africaines, nous sommes dans le chiffre cinquante maintenant –, c'est de questionner sans arrêt la nature des mutations qui sont en cours. De mon point de vue, il est essentiel de se demander pourquoi la mayonnaise ne prend pas : pourquoi la question de l'égalité des sexes n'a pas tellement pris dans certaines régions. Je fais partie de cette élite qui réfléchit pour les autres. Je me pose un certain nombre de questions. Pourquoi suis-je obligée d'aller de quartier en quartier, de village en village pour parler aux femmes. Et pourquoi, quand je donne la parole aux femmes, ne parlent-elles pas d'égalité des sexes ? Tout simplement parce que quand elles se lèvent le matin, qu'il faut chercher l'eau, la nourriture, qu'il faut lutter contre le chômage, qui faut lutter contre l'ordre économique mondial, ce n'est pas à celui qui est vis-à-vis, ce n'est pas à l'homme que la femme s'en prend, ce n'est pas l'autre sexe qui lui pose problème. Il y a d'autres formes d'inégalité, d'autres formes d'injustice auxquelles nous n'avons pas de solution. Il n'y a pas de société égalitaire – toutes les sociétés sont inégalitaires. Mais toutes les cultures ont créé des mécanismes de régulation des injustices. Dans nos société il y avait des femmes battues, bien sûr il y a l'excision, bien sûr il y a la polygamie, bien sûr il y a le veuvage, mais – et cela nous ne l'avons jamais reconnu, nous ne l'avons pas suffisamment médité – toutes les sociétés qui ont survécu jusqu'ici l'ont fait parce que face aux injustices, les peuples savent toujours se doter de formes de régulation sociale qui leur permettent de gérer localement les conflits et de les prévenir.

Le modèle de développement qui nous a été imposé à consisté à vider nos sociétés de ces réponses locales, de ces réponses dont nous étions capables. Personne n'avait besoin de venir faire des séminaires, des colloques pour nous dire comment nous comporter entre nous, à moins que nous-mêmes n'acceptions qu'on considère que – comme en un certain discours – nous serions un peuple sans histoire et dépourvus de repères. Nous ne sommes pas des peuples sans repères.

Toutes nos sociétés, grâce au pouvoir de la culture, avaient le pouvoir de gérer non seulement les relations interpersonnelles, mais aussi l'économie. Il nous reste une mémoire de notre agriculture. C'était une agriculture paysanne familiale. Nous n'avions pas connaissance du chômage. Personne n'était censé travailler, tout le monde travaillait, sauf les personnes âgées et les malades. Aujourd'hui nous sommes dans une société malade qui marche sur la tête, qui crée plus de chômeurs que de travailleurs véritables. Nous étions dans des sociétés où des valeurs non-matérielles permettaient aux gens de veiller les uns sur les autres. Aujourd'hui, quand une femme est enceinte dans mon pays, même si elle n'a pas d'argent, même si le pays est au chômage, elle est obligée d'aller dans des hôpitaux où elle paie. Quand elle a fini d'accoucher, si elle ne peut pas payer, on prend sa carte d'identité jusqu'à ce qu'elle revienne payer. J'ai autour de moi des gens qui viennent me dire : « ma femme a accouché, l'enfant n'a pas survécu. Elle est à l'hôpital, on me demande de venir chercher de l'argent afin qu'on la libère. » J'entends parler et je vois des cas de femmes qui n'ont pu accoucher et dont l'enfant mort est encore dans le ventre et au mari desquelles on demande d'aller chercher de l'argent avant toute opération. À partir de ce moment le défi majeur n'est plus l'égalité des sexes en tant que telle, mais une question de justice sociale et économique dans des sociétés dominées.

La solidarité entre femmes au niveau mondial doit se situer à ce niveau. D'où parlons-nous ? Quand je parle de la Chine, des États-Unis ou d'Europe ce n'est pas la même chose que lorsque je parle de l'Afrique, qui jusqu'ici a servi de réservoir de matières premières pour l'économie mondiale. Ce qu'on appelle le développement a consisté pour nous à produire le coton, le café, le cacao qui ont fait tourner la grande usine mondiale. Mon pays est victime de ce type de développement. On nous a demandé de faire du coton. Nous sommes un pays sahélien, enclavé et on a tout misé sur le coton. Tous nos œufs dans le même panier. Mais les États-Unis d'Amérique et les pays de l'OCDE, la plupart des pays subventionnent leur coton. Et ces subventions agricoles font aujourd'hui que le Mali est un pays qui dépend aujourd'hui de la mendicité internationale. Un pays mendiant n'est pas un pays libre. Les femmes dans ce pays ne peuvent pas vivre ou plaider pour l'égalité alors qu'elles sont totalement broyées par la logique du système.

Quand on me parle de l'autonomie des femmes, je pense à l'autre Afrique, d'avant, celle où la culture du coton était l'un des lieux par excellence de l'illustration des forces de nos cultures avant qu'on ne nous impose de produire pour le marché. Je ne dis pas qu'il faut que nous nous enfermions. Mais je sais moi, depuis que je suis gamine, que, dans le coton, il y avait une somme de connaissances qui nous permettait de filer le coton nous-mêmes, d'aller donner à des tisserands, de nommer les tissus que nous voulions que les artisans produisent. Chaque femme constituait le trousseau de son enfant. Les femmes vendaient une partie de ces textiles qu'elles-mêmes tissaient. Le tout leur revenait donc, elles possédaient et contrôlaient la filière d'un bout à l'autre. Mais elles ont perdu ce contrôle lorsque dans le cadre de la production industrielle elles ont été amenées à travailler comme ouvrières. Aujourd'hui, avec la crise de la filière cotonnière, nous n'avons plus de coton, pratiquement pas. On nous propose des OGM pour augmenter la productivité alors que la véritable question ne porte pas sur le gain de productivité. La question, c'est le prix des matières premières sur le marché. Quand un produit est mieux

rémunéré, le paysan peut en retirer quelque chose pour se soigner, éduquer ses enfants, nourrir sa famille, sans avoir à d'émigrer. Tout est lié. Mais quand on lui dit, quand on dit à un pays : « faites ceci et cela, au nom de l'avantage comparatif », vous le faites. Votre produit n'est pas rémunéré. Alors vous vous trouvez dans des situations sociales et économiques explosives. Les hommes deviennent violents parce qu'ils perdent sur ce marché-là et un homme qui chôme, un homme qui n'a pas d'espoir est un homme nécessairement violent. La violence domestique a un lien avec cette force, cette marche forcée dans une économie mondiale injuste. Et aujourd'hui, à l'heure du bilan, malheureusement personne ne veut désigner ce système. Et pourtant, ce système est en crise.

La dernière réunion à laquelle l'UNESCO m'a invitée visait à évaluer les conséquences de cette crise financière et économique sur l'Afrique. Et on ne peut pas ne pas parler des femmes, en tous cas des femmes africaines, nous qui étions en crise depuis si longtemps. Nous sommes en Grèce aujourd'hui. Quand nous avons entendu parler du programme d'ajustement structurel pour la Grèce, je me suis dit « Bienvenue dans le camp des ajustés ». Nous, nous avons écopé depuis longtemps pour ces crises. Nous sommes dans des crises alimentaires, des crises économiques, des crises énergétiques, des crises sanitaires, des crises de l'éducation, des crises morales et des crises politiques – car la réponse à nos problèmes devait être politique. Mais qu'est-ce qui se passe en politique ? En politique on a tout simplement demandé aux pays dominés de mettre en place des logiques essentiellement électorales articulées à la transparence des urnes. Mais personne ne se pose la question de savoir quelle alternative trouver à un modèle économique qui sécrète la pauvreté et la violence.

Les violences faites aux femmes sont sans issue. Ils n'y a pas réponses à ces violences-là sans remise en question d'un modèle économique que les pays industrialisés eux-mêmes questionnent. Il suffit de voir l'état de l'Amérique d'aujourd'hui ; l'Amérique de Barack Obama ne sait plus où donner de la tête à cause du chômage. L'Europe, n'en parlons pas. Nous ne pouvons pas parler des femmes et de l'avenir du monde sans questionner ces systèmes. Quel est le rôle, comment voit-on la place des femmes dans un monde globalisé ? Et c'est pour ça que je propose à l'UNESCO, et Madame Bokova l'a fait – j'ai entendu son discours lorsqu'elle est arrivée à l'UNESCO – c'est tout simplement de plaider pour des relations solidaires dans le cadre d'une ré-humanisation du monde. La ré-humanisation du monde, ce n'est pas un défi africain, asiatique, mais mondial. Nous sommes au bord du gouffre, tous ensemble, globalement.

Les femmes ont tout à gagner à un tel système, parce qu'il s'agit maintenant de recourir à d'autres valeurs avec lesquelles renouer, et qui ne sont pas des valeurs de compétition. Je ne suis pas pour la compétition tous azimuts, parce que c'est la compétition tous azimuts, y compris au sein de la famille, y compris entre mari et femme, qui nous a conduit à cette situation où personne n'est heureux. Il y a des gens qui sont riches mais qui ne sont pas nécessairement heureux. Or, quant à l'avenir qu'on prédit aujourd'hui à l'Afrique, je me désolidarise du discours sur l'embellie économique de l'Afrique. On est en train de nous dire que nous aussi nous allons émerger comme la Chine, précisément parce que la Chine a besoin de nos matières premières. Cela veut dire que, encore et encore, nous allons continuer à être une sorte de réservoir du

monde où chacun viendra faire son marché. Je crois que ce n'est pas viable, cet avenir n'est pas viable. Et dans cette perspective, les mêmes discours dominants se félicitent de mettre l'émergence de ce qu'ils appellent les classes moyennes. Qu'est-ce que c'est que les classes moyennes ? C'est le nouveau riche, on les appelle les « *black diamonds* » en Afrique du Sud. Ces nouveaux riches ont gagné en jouant aux bourses, parfois par la corruption. On voit dans chacun de nos pays émerger une poignée d'individus qui ont tout : qui ont la tête en Europe et les pieds en Afrique. Ils vivent dans des villas cossues. Ils ont leur *BlackBerry*. Ils vont à la gym. Ils passent leurs vacances en Occident, totalement coupés du reste de la population, immense majorité, dont les femmes n'ont ni l'eau, ni la nourriture, ni la santé. Et pourtant, on nous dit qu'émerge cette petite catégorie, et c'est cette catégorie que l'économie mondialisée est en train de viser. J'ai lu en venant ici dans *Le Figaro* que les multinationales comptent sur cette Afrique du *bling-bling* pour générer des profits et retours sur investissements. Le profit se fait sur le dos des femmes. Le retour sur investissement se fait sur le dos des femmes. L'homme n'est pas nécessairement l'ennemi de la femme : il peut être son meilleur allié dans la lutte pour un ordre mondial nouveau.

Je ne demande pas à l'UNESCO d'être révolutionnaire, mais je me permets de tenir ce discours pour dire aujourd'hui qu'il y a place pour redonner à la culture le pouvoir qui est le sien. Quand nous allons sur ce terrain, on gagne tout simplement parce que nous n'avons pas besoin de dire aux gens ce qu'il faut faire. Parce que les gens savent encore puiser en eux-mêmes pour proposer des réponses à la fois politiques, participation à la prise de décision, analyse de la situation. Il y a toute une série d'alternatives : l'agriculture biologique, l'architecture bioclimatique. Toutes les questions d'environnement aujourd'hui et les réponses que l'Occident revendique sont des réponses postmodernes à la portée de l'Afrique si on accepte seulement de reconnaître qu'elle est le continent qui a le plus payé pour l'ordre actuel du monde.

ANNEXES

BIOGRAPHICAL INFORMATION OF THE PARTICIPANTS

IRINA BOKOVA (BULGARIA)



Irina Bokova is Director-General of UNESCO since November 2009. Prior to this, she was Ambassador of the Republic of Bulgaria to France and Monaco, Personal Representative of the Bulgarian President to the “Organisation Internationale de la Francophonie” and Permanent Delegate to UNESCO from 2005 to 2009.

Born in 1952, she obtained an MBA from the Moscow State Institute of International Relations and studied at the universities of Maryland and Harvard in the USA. During her long and distinguished career, she also served as Bulgaria’s representative to the United Nations and as her country’s Secretary of State for European integration and Foreign Minister. Ms Bokova has long promoted the transition to European integration. As Founder and Chairperson of the European Policy Forum, she worked to overcome divisions in Europe and promote the values of dialogue, diversity, human dignity and rights.

EKATERINI PAPACHRISTOPOULOU TZITZIKOSTA (GREECE)



Ekaterini Papachristopoulou Tzitzikosta is President of the Hellenic National Commission for UNESCO and President of the UNESCO Center for Women and Peace in the Balkan Countries. Prior to this, Ms Tzitzikosta was Public Relations Officer (1987-2002) and Director of the Ministry of Agriculture of Greece (1965-1987). She is also very involved in the work of non-governmental organizations as she founded and chairs the UNESCO Center for Women and Peace in the Balkan Countries, the Society of Interbalkan Women’s Cooperation, the Association of the Societies of Interbalkan Women’s Cooperation-International, the Society of Greek Women Entrepreneurs and the Rural Women of Macedonia and

Thrace. She holds a Master degree in Management and Public Relations from Cleveland University and a BA from the Athens University of Economics and Business.

BIBIANA AIDO ALMAGRO (SPAIN)



Bibiana Aído Almagro is Minister for Equality of Spain. She is the youngest Minister to enter the Spanish Government. From 2003 to 2006, she worked as the Provincial Cultural Delegate for the Junta de Andalucía in Cadíz, and, from 2006 to 2008, she was the Director of the Andalusian Agency for the Advancement of Flamenco. She has been affiliated with the PSOE (Spanish Socialist Worker's Party) since 1995 and was a candidate for the province of Cadiz to the Andalusian Parliament in 2000 and 2008.

She holds a Degree in Administration and Business Management from the University of Cadiz; a BA (HONS) International Business Administration, University of Northumbria, Newcastle, UK and an advanced studies degree in Economy and Business Management from the University of Cadiz.

CAROL BELLAMY (UNITED STATES OF AMERICA)



Carol Bellamy presently serves as the Chair of the EFA/FTI Board of Directors. Since it's creation in 2002, EFA/FTI has grown to become a dynamic global partnership endorsing the education sector plans of 41 low-income countries around the world and granting \$2 billion in support of these strategies.

Ms Bellamy previously served 10 years as Executive Director of UNICEF, the children's agency of the United Nations.

Ms. Bellamy has worked in the private sector at Bear, Stearns & Co., Morgan Stanley, and Cravath, Swaine & Moore. She spent 13 years as an elected public official, including five years in the New York State Senate. In 1978, she became the first woman to be elected to citywide office in New York City when she was elected President of the NYC Council, a position she held until 1985. Bellamy was named one of Forbes magazine's 100 Most Powerful Women in the World in 2004. In 2009, Bellamy was awarded the Légion d'Honneur by the Government of France. Bellamy also Chairs the Board of Governors of the International Baccalaureate.

SALWA SANIORA BAASSIRI (LEBANON)



An economist graduated from the American University of Beirut, Salwa Saniora Baassiri is, since 1998, Secretary General of the Lebanese National Commission for UNESCO and Head of the Lebanese Network for Anna Lindh Foundation for the Dialogue between Cultures since 2005. Since 2003, she is also chair of the Arab Ethics Committee for Science and Technology and is member of several international committees such as the UNESCO's Intergovernmental Bioethics Committee since 2008 and the Lebanese National Consultative Bioethics Committee since 2001.

EMMA BONINO (ITALY)



Emma Bonino is Vice-Chair of the Italian Senate. She has been Minister for International Trade and European Affairs. First elected to the Italian Chamber of Deputies in 1976, she has served either in the Italian or in the European Parliament continuously since then, except when she was European Commissioner. Between 1994 and 1999, she was European Commissioner for Humanitarian Aid, Fisheries, Consumer Policy, Consumer Health Protection and Food Safety. Since 1993, she has led the campaign for the establishment of the International Criminal Tribunals for the former Yugoslavia and for Rwanda, and for the establishment of the International Criminal Court. While EU Commissioner for Humanitarian Affairs, Emma Bonino was the Head of the European Commission Delegation to the Rome Diplomatic Conference of Plenipotentiaries on the Establishment of an International Criminal Court in 1998, at which the Rome Statute was adopted. She spent 4 years in Cairo between 2001 and 2004, where she was Distinguished Visiting Professor at the American University of Cairo. Since July 2003, Emma Bonino has also been campaigning for ratification of the Maputo Protocol on "Women's Rights in Africa" to the African Charter of Human and Peoples' Rights as a comprehensive framework for the realisation of women's rights in Africa. This is part of consistent work on sensitive political and cultural issues related to human rights, including Ending FGM, the international campaign for the abandonment of Female Genital Mutilation.

CHEN ZHILI (CHINA)



Chen Zhili is Vice-Chairperson of the Standing Committee of the National People's Congress and President of All-China Women's Federation (NPC).

Following her graduation from Fudan University in 1964, Chen obtained a Master's degree from the Shanghai Institute of Ceramics, affiliated with the Chinese Academy of Science in 1968. She spent many years doing research at the Institute and became its leader later. She also carried out further study as a visiting scholar at the Materials

Research Institute of Pennsylvania State University.

Ms Chen served as Secretary of the Science and Technology Sub-Committee of the CPC Shanghai Municipal Committee, chief of the Publicity Department of the CPC Shanghai Municipal Committee, Vice-Secretary of the CPC Shanghai Municipal Committee, Vice-Chairperson of the State Education Commission, and Minister of Education. In 2003, Chen was appointed State Councilor and First Vice-President of the Beijing Organizing Committee for the Games of the XXIX Olympiad (BOCOG).

IRENE DANKELMAN (NETHERLANDS)



Irene Dankelman is Director of IRDANA Advice on gender and sustainable development and former Technical Advisor on Environment, Gender and Development for UNIFEM. She has been working with national and international NGOs, government agencies, academia and the UN in the area of environment and sustainable development, with a specific focus on gender and environment. She has been active as a lecturer, researcher, consultant, writer and senior advisor. Presently she is lecturer at the Radboud University in Nijmegen (Netherlands) and chair of the board of the Women's Environment & Development Organization (WEDO) and of the advisory

board of Women in Europe for a Common Future (WECF). Her book *Gender and Climate Change: An Introduction* will be published by Earthscan in November 2010.

BRITA FERNANDEZ SCHMIDT (GERMANY)



Brita Fernandez Schmidt has a strong record of work on women's human rights, gender, social inequality and development. She has worked with a number of different national and international human rights and development institutions over the past 15 years, including Womankind Worldwide and the European Women's Lobby in Brussels. Brita led the Gender and Development Network in the UK as its Chair for 5 years. Currently, she is the Director of Policy and Development for Women for Women International in London (www.womenforwomen.org). She is a Commissioner for International Affairs to the Women's National Commission in the UK appointed by the Minister for Women. She also advises GAPS - Gender Advocacy for Peace and Security, a UK network, as Management Committee member.

Ms Schmidt holds a Masters from Sussex University (UK) and has since overseen and carried out research projects on a number of different subjects such as gender equality and the new international aid architecture, networking for women's organisations, UN reform, CEDAW and women's human rights, violence against women and women's civil and political participation.

CLAUDIE HAIGNERÉ (FRANCE)



Claudie Haigneré is president of "universcience », a leading public institution designed to promote the teaching and the discovery of science and technology.

Holder of a Ph.D in science, doctor of medicine, rheumatologist, specialist in sports medicine and injuries, aeronautic and space medicine, biomechanics and physiology of movement, Claudie Haigneré is the only female astronaut selected by the CNES (French space agency). She has taken part in several flights and stays aboard Soyuz space craft, the MIR Russian space station and the International Space Station. A member of the ESA (European Space Agency), she was the only woman in the European Astronaut Corps.

Claudie Haigneré's expertise has also led her to accept ministerial responsibilities, firstly as minister delegate in charge of Research and New Technologies (2002-2004) and subsequently minister delegate for European Affairs (2004-2005). She has served as adviser to the Director General of the European Space Agency since November 2005.

A member of the Academy of Technologies, the Academy of Air and Space, the Academy of Sports and vice-president of the International Academy of Astronautics, Claudie Haigneré also sits at the board of France Télécom, Sanofi Aventis and several foundations all related to science and young people: the C. Génial Foundation, Lacoste Foundation, L'Oréal Foundation and Fondation de France.

SAMANTHA HUNG (AUSTRALIA)



Samantha Hung has over a decade of professional experience working on gender issues at policy, institutional and program/project levels. Her current role is Gender Specialist in the Poverty Reduction, Gender, and Social Development Division is situated within the Regional and Sustainable Development Department of the Asian Development Bank (ADB).

Before joining ADB, Samantha was the Gender Advisor of the New Zealand Agency for International Development (NZAID), responsible for providing agency leadership the implementation of the NZAID Policy for Gender Equality and the Empowerment of Women. She has also previously held the role of Gender Advisor with the Pacific Islands Forum Secretariat where she provided support for advancing gender equality across Pacific Island countries and regional policy. In addition, Samantha held positions in the past with the Australian Government Office on the Status of Women, UNICEF Vietnam, and BRIDGE (briefings on gender-development) at the Institute of Development Studies, University of Sussex.

She holds a Masters in International Development from the Royal Melbourne Institute of Technology, and an Honors Law and Commerce degrees from the University of Melbourne in Australia.

JANET KABEBERI-MACHARIA



Janet Kabebiri-Macharia is the UNEP Senior Gender Adviser based at the UNEP headquarters in Nairobi, Kenya. A lawyer by profession, she holds a PhD in Law from the University of Warwick and Master of Laws from Columbia University. Her career spans academia, non-governmental organizations, and international development organizations and she has over 20 years experience in research, training, implementation, monitoring and evaluation of rights based programmes. Janet is interested in pursuing the different ways in which men and women interact with socio-regulatory systems and how these continue to define their day to day living and the impact of this on the environment. In her work in UNEP she has focused on building internal staff capacity on gender

mainstreaming, developing different methodologies that staff (and collaborating partners/institutions) can use in mainstreaming gender into environment management programmes. She has extensively published books and articles in referred journals in various areas with a particular focus on gender issues, children's rights, women's human rights, law and development, and, environmental law.

MOUSHIRA MAHMOUD KHATTAB (EGYPT)



Moushira Mahmoud Khattab is Minister of State for Family and Population of the Arab Republic of Egypt since March 2009. From 1999 to 2010, she was Secretary-General of the National Council of Childhood and Motherhood. Throughout her diplomatic career, she was the Assistant Minister of Foreign Affairs for Cultural Relations (1999) and Ambassador of Egypt to South Africa (1994-1999), Lesotho and Botswana (1994-1999), the Federation of Czech Republic and Slovak Republics (1992-1994). She holds a B.A. in Political Science from the Faculty of Economics and Political Sciences of the Cairo University and a M.A in International Relations from the University of North Carolina.

TATJANA KOKE (LATVIA)



Tatjana Koke holds the position of the Minister of Education and Science of the Republic of Latvia since December 2007, after serving as the Parliamentary Secretary of the Ministry of Education and Science since 2006. She is a corresponding Member of the Latvian Academy of Sciences, a member of the Doctoral Council in Pedagogy and, was, from 2002 to 2007, Director of the doctoral study programme in pedagogy at the University of Latvia. She has been involved in various activities of UNESCO since the middle of 1990s, both at the national and international levels. In 2005 she was elected as a Member of Council of the UNESCO International Bureau of Education (IBE) and served as the Vice-President of the IBE Council until 2008. She has been very active in promoting the implementation of the global action plan “Education for All” in Latvia, as well as various other UNESCO education programmes. Tatjana Koke has published more than 100 scientific articles and methodology papers.

RACHEL MAYANJA (UGANDA)



Rachel Mayanja, the Secretary-General's Special Adviser on Gender Issues and Advancement of Women since November 2004, is a long-serving career international civil servant with vast experience in normative, policy and operational work of the United Nations including peace-building, peace-keeping and inter-agency collaboration.

Her career with the UN started in the Women's Division shortly after the first World Conference in Mexico in 1975. As Secretary to the drafting committee of the Convention on the Elimination of Discrimination against Women, she was actively involved in the establishment of this landmark legal instrument.

She participated in different peace-building and peacekeeping missions, first with the United Nations Transition Assistance Group (UNTAG) in Namibia from 1989 to 1990 and later in the United Nations Iraq/Kuwait Observation Mission (UNIKOM) from 1992 to 1994. This first hand knowledge proved essential in her role as the Secretary-General's Special Adviser, especially in the area of women, peace and security.

Immediately before assuming the position of Special Adviser on Gender Issues and Advancement of Women, she served as Director of Human Resources Management Division at the Food and Agriculture Organization (FAO).

Ms Mayanja, a national of Uganda, obtained law degree from Makerere University, as well as Master's Degree in Law from the Harvard University Law School.

ASHA-ROSE MIGIRO (TANZANIA)



Asha-Rose Migiro is Deputy Secretary-General of the United Nations. Before that, she served as Tanzania's Minister of Foreign Affairs and International Cooperation. Dr. Migiro also pursued a career in academia, serving as a Senior Lecturer at the Faculty of Law at the University of Dar-es-Salaam. She has a Master of Laws from the University of Dar-es-Salaam and a Doctorate in law from the University of Konstanz in Germany.

Dr. Migiro, on behalf of the Secretary-General, has successfully led the negotiations that resulted in the establishment of the UN Entity for Gender Equality and the Empowerment of Women — known as UN Women.

ELEONORA MITROFANOVA (RUSSIAN FEDERATION)



Eleonora Mitrofanova, who holds a PhD in international relations, is Chairperson of the Executive Board of UNESCO and Ambassador and Permanent Delegate of the Russian Federation to UNESCO since January 2009. She was elected a Deputy of the State Duma of the Federal Assembly of Russia and has also worked as an auditor of the Russian Audit Chamber. In 2001-2003, she was UNESCO Assistant Director-General for Administration, before being appointed First Deputy Minister for Foreign Affairs of the Russian Federation, responsible for Russians abroad and cultural action.

CARMEN MORENO (MEXICO)



Carmen Moreno, an internationalist and diplomat, began her work on women's rights and gender equality as a Mexican Delegate to the first UN Conference on Women (1975). She has been Mexican Ambassador to Costa Rica and Guatemala, Permanent Representative of Mexico to the Organization of American States and Deputy Minister for Foreign Affairs.

In 2003, she was appointed by the Secretary-General of the UN as Director of the International Research and Training Institute for the Advancement of Women. In July 2009, the Secretary General of the OAS appointed her as Executive Secretary of the Inter-American Commission of Women.

DEAN PEACOCK (SOUTH AFRICA)



Dean Peacock is co-founder and co-director of the Sonke Gender Justice Network, a South African NGO working across Southern Africa on issues related to gender, HIV and AIDS and human rights—especially through the implementation of its One Man Can and Brothers for Life Campaigns (www.genderjustice.org.za and www.brothersforlife.org.za).

Dean's work and activism over the last twenty years has focused on issues related to men, constructions of masculinities, health and social justice. In 1985 he joined the End Conscription Campaign to oppose Apartheid army violence and later worked with homeless youth in Managua, Nicaragua, and with perpetrators of domestic violence in jails and community settings in San Francisco. From 1994-2000 he served as the Youth Program Coordinator at Men Overcoming Violence and from 2001 to 2006 as the South Africa Program Director for EngenderHealth where he coordinated the Men As Partners Network.

In addition to his work at Sonke Gender Justice, he is currently co-founder and co-chair of the MenEngage Alliance and is a part-time member of Program in Global Health at the University of California at Los Angeles.

Dean currently serves on the UNAIDS Global Task Force on Women, Girls, Gender Equality and HIV; the Mobilizing Men for Violence Prevention Global Task Force and the United Nations Secretary General's Network of Men Leaders formed to advise the UN Secretary General on gender based violence prevention.

Together with Sonke Co-Director Bafana Khumalo he was selected by Men's Health Magazine as 2007 "Best Man" in the Public Service Category.

SANDRA ELISABETH ROELOFS (GEORGIA)



First Lady of Georgia, she is the founder and Director the SOCO Foundation, a charitable non-governmental organization which conducts humanitarian projects for the most vulnerable groups sponsored by both Western-European and Georgian companies and individuals.

Since 2004 Mrs.Roelofs is the chairperson of the Country Coordinating Mechanism for projects of the Global Fund to fight AIDS, tuberculosis and malaria in Georgia. She is also chairing the Reproductive Health National Council under the Georgian Ministry of Health and Social Affairs.

From 1999 to 2003 Mrs.Roelofs was a free-lance business consultant for mainly Dutch companies interested in business opportunities in Georgia. At the same time she was coordinator for a management know-how transfer program funded by the Netherlands government and she was a visiting lecturer of French language at Tbilisi State University. From Fall 2003 she switched to the Caucasus School of Business, a private educational institution where she has been teaching French to students till summer 2007.

In 1996 Sandra Elisabeth Roelofs worked for the International Committee of the Red Cross and the Consulate of the Kingdom of the Netherlands. She has also been a correspondent for Dutch radio covering Georgian politics and socio-economic topics since 1997.

She graduated with honors from the State Economic Institute for Translators and Interpreters, Brussels, majoring in French and German.

NAFIS SADIK (PAKISTAN)



Nafis Sadik is Special Adviser to the UN Secretary-General and his Special Envoy for HIV/AIDS in Asia and the Pacific, with the rank of Under-Secretary-General. She was Executive Director of UNFPA from 1987-2000.

Under her leadership as Secretary-General of the International Conference on Population and Development, (Cairo,1994), the approach to reproductive health, including empowering women through education and economic opportunity, was unanimously agreed to by the international community. Nafis Sadik is well-known for her leadership in the fields of international maternal and child health, reproductive and sexual health, and advocacy for education in the prevention of HIV and AIDS.

Among her numerous national and international awards, Nafis Sadik was the Laureate, in the individual category, of the UN Population Award 2001. She is the author of publications in the areas of reproductive health and family, population and development, women, and gender and development.

SASKIA SASSEN (UNITED STATES OF AMERICA)



Saskia Sassen is the Robert S. Lynd Professor of Sociology and Member, The Committee on Global Thought, Columbia University (www.saskiasassen.com). Among her recent books are *Territory, Authority, Rights: From Medieval to Global Assemblages* (Princeton University Press 2008) and *A Sociology of Globalization* (W.W.Norton 2007). For

UNESCO she did a five-year project on sustainable human settlement with a network of researchers and activists in over 30 countries, as part of the 14 volume *Encyclopedia of Life Support Systems* (Oxford, UK: EOLSS Publishers) [<http://www.eolss.net>]. The *Global City* came out in a new fully updated edition in 2001. Her books are translated into twenty-one languages. She has received several awards, most recently doctor honoris causa from Delft University (Netherlands), from DePaul University (USA) and from Université de Poitiers (France). She is the Chair of the new Urbanism competition at the Venice Biennale of Architecture (2010). She contributes regularly to www.OpenDemocracy.net and www.HuffingtonPost.com.

GHISLAINE SATHOUD (CONGO)



A writer and an actor, Ghislaine Sathoud holds a Master's degree in International Relations and also a Master's degree in Political Science. She published a poetry collection entitled *Poèmes de ma jeunesse* (Poems of my youth) and also various acting roles in the troop known as *Le Théâtre du Marigot*. She then went on to obtain her university education in France and in Canada, where she currently lives.

She is a fervent human rights militant, and is particularly interested in gender issues and has never hesitated to confront the prejudices and stereotypes modeling human behaviour.

She is involved in various campaigns in favor of improving the status of woman. Her interest in the status of women has led her to make violence her war horse. She has worked for the *Alliance des Communautés Culturelles pour l'Égalité dans la Santé et les Services Sociaux (ACCÉSSS)*, for the *Comité Priorité Violence Conjugale* and for *le Cran des femmes*. She wrote a play entitled *Ici, ce n'est pas pareil chérie!!* (Things are different here, darling!!), a tool intended to increase awareness and prevent family violence problems in ethno-cultural communities. This play was evaluated and selected by the interdisciplinary *Centre de recherche interdisciplinaire sur la violence familiale et la violence faite aux femmes* at the *Université de Montréal (CRI-VIEF)*.

Another of her plays *Les maux du silence* (The ills of silence) was selected to be presented during the *World Walk for Women* in 2000. In 2008, she was one of laureates of *Naji Naaman's Literary Prizes* for her short stories *Les trésors du terroir* (The treasures of the terroir).

MARIA STRATIGAKI (GREECE)



Maria Stratigaki is Secretary General for Gender Equality at the Ministry of Justice, Transparency and Human Rights, since November 2009.

From 2000 to 2009 she was Assistant Professor at the Department of Social Policy teaching on gender, social policy and gender equality policies and Director of the Centre for Gender Studies.

From 1991 to 1999 she worked at the European Commission (on equal opportunities between women and men -DG EMPL) and from 1999-2002 Director of the Centre for Gender Equality in Athens (KETHI).

She has coordinated European research projects on gender, migration and women's entrepreneurship. She was scientific coordinator of the project *Gender Studies in Social and Political Sciences* at Panteion University and scientific responsible of the European (FP7) research projects: *GeMIC* (Gender, migration and intercultural interaction in the South East Europe) and *MIG@NET* (Migration, Gender and Digital Networks).

She has published in *Social Politics*, *the European Journal of Women's Studies*, *Les Cahiers du Genre*. She is the author of *The Gender of Social Policy* (2007) and has edited the collective volume *Gender Equality Policies: European guidelines and national practice* (2008) (both in Greek).

Laura Thompson (Costa Rica)



Laura Thompson was elected Deputy Director General of the International Organization for Migration (IOM) in 2009.

Ms Thompson was formerly the Ambassador and Permanent Representative of Costa Rica to the United Nations Office and other International Organizations in Geneva, Switzerland.

As Ambassador Extraordinary and Plenipotentiary, Permanent Representative of Costa Rica to the United Nations and other International Organizations in Geneva, Ms.

Thompson had leadership responsibility for key governing bodies on migration and refugee-related matters with the United Nations High Commissioner for Refugees (2007-2009) and the International Organization for Migration (1996-1998), enhancing her understanding of humanitarian assistance issues. Ambassador Thompson also acted as chair of governing bodies of the United Nations Compensation Commission, the World Intellectual Property Organization and the International Labour Organization.

Prior to this, Ms. Thompson was First Secretary (1994-1996) and then Counsellor (1996-1998) at the Permanent Mission of Costa Rica to the United Nations and other International Organizations in Geneva. She also served as Cultural Attaché of the Delegation of Costa Rica to UNESCO in 1989.

In addition to her diplomatic experience, Ms. Thompson held various posts as Legal Counsel for International Organizations in Geneva, including the United Nations Compensation Commission (1998-2004) and the Secretariat of the Basel Convention on the Control of Transboundary Movements of Hazardous Wastes and Their Disposal (2004-2007), experiences that equipped her with indepth understanding of the functioning of International Organizations. Between 1991 and 1992, Ms. Thompson was Partner in a law firm in Athens, Greece.

She holds a Masters degree in International Relations, specialising in international law, from the Institut Universitaire de Hautes Etudes Internationales (Geneva, Switzerland). She also holds a Bachelors degree in law from the University of Costa Rica.

AMINATA TOURÉ (SENEGAL)



Aminata Toure is the current Chief of the Gender, Human rights and Culture Branch in UNFPA headquarters. She previously worked as Chief Technical Adviser for UNFPA in the Ministry of Family and Social Affairs in Burkina Faso, in Cote d'Ivoire as Regional Adviser for the UNFPA. Aminata Toure also worked at the Regional Office of UNIFEM in Dakar as Coordinator of an eight-Country Programme on Gender and HIV/AIDS; she also worked as Programs Director of the Senegalese Branch of the International Parenthood Planned Federation in charge of the management of the 8 Family planning clinics spread throughout the country. Aminata Toure started her career 23 years ago in the private sector in her home country Senegal. Aminata Toure holds a Master's Degree in Economics from Aix- Marseille University, France, a MBA from Dijon University, France, and a PhD in International Business Management from the International School of Management in Paris.

AMINATA TRAORÉ (MALI)



Aminata Dramane Traoré has been Minister of Culture and Tourism of the République of Mali from 1997 to 2000. She was a member of the Board of Directors of the Population Council (1987-1996), Coordinator for Africa of the UNDP project "PROWWESS / Africa" in 1988-1992, member of the International High-Level Panel for the Restructuring of UNDP (New York, 1992), member of the Independent Commission on Population and Quality of Life (UNESCO, 1993-1996), member of the Commission on the Social Dimension of Globalization of the International Labour Organization (ILO, 2002 -2004), member of the UN Secretary-General's Panel of Eminent Persons on Civil Society and UN Relationships (2003-2004). In July 2005 she was selected to serve on the Board of the International Press Service.

Ms Traore was a member of the organizing commission of the World Social Forum in Bamako (January 2006). She received the Prince Claus Award (Netherlands) in 2004 and received numerous awards in Mali: Ciwaras Winner of Excellence (1995), Chevalier of the Ordre National du Mali (1996), Officer of the National Order of Mali (2006), Commander of the National Order of Mali (2008). She is currently a member of the Scientific Committee of the IDEAS Foundation (Spain).

Writer and essayist, she is the author of: *L'étiau, L'Afrique dans un monde sans frontière* (The Noose, Africa in a world without borders) in 1999, *Mille tisserands en quête d'avenir* (A Thousand weavers seeking future) in 1999, *Le viol de l'imaginaire* (The Rape of Imagination) in 2001, *Letter to the President of the French about the Ivory Coast and Africa in general* in 2005 and *Africa humiliated* in 2008. Currently she is the coordinator of the Forum for Another Mali (FORAM) and Director of Centre Amadou Ba Hampate (CAHB).

UNESCO SECRETARIAT:

- **Hans d'Orville**, Assistant Director-General for Strategic Planning
- **Lalla Aicha Ben Barka**, Assistant Director-General for the Africa Department
- **Maria del Pilar Alvarez Laso**, Assistant Director-General for Social and Human Sciences
- **Gulser Saniye Corat**, Director of the Division for Gender Equality
- **Katerina Stenou**, Director of the Division of Cultural Policies and Intercultural Dialogue, Culture Sector
- **Caroline Descombris**, Assistant Programme Coordinator, Foresight Section, Bureau of Strategic Planning
- **Jacques Plouin**, Assistant Programme Specialist, Foresight Section, Bureau of Strategic Planning
- **Jan Lundius**, Consultant, Division for Gender Equality

PHOTO GALLERY



Ekaterina Papachristopoulou
TZITZIKOSTA,

President of the Hellenic National Commission for UNESCO delivering her welcoming remarks.

Opening ceremony of the UNESCO Future Forum on Gender Equality: The Missing Link? Rethinking the Internationally Agreed Development Goals beyond 2015

from left to right: **Irina BOKOVA**, Director-General of UNESCO; **Ekaterina Papachristopoulou TZITZIKOSTA**, President of the Hellenic National Commission for UNESCO; **Asha-Rose MIGIRO**, United Nations Deputy Secretary-General; **Moushira Mahmoud KHATTAB**, Minister of State for Family and Population Affairs of Egypt; and **Eleonora MITROFANOVA** (Russian Federation), Chairperson of the UNESCO Executive Board





Irina BOKOVA, Director-General of UNESCO delivering her welcoming remarks under the Acropolis of Athens. At the head table from left to right: **Ekaterina Papachristopoulou TZITZIKOSTA**, President of the Hellenic National Commission for UNESCO; **Asha-Rose MIGIRO**, United Nations Deputy Secretary-General; **Moushira Mahmoud KHATTAB**, Minister of State for Family and Population Affairs of Egypt; and **Eleonora MITROFANOVA** (Russian Federation), Chairperson of the UNESCO Executive Board



Irina BOKOVA,
Director-General of UNESCO



Eleonora MITROFANOVA (Russian Federation), Chairperson of the UNESCO Executive Board, delivering her keynote address. At the head table from left to right: **Irina BOKOVA**, Director-General of UNESCO; **Ekaterina Papachristopoulou TZITZIKOSTA**, President of the Hellenic National Commission for UNESCO; **Asha-Rose MIGIRO**, United Nations Deputy Secretary-General; and **Moushira Mahmoud KHATTAB**, Minister of State for Family and Population Affairs of Egypt



Bibiana AIDO ALMAGRO,
Minister of Equality of Spain



Emma BONINO,
Vice-President of the Italian Senate



Nafis SADIQ,
Special Adviser to the UN Secretary-
General and Special Envoy for HIV/AIDS in
Asia and the Pacific



Maria STRATIGAKI, Secretary General for Gender Equality of Greece moderating the closing session on: UNESCO's Role in Fostering Change: The Nexus of Education, the Sciences, Culture and Communication and Information
Panelists from left to right: **CHEN Zhili** (China), President of the All-China Women's Federation; former State Councillor; **Aminata TOURE**, Chief, Gender, Human Rights and Culture Branch, UNFPA; and **Aminata TRAORÉ** (Mali), President of the "Forum pour un autre Mali"; former Minister for Culture and Tourism of Mali

PROGRAMME

UNESCO FUTURE FORUM

GENDER EQUALITY: THE MISSING LINK?

RETHINKING THE INTERNATIONALLY AGREED DEVELOPMENT
GOALS BEYOND 2015

9 – 11 SEPTEMBER 2010 (ATHENS, GREECE)

DAY 1

THURSDAY 9 SEPTEMBER – 7.00 p.m

ARCHEOLOGICAL SITE OF PNYKA, ACROPOLIS, ATHENS

OPENING CEREMONY

WELCOME

- Ekaterini Papachristopoulou TZITZIKOSTA,
President of the Hellenic National Commission for UNESCO

OPENING STATEMENTS

- Irina BOKOVA, Director-General of UNESCO
- Pavlos GEROULANOS, Minister of Culture and Tourism

KEYNOTE SPEAKERS

- Eleonora MITROFANOVA (Russian Federation), Chairperson of the UNESCO Executive Board
- Asha-Rose MIGIRO, Deputy Secretary-General of the United Nations
- Tatjana KOKE (Latvia), Minister of Education and Science of the Republic of Latvia
- Bibiana AIDO ALMAGRO (Spain), Minister of Equality of Spain
- Moushira Mahmoud KHATTAB (Egypt), Minister of State for Family and Population Affairs
- Emma BONINO (Italy), Vice-President of the Italian Senate
- Carol BELLAMY (USA), Chair, Education for All – Fast Track Initiative and former Executive Director of UNICEF
- Nafis SADIK, Special Envoy of the UN Secretary-General for HIV/AIDS in Asia and former Executive Director of the United Nations Population Fund (UNFPA)

**CONCERT OFFERED BY THE ORCHESTRA OF THE NATIONAL
GREEK TELEVISION WITH THE PARTICIPATION OF THE ACCLAIMED
GREEK TENOR MARIO FRAGOULIS**

DAY 2

FRIDAY 10 SEPTEMBER – 10 am to 6.30 pm

DIVANI CARAVEL HOTEL, ATHENS

10 a.m. – 1 p.m

FIRST SESSION: THE STRATEGIC ROLE OF GENDER EQUALITY IN DEVELOPMENT

Moderator:

- Hans d'ORVILLE, Assistant Director-General for Strategic Planning, UNESCO

Panelists

- Claudie HAIGNERÉ (France), President of Universcience, Palais de la découverte et de la Cité des sciences; former Minister Delegate of Research and New Technology and for European Affairs
- Rachel N. MAYANJA, UN Secretary-General's Special Adviser on Gender Issues and Advancement of Women; Assistant Secretary-General of the United Nations
- Carmen MORENO (Mexico), Executive Secretary, Inter-American Commission of Women, Organization of American States
- Salwa SANIORA BAASSIRI (Lebanon), Secretary-General, Lebanese National Commission
- Samantha HUNG, Gender and Development Specialist, Asian Development Bank

2.30 p.m. - 4.30 p.m.

SECOND SESSION: FROM VIOLENCE AGAINST WOMEN TO WOMEN'S LEADERSHIP IN PEACE

Moderator:

- SaniyeGülser CORAT, Director, Division of Gender Equality, Office of the Director-General, UNESCO

Panelists

- Saskia SASSEN (USA), Professor of Sociology at Columbia University and Centennial Visiting Professor at the London School of Economics
- Laura THOMPSON, Deputy Director-General, International Organization for Migration
- Ghislaine SATHOUD (Congo), Award-winning writer; Member of the Alliance des Communautés Culturelles pour l'Égalité dans la Santé et les Services Sociaux
- Brita FERNANDEZ SCHMIDT (Germany), Director for Policy and development, Women for Women International
- Dean PEACOCK (South Africa), Member of the Secretary-General's Network of Men Leaders; Co-founder and Co-director of the Sonke Gender Justice Network

5.00 p.m. - 6.30 p.m.

THIRD SESSION: ADDRESSING THE GENDER DIMENSIONS OF ENVIRONMENTAL CHALLENGES

Moderator:

- Lalla Aicha BEN BARKA, Assistant Director-General for Africa Department, UNESCO

Panelists

- Janet KABEBERI-MACHARIA, Senior Gender Adviser, United Nations Environment Programme (UNEP)
- Irene DANKELMAN (Netherlands), Director of IRDANA Advice on Gender and Sustainable Development; former Technical Advisor on Environment, Gender and Development for UNIFEM
- Sandra Elisabeth ROELOFS (Georgia), First Lady of Georgia, Founder & Director of SOCO Foundation

DAY 3

SATURDAY 11 SEPTEMBER

DIVANI CARAVEL HOTEL, ATHENS

10 am to 1.00 pm

**CLOSING SESSION: UNESCO'S ROLE IN FOSTERING CHANGE:
THE NEXUS OF EDUCATION, THE SCIENCES, CULTURE AND
COMMUNICATION AND INFORMATION**

Moderator:

- Maria STRATIGAKI (Greece), Secretary General for Gender Equality

Panelists

- CHEN Zhili (China), President of the All-China Women's Federation; former State Councillor
- Aminata TOURE, Chief, Gender, Human Rights and Culture Branch, UNFPA
- Aminata TRAORÉ (Mali), President of the "Forum pour un autre Mali"; former Minister for Culture and Tourism of Mali

Concluding remarks:

- Maria STRATIGAKI (Greece), Secretary General for Gender Equality

It is increasingly clear that a cross-cutting approach to gender equality is essential not only to the realization of women's rights, but to the achievement of the wider goals of development and peace. [...] We need to rethink internationally agreed development goals in terms of the missing link of gender equality with a view to ensuring that women's rights and potential are woven into the social and cultural fabric of all nations. All the development goals reinforce each other, but none can be reached without empowering girls and women with the capabilities and confidence they need to live in freedom and dignity.

Irina Bokova

Director-General of UNESCO



United Nations
Educational, Scientific and
Cultural Organization

For further information about UNESCO's activities related to Women and Gender Equality, please see: www.unesco.org/women

For further information about UNESCO's Foresight activities, please consult : www.unesco.org/en/foresight

