

GENDER WIRE

HIGHLIGHTS OF ACTIVITIES – JUNE/JULY 2015

- **Roundtable on “Women in the Economy in France and in the UAE”** organized on June 3^d by the French Business Council of Dubai and Northern Emirates and the Dubai Business Women Council. The Director General opened the discussion, stressing the need for gender equality to “stand at the heart of the post-2015 agenda”. DIR/ODG/GE was a speaker in the second panel. She acknowledged efforts made but also pointed to remaining challenges to achieve gender equality. She thanked the different speakers for deconstructing misconceptions about gender issues in France and the Middle East.
- **Panel on “the Benefits of Gender Equality in Weather and Climate Services” during the WMO Congress, June 5th** UNESCO was invited and DIR/ODG/GE took part in this discussion and addressed questions on the gender gap in education and UNESCO good practices to address significant gaps, especially in STEM areas.
- **UNESCO Training Programme on Gender Equality for the Private Sector, Istanbul, Turkey, June 10th-16th** DIR/ODG/GE provided the first training session aimed at increasing women’s leadership in the private sector, which was attended by around 200 senior and mid-level managers from a variety of sectors and companies. This initiative is the first implementation of a project developed under a Cooperation Agreement between UNESCO and Koç University, signed in 2013, which envisaged the development of a joint executive-style training programme to increase women’s representation in the private sector, especially in senior management.
- **4th International Forum on the Role of Women in Fighting Poverty, June 29th-30th** DIR/ODG/GE gave a presentation on UNESCO’s Priority Gender Equality and highlighted its actions in fighting gendered poverty through its work in all its domains, especially in education.



DIR/ODG/GE, S. Gülser Corat at the roundtable organized by the French Business Council of Dubai and Northern Emirates and the Dubai Business Women Council

Let's mainstream!

Good practice

The aim of this section is to help colleagues mainstreaming gender into their workplans and designing gender-specific ones. Please pay attention even if the workplan highlighted is from another sector, as methods are cross-sectorial.

Today, the focus is on a workplan from **Natural Sciences**, which aims to improve the measurement of gender equality in STEM.

Why is there a need to integrate gender? Currently, women represent **less than 30%** of the R&D workforce today and **data collection marginalizes women** and their needs, concerns and interest. In particular, there are growing needs of statistics on representation of **women and girls in STEM** and on their use of ICTs.

How will the project address this need? It is divided into two phases:

- First, new **gender-sensitive indicators** and **policy instruments** on all aspects of the role of women in STEM will be drafted based on surveys; and a pilot data collection will be tested in countries under UNDAF.
- Then, based on the results of the pilot phase, a technical paper will gather **standard practices** for surveys aiming to develop gender sensitive indicators and policy instruments in STEM.

Data collection will **not only be sex-disaggregated** but will also aim to **include other criteria** such as level of seniority; subject area; age; country and region; private sector vs public or academia; women and men sitting on scientific boards; female and male students in STEM obtaining scholarships.

Pilot countries: Albania, Cape Verde, Mozambique, Pakistan, Rwanda, Tanzania, Uruguay and Vietnam.

Expected result so far: the project is expected to (i) support more women to **become** scientists and **remain** in their science careers; (ii) improve Member States' **STEM capacity** and support **sustainable development**

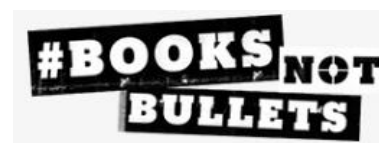
GEM level: 3, gender transformative. To read the whole workplan, please click [here](#).



UN Photo/JC McIlwaine, UNESCO
DG and Malala, New York 2013

A new step towards gender equality

To celebrate her 18th birthday, Malala Yousafzai, the Pakistani activist for women and girls' education, founded a school for **female Syrian refugees** in Lebanon. The school was opened on July 12th in the Bekaa Valley, close to the Syrian border. The **youngest ever Nobel Prize laureate** also launched the "**books not bullets**" campaign and called world leaders to increase their budget for education. She stated that if all governments stopped military funding for **8 days**, \$39 billion could be raised, allowing to fund **free and quality education for every children** on the planet for **12 years**.



For more information, please visit

http://www.malala.org/booksnotbullets/?source=blog_07122015

UNESCO's gender equality champions

Congratulations to Zuhra Sahar, Gender Focal Point (GFP) in the Kabul Field Office for her initiative to create a Gender Working Group (GWG) with her colleagues!

Within such a big field office with more than 50 staff members, Zuhra Sahar felt that being the only GFP was not enough. To be able to **better mainstream gender equality** in the office's workplans, she decided to gather colleagues from all sectors to form a GWG. The GWP was created in February and is currently composed of **8 staff members**.

They have drafted **Terms of Reference** to define their role and developed a **gender knowledge and awareness survey** that will be distributed to all their Kabul office colleagues to **identify needs for capacity building**.



Zuhra Sahar during the UN Day celebration in Kabul, Afghanistan, October 2014. Photo: Sayed Habibullah / UNESCO

"I found it difficult to communicate and involve programme officer in gender equality issues because they are usually busy and pay little attention to these issues. But I believe that each UN staff is responsible for ensuring that gender equality is integrated in the area of his/ her work, and there was a need for action. Now, this effort is divided among all the programmes. I am very much committed to keep it function and make it a useful body to mainstream gender equality into our policies and programmes. We will need your kind and continuous support on this as well!"

– Zuhra Sahar

In addition, the GWG has establish a gender workplan focusing on three activities: (i) gender mainstreaming; (ii) capacity development; (iii) advocacy, which is critical in terms of **resource mobilization**. Finally, they also developed a matrix for the main 2015 events they wish to contribute to as the GWG.

Did you know?!?

✚ Women in France have only been able to **work, open a bank account** and manage their **own assets** without having to receive their husband's permission since July 13th, **1965**. But 50 years later, women still earn **27% less** on average than their male counterparts.

✚ It was only in **2013** that the prohibition for women to wear **pants** in France was officially repealed. It had originally been introduced in 1800 because it was considered **travesty**. In 1909, derogations allowed women to wear pants only to ski, bike or ride horses.

Gender Equality

Terms & tools

Gender parity: it's about **numbers!** The goal is to reach a **balanced** ratio of women and men (ideally, 50/50) in terms of representation and participation **at all levels**. It's a **quantitative objective** and **not a qualitative** one. This is why it represents only a **limited** way to measure gender equality.

Gender equity: it's about **fairness of treatment**, based on women and men's respective status and needs. Today, in most countries, **historical and social disadvantages** still exist, preventing women and men from being **equal**. In those cases, a fair treatment to ensure equal opportunities can take the form of **affirmative action**. Equity leads to equality!

Gender equality: it's about **equal status!** Women and men can fully realize their fundamental rights and have equal opportunities and rights to **access** and **contribute** to national, political, economic, social and cultural development, and to **benefit** from the results. Women and men are equally **valued** and respected for the role they play in society, whether they are similar or different.

Gender Wire's movie selection



Difret is based on the true story of Hirut, a 14 year-old Ethiopian girl who was abducted on her way back from school by the man who wanted to marry her according to local traditions. She ended up killing her abductor while trying to escape and was accused of murder. A pioneer women's rights advocate defends her and manages to set a legal and cultural precedent.

their parents' death. At the end of the school year, they play with some male classmates, which provokes a scandal in the village. From now on, they will be closely watched by the entire family, especially their uncle, but will at times find unexpected allies.

Mustang takes place in some part of today's rural Turkey and tells the story of five sisters raised by their grandmother since

